

2017 SIOP *Salutes*

The background is a deep blue gradient, densely populated with small, bright white stars of varying sizes. A series of elegant, glowing white and light blue wavy lines sweep across the middle of the image, creating a sense of motion and energy. The overall aesthetic is clean, modern, and celebratory.

Society for Industrial and
Organizational Psychology
32nd Annual Conference

Walt Disney World Swan & Dolphin
Orlando, Florida



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Distinguished Professional Contributions Award



William H. Macey, CultureFactors, Inc.

Dr. Macey's contributions to I-O psychology have been impactful both through his own personal efforts and the work of the firm he created and led (PRA/Valtera) for so many years. His work in individual assessments and employee engagement has been particularly noteworthy, helping to move the practice to more evidence-based paradigms. The survey software he developed has enabled many companies to execute highly effective survey research and assessment programs. Other technological tools he created have helped reduce the costs of surveys, decreased the amount of time needed to process survey data and increased flexibility in reporting. He has had great influence on many organizational HR and survey agendas through his work with the Mayflower Group, a consortium of premier global corporations that administer high quality employee opinion surveys. A past president of SIOP (2004), he was the 1999 SIOP Distinguished Service Award recipient and has shared his research through his many contributions to workshops, conference presentations, and publications clearly demonstrates his dedication and commitment to giving back to the profession. Throughout his career he has been known for his high standards, attention to detail, and ethical behavior. He has furthered the careers of many by providing opportunities for career growth and success, offering support and guidance for their work. In summary he has been a role model of the scientist-practitioner that represents the best of I-O and SIOP.

Distinguished Scientific Contributions Award



Steven W. J. Kozlowski, Michigan State University

Dr. Kozlowski has been a tireless champion of the science of I-O psychology through his scholarship in multilevel theory, team effectiveness, and training and skill acquisition. He has a record of excellence in research, publishing extensively throughout his career. His research is both prolific and influential. For example, in the team/group literature there are few published papers that do not cite his work. Among his many scientific contributions is his work on multilevel theory and methods. The volume he edited with Katherine Klein titled *Multilevel Theory, Research, and Methods in Organizations: Foundations, Extensions, and New Directions* (2000 SIOP Organizational Frontier Series) continues to be the "go-to" resource on this topic. His recent multilevel work is developing innovative methods including computational modeling, agent-based simulation, and team dynamics technology to investigate emergent phenomena and team process dynamics. His research has generated nearly \$10 million in grants, including seven years of NASA funding to continue his work on team cohesion in long duration space flights. Contributing through science means working to ensure that research informs practice and policy and Dr. Kozlowski has been particularly active in translating scientific research into actionable knowledge that has helped shaped practice at NASA, the military, and business organizations. Beyond his research contributions, he has an extensive and distinguished record of service and last year completed a highly successful term as SIOP president.



Distinguished Scientific Contributions Award

John E. Mathieu, University Of Connecticut

Dr. Mathieu's long history of major scientific contributions in organizational commitment, team research, leadership and data analytic methods distinguish him as a scholar whose work has significantly influenced the field of I-O psychology. His work on organizational commitment has focused on the understanding of worker behavior in a variety of contexts including military personnel, professional, and nonprofessional employees. He has produced advances in the areas of research methods and data analysis which in turn have fueled innovations in substantive theory development. Dr. Mathieu may be best known for his theoretical and empirical contributions to the team and multiteam literature. His multilevel findings and dynamic work models of team effectiveness have shaped the study of team processes and furthered understanding and prediction of collective behavior in the complex work systems that increasingly characterize today's organizations. His research has received nearly \$10 million in external funding and support. His applied practice is also notable, having consulted with many companies and organizations on projects related to employee selection and training. His mentoring activities have had an enduring impact upon the field, including chairing nearly 20 doctoral dissertations and serving on numerous doctoral committees. In summary, Dr. Mathieu has earned a record as an accomplished scientist-practitioner whose research and scholarship has made an impactful and real difference on leaders, teams, and organizations in a very direct and tangible way.

Distinguished Service Contributions Award



Georgia T. Chao, Michigan State University

Dr. Chao's service to SIOP and to the I-O profession is extensive, sustained, and broad in its reach. She has served in several elected leadership roles, including secretary and as SIOP APA Representative twice. As secretary her duties ranged from planning Executive Board meetings, setting the Executive Board agenda, and writing minutes to coordinating the work of all committee chair reports and activities. She also served as registrar and chair of the Workshop Committee and has been a member of SIOP's Program Committee, Fellowship Committee, and Governance Task Force. Now in her second term as SIOP APA Council Representative, she is committed to reminding APA that applied psychology is different from clinical practice and has been actively engaged in bringing greater attention to the science of I-O into the larger profession of psychology. Service as APA Council Representative requires a heavy investment of time and diplomacy while using her skills and research expertise in ways that illustrate the value of I-O in arenas where our profession is often overlooked. In addition to her service to SIOP, she has been an ambassador of I-O through her work with other organizations including the Academy of Management, where she was elected to serve on two AoM executive committees; APA's Committee on International Relations in Psychology; APA's Presidential Task Force on Mentoring; and the National Research Council.

