



**2023**



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# Distinguished Awards



## DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD

**Michael A. Campion, Purdue University**

Dr. Michael A. Campion is one of the most widely published academics in the field of I-O psychology. He is the Herman C. Krannert Distinguished Professor of Management at Purdue University, past editor of *Personnel Psychology*, past president of SIOP, and owner of Campion Services, Inc. However, he wins this award for his contributions to practice. He has developed I-O based solutions and systems for nearly 200 organizations for 45 years. He used those opportunities to advance the practice of I-O and importantly share them with the profession through publications, presentations, and workshops. Example topics include structured interviewing, selection, job analysis, work and team design, avoiding employment discrimination, reducing adverse impact, career development, turnover, and recently artificial intelligence for employment decision making. He believes that being involved in practice, applying the best I-O research methods to discover improvements, and then sharing the findings with the I-O community is the essence of being a scientist-practitioner.



## DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD

**Miriam Erez, Technion**

Dr. Miriam Erez has published more than 100 journal articles and chapters, and eight books, garnering more than 27,000 citations, in the *Journal of Applied Psychology*, *Academy of Management Review*, *Academy of Management Journal*, *Journal of Management*, and many others. Her awards include the 2005 Israel Prize for Management Sciences and Business Administration, the 2002 IAAP Distinguished Scientific Contributions Award, and several best papers and symposia awards. A Fellow of the APA, SIOP, the Academy of Management, and the International Association of Applied Psychology (IAAP), she served as past president of IAAP Division 1 of Organizational Psychology, editor of *Applied Psychology*, chair of the Council for the Promotion of Women in Science and Technology, dean of the Faculty of Industrial Engineering & Management, and is currently vice dean for the Technion MBA program. She served as advisor to the Technion president on the Status of Women, increasing the number of female decision makers and faculty promoted to full professors.



## DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD

**Joel Brockner, Columbia University**

Dr. Brockner has used a wide array of research methods over the past 47 years, conducting studies in organizations, at the lab, and in various cultures, in six major areas: justice, regulatory focus theory, the self, organizational change, escalation of commitment, and culture. He has been cited 32,760 times as of this writing, with many of these being formative theoretical papers that are still highly influential, years after publication. His work shows tremendous depth, breadth, theoretical and methodological rigor; it is multidisciplinary and has significant scientific and practical implications, in line with the mission of SIOP. In addition, whereas other academics of his stature have reduced the pace of their academic work, Dr. Brockner has one in-press publication at *Organizational Behavior and Human Decision Processes*, published four papers in 2021, and continues to publish regularly. He is an active participant in many conferences and colloquia, and won the 2020 Distinguished Scholarly Contributions to Management Award from the Academy of Management.



## DISTINGUISHED EARLY CAREER CONTRIBUTIONS-PRACTICE AWARD

**Michael W. Natali, U. S. Navy**

Lieutenant Commander Michael W. Natali has demonstrated incredible impact across the military services, driving organizational change and delivering solutions to improve work beyond his own command. His work has covered personnel selection, placement, training, performance evaluation, and aerospace medicine, primarily within Naval aviation. He served as the scientific lead for Naval Aviation Training Next, an evidenced-based transformational change in how the Navy trains pilots, as well as an overhaul to Navy's performance evaluation system. His expertise and contributions go beyond the Navy, impacting work and personnel across the Department of Defense (Marine Corps, Coast Guard, Army, and Air Force), as well as aerospace and technology industry partners. He has extended I-O practice within aviation and medicine through collaborations with technology, industry, and academic researchers across issues in selection, training, and machine learning. As one of only eight I-O psychologists commissioned as Naval officers, he is breaking new ground bringing I-O best practices and advancements to the Navy and beyond.

# Distinguished Awards



## DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE AWARD

**Fadel K. Matta, University of Georgia**

Dr. Fadel K. Matta has an unbelievable research record of 25 A-tier publications and has an h index of 20. He has a clear identity as a scholar, focusing primarily on issues of leader–member exchange (LMX) and justice. His work has changed the thinking on the role of LMX agreement on organizational outcomes by showing that agreement/disagreement matters in addition to average levels of LMX. In addition, his work on fairness variability provides novel insights on how it impacts employee performance and well-being above average levels of such experiences. It is important to note that Dr. Matta has used various advanced research methods (e.g., hierarchical linear modeling, structural equation modeling, meta-analysis, and advanced moderation and mediation analysis)

in his empirical articles, both efficiently and effectively. Reviewers noted that Dr. Matta’s articles are theoretically sophisticated and empirically rigorous. He has also received the 2022 Terry Research Excellence Award and the 2020 Rising Star in Leadership Research Award.



## DISTINGUISHED TEACHING CONTRIBUTIONS AWARD

**Lisa Finkelstein, Northern Illinois University**

Dr. Finkelstein has taught for over 25 years at undergraduate and graduate levels. She has published with 37 graduate and 3 undergraduate students throughout her career and has served on 70 thesis and dissertation committees. She recently created a new course to help all psychology majors thrive and guide them in preparing for graduate school or employment. This course introduces students to I-O early and has considerably increased students’ awareness of and interest in the field. In addition to teaching, Dr. Finkelstein has served in many roles in SIOP, including Executive Board Secretary, Conference Chair, and Program Chair. A Fellow of SIOP, she received SIOP’s 2016 Distinguished Service Contributions Award, the 2019 Northern Illinois

University’s Presidential Commission on the Status of Women Outstanding Mentor Award, and the 2006 Northern Illinois University’s Excellence in Undergraduate Teaching Award. She was recently awarded a prestigious Presidential Teaching Professor position at her institution.



