

# ***SIOP*** ***Salutes***

*The Society for Industrial and  
Organizational Psychology, Inc.  
29th Annual Conference*

*Hilton Hawaiian Village/  
Hawaii Convention Center  
Honolulu, Hawaii*





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\*Emergency Action Subcommittee; (CiT): Chair in Training

# AWARDS of DISTINCTION

## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD: SCIENCE** **BRENT SCOTT, MICHIGAN STATE UNIVERSITY**



An associate professor of management, Dr. Scott has compiled a remarkable level of scholarship since starting his PhD program and earning his doctorate in 2007 from the University of Florida. He has produced 26 refereed journal articles, the majority of them in top-tier publications. His work has also resulted in an impressive number of more than 900 citations. His research has been primarily directed in two areas. One has examined the antecedents, consequences, and moderators of affective phenomena. At the core of this work is the idea that momentary fluctuations in affect can have long and lasting effects on important work-related attitudes and behaviors. Moreover, he has been able to identify many individual difference variables such as conscientiousness, agreeableness, self-monitoring ability, guilt, and gender, that can either attenuate or exacerbate affective relationships. This research has also had implications impacting work-family conflict that has led to practical approaches for enhancing positive flow between work and home and disrupting the negative flow, thus showing a strong balance of theoretical development and applications for practice. Another major theme has involved perceptions of organizational justice, both as an outcome as well as a predictor of other outcomes at work and has focused a good part of his research examining the factors that influence managers' fair or unfair behavior.

## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD: PRACTICE** **TRACY M. KANTROWITZ, CEB-SHL**



Since earning her doctorate from Georgia Institute of Technology, Dr. Kantrowitz has had an enormous impact upon the field of I-O psychology through major scientific advancements, impactful scholarly publications, broadly shared knowledge, and mentoring and managing other scientist-practitioners. Her work has resulted in the creation of assessment products and services implemented by some of the largest organizations in the world. Currently the Vice President of Research and Development for CEB (formerly SHL, PreVisor), she leads a team of researchers responsible for the development and validation of innovative assessment products, including computer adaptive tests, simulated assessments, and biodata instruments. She is a valued partner, with *Fortune* 100 clients looking to implement leading-edge hiring and promotion assessments. Perhaps one of her more significant contributions was the development of the first commercially available personality-based computer adaptive test, which earned for her and her colleagues SIOP's M. Scott Myers Award for Applied Research in the Workplace in 2010. A highly productive researcher, she has been published in several leading journals and is a frequent presenter at professional and business meetings. She has significantly impacted SIOP through her work on the Professional Practice Committee by leading a research accessibility initiative designed to make research databases available to SIOP practitioners. She currently is chair of the Professional Practice Committee.

## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD: PRACTICE** **RICH COBER, MARIOTT INTERNATIONAL**



Since earning his doctorate from the University of Akron, Dr. Cober has played the roles of teacher, researcher, management consultant, internal consultant, and Center of Expertise Leader, and he now serves in the capacity of an HR executive with Marriott International. His career, to this point, has focused on leveraging the best of science in practice and has enabled Marriott to significantly elevate the rigor of applicant screening at a global level and impacts millions of job seekers. The quality of I-O work that he and his team has implemented has been exceptional, in many cases moving into areas where considerations of techniques for cultural adaptation of selection tools have been tested in new ways. Throughout his career, he has pursued opportunities to present, participate in practitioner forums and debates and has published articles in various outlets. His commitment to I-O psychology extends beyond his work at Marriott and is shown through his service commitments. He chaired the Professional Practice Committee (where he helped establish SIOP's Practitioner Mentoring program), is a past officer of D.C.'s Personnel Testing Council, and is on the Advisory Board for Appalachian State University's I-O/HR Management Master's program. He has also been a regular contributor to *TIP*.

# AWARDS of DISTINCTION

## DISTINGUISHED TEACHING CONTRIBUTIONS AWARD

### ANN MARIE RYAN, MICHIGAN STATE UNIVERSITY

A truly great teacher is highly admired and respected for the ways he or she has positively influenced the lives of students. Dr. Ryan is one of those teachers. A tireless advocate for students, her classes contain a blend of research and practice, both theory and application that for more than 20 years have challenged and brought out the best in students. Under her guidance, a deeply appreciative cohort of students have developed and sharpened their abilities to think, design, and collect and analyze data, all important attributes of an I-O psychologist. Current and former students frequently mention her superior mentoring skills as being so important to them and how they appreciated the time she gave them to provide immediate and valuable feedback. A signature part of her work has been identifying funding and research opportunities, giving students practical experience working on applied projects and often resulting in their first authored paper and job. A former president of SIOP, her theoretical, practical and service-oriented contributions to industrial-organizational psychology are impressive, but to her many students it is her teaching contributions that have impacted their careers in so many positive ways. Adding to her teaching legacy is the Distinguished University Professor Award she received in 2011 from Michigan State University.



