



Salutes

34th Annual SLOP Conference
April 4-6, 2019
Gaylord National Resort & Conference Center
National Harbor, MD

2019

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For more information about the SIOP Foundation, please visit www.siop.org/foundation

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Distinguished Awards



DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD **Seymour Adler, Aon**

Dr. Seymour Adler's illustrious career has spanned both academia and practice. Seymour's deep appreciation of I-O science has consistently informed his applied work. His work in selection and talent management has been especially impactful. In particular, Seymour adapted assessment center methodology for remote delivery, at scale and with psychometric rigor, to assess sales, customer service, and managerial skills. He also innovated methods for customer service performance monitoring and designed tools that have guided hiring and promotion decisions for decades at leading global organizations.

His thought leadership extends to the more effective design and delivery of performance management, leadership development, and talent risk mitigation processes.

Popular as a mentor with students and junior colleagues, Seymour has actively disseminated his ideas, research, and best practices in the classroom for over 45 years and through numerous presentations and publications. He has also served on several important SIOP committees and is a past president of the New York Metropolitan Association of Applied Psychology.



DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD **David P. Baker, IMPAQ International**

Dr. David P. Baker's career is defined by his work on designing, developing, and evaluating team training programs in high risk environments. His work has focused on US Navy aircrews, FAA air traffic controllers and the commercial airlines. He has also worked with healthcare organizations to improve patient outcomes. One significant contribution of Dr. Baker's work is the TeamSTEPPS® program. Developed for the Agency for Healthcare Research and Quality, TeamSTEPPS was released as a public domain, free resource for training healthcare professionals in teamwork. Dr. Baker designed and led the national implementation of Team-

STEPPS, which led to tremendous uptake of the program in the US and internationally. TeamSTEPPS is likely the most consumed team training program in the world. Throughout his career, Dr. Baker has made significant efforts to disseminate his work to the broader research community. He also contributed significantly to SIOP, serving in numerous committee roles.



DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD **Philip Podsakoff, University of Florida**

Philip Podsakoff is an eminent scholar who has had a significant impact on the fields of I-O Psychology, Organizational Behavior, and Management, not only through his scholarly research, but also through the teaching and mentoring that he has provided to students throughout his academic career.

Dr. Podsakoff's record gives new meaning to the phrase "published extensively" with nearly 80 refereed journal articles, a dozen book chapters, and two scholarly books. His works draw attention to important topics and methodological issues and he is also one

of the most highly-cited researchers in the fields of I-O Psychology and Management, according to both the ISI Web of Science (over 39,000 citations) and Google Scholar (over 99,000 citations).

Dr. Podsakoff has served on the editorial boards of several prestigious journals, demonstrating his commitment to the profession. He is an excellent teacher and mentor, whose effectiveness in the classroom has been recognized with 26 individual teaching awards.

Distinguished Awards



DISTINGUISHED SERVICE CONTRIBUTIONS AWARD **Alexis Fink, Facebook**

Dr. Alexis Fink has a long and successful history of leadership and commitment to the profession of IO Psychology and to SIOP as an organization. Her sustained record of impactful volunteer activities reflects balance and respect for both sides of the SIOP equation, while enhancing the reputation and impact of the profession.

Early on, she worked with the Education and Training Committee and served as Chair of the Visibility Committee. A prolific author and active reviewer, she has also presented six preconference workshops. After authoring an *IOP* journal focal article on Big Data, she

served as an IOP journal reviewer and was asked to serve as the Practice Editor for the journal.

Dr. Fink chaired the highly successful 2016 Leading Edge Consortium on Talent Analytics before serving on the LEC task force to shape future consortia and leading the Futures task force. Dr. Fink became SIOP's Conferences and Programs Officer in 2018 and continues to innovate in this role.



DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE **Bethany Bynum, The Human Resources Research Organization (HumRRO)**

Dr. Bethany Bynum has made extraordinary contributions in diverse arenas including education, credentialing, industry, and military testing and selection.

She has contributed her deep expertise in psychometric support to high stakes testing programs for professional certification and K-12 Education, where she serves as an excellent ambassador for I-O psychology. She has also advocated for the profession with congressional representatives as part of APA's Stand for Science Initiative.

Beth Bynum's work improving Army Personnel Selection & Classifications systems positively affects many thousands of applicants annually. She also played a key role in developing and validating a rich media role-play simulation to help select sales agents for a *Fortune* 500 company.

Dr. Bynum possesses a degree of quantitative expertise usually found only among academics. She has co-authored eight journal articles, serves on the editorial board for the *Journal of Business Psychology* and served on the SIOP Professional Practice Committee.



DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE **Hailey Herleman, IBM**

Since receiving her PhD from Clemson University in 2009, Dr. Herleman has distinguished herself with her thought leadership, exceptional service to clients, and a collaborative, multi-disciplinary approach to applying analytics to workforce issues.

As a member of the go-to-market team for IBM's Kenexa unit, she quickly identified synergies between the team's I-O psychologists and colleagues from different areas including data science, economics, statistics, and data infrastructure. Using her ability to build relationships and bridge perspectives, she led the effort to create a work group offering

clients uniquely valuable expertise at the data-driven frontier of workforce analytics.

Hailey Herleman has helped translate I-O psychology and its relation to analytics for the business public through her professional presentations and publications. She has also shared her learnings and expertise in this space through professional service, including the planning committee for the 2016 Leading Edge Consortium on Talent Analytics.

Distinguished Awards



DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE **Klodiana Lanaj, University of Florida**

Since receiving her PhD in 2013, Dr. Klodiana Lanaj has produced 25 refereed publications, 17-20 of which are in the most prestigious outlets in I-O psychology (*Journal of Applied Psychology*, *Academy of Management Journal*, *Academy of Management Review*, *Personnel Psychology*, *Organizational Behavior*, and *Human Decision Processes*, and *Psychological Bulletin*). Her research has focused mainly on team leadership and self-regulation theories, and has been cited roughly 500 times. She has an h factor of 10—almost double her professional age—an impressive number for someone at such an early career stage. Dr. Lanaj's work reflects a variety of skills resulting in a diverse portfolio including narrative and meta-analytic reviews, construct validation studies, lab studies, and field experiment studies. As a result of her impressive work, editors of several prestigious journals—*Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*, *Academy of Management Review*, and *Organizational Behavior and Human Decision Processes*—have asked her to serve on their editorial boards.