## WAYNE CASCIO SCIENTIST–PRACTITIONER AWARD

**Eduardo Salas, Rice University**

Dr. Eduardo Salas is a distinguished scientist and an impactful practitioner, and has dedicated his career to bridging those two worlds. What makes Dr. Salas particularly powerful in his career is that he understands the need to make a difference in organizations by leveraging the government funding process and built his own kind of applied research and consulting practice within his university appointment. He understands how to get funding, enabling him to make some significant contributions that affected the medical field as well as aviation, the military, and around safety in particular. In his career he has received 82 grants for over \$60 million. He is a Fellow of SIOP, APA, APS, and the Human Factors and Ergonomics Society. He has served on countless editorial

review boards and as editor-in-chief of *Human Factors*, and associate editor for *Military Psychology* and *Journal of Applied Psychology*. His list of awards and commendations from the military, government agencies, and professional organizations is extensive.

One of our award winners and one of our new Fellows each sent additional photos with their professional headshots that we thought you might enjoy. Although we won’t always be able to accommodate this, there is space to include them here.



Left

Lt. Cmdr.. Michael W. Natali, U. S. Navy,  
at work

Right

Dr. Gabriel included her family in her Distinguished Early Career Contributions winner picture in 2021. Look at “Baby” Eleanor in 2023!





# Achievement and Best Paper Awards



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

**Tianjun Sun, Kansas State University**

*Artificial Intelligence Powered Personality Assessment:  
A Multidimensional Psychometric Natural Language  
Processing Perspective*



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

**Traci Sitzmann, University of Colorado Denver, and**

**Elizabeth M. Campbell, University of Minnesota**

*The hidden cost of prayer: Religiosity and the gender wage gap.  
Academy of Management Journal, 64(4), 1016-1048.*

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

**M. Sandy Hershcovis, University of Calgary;**

**Ivana Vranjes, Tilburg University; Jennifer L.**

**Berdahl, University of British Columbia; and Lilia**

**M. Cortina, University of Michigan**

*See no evil, hear no evil, speak no evil: Theorizing  
network silence around sexual harassment. Journal  
of Applied Psychology, 106(12), 1834-1847.*



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

**Dong Liu, Georgia Institute of Technology, and Yang Chen, Southwestern University  
of Finance and Economics**

*Tackling the Negative Impacts of the COVID-19 Pandemic: Applying Psychological  
Interventions to Improve Employee Engagement and Performance in Times of Crisis*



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

**Steven G. Rogelberg, University of North Carolina, Charlotte**

Dr. Rogelberg is Chancellor's Professor at UNC Charlotte having over 150 publication and over \$2,500,000 of grant funding. He is the co-editor of the *Journal of Business and Psychology*. Some honors include receiving the highly prestigious Humboldt Award for his pioneering work on meetings (the first I-O to receive it), the First Citizens Bank Scholar Award, and the inaugural winner of the SIOP Humanitarian Award. His book, *The Surprising Science of Meetings*, has been on over 25 "best of" lists, including being recognized by the *Washington Post* as the #1 leadership book to watch for in 2019. He and his research have been extensively profiled including CBS This Morning, BBC, CNN, NPR, WSJ, and MSN, reaching millions of viewers/readers. Rogelberg's keynotes on meetings span the globe and occur at the world's leading organizations, including but not limited to Google, Facebook, Amazon, Pfizer, Cisco, The UN, 3M, RAND, and Warner Bros. He testified to the US Congress.

# Achievement and Best Paper Awards

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

Wen-Dong Li, Chinese University of Hong Kong; Shuping Li, Hong Kong Polytechnic University; Jie (Jasmine) Feng, Rutgers University; Mo Wang, University of Florida; Hong Zhang, Chinese University of Hong Kong; Michael Frese, Asia School of Business; and Chia-Huei Wu, Leeds University

Can becoming a leader change your personality? An investigation with two longitudinal studies from a role-based perspective. *Journal of Applied Psychology*, 106(6), 882–901. <https://doi.org/10.1037/apl0000808>



## WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH



Russell Matthews, University of Alabama; Laura Pineault, McKinsey & Company; and Yeong-Hyun Hong, University of Michigan-Dearborn  
Normalizing the use of single-item measures: Validation of the single-item compendium for organizational psychology. *Journal of Business and Psychology*, 37, 639–673.

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



Charlene Zhang, Amazon; Paul R. Sackett, University of Minnesota, and Bobby D. Naemi, Association of American Medical Colleges  
Rule-based vs. feedback-based coaching for situational judgment tests. *International Journal of Selection and Assessment*, 29, 219–233.



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

Dong Liu, Georgia Institute of Technology  
Tackling the Negative Impact of COVID-19 on Work Engagement and Taking Charge:  
A Multi-Study Investigation of Frontline Health Workers

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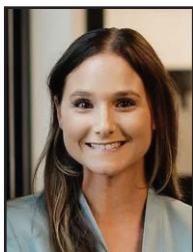




# Research Grants

## DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT

**Christina Lacerenza and Ziwei Cheng,  
University of Colorado, Boulder**

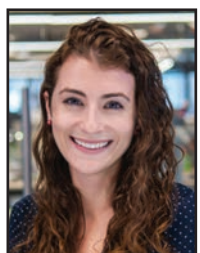


**Develop Me—Quickly!**  
Introducing Leader Development Nudges as a Way to Change Behavior and Boost Sustainment of Non-Prototypical Leaders



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

**Josee Marie Alanis,  
Michigan State University**  
Complexity of Identity in the Workplace:  
The Role of Job Candidate  
Immigrant Status



## HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE

**Kaitlyn Rose Gallagher,  
DePaul University**  
Balanced Negotiations: An Online  
Negotiation Training for Women



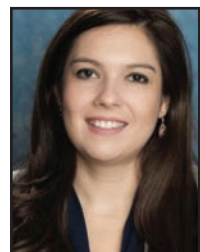
## GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS

**Steven Zhou, George Mason University**  
The Dark Side of Shared Leadership:  
Understanding Why and When Shared  
Leadership Does Not Work Through an  
Experiment and Agent-Based Modeling

## ZEDECK-JACOBS ADVERSE IMPACT REDUCTION RESEARCH GRANT



**Karyssa Courey and  
Fredrick L. Oswald,  
Rice University**  
Do Data Speak Louder  
Than Words? A Bayesian  
Approach to Adverse  
Impact