## DISTINGUISHED SERVICE CONTRIBUTIONS AWARD

### KURT KRAIGER, COLORADO STATE UNIVERSITY

With a consistent pattern of service to SIOP for more than 20 years, Dr. Kraiger has been involved in a wide range of activities, including a term as president (2009–2010). Perhaps his most significant contribution was updating SIOP's governance. He chaired the task force that successfully planned and implemented the present "portfolio" system of elected officers, the most significant change in the way SIOP governs itself since its incorporation in 1982. Thanks to his vision and leadership, SIOP is now led by an Executive Board, that in addition to the officers has eight elected members, each responsible for very specific and clearly articulated portfolios or committees. His SIOP service began in the early 1990s when he was associate editor and then editor of *TIP*. He has also been the chair of the Conference Site Selection Committee and a member of the Strategic Planning Committee. Furthermore, he has represented SIOP and I-O psychology as a member of the National Academy of Sciences' Committee on Human Factors and was instrumental in developing the SIOP Advocacy Task Force, which has led to efforts to increase the influence of I-O psychology in policy decision making. He has always been an active and effective mentor to many people taking on SIOP leadership positions and to those entering the field of psychology.



## DISTINGUISHED SERVICE CONTRIBUTIONS AWARD

### JOHN C. SCOTT, APTMETRICS, INC.

"Extraordinary commitment over the years across a broad range of time-intensive and critical assignments to significantly advance SIOP's mission and goals as well as I-O psychology" is how one colleague described Dr. Scott's service to SIOP. One of his major contributions was serving as Program Chair for the 2009 Conference in New Orleans where he was instrumental in designing and implementing program changes as SIOP moved to a three-day event. A year later he became SIOP's first representative to the United Nations Economic and Social Council. In this capacity he drove and secured SIOP's application as a non-governmental organization with special consultative status to the Council. This was a huge effort that has had many positive implications for SIOP and I-O psychology because it increased I-O's visibility on the world stage as well as its impact and ability to apply I-O science to important global issues. In addition to those time intensive commitments, he has served in other key positions as well, including the External Relations Committee, the Conference Program Advance Task Force, the Professional Practice Subcommittee and the SIOP-APA Program chair. In summary, Dr. Scott has demonstrated unselfish service and leadership and has demonstrated, repeatedly, that the *quantity* of his service activities is only surpassed by the *quality* of his SIOP accomplishments.





# AWARDS of DISTINCTION

## DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD

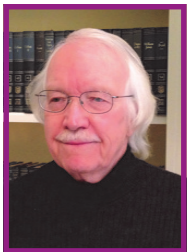
**JACK W. WILEY, JACK WILEY CONSULTING, LLC**



Dr. Wiley is one of our profession's foremost practitioners and leading authorities on utilizing employee surveys for organizational improvement. In a career spanning more than 3 decades, he has worked with scores of large-scale client organizations worldwide and shared his innovative approaches through various articles, books, and SIOP workshops. He played a pioneering role in establishing the domain of linkage research and has validated models of organizational effectiveness using the largest datasets currently assembled to examine the linkages among employee opinions, customer satisfaction, and business performance. This research has raised the profile of the employee survey methodology as a powerful tool for strategic change among business leaders globally. Another of his innovations is the development in the mid-1980s of WorkTrends, a rich source of information and historical trends of U.S. and international worker opinions. These data have been highlighted in the popular press, utilized in peer-reviewed scientific journals, and have produced novel research exploring what employees most want. This latter research stream documents that organizations and leaders who provide employees with what they most want achieve superior performance. Dr. Wiley founded Gantz Wiley Research in 1986, which was acquired by Kenexa in 2006, a firm subsequently acquired by IBM in 2012.

## DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD

**LAWRENCE R. JAMES, GEORGIA INSTITUTE OF TECHNOLOGY**



Dr. James is widely known for his work in three primary areas: organizational climate research, statistics and measurement of personality via conditional reasoning. His statistical research has significantly improved the quality of organizational research and his work in organizational climate has been highly influential in convincing the research community that it was an important construct independent of other constructs of interest to organizational scientists such as job satisfaction. His findings have helped bring an understanding to what individuals bring to organizational contexts and how those contexts in turn influence individual behavior. Additionally, he has been instrumental in developing new methods for measuring personality based upon conditional reasoning, an approach that questions the pervasive assumption that people have the self-insight to describe themselves accurately using standard self-report measures. His work on these and other I-O related topics have resulted in more than 85 articles and chapters, three books and numerous presentations at professional meetings. His accomplishments have been recognized in numerous ways, including the 2003 Distinguished Career Award from the Research Methods Division of the Academy of Management. He has been named a Fellow of every major professional association in his field, including SIOP, the American Psychological Association, the American Psychological Society and Academy of Management.