DISTINGUISHED TEACHING CONTRIBUTIONS AWARD **Kurt Kraiger, Colorado State University**

Professor Kraiger has taught for over 38 years at both the undergraduate and graduate levels in psychology and business, including MBA, HR master's, and executive education students. Dr. Kraiger has graduated 19-20 PhDs and supervised approximately 140 master's students over his career. He has also created two I-O masters programs from the ground up: One of these was a traditional "brick-and-mortar" program at the University of Colorado at Denver, the other was the first fully online I-O master's programs at a primary educational institution, Colorado State University. He has published 23 peer-reviewed articles or chapters with 19 different students and coauthored conference presentations with 44 different students. Over the last 3 years, he has taught 18 different courses at the graduate and undergraduate levels, including History of Psychology and Multivariate Statistics. Dr. Kraiger is a Fellow of SIOP and APS, and was the 2017 winner of the Fine Grant for Research on Job Analysis.



SIOP HUMANITARIAN AWARD **John C. Scott, APTMetrics**

Dr. Scott has been a driving force in the pursuit, creation, and development of a partnership between SIOP and the United Nations over the past decade. Determined to serve the greater good, Dr. Scott navigated the UN processes and applications required to initiate the relationship. With SIOP's Special Consultative Status, SIOP can now provide direct support to the United Nations, particularly its 17 Sustainable Development Goals which include eradicating poverty, hunger, and social inequalities through global efforts relating to increasing access to decent work and living wages. He was crucial to the development of the initial SIOP UN Team Charter and instrumental in the development of the UN team. A founding member of the Psychology Coalition at the United Nations (PCUN), he has authored and co-authored numerous articles and presentations on applying I-O expertise to UN mandates. His efforts and achievements have provided the means for SIOP members to engage directly in humanitarian efforts.

Achievement and Best Paper Awards

S. RAINS WALLACE DISSERTATION AWARD

Jasmine Vergauwe, Ghent University

Personality and Leadership: Trait-Perspectives on Charisma, Curvilinear Relationships, and Measurement Innovations



WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD

Elijah X.M. Wee, University of Washington; Hui Liao, University of Maryland; Dong Liu, Georgia Institute of Technology; and Jun Liu, Renmin University of China



Moving from abuse to reconciliation: A power-dependence perspective on when and how a follower can break the spiral of abuse. *Academy of Management Journal*, 60, 2352-2380.

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD: HONORABLE MENTION

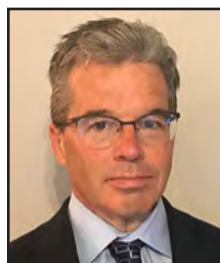
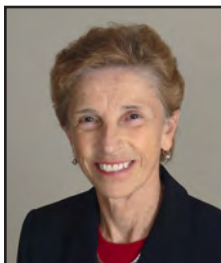
Filip Lievens, Singapore Management University, and Paul R. Sackett, University of Minnesota

The effects of predictor method factors on selection outcomes: A modular approach to personnel selection procedures. *Journal of Applied Psychology*, 102, 43-66.



M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE

Deborah L. Gebhardt and Todd A. Baker, The Human Resources Research Organization (HumRRO); Marilyn A. Sharp, Stephen A. Foulis, Jan E. Redmond, Peter N. Frykman, and Edward J. Zambraski, U.S. Army Research Institute of Environmental Medicine
Development and Validation of Occupational Physical Assessment Test (OPAT) for Army Combat Arms Military Occupational Specialties



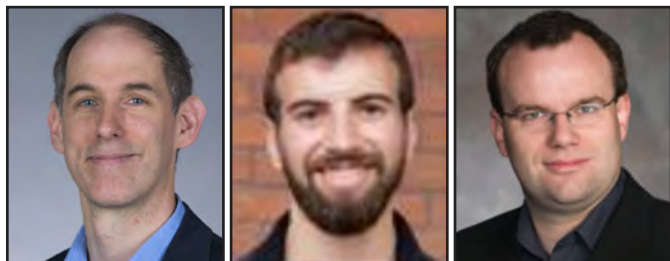
Achievement and Best Paper Awards

RAYMOND A. KATZELL AWARD IN I-O PSYCHOLOGY

**Lilia Cortina, University of Michigan, and
Vicki Magley, University of Connecticut**



Dr. Cortina and Dr. Magley have created and maintained a longstanding and fruitful collaboration while each independently has research programs on the causes, consequences, and moderators of sexual harassment in the workplace; they have also both served pro bono on the committee that wrote the benchmark National Academies of Sciences, Engineering, and Medicine report Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine. In the 16 days after report was released, it was downloaded 9,551 times. This report received significant coverage in major news media outlets and institutions, including The New York Times, The Washington Post, and Science, and garnered responses from the Association of American Medical Colleges and the National Science Foundation. Their work has been featured in numerous news articles over the years and in a variety of outlets, such as CNN, New York Times, Chicago Tribune, Business Insider, Washington Post, and Bloomberg. They have also appeared on Good Morning America, the Today Show, Marketplace, NPR, and ABC News.



