



SIO P[®]
Salutes

2026

Table of Contents

The Dunnette Prize.....	1
Distinguished Professional Practice Contributions Award.....	1
Distinguished Scientific Contributions Award	1
Distinguished Service Contributions Award.....	2
Distinguished Early Career Contributions Award - Practice	2
Distinguished Early Career Contributions Award - Science	2
Distinguished Teaching Contributions Award.....	2
SIOP Humanitarian Award.....	3
Wayne Cascio Scientist-Practitioner Award	3
Dr. Jo-Ida C. Hansen and Dr. John P. Campbell Career Achievement in Mentoring Award....	3
S. Rains Wallace Dissertation Award.....	4
William A. Owens Scholarly Achievement Award	4
M. Scott Myers Award for Applied Psychology in the Workplace	4
Raymond A. Katzell Public Impact Award	4
Joyce and Robert Hogan Award for Personality and Work Performance	4
Wiley Award for Excellence in Organizational Surveys.....	5
Jeanneret Award for Excellence in the Study of Individual or Group Assessment.....	5
Schmidt-Hunter Meta-Analysis Award.....	5
Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology	5
Douglas W. Bray and Ann Howard Research Grant.....	6
Hebl Grant for Reducing Gender Inequities in the Workplace.....	6
Graen Grant for Student Research on Leaders and Teams	6
Zedeck-Jacobs Opportunity Equity in Organizations Grant.....	6
SIOP International Research and Collaboration (IRC) Small Grant	6
James L. Outtz Research Grant for Inclusion, Belonging, & Fairness In The Workplace	6
SIOP Small Grant Program	6
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship	7
Lee Hakei Graduate Student Scholarship.....	7
Mary L. Tenopyr Graduate Student Scholarship	7
Benjamin Schneider Scholarship by Macey Fund.....	7
George C. Thornton, III Graduate Scholarship	7
Michael E. Moomaw Scholarship.....	7
Beth E. Buchanan Graduate Scholarship	7
Graduate Student Scholarships.....	7
LGBTQIA+ Trailblazer Award.....	8
Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award	8
SIOP Best International Paper Award	8
John C. Flanagan Award for Best Student Contribution at SIOP.....	8
Fellows	9
Award Reviewers.....	13

Distinguished Awards

THE DUNNETTE PRIZE: Camilla P. Benbow and David Lubinski, Vanderbilt University



Camilla Benbow, EdD, and David Lubinski, PhD, have tracked, recorded, analyzed, and modeled the real-world educational, occupational, and creative outcomes of three cohorts of intellectually talented 12-year-olds up to age 50 for 4 decades. Their five-cohort, longitudinal study, the Study of Mathematically Precocious Youth (SMPY), totals over 5,000 participants and is in its 54th year. Among their key findings, intellectually precocious students tend to do extremely well in life and make notable contributions to society, but those who are allowed to advance at their desired rate of learning and provided educational interventions that challenge them intellectually eventually achieve more professionally. They have also enriched the theory of work adjustment by assembling additional powerful psychological concepts

framed in a historical context. Putting their research into action, they have developed programs that serve intellectually talented youth at three different universities and consulted for many others worldwide. A recent study in *Gifted Child Quarterly* ranked Benbow and Lubinski as the world's top two researchers on mathematical precocity.

DISTINGUISHED PROFESSIONAL PRACTICE CONTRIBUTIONS AWARD: Suzanne Tsacoumis, HumRRO



Suzanne Tsacoumis, PhD, in her 35-plus year career, is clearly a leader in the advancement and development of employee selection programs and in advancing technology-driven assessments and simulations. She is widely recognized for the foundational work in the development of O*Net and the success of that resource. She has a large number of publications and presentations. In her senior leadership roles at HumRRO, she has hired and mentored many young I-O psychologists, many of whom have achieved significant success in their own right. She has served on several SIOP committees and in volunteer roles, and has worked on the American Psychological Association's task force to review the Standards for Educational and Psychological Testing. Her work focuses primarily on employee selection, job analysis, and competency modeling, with great depth and significant accomplishments in her areas of focus. Much of her work has occurred under the scrutiny of active litigation, requiring heightened awareness of the application of technical standards.

