



**2022**



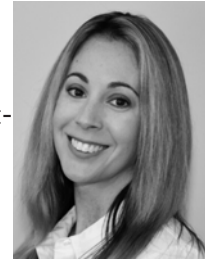
# Table of Contents

Stay Engaged With Your SIOP Membership .....	2
Dunnette Prize .....	3
Distinguished Scientific Contributions .....	3
Distinguished Service Contributions .....	3
Distinguished Early Career Contributions - Practice.....	3
Distinguished Early Career Contributions - Science .....	4
Distinguished Teaching Contributions .....	4
SIOP Humanitarian Award .....	4
S. Rains Wallace Dissertation Award.....	5
William A. Owens Scholarly Achievement Award .....	5
M. Scott Myers Award for Applied Research in the Workplace .....	5
Raymond A. Katzell Award in I-O Psychology.....	5
Joyce and Robert Hogan Award for Personality and Work Performance .....	6
Jeanneret Award for Excellence in the Study of Individual or Group Assessment.....	6
Wiley Award for Excellence in Survey Research.....	6
Schmidt-Hunter Meta-Analysis Award.....	6
Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology ....	6
Douglas W. Bray and Ann Howard Research Grant.....	7
SIOP Small Grant Program .....	7
SIOP International Research and Collaboration (IRC) Small Grant .....	8
James L. Outtz Grant for Student Research on Diversity .....	8
Hebl Grant for Reducing Gender Inequities in the Workplace.....	8
Zedeck-Jacobs Adverse Impact Reduction Research Grant .....	8
Graen Grant for Student Research on Leaders and Teams .....	8
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship .....	9
Lee Hakel Graduate Student Scholarship.....	9
Mary L. Tenopyr Scholarship .....	9
Graduate Student Scholarships.....	9
Irwin Goldstein Scholarship by Macey Fund .....	9
Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award .....	9
SIOP Best International Paper Award .....	9
John C. Flanagan Award for Best Student Contribution at SIOP.....	9
HRM Impact Award .....	11
Fellows .....	12
Donor Listing .....	16

For more information about the SIOP Foundation, please visit [www.siop.org/foundation](http://www.siop.org/foundation)

# Stay Engaged With Your SIOP Membership

## A Reminder From Michelle Goro, Chair, SIOP Membership Committee



Throughout the pandemic, industrial-organizational psychologists and our practices have stayed increasingly relevant in the dynamic, evolving workplace, including how we all connect in this unique time in our history. Across the globe, we are all looking for ways to maintain a sense of belonging as we progress forward. Below we take a look back to celebrate some great moments as well as share opportunities ahead where we anxiously await reconnecting in-person. In COVID, our members leaned into the opportunity to create new virtual socialization occasions with the first virtual Leading Edge Consortium. Through Dr. Anthony Klotz's recognition and labeling of the Great Resignation, the psychology of business is continuing to flourish due to the passion of our SIOP members.

During this last year, we also invested in members learning about their fellow I-O community through our Membership Demographics Dashboard. All the great data and trends are made possible by each person completing their membership profile. If you haven't already, we encourage you to do so to contribute to the deidentified data to see trends like where our members have been located over the last five years, explore the varied industries they work in, and learn how member types trend over time. Another notable SIOP virtual moment was the successful Virtual 2021 Annual Conference, which we used as a model to build upon and expand our offerings for this year's event.

SIOP continues to increase the resources offered this year, including an affiliate program with the Consortium for the Advancement of Research Methods and Analysis (CARMA) to allow our members to have CARMA lecture access. An annual highlight, the Top 10 Work Trends have identified champions for the year and our members are listening to and learning from their industry expertise.

As we look forward, we have an exciting opportunity for current Associates to consider upgrading to Members. In response to feedback from Associates through the years, a reduction in the criteria for the pathway to Member is another development we're hoping you will celebrate with us. The Executive Board approved changes to the Upgrade Pathway to Member, including removal of the 100 word statement, removal of the reference letter, reduction in the paid years as an Associate, and a change to the official meeting criteria. Review the criteria at [siop.org/Membership/Associate-to-Member](https://siop.org/Membership/Associate-to-Member), and apply today if you are eligible!

Yet another way to be energized for the future, SIOP is welcoming more voices to support our society. This past year, Student Affiliates were allowed to fill up to 25% of the available roles within a committee- allowing for a record number of student volunteers in 2021. This May, all member types should consider their chance to gain valuable experience working with fellow SIOP members and volunteer. Work done within our committees supports SIOP's strategic goals and continues to drive our society forward. As we look forward to the future, SIOP is working to encourage students to pursue I-O even more than before. The DIP, Diversifying I-O Psychology Program, was started last year, led by Dr. Larry R. Martinez, and was able to introduce I-O to a group of racial and ethnic minority undergraduate students. Students and new members can also learn about the many Student Affiliate resources available and continue on a path to engage with I-O and SIOP to help support the future of our foundational field.

**If you haven't already, be sure to renew your membership today!**

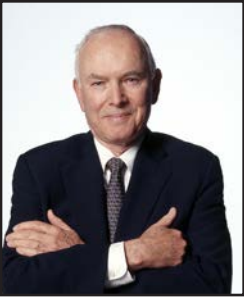
**[www.siop.org/Membership/Dues/Pay-Dues-Now](https://www.siop.org/Membership/Dues/Pay-Dues-Now)**



# Distinguished Awards

## DUNNETTE PRIZE

### Robert Hogan, Hogan Assessments



Dr. Robert Hogan's career has been devoted to the subject of personality, creating practical assessment instruments and methodologies for applying the science of personality to real-world matters like employee selection, executive assessment, leadership development, and social justice. His contributions include demonstrating the utility of personality assessment in employee selection and the prediction of job performance; explaining why response sets and faking do not invalidate personality assessment; applying and extending the five factor model with the Hogan Personality Inventory; introducing the dark side of personality and assessment with the Hogan Development Survey; defining leadership and how it influences organizational performance; explaining links among personality, leadership, and organizational performance; and articulating a comprehensive, foundational theory of personality. He has contributed directly to understanding of the subject, revitalizing it through renewed interest and widespread acceptance. Hogan is also a collaborator, often working with younger I-O psychologists to establish their views and credentials.

## DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD

### Michele J. Gelfand, University of Maryland, College Park/ Stanford Graduate School of Business



Dr. Gelfand is an unquestioned leader and a radical innovator in cross-cultural industrial-organizational psychology and has fundamentally shaped the scientific study of culture by integrating research from I-O and social psychology, computer science, neuroscience, and political science. She has published more than 130 journal articles and 45 book chapters in industrial-organizational psychology, cultural psychology, social psychology, organizational behavior, anthropology, and general science outlets. Her dozen edited books bring together scholars who are geographically, academically, and culturally diverse. She founded a book series that features interdisciplinary perspectives on the future of cultural science; edited books on cross-cultural negotiation, conflict, and Middle Eastern culture; and delivered countless invited talks and keynotes. Dr. Gelfand has obtained more than \$16 million in funding from numerous sources, including several federal agencies. In 2021 she was elected to the National Academy of Sciences. Her awards and accolades are too numerous to list here.

## DISTINGUISHED SERVICE CONTRIBUTIONS AWARD

### Evan Sinar, BetterUp



Dr. Sinar has made a meaningful impact in his many service roles. His held positions include Financial Officer/Secretary, Conferences and Programs Portfolio Officer, Program Chair, LEC Planning Committee member, *TIP* columnist, and Futures Committee member. As Program Chair, he adapted to the unique aspects of Hawaii, which ultimately became SIOP's most geographically diverse conference, and he launched the SIOP Program Explorer, a cross-year, searchable resource for conference content. He led major updates to the Conference Charter to formalize IGNITE sessions, new sessions showcasing award winners, and other conference innovations. As Financial Officer/Secretary he guided the Board in staving off financial impacts during the COVID pandemic and reshaping SIOP's approaches to long-term financial health and delivering services to its members. He also assisted with the transition between SIOP AO financial managers, worked on the advisory group who hired the latest executive director, and contributed to SIOP's newest strategic plan.

## DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE

### Philip T. Walmsley, U.S. Office of Personnel Management



Dr. Walmsley blends excellent data analysis and insight with an innate ability to relate to people. At U.S. Customs and Border Protection, he has maintained fair and valid selection procedures for nearly 50,000 law enforcement officers. At the U.S. Office of Personnel Management, he developed and validated numerous selection systems for more than 20 different federal agencies and positions, showcasing his adaptability. His research on job analysis provided practitioners with a comprehensive review, and his research on job analysis ratings is particularly insightful. He has conducted pro bono work with the State Department Foreign Service Board of Examiners and the U.S. Army's Operational Psychology Personnel Selection Course Cadre. He is a peer reviewer in numerous capacities, including dissertation committees, SIOP submissions, and the editorial board of *International Journal of Selection and Assessment*. He has given invited addresses to the International Personnel Assessment Council, universities, and federal employees.



# Distinguished Awards



## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE** **Joel Koopman, Texas A&M University**

Dr. Joel Koopman has published 34 articles in refereed journals and three book chapters. Cited more than 2,100 times in Google Scholar and more than 1,000 times in Web of Science, he has made significant contributions to understanding employee performance, organizational justice, and well-being. He has contributed to the organizational justice literature, identifying employee characteristics as drivers of justice, showing how ethical leadership can act as a substitute for enacting justice, demonstrating that the reasons or motives behind fair treatment are an important part of the justice experience, and illuminating the role of social comparisons in the justice process. He was awarded the David P. Lepak Service Award and the Early Career Award by the HR Division of the Academy of Management. He organized or participated in workshops, consortia, panels, and roundtables at numerous conferences. He has served on dissertation committees and frequently publishes with his doctoral students.



## **DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE** **Kai Chi (Sam) Yam, National University of Singapore**

Dr. Kai Chi (Sam) Yam graduated 6 years ago but has already had 49 peer-reviewed publications, with 25 having appeared in top-tier outlets. He's currently an associate professor at the National University of Singapore. Known for his work examining behavioral ethics, he has helped to advance several other literatures, including leadership, humor, and future of work. Sam's research has high levels of practical implications and interest for a broader, nonacademic audience, as evidenced by his blog entries written for *Harvard Business Review*, *London School of Economics Business Review*, and *South China Morning Post*. He was selected as one of the top 40 business school professors under 40 years old by Poets and Quants and received the Association for Psychological Science Janet Taylor Spence Award for Transformative Early Career Contributions.



## **DISTINGUISHED TEACHING CONTRIBUTIONS AWARD** **José-María Peiró, University of Valencia**

Dr. Peiró has supervised 63 dissertations, but his breadth of international mentoring of up-and-coming I-O psychologists is what sets him apart. He has published several books and introductory texts, often in Spanish and all with the goal of increasing the understanding of psychology worldwide. He stands for internationality, and he has focused on integrating into the field those who would have had difficulties due to historical and language barriers. He helped establish a European master's degree on Research in Work and Organizational Psychology and developed the Erasmus Mundus Master program on Work, Organizational and Personnel Psychology. Not a replication of the US model of I-O psychology, it laid the groundwork for high-level knowledge and skills for European and Latin American work and organizational psychology. He served as president of the European Association of Work and Organizational Psychology and International Association of Applied Psychology, where he developed the connection among SIOP, EAWOP, and IAAP that became the Alliance for Organizational Psychology.



## **SIOP HUMANITARIAN AWARD** **Walter Reichman, OrgVitality**

Dr. Reichman is a partner at OrgVitality, the president emeritus of the Psychology Coalition of the United Nations; professor emeritus from Baruch College and the Graduate Center, CUNY, where his career spanned 37 years; and the main NGO representative to the Economic and Social Council of the United Nations from the IAAP, where he is also a board member. He is committed to helping the UN use psychology to achieve their Sustainable Development Goals and to the belief that psychology has an important role to play in the success of the UN, helping Ambassadors from the 193 member nations as they work to prevent wars and improve the lives of people around the world. His humanitarian work directly impacted SIOP when, after a SIOP presentation about satisfaction among LGBT employees, he was invited to join the LGBT alliance and helped draft a statement against discrimination of LGBT employees in business, which was passed by the SIOP Executive Board.