# SIOP AWARDS

## S. Rains Wallace Dissertation Award



**Allison S. Gabriel** (Virginia Commonwealth University) receives a Wallace award for her dissertation "Emotion Regulation Within a Performance Episode: Customers' Influence on Employee Emotion Regulation Trajectories and Performance"

**Crystal I. C. Farh** (Michigan State University) earned her Wallace award for a dissertation entitled "Leading Well Over Time: Temporal Contingencies Of Leadership Impact In Dynamic Team Contexts."





## Raymond A. Katzell Award in I-O Psychology

**Benjamin Dattner, Dattner Consulting, LLC and New York University**

This award recognizes a SIOP member whose expertise addresses organizational and workplace issues and who has raised public awareness of the value of I-O. Dr. Dattner through the years has become a reliable source for workplace stories in the news media and is frequently quoted in many outlets including *The New York Times*, *The Wall Street Journal*, and *Harvard Business Review*. He often appears on national television and is a regular on NPR discussing various aspects of the workplace. He is the author of the acclaimed book *The Blame Game*, which explores the centrality of psychology in organizational life and careers. Having served for many years on SIOP's Visibility Committee, he also has a key role in arranging periodic SIOP Media Luncheons in New York City, an event that brings workplace and careers journalists together with senior SIOP leaders. Through his research and teaching as an adjunct professor at New York University, his work encompasses both sides of the scientist-practitioner model, and he has been an enormously effective ambassador for our profession. His philosophy about I-O's need for a continued focus on visibility in the media can be summed up succinctly: "If we I-O psychologists don't claim our expertise and the value we provide, others will."

## John C. Flanagan Award and Best International Paper Award

**Jack W. Kostal and Brenton M. Wiernik**, both of the University of Minnesota, receive *both* the Flanagan award and the Best International Paper Award for their poster "Developing Cross-Cultural Personality Norms: Which Grouping Method Is Appropriate?" Coauthors are **Deniz Ones** (University of Minnesota) and **Joy Hazucha** (Korn Ferry International).



## Hogan Award for Personality and Work Performance

**Bart Wille, Filip De Fruyt, and Barbara De Clercq**, all of Ghent University, receive the 2014 Hogan award for their article "Expanding and Reconceptualizing Aberrant Personality at Work: Validity of Five-Factor Model Aberrant Personality Tendencies to Predict Career Outcomes," *Personnel Psychology*, 66(1), 173-223

## Jeanneret Award for Excellence in the Study of Individual or Group Assessment

**Filip Lievens** (Ghent University) and **Paul R. Sackett** (University of Minnesota) receive the Jeanneret award for their article "The Validity of Interpersonal Skills Assessment via Situational Judgment Tests for Predicting Academic Success and Job Performance," *Journal of Applied Psychology*, 97(2), 460-468.



## William A. Owens Scholarly Achievement Award

The 2014 Owens award goes to **Michele J. Gelfand** (University of Maryland), **Lisa M. Leslie** (New York University), **Kirsten Keller** (RAND Corporation), and **Carsten de Dreu** (University of Amsterdam) for their article "Conflict Cultures in Organizations: How Leaders Shape Conflict Cultures and Their Organizational-Level Consequences," *Journal of Applied Psychology*, 97(6), 1131-1147.



## Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award

**Frank Golom** (Loyola University Maryland) is the winner of the 2014 LGBT Research award for his paper "The Process and Withdrawal Effects of Team Sexual Orientation Dissimilarity."



# SIOP FOUNDATION FELLOWSHIPS and SCHOLARSHIPS



## **Leslie W. Joyce and Paul W. Thayer Graduate Fellowship**

**Rebecca Grossman** (University of Central Florida) receives the Joyce and Thayer award, given to a student with a practitioner focus who specializes in training and development and/or selection and placement, for her research “Understanding Teams and How to Train Them Within Complex Settings.”

## **Irwin L. Goldstein Scholarship by The Macey Fund**

**Bianca Trejo** (Florida Institute of Technology) is awarded the Goldstein scholarship for her research entitled “The Influence of Non-conscious Emotion Regulation on Cognition, Behavior, and Self-Regulation.”



