

# **2018 SIOP Salutes**

**Society for Industrial and Organizational Psychology  
33rd Annual Conference**

**Sheraton Grand Chicago  
Chicago, Illinois**



## **SIOP and the SIOP Foundation would like to thank all the 2017 donors who made these awards possible:**

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please visit [www.siop.org/foundation](http://www.siop.org/foundation)**

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## Dunnette Prize



### **THOMAS BOUCHARD, PROFESSOR EMERITUS, UNIVERSITY OF MINNESOTA**

The Dunnette Prize is given to honor living individuals whose work has significantly expanded knowledge of the causal significance of individual differences through advanced research, development, and/or application. The award, which carries a cash prize of \$50,000, is named for Professor Marvin D. Dunnette, who devoted virtually his entire academic and professional life to the assessment, prediction, and explanation of individual differences in human behavior and performance.

This year's winner is Thomas Bouchard, Professor Emeritus at the University of Minnesota. Dr. Bouchard received his PhD from the University of California, Berkeley in 1966. Soon afterward, he was recruited to the University of Minnesota, where he began studying the new field of behavioral genetics, along with applied and individual differences in psychology. Bouchard's most well-known work involves the famous Minnesota Study of Twins Reared Apart, which has yielded a rich harvest of information shaping scientific fields including psychology, medicine and genetics.

**Thomas J. Bouchard, Jr. will present on Thursday, April 19, at 10:30 AM in Sheraton 1.**

## Distinguished Awards



### **DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD**

#### **Allan H. Church, Pepsico**

Dr. Church is widely recognized for his contributions in several areas, each with significant impact upon the practice of I-O psychology. These include organizational survey research, organization development, 360-degree feedback, and more broadly, talent management.

Perhaps it is in the latter area where he is best recognized as one of the leading scientists and practitioners. Over the past 25 years he has conducted numerous empirical and applied studies on leadership effectiveness and talent management. This research has spanned a

broad range of topics, from the use of surveys in organization development to 360-degree feedback for enhancing self-awareness to the identification of high potentials. He is an outstanding ambassador for what the field of I-O psychology can contribute to talent management. His publication record is remarkable given the demands of his consulting and executive roles; he has published 6 books, 39 book chapters, 55 peer-reviewed and 110 practitioner articles. Dr. Church has also made significant contributions to SIOP serving on the Executive Board, as *TIP* Editor, Publications Officer, and Professional Practice Book Series coeditor. He also has been on other organizational boards including the Conference Board's Council of Talent Management, chair of the Mayflower Group, the Organization Development Institute, the Academy of Human Resource Development, and Human Resource People & Strategy. In summary, Dr. Church has excelled as a practitioner and scholar during an impactful career that has brought great distinction to SIOP and the field of I-O.



### **DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD**

#### **Scott Tannenbaum, The Group For Organizational Effectiveness**

Throughout his career, Dr. Tannenbaum has had a remarkable track record of employing I-O-based research to create tools and products to improve key people processes and systems that are transferable and drive growth in the business community. His signature achievement was founding and leading the consulting firm The Group for Organizational Effectiveness (gOE, Inc.), which provides I-O psychology, organizational development, and research support to more than 500 organizations, both domestic and globally, with a

focus on team effectiveness, learning, and change management. He also helped design gOEbase, a web application that is a regularly updated, scientifically grounded toolkit providing resources and research to thousands of HR and OD professionals. Another important development was DebriefNow, a state-of-the-art team

# Distinguished Awards

debriefing tool based upon the science of team effectiveness, used by hundreds of teams throughout many industries. Consistent with his mission to transfer expertise and build self-sufficiency in others, he has developed and led a series of workshops to improve the skills and knowledge of OD and HR professionals. He has also disseminated knowledge through more than 70 publications, many in leading academic journals, which have been cited over 13,000 times, as well as more than 100 presentations. Dr. Tannenbaum's work contributes intellectual value, advancing the field of I-O psychology from a research and theoretical vantage point and providing tactical and strategic value to enhance the success of real organizations.



## **DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD**

### **Dov Eden, Tel Aviv University**

Over the course of his career Dr. Eden has conducted programmatic research that is widely recognized for its outstanding quality. He not only has advanced theory but also has produced experimental evidence that addresses practical issues in organizational psychology. He is best known for his work on the Pygmalion effect in management and for expanding self-efficacy theory. Having conducted with his students over 30 true, randomized field experiments in a variety of organizational settings, he has demonstrated how raising supervisors' expectations of their subordinates enhances self-efficacy, motivates intensification of effort, and boosts the performance of both the supervisors and the subordinates. He also has extended efficacy theory to external efficacy—or "means efficacy"—and shown field experimentally how individuals' beliefs about the utility of the tools and other available resources can enhance—or impair—their performance. He furthermore pioneered in causally unambiguous, repeated-measures job-stress-and-vacation-relief research. By any measure Dr. Eden has had a significant impact upon the field of I-O. His contributions include more than 64 journal articles, 26 book chapters, a book entitled *Pygmalion in Management*, and dozens of presentations at scientific conferences around the world. He has received numerous awards in the U.S. and in Israel. He is a Fellow of SIOP, APA, APS, and the Academy of Management. His lifetime accomplishments are a testimony to his international impact and to the increasingly global reach of SIOP.