DISTINGUISHED PROFESSIONAL PRACTICE CONTRIBUTIONS AWARD: Elizabeth Kolmstetter, Cybersecurity and Infrastructure Security Agency (CISA), (Retired)



In senior-level positions over 30-plus years of federal service, Elizabeth Kolmstetter, PhD, has implemented innovative processes and programs across nine agencies, impacting thousands of employees. Her work cuts across many different areas of I-O psychology, including culture, leadership/individual development, DEI, employee engagement and retention, skills assessment, employee selection, and workforce analytics. In these implementations, she has established success measures and demonstrated the quantitative impact of her programs. Widely recognized for her work at the FBI, TSA, ODNI, CIA, USAID, NASA, and CISA, and with a significant number of publications, presentations, and agency testimonies, Dr. Kolmstetter's accomplishments are unprecedented in many regards. She is a SIOP Fellow and NAPA Fellow and has received the Presidential Rank Award, the National Intelligence Superior Service Medal, and NASA's Outstanding Leadership Medal. She serves on the Board of Trustees at Hollins University and on various SIOP committees, is a former president of the Personnel Testing Council of Metropolitan Washington, and participates in national boards and volunteer activities. She was recently named to the APA Services Advocacy Coordinating Committee, which guides APA's advocacy priorities.

DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD: Paul Spector, University of South Florida



With an H index of 141, more than 131,000 citations, and 50 years in the field, Paul Spector, PhD, has set the standard for scientific contribution to the field, with high-impact contributions in several core I-O psychology content and methodological areas, including occupational health, employee well-being, counterproductive work behavior (CWB), control variables, and common method variance. He has helped multiple other scientists establish their work, and his work has been cited by others as the cornerstone for their own work. He has continued his research and practice contributions after retiring from his full-time position as an I-O faculty member at the University of South Florida with part-time teaching of executive doctoral students and consulting with Tampa General Hospital.

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

Distinguished Awards

DISTINGUISHED SERVICE CONTRIBUTIONS AWARD: Fred Oswald, University of California, Irvine



Fred Oswald, PhD, has engaged in a significant amount of service for SIOOP for more than 30 years, including roles as president, Executive Board member, and scientific affairs officer. He just served 6 years as chair of the Board on Human-Systems Integration (BOHSI) at the National Academies and served as a member of the National Artificial Intelligence Advisory Committee (NAIAC), which advised the Biden Administration. He has received grant funding from the National Science Foundation and other agencies for his research, which addresses the nature and impact of AI and machine learning on workers, organizations, and the workforce. Among his many editorial roles, he is the current editor in chief of the APA journal *Psychological Methods* and a recent associate editor of *Journal of Applied Psychology*. At APA, he was the chair of the Board of Scientific Affairs and chair of the Committee on Psychological Tests and Assessment. His work has appeared in more than 150 publications and has been cited more than 26,000 times. He is a Fellow of SIOOP, the Association for Psychological Science (APS), and APA.

DISTINGUISHED SERVICE CONTRIBUTIONS AWARD: Steve Kozlowski, University of South Florida



Dr. Steve Kozlowski has exhibited a remarkable commitment to service across many different levels, and his contributions to I-O psychology are vast. He has close to 40 years of service to SIOOP, holding many important roles, including president, Executive Board member, and portfolio officer. His research has generated over \$14.5M in funds and is, or has been, supported by the Agency for Health Research and Quality (AHRQ), the Air Force Office of Scientific Research (AFOSR), the Army Research Institute for the Behavioral and Social Sciences (ARI), the National Aeronautics and Space Administration (NASA), the National Science Foundation (NSF), and the Office of Naval Research (ONR), among others. He has produced more than 500 articles, books, chapters, reports, and presentations, and his work has been cited more than 50,000 times, ranking him among the top 2% of all scientists in the world. He holds several editorial positions and is a Fellow of the Academy of Management, the American Psychological Association, the Association for Psychological Science, the International Association of Applied Psychology, and SIOOP.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE: Genevieve Ainslie, HumRRO



