

TABLE OF CONTENTS

2012-2013 SIOP Executive Board and Committee Chairs	1
Awards of Distinction	2
SIOP Awards	3
SIOP Foundation Awards	4
SIOP Fellowships and Scholarships	5
SIOP Foundation Grants	6
New SIOP Fellows	7
SIOP 2013 Partners	12

2012-2013 SIOP EXECUTIVE BOARD AND COMMITTEE CHAIRS

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 Membership: Mo Wang
 Placement and JobNet: Matthew O'Connell, Adam Hilliard,
 Anne Hansen (CiT)

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Professional Practice: Tracy Kantrowitz
 State Affairs: Mark Nagy

***Instructional and Educational Officer: Milt Hakel**

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 Wendy Bedwell (CiT)

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Administrative Office: David Nershi, Executive Director

Administrative Office: 440 E Poe Rd Suite 101, Bowling
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(CiT): Chair in Training

*Executive Board Member

AWARDS OF DISTINCTION

Distinguished Professional Contributions Award: Nancy T. Tippins, CEB Valtera



Recognized as being in the forefront of implementing computer-based assessment programs long before they were commonly used, Dr. Tippins has spent her career developing assessment procedures and putting into practice hiring programs, many of which have been extremely large scale, affecting thousands of applicants in some of the most visible U. S. corporations. Her work not only illuminated key issues relevant to automated assessments but provided solutions to new questions the field was facing in using these measures. She contributed to thought leadership and led others in identifying and grappling with the most challenging issues relevant to assessment, including disabilities accommodations, mitigating adverse impact, and assessment standards. She has had extensive involvement in articulating standards for professional practice, serving on revision committees for SIOP's *Principles for the Development and Validation of Personnel Selection Systems* and APA's *Standards for Educational and Psychological Testing and Assessment*. A former SIOP president, she has served the profession in a variety of appointed and elected roles, including several with SIOP, the APA Council, and five APA committees as well as several national committees and professional groups. In 2004, she received SIOP's Distinguished Service Award. Through her practice she has consistently innovated and positively influenced the field of I-O psychology.

Distinguished Professional Contributions Award: Kenneth Pearlman, Independent Consultant

With a professional career of notable achievements, Dr. Pearlman is particularly known for his contributions to the application and use of validity generalization procedures, which have changed how practitioners and researchers approach selection system validation. He has also made a major impact through his work and writings on job families, job analysis, competency modeling and the Labor Department's O*NET system for job description, analysis, and classification. He was an early advocate for a national occupational database and has been a tireless supporter of efforts toward O*NET's improvement and enhancement. Considered an eminent work analysis expert, he has influenced researchers and practitioners through his numerous publications and presentations. Of special note are his ongoing roles in job analysis and assessment tool development for the U.S. Army and Navy, which have helped change the way recruitment, assessment, job analysis, selection, and employee surveys are conducted in the U.S. military. Dr. Pearlman has been recognized for his expertise and career work with Fellow status in SIOP, APA, and APS. He has provided significant service to the I-O profession, serving on several panels related to the revision of both O*NET and SIOP's *Principles*. He has authored or coauthored seven books and chapters and 18 refereed journal articles.



Distinguished Scientific Contributions Award: Wayne F. Cascio, University of Colorado Denver



Dr. Cascio's research and professional activities have combined to create an impressive body of contributions to both academia and practice during his nearly 40-year career. His research on the organizational effects of downsizing, quantifying the financial effects of HR policies and practices, the determinants and outcomes of employee turnover, performance appraisals, and international HR management has resulted in an exceptional number of influential books and articles that have greatly impacted both academia and the business sector. Much of his work has attempted to identify emerging trends that have helped shape and focus the direction of research streams in the field of I-O psychology. He has a long history of direct involvement with corporate and public-sector organizations as a leading speaker and consultant. Concerned that few established scientific findings were actually known and applied by HR professionals, he conceived and coproduced an influential and widely used video series sponsored by the SHRM Foundation that showcased leading-edge HR practices in progressive organizations. A past president of SIOP, he has also held key leadership positions in the SHRM Foundation and the Academy of Management. His contributions to the scientific literature have been prolific: they include 27 books, including several widely used textbooks, and more than 150 journal articles and book chapters.