## **DISTINGUISHED SERVICE CONTRIBUTIONS AWARD**

### **Eden B. King, Rice University**

The name Eden King and service are synonymous. In the 11 years since earning her doctorate at Rice University, she has served on 17 SIOP committees, several involving multiyear commitments. It all began as a graduate student member of the LGBT ad hoc committee and as a representative at the Strategic Planning Retreat in 2005. An advocate for respect for diverse students and colleagues, she was instrumental in raising \$25,000 to create the LGBT Research Award. She also wrote SIOP's first policy statement on LGBT workplace rights, an important marker of SIOP's support for human rights. She has accepted leadership roles chairing five committees, including Program Chair and SIOP Conference Chair, two of the most important and time-consuming committees dedicated to serving the future of SIOP. She often serves as a panelist at junior faculty and graduate student consortia, and is a willing reviewer of journal articles, conference, and grant submissions. Another key role was on the Ad Hoc Committee on the emerging topic of Big Data that led to an important volume in SIOP's Frontier Series. In addition to all her service on behalf of SIOP, she has made contributions to three other societies, including seven committees of the Academy of Management. In sum, Dr. King has made significant contributions to our society. So, it is not surprising that members have elected her SIOP's president-elect. She will assume SIOP's top leadership post in 2019.

# Distinguished Awards



## **DISTINGUISHED SERVICE CONTRIBUTIONS AWARD**

### **Deborah E. Rupp, Purdue University**

Dr. Rupp's contributions to SIOP are marked with unbounded energy, passion for the field, strength as an I-O psychologist, and ability to work across diverse groups. She has had numerous roles within SIOP since earning her doctorate from Colorado State University in 2002. By 2005 she was selected to take on leadership responsibilities in the large and complex network of committees and subcommittees that each year produces the SIOP Conference. SIOP has counted on her for organizing the program, inviting speakers, organizing communities of interest, judging award nominations, running a theme track, organizing the APS program, and chairing the entire program venture; all roles typically complex and time pressured, requiring coordination across committees. Service as one of SIOP's representatives to the United Nations is another major contribution. The United Nations' Global Compact and its Sustainable Development Goals are just two areas where she has led SIOP in making enduring contributions. She also spearheaded SIOP's first NSF-funded workshop, on the topic of corporate social responsibility. Her work on the Jeanerette Symposium Planning Committee produced an impactful and memorable event. She currently serves on the Executive Board and as Publications Officer, which includes overseeing the *IOP* journal as well as the Organizational Frontiers, Professional Practice, and the forthcoming Organizational Science, Translation, and Application book series. She has advanced the needs of the profession and SIOP through her expertise, diligence, and concern for the health and growth of the field at large.



## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE**

### **Shonna D. Waters, Betterup**

In the 10 years since earning her doctorate at the University of Minnesota, Dr. Waters' career has spanned the I-O field, ranging from fairness and bias to organizational selection and development and change management. Her impact as a scientist-practitioner is impressive, with numerous projects changing the selection and human capital management landscape for well-known organizations. Beyond mere contribution, she has expanded the evidence base for I-O psychology and shared her expertise through conference presentations, articles, books, and technical reports. Her work at Human Resources Research Organization (HumRRO) and the National Security Agency (NSA) was highly acclaimed and led to her former role as vice president for Research at the Society for Human Resource Management (SHRM), where she developed the vision for, and began the transformation of, SHRM's Research Department to advance the profession through deep, rigorous research, customer engagement and more visually appealing practitioner-oriented content to increase the use of science in practice. Her continued desire to expand the application of I-O led to her current role at BetterUp where she integrates and expands the science of behavior change and consults with organizations to design and implement programs for maximum impact. Whether working to enhance credentialing for learning and development professionals, improve human capital practices within organizations or make evidence-based practice more accessible to HR professionals, Dr. Waters has maintained her focus on using the science of I-O psychology to deliver meaningful impact beyond our profession.



## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE**

### **Dong Liu, Georgia Institute of Technology**

Given the quantity, quality, rate, and emergent impact of his research, Dr. Liu is among the most promising young HR scholars. Since receiving his doctorate at the University of Washington in 2011 and joining the Georgia Tech faculty, he has earned a growing reputation for his scholarship examining multilevel factors affecting employee creativity, turnover, and team effectiveness. His research consistently demonstrates keen conceptual capability and strong empirical skills, resulting in 20 published journals articles, 17 of



# Distinguished Awards

which are in top level I-O and management journals. He contributes to developing and promoting new organizational theories, such as event system theory, which highlights unique ways events can be incorporated in investigating a variety of organizational and psychological topics. He has received several honors including the Scholarly Achievement Award from the Human Resources Division of the Academy of Management (AOM) (2013), the Best Paper with International Implications Award from the Organizational Behavior Division of AOM (2012), and a Best Paper Award Finalist from the Academy of Management Review (2016). Last year he received AOM's HR Early Career Achievement Award. He is also very effective in the classroom, having received several teaching awards as well as top ratings from students. He reviews for a number of journals and serves on two editorial boards. Dr. Liu is also an active member of the International Association for Chinese Management Research and has conducted seminars and training sessions for Chinese students and faculty.



## **DISTINGUISHED TEACHING CONTRIBUTIONS AWARD**

**Paul Sackett, University of Minnesota**

Dr. Sackett's teaching career has drawn praise and appreciation from hundreds of former students. A tireless advocate for students, his classes contain a blend of research and practice, both theory and application that for more than 30 years have challenged and brought out the best in students. He provides a strong foundation in I-O psychology, stressing the scientist-practitioner model that has launched many of his students into successful careers in a variety of professional venues. His clarity in explaining things is a hallmark of what has

made him such an effective teacher. Students are appreciative of how his classes are well structured and packed with theory and cutting edge application, drawn from current hot-button topics. He is meticulous with numbers and prolific with ideas that open a world of possibilities for students who consider themselves the beneficiaries of his vast storehouse of knowledge, which he shares with a next generation of I-O psychologists. Dr. Sackett encourages students to earn lead author status on projects wherever possible because he knows how important those publications, and especially first author publications, are to a graduate student's learning and career prospects, and he does everything he can to make certain his students have opportunities to succeed in publishing. He exemplifies the ideal teacher through his classroom work, his mentoring of students, as well as through facilitating learning in a manner that extends beyond his students to the broader professional realm of I-O psychology.