## **Lee Hake! Graduate Student Scholarship**

**Joo Hun Han** (University of Maryland) receives the Lee Hake! scholarship for his research “Admiration and Envy as an Impetus: Joint Effects of Leader-Member Exchange Differentiation and Group Incentive Pay on Group Emotions, Coordination, and Performance.”



## **Mary L. Tenopyr Graduate Student Scholarship**

**Le Zhou** (University of Florida) was awarded the Tenopyr scholarship based on her research “A Formal Model of Leadership in Team Goal Pursuit: Team Design, Team Composition, and Dynamic Leader Regulatory Processes.”



## **Graduate Student Scholarships**

**Erika Lopina** (University of North Carolina Charlotte) was awarded a scholarship for her research on “The Aging Workforce: Understanding the Motivation for Continuous Learning.”



**Elizabeth Salmon** (University of Maryland) receives a scholarship for her research titled “Culture-Training Match: Testing the Interaction between Trainee Cultural Background and Training Design on Stress Reactions and Transfer of Training.”





# SIOP FOUNDATION GRANTS

## SIOP International Research and Collaboration (IRC) Small Grant

**Aleksandra Luksyte** (The University of Western Australia), **Talya N. Bauer** (Portland State University), **Maike Debus** (University of Zurich), **Berrin Erdogan** (Portland State University), and **Chiahuei Wu** (London School of Economics and Political Science) receive the inaugural IRC grant for their project “Understanding Overqualified Employees: A Cross-Cultural Study of When Positive Behaviors and Attitudes Are Possible.”



## Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant

**Filip Lievens** and **Britt De Soete** (both of Ghent University) receive the AIRRIA award for their proposal entitled “Life Is not Multiple Choice”: Does Response Modality Affect Subgroup Differences in Performance on Noncognitive Selection Procedures?”

## Small Grants Program



**Katina Sawyer** (Villanova University), **Christian Thoroughgood** (Villanova University), and **Jacob Waldrup** (Ryder Systems, Inc.) receive a 2014 small grant based on their proposal “How Does Conflict ‘Work’ Without Heteronormative Assumptions? Development and Validation of an LGB Identity-Based Work-Family Conflict Scale.”

**Winnie Shen** (University of South Florida) and **Rena L. Rasch** (Kenexa, An IBM Company) are given a 2014 small grant for their research “Linking Leader and Gender Identity Conflict and Facilitation to Leader Health and Well-Being.”



**Xiang Yao** (Peking University), **Jie Han** (Beijing Tongren Hospital), **Fei Li** (Beijing Tongren Hospital), and **Ning Hou** (Auburn University) receive a 2014 small grant for their proposal entitled “Testing the Efficacy, Psychology, and Effectiveness of a Realistic Orientation Program for Entry Stress: An Exploratory Longitudinal Field Experiment.”



# SIOP FELLOWS



## **Margaret E. Beier, Rice University**

Dr. Beier has made significant contributions through her research on training in which she has shed light on the cognitive, noncognitive and contextual factors that influence training outcomes, in particular how age impacts motivation and performance in training. She has also examined the importance of active learning, with a special focus on older adults. Her recent efforts have studied how attributions for poor performance differ depending on the age of the performer, how motivation influences retirement decisions, and how to identify job attributes that best align with the ability, attitude, and motivational profile of older workers. Her emphasis on workforce aging has

provided both significant theoretical and methodological contributions to the science of I-O psychology. In sum, her research bridges both basic and applied areas and is grounded in individual differences theory and research. Her work has produced 36 peer-reviewed publications and 13 book chapters, and she currently serves on the editorial board for *Journal of Business and Psychology*.



## **Joyce E. Bono, University of Florida**

Well known for her scholarship and service to I-O, Dr. Bono's contributions fall within the broad domains of leadership, employee wellness, and individual differences. Particularly noteworthy is her research in the leadership arena that shows how leaders' characteristics influence employees' daily experiences, motivation, behaviors, attitudes, and well-being. Her examination of self-congruent goals identified one of the central mechanisms through which transformational leaders influence followers. She also investigated personality and leadership, revealing the Big Five underpinnings of transformational and transactional leadership. Her work on core self-evaluation (CSE)

has been described as a particularly important advance in personality research. Her productive research has led to 28 peer-reviewed publications, 10 book chapters, and numerous conference presentations. Her work has been recognized with several awards, including the SIOP Early Career Award in 2007. Her professional activities also include serving on the editorial boards of various journals, and she recently was as an associate editor for the *Academy of Management Journal*.