# Achievement and Best Paper Awards



## S. RAINS WALLACE DISSERTATION AWARD

**Yi-Ren Wang, Asia School of Business**

Precariousness, Anticipatory Justice, and Belief in Delayed Pay-Off Affect Workers' Intertemporal Choice Orientation: Implications on Socioeconomic Mobility



## S. RAINS WALLACE DISSERTATION AWARD HONORABLE MENTION

**CHARLENE ZHANG, UNIVERSITY OF MINNESOTA, TWIN CITIES**

Planned Missingness: A Sheep in Wolf's Clothing

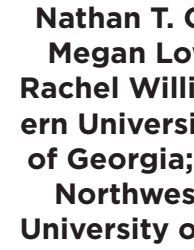
## WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD

**Allison S. Gabriel, University of Arizona; Sabrina D. Volpone, University of Colorado Boulder; Rebecca L. MacGowan, University of Arizona; Marcus M. Butts, Southern Methodist University; and Christina M. Moran, Marsh, Berry, & Co., Inc.**



When work and family blend together: Examining the daily experiences of breastfeeding mothers at work. *Academy of Management Journal*, 63(5), 1337-1369.

## WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD HONORABLE MENTION



**Nathan T. Carter, University of Georgia; Megan Lowery, University of Georgia; Rachel Williamson Smith, Georgia Southern University; Kate M. Conley, University of Georgia; Alexandra M. Harris-Watson, Northwestern University; Ben Listyg, University of Georgia; Cynthia K. Maupin, Binghamton University; Rachel T. King, Modern Hire; and Dorothy R. Carter, University of Georgia**



Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*, 105(9), 959-993.

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

**Josh W. Allen, Walmart; Jacqueline E. Carpenter, Modern Hire; Christopher T. Frost, Modern Hire; David Futrell, Walmart; Carter Gibson, Modern Hire; Nick C. Koenig, Modern Hire; and Kendrick Settler, Walmart**  
Walmart Store Manager Leadership Assessment





# Achievement and Best Paper Awards



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

**David Chan, Singapore Management University**

Dr. Chan is a Fellow of SIOP and another five associations of psychology. He has received numerous scientific/practitioner awards, authored numerous articles and handbook chapters, and authored/edited 14 scientific/practitioner books. His work has been cited more than 13,000 times. He has served as editor and editorial board member on numerous journals and chair and member of numerous national councils, boards of directors, and scientific advisory committees. His recent book, *Combating a Crisis: The Psychology of Singapore's*

*Response to COVID-19*, contains evidence-based lessons for crisis management, psychological preparedness, and adaptability amid the COVID-19 disruptions affecting policymakers, organizations, and the general public. His latest book, *Meaning Matters*, has been endorsed by 50 leaders from the government, academic, public, private, and people sectors. He has been a trusted authority in shaping policies and public discourse on numerous social issues in Singapore and the region including the COVID-19 pandemic through his research, talks, interviews, op-eds, and other writings.

## JOYCE AND ROBERT HOGAN AWARD FOR PERSONALITY AND WORK PERFORMANCE AND

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



**Adam W. Meade, North Carolina State University; Gabriel Pappalardo, North Carolina State University; and Phillip W. Braddy and John W. Fleenor, Center for Creative Leadership**

Rapid response measurement: Development of a faking-resistant assessment method for personality. *Organizational Research Methods*, 23(1), 181-207.



## WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH

**Robert E. Ployhart, University of South Carolina; William J. Shepherd, The Wendy's Company; and Sam D. Strizver, University of South Carolina**

The COVID-19 pandemic and new hire engagement: Relationships with unemployment rates, state restrictions, and organizational tenure. *Journal of Applied Psychology*, 106(4), 518-529.



## SCHMIDT-HUNTER META-ANALYSIS AWARD

**Christina Guthier, Johannes Gutenberg-University; Christian Dormann, Johannes Gutenberg-University/University of South Australia; and**

**Manuel C. Voelke, Humboldt-Universität zu Berlin**

Reciprocal effects between job stressors and burnout: A continuous time meta-analysis of longitudinal studies. *Psychological Bulletin*, 146(12):1146-1173.



## JOEL LEFKOWITZ EARLY CAREER AWARD FOR HUMANISTIC INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

**Alexander Glosenber, Loyola Marymount University**

(coauthors Terence J. G. Tracey, Arizona State University;

Tara S. Behrend, George Washington University; David L. Blustein, Boston College; and Lori L. Foster, North Carolina State University/University of Cape Town)

Person-Vocation Fit Across the World of Work: Evaluating the Generalizability of the Circular Model of Vocational Interests and Social Cognitive Career Theory Across 74 Countries



# Research Grants

## DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT



**Christoph Nils Herde, Singapore Management University; Louis Hickman, University of Pennsylvania, Filip Lievens, Singapore Management University, and Louis Tay, Purdue University**  
Automatic Scoring of Interpersonal Assessment Center Simulations Effects of Reliability and Saturation on Validity

## SMALL GRANT PROGRAM

**Liza Y. Barnes, University of Colorado, Boulder; Kristen P. Jones, University of Memphis; Alex P. Lindsey, University of Memphis; Brent J. Lyons, York University; Sabrina D. Volpone, University of Colorado, Boulder; and Lynda Zugec, The Workforce Consultants, Canada**

The Interconnected Nature of Women's Experiences Pre- and Post-Partum:  
A Longitudinal Examination Across Two Countries



**Allison S. Gabriel, University of Arizona; Jamie J. Ladge, Northeastern University; Danielle E. Bradley, Ovia Health; Elizabeth E. Stillwell, Northeastern University; and Rebecca L. MacGowan University of Arizona**

When the Walls Come Tumbling Down: Postpartum Depression and Women's Return to Work



**Caitlin M. Porter, University of Memphis; Katelyn Cavanaugh, University of Texas M.D. Anderson Cancer Center; and Kristin L. Cullen-Lester, University of Mississippi**  
The Impact of Internal and External Visibility on Time to Promotion and Retention of Women in Academic Medicine

# Research Grants

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

**Yihao Liu, University of Illinois at Urbana-Champaign; Tianjun Sun, University of Illinois at Urbana-Champaign/Kansas State University; Pauline Schilpzand, Oregon State University; and Jack Ting-Ju Chiang, Peking University**