## **SIOP HUMANITARIAN AWARD**

**Cristina B. Gibson, University of Western Australia**

Dr. Gibson has been selected as the second recipient of SIOP's Humanitarian Award based upon her application of I-O practice and science towards an initiative that has reached hundreds of lives in both Australia's business and indigenous communities. To improve the impact and efficacy of corporate social programs, she pioneered an approach that involved collaboration between academia, corporations, and Jawun, a nonprofit aiding indigenous organizations. She employed novel practical techniques, working inside the indigenous

communities and alongside corporate volunteers, as well as implementing a longitudinal multimethod research design. This effort has provided concrete evidence of the social impact of a collaborative process for intercultural competency building and community development, involving more than 800 corporate volunteers, partnerships with 30 major corporations, and has supported more than 50 indigenous communities. It is a win-win situation enabling indigenous partners to gain professional expertise, as well as build psychological health and well-being, including self-esteem and life satisfaction. For corporate participants, the program enabled volunteers to further refine leadership skills while helping corporations establish the business case for involvement in indigenous communities. One senior manager said "I will now be a little more confident in interacting with the local (indigenous) communities. Before I was just an observer. But now, I am more prepared to go and start up the important conversations. I will be spending more time working with indigenous communities."

# Awards and Grants



## **INAUGURAL HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE**

**Ashley A. Membere, George Mason University**

An annual grant given to a graduate student who is conducting a gender-related research project for his/her master's thesis or a doctoral dissertation, the intent of this grant is to assist the graduate student with completion of the project. An overarching goal of bestowing this grant is to support and encourage students in pursuing excellence in gender-related research and scholarship. The first winner of this prestigious grant is Ashley A. Membere of George Mason University for her dissertation entitled "The Effects of Stereotype Threat on the Performance of Black Female Leaders."

## **S. RAINS WALLACE DISSERTATION AWARD**

**Elijah X. M. Wee, University of Washington**

For his dissertation "Stuck in a State of Power Imbalance? Unpacking the Answers on Why, When, and How Followers Challenge the State of Power Dependence With Their Leaders," Elijah is the recipient of the 2018 award.



## **WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD**



**Gang Wang, Florida State University**

**R. Michael Homes Jr., Florida State University**

**In-Sue Oh, Temple University**

**Weichun Zhu, The Pennsylvania State University**

This team is presented the 2018 award for their article "Do CEOs matter to firm strategic actions and firm performance? A meta-analytic

investigation based on upper echelons theory." *Personnel Psychology*, 69, 775–862.

## **M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE**



**Jeff W. Johnson (SHL), Elaine Pulakos (PDRI, an SHL Company), William H. Macey (CultureFactors, Inc.) Mark LoVerde (SHL), Allison Yost (SHL), Sharon Arad (SHL), Christos Malliaros (SHL), Conrad Schmidt (SHL), and Mark Van Buren (SHL)**

This team receives the Myers Award for work on the Development and Validation of SHL's Leader Edge Selection and Development Tool.



# Awards and Grants



## RAYMOND A. KATZELL AWARD IN I-O PSYCHOLOGY

### ADAM GRANT, UNIVERSITY OF PENNSYLVANIA, WHARTON SCHOOL

Recognized as one of the world's 10 most influential management thinkers, Dr. Grant devotes a great deal of his time informing the general public about the importance of I-O psychology, which is the focus of the Katzell Award. He is a leading expert on how people can find motivation and meaning and live more generous and creative lives. Journalists seek his expertise on a range of work-related topics, and he has contributed to hundreds of newspaper articles and is a frequent guest on television and radio programs. In addition to being a go-to source for journalists, his writings are widely read by the general public. He is the author of three *New York Times* bestselling books that have sold more than a million copies and been translated into 35 languages: *Give and Take*, *Originals*, and *Option B* with Sheryl Sandberg. Dr. Grant has also given two popular TED talks that have been viewed more than ten million times. He is a contributing op-ed writer on work and psychology for the *New York Times*, has more than two million social media followers, and shares new insights in his free monthly newsletter, GRANTED. His pioneering research has increased performance and reduced burnout among a wide variety of jobs. In sum, Dr. Grant is a true ambassador for the field of I-O psychology.

## WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH

**Catherine J. Ott-Holland (Google, Inc.)**

**William J. Shepherd (The Wendy's Company)**

**Ann Marie Ryan (Michigan State University)**

This team wins for "Examining wellness programs over time: Predicting participation and workplace outcomes." *Journal of Occupational Health Psychology*, September 2017.



## SCHMIDT-HUNTER META-ANALYSIS AWARD



Ashley M. Hughes (University of Illinois at Chicago), Megan E. Gregory (Institute for Behavioral Medicine Research), Dana L. Joseph (University of Central Florida), Shirley C. Sonesh (University of Central Florida), Shannon L. Marlow (Rice University), Christina N. Lacerenza (University of Colorado Boulder), Lauren E. Benishek (Johns Hopkins School of Medicine), Heidi B. King (Department of Defense), and Eduardo Salas (Rice University) receive the 2018 award for their article Saving lives: A meta-analysis of team training in healthcare. *Journal of Applied Psychology*, 101(9):1266-304.



## DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT

**Matt Barney and Barth Riley, LeaderAmp, Inc.** are winners for their work "Persuasive Prose: Demonstrating a Novel Natural Language Assessment of Persuasion."

# Awards and Grants

## SIOP SMALL GRANT PROGRAM



Jinyan Fan (Auburn University), Huahai Yang (Juji, Inc.), Elissa Hack (Auburn University), Melissa Stuhlman (Auburn University), and Hairong Li (Auburn University) are receiving a small grant for their work

“Examining Mean Scores and Criterion-Related Validity of Machine-Inferred and Self-Reported Personality Scores Across Selection and Non-Selection Contexts.”



Alyssa McGonagle and Enrica Ruggs (both of University of North Carolina at Charlotte) and Lauren Summers (AAAS) receive their small grant for research on “Disability Bias in Selection: A Test of Interventions.”



Julie Dinh (Rice University), Laura Loftis (Texas Children’s Hospital), Eduardo Salas (Rice University), Lacey Schmidt (Minerva Work Solutions, PLLC) are grant winners for their work “Cultural Competency Training: Mixed Methods Development and Evaluation.”

## SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT

Barbara Beham (Berlin School of Economics & Law), Tammy D. Allen (University of South Florida), and Ariane Ollier-Malaterre (University of Quebec) receive this grant for their research on “An International Study of Work and Family: Beyond Work-Family Conflict.”



## JAMES L. OUTTZ GRANT FOR STUDENT RESEARCH ON DIVERSITY

**Andrea C. Vial, Yale University**

Andrea receives the Outtz grant for her proposal “Are Hiring Experts Influenced by the (Inferred) Prejudices of Others? A Field Investigation of the Third-Party Prejudice Effect.”

## ADVERSE IMPACT REDUCTION RESEARCH INITIATIVE AND ACTION (AIRRIA) GRANT



Vivian Chou (The Graduate Center & Baruch College, CUNY), Paul Hanges (University of Maryland), Charles Scherbaum (Baruch College, City University of New York), and Jordan Epistola (University of Maryland) are the 2018 AIRRIA winners for “Using Neurocognitive Methods to Understand Sources of Adverse Impact on Cognitive Ability Tests.”



# Scholarships



## **LESLIE W. JOYCE AND PAUL W. THAYER GRADUATE FELLOWSHIP**

**Victoria P. Mattingly (Colorado State University)**

“Can Emotional Intelligence Be Trained? A Meta-Analytical Investigation”



## **LEE HAKEL GRADUATE STUDENT SCHOLARSHIP**

**Meghana Warren**

**Claremont Graduate University**

“Exemplary Allyship at Work: Raising  
the Bar for Workplace Inclusiveness”



## **GRADUATE STUDENT SCHOLARSHIP**

**Q. Chelsea Song**

**University of Illinois at  
Urbana-Champaign**

“Diversity Shrinkage of Pareto-  
Optimal Curves to Address Adverse  
Impact Tradeoffs”



## **MARY L. TENOPYR SCHOLARSHIP**

**Arielle Rogers**

**Northern Illinois University**

“A Multimethod Investigation of  
Emotional Labor and Sleep Quality:  
Can Perceptions of Sleep Quality  
Influence Health and Emotion  
Regulation?”



## **IRWIN L. GOLDSTEIN SCHOLARSHIP**

**BY MACEY FUND**

**Seyedeh Hoda Vaziri Bozorg  
Purdue University**

“Me, Myself, and I, at Work and at  
Home, Today, Tomorrow, and the Day  
After: Understanding Intra-Individual  
Multiple Selves Across the Work-  
Nonwork Interface”



## **GRADUATE STUDENT SCHOLARSHIP**

**Minseo Kim**

**Central Michigan University**

Can Job Crafting Explain the Effects  
of Empowering Leaders and Em-  
ployees' Core Self- Evaluations on  
Employees' Well-Being and Deviant  
Behaviors?

## **Calls for Awards are now OPEN!**

**Submit your research for a grant, apply for a scholarship, or nominate  
yourself or a colleague for one of SIOP's prestigious awards!**

**For more information, visit [www.siop.org/Awards](http://www.siop.org/Awards)**

**Look for the Foundation table near the Committee Zone  
in the Exhibit Hall, Level 1**



# Awards



## **BEST LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) RESEARCH AWARD**

**Ann H. Huffman, Northern Arizona University**

Dr. Huffman is the chair of the winning presentation, "Transgender Employee Experiences: Understanding the Issues to Create Solutions"

**This symposium is being presented Thursday from 12:00PM–1:20PM in Erie.**

## **SIOP BEST INTERNATIONAL PAPER AWARD**

**Sin-Ning Cindy Liu, Isaac E. Sabat, Kelly Dray, and Dan Manh Nguyen (all of Texas A&M University)**

This team wins for their poster "Where Are You Really From? Effects of Voice–Appearance Incongruities in the Workplace."

**This award will be presented Thursday at the International reception from 6:00PM– 7:00PM in Sheraton 1 and the poster again Friday (session 455) from 12:00PM–12:50PM in Riverwalk.**



## **JOHN C. FLANAGAN AWARD FOR BEST STUDENT CONTRIBUTION AT SIOP**

**Sonya M. Stokes, University of Houston**

Sonya is first author on "An NL-SEM Approach to the Analysis of Dyadic Job Performance." Her coauthors are L. A. Witt (University of Houston), Marinus van Driel (cut-e), and Loring Crepeau (DEOMI).