## **Douglas J. Brown, University of Waterloo**

Dr. Brown's research on leadership processes, particularly the effects of leaders on follower identity and motivation, is widely recognized. His work has been an important influence in developing the understanding of the role of self and identity in leadership. This has taken on great significance in much of the recent developments in leadership research with its focus on follower identity/self-conception as mediator (self-efficacy, self-esteem, social identifications) and moderator (social identifications) of leadership influences. His research has been published in 41 peer reviewed journal articles, and he has also written seven book chapters and coauthored a book. His work has received several best paper

awards, including from the Organizational Behavior and HR divisions of the *Administrative Science Association of Canada*, the OB division of the *Academy of Management*, and the best paper award in *Leadership Quarterly* in 2005. He has served on the editorial boards for several professional journals and currently is associate editor for *Organizational Behavior and Human Decision Processes*.



## **Michael Buckley, University of Oklahoma**

Dr. Buckley has produced a sustained program of research in which he has informed theory and practice in the areas of human resources staffing and performance management. The first area of contribution deals with recruitment and socialization processes and the impact of realistic job previews (RJPs). As an alternative to RJPs he proposed the expectation lowering procedure (ELP), which has been supported in subsequent research as an effective recruitment and socialization tool. He has also made outstanding contributions to I-O psychology in the area of performance evaluation. To increase performance ratings' accuracy, he played a key role in developing frame of reference (FOR) training, which has

become widely regarded as an important contribution to our understanding of performance evaluation in organizations. A prolific researcher, his work has resulted in 120 journal articles. He is currently coeditor of the annual research series *Research in Personnel and Human Resources Management*.

# SIOP FELLOWS

## Paula Caligiuri, Northeastern University

Dr. Caligiuri has developed an international reputation for an impressive body of work on issues dealing with managing an international workforce, in particular, selection, socialization and assessment of expatriates. Her 2000 *Personnel Psychology* article on the Big Five personality characteristics as predictors of expatriate success is considered a landmark piece of research, showing that individuals who are emotionally stable, sociable, and open report greater cross-cultural adjustment, have higher supervisor ratings of performance, and experience other positive outcomes. She has also actively utilized technology and media to communicate her findings and those of other I-O and HR professionals to a broader audience of organizational managers and the general public, including a series on career and work-life balance that appeared on CNN in 2010 and 2011. In an editorial capacity, she is the HR area editor of the *Journal of International Business Studies*, the leading journal in international business. Her research has appeared in 38 refereed journal articles, 22 book chapters, and 6 books.



## Lilia M. Cortina, University of Michigan

Dr. Cortina researches the psychology of victimization, investigating ways in which people are subordinated, violated, and relegated to the margins of organizational life. A major goal of her work has been to bring attention to social identity, especially gender. Her research on workplace incivility and sexual harassment is cutting edge, programmatic, and highly influential in multiple fields. She has also shown how uncivil behavior is often targeted at undervalued social groups, thus operating as a form of discrimination. Her findings have been disseminated widely in major media outlets, and she has published more than 50 articles and book chapters. In addition, Dr. Cortina has a passion for teaching on gender and diversity in organizations, and many of her students are now I-O scholars. She has received numerous honors, including the Distinguished Publication Award from the Association for Women in Psychology, and she has twice won Division 35's Annual Prize for Research on Women and Gender.



## Michelle A. Donovan, Google

Dr. Donovan is an outstanding exemplar of a scientist-practitioner. She has made significant contributions to the study of management and leader development, most notably through her work on Google's Project Oxygen, which introduced a generation of managers to well-defined performance expectations, a new vocabulary for discussing management challenges, and a framework for manager development programs. Her work on Project Oxygen has had wide influence on the field of I-O psychology and has been cited by the *New York Times*, *Fast Company*, and the *Harvard Business Review*. Early in her career, she helped advance research on adaptive performance and was part of a team awarded the Owens Scholarly Achievement Award. Prior to Google, she worked at Intel Corporation on surveys and research on turnover and completed an internship at Personnel Decisions Research Institutes. She is active in SIOP and co-organized one of its Leading Edge Consortia and has served on the SIOP Workshop Committee.



## Lisa Finkelstein, Northern Illinois University

Dr. Finkelstein's work in aging and mentoring has been most noteworthy. Her research in age discrimination and workplace bias has been systematic and carefully grounded in social-psychological theorizing about the development and activation of stereotypes. Using this as a base, her work delineates the work conditions, person characteristics and psychological processes by which age bias manifests in the workplace. Her research in mentoring has also been noteworthy, exemplified by her recent co-authored book on the design of mentoring programs, which is considered an excellent practitioner resource for those interested in building an evidence-based mentoring program. Her leadership contributions to SIOP are highly regarded. She has served in many of the most demanding roles including chairing the Program and Conference committees. Her leadership positions also include SIOP secretary, chair of the Governance Transition Team, chair of the Flanagan Award Committee, chair of the Expanded Tutorials Subcommittee, and leader of the committee developing SIOP's statement on aging and work for the United Nations.