Dr. Genevieve Ainslie exemplifies the scientist-practitioner model, specializing in design, implementation, and optimization of large-scale, high-stakes testing programs and selection systems. As a principal scientist at HumRRO, her portfolio includes leading development and implementation of a nationally administered medical school admissions test that evaluates interpersonal and professional competencies, leading psychometric work on a top international professional certification exam in the human resources field, and helping several federal agencies modernize their selection and promotion systems. Nominators say Dr. Ainslie has “that rare combination of analytic ability and interpersonal skills that enable her to both engage clients in problem solving and to work with highly technical data scientists.” She has written 13 book chapters and refereed journal articles, authored more than 50 technical reports, and made 22 presentations at the SIOOP Annual Conference and other venues. She served on numerous SIOOP committees and was an adjunct professor at Georgetown University. Dr. Ainslie graduated with a PhD from the University of Oklahoma.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—SCIENCE: Danielle King, Rice University



Danielle King, PhD, makes unique and significant contributions to the study of resilience at work, and specifically to understanding the resilience of underrepresented individuals. Her work at the intersection of resilience and identity earned her the 2023 editor’s choice paper in *Journal of Applied Psychology*. At Michigan State University she was awarded the prestigious University Fellowship, a 3-year National Science Foundation fellowship, the Kings-Chavez-Parks Fellowship, and an NSF EAPSI award. She is the founder and principal investigator of the WorKing Resilience Research Laboratory at Rice University, in addition to teaching graduate-level seminars on work motivation and leadership. Dr. King is a strong research mentor to others and has an impact on participation in research of future generations, particularly of African American women. She has been a member of multiple SIOOP committees, including chairing a subcommittee. She has won both the Association for Psychological Science Rising Star Award and the American Psychological Association Early Career Award, and while at Rice University, she earned a 5-year prestigious NSF CAREER Award, the Provost Outstanding Early Career Award, and the Dean’s Distinguished Research Award.

Star Award and the American Psychological Association Early Career Award, and while at Rice University, she earned a 5-year prestigious NSF CAREER Award, the Provost Outstanding Early Career Award, and the Dean’s Distinguished Research Award.

DISTINGUISHED TEACHING CONTRIBUTIONS AWARD: Joel Lefkowitz, The Graduate Center & Baruch College, CUNY



Joel Lefkowitz, PhD, was instrumental in starting the doctoral program in I-O psychology at City University of New York (CUNY) at Baruch College in 1982. He was head of the program until he retired from full-time teaching in 2009. He developed and taught numerous undergraduate, master’s, and doctoral courses in I-O psychology, covering a range of topics across the field but all highly focused on the practical and ethical application of I-O psychology. A practitioner and an academic, he consistently emphasized the importance of examining the values that guide I-O psychology work and the potential impacts of practice on individuals and society. The Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology, a result of his generosity and others inspired by his leadership, recognizes early-career faculty who have produced research or applied projects that significantly advance the rights and well-being of workers. In addition to teaching, he is a prolific author and a Fellow of SIOOP, the American Psychological Association, and The Association for Psychological Science.

Distinguished Awards

SIOP HUMANITARIAN AWARD: Eden King, Rice University



Dr. Eden King, through her rigorous and relevant work, investigates socially important topics like healthcare, work-family issues, gender disparity, and stereotyping. The scope of her research in this area is particularly impressive given the breadth of traditionally marginalized groups she has researched, ranging from the LGBTQ+ community to mothers in the workplace, and focusing on humanitarian outcomes such as well-being. Her research also incorporates strategies for both researchers and practitioners in academic and popular press sources. She is contributing to the future of the field through teaching; her record of training doctoral students is especially noteworthy, and she has expended considerable effort in training the next generation of I-O psychology scholars to have her same prosocial, humanitarian focus. Dr. King has made significant contributions to the profession through participation in professional societies such as SIOP, especially during the COVID-19 crisis, and serving on multiple editorial boards.