JOYCE AND ROBERT HOGAN AWARD FOR PERSONALITY AND WORK PERFORMANCE

**Marcus Credé, Iowa State University;
Michael C. Tynan, Iowa State University; and
Peter D. Harms, University of Alabama**

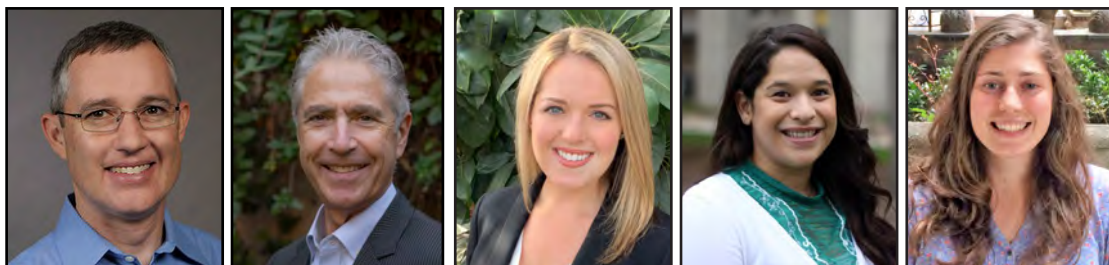
Much ado about grit: a meta-analytic synthesis of the grit literature. *Journal of Personality and Social Psychology*, 113, 492-511.

**THIS PROJECT ALSO RECEIVED AN HONORABLE MENTION FOR THE WILLIAM A. OWENS
SCHOLARLY ACHIEVEMENT AWARD**

WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH

**Mark Ehrhart, University of Central Florida; Gregory Aarons, University of California, San Diego;
Lauren Farahnak, Accenture; Elisa Torres, George Mason University,
and Natalie Finn, University of California, San Diego**

Assessing the organizational context for evidence-based practice implementation in health and social service settings



JEANNERET AWARD FOR EXCELLENCE IN THE STUDY OF INDIVIDUAL OR GROUP ASSESSMENT

**Jonas W.B. Lang, Ghent University;
Paul D. Bliese, University of South Carolina; and
Alex de Voogt, Drew University**

Modeling consensus emergence in groups using longitudinal multilevel methods. *Personnel Psychology*, 71(2), 255-281.

Achievement and Best Paper Awards

SCHMIDT-HUNTER META-ANALYSIS AWARD

Philip L. Roth, Clemson University; Chad H. Van Iddekinge, Florida State University; Philip S. DeOrtentiis, Michigan State University; Kaylee J. Hackney, University of Tennessee, Knoxville; Liwen Zhang, Florida State University; and Maury A. Buster, State of Alabama
Hispanic and Asian performance on selection procedures: A narrative and meta-analytic review of 12 common predictors. *Journal of Applied Psychology*, 102(8), 1178-1202.



Research Grants



DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT **Kelsey Medeiros, University of Texas at Arlington; and Logan Watts, Baruch College**

An Ethical Leadership Assessment Center:
Assessing and Developing Moral Person and Moral Manager Dimensions



SIDNEY A. FINE GRANT FOR RESEARCH ON JOB ANALYSIS

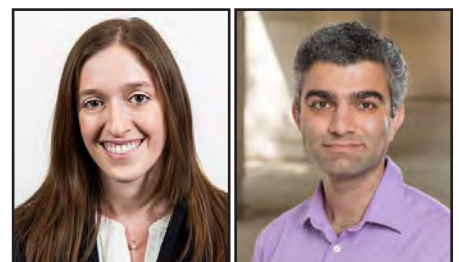
Evan Mulfinger (Rice University)

Unlocking the Power of the O*NET Database Using R and R Shiny

SMALL GRANTS

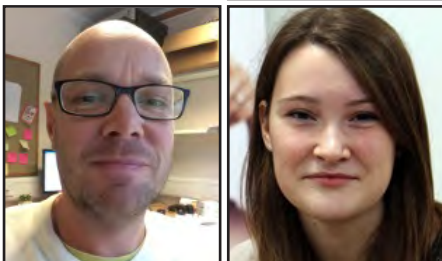


Georgina Randsley de Moura, Ana Leite, Ben Steeden, and Christie Marsh, University of Kent
Wellbeing at Work Initiatives:
Benefits and Backlash



Jennifer Green, Reeshad Dalal, and Steve Zaccaro, George Mason University; and Dan Putka, HumRRO

A Taxonomy of Leadership Situations:
Development and Implications for the Science and Practice of Leadership



Research Grants

SMALL GRANTS (continued)

India R. Johnson, Elon University;
Evava S. Pietri and
Leslie Ashburn-Nardo,
Indiana University Purdue
University Indianapolis; and
Samantha Mowrer, Nielsen

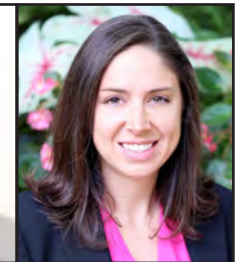
An empirical investigation of allyship and intersectionality to signal identity safety for stigmatized individuals in the workplace.



SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT

George Banks, Brittany Ernst, and Courtney E. Williams, University of North Carolina-Charlotte;
Andrew Loignon, NEOMA Business School; Luis Arciniega, Instituto Tecnológico Autónomo de
México; Roopak K. Gupta, T A Pai Management Institute;
and Katherine Frear, Center for Creative Leadership

Almighty Charisma? The Effects of Charismatic Leadership on Follower Performance in Virtual, Cross-Cultural Interactions



JAMES L. OUTTZ GRANT FOR STUDENT RESEARCH ON DIVERSITY

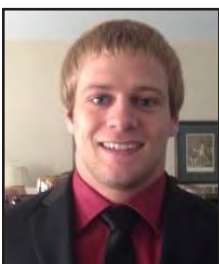
Christine Nitttrouer (Rice University)

Allies as Intermediaries: Strategies that Promote Hiring People with Intellectual Disabilities

HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE

Kelly Dray, Texas A&M University

Confronting Sexism:
Identifying Dimensions and Exploring Impact



ZEDECK-JACOBS ADVERSE IMPACT RESEARCH GRANT

Devin Carter and Neil Hauenstein, Virginia Tech

Using Working Memory to Address the Validity-Diversity Dilemma:
Incremental Validity and Subgroup Differences Compared to “g”

Scholarships & Fellowships



**LESLIE W. JOYCE AND
PAUL W. THAYER
GRADUATE FELLOWSHIP**
Denise Reyes,
Rice University

Bringing the Science of Team
Training to Start-Up Companies



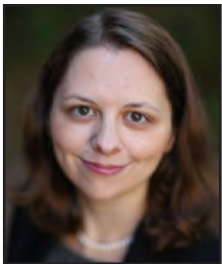
**GEORGE C. THORNTON, III
GRADUATE SCHOLARSHIP**
Lauren Lanzo,
George Washington University
Co-Leader Relationship Quality and
the Impact on Team Effectiveness.