Distinguished Service Contributions Award: Joan Brannick, Brannick HR Connections

For more than 2 decades, Dr. Brannick has dedicated much of her time and energy to advancing SIOP and I-O psychology. During that time, she has served on seven committees and has chaired the Awards, Professional Practice, and Workshop committees. She is currently the Professional Practice Officer on SIOP's Executive Board. Of special note is her work on behalf of I-O psychology in chairing a task force to write and deliver SIOP's response to APA's Model Licensure Act, approved early in 2010. Licensing has long been a contentious issue in SIOP, and through her leadership differing perspectives were solicited and integrated into a final response that clearly articulated SIOP's stance on licensing. She also led the extensive effort required to ensure APA's continued recognition of I-O psychology as a specialty within the discipline, and she was a key player in APA's Future of Psychology Practice initiatives. Award nominators noted how she is willing to take on challenging tasks, doing so effectively and with grace. In the words of one nominator, "Everything she touches gets better." Dr. Brannick is a persuasive voice and productive contributor on matters of importance to I-O psychologists both within and outside of SIOP.



Distinguished Teaching Contributions Award: Elizabeth Shoenfelt, Western Kentucky University

“Competent,” “intelligent,” “dedicated,” “caring,” and “passion for I-O” are among the many accolades former students have bestowed on Dr. Shoenfelt. She has directed the I-O psychology graduate program for 19 of her 30 years at WKU, during which time she has earned the respect and admiration of hundreds of students. Her teaching excellence is demonstrated by her breadth and depth of knowledge, clarity in organization, varied and effective methods of presentation, and integration of the latest research in courses. Her students gain a deep understanding of the value and relevance of I-O theory and practice. As a teacher she is dedicated to fostering intellectual, professional, and personal development of individual students, which has included directing over 80 theses. Dr. Shoenfelt’s commitment to engagement activities in organizational settings enables students to implement techniques and practices learned in the classroom, provides valuable applied experience, and provides a definite advantage in the job market or application to doctoral programs. There is no greater reward for a teacher than to have the impact her contributions to student success in and beyond the classroom appreciated. Dr. Shoenfelt has been richly rewarded throughout the years and will doubtlessly continue to be for many more to come.



Distinguished Early Career Contributions Award (Practice): Alexander Alonso, Society for Human Resource Management

Perhaps Dr. Alonso’s greatest impact in his early career has been in the field of human resource management. He led the development of SHRM’s Elements for HR Success Competency Model designed to serve as a roadmap for building proficiency as an HR professional. Prior to joining SHRM, he was part of a team of researchers behind a medical team training intervention, called TeamSTEPPS, designed to improve patient safety. There are hundreds of hospitals around the world using it, and thousands of nurses, technicians, administrators, and physicians have been trained in the TeamSTEPPS program. This work was so impactful that in 2007 the team received SIOP’s M. Scott Myers Award for Applied Research in the Workplace. Dr. Alonso has undertaken numerous projects for American Institute for

Research and SHRM that have had an impact upon the science of I-O psychology. He was a major contributor to a team that created an exam, now widely used, that enabled students to demonstrate their mastery of HR learning. More recently, he has engaged in projects to examine competency assessment and alternate modes of assessment. He also has kept up with scholarly work, publishing regularly in journals. In summary, Dr. Alonso has accomplished much in the early stages of his career and epitomizes the scientist-practitioner.



Distinguished Early Career Contributions Award (Science): Russell E. Johnson, Michigan State University

In the 6 years since earning his doctorate from the University of Akron, Dr. Johnson has compiled an impressive record of research activity and scholarly publications. He has 51 peer-reviewed journal articles, many in top-tier publications. His research has mostly focused on employee identity, implicit information processing, and core self-evaluation. His contributions in each of these areas have advanced the literature and have significantly improved the science of I-O psychology. In his work on employee identity, he was among the first to demonstrate the differential effects of collective, relational, and individual identities. His research on implicit information processing is particularly influential because it articulates and highlights the subconscious affective and cognitive mechanisms through which goals and interpersonal treatment influence subsequent behavior. In core self-evaluation, he has investigated theoretical and methodological issues surrounding the construct, which have shaped how the field studies this construct. Contributing to science also involves mentoring and training graduate students, an area where Dr. Johnson has excelled. More than half of his articles have included student coauthors, and he has chaired over a dozen dissertation and thesis committees. He has also played an active role in the I-O psychology community, chairing and participating on several SIOP committees and serving on the editorial boards of 12 journals.



SIOP AWARDS

Robert J. Wherry Award for the Best Paper at the IOOB Conference

Bianca Trejo (Florida Institute of Technology) receives the Wherry Award for her poster “Emotion Regulation Ability, Optimism, and Strain: Relationships With Cross-Cultural Competence.”



S. Rains Wallace Dissertation Award

Dan Ispas (Illinois State University) is the 2013 winner for his dissertation entitled “The Role of Rater Motivation in Personnel Selection Validation Studies.”