SIOP HUMANITARIAN AWARD: Jürgen Deller, Leuphana University Lueneburg



Dr. Jürgen Deller's humanitarian contributions have international impact, influencing international standards and supporting refugee employment. He has researched the social issues of the aging workforce and the European refugee crises of the 2010s, with works that are rigorous and practically relevant. He has developed instruments that can be deployed to facilitate care and support for marginalized individuals, and his work contributes directly to improving the efficacy of government agencies and nongovernmental organizations (NGOs) across multiple countries. His impact on making organizations better social citizens is evident through his development of the Later Life Workplace Index (LLWI) and its attendant global influence. That impact is also shown on the creation of ISO 25550, an international standard on age inclusivity. His emphasis on the aging workforce represents a humanitarian focus, and his attention to Europe's refugee crisis shows how I-O psychology can address critical social issues. He contributes to the field through teaching, presentation, professional society participation, grant evaluations, and editorial board service.

WAYNE CASCIO SCIENTIST–PRACTITIONER AWARD: David Dorsey, HumRRO



David Dorsey, PhD, has made a truly global impact through his work with the Organisation for Economic Co-operation and Development and the International Labour Organization. His research spans the application of computer modeling and computer science to domains such as decision-making, knowledge structures, and team performance. Over time, this work has evolved into pioneering applications of artificial intelligence and natural language processing for assessing human traits, skills, and abilities. He instigated and oversaw HumRRO's development of a generative AI capability designed to safeguard clients' sensitive data, ensuring it is not exposed to the public or to other clients. He has advised federal agencies and major private-sector organizations on the responsible and effective integration of generative AI into human capital processes. In parallel, he has contributed to advancing both the science and practice of workforce development, particularly in efforts to upskill and expand the analyst and cybersecurity workforce across the federal government, including work supporting the

National Security Agency.

DR. JO-IDA C. HANSEN AND DR. JOHN P. CAMPBELL CAREER ACHIEVEMENT IN MENTORING AWARD: Lillian Eby, University of Georgia



Dr. Lillian Eby's record has significant individual mentoring impact but also shows systematic efforts to mentor people and provide opportunities to get involved in the field. She has chaired 22 dissertations and 22 master's theses; directed an institute where she mentored junior faculty; and oversaw a large undergraduate research lab. She has involved her students in grant funding and created numerous assistantship assistance and internship programs for doctoral students. She started an editorial fellowship mentoring program as editor-in-chief at *Journal of Applied Psychology* as well as a formal mentoring program for faculty across four Georgia universities. Dr. Eby is also a mentoring scholar, publishing three books and countless journal articles, given numerous presentations and keynotes at conferences, and is a Fellow of SIOP, the American Psychological Association, The Association for Psychological Science and the Academy of Management. Her many awards include the Southeastern Conference (SEC) Faculty Achievement Award, William A. Owens Creative Research Award, and the Creative Research Medal at the University of Georgia, all for her research on mentoring.

Achievement and Best Paper Awards

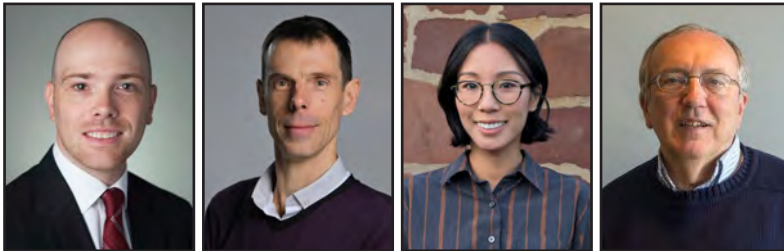


S. RAINS WALLACE DISSERTATION AWARD
Steven Zhou, Claremont McKenna College
 (dissertation completed at George Mason University)
 The Dark Side of Shared Leadership: An Application of Agent-Based Modeling Based on Lab Experiment Data



S. RAINS WALLACE DISSERTATION AWARD HONORABLE MENTION
Nicholas J. Haynes
University of Georgia
 #RiseAndGrind: Impact of Overwork Climate and Stressor Appraisal Configurations on Changes in Workaholism, Well-Being, and Organizational Outcomes