**This poster (session 681) will be presented Saturday from 8:30AM–9:20AM in Riverwalk.**

## **SIOP STUDENT TRAVEL AWARDS**

These 10 students received awards based on both their accepted conference submissions and financial need.

**Justin Aqwa, Wayne State University**

**David Arena, University of Memphis**

**Gina Bufton, Georgia Institute of Technology**

**Rose Fonseca, The University of Tulsa**

**Paige Hartman, Auburn University**

**Minseo Kim, Central Michigan University**

**Sin-Ning Liu, Texas A&M University**

**Nastassia Savage, Clemson University**

**Nicholas Smith, Portland State University**

**Yuejia Teng, University of South Florida**

## **Prior year award winner presentations at SIOP 2018**

Thursday, Session 185 from 3:30PM–4:20PM in Chicago 10

SIOP Select: Innovators in the Field: Advice From Practice Award Winners

2017 winners of the Distinguished Professional Contributions Award and M. Scott Myers Award

Friday, Session 344 from 10:00AM–10:50AM in Chicago 10

SIOP Select: Building a Pipeline and Sustaining Success as an I-O Scientist

2017 winners of the Distinguished Early Career Science Award and Distinguished Science Award

Friday, Session 496 (Poster) from 1:00PM–1:50PM in Riverwalk

SIOP Select: Unpacking the Process of Cross-Unit Coordination

2017 winner of the S. Rains Wallace Dissertation Award

Saturday, Session 694 from 10:00AM–10:50AM in Chicago 10

SIOP Select: Navigating a Meaningful I-O Career: Insights From Award Winners

2017 winners of the Distinguished Teaching and Distinguished Early Career Practice Awards

# Fellows

## **Suzanne T. Bell, DePaul University**

Dr. Bell has developed a strong research record since earning her doctorate from Texas A&M in 2004. Her work focuses on predictors of job performance, organizational training, and fostering team effectiveness with a special emphasis on team composition. Her expertise has led to substantial funding from NASA to research team dynamics issues for deep space exploration such as Mission to Mars. Her 2007 meta-analysis helped establish team composition as an important predictor of team performance and has significantly shaped thinking in this area. She has published 20 peer-reviewed articles, the majority of which are in our field's top journals, three book chapters, and has delivered numerous conference presentations. Her SIOP contributions include service on the Awards Committee, Education and Training Committee, and she is the current chair of the Membership Committee. At DePaul University, Dr. Bell has had a significant impact teaching and mentoring future I-O psychologists and regularly coauthors research articles with her students.



## **Rebecca J. Bennett, University of Central Florida**

Throughout her career, Dr. Bennett's research has focused primarily on counterproductive work behavior, including workplace deviance, work-life conflict, responses to employee offenses, and abusive supervision. By conceptualizing these and other counterproductive work behaviors as falling under a broad umbrella, she has helped transform how workplace deviance is regarded and modeled, which has led to growing scholarly research and evidence-based practice. A more recent and timely research domain is examining the psychological factors associated with cyber security. Although relatively new to the I-O field, the work is both practically and academically important. As with her work on workplace deviance, Dr. Bennett is an influential voice in organizational security. Her work has been published in 35 peer-reviewed journal articles, 11 book chapters, and an edited book. In addition, she has presented more than 50 conference papers. She has served on editorial boards of major journals. Her global impact has been enhanced by visiting scholar engagements around the world, including Germany, the Netherlands, Singapore, and Australia.



## **Paul D. Bliese, University of South Carolina**

A research scientist for the Walter Reed Army Institute of Research for most of his career, Dr. Bliese, since 2014, has been at the University of South Carolina. He is widely recognized for his research on work stress and well-being. In addition, he has focused on theory and methods related to multilevel and longitudinal analyses. More specifically, he has concentrated on innovations in mixed-effects (i.e., multilevel) models as a class of statistical methods for analyzing complex hierarchical and longitudinal data. His work on stress and well-being included overseeing a U.S. Army \$15 million program, where he led research teams into Iraq and Afghanistan to survey, analyze, and report on soldier stress and morale. His research findings have been published in more than 100 refereed journal articles, many central to the field of I-O psychology. In 2013, he received SIOP's William A. Owens Scholarly Achievement Award and in 2014 the John C. Flanagan Lifetime Achievement Award from Division 19 (Military Psychology). He is the current editor of *Organizational Research Methods*.



## **Amy E. Colbert, University of Iowa**

Since earning her doctorate at the University of Iowa in 2004, the quantity, quality, and impact of Dr. Colbert's contributions to the field are wide-ranging and extensive. Much of her research has focused on four primary areas: leadership, intrinsic motivation, individual differences, and the use of research knowledge. She and her colleagues have done important studies on ways in which leaders influence individual work experiences and team and organizational outcomes. She has also examined how work-family conflicts impact leadership. Another in-



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terest is to better understand why practicing managers often do not use research-supported findings to guide their actions. She has authored 20 peer-reviewed articles, 3 book chapters, and more than 30 conference papers. Her work has been recognized with several honors including SIOP's Flanagan Award for Best Student Paper and the 2017 Rosabeth Moss Kanter Award for Excellence in Work-Family Research. An outstanding teacher, she has received several teaching awards and has mentored many doctoral students. She recently completed a term as associate editor of the *Academy of Management Journal*.