SIOP FOUNDATION AWARDS

Funding provided by the SIOP Foundation



Raymond A. Katzell Award in I-O Psychology: William C. Byham, Development Dimensions International

This award recognizes a SIOP member whose research and expertise addresses societal and workplace issues and has been instrumental in demonstrating the importance of I-O related work to the general public. Dr. Byham's numerous contributions include 23 books, more than 200 monographs and articles, and hundreds of public presentations that continually inspire leaders to make organizations function better. Two of his books have been hugely popular. The first is *Zapp!*, which shows managers and supervisors how to contribute to the satisfaction and self-esteem of employees while improving organizational profitability. The second, *HeroZ*, shows workers how to be self-empowering and develop teamwork while engaged in continuous improvement. Through his work, which is based on I-O related research, he has been able to greatly influence the general public. His messages are simple and understandable, and he is a frequent and reliable source to the media to discuss workplace issues. He has contributed to major media stories in print, radio, and television and has become, in the process, an immensely effective ambassador for the science of I-O psychology.

Hogan Award for Personality and Work Performance

In-Sue Oh (Temple University), **Gang Wang** (University of Idaho), and **Michael K. Mount** (University of Iowa) receive the Hogan Award for their article "Validity of Observer Ratings of the Five-Factor Model of Personality Traits: A Meta-Analysis." *Journal of Applied Psychology*, 96, 762-773.



Wiley Award for Excellence in Survey Research

Zhen Zhang and **Suzanne Peterson** (Arizona State University) are given this award for their article "Advice Networks in Teams: The Effects of Transformational Leadership and Members' Core Self-Evaluations," published in *Journal of Applied Psychology*, 96(5), 1004-1017.



William A. Owens Scholarly Achievement Award

The 2013 Owens award goes to **Gilad Chen** (University of Maryland), **Robert Ployhart** (University of South Carolina), **Helena Cooper-Thomas** (University of Auckland), **Neil Anderson** (Brunel University), and **Paul Bliese** (Walter Reed Army Institute of Research) for the article "The Power of Momentum: A New Model of Dynamic Relationships Between Job Satisfaction Change and Turnover Intentions." *Academy of Management Journal*, 54(1), 159-181.



John C. Flanagan Award

B. Parker Ellen III and **Jeremy D. Mackey** (Florida State University) are the 2013 Flanagan winners for the best poster at the SIOP conference for their poster entitled "Social Adaptability as a Resource Buffering Abusive Supervision Perceptions."



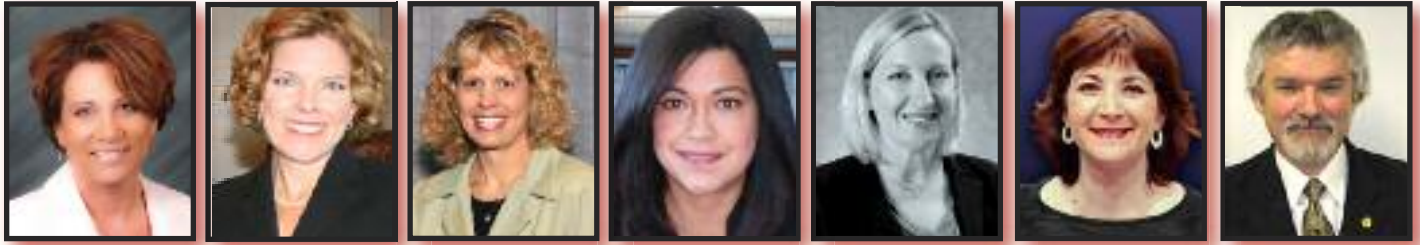
Best Poster on Lesbian/Gay/Bisexual/ Transgender (LGBT) Issues at the SIOP Conference

The 2013 LGBT Award is given to **Alex P. Lindsey** (George Mason University), **Noah Levine** (Rice University), **Eden King** (George Mason University), and **Michelle Hebl** (Rice University) for their paper "Enhancing Diversity Training: Framing, Method, and Individual Difference Effects."



M. Scott Myers Award for Applied Research in the Workplace

The 2013 Myers award goes to **Kimberly Smith-Jentsch** (University of Central Florida), **Dana Milanovich Costar** (NAWCTSD), **Stephanie Payne** (Texas A&M University), **Alicia Sanchez** (University of Central Florida), **Danielle Merket** (Naval Air Systems Command Training Systems Division), **Janis Cannon-Bowers** (University of Central Florida), and **Eduardo Salas** (University of Central Florida) for their 9-year project Team Dimensional Training (TDT)/Guided Team Self-Correction (GTSC).



Jeanneret Award For Excellence in the Study of Individual or Group Assessment

This year SIOP is splitting the Jeanneret award between two exemplary teams.