# SIOP FELLOWS



## **Robert E. Gibby, The Procter and Gamble Company**

Dr. Gibby's contributions to the field represent the active balance between research and application and embodies the essence of the scientist-practitioner model. A notable example of his leadership was the large-scale effort he led to create Procter and Gamble's Cognitive Assessment Program, including an online, unproctored, adaptive reasoning test. Deployed in 28 languages for recruiting and selection in 70 different countries, this project has been a standout achievement in our field as a successful implementation of a fully operational program that uses sophisticated measurement techniques. Some 300,000 people are screened each year using this selection process, which was recognized by *Human Resource Executive* magazine as one of its "Best HR Ideas for 2009- HR Technology." He was recently named one of four winners of the inaugural HRM Impact Award. He has also written nine journal articles and six book chapters, and he is a frequent presenter at SIOP. He also serves on the editorial board for *Journal of Personnel Psychology*.



## **Stanley M. Gully, Rutgers University**

Dr. Gully has established a reputation for research emphasizing the interface between training and individual differences. His main influence in this area has been in developing and testing theoretical models that integrate personal and situational factors that promote different types of self-regulatory processes and learning. He also has generated a strong body of research on leadership and team effectiveness, and he has published influential meta-analyses on cohesion and team-efficacy. According to Web of Science, his refereed articles and chapters have been cited over 1,650 times, and according to Google Scholar, he has been cited over 4,900 times. He has coauthored

multiple editions of textbooks on strategic staffing, organizational behavior, and human resource management, all of which have been well received. In addition, he coauthored a series of staffing books for SHRM and coedited the Business Expert Press series, producing 12 volumes on topics such as managing expatriates, cross-cultural management, and managing employee turnover.



## **Verlin B. Hinsz, North Dakota State University**

Dr. Hinsz is recognized for his influential contributions to the study of work teams and groups. He played a key role in research that provided an information processing framework by which organizational researchers could effectively conceptualize and study cognitive processes in teams. This research has been widely cited and has shaped much of what we know about shared mental models and information sharing within work teams. He has also published a series of studies based on an integration of theories of work motivation with particular emphasis on goal setting. One line of research focused on the impact of self-set versus assigned goals on group outcomes;

another used computational approaches to evaluate the impact of social processes on goal setting and outcomes. This research on the determinants of group goals continues to have a great influence on team theory and research in organizational psychology. He has published over 80 peer-reviewed articles and has served on editorial boards of several professional journals.



## **Bradley L. Kirkman, North Carolina State University**

Dr. Kirkman is known for his scholarship in three primary areas: teamwork/team effectiveness, leadership, and cross-cultural management. His work has been especially distinctive in clarifying the *process* through which teams are effective in organizations, particularly virtual teams, which are becoming more prevalent. He showed how team empowerment was a critical factor in the success of work teams as well as understanding empowerment's impact on performance variability between different virtual teams. In the leadership area, he recently identified various contingency factors that weaken the effects of transformational leadership on follower outcomes. In his research in cross-cultural management, he argued that the effectiveness of teams employed in countries outside

the United States is contingent on the unique configuration of national cultural values. Dr. Kirkman's research has led to 40 peer-reviewed articles, as well as 13 book chapters and a book. He was formerly an associate editor for *Academy of Management Journal* and also serves on the editorial boards for several other journals.

# SIOP FELLOWS

## Martin Kleinmann, University of Zurich, Switzerland

Dr. Kleinmann has been instrumental in advancing I-O psychology in Germany and internationally. Much of his scholarship has focused on traditional selection issues such as the validity of assessment centers and interviews. His unique contribution to the field in this area is the concept of “Ability to Identify Criteria” or ATIC, which helps to explain test takers’ level of performance as well as their ability to understand which KSAs are being assessed. His work is innovative and based on thoughtful, conceptual, and theoretical development. He has also served the I-O community in other important ways as well. He was a founding editor of *Journal of Personnel Psychology*, the leading journal for personnel psychology in German-speaking countries. He also initiated the first congress of I-O researchers in German-speaking countries; served for 4 years as the president of the German I-O society; and helped organize the 2013 EAWOP Congress in Muenster. He has published 5 books, 30 book chapters, and 54 peer-reviewed journal articles.