## **Reeshad S. Dalal, George Mason University**

Dr. Dalal is recognized as an accomplished scholar whose work is thoughtful, conceptually rich and influential. His research cuts across several areas including work performance, notably OCBs/CWBs; person-situation interactions, and judgment and decision making. His work has important practical implications. For example, he has used evidence-based ideas from his academic research to generate new knowledge on the psychology of cybersecurity. He has secured more than \$4.3 million in grant funding—a truly large amount for an I-O psychologist—from multiple federal agencies, such as the U.S. Army Research Institute for the Behavioral and Social Sciences, the National Science Foundation, and the U.S. Department of Homeland Security and its Swedish and Dutch counterparts. He has written 36 peer-reviewed journal articles, many in top-tier publications, as well as several book chapters, and has served on several journal editorial boards. His service has included SIOP's APS Committee chair, which led to a position on the program committee for APS. He has also served as the chair of the Psychology Department at George Mason University.



## **Tanya Delany, Formerly IBM Corporation**

Dr. Delany is an outstanding example of the scientist-practitioner model advocated by I-O psychology. She has contributed in important ways to the development and implementation of innovative and rigorous science-based staffing practices throughout the world. Two distinctive contributions include implementing technology in assessment contexts and developing global selection systems aided by her keen understanding of how to consider culture and national differences in designing effective assessments. She was one of the first to implement unproctored Internet testing in employee selection contexts and most recently has been focused on replacing traditional assessments with assessments using artificial intelligence. She applies rigorous methods and standards to her practice work and shares her knowledge to the broader I-O community through presentations, book chapters, and professional service. She has contributed to SIOP as Practice chair for the Leading Edge Consortium on selection and assessment, serving on the 2015-17 committee to revise the *Principles for the Validation and Use of Employment Selection Tests*, and as cochair of SIOP'S Committee on International Relations.



## **Mark G. Ehrhart, University of Central Florida**

Dr. Ehrhart has made significant contributions in the areas of organizational climate, organizational citizenship behavior, and leadership. In particular, his research has demonstrated how these constructs integrate across levels of analysis to influence worker well-being and organizational effectiveness. In recent years, he has bridged industrial-organizational psychology and healthcare in his NIH-funded research addressing the role of the organizational context on the implementation of evidence-based practices in health and health services settings.

This research includes the Leadership and Organizational Change for Implementation (LOCI) intervention, which trains leaders to more effectively lead implementation efforts. Dr. Ehrhart's work includes more than 50 peer-reviewed articles and 11 book chapters, in addition to being lead author on the scholarly book *Organizational Climate and Culture: An Introduction to Theory, Research, and Practice*. He currently is on the editorial boards for the *Journal of Applied Psychology* and *Academy of Management Journal*. In 2003, he won the S. Rains Wallace Dissertation Award.





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## **Robert W. Eichinger, Team Telligent/MatrixInsights**

In 1991, Dr. Eichinger was a cofounder of Lominger International, a leadership and talent management tools and consulting firm, and led the company until it was sold to Korn Ferry International in 2006. Previously, he held senior-level positions at PepsiCo and Pillsbury, and was an adjunct staff member at the Center for Creative Leadership. His practice, be it the implementation of management selection and development strategies or the development of tools and products that HR practitioners use to conduct talent management analyses, has always been evidenced based. His latest interest is how the brain affects leadership behavior and why it's important to the management and development of employees. He has written 15 books and 9 peer-reviewed journal articles. In 2009, he along with long-time business partner Michael Lombardo, received the Life Time Achievement Award from the American Society for Training and Development for championing the competency movement. Through his keynote addresses, executive coaching, and innovative tools in leadership development, Dr. Eichinger has affected the lives of countless leaders, managers, and employees.



## **Gudela Grote, ETH Zurich**

Dr. Grote has an impressive ability to address important concepts, problems, and phenomena in I-O psychology at multiple levels of analysis, and in so doing integrate theory and practice across these levels. In general, her research concentrates on designing safe work systems. Her empirical research in safety culture and safe team processes has resulted in the development of validated assessment and training tools used in a range of industries, including healthcare, energy production, manufacturing, and aviation. Particularly noteworthy is her presidency of the European Association of Work and Organizational Psychology (EAWOP) over the past 4 years, where she has had a leading role in promoting I-O scholarship and practice across Europe. She is an associate editor of *Safety Science*, a key journal in organizational safety, and has published more than 60 peer-reviewed articles and 30 book chapters. Dr. Grote is a true scientist-practitioner committed to applied research. Her ability to bring together diverse industry groups and scholars is a significant achievement that expresses the core values of SIOP.



## **Amy D. Grubb, Federal Bureau of Investigation**

As the senior I-O psychologist at the Federal Bureau of Investigation (FBI), Dr. Grubb has designed and built impactful programs in assessment, selection, engagement, leadership development, coaching, organizational development, and HR strategy. She has testified in federal court proceedings and congressional hearings and her expertise has led to national-level policy implementation. Highly regarded within the FBI, she has received several honors, including two FBI Director's Awards for Excellence. She has been a member of the SIOP Workshop Committee, the SIOP Awards Committee, and currently chairs SIOP's Policing Initiative. She regularly shares her knowledge in presentations at SIOP conferences including multiple Leading Edge Consortia and is often invited as a speaker in forums outside of SIOP in varied industries to talk about the science of "people issues" at work, in leadership, and during change. Dr. Grubb has repeatedly and convincingly demonstrated the essence of the scientist-practitioner, advancing the science of I-O psychology while finding innovative, creative, and effective ways to apply that science within an organization crucial to our nation.