Jill Ellingson (The Ohio State University), **Eric Heggstad** (University of North Carolina Charlotte), and **Erin E. Makarius** (Canisius College) for their paper published in the *Journal of Personality and Social Psychology* (in 2012) entitled "Personality Retesting for Managing Intentional Distortion."

Jinyan Fan (Hofstra University/Auburn University), **Dingguo Gao** (Sun Yat-Sen University), **Sarah A. Carroll** (Professional Examination Service), **Felix (Jamie) Lopez** (Booz Allen Hamilton, Inc.), **T. Siva Tian** (University of Houston), and **Hui Meng** (East China Normal University) for "Testing the Efficacy of a New Procedure for Reducing Faking on Personality Tests Within Selection Contexts" in *Journal of Applied Psychology*, 97, 866-880.



SIOP FOUNDATION FELLOWSHIPS AND SCHOLARSHIPS



Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

The Joyce and Thayer Fellowship, awarded to a student with practitioner focus who specializes in training and development and/or selection and placement, goes to **Mary Jane Sierra** (University of Central Florida) for her research on "Personnel Selection and Training Research: A Brief Summary."

George C. Thornton III Graduate Scholarship

For epitomizing the scientist-practitioner model in her training, research, and practicum experiences, the Thornton Scholarship is awarded to **Alissa Parr** (Pennsylvania State University).



Lee Hakel Graduate Student Scholarship



Ryan C. Johnson (University of South Florida) is presented the Lee Hakel Scholarship for his work, "Exploring the Energy Link Between Emotion Regulation at Work and Health Behaviors."

Graduate Student Scholarships

A Graduate Student Scholarship is awarded to **Angela Passarelli** (Case Western Reserve University) for her project "The Heart of Helping: Psychological and Physiological Correlates of Coaching Interactions."



Katrina A. Piccone (Florida Institute of Technology) receives her Graduate Student Scholarship for her research "The Role of Affect in Resource Allocation Among Competing Goals: Exploring the Antecedents."

SIOP FOUNDATION GRANTS



The Douglas W. Bray and Ann Howard Research Grant

Brett Guidry (Purdue University), **Deborah Rupp** (Purdue University), and **Martin Lanik** (Global Assessor Pool LLC) are this year's Bray-Howard Award winners for their project "Using Technology to See in the Dark: Capturing and Examining Decision Making Strategies Within Managerial Assessment and Development Centers."

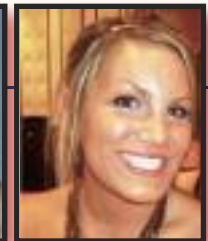
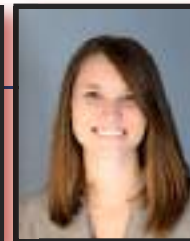
Small Grants Program

The SIOP Foundation is proud to award small grant funding to three impressive teams.

KiYoung Lee (University of Minnesota), **Michelle K. Duffy**, (University of Minnesota), and **Young-chan Kim**, (GOLF-ZON Co.) receive a small grant for the project "When and How Does Workplace Envy Promote Job Performance? A Study on the Conditions and Mechanisms for the Functional Role of Envy at Workplace."



Elizabeth M. Boyd (Indiana University), **Kristen M. Shockley** (Baruch College), and **Whitney Woods** (Interactive Intelligence) receive their small grant for research on "Patterns of Attribution for Work-Family Conflict and Their Relation to Negative Outcomes."



Emily Hunter (Baylor University), **Malissa Clark** (Auburn University), **Dawn Carlson** (Baylor University), and **Cherise Bridgewater** (Hillcrest Baptist Medical Center) are awarded a small grant for their project "Boundary Violations: Positive and Negative Consequences of Daily Work-Family Interference."



NEW SIOP FELLOWS



Derek R. Avery, Temple University

Having established national prominence as a scholar of diversity within organizations, Dr. Avery has produced a sustained program of research in which he has informed theory and practice in this area. He has applied theory to investigate important societal questions, such as does an organization's climate for diversity affect bottom-line outcomes, and how do job applicants think about organizational diversity when considering employers. He has described the psychological processes through which people differ in response to both discrimination and diversity initiatives. He has employed community-, unit-, and individual-level operationalizing of constructs to empirically examine these issues. His work on relational demography has set the methodological standard for work in the area. His work has been both important and rigorous, and has appeared in well-respected journals, including 12 articles in *Journal of Applied Psychology* and *Personnel Psychology* between 2000 and 2009. In all, he has 42 journal publications and 20 book chapters and editorials.