**LEE HAKEL GRADUATE
STUDENT SCHOLARSHIP**
Semin Park,
University of Connecticut
A Configural Study of Conflict
in Multiteam Systems: Multiplex
Conflict Dynamics in an Emergency
Medical Response Simulation



**BENJAMIN SCHNEIDER
GRADUATE SCHOLARSHIP BY
THE MACEY FUND**
Christina Li, University of Iowa
Fake It to Make It: Managing
Person-Group Fit With Impression
Management



**MARY L. TENOPYR GRADUATE
STUDENT SCHOLARSHIP,**
Elisabeth Gilbert,
University of Florida
The Trickle-Down Effects of
Constructive Deviance

SIOP GRADUATE STUDENT SCHOLARSHIPS



Christine Nittrouer,
Rice University
Beyond the Beholder's Eye:
The Intersection of Disability
and Gender at Work



Jiaqing Sun,
University of Illinois at Chicago
A Little Thanks Means a Lot:
An Investigation of the Impact of
Received Leader Gratitude
on Employees' In-Role and
Extra-Role Performance

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

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

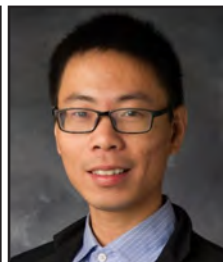
Conference Awards



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

Sin-Ning Cindy Liu, Kelly Dray, and Isaac E. Sabat, Texas A&M University

Building Better Workplace Allies: Where Are We Lacking And How Can We Get There?



SIOP BEST INTERNATIONAL PAPER AWARD

Yamei Liu, Shanghai University; Zhaopeng Liu, Shanghai Jiao Tong University; and Huiyao Liao, University of Iowa

The Relationship Between Family Motivation and Unethical Pro-Family Behavior

PRESENTED AT THE INTERNATIONAL RECEPTION, THURSDAY, APRIL 4 FROM 6 TO 7 PM, NATIONAL HARBOR 12-13



JOHN C. FLANAGAN AWARD FOR BEST STUDENT CONTRIBUTION AT SIOP **Ian Obus Siderits, George Washington University**

Twenty Years of Technology at SIOP: Are I-O Psychologists Lagging?

Coauthors are Jerod Cody White, Sarah Zarsky, Daniel Ravid, and Tara S. Behrend, George Washington University

SIOP STUDENT TRAVEL AWARDS

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

Abigail R. Corrington, Rice University
Anna F. Godollei, University of Waterloo
Elizabeth Guth, DePaul University
Samantha E. Hancock, Wilfrid Laurier
Riley Hess, University of Georgia

Ashlyn Lowe, DePaul University
Emanuela Guri Medici, ETH Zurich
Kyi Phyu Nyein, Florida Institute of Technology
Nazanin Tadjbakhsh, Alliant International-Los Angeles
Arieana Thompson, Florida International University

New This Year! Scientist-Practitioner Presidential Recognitions

SIOP President Talya Bauer introduced the 2019 Scientist-Practitioner Recognitions, which are based on member-driven nominations of SIOP members. The call for nominations stated that nominators be SIOP members (student, associate, member, or fellow). President Bauer and a subcommittee from the Science-Practice Opportunities for Translation task force read and evaluated the nominations against the established criteria for recognition. The recognized individuals appear in the pages that follow along with a short description of some of their numerous scientist-practitioner accomplishments.



denotes a SIOP Rising Gold Star Recognition recipient. These are individuals who have demonstrated exemplary scientist-practitioner work since earning their highest degree in the last 10 years or fewer.



denotes SIOP Gold Star Recognition recipient. These are individuals who have demonstrated exemplary scientist-practitioner work since earning their highest degree 11 to 24 years ago.



denotes SIOP Sterling Circle Gold Star recognition recipient. These are individuals who have demonstrated exemplary scientist-practitioner work throughout their 25+ years since earning their highest degree.

Scientist-Practitioner Presidential Recognition



I am SIOP

Nathan Ainspan, Department of Defense, is recognized for his translational research and volunteering. For example, he has improved the experiences of military veterans transitioning to the civilian workforce, has impacted thousands of veterans, and was pivotal in the initiation of the SIOP Military and Veteran's Initiative and Task Force.

Michael Campion, Purdue University, is recognized for his dedication to the science and practice of I-O psychology. For example, while he is one of the most cited researchers in I-O textbooks with over 142 publications, he has also completed over 1,100 consulting projects with over 160 organizations and was editor of *Personnel Psychology*.



I am SIOP



I am SIOP

Alexander Alonso, Society for Human Resource Management, is recognized for his extensive work engaging in and supporting the translation of science into practice. For example, he has given over 225 talks in 35 countries, written extensively on science-practice translation, and overseen the translation of science into HR practice for SHRM's 285,000 members.

Wayne Cascio, University of Colorado Denver, is recognized for his outstanding, unusual, and distinctive contribution to the science and practice of I-O psychology over the decades. For example, his prolific career is marked by 12 books, 200+ articles and chapters, all while tirelessly translating I-O research for use by the HR community in numerous formats.



I am SIOP



I am SIOP

Walter Borman, University of South Florida, is recognized for working tirelessly over the decades to strengthen the critical bridge between science and practice. For example, he worked on Project A, was on the front lines of developing O*NET, and simultaneously held significant academic and practice positions.

Victor Catano, Saint Mary's University, is recognized for a career dedicated to advancing the science and practice of I-O psychology, particularly in Canada. For example, his work has influenced over 50 graduate students as well as the government, police, military, and healthcare sectors, especially in the areas of selection and healthy workplaces.



I am SIOP



I am SIOP

Zinta Byrne, Colorado State University, is recognized for exemplifying the scientist-practitioner model. For example, she trains students on research and consulting skills, has been awarded nearly \$4 million in grants, consults extensively with local and national organizations, publishes in top journals, and has written books and technical reports translating science for practice.