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD



Christopher M. Berry, Indiana University;
Filip Lievens, Singapore Management University;
Charlene Zhang, Amazon; &
Paul R. Sackett, University of Minnesota
 Insights from an updated personnel selection meta-analytic matrix: Revisiting general mental ability tests' role in the validity–diversity trade-off. *Journal of Applied Psychology, 109(10), 1611–1634.*

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD HONORABLE MENTION

Piers Steel, University of Calgary, & Hadi Fariborzi, Mount Royal University
 A longitudinal meta-analysis of range restriction estimates and general mental ability validity coefficients: Better addressing overcorrection amid decline effects. *Journal of Applied Psychology, 109(12), 1901–1920.*



M. SCOTT MYERS AWARD FOR APPLIED PSYCHOLOGY IN THE WORKPLACE

Nivedita Prabhu, Amazon;
Dawn Sepehr, Amazon;
John Steele, Target;
Joy Oliver, HumRRO; &
Anthony Boyce, Amazon
 Amazon's Job Profile Library (JPL) Research Program

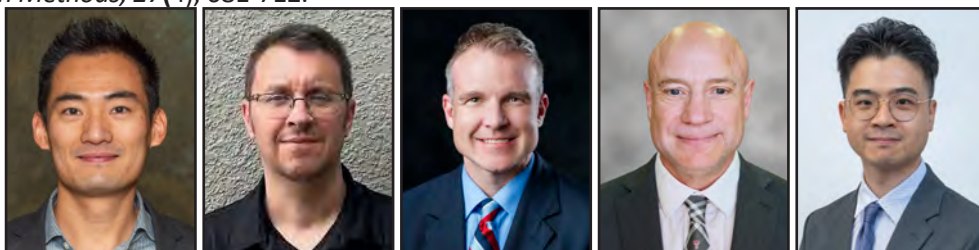


RAYMOND A. KATZELL PUBLIC IMPACT AWARD

Connie Wanberg, University of Minnesota
 For decades of conceptualization, rigorous research, and translation into practical impact through partnership with government and nonprofit organizations. She is an excellent example of an I-O using solid academic research to have an impact on how people live their lives.

JOYCE AND ROBERT HOGAN AWARD FOR PERSONALITY AND WORK PERFORMANCE

Jason L. Huang, Michigan State University; Nathan A. Bowling, University of Central Florida; Benjamin D. McLarty, Rowan University; Donald H. Kluemper, Texas Tech University; & Zhonghao Wang, University of Houston-Downtown
 Confounding effects of insufficient effort responding across survey sources: The case of personality predicting performance. *Organizational Research Methods, 27(4), 681-712.*



Achievement and Best Paper Awards

WILEY AWARD FOR EXCELLENCE IN ORGANIZATIONAL SURVEYS

Kyle Lundby, Global Aspect Human Capital, & Kristofer Fenlason, Retired
The ZAM Initiative - (Zoos, Aquariums and Museums) Engagement Survey Initiative



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

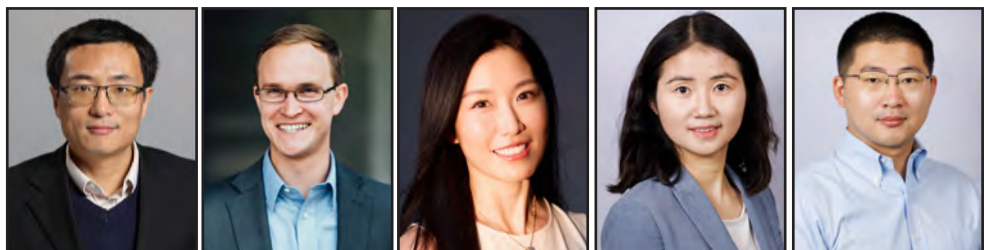
Nick Koenig, Modern Hire; Scott Tonidandel, University of North Carolina at Charlotte; Isaac Thompson, Modern Hire; Betsy Albritton, University of North Carolina at Charlotte; Farshad Koohifar, Modern Hire; Georgi Yankov, Development Dimensions International (DDI); Andrew Speer, Indiana University; Jay Hardy, Oregon State University; Carter Gibson, Modern Hire; Chris Frost, Modern Hire; Mengqiao (MQ) Liu, Amazon; Denver McNeney, Amazon; John Capman, Amazon; Shane Lowery (not pictured), Amazon; Matthew Kitching, Amazon; Anjali Nimbkar, Amazon; Anthony Boyce, Amazon; Tianjun Sun, Kansas State University; Feng Guo, University of Tennessee at Chattanooga; Hanyi Min, Pennsylvania State University; Bo Zhang, University of Illinois Urbana-Champaign; Logan Lebanoff, Soar Technology, Inc.; Henry Phillips, Soar Technology, Inc; & Charles Newton, Soar Technology, Inc.