Zeynep Ayca, Koc University, Turkey

Well-known for both her scholarship and efforts to promote I-O psychology in Turkey and internationally, Dr. Ayca is widely recognized as having made innovative and important contributions to understanding the contextual effect of culture on work behavior, including leadership, HR practices, and work-family conflict. She advanced a highly influential model of cultural fit, illustrating the role of cultural variables and noncultural variables and their impact on HRM practices. She was editor for 12 years of the *International Journal of Cross-Cultural Management*, which she cofounded. In terms of her international influence and service to the profession, Dr. Ayca currently directs the graduate programs in I-O at her university and has also served as president of the International Society for Work and Organizational Values and general secretary of the International Association of Applied Psychology. In addition, she has served on the editorial boards of several scholarly journals and has published 42 journal articles, 23 book chapters, and four published or forthcoming books.



Boris B. Baltes, Wayne State University

Dr. Baltes is well recognized for his research on the effects of stereotypes on workplace outcomes, age and workplace issues, psychological climate, and work-family balance. His first area of focus, and that for which he may be best known, is on the role of memory-perceptual bias and social stereotypes in performance evaluation. His second area of focus, on strategies for resource allocation applied to work-family, has also been groundbreaking. His blending of concepts from lifespan psychology with that of organizational psychology is creative and has helped move the study of work-family conflict forward. Dr. Baltes' third focus of research is on the relationships between individuals' interpretations of psychological climate in the workplace and various workplace criteria (e.g., job satisfaction). Finally, as a researcher, Dr. Baltes is well-known for the variety and quality of the meta-analyses he has published, including those on flexible and compressed work weeks, computer mediated communication, and the relationship between psychological climate perceptions and work outcomes.



Peter Y. Chen, University of South Australia

Dr. Chen is recognized internationally as an expert in occupational safety, health, and well-being. There have been relatively few psychologists who have worked in the area of occupational safety from a psychological perspective, but Dr. Chen is an exemplar of such an exceptional scholar. He has also served on a national panel assessing the national workforce and grant proposals in the areas of occupational safety and health. His research has important applied ramifications, often with life-saving implications. His U.S. federal grants focusing on occupational safety have also led to publications in nontraditional I-O journals such as *Accident Analysis & Prevention*, *Journal of Construction Engineering and Management*, *Journal of Occupational and Environmental Medicine*, *Journal of Safety Research*, and *Journal of Agricultural Safety and Health*. His work in these outlets has bridged I-O psychology with occupational safety and health and has helped introduce I-O psychology to a broader audience. Dr. Chen has served as president of the Society for Occupational Health Psychology, and he has published more than 50 refereed journal articles.



Berrin Erdogan, Portland State University

Dr. Erdogan's research and greatest contributions focus on two main areas that are central to the field of I-O psychology: leader-member exchange and work adjustment and fit. Her work on leader-member exchange (LMX) is extensive and has become well-known. Three features of her research are especially noteworthy. First, although much of the LMX research has focused on outcomes of LMX, her research has also emphasized individual-level and organizational-level antecedents of LMX. Second, in a series of studies, Dr. Erdogan and her colleagues examined LMX at the group level, where differences among members' relationships with a common leader have been the "focal story." A third feature—the use of sophisticated multilevel methods—has led to more proper modeling of the nature, antecedents, and outcomes of LMX in organizational settings. Her articles have appeared in many top-tier journals. She is currently an associate editor for *European Journal of Work and Organizational Psychology* and has served on many editorial boards.



Bernardo M. Ferdman, Alliant International University

Considered by many to be at the forefront of expanding I-O psychology in the area of multiculturalism, Dr. Ferdman is an internationally known scholar, practitioner, and educator in diversity, inclusion, and multiculturalism. He has been a frequent consultant and presenter of diversity and multicultural workshops for various *Fortune* 500 organizations and has been invited to give talks on multicultural issues at conferences in the United States and around the world. One of Dr. Ferdman's areas of contribution concerns the operation of social and cultural identity of Latinos in the workplace. He has been instrumental in modeling how multiple identities influence the work behavior of Latinos as well as members of other groups. His scholarship on diversity in organizations has been recognized with awards and honors. Active in the profession, he is currently a Fellow of APA and three APA divisions. At the local level, he was instrumental in launching San Diego I-O Professionals (SDIOP) as a founding member and president.



Roseanne J. Foti, Virginia Tech

Dr. Foti is well known for her contributions to scholarship and particularly for her outstanding teaching and mentoring accomplishments. At Virginia Tech, she has been recognized multiple times as the recipient of teaching honors, and she received the 2006 SIOP Distinguished Teaching Contributions Award. Beyond her teaching, she has contributed extensively to the advancement of the Virginia Tech I-O psychology program and currently serves as program director. Dr. Foti's scholarly work has been most influential in the area of leadership, especially categorization theory explanation of implicit leadership theories and the role of prototypes, person-oriented research, and the self in the leadership perception process. Her more recent work focuses on leader attribute patterns that predict leader emergence and effectiveness, as well as follower perceptions. Her research has been supported by more than \$5 million in grants, and she has published 30 journal articles and book chapters, and served on several editorial boards, including *Leadership Quarterly* and *Journal of Applied Psychology*.