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

**Jennifer Feitosa and M. Gloria González-Morales,  
Claremont McKenna College; Patricia Costa,  
ISCTE-Instituto Universitário de Lisboa;  
and Ramón Rico, University Carlos III Madrid**  
Integrative Team Belonging Training:  
A Cross-Cultural Development and Validation

## SMALL GRANT PROGRAM

**Chu Chu, University of Illinois, Urbana-Champaign;  
Tianjun Sun, Kansas State University; and  
Bo Zhang, University of Illinois, Urbana-Champaign**  
Development and Validation of an Artificial Intelligence  
Career Guidance Chatbot



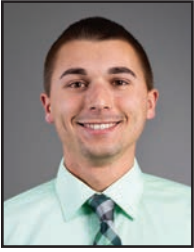
**Jeffrey Olenick, Kristen  
D. Eggler, and Ajay  
Gupta, Old Dominion  
University; and Eric A.  
Surface, ALPS Insights**  
Advancing Organizational  
Diversity and Inclusion  
With Natural Language  
Processing



**Cassandra N. Phetmisy  
and Danielle D. King,  
Rice University**  
Who Can Afford to  
Voice? Examining the  
Role of Resources in the  
Employee Voice Process



# Fellowship & Scholarships



**LESLIE W. JOYCE AND PAUL W. THAYER  
GRADUATE FELLOWSHIP**  
Connor Eichenauer,  
Michigan State University  
Foreign Accent Discrimination  
in Hiring Evaluations

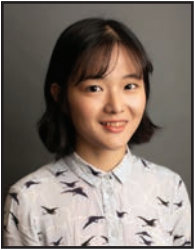
**LEE HAKEL GRADUATE  
STUDENT SCHOLARSHIP**  
Felix Wu, Rice University  
Can Organizational Resources Improve  
Well-Being for Caregivers of Children  
With Disabilities?



**MARY L. TENOPYR GRADUATE  
STUDENT SCHOLARSHIP**  
Lauren Wegmeyer, Wayne State University  
Neurodiversity in Selection: Investigating Personality  
Testing Between Typical and Atypical Individuals



**GEORGE C. THORNTON, III  
GRADUATE SCHOLARSHIP**  
Lauren Wegmeyer (with Andrew Speer),  
Wayne State University  
Understanding, Detecting, and Deterring  
Faking on Interest Inventories



**BENJAMIN SCHNEIDER SCHOLARSHIP  
BY THE MACEY FUND**  
Yingyi Chang,  
Virginia Commonwealth University  
Effects of Clothing  
Characteristics in the Workplace

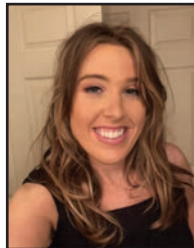
**SIOP GRADUATE STUDENT SCHOLARSHIPS**  
Ryan Scott Hemsley,  
Michigan State University  
Opening the Negotiation System:  
An Initial Examination of a Multistage  
and Multilevel Framework



Ngoc Song (Lee) Duong  
(not pictured),  
Florida Institute of Technology  
Conflict Residue: Theory Development and  
Measurement Validation

# Conference Awards

**BEST LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) RESEARCH AWARD**  
Kristen Jaramillo, Isaac E. Sabat, Toni Kostecki, Evan Nault, Neel Kamal Mishra, and Hanan Guzman, Texas A&M University  
Intersectional Experiences of Transgender and Gender Expansive Employees of Color



**SIOP BEST INTERNATIONAL  
PAPER AWARD**  
Young-Jae Yoon,  
University of Tulsa  
Cultural Similarity and Host Country  
Nationals' Support to Latin American  
Expatriates

**JOHN C. FLANAGAN AWARD FOR  
BEST STUDENT PRESENTATION AT  
THE SIOP CONFERENCE**  
Yijue Liang,  
George Mason University  
Hourly Pay, Balanced Reciprocity,  
and Gig Workers' Reactions  
to Received Complaints





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.

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## 2022–2023 WINNER



### CHARTER COMMUNICATIONS VIRTUAL JOB TRYOUT

Charter Communications, also known by their Spectrum brand, receives the 2023 HRM Impact Award for its four-stage virtual job tryout. While operating during the pandemic, followed by the Great Resignation, Charter saw the need to effectively

hire employees as an opportunity to create a state-of-the-science staffing process for Store Specialists. They began by answering four key questions: How do we more efficiently guide our candidates to the right roles? How do we automate the top-of-the-funnel activities to handle large fluctuations in applicant volume? How do we handle interviewing in the face of pandemic restrictions? How can we assess potential in large numbers of applicants in a fair, valid, and candidate-friendly way? The answers to these questions led to the creation of the four new processes: Fit Finder, which includes measures of occupational interests, biodata, and work style help triangulate a job seeker's preferences and fit; Assessment, using a preconfigured tool, then following up with a more customized version of that tool once custom content was created; Self-Scheduling of Interviews, empowering candidates to take control of the process and move forward at their own pace; and Digital interviewing, conducting screenings via Modern Hire's digital interview platform, asking a few behavioral based interview questions, and measuring verbal communication.

## 2022-2023 HONORABLE MENTION

### U.S. DEPARTMENT OF THE INTERIOR MY DOI CAREER



The U.S. Department of the Interior is presented an honorable mention for their project, My DOI Career. My DOI Career was created to provide prospective employees a glimpse of the many job opportunities and paths their career could take at the Department of the Interior and to let current DOI employees know how they can find another job within the Department and how their skillsets may transfer to other opportunities. My DOI Career was created in order to address retention challenges, connect employees to development and growth opportunities within the Department, and recruit the next generation of DOI employees. It consists of six

parts: Find Your Path, simple questions to select career options based on the user's current occupation, goals, competencies, and experience; Common Pathways, providing insights to career pathways from scientific and technical occupations to policy occupations; Plan Your Path, to help understand necessary experience and competency development in order to be competitive for a future targeted career; and three artificial intelligence and machine learning (AI/ML) models.