Improving measurement and prediction in personnel selection through the application of machine learning.
Personnel Psychology, 76(4), 1061-1123.



SCHMIDT-HUNTER META-ANALYSIS AWARD

Songqi Liu, Georgia State University;
Daniel Watts, Georgia State University;
Jie Feng, Rutgers University;
Ying Wu, University of Illinois Chicago; & Jingfeng Yin, Hong Kong Polytechnic University
Unpacking the effects of socialization programs on newcomer retention: A meta-analytic review of field experiments. *Psychological Bulletin*, 150(1), 1-26.



JOEL LEFKOWITZ EARLY CAREER AWARD FOR HUMANISTIC INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

Keaton Fletcher
Colorado State University

For work on topics that advance the cause of worker dignity, economic and social justice, promoting the organization's contribution to the common good, or otherwise illustrates a noteworthy humanistic perspective in the workplace. the advancement of workplace equity

Research Grants

DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT



Mark Frame & Claire Samuels, Middle Tennessee State University
Examining the Criterion Validity of Supervisory Leadership Inbox and SJT Assessments

HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE

Hillary Keltner Florida State University
More Than a Phase: Unpacking the Hidden Costs of Menopause-Work Conflict on Women's Job Performance



GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS
Xing Wang University of Illinois Chicago
The Double-Edged Sword of Leader Help-Seeking From Followers: Examining Its Energizing and Depleting Effects on Employee Performance

ZEDECK-JACOBS OPPORTUNITY EQUITY IN ORGANIZATIONS GRANT

Rachel Xia Curtin University
Leveller or Amplifier? Investigating Generative AI Use and Socioeconomic Inequity in Hiring



SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT

Didar Zeytun, Pennsylvania State University; Bonnie Hayden Cheng, City University of Hong Kong; Jette Völker, University of Mannheim; Anna Carmella Ocampo, Australian National University; & Alicia Grandey, Pennsylvania State University
A Cross-Cultural Perspective on Recovery Processes:

Investigating the Effectiveness of Psychological Detachment and the Role of Guilt and Shame Across Different Cultures



JAMES L. OUTTZ RESEARCH GRANT FOR INCLUSION, BELONGING, & FAIRNESS IN THE WORKPLACE

Arturia Melson-Silimon, Ashley Shew, Charles Calderwood, & Jessica A. Gass, Virginia Tech



SMALL GRANT PROGRAM

Wendy Casper, University of Texas at Arlington; Julie Wayne, Wake Forest University; Lillian Eby, University of Georgia; Jocelyn Baker, University of Georgia; & Katherine Facticeau, University of Georgia

Balancing Life Strategies for Success (BLISS)



Research Grants

SMALL GRANT PROGRAM

Ning Hsu, Virginia Tech; Louis Hickman, Virginia Tech;
Dave Mayers, Knockri; & A.K. Ward, Virginia Tech
Things Versus People: Exploring the Psychological



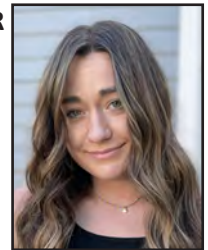
Joshua Prasad, Colorado State University, & Colin Willis, HireVue, Inc.
Enhancing Asynchronous Video Interviews

Fellowship & Scholarships



LESLIE W. JOYCE AND PAUL W. THAYER
GRADUATE FELLOWSHIP
Anthony Greco
University of Minnesota

LESLIE W. JOYCE AND PAUL W. THAYER
GRADUATE FELLOWSHIP
Jordan Zahora
Rutgers University