David Chan, Singapore Management University, is recognized for the impact of his scientist-practitioner contributions. For example, he founded the Behavioural Sciences Institute which translates research, he has worked with the UN, and he has used science to influence policy and discourse throughout the highest levels of Singapore's government and society.



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Scientist-Practitioner Presidential Recognition



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Allan Church, PepsiCo, is recognized as wholly embracing the scientist-practitioner model. For example, he brought a scientific approach to award-winning selection and development practices, and he is a prolific disseminator of knowledge, authoring six books, 46 book chapters, 59 journal articles, and 58 practitioner publications including numerous *Harvard Business Review* and *TIP* articles.

Jessica Gallus, University of Washington, is recognized for her work applying science to tackling some of society's greatest problems. For example, her work on sexual harassment and assault, whistleblowing, toxic leadership, and suicide, has been awarded over \$2.5 million in funding, and she has had one of her programs rolled out across the entire U.S. Army, all since earning her degree in 2010.



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Kathryn Dekas, Google, is recognized for working at the intersection of scholarship and practice, extracting the “so what” from complex research findings to translate data and analytical results into action. She publishes in top research outlets while simultaneously helping to grow and manage the People Innovation Lab (Pi-Lab) and employee voice initiatives, which study and inform practice daily, all since earning her degree in 2010.

Michele Gelfand, University of Maryland, is recognized as a leading expert in translating basic science insights to help governments and organizations. For example, she has received over \$13 million in funding, and she has written about culture change for *Time*, *The New York Times*, *The Washington Post*, *Scientific American*, and *Science* as well as appearing on the BBC.



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Jennifer Dimoff, Portland State University, is recognized for exemplifying the scientist-practitioner model. For example, she has trained thousands of managers, published her work in top-tier journal outlets, and mentored dozens of graduate students through a scientist-practitioner lens, all since earning her degree in 2016.

Maynard Goff, Korn Ferry, is recognized for significant contributions to the science and practice of I-O psychology. For example, he has mentored numerous early-career I-Os, consulted with over 1,000 client firms, and disseminated scholarship via book chapters, top journals, and technical reports.



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Kevin Ford, Michigan State University, is recognized for his commitment to the scientist-practitioner model throughout his work. For example, his work on training and development has been published in top journals, been disseminated widely through technical reports, and helped thousands of public and private employees become more effective.

Mark Griffin, Curtin University, is recognized for a sustained pattern of aligning the interests of the practice and research communities. For example, he has published in top journals, directs the Future of Work Institute, and has created the safety leadership framework used widely by organizations such as the Queensland government and Australian Maritime Safety Authority.



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Leslie Hammer, Portland State University, is recognized for engaging in research and interventions that directly impact workers, thus embodying the scientist-practitioner model. Her work is widely published and disseminated, she has been awarded over \$20 million in grants, and her Veteran Supportive Supervisor Training has been completed by over 500 supervisors and 42 organizations and counting.



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Leaetta Hough, The Dunnette Group, is recognized for a career exemplifying the scientist-practitioner model. For example, she has pioneered and disseminated work on new methods of work analysis, performance measurement, and selection; worked with hundreds of consulting clients; engaged in deep volunteer experiences; and founded SIOP's Katrina Aid and Relief Effort.



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Sayeedul Islam, Farmingdale State College-SUNY, is recognized for his work translating science and practice. For example, he works to get I-O in front of non-I-O audiences, publishes and consults widely, and blogs and writes white papers, all since earning his degree in 2012.



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Rick Jacobs, Penn State University, is recognized for his sustained work impacting both the science and practice of I-O for over 40 years. For example, he has a long history of conducting research in applied settings, developing the Bus Operator Selection System used by 40+ cities; has published prolifically; has over \$2 million in grants; and has had countless consulting and legal clients.

Jeff Johnson, SHL, epitomizes the scientist-practitioner model. He conducts numerous scientific studies within applied settings; communicates the results through numerous publications, presentations, and technical reports; pioneered the synthetic validation procedure applied to large-scale selection studies in numerous organizations; and served as the associate editor for the Scientist-Practitioner Forum at *Personnel Psychology*.



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Robert Kaiser, Kaiser Associates, is a globally recognized scholar-practitioner. He has published widely in peer-reviewed journals while working in industry his entire career, writes for outlets such as *Harvard Business Review* and *Talent Quarterly*, created the Leadership Versatility Index, and has applied his theory and measurement to executive assessment and development in global corporations, impacting the professional performance of C-suite leaders.



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Kevin Kelloway, Saint Mary's University, is recognized for demonstrating how to successfully maintain scientific integrity and quality while ensuring practical application. He developed trainings used by healthcare and mental health providers, policy makers, and organizations; has earned over \$8.5 million in grants; and has published 14 books and 200+ journal articles and book chapters.



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Rodney McCloy, HumRRO, exemplifies scientist-practitioner balance. He has integrated research, science, and theory into solutions for public and private sector clients; disseminated his work widely through journal publications, book chapters, technical reports, and white papers; and demonstrated the knack for bringing diverse research teams together to solve applied challenges.



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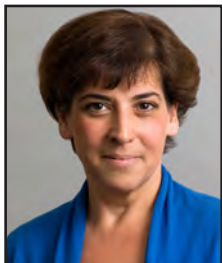
Deniz Ones, University of Minnesota, is recognized for conducting and widely applying and disseminating her research. For example, she is ranked as one of the most influential authors in I-O psychology, has worked with the UN and NASA to improve hiring and placement, and widely published in top journals as well as the popular press.



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Tiffany Poeppelman, LinkedIn, is recognized for her work as a bridge builder for I-O on the technology-workplace intersection. For example, she conducts research in applied settings, disseminates her translational work to diverse business audiences, and was named one of the Top 50 Inspirational Future Female Leaders (*Financial Times*) and Top 30 Inspirational Women to Watch in Tech (*Inc.*), all since earning her degree in 2010.