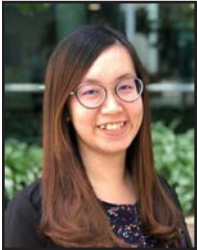
A Cross-Cultural Investigation of the Antecedents, Functions, and Consequences of Workplace Gossip

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

**Karoline M. Summerville, University of North Carolina at Charlotte (coauthors Scott Tonidandel, University of North Carolina at Charlotte, and Enrica N. Ruggs, University of Houston)**



Constructing Multiple Identities at Work: A Comprehensive Investigation of the Structural Elements of Intersecting Identities at Work



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

**Rui-Ling Lee, Nanyang Technological University (collaborator: Filip Lievens)**

Reducing Gender Disparities in the Workplace: Comparing a Universal Mindset Intervention Against a Diversity Training Intervention

## **ZEDECK-JACOBS ADVERSE IMPACT REDUCTION RESEARCH GRANT**

**Emily D. Campion, Old Dominion University, Michael A. Campion, Purdue University; and James Johnson, Thomas R. Carretta, Sophie Romy, Bobbie Dirr, Andrew Deregla, and Amanda Mouton, United States Air Force**



Using Text Analysis to Increase Prediction and Reduce Subgroup Differences in Organizational Selection Decisions



## **GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS**

**Anwesha Choudhury, Binghamton University**

To Share or Not to Share: How Implicit Collective Leadership Theories Impact the Effect of Shared Leadership on Team Member Stress





# Fellowship & Scholarships



**LESLIE W. JOYCE AND  
PAUL W. THAYER  
GRADUATE FELLOWSHIP**  
**Tiffany M. Bisbey**  
**Rice University**

Does Virtual Safety Training Work? A  
Meta-Analysis of e-Learning for Safety

**IRWIN GOLDSTEIN SCHOLARSHIP  
BY THE MACEY FUND**  
**Felix George, Jr.**  
**Texas A&M University**

Identifying Profiles of Moral Personality  
That Are Maximally Associated With  
Ethical Workplace Behavior



**LEE HAKEL GRADUATE  
STUDENT SCHOLARSHIP**  
**Daniel M. Ravid**  
**George Washington University**  
The Effect of Breaktime Information  
Privacy on Breaktime Recovery:  
A Measure Development and  
Construct Validation Study

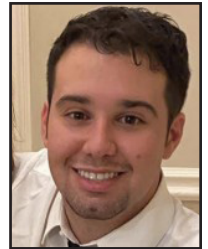
## SIOP GRADUATE STUDENT SCHOLARSHIPS

**Monique Alexandria Alvarez  
Domingo**  
**University of Connecticut**  
Leading in a Crisis: What You Say,  
Not Just What You Do, Matters



**MARY L. TENOPYR GRADUATE  
STUDENT SCHOLARSHIP**  
**Yiduo Shao**  
**University of Florida**  
Engaging the Aging Workforce:  
Examining Multiple Mechanisms Linking  
Age to Work Engagement and Age-  
Related HR Practices as Moderators

**Joseph Regina**  
**University of South Florida**  
Invisible Families, Clear  
Consequences: Work-Family  
Integration Among LGB Employees



# Conference Awards

**BEST LESBIAN/GAY/BISEXUAL/  
TRANSGENDER (LGBT) RESEARCH AWARD**  
**Lindsay Y. Dhanani, Ohio University;**  
**Taylor Kipp Hall, Ohio University;**  
**Carolyn Pham, Ohio University; and**  
**Rebecca Totton, Amherst College.**

An Intersectional Examination of Identity  
Management Among LGPB Employees



**BEST INTERNATIONAL PAPER**  
**Felix Bölingen, Alejandro Hermida Carrillo,**  
**and Ingo Weller, LMU Munich**  
How Mandatory Work From Home Influences  
Relationship and Job Satisfaction

**JOHN C. FLANAGAN AWARD FOR BEST STUDENT CONTRIBUTION AT SIOP**  
**Mahira Ganster, University of Arizona**

(coauthors Allison S. Gabriel, University of Arizona; Joanna Campbell, University of Cincinnati;  
Maira Ezerins, University of Arkansas at Fayetteville; Nitya Chawla, Texas A&M University; and  
Christopher C. Rosen, University of Arkansas)  
Understanding Configurations of Coping in Relation to Well-Being and Performance





**Do you know someone who has made outstanding contributions to the field of I-O psychology?**

**Then nominate them for SIOP Fellowship!**

Go to  
[www.siop.org/Membership/SIOP-Fellowship](http://www.siop.org/Membership/SIOP-Fellowship)  
to view the criteria.

**Nominations open in August of 2022.**



Details on how to apply for the grant or become a Visionary Circle Member can be found at [www.siop.org/Foundation/Visionary-Circle](http://www.siop.org/Foundation/Visionary-Circle).



**Your dream job. Your dream candidate. It's all right here**



Identify Career Options  
Post/Find Internship Positions  
Post Open Positions  
Post Your Resume

[siop.org/career-center](http://siop.org/career-center)



In 2013, the Society for Industrial and Organizational Psychology (SIOP) and the Society for Human Resource Management (SHRM), together with the SIOP and SHRM Foundations, launched the HRM Impact Award, the first international award to honor organizations with outstanding evidence-based HR management practices. The award is designed to recognize winners based on HR practices and initiatives that have been measured and determined successful through evidence-based, data-driven analyses.

The joint award supports the goal of SIOP and SHRM and their foundations to promote the use of workforce analytics by I-O and HR professionals as a tool to drive organizational success.

Each year, a 3-month award application period opens in April to all interested for-profit, nonprofit, and government organizations located anywhere in the world. Applicants are invited to apply for recognition for an evidence-based initiative or practice that the organization used internally. Consulting firms are not permitted to submit an application but are encouraged to have their client submit an application for such an initiative or practice.

The winner of an HRM Impact Award receives a plaque copresented by SIOP and SHRM and is recognized in various media outlets highlighting the award and the innovative HRM practice or initiative.