# Fellows



## **LARISSA (LACIE) BARBER, SAN DIEGO STATE UNIVERSITY**

Dr. Barber is an associate professor at San Diego State University, oversees the Occupational Health and Stress Laboratory, and is an associate graduate advisor for the Master's Program in Applied Psychology. As the Fellow for Equity-Minded Hiring in SDSU's Center for Inclusive Excellence, she trains all university search committee members to promote equitable and effective hiring practices. She is an internationally recognized leader in occupational health psychology research, focusing on work-life balance and sleep issues surrounding information and communication technologies. She has published 11 book chapters and 68 articles in peer-reviewed journals. Her research on workplace telepressure has shaped academic and popular news discussions about how the

felt need to respond immediately to work emails and texts can be detrimental to work recovery and feelings of burnout. She has served on committees related to SIOP's Education Outreach Program and APA's Education and Training Guidelines for the Society for Consulting Psychology. She also collaborated with APA's Center for Organizational Excellence.



## **MICHAEL N. BAZIGOS, ACCENTURE**

Dr. Bazigos is the global managing director (partner) of Accenture's consulting practice in organizational analytics. He published multiple *McKinsey Quarterly* articles and authored two chapters in two forthcoming SIOP books. He presented at six SIOP annual conferences and the Seventh Leading Edge Consortium. Three recent papers exemplify his creative, evidence-based approach to old problems at enterprise scale and willingness to share ideas. "Sensing Without Surveys" (2022) with Lili Duan in *People and Strategy Journal* demonstrated how unobtrusive measures analyzed through new data science can assess traditional organizational constructs like culture, skill development, and DEI climate. His 2016 *Journal of Leadership Studies* article, "Leading for Long-Term Performance: Matching Behavior to the Situation," describes a novel, empirically derived model of enterprise-level leadership and its relationship to organizational health and performance. Finally, in "Why Agility Pays" (2015) in *McKinsey Quarterly*, he developed a model of organizational agility. All three analyzed hundreds of thousands of employee responses from hundreds of client organizations.



## **JOHN BINNING, DEGARMO, INC./ILLINOIS STATE UNIVERSITY**

Dr. Binning has made significant contributions to science, teaching, and practice. Although several of John's papers are widely cited, the manuscript for which he is widely known is that by Binning and Barrett on the concept of validity. He teaches his graduate courses as though the students are dealing with a client organization consulting on a problem relevant to that class's topic(s). He runs the Personnel Psychology course as a "Professional Development Program" and eschews "college" terms. Participants are employees of a (fictitious) organization, and he is the HR director. Dr. Binning's consulting practice, DeGarmo, Inc., was developed as a student laboratory; clients have included Kohl's, US Cellular, Netflix, United Airlines, and many more. His systems and indexes have received multiple product of the year and excellence awards. The editors of *Human Resource Executive* recognized DeGarmo's Interviewer Calibration System as a Best HR Idea for 2009. Dr. Binning won the SIOP Distinguished Teaching Contributions Award in 2009.



## **SILVIA BONACCIO, UNIVERSITY OF OTTAWA**

Dr. Bonaccio is founding director of the Telfer PhD Management program. She was chair of the Canadian Society for IO Psychology, SIOP@APS Committee, and the Organizational Behavior Division at ASAC. She is a founding member of SIOP's Disability Accessibility and Inclusion Ad Hoc Committee and a member of both SIOP and CSIOP Inclusion (sub)committees. She maintains three research programs: a focus on how workplaces can be inclusive of employees living with disabilities, the study of anxiety and emotions in the personnel assessment and selection process, and advice giving and taking and decision making. She often collaborates with people with disabilities in co-designing and implementing research programs. She has published 37 articles in peer-reviewed journals,

(co)authored 12 book chapters and encyclopedia entries, and made 68 presentations at international conferences. Her work, cited more than 3,000 times ( $h = 22$ ), has been featured in popular media outlets such as *The Globe & Mail*, *Psychology Today*, *Canadian Broadcasting Corporation (CBC)*, and many others.



## **THOMAS W. BRITT, CLEMSON UNIVERSITY**

Dr. Britt published multiple books and articles addressing how deployments affect the mental health of service members, and how leadership, engagement, and meaningful work buffered personnel from the demands encountered during these operations. His two primary research areas continue to be conceptualizing and studying employee resilience in high-risk occupations and better understanding determinants of employees seeking mental-health treatment. He is editor of *Military Psychology* and has published more than 100 academic articles in leading journals. He authored two books published in the fields of organizational psychology and employee stress, and edited two books and a 4-volume series in military psychology. His research has been featured on *CNN*,

*USA Today*, *Vice*, *Women's Health*, and *addiction.com*. He has worked with healthcare professionals working during the pandemic, intelligence analysts, and firefighters who experience many traumatic stressors. He is a member of an advisory council devoted to improving the health and well-being of volunteer firefighters by changing the culture surrounding mental and physical health.



# Fellows



## **NATHAN T. CARTER, MICHIGAN STATE UNIVERSITY**

Dr. Carter's work on personality and measurement has earned him two NSF grants, multiple industry contracts, and was published extensively in top outlets. His peer-reviewed publications have won the Hogan Award for Personality Research in the Workplace, the Jeanneret Award for Individual and Group Assessment Research, and honorable mention for the Owens Scholarly Achievement Award. He has published in major handbooks including *Historical Perspectives in Industrial and Organizational Psychology*, *the Handbook of Employee Selection*, and *the Future of Diversity and Inclusion*. His work has been cited about 3,800 times and has an h-index of 31. He has served as SIOP Historian, conducting Living History interviews with Drs. Nancy Tippins and Sheldon Zedeck. He has contributed multiple articles to *The Industrial Psychologist* and has served as panelist on Early Career consortia and multiple NSF panels. He has served as associate editor of *Journal of Research in Personality* and *Personnel Assessment and Decision*, and serves on five other editorial boards.