Franco Fraccaroli, University of Trento, Italy

Dr. Fraccaroli has had a strong impact on I-O psychology in Europe as well as internationally. His influence in raising the stature of I-O psychology in Italy has been substantial. A past president of the European Association for Work and Organizational Psychology (EAWOP, the European equivalent of SIOP), he had a major role in strengthening the links among national associations in organizational psychology. In addition, during his time as EAWOP president, he contributed to the internationalization of I-O psychology in the founding of the Alliance for Organizational Psychology (AOP). He also worked to create the Organizational Psychology Division of the Italian Psychological Association. His numerous international research collaborations, with colleagues in Canada, the U.S., and France, have allowed for the infusion of new ideas into Italian I-O. In addition, Dr. Fraccaroli has produced a total of 56 refereed publications and 23 book chapters over the years. He has also served or is serving on editorial boards of major world-wide journals.



Theresa M. Glomb, University of Minnesota

Over the last decade, there has been increased interest in employee moods and well being, and Dr. Glomb has made substantial contributions to this important area of I-O psychology. She is best known for her research on psychological processes related to or resulting in affective states of people at work. She has done innovative work on mood at work, aggression, and harassment; emotional labor; and other emotionally charged workplace events. Through her outstanding work, she has put the role of emotions centrally on the map in organizational sciences. She has shown the importance of affect for a wide range of organizational outcomes including task performance, citizenship, withdrawal, and stress. An active scholar, she has published five book chapters and 24 articles, primarily in top journals, including *Journal of Applied Psychology*, *Academy of Management Journal*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*. She is on numerous editorial boards, which attests to her stature as a thought leader in the field.



Alicia Grandey, Pennsylvania State University

Dr. Grandey has made outstanding theoretical contributions to I-O psychology by advancing the study of emotional labor. Specifically, she developed a unique integrative perspective on emotional labor that synthesized emotion regulation with the surface acting/deep acting distinction, proposing this distinction helps to explain the link between emotional work demands and both individual and organizational outcomes. Her programmatic research has tested many aspects of this framework over the last decade, specifically the conditions under which emotional labor is linked to employee stress and/or effective performance. Recently, she coedited *Emotional Labor in the 21st Century: Diverse Perspectives on Emotion Regulation at Work*, with chapters reviewing emotional labor research across disciplines. Dr. Grandey has published more than two dozen peer reviewed articles, many in top-tier journals and highly cited, on topics tied to emotions and stress at work, emotional labor, emotion regulation, customer service, and work-family conflict and policies. She has also served on SIOP committees and on five editorial boards.



Leslie Hammer, Portland State University

Dr. Hammer is one of the leading scholars in the fields of work-family and occupational health psychology. She is a founder of the Society for Occupational Health Psychology, was its first president, and has been instrumental in bringing together I-O and occupational health psychology. She is the director of the grant-funded Center for Work-Family Stress, Safety, and Health, one of six centers comprising the national Work, Family and Health Network. She has also integrated the I-O and occupational health fields in her steady stream of multidisciplinary and programmatic research. Her research program has been extensively funded by external organizations, including NIH, CDC/NIOSH, and the Department of Defense. She is also associate director of the NIOSH-funded Oregon Healthy Workforce Center, one of four centers of excellence in Total Worker Health. She has published widely, including a book, on the importance of understanding linkages between occupational health and industrial organizational psychology processes, particularly as it relates to well-being and work-family conflict.



James LeBreton, Purdue University

Dr. LeBreton's research and professional contributions to the field of psychology have been widespread and significant. During the last 10 years he has been involved in the development and validation of several measures designed to assess implicit personality. Most of his work has focused on the measurement of aggressive personality characteristics and linking those characteristics to outcomes such as counter-productive work behavior, leadership, and test faking. His methodological contributions have been in the areas of (a) assessing the relative importance of predictors in regression models, (b) assessing interrater agreement and reliability, and (c) analyzing longitudinal and multilevel data. He has 35 refereed articles including 20 in publications such as *Journal of Applied Psychology*, *Journal of Management*, *Personnel Psychology*, *Organizational Research Methods*, *Psychological Methods*, *Current Directions in Psychological Science*, and *Psychological Science*. He has also published one book and seven book chapters, and currently serves on several editorial boards.