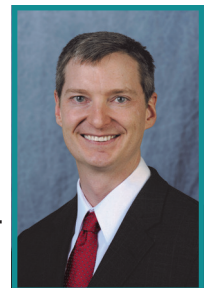
## Nathan R. Kuncel, University of Minnesota

Dr. Kuncel is a leader in the measurement of individual differences relevant to the prediction of outcomes associated with academics, employment, relationships, and other life situations. His work documents the predictive power of cognitive tests used for postgraduate and professional school admission in a more comprehensive fashion than any prior work. He has examined the relationships between admissions test scores (e.g., GRE, MCAT, LSAT) and a wide range of outcomes, including grades, licensing exam performance, and research productivity. His research refutes the common assertion that test validity in the higher education admissions context is an artifact of socioeconomic status. Finally, he has made major contributions to the understanding of the role of ability and personality as predictors of a range of life outcomes (death, divorce, educational attainment) and demonstrated that ability and personality have a nearly equal and largely independent share in predicting those outcomes. He has produced 32 refereed articles and many conference papers.



## Adam W. Meade, North Carolina State University

Dr. Meade’s influence has been most apparent in his research addressing methodological and measurement issues. His work is rigorous and creative, and he has consequently impacted both research and practice. He is best known for his work in measurement invariance, a line of research investigating methods and statistical techniques that can be used to assess if a psychological test or measure functions similarly over time and over different groups of respondents and testing formats. Recently his research has focused on technological advances in measurement, for example, detecting careless respondents in survey research, using crowdsourcing in measurement development, and developing multidimensional adaptive tests. He is currently working on a new type of assessment, rapid response measurement, which presents stimuli in a high-speed format. Initial results indicate this method is four times less prone to faking. He has produced 38 peer-reviewed publications, serves as associate editor of *Organizational Research Methods*, and is on the editorial board of two other journals.



## Rose A. Mueller-Hanson, PDRI, a CEB Company

A true exemplar of the scientist-practitioner, Dr. Mueller-Hanson has made outstanding contributions in the areas of adaptability, transformation of leader development processes and development of effective performance management skills. Her work in adaptability and training simulations has been successfully implemented and used with thousands of soldiers and civilians. She has also worked with several organizations to transform their approach to leadership development by introducing new technology-based approaches to enhance structured on-the-job learning. Still another area of accomplishment is in performance management where she has led an initiative to make this important practice a more regular, informal, and meaningful part of daily work rather than a more formal review process. It has been implemented in several organizations, and results suggest improvement in the effectiveness of communication and trust of employees. She has published a number of refereed journal articles and has been active in SIOP, where she is the current chair of the Continuing Education Committee.





# SIOP FELLOWS



## **Sharon K. Parker, University of Western Australia**

A leader in the field of job design research, Dr. Parker is the author of an influential book (*Job and Work Design: Organizing Work To Promote Well-Being and Effectiveness*), in which she proposed enhancing the influential job characteristics mModel, extending the beyond the five characteristics, as well as expanded mediators, outcomes, and moderators. In a recent paper in the *Annual Review of Psychology*, she particularly advocated the need to better understand the long-term developmental consequences of work design. She has contributed greatly to the increasingly prevalent research on proactivity. Proactive work behavior refers to self-starting, future-focused behavior aimed at changing

the work situation or oneself. This innovative model views proactivity as a motivated goal process rather than as a stable personality trait, and consequently her focus is on how proactivity can be enhanced in organizations. She specializes in quasi-experimental and longitudinal research. She has produced 58 publications and currently serves as an associate editor of the *Journal of Applied Psychology*.



## **Cheryl J. Paullin, HumRRO**

Dr. Paullin has made outstanding contributions to the practice of I-O psychology through developing and validating psychological assessments for a wide variety of clients. Most of these assessments were used to support high stakes employment decisions, including preemployment screening and selection, promotions, and credentialing. In the private sector, she has led important projects for several *Fortune* 500 organizations in the retail, insurance, technology, and manufacturing industries. She has also directed many critical selection projects for the U.S. military (Army, Navy, and Air Force). Of special note is her nearly 25 years of work with the Minneapolis Fire Department, helping it to become a national leader in selection of fire fighters and achieving an unmatched record of increasing gender diversity.

The specific problems her research teams have addressed show great breadth, and her solutions are consistently evidenced based, cutting edge, and innovative, often taking advantage of computerized virtual environments, web-based situational judgment tests, logic-based measurement, and IRT-based CAT.