## **MALISSA A. CLARK, UNIVERSITY OF GEORGIA**

Dr. Clark has advanced the field's understanding of how various work and nonwork factors impact employee well-being. Her primary research areas include workaholism and the impacts of work and nonwork stressors on employees and their families. Her research includes 45 peer-reviewed journal publications and 10 book chapters. Her articles have appeared in top-ranked I-O psychology journals and been highlighted in outlets such as *Time*, *US News and World Report*, and *New York Times*. She is associate editor for the *Journal of Business and Psychology* and *Occupational Health Science*, and on the editorial boards of *Journal of Applied Psychology* and *Personnel Psychology*. She served as Division 14's APA program chair, chair of the Flanagan Award committee, and on the Hebl Grant for Reducing Gender Inequities in the Workplace committee. She has advised, mentored, and taught numerous undergraduate and graduate students; served on more than 60 thesis, dissertation, and comprehensive exam committees; and received awards and recognition for her mentoring.



## **J. MICHAEL CRANT, UNIVERSITY OF NOTRE DAME**

Dr. Crant researches workplace dynamics, focusing primarily on proactive personality and behavior at work. He is a creator of the proactive personality scale, the most frequently used measure of a proactive disposition in the organizational literature. His work has been cited more than 20,000 times. In addition to his work at the University of Notre Dame, he holds an appointment as a Distinguished Research Scholar at Lingnan University in Hong Kong. At Notre Dame, Mike teaches courses in leadership, management, teams, and decision making to undergraduate, MBA, and Executive MBA students. He has won teaching awards for both undergraduate and EMBA teaching. He has conducted numerous executive development seminars for companies worldwide. He has served on the editorial review board for *Personnel Psychology*, the *Journal of Management*, and the *Journal of Business and Psychology*. He is on the inaugural editorial board for the *Journal of Management Scientific Reports*.



## **MARCUS CREDÉ, IOWA STATE UNIVERSITY**

Dr. Credé primarily focuses on the relationship between individual differences and performance in work, leadership, and academic settings as well as on methodological factors that impact the validity of inferences made in this general research domain. He has published 60 peer-reviewed papers in leading I-O journals and also in leading interdisciplinary journals such as *Perspectives on Psychological Science*, *Review of Educational Research*, and *Educational Psychology Review*. His work has been cited nearly 12,000 times (h-index = 35) and featured in various media outlets. He has received the 2019 SIOP Robert Hogan Award for Personality and Work Performance, an honorable mention for the 2019 Michael O. Owen Scholarly Achievement Award, and the 2020 *Journal of Managerial Psychology* best paper award. He is an associate editor of *Journal of Managerial Psychology* and has served on the editorial boards of the *Journal of Applied Psychology*, *Leadership Quarterly*, *Motivation Science*, *Human Performance*, and *Personnel Assessment and Decisions*.



## **DANA GLENN DUNLEAVY, ASSOCIATION OF AMERICAN MEDICAL COLLEGES (AAMC)**

Dr. Dunleavy launched and oversees the AAMC Professional Readiness exam (PREview), a situational judgment test for medical school admissions, and leads research and development activities for residency selection and medical school admissions. At AAMC, this work included the design and validation of virtual interviews for use in residency and medical school selection, researching and launching enhancements to the residency selection process, providing residency and medical school admissions officers training and guidance about the value of structured interviews, and contributing to the redesign of the Medical College Admissions Test (MCAT®). She has published articles in the *Journal of Organizational Behavior*, *International Journal of Selection and Assessment*, *Journal of Business and Psychology*, *Psychology*, *Public Policy and the Law*, and *Academic Medicine*. She has participated consistently in SIOP's Annual Conference as a reviewer and frequent presenter. Many of her papers appear in *Academic Medicine* with various coauthors from the medical education community, furthering her efforts to bring recognition and appreciation of industrial psychology.

# Fellows



## **BRYAN EDWARDS, OKLAHOMA STATE UNIVERSITY**

Dr. Edwards has published impactful work in change and development at multiple levels, human resource management, and research methods. His research appears in top journals including *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Business and Psychology*, *Journal of Management*, *Organizational Research Methods*, *Journal of Vocational Behavior*, and *Human Resource Management*. In addition, he has secured nearly \$2 million in research funding from the National Science Foundation, Material Handling Industry of America, Department of Defense, and other public and private agencies. He is an associate editor of *Journal of Applied Psychology* and has served on multiple editorial boards. He served on the SIOP Membership Committee, Scientific Affairs Committee, Awards Committee, and Small Grants committee. He also chaired the Schmidt-Hunter Award Committee. He has mentored more than 100 PhD students as dissertation chair, dissertation committee member, and PhD coordinator. Dr. Edwards has also provided I-O related services to many nonprofits, state, and local agencies.



## **ALEKSANDER P.J. ELLIS, UNIVERSITY OF ARIZONA**

Dr. Ellis focuses on three primary streams of research: examining how groups and teams function in organizations, investigating counterproductive behavior at work, and examining the intersection of demographics and expression of emotion in organizations. He is research director at the Center for Leadership Ethics at UA and publishes frequently on ethical issues in the workplace. He has published 40 peer-reviewed articles, been cited 6,200 times, and has an h-index of 30. He has served on the editorial board for the *Journal of Applied Psychology* since 2009. He currently serves on the editorial board of *Personnel Psychology* and has served on the editorial boards of the *Academy of Management Journal* and *Journal of Management*. He has chaired six dissertations, and five of those students currently hold tenure track positions. As a result, he was awarded the Eller College Joseph Kalt and Margie Kalt Peggs Prize for Doctoral Placement and the University of Arizona Graduate and Professional Education Teaching and Mentoring Award.