---

## 2021-2022 WINNER

### SEAWORLD PARKS AND ENTERTAINMENT: PARK RESTAFFING PROJECT

#### SEAWORLD PARKS & ENTERTAINMENT

SeaWorld Parks and Entertainment has been awarded the 2022 HRM Impact Award for its new multistage hiring process, implemented to restaff its parks as efficiently as possible in the COVID-19 hiring environment while ensuring they were choosing the best candidates. SeaWorld's business challenge was: How do you build a state-of-the-science staffing solution that can (1) handle a huge volume of applicants, (2) follow all safety and social-distancing guidelines, and (3) do so in a fair and valid way? This new workflow included an assessment at the top of the funnel with a hard cut to filter out lower quality candidates, an interview self-scheduling tool to allow candidates who passed the assessment to move forward instantly, and online interviews. They also worked to enhance the candidate experience with a realistic job preview, additional custom assessment content, and better recruiter tools throughout the year. Despite an aggressive launch timeline, SeaWorld's dedication to building a fair and valid process, with an eye toward improving the candidate experience, has resulted in significant value to the organization.

## 2021-2022 HONORABLE MENTIONS

### NYC HEALTH + HOSPITAL: HR COVID-19 RESPONSE & EMERGENCY PREPAREDNESS INITIATIVE

In March 2020, New York City quickly became the U.S. epicenter in the COVID-19 pandemic, causing the NYC Health + Hospitals system to become overwhelmed. With the novelty of the virus, the quick rate of transmission, and the vulnerability of its patient population, the organization had to quickly shift from normal operations to meet the patient demand and to address the new needs and priorities for its organization, its patients, and its staff. The initiative included centralizing recruitment and creating an online dashboard to track open positions, creating partnerships to strategically address system needs, taking over medical resident onboarding and creating an online System Resident New Employee Orientation, centralizing trainings enrollments, providing language translation services, and more. Although HR is not on the frontlines providing direct patient care, the team provided the tools and resources needed to sustain operations during a global pandemic. Through the establishment of this standardized HR emergency response, they are now prepared should another disaster, global pandemic or other, impact their system.



### PEPSICO: ORGANIZATIONAL HEALTH SURVEY

This program for managers created PepsiCo's next-generation survey experience through AI-driven action planning. This included refining survey measurement, improving user experience when reviewing results, and leveraging AI to help drive manager actions. Redesigning the OHS program empowers managers through:

(a) refined content that provides managers a more succinct list of potential priorities; (b) driving manager experience through AI; and (c) facilitating manager actions through behavioral nudges. The OHS program has seen great success over the past 20 years, and the current version demonstrates latest technology and thinking around manager empowerment. Looking ahead, the OHS program will expand how a manager can act to improve workgroup climate and culture by integrating similar feedback tools and leverage other PepsiCo data sources to further individualized nudge campaigns and help guide managers to act for their employees.



## MARCIA AVEDON, TRANE TECHNOLOGIES PLC

Dr. Avedon has implemented leading edge I-O psychology practices in five primary areas: (1) strategic, integrated talent management; (2) leadership development and succession planning; (3) diversity, equity, and inclusion; (4) compensation and rewards; and (5) large-scale organization change, including employee engagement and HR management during mergers, acquisitions, and divestitures. As a chief HR officer and board director in large multinational companies, she has positively impacted tens of thousands of peoples' work lives. Her significant contributions include multiple SIOP Professional Practice Book chapters, lectures in graduate-level classes, and membership on multiple university and professional advisory boards. Dr. Avedon has contributed her I-O psychology expertise to help numerous nonprofits, including the Jersey Battered Women's Service and the American Heart Association Go Red for Women. Recently the Academy of Management named her Distinguished HR Executive of the Year for her professional impact on practice and knowledge. She also has served on SIOP committees and initiatives, and delivered many conference presentations.



## SUSANNE M. BRUYÉRE, CORNELL UNIVERSITY

Dr. Bruyère is a professor of Disability Studies and Director of the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability at Cornell University. She has impacted I-O psychology's approach to the employment of people with disabilities. Dr. Bruyère has presented at SIOP conferences and given talks to groups including the EEOC, UN, and Conference Board. She is a board-certified Rehabilitation Counselor, a past SHRM certified Senior HR Professional, and a Fellow of APA Division 22 (Rehabilitation Psychology). She has received substantial federal funding, including a \$10 million grant from the US Department of Labor Office of Disability Employment Policy. She takes a multidisciplinary, scientific approach to disability employment and disseminates results to those impacted by them. Her service efforts include leadership positions related to improving employment outcomes and the general well-being of individuals with disabilities. She is coediting a SIOP book on Neurodiversity with Dr. Adrienne Colella.



## MARCUS BUTTS, SOUTHERN METHODIST UNIVERSITY

Dr. Butts has made I-O contributions through his research on phenomenon-driven contemporary work-life issues in relation to employees' emotions, attitudes, and performance; and workplace relationships. Dr. Butts has published 34 peer-reviewed journal articles and three book chapters, and his work has been cited more than 8,500 times. His work has also appeared in *Harvard Business Review* and press releases in outlets like the *Wall Street Journal*, *Newsweek*, and NPR. Dr. Butts has taught 15 different courses at the undergraduate, masters, MBA, PMBA, EMBA, and PhD levels, and chaired or served on 20 dissertation committees. He has won teaching awards at Southern Methodist University and the University of Texas at Arlington. He reviews for the SIOP conference and has served on the Schmidt-Hunter Meta-Analysis Award committee and multiple editorial boards. He earned the Best Reviewer Award twice from the Academy of Management.



## OLEXANDER (SASHA) CHERNYSHENKO, NANYANG BUSINESS SCHOOL, SINGAPORE

Dr. Chernyshenko received his PhD in I-O Psychology from the University of Illinois at Urbana-Champaign in 2002. He has published more than 70 journal articles and book chapters that helped to advance the measurement of noncognitive constructs in organizational settings. He has worked on the development of the Tailored Adaptive Personality Assessment System (TAPAS), the main personality assessment measure used in the US military. For this, the research team won SIOP's M. Scott Myers Award. Sasha currently works at Nanyang Business School in Singapore, where he teaches HR Strategy and Talent Acquisition courses. He earned six postgraduate teaching awards and held several academic administrative roles. He has been on the SIOP Program Committee, dissertation awards committees, and served as facilitator for Community of Interest sessions.