Distinguished Service Contributions Award



Christopher T. Rotolo, PepsiCo

Dr. Rotolo's contributions have been sustained over 13 years across multiple committee roles and leadership appointments. The quality of his work and willingness to give generously of his time has made him the "go-to" member for several SIOP presidents who have assigned him key roles. The latest role is Grassroots Impact Coordinator, designed to harness the energy, ideas, and interests SIOP members have beyond their regular work by providing guidance, support, and an organizational framework to advance these efforts and bring greater attention to I-O. He has particularly excelled in blending his corporate brand management experience with solid I-O methodology as chair of the Brand Enhancement Task Force from 2010-14 to provide the leadership that resulted in the first coherent brand for SIOP. Many other important efforts have benefited from his leadership. He helped to transition the Visibility Committee from Ad Hoc to Standing status and also served as chair of the Electronic Communications Committee from 2010-12. He was central to organizing and promoting the Leading Edge Consortium for many years, evolving the SIOP website and creating the member community "my.SIOP;" and the development of webinars and media events aimed at promoting the field to targeted external audiences. He also chaired the Katzell Award subcommittee and served on the 2010 APA Model Licensure Act task force. The impact of each of his volunteer contributions has been significant for advancing SIOP's visibility goals.

Distinguished Early Career Contributions Award—Practice



Anthony S. Boyce, Aon Hewitt

Dr. Boyce embodies the scientist-practitioner ethic, having distinguished himself for his innovative work in assessment, influencing major employers, sharing his knowledge with the field, and promoting the best practices of I-O psychology. In his work as a partner at Aon Hewitt, he has made material contributions to practice including helping design and deliver better selection systems experienced by millions of global candidates annually at Marriott, McDonald's, Procter & Gamble, IBM, and dozens of other organizations, as well as leading the design and validation of a tool called ADEPT-15®, a state-of-the-art workplace personality measure. This a computer adaptive test based on a refined version of the Big Five and is available in over two dozen language- and culture-specific versions. In recognition of this major contribution to the field, he and his team received the 2016 M. Scott Myers Award for Applied Research in the Workplace. In addition to his applied successes, he is an important contributor to the I-O profession. He has coauthored book chapters and articles published in major journals, one of which was recognized with the 2015 Journal of Organizational Behavior Best Paper Award, and is a frequent presenter at SIOP conferences. He was also on a team receiving two of SIOP's most prestigious awards in 2015: the Hogan Award for Personality and Work Performance and the Jeanneret Award for Excellence in the Study of Individual or Group Assessment.

Distinguished Early Career Contributions Award—Practice



Megan K. Leasher, Macy's Inc.

In the relatively brief time since graduate school (Wright State University, 2007), Dr. Leasher has become a consummate scientist-practitioner able to balance the needs of her organization with the values and practices of I-O. She has been successful at articulating the technical, analytical, and data/evidence-based aspects of her initiatives in ways that management understands and how the results align with organizational strategy. She has developed and validated a number of innovative programs at Macy's spanning all business functions and roles in the challenging retail environment. Her contributions have been recognized with several corporate awards, including Macy's "Best of the Best: Support Team of the Year" for her collaborative leadership in the merger of the stores and e-commerce merchant and marketing organizations for both Macy's and Bloomingdale's. She also was honored with the "Make Magic: Team Leadership Award" for the highly successful design, implementation, and effectiveness of an assessment center used for developing and promoting talent. Last year, *Human Resources Executive* magazine selected Dr. Leasher for the "Rising Star Award" as one of five HR professionals who have demonstrated the ability to launch significant HR initiatives and programs and the ability to tackle major HR-related challenges. She contributes broadly beyond her own organization including making presentations at high schools, nonprofits, local HR meetings, and university I-O, HR, and management classes. She also presents frequently at SIOP conferences and has served on several SIOP committees.

Distinguished Early Career Contributions Award—Science



Christopher M. Barnes, University of Washington

Since earning his doctorate in 2009, Dr. Barnes' research on the effects of sleep deprivation on various outcomes at work has opened a new field of study within the organizational sciences. It was not a topic that had received much attention in applied psychology and organizational behavior, but that has changed thanks to his pioneering work. He has published 20 articles about sleep and has attracted other organizational scholars toward this topic. Among other effects, the role of sleep deprivation is now recognized as being associated with unethical behavior, low work engagement, and ineffective leadership. His research also investigates the effects of work on sleep, and examines potential solutions to these issues. He has also been an active researcher in the area of team performance, having published more than 10 articles on this topic. He played a key role in a research program on behalf of the U.S. Air Force that produced one of the largest empirical data sets ever constructed for the purpose of studying multi-team systems. His growing national visibility is evidenced by his being asked to serve on editorial boards of several top journals, including the *Journal of Applied Psychology* and the *Academy of Management Journal*. He is also active in spreading the knowledge developed from his research to management educators and the public at large through news articles, media interviews, blogs, and his TEDx presentation.