LEE HAKEL GRADUATE STUDENT
SCHOLARSHIP
Karyssa Courey
Rice University

MARY L. TENOPYR GRADUATE
STUDENT SCHOLARSHIP
Hsuan-Che (Brad) Huang
University of British Columbia



IRWIN GOLDSTEIN SCHOLARSHIP
BY THE MACEY FUND
Makai Ruffin
Rice University

GEORGE C. THORNTON, III
GRADUATE SCHOLARSHIP
Joseph Stewart
University of Oklahoma



MICHAEL E. MOOMAW
SCHOLARSHIP
Elaine Atay
University of Calgary

BETH E. BUCHANAN
GRADUATE SCHOLARSHIP
Kristen Jaramillo
University of Houston



SIOP GRADUATE STUDENT SCHOLARSHIPS



Nidhal Mazza
Texas A&M University

Kristen Egger
University of Georgia



Conference Awards



LGBTQIA+ TRAILBLAZER AWARD

Brian Roote
Kraft Heinz

Dr. Brian Roote has made significant, lasting contributions to advancing LGBTQIA+ equity in the workplace. As Chair of the SIOP LGBTQIA+ Committee, he led the creation and successful adoption of SIOP's first policy statement supporting LGBTQIA+ employee rights—an effort that required years of research, coalition-building, and strategic advocacy during a time of limited federal protections. His work helped position SIOP as a voice in workplace equity and influenced its later policy engagement. Beyond SIOP, Dr. Roote has driven impactful organizational change, including leading LGBTQ+ inclusion initiatives at Regeneron that contributed to a top Corporate Equality Index score, and supporting employee resource groups and DEI mentoring at Ernst & Young. Across his career, he has combined research, leadership, and practical action to foster inclusive environments where LGBTQIA+ professionals can thrive.



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

Lindsay Dhanani, Rutgers University;
David Arena, University of Texas at Arlington;
& Matthew LaPalme, Amazon

Controllability as a Barrier to Deontic Responses on Behalf of LGBT Employees



SIOP BEST INTERNATIONAL PAPER AWARD

Artemii Udovenko
University of Memphis

When Understanding Isn't Enough: Accent Bias and the Competence Penalty in Hiring



JOHN C. FLANAGAN AWARD FOR BEST STUDENT PRESENTATION AT THE SIOP CONFERENCE

Siqi He
University of Iowa

How Employees Respond to Daily Restrictions in Remote Work Intensity"



Support the SIOP Foundation and the SIOP Awards



www.siop.org/foundation/how-to-give/donate-now/

Fellows



Kimberly Adams, Human Resources Research Organization (HumRRO)

Dr. Kimberly Adams is widely recognized for advancing high-impact testing solutions that shape real-world selection and certification outcomes. A model scientist–practitioner, she oversees the design, validation, and modernization of large-scale assessment programs at HumRRO. Dr. Adams has led initiatives to modernize the Armed Services Vocational Aptitude Battery (ASVAB), conducting stakeholder research, applying synthetic validation to meet computational thinking mandates, and developing roadmaps that guide next-generation testing. She partnered with the Association of American Medical Colleges to launch the Professional Readiness Exam and, earlier in her career, contributed to the development of two new SHRM certifications—credentials that have shaped the careers of hundreds of thousands of HR professionals worldwide. Beyond her technical impact, Dr. Adams has mentored more than 50 early-career I-O psychologists and volunteered sustained service to SIOP, including leadership of practitioner resources, editorial contributions, and award committee work. Her career exemplifies the power of translating rigorous science into enduring professional impact.



Shawn Burke, University of Central Florida

Dr. Shawn Burke is research professor at the Institute for Simulation and Training at the University of Central Florida. She earned her PhD from George Mason University and is internationally recognized for her influential research on team effectiveness, adaptation, leadership, and resilience. Her landmark 2006 model of team adaptation in the *Journal of Applied Psychology* has become foundational, with more than 1,300 citations, and her meta-analysis of leadership in teams in *The Leadership Quarterly* continues to shape scholarship across disciplines. Dr. Burke has authored 57 peer-reviewed journal articles, 55 book chapters, and three edited volumes. With an h-index of 54, her work demonstrates exceptional and sustained impact. Beyond academia, her research has been translated into tools and practices used by military units, healthcare teams, and spaceflight crews. Through more than 2 decades of scholarship, funding, and mentorship, Dr. Burke exemplifies the scientist–practitioner model and has strengthened both the science and application of team performance.