## **AMIR EREZ, UNIVERSITY OF FLORIDA**

Dr. Erez has published 45 peer-reviewed articles, 4 book chapters, and 3 practice-oriented articles (e.g., *Harvard Business Review*, *the Psychologist*). His research focuses on how positive moods and positive personality influence individuals' thought processes, motivation, and work behaviors. He investigates how negative work behaviors affect individuals' performance, decision making, and cognition. He has published his research in scholarly journals including *Academy of Management Journal*, *Cognition and Emotions*, *Human Performance*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Pediatrics*, *Personnel Psychology*, and *Personality and Individual Differences*. His research has been reported in media outlets in the US such as CBS News, Good Morning America, Fox News, NBC News, NPR radio, and others, and around the world including National TV Canada, Israeli TV (Erev Hadash), BBC Radio, 3AW693 News Talk Australia, *Daily Mail*, *The Globe and Mail*, and *TheMarker*. His work has been cited more than 20,000 times with an h-index of 31. He has served on six editorial boards.



## **SCOTT ERKER, KORN FERRY**

Dr. Erker is a global expert in the areas of integrated talent management, talent acquisition, assessment, leadership development, talent analytics, job architecture, and strategic workforce planning. He has held leadership roles in global consultancies and has been responsible for sales, product management, client program implementations, solution architecture, and client success. He has consulted directly with organizations around the world, having worked in more than 20 countries and being based in London, England, and Melbourne, Australia. He has presented at events and major conferences in seven countries, including the Society for Human Resource Management, HR Tech, China Europe International Business School, and numerous times at the Society for Industrial-Organizational Psychology national conference. Dr. Erker is passionate about teaching and developing early-career professionals having sponsored interns and internship programs throughout his career.



## **ALLISON (ALLIE) GABRIEL, UNIVERSITY OF ARIZONA**

Dr. Gabriel aims to understand how employees promote their well-being at work and home. Thus, she studies emotions in the workplace, motivation, interpersonal stressors/relationships, and experiences unique to women in the workplace—specifically pertaining to women's health and motherhood. Her goal is to initiate discussions on topics—like breastfeeding and postpartum depression—viewed as out of bounds in organizational scholarship, highlighting untold stories of women at work. She has published 70 peer-reviewed articles and received popular press attention from numerous outlets. She has received five early- to mid-career awards, including SIOP's Distinguished Early Career Contributions-Science Award; awards from the Organizational Behavior, Human Resources, and Research Methods divisions from the Academy of Management; and the ascendant scholar award from the Western Academy of Management. *Poets & Quants* recognized her as a Top 50 Business School Professor. She is associate editor for *Journal of Applied Psychology*, serves on numerous editorial boards, and is still growing in her role as a working mother.



## **CAREN GOLDBERG, UNIVERSIDAD DE SEVILLA**

Dr. Goldberg has served as a testifying or consulting expert on over 50 employment matters, many involving high-profile litigants. She has an extensive stream of research on diversity and sexual harassment that has amassed over 2,500 citations and an h-index of 24. Much of her diversity work has focused on relational demography—the impact of the demographics of the social context on individuals’ attitudes and work behaviors. Her sexual harassment work addresses important issues: measurement of sexual harassment climates, factors affecting sexual harassment training effectiveness, how gender proportions influence perceptions of sexual harassment, and how gender and self-esteem interact to affect perceptions of same-gender harassment. She served as associate editor at *Group and Organization Management*, as special issue editor twice at *Group and Organization Management*, and on several editorial boards. She was treasurer and on the executive committee of the Gender & Diversity in Organizations Division of the Academy of Management, and served on dozens of AoM and SIOP committees.



## **NIGEL GUENOLE, GOLDSMITHS, UNIVERSITY OF LONDON**

Dr. Guenole, as a practitioner and an academic, has worked to enhance the quality of psychological measurement in industry and promote analytical approaches to human resource management. His work has appeared in high-profile media outlets, and his peer-reviewed articles have been cited more than 5,000 times. He coauthored *The Power of People: Learn How Successful Organizations Use Workforce Analytics to Improve Business Performance*, which has sold more than 10,000 copies and is on the reading list of numerous university HR Analytics programs. His early work at Kenexa focused on integrating assessment and survey offerings of companies they acquired. Later, he was an associate partner at IBM and led the talent management artificial intelligence (AI) consulting team, which ensured AI solutions met behavioral science standards. He is currently program director for the master’s in occupational psychology and director of research and ethics at the Institute of Management Studies. He is also an advisor to Podium assessment systems.



## **ASTRID C. HOMAN, UNIVERSITY OF AMSTERDAM**

Dr. Homan has made research contributions in diversity, deviance, and nonconformity at work. Her main line of research focuses on the role of differences between individuals in shaping processes in teams and the contextual moderators that determine whether these differences help or hurt. Additionally, she aims to illuminate when those who are not prototypical for a leadership position will rise to higher hierarchical positions. She has used a wide variety of methodologies, from experimental studies and interactive laboratory group studies to longitudinal (intervention) field studies and archival data. She has published 59 papers, been cited 10,800 times, and has an h-index of 40. She is an associate editor of *Journal of Applied Psychology* and was editor of *Organizational Psychology Review*. Her work has also received a great deal of media attention. She won a best teacher award and has supervised 17 PhD students. In 2018, she became chair of the Work and Organizational Psychology group at the University of Amsterdam.



## **JIA (JASMINE) HU, OHIO STATE UNIVERSITY**

Dr. Hu is a professor of Management and Denman Scholar at the Fisher College of Business, the Ohio State University. Her research is driven by fundamental questions facing modern organizations: What leadership qualities and behaviors help improve teams’ long-term effectiveness? Why, how, and when do they have a prosocial impact? She also studies how remote work affects employees’ work and family experiences. Jasmine’s research has generated 29 referred publications in leading applied psychology and management journals, and been mentioned in numerous media outlets. As of February 9, 2023, her research has been cited 7,607 times. Jasmine was ranked No. 9 most productive leadership scholar worldwide in the field of Organizational Behavior between 2011 and 2017. She is an associate editor of *Journal of Applied Psychology* and serves on the editorial boards of several major management journals. She was named as a “Best Reviewer of the Year” by *Personnel Psychology* and a “Best 40 under 40 Professor” by *Poets and Quants*.