Distinguished Teaching Contributions



Donald M. Truxillo, Portland State University

"Dr. Truxillo has been the single most influential person in my career." "A dedicated and talented educator, his influence on my career has been unparalleled." "He has had a lasting impact upon my life through his commitment to teaching and mentoring." It is heartfelt endorsements like these that testify to the lasting impact Dr. Truxillo has had upon students at both the undergraduate and graduate levels. His career exemplifies a sustained commitment to excellence in teaching that ensures student success; with skill and enthusiasm, he is able to integrate complex ideas about theory, research, and practice in accessible and useful ways. His passion for teaching I-O psychology led him to leave the practice sector 22 years ago in order to join the Portland State University faculty. Since then he has worked tirelessly to increase student learning, understanding, and success. Significantly, he designed applied experiences into his courses long before community-based classes became popular in higher education. In addition to recognition from his university, he has received two Fulbright teaching fellowships as well as two grants from the Italian Ministry of Education focused on graduate-level teaching. His focus has been on enhancing students' perspectives in order to make I-O psychology simultaneously exciting, accessible, and relevant; values that are emphasized in his recent I-O psychology textbook. His many doctoral students have gone on to successful careers in both academics and practice.

SIOP Humanitarian Award



Steven G. Rogelberg, University of North Carolina Charlotte

For the longtime breadth and depth of his efforts on behalf of others, Dr. Rogelberg is being honored as the inaugural recipient of the SIOP Humanitarian Award. He has founded or cofounded a host of I-O psychology outreach initiatives designed to aid nonprofit organizations and marginalized populations. Some of the programs include the Volunteer Program Assessment focused on promoting volunteer success and retention, The Growth Mindset Initiative targeting the achievement of disadvantaged youth, and the Shelter Employee Engagement and Development System. This work has directly benefited thousands of employees, children, and hundreds of nonprofits including homeless shelters, hospitals, impoverished schools, food banks, museums, and animal welfare organizations. Nonprofit leaders described Steven's efforts as "groundbreaking in nature," "vital tools" bringing "life-changing moments," and having "revitalized our staff." These efforts have involved more than 100 undergraduate and graduate students across the years, thus serving a dual purpose of helping to train and instill a spirit of giving within the next generation of I-O psychologists. One letter writer called him a "beacon—shedding light on how I-O psychology can help make the world a better place." In sum, he has a long history of developing and sustaining initiatives based on I-O science and practice that contribute to the greater good. His deliberate and organized efforts truly stand out in this regard and serve to inspire others to give.



M. Scott Myers Award for Applied Research in the Workplace

William Shepherd, Wendy's, and Robert Ployhart, University of South Carolina

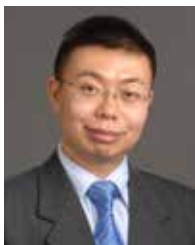
William Shepherd and Robert Ployhart are recognized with the M. Scott Myers Award for an outstanding example of the practice of industrial and organizational psychology in the workplace for their project, the Huntington VOICE Employee Survey Program.



S. Rains Wallace Dissertation Award

Margaret Luciano, Arizona State University

The award for best dissertation is presented to Margaret Luciano for her thesis entitled *Unpacking the Dynamics of Cross-Unit Coordination: A Multi-Level Quasi-Experimental Investigation of Patient Handoffs*.



S. Rains Wallace Dissertation Award (Honorable Mention)

Tao Yang, Indiana University-Purdue University Fort Wayne

For his dissertation, *The Moderating Role of Personal, Social, and Work Resources in the Efficacy of a Mindfulness Intervention*, Tao Yang receives honorable mention.



Schmidt-Hunter Meta-Analysis Award

Christopher P. Cerasoli, The Group for Organizational Effectiveness (gOE); Jessica M. Nicklin, University of Hartford; and Michael T. Ford, University at Albany, SUNY

The team receives this award for their meta-analytic research published as Cerasoli, C. P., Nicklin, J. M., and Ford, M. T. (2014). Intrinsic Motivation and Extrinsic Incentives Jointly Predict Performance: A 40-Year Meta-Analysis. *Psychological Bulletin*, 140(4):980-1008.



James L. Outtz Grant for Student Research on Diversity

Carlos A. Moreno, Rice University

For his research entitled *Promoting First-Generation Latino Success Through Parental Pro-Educational Interventions*, Carlos A. Moreno wins the inaugural James L. Outtz Grant for Student Research on Diversity.



William A. Owens Scholarly Achievement Award

In-Sue Oh, Temple University;

Seongsu Kim, Seoul National University; and

Chad Van Iddekinge, Florida State University

In-Sue Oh, Seongsu Kim, and Chad Van Iddekinge receive the Owens Award for their 2015 article “Taking It to Another Level: Do Personality-Based Human Capital resources Matter to Firm Performance?” published in *Journal of Applied Psychology*, 100(3), 935-947.



Raymond A. Katzell Award in I-O Psychology

Jennifer J. Deal, Center for Creative Leadership

This award recognizes a SIOP member who has demonstrated to the general public the importance of I-O psychology in addressing social and workplace issues. For many years, Dr. Deal has been the “go-to” resource for journalists on such topics as global and remote work, generational differences in the workplace, and the always-on workplace. In particular, her research on generational differences, with a current focus on millennials, has been the standard for social science contributions for over a decade, starting with her first book on the subject, *Retiring the Generation Gap*, and continuing with her most recent coauthored book, *What Millennials Want From Work*. Hers is the only consistent voice clarifying and adding nuance to the public discussion around millennials and intergenerational differences highlighting the consequences of life stages, labor market context, and other factors. Her research, supported by solid data and accessible to general audiences, has often debunked common misperceptions on the extent and nature of true generational differences at work. Not confined to academic journals her perspectives and guidance goes directly to business leaders through trusted, widely read media outlets. She is a regular contributor to the *Wall Street Journal* Thought Leaders Experts column on generational issues at work. Her influence is impressive and her writing has made significant contributions not only to our field but also to the broader organizational landscape and improving the workplace.