Cynthia Lee, Northeastern University

Dr. Lee has made important contributions to I-O psychology in the research areas of goal setting and job insecurity. Her goal-setting work introduced the self-efficacy construct into the goal-setting empirical studies, and her first paper on this topic, published in *JAP*, has been cited more than 700 times. Her research on job insecurity has established new ground by examining the nature, antecedents, and consequences of this increasingly important research stream. Her programmatic research in this area includes construct development of its two components (cognitive and emotional); the measurement, development, and generalization of the measure; and the meaning of job insecurity across cultures. Her most recent research has been on coping strategies with job insecurity. Dr. Lee has published or has in press more than 60 refereed journal articles and seven book chapters. She also has served or is currently serving on several editorial boards, including *JAP*, *Journal of Organizational Behavior*, and *Applied Psychology: An International Review*.



Filip Lievens, Ghent University, Belgium

Dr. Lievens is an internationally recognized scholar whose research has influenced a variety of applied measurement issues in I-O psychology. He has been the catalyst for a reconsideration of issues related to assessment center construct-related validity, which has long been a contentious issue. He has been a leading researcher on the development and operational use of situational judgment tests. For example, he compared video-based versus paper-and-pencil instrumentation and examined the effects of coaching on performance on these tests. His work on the use of situational judgment tests in Belgium has also drawn the attention of the Medical School Admissions Council in this country, for which he has done consulting work. In the area of recruitment, he has been one of the first to use marketing principles to better understand employer image. He has received awards and recognitions for his work including the Early Career Award from SIOP. Dr. Lievens has published 116 refereed journal articles and 23 book chapters.



Therese Macan, University of Missouri–St. Louis

Dr. Macan's research has ranged across a variety of topics in I-O psychology, but where she has made significant contributions is to our understanding of the employment interview, where she has delved into the information and decision-making processes that determine the quality of interviewer judgments and provide clues to substantial improvements. She has also studied the biases that can occur against applicants in interviews on the basis of their disability status. Her programmatic research includes clearer understanding of applicant reactions to the interview process as well as applicant tactics for managing impressions. Her work in the area of time management also deserves mention for research that defines new areas of research and theory, including development of a Time Management Behavior Scale and a process model to explain potential relationships to worker attitudes, stress and performance. In her leadership of the graduate program at UMSL, she is recognized for her successful supervision of numerous master's- and doctoral-level students.



Patrick F. McKay, Rutgers, The State University of New Jersey

Dr. McKay's primary focus and greatest contributions have been in the area of diversity, having produced a sustained program of research in adverse impact and diversity management. His work on adverse impact includes the largest meta-analysis to date on Black-White mean differences in work performance, a study that included moderator variables previously not considered, such as cognitive loading of criteria. This study clarified the bases of racial-ethnic differences in work performance. Also, his diversity management work has illustrated the impact of diversity climate on recruitment, work attitudes, and performance at individual and unit levels. His body of work has impacted not only how scholars conceptually and methodologically approach these topics but also has established best practices for managers. He has published 25 journal articles, the majority in top-regarded publication outlets. In addition, he serves on the editorial boards of *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*.



Matthew S. O'Connell, Select International, Inc.

Dr. O'Connell is recognized for his contributions to I-O psychology in practice and applied research. He is a cofounder of Pittsburgh-based Select International, which offers assessment solutions for all organizational levels. He currently provides the technical and research-based leadership for the company, providing assessments across the globe for over 20 years. His assessment development work has relied on a science-based approach to minimize the effects of faking, improve the usefulness of unproctored assessments, increase accuracy, and improve the assessment of important candidate attributes including safety orientation, multitasking, and leadership. In addition, he routinely shares data and facilitates academic partnerships, further encouraging the development of selection research, particularly in the area of applicant response behaviors. Over the years, he has published 15 journal articles and been involved in 55 presentations, including a SIOP best poster. His engagement of I-O science in his practice has been a model of science-driven results that has benefited his clients and the I-O professional community.



Julie Olson-Buchanan, California State University, Fresno

Dr. Olson-Buchanan's scholarly research and service have impacted the field of I-O psychology in significant and meaningful ways. She has worked innovatively and tirelessly on behalf of SIOP, including as SIOP Conference Program Chair, Conference Chair, and currently SIOP Conference and Programs Portfolio Officer. These activities and more earned her the SIOP Distinguished Service Contributions Award in 2011. In terms of scholarly contributions, her research about mistreatment in the workplace is also noteworthy. She has explored the processes underlying retaliation toward grievance filers and developed a comprehensive theory integrating retaliation with the broader topic of mistreatment. She has reframed this research area, changing the perspective from an examination of the negative outcomes due to managerial retaliation for voicing mistreatment to studying the psychological reactions to mistreatment. Dr. Olson-Buchanan has also made important and innovative contributions to computerized assessment. She pioneered the use of technology for this purpose, creating the first full motion video situational judgment assessment tool presented via computer.