## CHARLES HANDLER, SOVA ASSESSMENT

Dr. Charles Handler is a thought leader, analyst, and practitioner in the talent assessment and human capital space. Throughout his career Dr. Handler has specialized in developing effective, legally defensible employee selection systems. Through his prolific writing for media outlets such as ERE.net, his work as a prehire assessment analyst for Bersin by Deloitte, and worldwide public speaking, Dr. Handler is a highly visible futurist and evangelist for the talent assessment space. Throughout his career, Dr. Handler has been on the forefront of innovation in the talent assessment space, applying his sound foundation in psychometrics to helping drive innovation in assessments through the use of gaming, social media, big data, and other advanced technologies. After 21 years as president and founder of Rocket-Hire, a vendor neutral consultancy dedicated to creating and driving innovation in talent assessment, Dr. Handler has joined Sova Assessment as the president of its US operations.





# Fellows



## **VERONICA SCHMIDT HARVEY, SCHMIDT HARVEY CONSULTING, LLC**

Dr. Schmidt Harvey is an example of the consummate scientist-practitioner, contributing to innovative practices in assessment, leadership development, and learning agility for more than 30 years. She held executive leadership positions in Aon Hewitt's talent practice, becoming a Partner and serving preeminent organizations across 30 industries and 32 countries. She led the redesign of LEADeR™, Aon's virtual simulation, which was recognized for Innovation in Assessment by IPMAAC and awarded the 2016 Leadership Excellence Corporate Award in "Best Use of Simulations." She coedited a SIOP Professional Practice Series book—*The Age of Agility*—and is editing a special issue of *Consulting Psychology Journal* on learning agility. She has earned awards for excellence from SHRM, ASTD, and NASP. She has participated in 27 sessions at the SIOP conference, served on the Workshop Committee, and currently leads a new virtual learning initiative to increase I-O visibility: The Work Smart Series.



## **SARAH HEZLETT, KORN FERRY INSTITUTE**

Dr. Hezlett is a senior thought leader of assessment and intellectual property at Korn Ferry and has also held faculty positions at the University of Minnesota and the University of Illinois. She has expertise in assessment, development, mentoring, and student performance, and is experienced with strategy execution, assessment development, instructional design, program evaluation, and standup and web-enabled curriculum delivery. She leads initiatives on the design, evaluation, and refinement of self-assessments, multirater tools, and leadership simulations, ensuring science informs practice. In addition to her consulting work, Dr. Hezlett has an impressive number of publications in top-tier journals both within I-O and psychology in general. She served as president of the Minnesota Professionals for Psychology Applied to Work and led the founding of their successful mentoring program. For SIOP, Dr. Hezlett has chaired the Bray Howard Award Committee twice, served as a Small Grant Awards reviewer, and served as a mentor.



## **JENNY HOOBLER, UNIVERSITY OF PRETORIA, SOUTH AFRICA**

Dr. Hoobler's research interests and contributions span three areas: gender and diversity in organizations, work-family intersections, and abusive supervision. She has published 38 peer-reviewed journal articles, and her work has been cited more than 5,000 times. She is a thought leader in the field of diversity whose work is both creative and insightful. With regard to teaching, she exemplifies what it means to have impact through developing the next generation of scholars. She has invested substantial energy and time in developing scholars from a part of the world that is underrepresented in research. Dr. Hoobler has chaired or is chairing six dissertation committees, served on 14 other dissertation committees, and chaired eight master's mini dissertations. She was a member of the SIOP Visibility Committee and the Lee Hake! Graduate Student Scholarship Awards Committee, each for 2 years. She serves as an associate editor of the *Journal of Applied Psychology*.



## **SAMUEL HUNTER, UNIVERSITY OF NEBRASKA OMAHA**

Dr. Hunter is a professor of Psychology and serves as director of Strategic Operations at the National Counterterrorism, Innovation, Technology, and Education (NCITE) center of excellence. His work has been guided by an interest in innovation and leadership, where he focuses on both benevolent and malevolent forms of each. He has published 60 peer-reviewed journal articles, and his work has been cited more than 5,500 times. He has also secured more than \$5 million in grants and contracts, including multidisciplinary grants from the National Science Foundation and the Department of Homeland Security. His endorsers praised his thematic research on leadership and creativity, and clearly value him as both a colleague and friend. Dr. Hunter has been nominated for multiple teaching and mentoring awards by his students. He reviews for the SIOP Annual Conference every year and has served on panels for graduate student and junior faculty consortia at the SIOP conference.



## **JEFFREY JOLTON, KINCENTRIC**

Dr. Jolton is the managing director of Research and Insights at Kincentric. He is described as a "trusted advisor" to several hundred client organizations spanning multiple industries such as government, finance, technology, nonprofit, healthcare, and consumer goods, among others. He is praised for his ability to translate science into practice for organizational leaders and for the development of proprietary online tools to capture job competency and skills for analysis and programming. He has generated countless white papers, presentations, articles, book chapters, and other publications that have advanced the field of I-O psychology, including two chapters in the SIOP Professional Practices book series. Affectionately referred to as "Dr. J.," he is known for his investments in the development of junior practitioners. Within SIOP, Dr. Jolton has served on the Visibility Committee for 3 years, volunteered to review for the conference for 20 years, and regularly presents at the conference.

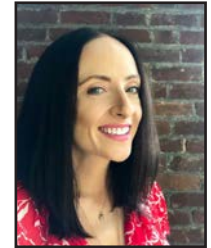
## CORNELIUS KÖNIG, SAARLAND UNIVERSITY

Dr. König's research topics include personnel selection, job insecurity, time management, and the research process. He has published 121 peer-reviewed articles and 23 book chapters, coauthored one book, coedited two books, and his research has been cited more than 6,000 times. He and his colleagues have secured funds from multiple agencies to showcase an I-O psychology perspective on issues and social problems. They have developed open-access teaching material available through his Open Science Foundation website. Other projects reveal how I-O psychology knowledge can be helpful for running nongovernmental organizations or to bring a psychological perspective to understanding cybersecurity concerns and behavior. He has advocated for entrepreneurship in Jordan and Pakistan. Within SIOP, he served on the Bray-Howard Research Grant Review Committee and regularly presents at the conference. He has supervised and mentored students, and is associate editor of *International Journal of Selection and Assessment* and *Personnel Assessment and Decisions*.