Joyce and Robert Hogan Award for Personality and Work Performance

Jonas Debusscher, Vrije Universiteit Brussel;

Joeri Hofmans, Vrije Universiteit Brussel; and

Filip De Fruyt, Ghent University

The 2017 Hogan Award is presented to Jonas Debusscher, Joeri Hofmans, and Filip De Fruyt for their research titled “Do Personality States Predict Momentary Task Performance? The Moderating Role of Personality Variability.”



Wiley Award for Excellence in Survey Research

Nathaniel Shay, Starwood Hotels & Resorts, and Matthew V. Valenti, SNP

For their research Starwood Hotels redesign of its Guest Satisfaction Index (GSI) to the Guest Experience Index (GEI), Nathaniel Shay and Matthew V. Valenti win the Wiley Award.



Jeanneret Award for Excellence in Study of Individual or Group Assessment

Rachael Klein, Korn Ferry; Stephan Dilchert, Baruch College; Deniz Ones, University of Minnesota; and Kelly Dages, General Dynamics Information Technology

For their article "Cognitive Predictors and Age-Based Adverse Impact Among Business Executives" (*Journal of Applied Psychology*, 100, 1497-1510), Rachael Klein, Stephan Dilchert, Deniz Ones, and Kelly Dages receive the Jeanneret Award.

Douglas W. Bray and Ann Howard Research Grant



Sylvia Roch, University at Albany, SUNY

Sylvia Roch is one of 2017 winners of a Bray Howard Grant for her research on Applicant Perceptions of Assessment Center Exercise Scoring Objectivity.



Mark Whitmore, Kent State University, and Ryan Powley, scitrain, ltd.

The team of Mark Whitmore and Ryan Powley also receive a Bray Howard Grant for their work on The Effects of Participant Self-Assessment on Development Center Performance.



Sidney A. Fine Grant for Research on Job Analysis

Reanna P. Harman and Eric A. Surface, ALPS Solutions; and Kurt Kraiger, Colorado State University

For their investigation of The Influence of Focus Group Participants, Facilitators, and Process on the Validity of Group Outcomes, the team of Reanna Harman, Eric Surface, and Kurt Kraiger receive the Sidney A. Fine Grant.

SIOP Small Grant Program

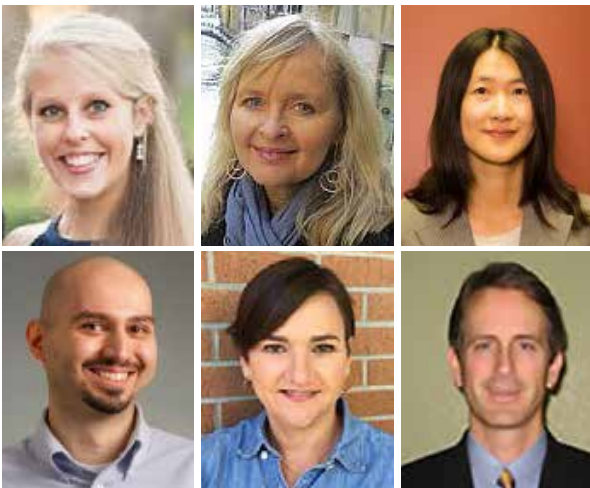
These three teams are recipients of SIOP Small Grants to fund the research listed below.



Allison S. Gabriel, University of Arizona;
Sabrina D. Volpone, University of New Mexico;
and Christina M. Moran, Marsh, Berry & Co., Inc.
First the Bump, Then the Pump: An Episodic Examination of the Work-Family Demands Faced by Breastfeeding Women



Lingtao Yu, University of Minnesota;
Michelle K. Duffy, University of Minnesota;
and Xiao Li, Haier China, Haier Group
High-Performing-but-Abusive Bosses: A Psychological Licensing Perspective of Abusive Supervision and Career Success



Kimberly French, University of South Florida;
Tammy D. Allen, University of South Florida;
Zheng Chen, University of South Florida, St. Petersburg;
Varol Kayhan, University of South Florida, St. Petersburg;
Kristen Salomon, University of South Florida;
and Mark Poteet, Organizational Research & Solutions
Understanding Dual-Career Couple Work and Family Decisions



SIOP International Research Collaboration Small Grant

Marcus W. Dickson, Wayne State University;
Paul J. Hanges, University of Maryland;
Deanne den Hartog, University of Amsterdam;
Mary Keating, Trinity College, Dublin;
Cathy Kwantes, University of Windsor;
and Jason Shaw, Hong Kong Polytechnic University
The 2017 IRC Small Grant goes to Marcus Dickson, Paul Hanges, Deanne den Hartog, Mary Keating, Cathy Kwantes, and Jason Shaw to fund their research Investigating Current Measurement and Aggregation Controversies in the Cross-Cultural Organizational Literature.



Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

Christina Lacerenza, Rice University
For her research The Nuts and Bolts of Leadership Training: A Meta-Analytic Investigation, Christina Lacerenza receives the Joyce and Thayer Fellowship.



Lee Hakel Graduate Student Scholarship

Kimberly French, University of South Florida

In addition to a small grant, her research Understanding Dual-Career Couple Work and Family Decisions has earned Kimberly French the Hakel scholarship.

Graduate Student Scholarships



James Field, Virginia Commonwealth University

A scholarship goes to James Field for work on An Iterative Relative Importance Analysis Methodology: A Step Towards Narrowing the Theory-Empiricism Gap in Turnover.



Yihao Liu, University of Florida

Newcomer Socialization in Teams: An Agent-Based Model and A Lab Study is the title of the research that earned Yihao Liu a scholarship.



George C. Thornton, III Graduate Scholarship

Xiaoyuan Zhu, University of Connecticut

The Thornton Scholarship is given to Xiaoyuan Zhu to support her research interests, including candidate experience, individual differences, and applied judgment and decision making.



Schneider Graduate Scholarship by Macey Fund

Veronica Caridad Rabelo, University of Michigan

The Schneider Scholarship goes to Veronica Caridad Rabelo for her study on Disrespect and Dignity in Dirty Work: Towards a Social Ecological Model of Occupational Stress and Health.



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

Christian N. Thoroughgood, Villanova University, and Steve T. Discont, Illinois Institute of Technology

Christian N. Thoroughgood and Steve T. Discont receive the LGBT award for their symposium submitted to the 2017 SIOP Annual Conference that is titled New Approaches in LGBT Research in I-O Psychology.

**Be sure to visit the Hall of Winners
in the WiFi Lounge, located adjacent to the
Exhibit Hall in Atlantic A**



SIOP Best International Paper Award

Zhen Zhang, Arizona State University;
Ji Koung Kim, Arizona State University;
Mo Wang, University of Florida; and John W. Fleenor, Center for Creative Leadership

For their poster Expatriate Managers' Participative Leadership: Examining Antecedents and Outcomes, Zhen Zhang, Ji Koung Kim, Mo Wang, and John W. Fleenor receive the Best International Paper Award.



John C. Flanagan Award for Best Student Contribution at SIOP

Henry R. Young, University of Central Florida

For his poster submitted to the 2017 conference, Leadership and Subordinate Engagement: A Meta-Analytic Review, Henry R. Young receives the Flanagan Award.

SIOP Student Travel Award

For their exemplary submissions to the SIOP conference, these students are awarded cash prizes to offset their travel expenses.

Woohee Choi, Seoul National University
Sydney Cunningham, University of Tulsa
Kamalika Ghosh, Rice University
Seulki Jang, University of South Florida
Chang-Wook Jeung, Yonsei University

Nicole Landowski, University of Nebraska at Omaha
Mercedes McBride-Walker, Case Western Reserve University
Adam Roebuck, Roosevelt University
Zitong Sheng, George Mason University
Michael Yoerger, University of Nebraska at Omaha

**Want to learn more about awards, funds,
and other Foundation initiatives?**

**Be sure to stop by the Foundation booth in
the Exhibit Hall near the Committee Zone.**

Booth #100



Want to see your name in this booklet next year?

Deadline for receipt of nominations is typically June 30.

Get your proposals ready now and apply early!

We are accepting applications for nominations for the 2018 Awards, Scholarships, Joyce & Thayer Fellowship, and Research Grants.

The SIOP Foundation is dedicated to the growth and development of individuals in the field of industrial-organizational psychology. The Foundation provides a number of opportunities for I-O psychologists to pursue funding for research, to acknowledge outstanding individuals in the field, and for students to apply for much needed financial assistance. SIOP also provides support and recognizes outstanding members through its awards and grants.

All award winners will be notified no later than the end of January 2018.

The Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award, SIOP Best International Paper Award, and John C. Flanagan Award are selected from the proposals submitted to the annual SIOP conference.

**For more information about the awards,
visit www.siop.org/siopawards**

New SIOP Fellows



George M. Alliger, Group for Organizational Effectiveness

An active researcher and practitioner throughout his career, Dr. Alliger has consistently served as a bridge between science and practice. He conducts research, designs practical tools and methodologies, and uses scientific findings to promote evidence-based practice. He has written and conducted work in several areas including job/work analysis, measurement/assessment, training criteria and evaluation, team effectiveness, and the development of sound tools and resources for HR/OD professionals. Since 1998 he has worked at the research and consulting firm the Group for Organizational Effectiveness (gOE), having been a principal in such projects as Mission Essential Competencies (MECs), which won the SIOP M. Scott Meyers Award for Applied Research in the Workplace. Prior to gOE he taught at the University of Albany; but regardless of his work setting he has embraced the scientist-practitioner model both as a professor and consultant. He has more than 70 publications.



Daniel J. Beal, Virginia Tech

Dr. Beal has made numerous impactful contributions to I-O psychology and has provided exemplary service to the field and to SIOP. His research on topics such as emotional labor, affect spin, and emotional display rules has greatly advanced thinking on the importance of emotions within the workplace and the value of attending to their dynamic qualities. He is also well known for his work in research methods. With nearly 40 publications, many in top-tier journals on topics ranging from emotions to group processes to resource depletion, his work is both theoretically interesting and methodologically sophisticated. He has contributed greatly to the broader I-O community by serving as a reviewer and on several editorial boards. He and his colleagues recently received a 3-year \$637,443 grant to examining factors such as emotional reactivity and self-regulatory unit climate in predicting violence in military employment settings.