## **JONAS W. B. LANG, UNIVERSITY OF EXETER**

Dr. Lang’s research interests focus on multilevel models, item-response theory, adaptability, cognitive abilities, and motivation. His work has resulted in 65 peer-reviewed papers in various journals, including the *Journal of Applied Psychology*, *Personnel Psychology*, *Psychological Review*, and *Organizational Research Methods*. He received the 2011–2012 Innovation Award from the Work, Organizational and Business Psychology Division of the German Society of Psychology (DGPs). He was also author on papers that received the 2019 Jeanneret Award for Excellence in the Study of Individual or Group Assessment and the 2020 Hogan Award from SIOP. His work has been cited nearly 5,000 times, and he has an h-index of 27. He currently serves as an associate editor for the *Journal of Applied Psychology* (2020–present) and as the editor-in-chief for the *Journal of Personnel Psychology* (2020–). He previously was an associate editor for *Organizational Research Methods* (2017–2019).





## **ROBERT E. LEWIS, APTMETRICS**

Dr. Lewis has been involved in several high impact assessment programs in the federal sector and multinational organizations. He led the development of several leadership assessment programs and the development of numerous immersive and highly contextualized leadership assessment programs. These programs have won multiple Brandon Hall awards for unique design and organizational impact. He has communicated his knowledge and experience through various venues in the areas of talent management, leadership assessment, leader development, and identification of high potential. His critical review article on talent management that pushed for a more strategic, systems-oriented paradigm for this practice area has received 2,200 citations. Recently, he has pursued field research that tracks the success of leaders identified as high potential through multiple leadership transitions and assessment centers. He spent 11 years teaching I-O graduate students at the Seattle Pacific University and 12 years as a lecturer at the University of Washington-Bothell's MBA program. He served as inaugural chair of SIOP's Institutional Research Committee.



## **DONG LIU, GEORGIA INSTITUTE OF TECHNOLOGY**

Dr. Liu has earned a strong reputation for quantity and quality of his scholarship about event system theory, and employee proactive and counterproductive behaviors. His research has led to impactful publications in top psychology and management journals. As of February 2, 2023, his papers have received over 6,700 Google Scholar citations, with a significantly growing trajectory of annual citations. His findings were featured in many media outlets worldwide. He has received the Scholarly Achievement Award and Early Career Achievement Award from both SIOP and Academy of Management, the M. Scott Myers Award for Applied Research from SIOP, the Best Paper with International Implications Award from Academy of Management, the Undergrad Core Professor of the Year Award, the Evening MBA Core Professor of the Year Award, and the Evening MBA Elective Professor of the Year Award from the Georgia Institute of Technology. He earned early promotion to associate and full professor. He has served on many AOM and SIOP committees.



## **TONI LOCKLEAR, APTMETRICS**

Dr. Locklear serves as an expert witness and consultant to counsel in employment discrimination, harassment, and wage-hour cases for defendants and plaintiffs. She works with organizations to identify gaps between clients' current practices and best practices, and to help design and implement fair, valid, and legally defensible HR processes. Her work has supported legislation to limit the consideration of criminal history to crimes convictions that are job related and recent enough to be predictive of recidivist behavior in the workplace. Her publications and presentations cover job analysis, pay equity, criminal-history screening, AI-enhanced assessment technology, HR process audits, proactive monitoring of employment disparities, and the role of experts in litigation. She is a member of APA, SIOP, Society for Human Resource Management, and Georgia Association for I-O Psychology. She serves on the SIOP task force focused on establishing standards for the use of artificial intelligence based assessments and served as chair of the SIOP Zedeck-Jacobs Adverse Impact Reduction Research Grant subcommittee.



## **LORIN MUELLER, FEDERATION OF STATE BOARDS OF PHYSICAL THERAPY**

Dr. Mueller's ability to apply I-O knowledge and methods to unique applied research questions, all with broad impact across multiple organizations and I-O practitioners, stands out as exceptional. He is recognized as an expert in setting performance standards for occupational assessments and is regularly invited to speak on the topic, as well as on exam security and general testing and measurement issues. He has authored several notable articles and book chapters on standard setting, alternate assessments, and test security. His work on standard setting is cited in the most recent edition of SIOP's *Principles for the Validation and Use of Personnel Selection Procedures*. He has engaged in direct service to SIOP and other applied measurement communities. He has consistently shared his expertise through publications and conference presentations. He has served on the SIOP Visibility Committee, Workshop Committee, Awards Committee, Membership Criteria Task Force, and Electronic Communications Committee, and has chaired the External Relations Committee and Career Services Committee.



## **JENNIFER D. NAHRGANG, UNIVERSITY OF IOWA**

Dr. Nahrgang focuses on leadership, teams, and the future world of work. She has 26 publications, most of which appear in key applied psychology and management journals. Her work is cited over 4,200 times with an h-index of 17 on Web of Science and over 13,000 times with an h-index of 22 on Google Scholar. She has published several highly cited meta-analyses in leadership. One meta-analysis addressed a lack of theoretical integration in the leadership literature. This paper provided strong evidence that one of the best models for understanding leadership effectiveness is a model in which leader behaviors mediate the relationship between traits and leadership effectiveness. Her recent work focuses on side hustles and their impact on full-time work. Her scholarly reputation and her service to the discipline are best represented by her having been appointed a member of the editorial board of six top-tier outlets. She also served as associate editor of *Personnel Psychology*.

# Fellows



## **CHRISTOPHER NYE, MICHIGAN STATE UNIVERSITY**

Dr. Nye focuses on three areas: employee selection and assessment, quantitative research methods, and the influence of individual differences in the workplace. He has published 50 articles and 11 books or chapters, and received over \$1,000,000 in funding from federal funding agencies and private organizations. His work has been cited about 3,000 times and has an h index of 25. He received the Early Career Achievement Award from the Academy of Management Research Method Division, the Innovations in Assessment Award from the International Personnel Assessment Council, and SIOP's M. Scott Myers Award for Applied Research in the Workplace. He has held several research fellowships, including Consortium Research Fellow for the Defense Manpower Data Center, Senior Consortium Research Fellow for the U.S. Army Research Institute, and Class of 1967 Leadership Research Fellow at the U.S. Naval Academy. He is editor of the *International Journal of Testing*, associate editor of the *European Journal of Psychological Assessment*, and serves on six editorial boards.