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Elaine Pulakos, PDRI, is recognized for epitomizing the scientist-practitioner model. For example, she combined a career of publishing high-quality and highly cited work with a stellar practice career using our science to help organizations solve important problems, including numerous high-profile projects for a range of organizations in the private and public sectors.



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Dan Putka, HumRRO, is recognized for his ongoing contributions to bring science to practice. For example, his work with FBI special agents and FAA agents has had national impact by improving performance and reducing turnover for millions; he publishes regularly in top-tier journal outlets, and he has testified in support of SIOP and behavioral science research in front of the US Senate.

Brodie Gregory Riordan, McKinsey & Company, is recognized for her extraordinary record of contribution to science and practice. For example, she has created major programs in multiple countries helping individuals and groups to be more effective, teaches at the graduate level, and has widely disseminated her work in academic and practice-oriented outlets.



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Quinetta Roberson, Villanova University, is recognized for her outstanding contributions to both science and practice. She is a renowned expert on diversity and inclusion, publishing widely in top journals, speaking and conducting trainings around the world, directing the NSF's Science of Organizations Program, serving as an associate editor for the *Journal of Applied Psychology*, and bridging the science-practice divide by serving on four business advisory boards.



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Kristin Saboe, Boeing, is recognized for her impact on both the science and practice of psychology. She chairs SIOP's Military and Veterans Initiative Task Force, has conducted original research and applied her findings to improve organizational effectiveness at RAND, the US Army, and Boeing, and has published 16 articles, book chapters, and technical reports, all since earning her degree in 2012.



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Paul Sackett, University of Minnesota, is recognized for his highly influential scholarship and active consulting practice. He is one of the most frequent SIOP workshop presenters; appears among the most published authors in I-O journals; has worked to apply research at major organizations including 3M, General Mills, GE, the NSA, US Military, and College Board; and is a former editor of *Personnel Psychology*.



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Eduardo Salas, Rice University, is recognized for his groundbreaking research and practice on teams. For example, his highly cited work has bridged multiple disciplines, he has served as associate editor at the *Journal of Applied Psychology*, and he has secured over 78 grants totaling more than \$56 million in support.



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Shreya Sarkar-Barney, Human Capital Growth, is recognized for translating I-O science into practice in academic, multinational, and global settings. For example, she has translated an array of I-O meta-analyses into integrated talent management courses for use by nonpsychologists, thus making our I-O knowledge and findings easy to understand and to apply among non-I-Os.



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Katina Sawyer, George Washington University, is recognized for conducting meaningful and impactful research on well-being and discrimination and working to disseminate her findings broadly. She consults with clients in her areas of diversity and inclusion, sexual harassment, and leadership, while publishing in academic and practitioner outlets (e.g., *Harvard Business Review*), all since earning her degree in 2012.



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James Sun, The University of Auckland, is recognized for excelling in academics and in practice, and in bridging both worlds. For example, he has published his work on a range of topics in both English and Chinese, translated 15 I-O and Management textbooks into Chinese, and he has developed training programs for international companies.

Eric Surface, ALPS Insights, is recognized for conducting applied research that meets peer-reviewed, rigorous, scientific standards and benefits both clients and the broader scientific community. For example, he is a recognized learning and development expert, has authored or coauthored more than 100 articles and conference papers, and has secured over \$25 million in government contracts.

Scott Tannenbaum, gOE, is recognized as exemplifying this award for impacting practice with I-O science. For example, he has developed processes that have impacted teams and organizations worldwide; has published over 65 journal articles, chapters, and books; and authored key translational articles published in respected outlets.

Sheldon Zedeck, UC Berkeley, is recognized as an exemplary scientist-practitioner over his long and distinguished career. For example, his seminal work has influenced areas such as the field of work and family; his research has guided numerous areas of I-O practice; and he served as editor at the *Journal of Applied Psychology*.



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Fellows



Roya Ayman, Illinois Institute of Technology

Dr. Roya Ayman, director of the Illinois Institute of Technology's I-O psychology program since 1989, has made significant contributions to the profession in several areas, including teaching, scholarly research, and academic leadership. Her primary research specializations include leadership, cross cultural research; and leadership, gender, and culture relationships. She's supervised 34 PhDs and 65 Master's degrees, and many of her proteges have achieved high-level success as corporate executives, educators, consultants and entrepreneurs. Dr. Ayman has also contributed service to the profession and the wider community through her work on editorial boards, conference committees, state-wide education working groups, and international volunteer work. Dr. Ayman's work has been impactful far beyond the borders of the United States through her international presentations, teaching and consulting work.



Daniel G. Bachrach, University of Alabama

Dr. Dan Bachrach is both a world class scholar and a world class teacher. He publishes in the best journals in areas such as organizational citizenship behaviors and transactive memory systems in teams. His work has been cited 9257 times. Dan joined the faculty of the University of Alabama in 2002 and became a full professor in 2014. Although he teaches jumbo sections of more than 200 students, Dan has won numerous teaching awards, including the Bickley Creativity and Innovation Award and the Innovation Scholar in Residence Award. Dan also recently won his University's highest honor in teaching, The National Alumni Association Outstanding Commitment to Teaching award.



Thomas E. Becker, University of South Florida Sarasota-Manatee

Dr. Thomas Becker is a highly visible and productive scholar and an active contributor to the vitality of our profession. His contributions include a significant record of service in senior editorial roles for major journals and in giving a great deal of his time to committee work on behalf of SIOP. His scholarly accomplishments include substantial and impactful work shaping our understanding of the nature of employee commitment, and his development and sharing of key insights and innovative solutions in relation to research methods. Dr. Becker's work on the statistical control of variables in organizational research exemplifies his professional impact on the field of research methodology.



Christopher M. Berry, University of Indiana

Dr. Christopher M. Berry has an impressive research and publication record. Just 6 years after earning his PhD he was invited to serve as an Associate Editor for the Journal of Applied Psychology. Four years after that, he was made a Full Professor and now holds the endowed John F. Mee Chair of Management at the Kelley School of Business, Indiana University. Dr. Berry's research can be separated into two broad streams. The first focuses on the validity and fairness of psychological testing for high stakes selection. The second on the conceptualization, measurement, and prediction of organizational citizenship and counterproductive work behaviors. He's received numerous professional awards and his research has been cited over 4,300 times according to Google Scholar.