## MEGAN LEASHER, TALENT PLUS, INC.

Dr. Leasher is the chief solutions strategist at Talent Plus and held leadership positions at Bon Secours Mercy Health, Macy's Inc., and Chally Group Worldwide. Dr. Leasher designed and launched Macy's first assessment center. Her work in selection and talent management impacted thousands of Macy's employees, reduced turnover, and saved millions of dollars. She was awarded multiple Macy's awards and SIOP's Distinguished Early Career Contributions-Practice Award in 2017. She is a member of the Forbes Human Resources Council, was named a "Rising Star" by Human Resources Executive Magazine, and also named one of The 10 Most Influential Leaders in HR by *Insights Success Magazine*. She brings I-O psychology to a range of volunteer causes and has co-led research that facilitated employment opportunities for veterans. For SIOP, she is currently the Chair of the Workshop Committee, and has served on the Visibility, Professional Practice, Futures, Salary Survey Review, Membership, and Conference Theme Track Committees.



## LIBERTY MUNSON, MICROSOFT CORPORATION

Dr. Munson is the director of Psychometrics at Microsoft Corporation. She defines, designs, manages, and implements the psychometric strategic vision, including exam design, development, sustainment, and statistical analysis for all Microsoft Certified certification exams and credentialing programs. She reduced exam development time and cost by more than 50% while maintaining and improving the quality of the Microsoft Certification program. She regularly shares her vast certification and assessment knowledge, experience, and innovations through SIOP presentations, white papers, and chapters and to the broader assessment community through the Association of Test Publishers, Performance Testing Council, IT Certification Council, and the Institute for Credentialing Excellence. She has chaired the Workshop and External Relations Committees and is the Communications Portfolio Officer. As the Chair of the Media subcommittee, she launched the Top 10 Workplace Trends and Smarter Workplace Awareness month. She is the Special Sessions Chair for the 2022 conference and annually plans the Frank Landy Fun Run.



## PATRICK GAVAN O'SHEA, HUMRRO

Dr. O'Shea served as the technical lead on a global practice analysis and Core Competency Model update for the International Coaching Federation and helped the U.S. Secret Service create a leadership development framework. He was technical lead on a project for the Office of the Director of National Intelligence to develop a 360-degree feedback assessment for the community's leaders. He led the development and implementation of assessment tools to assess leaders in high stakes settings and led projects of immense size and scale. He received the Virginia Tech College of Science Outstanding Recent Graduate Alumni Award. He has authored 35 technical reports, more than 40 conference presentations, multiple invited sessions, and 17 journal articles and book chapters. He served as SIOP Workshop Committee Chair and is currently one of SIOP's Representatives to the APA Council. He reviews for the SIOP conference and several journals, and serves on the editorial board of *Military Psychology*.



## NATHAN PODSAKOFF, UNIVERSITY OF ARIZONA

Dr. Podsakoff's research interests include the effects of organizational stress; influence and leadership; employee performance and citizenship, prosocial, and proactive behaviors; research methods related to the measurement and modeling of constructs; and knowledge generation and dissemination in the field of management. He has published 29 peer-reviewed journal articles, 54 conference presentations, 11 book chapters, and 1 book. His work has been cited more than 80,000 times according to Google Scholar and more than 45,000 times according to Web of Science. He has an ability to identify problems within a given area or literature. He was awarded SIOP's 2005 William A. Owens Scholarly Achievement Award (Best Paper in Industrial and Organizational Psychology) for his 2003 *Journal of Applied Psychology* publication on common method variance in behavioral research. Dr. Podsakoff has also received several teaching awards for his teaching at the undergraduate and MBA levels.





## DAVID RODRIGUEZ, MARRIOTT INTERNATIONAL (RETIRED)

Dr. Rodriguez was CHRO and “Lead I-O” for the world’s largest hotel company until his recent retirement. He guided research and practice across areas such as culture, leadership, and well-being. He installed the industry’s first global selection program featuring nonverbal but high-fidelity assessment for hotel staff and an executive assessment program, featured at SIOP’s Leading Edge Consortium. Members of his I-O team progressed to lead HR at Marriott and other companies. He served on the SIOP Foundation’s HORIZON initiative and is coauthoring a chapter on DEI in SIOP’s *Handbook of Practice in I-O Psychology*. He currently serves as a public company board director and was the longest tenured director on the executive committee of the HR Policy Association. He was awarded the American Psychological Association’s Organizational Excellence Award, elected a Fellow of the National Academy of Human Resources, and named HR Executive of the Year by *Human Resource Executive* magazine.



## CORT RUDOLPH, SAINT LOUIS UNIVERSITY

Dr. Rudolph has published more than 80 peer-reviewed articles and his work has been cited more than 5,000 times, most recently on the impact of COVID-19 on worker well-being. His expertise on aging and the lack of generational differences has been sought out by the National Academies of Sciences, Engineering, and Medicine. At his university, he oversees the entire PhD statistics sequence teaching graduate students about psychometrics, meta-analysis, and structural equation modeling. He has mentored more than 50 undergraduate students and 20 master’s and PhD students, placing many in top graduate programs and jobs in industry and academia. He presents frequently at the SIOP conference, contributes to SIOP white papers, and submits commentaries to *Industrial-Organizational Psychology: Perspectives on Science and Practice*. He has coedited a SIOP Organizational Frontiers Series book *Age and Work: Advances in Theory, Methods, and Practice* and has served on the Schmidt-Hunter Meta-Analysis Award Committee.



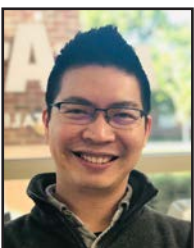
## MINDY SHOSS, UNIVERSITY OF CENTRAL FLORIDA

Dr. Shoss’s work focuses on the changing nature of work and job insecurity. She has published more than 50 peer-reviewed journal articles and 10 book chapters, been cited more than 3,800 times, and has received considerable grant funding from national agencies like the National Science Foundation. Dr. Shoss’s 2020 publication with her student, Michael DiStaso, on anticipated workload change in the *Journal of Occupational Health Psychology* was awarded the best paper award for that year. She was also recognized with the Gwendolyn Puryear Keita Award for Social Justice and the Welfare of Working People at the 2021 Work, Stress, and Health conference. For SIOP, Dr. Shoss chaired the Division 14 Program for APA and The Educational Outreach Program. She also served on the Futures, Scientific Affairs, and Flanagan Award Committees.