## **DAVID OLIVER, PEPSICO FOODS NORTH AMERICA**

Dr. Oliver has published and presented in selection, assessment, development, surveys, and talent management. He leads a team of 100+ HR specialists at PepsiCo's 70,000 person, \$22-billion North America Foods business. His team includes a wide range of specialist functions with accountabilities for broad based development, high potential identification and development, DE&I, learning and development, frontline selection, talent analytics, and change management. He applies I-O principles with an end-user mindset to deliver high end programs and processes across a large company. He integrated a fragmented survey program so a single survey could be administered in 195 countries to 90,000 employees in 42 languages and provide the foundation for company-wide reporting. He aligned and simplified more than 40 performance management processes that have been used by more than 70,000 employees annually. He oversees a selection program that hires nearly 26,000 frontline employees. He is an active member of SIOP and The Dearborn Group, and served on the Mayflower Survey Consortium board.



## **DANIEL SACHAU, MINNESOTA STATE UNIVERSITY, MANKATO**

Dr. Sachau's key contribution to the I-O field is the education and development of master-level students. He cofounded the SIOP Master's Consortium, helped organize the 2008 SIOP conference theme track Preparing for the Future: A Critical and Constructive Look at I-O Education, served on the SIOP Education and Training Committee, assisted in the 2015 campaign to change SIOP bylaws so master's level practitioners could become full members, and served as a representative on the APA Master's Title and Scope Work Group. He co-developed the I-O Psychology Consulting Challenge case competition, which includes students from eight I-O master's programs and will be part of the 2023 SIOP Annual Conference. He received the 2010 SIOP Distinguished Teaching Contribution Award and is director of the Organizational Effectiveness Research Group, a campus-based I-O consulting practice that has served more than 100 clients. He and his students have presented at dozens of conferences and published 45 papers in numerous outlets.



## **VALERIE I. SESSA, MONTCLAIR STATE UNIVERSITY**

Prof. Sessa focuses on leadership development in college students; continuous learning at the individual, team, multiteam system and organizational levels; teams; and employee attitude constructs and measurement. Her books include *Executive Selection: Strategies for Success* (with Jodi Taylor); *Continuous Learning in Organizations: Individual, Group, and Organizational Perspectives* and *Work Group Learning* (with Manny London); *College Student Leadership Development*; and *Essentials of Job Attitudes and Other Workplace Psychological Constructs* (with Nathan A. Bowling). She has written 44 journal articles and book chapters. Her work has been cited 4,690 times and has an h-index of 24. She reviews for five journals and has been "Reviewer of the Year" at *Team Performance Management* and at *Small Group Research*. She has served on the SIOP Membership and Visibility committees and has been a participant in the SIOP program. In addition, she helped start up and led programs at CCL, NCIOP, and the undergraduate leadership development program and I-O master's and PhD programs at MSU.



## **LAUREN SIMON, UNIVERSITY OF ARKANSAS**

Dr. Simon focuses her research on individual and social factors that influence career success and foster inclusive workplaces, including individual differences, new employee onboarding and adjustment, and leadership. She has coauthored more than 30 publications and 40 conference presentations. Her work has appeared in prestigious academic journals, been featured in popular media outlets, and been cited over 3,000 times. She has received the Innovative Teaching Award from the Academy of Management's HR Division and the Remote/Hybrid Teaching Commendation as well as a Pandemic Teaching Innovation Grant from the University of Arkansas. She is associate editor for *Personnel Psychology*, serves on multiple editorial boards, and received the Best Editorial Board Reviewer Award in 2021 from the *Journal of Applied Psychology*. She is a former member of SIOP's Visibility Committee and served as webmaster for the Academy of Management's Careers Division. She was the Academy of Management HR Division's webmaster, receiving the David P. Lepak Service Award for her service.

# Fellows



## **MICHAEL C. STURMAN, RUTGERS UNIVERSITY**

Michael C. Sturman is a professor of Human Resource Management in Rutgers' School of Management and Labor Relations. His research focuses on the prediction of individual job performance over time and the influence of compensation systems. He also examines the use of HR Analytics and Metrics to improve HR decision making and the return on HR investments. Michael holds a PhD, MS, and BS from Cornell University's School of Industrial and Labor Relations, and he is a senior professional of human resources as certified by the Society for Human Resource Management. He teaches undergraduate, graduate, and executive courses on human resource management, HR analytics, compensation, and analytical methods. He is formerly an associate editor for the *Journal of Applied Psychology*, a former editor of the *Cornell Hospitality Quarterly*, and currently serves on the editorial boards of *Journal of Applied Psychology*, *Journal of Management*, and *Organizational Research Methods*.



## **JIAN-MIN SUN, RENMIN UNIVERSITY OF CHINA**

Dr. Sun is the founding chair of the Psychology Department at Renmin University of China, establishing accredited bachelors' and master's level Applied Psychology degree programs. His English language research has been cited more than 1,284 times, 4,759 times for his Chinese articles, and his books more than 36,600 times. He has authored or coauthored more than 27 books in Chinese and translated 25 English books into Chinese. One of his edited books, *Organizational Behavior*, has been designated as the key textbook for Chinese higher education. He developed and implemented dozens of training programs for more than 25,000 business leaders. He has been a senior management for more than 20 companies. He has won more than a dozen research grants, received SIOP's Scientist-Practitioner Presidential Recognition Award, and was the cowinner (with Wayne Cascio) of the Dave Ulrich Impact Award of the AOM. He is associate editor of two journals. He sits on six English and three Chinese journal editorial boards.

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