Mindy E. Bergman, Texas A&M University

Dr. Bergman has made significant contributions in the areas of occupational health, commitment, diversity, workplace safety, and organizational climate. Her work on diversity includes individual and organizational characteristics related to worker mistreatment and workers' subsequent well-being. In organizational commitment, she focuses on the development of commitment and how individual differences contribute to this development. She has published more than 35 articles in refereed journals that represent noteworthy contributions to the literature. In addition, Dr. Bergman serves on several editorial boards, including *Journal of Business and Psychology* and *Human Resource Management Review*, and an associate editor of the new *Occupational Health Science*. She also has served on several SIOP committees, including Workshops, Awards, and has been Co-chair of the Conference Placement Center and is currently the chair of the Graduate Student Scholarship Subcommittee. She helped found SIOP's new Women's Inclusion Network. She is also considered a model teacher and mentor.



David W. Bracken, Keiser University

Dr. Bracken is one of the foremost authorities in multisource feedback and 360-degree feedback programs. He was coeditor and contributor to the 2001 *The Handbook of Multisource Feedback*, which is considered the most definitive resource on this topic. His career is noted for applying science and research to the design and implementation of 360 processes in order to inform decision makers to make more accurate and fair decisions. As "the 360-thought leader" in I-O psychology, he is constantly pushing the boundaries of this area ensuring that it remains relevant and true to its original intent as an empirical measure of behavior and behavior change. Another significant component of his work experience involves employee surveys, having run the survey programs for two Mayflower member organizations. His work has appeared in scholarly journals and he has facilitated three SIOP Workshops and presented frequently at SIOP conferences.



Tomas Chamorro-Premuzic, Hogan Assessment Systems

Dr. Chamorro-Premuzic's primary contribution to I-O psychology has focused on applied personality research and assessment. In particular, his work has centered on the development of a theoretical framework for understanding the interplay between cognitive and noncognitive individual differences as predictors of work-related outcomes. He has held multiple academic posts at NYU, Columbia, the London School of Economics, and University College London, where he is a full professor. A prolific writer he has published extensively in both academic and nonacademic outlets, including 140 refereed/peer-reviewed publications and 10 books. He has been extremely successful in educating the public on the real-world significance of I-O

New SIOP Fellows

psychology and frequently contributes articles and interviews to the media. In the past decade he has been an active practitioner and is currently CEO of Hogan Assessment Systems. He was the recipient of SIOP's Raymond A. Katzell Award in 2015 and the APA Early Career Award in 2010.



Shane Connelly, University of Oklahoma

Dr. Connelly has established a strong record of scholarly achievements, federal research grants, and mentorship of doctoral candidates. Her research has focused on three broad areas: leadership and emotions, ethics, and communication in ideological groups. She has made significant contributions to understanding the development and acquisition of leadership skills necessary for successful leaders. A large portion of her current research emphasis is on the development of ethical professionals, and she has developed a program that is a national model used by a significant number of universities and research agencies. Overall, her research contributions have incrementally moved forward what is known about leaders. Her research has resulted in

approximately 100 articles and book chapters, most of them in top outlets, and has received more than \$10 million in research grants from a number of agencies including the National Science Foundation and the National Institutes for Health.



John M. Cornwell, Rice University

Dr. Cornwell has contributed noteworthy scholarship focusing on methodology and statistical procedures, measures and experiences of stigmatized individuals, and gay men's and lesbians' workplace-related experiences. It is in the latter category where his work has had a profound impact, representing some of the first, large sample research on lesbian and gay employees conducted by I-O psychologists. Moving from academia to administrative positions at Tulane University, then Loyola University New Orleans, and now Rice, he has implemented highly effective organizational wide online survey programs to collect information from students, staff, and faculty to inform data-driven decision making by the universities and its divisions. He

has provided extensive and consistent service to SIOP for nearly 30 years, in a variety of positions including two terms as SIOP's Financial Officer. He also had a key role on the Administrative Office Transition Committee. He was among the founders of SIOP's LGBT committee and helped raise funds for SIOP's Best LGBT Research Award.



David W. Dorsey, U.S. Department of Defense

During his career, Dr. Dorsey has greatly increased the visibility of I-O psychology within the U.S. Department of Defense and the U.S. Intelligence Community. He has held several applied positions at Personnel Decisions Research Institutes, American Institutes for Research, and since 2008 in the Department of Defense, where he is chief of Organizational Effectiveness and Workforce Research. His work involves high stakes personnel assessment, survey research, workforce analytics, and organizational consulting. In recognition of his work across government, he was awarded the 2015 National Intelligence Human Capital Outstanding Leadership Award. He has a publication record that compares favorably with successful academics with more

than 70 peer reviewed articles, book chapters, and conference papers, and a book on career pathing. Earlier in his career, he was a recipient of the S. Rains Wallace Dissertation Award and the M. Scott Myers Award for Applied Research in the Workplace.