Richard E. Boyatzis, Case Western Reserve University

Dr. Richard E. Boyatzis is a leading global scholar in competency, leadership, and emotional intelligence, who models professional best practices developed in his theory and research contributions. In addition to widely cited publications on competencies and emotional intelligence, Dr. Boyatzis has made significant contributions to I-O psychology through his development of Intentional Change Theory; his examination of resonant and dissonant relationships, and his work in the emerging area of organizational neuroscience. Dr. Boyatzis has also served the profession as an incisive, thoughtful, and helpful reviewer, which is among the most developmentally important, and often least appreciated, work done to advance science and scholarship. Teaching is another important part of his accomplishments and Dr. Boyatzis has taught over 1,000 doctoral students and chaired more than 100 theses.

Fellows



Beth G. Chung, San Diego State University

Dr. Beth Chung has worked in the diversity and inclusion field since 2005. Since then she has been an active leader in this area and has integrated her research with the larger fabric of her professional life both at San Diego State University and in SIOP. Dr. Chung became co-director of the Institute on Inclusiveness and Diversity in Organizations at SDSU in 2007 and director in 2013. She also became chair of the university's Diversity, Equity, and Outreach Committee in 2016. At SDSU she has integrated her D&I work with research on services management and leadership topics. She founded and became co-chair of SIOP's Committee on Ethnic Minority Affairs in 1997 and served as co-chair of SIOP's Membership Committee from 2000-2002.



Jill E. Ellingson, Kansas University

Doctor Jill Ellingson's cutting-edge research on individual differences, personality testing, and response distortion has contributed significantly to understanding how to improve selection and performance at work. She is regarded as a foremost expert in her primary field of study, her work has had significant influence on the work of other researchers, and her methods have become the gold standard for how to evaluate response distortion in field settings. Dr. Ellingson has served on several editorial boards and her research on high stakes testing has also had extensive impact on the practice of applied testing. Generous with her time and talents and intensely curious about organizational and psychological phenomena, Jill Ellingson is an exemplary SIOP citizen, and an inspiration to her colleagues.



Marylène Gagné, Curtin University

Dr. Marylene Gagné is best known for her work in the fields of work motivation. She is the pioneer of the application of self-determination theory (SDT), which many consider among the most influential motivation theories in I-O psychology. Dr. Gagné has published over 70 refereed articles and book chapters covering fields as diverse as volunteer motivation, sports coaching, and family business succession. She has impressive rankings on both Google Scholar, with an h index of 40, and the Scopus database, h=26, but statistics tell only a part of the story. In fact, Dr. Gagné's research accomplishments are reflected across the full range of her publications and activities, her ongoing research projects, and especially in her strong record of mentoring doctoral students.



Paul C. Green, Paul C. Green, Ph.D. Inc. & Media Learning International

Dr. Paul Green has made extraordinarily diverse and impactful contributions to organizations and the people in them, to the profession of I-O psychology, and to SIOP. Well over half a million people have benefitted from his Behavioral Interviewing Workshop, and millions more have viewed his interview training videos. In addition, Dr. Green has authored or co-authored 6 books on training for interviewers and assessors. Paul Green has served as an effective role model for other I-O practitioners and has provided great service to the profession through his use of popular media to share information about I-O psychology. He has also served SIOP by working on the Awards Task Force, the Committee for the Advancement of Professional Ethics and the State Affairs Committee.



Richard L. Griffith, Florida Institute of Technology

Dr. Richard Griffith has made outstanding and unique contributions through his paradigm-changing research of faking on personality measures, which balances theoretical advances with real-world focus. Dr. Griffith has also made important contributions to the field through his development of the I-O program at Florida Institute of Technology into a large and thriving graduate program. He has also provided important leadership, energy, and ideas to the internationalization of I-O training. In 2010, Dr. Griffith formed the Institute for Cross Cultural Management (ICCM), an initiative that has produced three edited books, more than 20 refereed articles, three Cross Cultural Management Summits, and more than \$3 million in revenue.

Fellows



Mary Ann Hanson, Pearson

Dr. Mary Ann Hanson has played major roles in research projects for federal and state agencies, the US military and educational organizations. Her vita includes work for the US Army and Air Force, the FAA, the Alabama Department of Transportation, the National Science Foundation and the American College Testing Organization. She generated key proposal ideas, conducted and led significant research, and wrote technical reports, articles and book chapters disseminating results of the research. Dr. Hanson has had important leadership roles in projects studying selection, crew resource management skills, job training and rotation, and career development. Her work in these areas certainly helped the client organizations, and also made important contributions to the I-O psychology literature and knowledge base.



Eric D. Heggestad, University of North Carolina at Charlotte

Over the past 2 decades, Dr. Eric D. Heggestad has made significant scholarly contributions in two principal areas: trait structure-performance relations and psychological measurement. His work in these areas has been rigorous, innovative and useful to many researchers in the field. He has received over \$1M in external funding to support his research. A past recipient of the Jeanneret Award for Excellence in the Study of Individual or Group Assessment, Dr. Heggestad's work includes 42 chapters and journal articles, which have been cited over 4700 times (Google Scholar). In addition, he has made powerful and lasting contributions to the profession through service his service to SIOP, including work on numerous key initiatives.



Satoris Howes, Oregon State University-Cascades

Dr. Satoris Howes has made exemplary contributions in all three SIOP fellowship areas: research, teaching, and service. She embraces opportunities to get involved in research studies, making unique contributions to each. Dr. Howes has a strong grasp of multiple literatures, along with excellent writing and statistical skills. This has led to 57 peer-reviewed publications on topics including employment interviews, performance appraisal, work-life issues, and individual differences. She has prepared 26 different courses and mentored 16 graduate students in her relatively short teaching career, earning SIOP's Distinguished Teaching Award. Dr. Howes co-authored the late Paul Muchinsky's classic undergraduate I-O psychology textbook and works tirelessly to update and improve it. She has also served on multiple committees for her universities and for SIOP.