## JEREL SLAUGHTER, UNIVERSITY OF ARIZONA

Dr. Slaughter is currently the Eller Professor of Management and Organizations at the University of Arizona. He conducts research on recruitment and applicant reactions and attraction to organizations (e.g., employer image/branding), judgment and decision making, and employee engagement. He has published 42 papers, including 18 in top-tier outlets. His work has been cited more than 6,000 times. Dr. Slaughter has also mentored many graduate and undergraduate students and coauthored many papers with them. In addition to serving as department head for 5 years, he serves on numerous editorial boards, including *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Business and Psychology*, *Negotiation and Conflict Management Research*, and *Personnel Assessment and Decisions*. Dr. Slaughter has also served SIOP throughout his career, having served on or chaired the Membership, Awards, Strategic Program Planning, Small Grants Review, and Visibility Committees.



## LOUIS TAY, PURDUE UNIVERSITY

Dr. Tay programmatically pursues cross-disciplinary lines of inquiry in methodology and well-being. He has secured more than \$4.5 million for his research from various agencies including the National Science Foundation. He has published 120 peer-reviewed journal articles, 18 book chapters, and three books, which have collectively been cited more than 14,000 times. He is a leading thinker of methodological innovations, such as item response theory, measurement equivalence, experience sampling, time series analysis, and data science approaches. He has received three early career awards, a Rising Star Award from APS, and was elected Fellow of the Society for Personality and Social Psychology. He currently serves as an associate editor of *Organizational Research Methods*.



## **SIOF and the SIOF Foundation thank the donors who made these awards possible**

Kimberly Acree Adams  
Afra S. Ahmad  
Juliet Aiken  
John H. Aldridge  
Joseph Brian Andersen  
Neal M. Ashkanasy  
Nicholas A. Baldwin  
Janet L. Barnes-Farrell  
Tanner Bateman  
Mariangela Battista  
Kristina N. Bauer  
Tara S. Behrend  
Mindy E. Bergman  
Katherine L. Bittner  
Natascha Camille Bolden  
Kevin M. Bradley  
Sharon B. Buchbinder  
Michael J. Burke  
Sheryl E. Caffrey  
Emily D. Champion  
Linda S. Carr  
Nathan T. Carter  
Waynce Cascio  
Wendy J. Casper  
Chu-Hsiang (Daisy) Chang  
Mushtaque Ali Channa  
Robert M. Chell  
Laurene L. Chua-Garcia  
Allyson Clubb  
Judith M. Collins  
Michael Allen Couch  
Malia Asteria Crane  
Paul R. Damiano  
Diane L. Daum  
Lorraine M. Dawson  
Kristl Davison  
Jennifer L. Dos Santos  
Fritz Drasgow  
Amy DuVernet  
Bryan D. Edwards  
Mark G. Ehrhart  
Sarah Farrell  
Gwenith G. Fisher  
Michael Flood  
Rebecca L. Fraser  
Tamara L. Friedrich  
Lewis K. Garrad  
Maya Garza  
Deborah Gebhardt  
David S. Geller  
Kelsey Girouard  
Juliya Golubovich  
Gerald F. Goodwin

Laura E. Gooler  
Scott Patrick Gordon  
Karen M. Grabow  
Alicia A. Grandey  
Shwanda K. Greenidge  
C. Michael Grissom  
Richard Guzzo  
Milt & Lee Hakel  
Kelliann Hale  
Rosalie J. Hall  
Sakina Hassani  
Jerilyn Hayward  
Michelle (Mikki) Hebl  
Tonia S. Heffner  
Robert Hogan  
Amanda R. Holland  
Ann Howard  
Steve Hunt  
Sylvia J. Hysong  
Joshua A. Isaacson  
Susan E. Jackson  
Nancy Jagmin  
Scott R. Johnson  
Suzanne E. Juraska  
James R. Kagaari  
Seth A. Kaplan  
Anita C. Keller  
John K. Kennedy, Jr.  
Andrea Kim  
Howard J. Klein  
Richard J. Klimoski  
Penny Koommoo-Welch  
Annette K. Kripchak  
Jeffrey R. Labrador  
Ian Lee  
Ariel Lelchook  
Brent Little  
Sabrina Meiyl Liu  
Angela Love  
Wellington Tapiwa Mahati  
Scott L. Martin  
Suzanne S. Masterson  
David Mayfield  
Malcolm McCulloch  
Michael A. McDaniel  
Angela G. McDermott  
Jacqueline C. McKay  
Katharine Kaye McMillan  
S. Morton McPhail  
Lorin M. Meuller  
Rob Allen Miller  
Daria Moldovan  
Justin Moore

Meryl Motika  
Michael K. Mount  
Don M. Moretti  
Jimmy Mundell  
Kevin J. Nilan  
Kimberly Rose Nuss  
Sandra Allen O'Connor  
Robert O'Neal  
Kelly Adam Ortiz  
Stephanie C. Payne  
Mariah Rae Price  
Jeffrey C. Quinn  
Joel Quintela  
Elizabeth Reveles  
Doug Reynolds  
Jared Richardson  
Leslye J. Rollins-Smith  
Stefano Rossi  
Glenn Thomas Rupert  
Paul Sackett  
Jack Sawyer  
Neal & Kara Schmitt  
Ashley Schultz  
Jerry Seibert  
Norbert K. Semmer  
Ian Obus Siderits  
Andrea Sinclair  
Astrid V. Sipos  
Janiece Alana Smith  
Emily G. Solberg  
Elizabeth M. Spurlock  
Zachary Stanczyk  
Melissa D. Steach  
Nancy J. Stone  
Rachel Streit  
Florence K. Tan  
Chen Tang  
Scott I. Tannenbaum  
Robert P. Tett  
Michael L. Trusty  
Anna Marie Valerio  
Robert J. Vance  
Christian Voirol  
Jacquelyn Voss  
Ashley A. Walvoord  
Aminata Joyce Ware  
Retha V. Wellons  
Philipp D. Werenfels  
Larry J. Williams  
Suyang Ye  
Stephen J. Zaccaro





SOCIETY for<sup>®</sup>  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

**440 East Poe Road, Suite 101**  
**Bowling Green, OH 43402**

**419-353-0032**

**SIOP@SIOP.org**

**www.SIOP.org**