Scott Oppler, Association of American Medical Colleges

Dr. Oppler is best known for his numerous high quality contributions to the practice of I-O psychology. Early in his career he was actively involved in major facets of the Army's Project A, which included major responsibilities for the longitudinal validation analysis. Using Project A data, he and his colleagues conducted two important studies on racial and gender bias in performance ratings, which continue to be cited. Currently, he is director of development and psychometrics for the Medical College Admission Test, which is given to almost 100,000 examinees annually. Dr. Oppler is responsible for the psychometric integrity of the operational assessment process and is one of the lead scientists overseeing the exam's recent 5-year review and ongoing revision, requiring expertise in measurement, test validation, job analysis, and fairness and bias issues. He has also been involved in disseminating his knowledge and research findings, having authored or coauthored 10 refereed articles, mostly in top-flight journals, and eight book chapters.



Karen B. Paul, 3M Company

Dr. Paul has spent much of her professional career applying the science of I-O psychology as an internal practitioner at 3M. Having served in a variety of roles across her more than 20 years at 3M, she is a valued thought leader, having worked closely with five CEOs and their executive teams. She has spent her career translating scientific knowledge into consumable information for the corporate world and describing current applied problems for those in academia. Her published work spans several topic areas including global selection, engagement, retention, performance, organizational surveys, and leadership development. She has held leadership roles in numerous external practitioner groups and maintained an active role in SIOP, having chaired both the Workshop and Membership Committees. In summary, Dr. Paul has demonstrated a consistent track record of remarkable service and leadership to the community of scientist-practitioners in general and SIOP in particular.



Dan Putka, Human Resources Research Organization

Dr. Putka's career has been defined by creative and impactful contributions in multiple domains of I-O practice and science, particularly in applied measurement. He has had substantial impact on nationwide selection and promotion systems at multiple federal civilian and military agencies, and has translated that work into innovative scientific contributions in top-tier journals. He is a recognized authority on the estimation of reliability and evaluation of ratings data, having formulated new reliability coefficient and evaluation methods that are sensitive to ill-structured measurement designs all too common in multiple domains of science and practice. His work for clients on assessment centers and noncognitive selection measures has led to far-reaching insights on the functioning of assessment center scores and the value of vocational interests and fit-related constructs for selection. He is also a Fellow of APA Divisions 5 and 19, current president of the Personnel Testing Council of Metropolitan Washington, and serves on the editorial board of three journals.



Dirk Steiner, University of Nice Sofia Antipolis, France

Dr. Steiner is a recognized leader in justice research who has made significant and meaningful contributions that have advanced I-O science. Through his leadership he has played a key role in promoting organizational psychology in France. In his highly regarded organizational justice research, he has examined cross-cultural issues in perspectives on organizational justice and has tied his work to discrimination as well. He coauthored an article that was the first to examine how perceptions of the fairness of selection methods might vary by cultural context. He has also examined specific applications of justice theory to selection practices, including the interview process and impressions related to voice and explanations. His role as an organizer of the International Roundtables on Advances in Organizational Justice has provided an important forum for promoting international collaboration on justice research. Dr. Steiner has been a highly productive scholar, with 44 refereed publications, 21 book chapters, and seven coedited books.



Robert Tett, University of Tulsa

During the past 2 decades, Dr. Tett has been an influential researcher in the study of personality in the selection context. The use of personality tests for selection purposes enjoyed renewed interest in the early 1990s due in large part to meta-analytic studies he coauthored, emphasizing the value of confirmatory over exploratory research strategies and the fact that a given trait can predict performance positively or negatively depending upon the job. Backing up his empirical contributions, Dr. Tett, with colleagues, offered trait activation theory, which builds on interactionist principles positing that jobs, groups, and organizations differ in the personality traits leading to performance. Trait activation theory has significantly advanced thinking on personality-outcome relationships, explaining key complexities in this area and offering ways to improve the prediction of work behavior. Dr. Tett has authored 24 journal articles, 14 chapters, a coedited volume, and 65 conference papers and presentations.

The Call for 2014 Awards, Scholarships, and Research Funding Opens in May!

In addition to its impressive list of awards and funding opportunities, the SIOP Foundation is proud to announce that a new initiative, the HRM Impact Award, a joint effort of SIOP and SHRM, is now accepting applications. Please visit www.HRMimpactawards.org for details.

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