## **Sean T. Hannah, Wake Forest University**

In a career that spanned 26 years of military service in both peace and combat operations, and in his current role as an endowed chair of management at Wake Forest University, Dr. (Colonel Retired) Hannah's research has had major impacts upon leader and character development, behavioral ethics, crisis leadership, and organizational neuroscience. He has published 47 peer-reviewed articles, many in top-tier journals (*AMJ*, *AMR*, *JAP*, etc.), and numerous other published works. In 2017, he received the Academy of Management's Practice Impact Award. He serves



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on several editorial boards and is the incoming editor-in-chief for the *Journal of Leadership and Organizational Studies*. He was the founding director of the Center for Army Profession and Ethics at West Point, where he was senior advisor for Army leadership, responsible for creating training, doctrine, and curriculum products for the U.S. Army across the globe. At Wake Forest he created the Center for Leadership and Character to advance the practice of leadership and leader development in both business students and business leaders.

## **Tonia S. Heffner, U.S. Army Research Institute for Behavior and Social Sciences**

As chief of the Personnel Assessment Research Unit at the U.S. Army Research Institute for Behavioral and Social Sciences, Dr. Heffner plans and conducts research while simultaneously collaborating with policymakers to transform research findings into Army policy. Her practice-based contributions have fundamentally changed how the Army selects, places, and promotes people. For example, her research on gender integration contributed to the Secretary of Defense's decision to make more than 100,000 jobs and positions within the Army, including combat roles, open to any soldier regardless of gender. She was instrumental in the development of TAPAS (Tailored Adaptive Personality Assessment System), a personality test which completely revamped the Army's selection procedures for new soldiers. In 2015, Dr. Heffner's work with TAPAS won SIOP's M. Scott Myers Award for Applied Research in the Workplace. She has published 13 refereed journal articles, authored two chapters, and delivered numerous conference presentations. She was president of Division 19 (Military Psychology) and has been elected Fellow in Division 19 as well as APA.



## **Steven T. Hunt, SuccessFactors (An SAP Company)**

A senior vice president at SAP SuccessFactors, Dr. Hunt is a pioneering figure in the application of technology to improve human capital management. His career has focused on incorporating and elevating the role of technology in I-O psychology and human resource management, enabling widespread application of evidence-based psychological theories and methods to support workforce staffing, management, and development. His early work involved some of the first web-based job applications in the 1990s. He subsequently played a pivotal role in the design and deployment of HCM technology systems used by more than 6,000 organizations around the globe. These systems have collectively influenced careers of more than 50 million employees. He has significantly increased the visibility of I-O to business leaders, information technology specialists, and human resource professionals through numerous presentations, articles, and books demonstrating the value of applying evidence-based psychological theories and methods to human capital management practices. He has also directly contributed to growing the field of I-O through active conference participation, articles, teaching, and mentoring early career professionals.



## **Stefanie K. Johnson, University of Colorado Boulder**

Dr. Johnson has conducted impactful research on gender bias, leader development, safety, and emotions. She has received significant external funding, including more than \$2 million from NIOSH to create leadership training and safety programs for the Occupational Safety and Health Administration (OSHA). An example of how her research has been applied is an OSHA safety training course that has been extensively evaluated and is taken by 140,000 construction workers each year. She has also conducted work on how gender stereotypes impact the selection and hiring of women and explored interventions that can mitigate negative stereotypes about women. This research has important and practical findings for organizations everywhere. Her research has appeared in 29 refereed journal articles and 16 book chapters, and she has made numerous presentations to business leaders, including a 2016 presentation at the White House. She is frequently quoted in the media and is a regular contributor to the *Harvard Business Review*. Extremely effective in the classroom, she continually receives high evaluations from her students.



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## **Charles A. Pierce, University of Memphis**

Dr. Pierce is widely known for his cutting-edge research in the fields of workplace romance, sexual harassment, and organizational research methods. This stream of research integrates ideas important to I-O, social psychology, HR management, and OB. His contributions range from developing the first conceptual model of workplace romance through identifying connections among workplace romantic relationships, their dissolution, and sexual harassment in organizations to more recent work integrating organizational policies and legal perspectives. Adding to the range and impact of his scholarship is his work in research methodology, which is critical to I-O psychology. Highly regarded in this field, he has held several elected positions, including chair in the Academy of Management's Research Methods Division. Dr. Pierce, who is associate dean for Academic Programs and Research in the Fogelman College of Business and Economics at the University of Memphis, has published 42 peer-reviewed journal articles and made 70 conference presentations. He has served on several SIOP committees including program, is on five editorial boards, and is dean of Fellows for the Southern Management Association.



## **Roni Reiter-Palmon, University of Nebraska at Omaha**

The director of the University of Nebraska Omaha's I-O program since 2000, Dr. Reiter-Palmon is a leading scholar in the field of creativity and innovation. Much of her research focuses on motivational factors affecting creative performance and how leadership plays a role in teams. Specifically, her work evaluates early and late cognitive processes associated with creativity at the individual level, leadership effects on creativity and skill development, and the reliability and validity of various measures of creativity. Her research has received more than \$7.5 million in support from national agencies as well as from businesses and local governments. Many of these grants provide training for students in basic and advanced I-O related functions such as job analysis, training development, assessment, and program and training evaluation. Her service to the profession includes several journal editorial boards, and she is the current editor of *Psychology of Aesthetics, Creativity, and the Arts*. She has received a number of awards and recognitions and has been elected a Fellow in APA's Division 10.