Steve M. Jex, University of Central Florida

Dr. Steve Jex, best known for his research on work stress, was a founding member of the Society for Occupational Health Psychology. Many of his contributions came early in the field's development and thus had significant impact on it, extending our understanding of the relationship between stress and a wide range of workplace topics. His extensive list of publications includes a textbook on organizational psychology, now in its third edition. Dr. Jex has served as the program director for I-O psychology programs at the University of Wisconsin Oshkosh, Bowling Green State University and the University of Central Florida, where he's positively influenced countless faculty and students both through his administrative work and through his extensive student mentorship.



Robert B. Kaiser, Kaiser Leadership Solutions

Robert B. Kaiser is a widely-respected scholar-practitioner and has made original contributions to I-O psychology, especially in the area of leadership. His integrated theory, measure, and method for developing versatile leaders has been influential on a global scale. He has thousands of Google and Google Scholar citations and his Leadership Versatility Index instrument earned a U.S. patent.

Rob's achievements and contributions begin with his research and extend to real-world practice through Kaiser Leadership Solutions, which distributes his innovative tools and systems for improving leadership to multinational corporations. As serious as he is about the work, he doesn't take himself too seriously. He's known around the world as a fun, engaging, and down-to-earth thought leader with a thing for applications.

Fellows



Seth A. Kaplan, George Mason University

Dr. Seth Kaplan is a consummate scientist-practitioner, highly accomplished at research, teaching, and service. He is a prolific scholar whose 45 peer-reviewed publications have received over 3000 citations. His program of research addresses the overarching themes of subjective experience of work and employee well-being, and team dynamics in high reliability and extreme contexts. The latter has helped shape how medical, airline, and mining team members communicate with each other in extreme conditions, been cited in major media outlets, and will be summarized in a forthcoming practice-oriented book on team dynamics. Dr. Kaplan's service to the profession includes leadership as chair of George Mason's I-O program

and important work as the first chair of SIOP's Government Relations Advocacy Team (the GREAT committee).



Lisa M. Leslie, New York University

Dr. Lisa Leslie conducts high quality research on diversity and inclusion and produces clear, compelling reports that have been published in the most rigorous and impactful journals in the field, making her a leader in advancing and shaping knowledge in these areas. Dr. Leslie's focus is on the unexpected and unintended consequences of diversity management policies and programs and her work typically blends correlational and experimental approaches to enable robust, triangulated conclusions. Dr. Leslie's professional service contributions include work on several SIOP and AOM committees, and she is currently an Associate Editor at the Academy of Management Journal. An excellent teacher, she was named one of the "40 Most

Outstanding MBA Professors Under 40" in a national list and has mentored numerous doctoral students.



Hui Liao, University of Maryland

Dr. Hui Liao has made substantial research contributions spanning a broad range of content areas including service quality, leadership, and human resource management. Her study of customer service has created a strong presence for I-O psychologists in this area. She has been publishing in top journals at a rate higher than 2 articles per year and received more than 3500 citations. She's served as associate editor for three major journals, providing feedback and development advice on as many as 50 manuscripts a year. She's also worked tirelessly promoting I-O psychology in Asia and has helped create awareness of the field with business leaders, policy makers, and other disciplines. SIOP and AOM

have recognized her productivity and service to the field with several awards.



Jeffrey M. Stanton, Syracuse University

Dr. Jeffrey M. Stanton is a recognized expert in multiple domains, including job satisfaction, cybersecurity, measurement development, and organizational research methods. He conducts forward-looking research, including work that brings I-O psychology into other disciplines such as computer science. He's obtained 12 NSF grants, has written four books, has published widely, and developed a reputation in the I-O community as a terrific teacher of statistics and research methods. His h-index is 40 and he's received almost 7,000 citations. Dr. Stanton produces impressive quality and quantity at the same time—a valuable combination in an organizational scholar. He has also served SIOP and the profession, through his

applied work, his commitment to diversity, and his volunteer work with journals and funding agencies.



Julie H. Wayne, Wake Forest University

Dr. Julie Wayne is a trailblazer in the study of work-family interface, with a history of impactful, rigorous research that also reaches into the world of practice. Dr. Wayne closely collaborated with one of Fortune's 100 Best Companies to Work For, providing actionable recommendations to support employee work-life balance, and her work has been repeatedly highlighted in the media. Recently named one of the Top 50 most impactful work-family scholars by the Work-Family Research Network, Julie Wayne is a well-rounded academic, with an h index of 19, who has also made many important contributions in teaching and service. Teaching in psychology and business, she has made a major impact

on students in both disciplines and devotes considerable effort to mentoring students.



**Connecting Donors With
I-O Psychology Professionals
to Create Smarter Workplaces**

Help Us Plan the Journey: The Horizon Project

The purpose of the Horizon Project is to identify research domains and key topics where the field of I-O psychology is uniquely positioned to be a thought leader in areas relevant to strengthening individual, unit, and organizational outcomes. The goal is to devise strategies to seed and grow R&D while strengthening research linkages to practice in ways that are more timely, relevant, and actionable.

SIOP Conference Open Meetings:

Thursday 4/4 3pm-4pm National Harbor 9

Friday 4/5 2pm-3pm National Harbor 9

Saturday 4/6 9am-10am National Harbor 9

Introducing



**a venture to build a renewable and continuing source of
funding for I-O research and development.**

The Foundation Board invites you to join the SIOP Visionary Circle throughout the program year by donating \$1,000. As a Visionary, you can choose to be involved in a variety of ways: recruiting new donors, preparing thank you notes, volunteering to serve on the awards subcommittee, helping with the presentation or award ceremony, helping to raise funds for operational costs. Then, once a year, Visionaries vote to award a Visionary Grant to the applicant whose research proposal will have the most positive impact on the future world of work.

my.siop.org/SIOP-Visionary-Circle

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35th Annual SIOP Conference

April 23 - 25, 2020

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JW Marriott Downtown



And don't forget:

2019 Leading Edge Consortium

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