Cristina B. Gibson, University of Western Australia

Dr. Gibson has a long and distinguished track record of high quality scholarly work. Her research has made important contributions in three areas where she has investigated intercultural and technology effectiveness, collective cognition in work groups, and learning and innovation. She is one of the leading scholars in the area of work teams and the impact of culture in work contexts. Her work has produced 52 refereed journal articles, 22 book chapters, and two influential books, and has been cited more than 15,000 times, placing her in the top 1% globally in economics and business. She has also served the field in significant ways, including a 5-year commitment to the Division Chair Track of the Academy of Management's Organizational Behavior

Division, where she is currently Program Chair. She has generated \$5.5 million in external funding and has been the principal investigator on nine multinational, multifirm, and multidisciplinary research projects.

New SIOP Fellows



Gerald F. Goodwin, U. S. Army Research Institute for the Behavioral & Social Sciences

Dr. Goodwin's career path has followed two distinct themes: attempting to find and encourage a focus on the big research problems that, if solved, will enable fundamental changes in future research and practice in psychological and organizational science, and working to ensure high quality science informs the personnel practices and policies of the Army and Department of Defense. Indeed his work has improved the lives of thousands of military personnel. Perhaps, most noteworthy, he was the lead author of a report for the U.S. Department of Defense that led to the repeal of the "Don't Ask, Don't Tell" policy, which has changed the landscape for LGBT military service members. Although his position is in the practitioner realm, he has managed to maintain his scientist pursuits with more than 30 publications and more than 40 conference papers and presentations. He also has served as chair of SIOP's Scientific Affairs Committee.



Mark A. Huselid, Northeastern University

Dr. Huselid was among the first to show that investment in high performance work practices has a direct influence on a firm's bottom line. His approach integrates substantial field research, case studies, managerial interviews, and rigorous statistical analysis. His publications include three best selling books and a wide range of works accessible to both human resource management scholars and professionals. His second book addressed the issue of connecting HR practices to performance by developing metrics that can be used to show the contribution of the workforce to firm success. Grounded in large-scale survey research, his Workforce Scorecard also reflects years of field research supplemented by executive education and consulting experiences. His applied work, which has received numerous awards, focuses on showing how individual contributions and HR strategy and practices can be linked to firm performance and business success. In essence, his work tells organizations why I-O psychology matters.



David M. Mayer, University of Michigan

Dr. Mayer's research concerns how businesses can benefit society and how to create ethical and just workplaces. He studies topics such as behavioral ethics, organizational justice, and diversity. He has published 44 journal articles (mostly in top I-O psychology journals) and 8 book chapters; and his research has been cited nearly 6,000 times according to Google Scholar. His research and ideas have been covered in many outlets including the *New York Times*, *Wall Street Journal*, and *Harvard Business Review* and he currently writes a column in Fast Company on ethics and leadership in organizations. He won the 2016 Cummings Scholarly Achievement Award for early-mid-career scholars from the Organizational Behavior Division of the Academy of Management and International Society for Justice Research Early Career Contribution Award (2014). In summary, he is a thought leader who has contributed to industrial-organizational psychology through his research productivity and impact, and service to the field.



Donald M. Moretti, Sears Holdings Corporation

A role model scientist-practitioner, Dr. Moretti is the "go to" expert on large-scale selection and assessment, including executive assessment and the use of innovative technology in assessments. His validation and test taking models have long been on the cutting edge of demonstrating ROI of assessments and automating tests, as well as his seminal work certifying global Test Managers and mobile device test delivery. He has significantly advanced the practice of I-O as a co-founder in 1996 of the International Selection and Assessment Council (ISAC), a forum for I-O psychologists who manage large-scale selection programs. He is also active in the Dearborn Group, an organization of practitioners who meet semi-annually to discuss important issues in the practice of I-O. In 2014, his organization was awarded the SIOP/SHRM HRM Impact Award for evidence-based HR strategies and practices. He has been a frequent presenter at SIOP conferences and is currently on the Visibility Committee.



Scott B. Morris, Illinois Institute of Technology

Dr. Morris' contributions to the discipline of I-O psychology have revolved around scholarship and mentoring students. His research has focused on adverse impact analysis and meta-analysis. His work is highly regarded in areas related to Equal Employment Opportunity (EEO) litigation and compliance and has been cited by leading authorities in employment law and labor economics. He has also conducted substantive research exploring issues of validity and discrimination in employee selection systems. In addition, his expertise in statistics and psychometrics has contributed to several federally funded interdisciplinary research projects. He has published 38 peer-reviewed journal articles, one book, five book chapters and has delivered nearly 60

conference presentations. Many of the articles are multidisciplinary, expanding the reach of I-O psychology to fields outside the mainstream. He has spent the last 20 years supporting and mentoring I-O graduate students, many of whom have won awards and have gone on to successful positions.