## **Norbert K. Semmer, University of Bern**

During a long and distinguished academic career, Dr. Semmer built a massive body of work that has made him a thought leader and key contributor to the science of occupational health psychology. Many of his research concepts were pioneering, such as his notion of "stress as offense to self" and "illegitimate work tasks as stressors." He also studies social interactions at work, particularly in the context of medical teams. His research contributions to I-O have been groundbreaking, conceptually sound, rigorous, theory-driven, and highly prolific. He has produced some 100 refereed papers and 40 book chapters and delivered numerous presentations at professional conferences around the world. He established the I-O program at the University of Bern and a postgraduate program in vocational counseling; he is associated with the Swiss Center for Affective Sciences. He was founding dean of a new faculty encompassing psychology, educational science, and sports science, and a founding member of the Swiss Society for Work and Organizational Psychology. His work has been instrumental in bridging the I-O field between Europe and the U.S.



## **Traci Sitzmann, University of Colorado Boulder**

Dr. Sitzmann's research focuses on evaluating training effectiveness, understanding how trainees self-regulate their learning, and optimizing learning and reducing attrition in online instruction. Her record of achievement includes an impressive series of meta-analyses of the training literature and in doing so has clearly established herself as an intellectual leader in this area. For example, one study found that average online and hybrid courses resulted in





improved learning outcomes relative to traditional classroom instruction. Another found that computer-based simulation games, used increasingly by organizations in training exercises, are effective. She has also conducted primary research looking at interventions that maximize the effectiveness of online training and is currently developing a comprehensive research stream focusing on facial expressions of emotion. Her published work includes 24 peer-reviewed articles and she has presented numerous papers at professional conferences. She received the 2010 Academy of Management Learning and Education Paper of the Year Award. In addition, she serves on several journal editorial boards and received the “Best Reviewer Award” from *Personnel Psychology* in 2017.

### **Marc Sokol, Sage Consulting Resources**

In his 35-year career Dr. Sokol has demonstrated an unwavering passion and energy for the discipline of I-O and has given back to the field in many areas beyond his core consulting work. He is a broad-based practitioner with expertise that spans coaching, assessment, succession management, leadership and team development, and organizational effectiveness. He has worked with large and small companies in both the public and private sectors in the United States and 25 countries. In 2011 he founded Sage Consulting Resources, LLC, based in Minneapolis. He has consistently communicated the value and impact of I-O to managers and executives through his practice, his three books, journal articles, chapters and numerous presentations. He has been executive editor of *People + Strategy* since 2016 and is on the editorial board of *Consulting Psychology Journal*. He also was a member of the APA Division 13 and 14 joint task force that developed competencies for coaching psychologists. Dr. Sokol’s impact has been both deep in expertise and broad in scope.



### **Eric A. Surface, ALPS Solutions**

Dr. Surface is president and principal scientist at ALPS Solutions, a talent development consulting firm, applying research and evidence-based practices to help clients accomplish their missions and objectives. He recently launched a learning effectiveness and analytics software company, ALPS Insights. His research has been impactful in the areas of survey methodology, needs assessment, skill-based pay, and training effectiveness and transfer. A major client is the military, particularly the Special Operations Foreign Language Office, where his work has impacted policy, training, and testing related to foreign language, regional expertise and culture (LREC). Dr. Surface has been principal or coprincipal investigator on more than \$25 million in contracts. As a scientist-practitioner, he has published 18 peer-reviewed articles, three book chapters, and has presented frequently at professional conferences including SIOP, APA, Academy of Management, Language Testing Research Consortium, and American Association of Applied Linguistics. He is a Fellow in APA and the Society for Military Psychology (Division 19, APA). He was corecipient of SIOP’s Sidney Fine Award for Job Analysis Research in 2017.



### **Riki Takeuchi, University of Texas at Dallas**

In 2010 Dr. Takeuchi received SIOP’s Distinguished Early Career Contributions Award seven years after receiving his doctorate from the University of Maryland—a sign of things to follow. Since then he has become an internationally acclaimed organizational psychologist specializing in international management micro and macro issues. He is widely recognized for his work in expatriate adjustment processes, social exchange relationships among various organizational constituents, and macro/strategic human resource management with particular focus on employer–employee relationships. Before joining the University of Texas at Dallas last year, he was with Hong Kong University of Science and Technology, where he worked tirelessly to promote I-O psychology research in southeast Asia by organizing knowledge dissemination events for students, scholars, and business leaders. He has published 29 refereed journal articles and six book chapters, and has delivered numerous conference presentations at the Academy of Management and SIOP, among others. He has served on six editorial boards for major management journals and recently completed a term as associate editor for the *Academy of Management Journal*.



## **SIOP Foundation would like to thank the Charter Contributors to the Dunnette Prize Fund**

Cristina G. Banks  
Michael Beer  
Thomas and Pauline Bouchard  
Harry Brull  
David Campbell  
James Campion  
Howard C. Carlson  
Chesapeake Insts for Behavioral Research  
Sandra L. Davis  
René V. Dawis  
Robert Eichinger  
James L. Farr  
Irv and Micki Goldstein  
Harrison G. Gough  
George and Joni Graen  
Rick Guzzo  
Milt and Lee Hakel  
Keith and Karen Grabow Halprin  
Jo-Ida C. Hansen  
Joy and John Hazucha  
Lowell Hellervik  
Ray S. Hibbs  
Hogan Assessment System  
Thomas Hollmann  
Leaetta Hough  
Allen I. Kraut  
Frank Landy  
Gary Latham  
Patty and Ed Lawler  
Cynthia E. Marsh

Jeffrey J. McHenry  
Douglas and Kimberly McKenna  
Robert F. Morrison  
Robert Muschewske  
Dianne Nilsen  
Cal Oltrogge  
Frederick Oswald  
PDI Charitable Giving Fund St Paul Foundation  
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