## **Tahira M. Probst, Washington State University Vancouver**

Dr. Probst's work on economic stressors and their effects has had a profound impact on I-O psychology, receiving national attention from major news and trade outlets and adding to the visibility of the field. Through her work with more than 100 organizations from numerous industries, she is well-known for showing the effects of job insecurity and economic stress not only on job attitudes but also on employee behavior, health, and injury outcomes. She has also made significant contributions through her research on psychosocial variables leading to the underreporting of workplace accidents, a topic largely ignored by previous work. She has published 36 peer-reviewed journal articles and 29 books chapters. She is a recipient of many awards recognizing

her research and practice, including the 2002 SHRM Research Award for her study assessing the impact of safety climate and production pressure on the relationship between job insecurity and employee safety outcomes. She currently serves as coeditor of *Stress and Health*.



## **Douglas H. Reynolds, Development Dimensions International**

Dr. Reynolds has made outstanding science-based contributions to practice and has enriched SIOP through his many influential service contributions. In terms of practice, Dr. Reynolds has developed empirically based practitioner interventions with wide applications. His work with assessment centers, standardized tests, situational judgment tests, and structured interviews uses both content- and criterion-related validation methods. He has developed and championed innovations in technology in testing and assessment methods for numerous national and multinational organizations. At DDI, he heads two types of departments that design and implement new tools: those responsible for psychological assessments for multiple purposes (workforce selection, career development, executive succession management) and those that create and support technology-based products. The impact that these products and services have had on applicants and employees among DDI's approximately 1,000 clients is extensive. His contributions to the profession have also been extensive. He has been president of SIOP, Communications officer, and chair of both the Visibility and Professional Practice committees.

# SIOP FELLOWS

## John Schaubroeck, Michigan State University

Dr. Schaubroeck's impact on I-O psychology and organizational behavior has been most profound in his research on work stress and, more recently, on leader influences on the welfare, ethical behavior, and performance of employees. His work regarding the nuances of demands and control and their interaction with self-efficacy, attributional style, and social support was a precursor to the increasingly prominent job demands-resources perspective on worker well-being. His most recent research has examined styles of leader behavior that are beneficial (e.g., ethical leadership) and detrimental (i.e., abusive supervision) and the psychological processes that mediate their influences on individual and group outcomes. Examination of control and support as coping resources illustrates how one type of resource, in particular social support, can compensate for the absence of another resource like job control. He has published 75 refereed articles and 10 chapters in edited volumes. He is a past editor of *Organizational Behavior and Human Decision Processes* and currently serves on several boards.



## Robert R. Sinclair, Clemson University

Dr. Sinclair is acknowledged for his research contributions to the field of I-O psychology, particularly in the area of occupational health psychology. His work in this field has spanned both health and safety topics, examined well-being issues for a variety of occupations, and emphasized both individual and organizational antecedents of health outcomes. His work in examining unique occupational health issues for certain occupations is particularly noteworthy, including his research on psychological resilience in the military, nurses' positive and negative work experiences, and entry-level hourly workers' employment relationships. He is a former president of the Society for Occupational Health Psychology (SOHP), which he was instrumental in helping to establish. His scholarly contributions include 30 peer-reviewed articles, 20 chapters, and 4 books, and he is currently on the editorial board for six journals. Active in SIOP, he has served on several committees including the SIOP Program committee and the Owens Scholarly Achievement Award Committee.



## Stephen Stark, University of South Florida

Recognized for his scholarly contributions in both psychometrics and personality, Dr. Stark has developed innovative, IRT-based methods for noncognitive testing involving forced-choice formats, which are designed to reduce response distortions, such as rater errors and faking. His models and computerized adaptive testing algorithms provide a basis for assessments used by the U.S. military, such as the Tailored Adaptive Personality Assessment System for U.S. Army pre-enlistment screening and the U.S. Navy Computerized Adaptive Personality Scales. Dr. Stark's research focusing on ideal point models, differential item functioning detection and effect size, and lower-order personality structure have been published in 39 journal articles and 8 book chapters to date. He currently is on SIOP's Scientific Affairs Committee and previously served on the Review Testing Standards Revision, Strategic Planning, and the Program committees.



## Deborah L. Whetzel, HumRRO

Dr. Whetzel has made outstanding contributions to I-O psychology including key leadership roles in a major Transportation Security Agency job analysis project, involving 50,000 workers, and a model development and instrumentation project for the U.S. Postal Service designed for selection, performance measurement, and training. She also has led ongoing work with the Edison Electric Institute's employment testing program to select a variety of electric utility company technical and trades positions. These contributions have had broad national impact, affecting hundreds of thousands of workers in multiple sectors. She has also consistently disseminated and communicated this work, as well as other influential research, via a career-long stream of journal articles, book chapters, technical reports, papers, and conference presentations, in addition to publishing a highly regarded coedited book on applied measurement methods in I-O psychology. Her contributions to the profession include serving as the current president of the International Personnel Assessment Council and as SIOP's representative to APA Council and member of SIOP's Executive Board.







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