Ronald C. Page, Assessment Associates International

In his successful career integrating the science and practice of I-O psychology, Dr. Page has made important contributions in job measurement, personnel selection, and cross-cultural personality assessment. He has been a leader in using questionnaire-based approaches for job evaluation and measuring the worth of jobs. In 1998 he founded Assessment Associates International, a management consulting firm specializing in personality and leadership assessment based in Minneapolis. A licensed psychologist and senior professional in Human Resources (SPHR), his Work Behavior Inventory (WBI) has been translated into 11 languages. He also helped found the Minnesota Professionals for Psychology Applied to Work (MMPAW). He also has served on three SIOP committees: Program, Committee on Committees, and Workshops. Dr. Page has also published seven journal articles, cowritten five book chapters, and made numerous conference presentations, many throughout Asia. His book, entitled *Coaching Winners*, is used as a developmental guide in many companies.



Jeffery S. Schippmann, Graham Group, Ltd.

Dr. Schippmann has held various HR leadership positions with several top organizations translating the science of I-O into evidence-based practice to improve the well-being and performance of those companies and their workforces. Much of his work has focused on psychological assessment, employee selection and engagement, performance management, strategic job modeling, and leadership competency assessment and development. He created and delivered developmental assessment centers for several companies, which have had a formative impact on the many hundreds of managers in those programs. He has authored two books (including one written with Erich Prien), written three book chapters, and published 19 journal articles. His two books: *Individual Assessment: As Practiced in Industry and Consulting* and *Strategic Job Modeling: Working at the Core of Integrated Human Resources*, are considered to be at the leading edge of the field. He also has served SIOP in various roles, including the Professional Practice Committee and several other committees.



Deidra J. Schleicher, Texas A&M University

Dr. Schleicher is widely regarded as an impactful I-O scholar with research interests in assessment centers; job attitudes; performance appraisal/management; and employee selection, including selection retesting policies, applicant reactions, and the relevance of self-monitoring personality and tacit knowledge. Her work has resulted in 22 peer-reviewed journal articles, many in top-tier publications, and 11 book chapters. Dr. Schleicher has served as associate editor for both *Journal of Applied Psychology* (2010-2014) and the *Journal of Management* (2008-2011) and is on the editorial boards of several other leading research journals. She has given more than 50 presentations at SIOP conferences and has been an active reviewer on the Conference Program Review Committee. Earlier this year she was recognized with the Association of Former Students Distinguished Teaching Award at Texas A&M. In 2014 she was elected to the 5-year leadership track for the Human Resources Division of the Academy of Management and is the current chair-elect.



Evan F. Sinar, DDI

Dr. Sinar has contributed significantly to I-O psychology, particularly as an innovator and leader in analytics, data visualization, and leadership development. He has advanced assessment practice through research-based guidance for Internet-based and technology-enriched testing. Employment tests he designed are taken by millions of job candidates each year. He has served SIOP in major roles including current Executive Board member and Conferences and Programs Officer, and past SIOP Program Chair. In these positions, he has championed and implemented numerous conference innovations. Dr. Sinar has gained widespread recognition as a top social influencer for HR analytics and data science, extending the external visibility of SIOP's work. He has generated a tremendous volume of writing, from top refereed journals to book chapters to business publications to blog posts, which have collectively exposed the broader business community to the discipline and value brought by I-O psychology in a way that is approachable and understandable.

New SIOP Fellows



Daniel Skarlicki, University of British Columbia

Dr. Skarlicki is recognized for his research on organizational justice and perceived fairness. He was among the first scholars to demonstrate that fairness can be enhanced via leadership training, which in turn, increases employees' organizational citizenship behavior. His top-cited papers show that employees engage in various forms of retaliation for unfair treatment and that some personalities react more strongly than others. He has also examined how third parties respond to others' mistreatment and found that third parties can also punish organizations, including engaging in sabotage, for unfair treatment. His research has shown that unfair treatment can make things taste and smell stronger. Consistent with his themes of fairness, he

has examined moderators of the relationship between customer mistreatment and employee reactions. His scholarly production includes a book, nine edited books, and over 70 refereed journal articles and book chapters.



Joann S. Sorra, Westat

Dr. Sorra's applied work has focused on conducting health services and patient safety research for the federal government and commercial clients. She currently manages \$23 million in multi-year research contracts studying various aspects of health care service delivery and is widely recognized for her work on patient safety culture. She effectively combined qualitative and quantitative methodologies to develop the Surveys on Patient Safety Culture™ that enable hospitals and other health care organizations to quantify the extent to which their cultures support safe practices. She has provided extensive service to SIOP's Awards Committee and is the current chair. She was a recipient of the John C. Flanagan Award for Outstanding Student Contribution to the

SIOP Conference and was on the team that received the William A. Owens Scholarly Achievement Award for Best Article Published in I-O Psychology.



Theresa M. Welbourne, University of Alabama

Dr. Welbourne has successfully balanced research and practice as a faculty member at various institutions, an HR practitioner, and founding and leading eePulse, a consulting firm, which seeks to optimize and direct human energy at work by applying the science of growth through advanced technology. Her primary area of research has examined the importance of human resources in initial public offerings (IPOs) and entrepreneurial ventures. She is arguably one of the leading scholars in investigating the role of human capital in entrepreneurial firms and related high-growth/innovative work settings. For her contributions in research, teaching and practice, she received the Academy of Management Distinguished HR Executive Award in 2012.

She was one of the first to teach HR in entrepreneurial firms at universities and currently is executive director of the Alabama Entrepreneurship Institute. She has published more than 100 articles and was editor-in-chief of *Human Resource Management* from 2004-2012.

Building for the Future



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