Gena Cox, Feels Human, LLC

Dr. Gena Cox, CEO of Feels Human, LLC is a contributor to *Forbes*, *Fast Company*, and *Harvard Business Review*. She holds a PhD from the University of South Florida and is widely recognized for her impact as an advisor to business leaders. Creator of the Respect Ethos™ framework, Dr. Cox authored the award-winning book *Leading Inclusion: Drive Change Your Employees Can See and Feel* (2022), which received a Library Journal Starred Review and the Foreword Indies Gold Award for Business & Economics. Her work has driven measurable organizational impact, including significant reductions in turnover, sustained engagement gains, and long-term culture transformation in healthcare and global financial services organizations. Named a Thinkers50 Global Top 50 Coach (2024), she has coached more than 175 senior leaders, many of whom have advanced to C-suite roles. An active leader in SIOP and the American Psychological Association, Dr. Cox bridges I-O psychology science and practice, extending the field’s reach into boardrooms, classrooms, and public discourse.



Jerilyn Hayward, Otsuka Pharmaceutical Companies

Dr. Jerilyn Hayward is director of Selection, Assessment & Performance Management at Otsuka Pharmaceutical Companies. She earned her PhD from The University of Akron and is widely recognized for her exceptional service to the profession. Through more than 2 decades of volunteer leadership, Dr. Hayward has strengthened SIOP through influential roles on the Professional Practice, Career and Professional Development for Practitioners, and Workshops and Learning Programs committees, often serving as chair. Her leadership helped launch and strengthen enduring initiatives such as Speed Benchmarking, Speed Mentoring, Mentoring, and Advanced Professional Development programs that continue to benefit members. Beyond SIOP, she was a founding board member of the Memphis Area I-O Professional Group and has mentored many I-O students who now contribute broadly to the field. Throughout her corporate career, including program leadership roles at FedEx, ServiceMaster, and Otsuka, she has translated I-O psychology science into practices that enhance organizational effectiveness and employee experience at scale.



Rick Hense, Bank of America

Dr. Rick Hense is senior vice president of Talent Selection and Assessment at Bank of America. He earned his PhD from the University of South Florida and is widely recognized for delivering measurable impact through evidence-based hiring systems. At Bank of America, Dr. Hense has led enterprise assessment strategies across all lines of business, implementing programs that reduced turnover by half, saved millions of dollars, and strengthened workforce readiness. His Teller Readiness Assessment and broader selection strategies have received external recognition. Known for his disciplined focus on validation and practical implementation of new selection technologies, he continuously evaluates outcomes and refines systems to ensure lasting value. Dr. Hense has also demonstrated sustained commitment to SIOP through long-standing conference review service, committee leadership, and mentoring initiatives. Within his organization, and as president of the Tampa Bay I/O Network, he built communities of I-O psychologists, elevating the profession's visibility while supporting the development of early-career practitioners.



Ted Kinney, Talogy

Dr. Ted Kinney is the chief scientist at Talogy and earned his PhD from The Pennsylvania State University. A distinguished leader in practice, he has guided scientific teams in delivering evidence-based talent solutions while pioneering the integration of new technologies now used to assess millions of individuals worldwide. Dr. Kinney has partnered with major organizations to build high-impact systems, including tech-enabled assessment solutions and executive assessment programs. Under his leadership, his teams and his clients have been recognized with the SIOP/SHRM HR Management Impact Award and the M. Scott Myers Award for Applied Psychology in the Workplace. His work has also contributed to national recognition from the Brandon Hall Group for excellence in talent management. A visible ambassador for the profession, Dr. Kinney has delivered nearly 70 presentations across SIOP conferences. Widely regarded as a model practitioner, he is celebrated for advancing rigorous science, client value, and the reputation of industrial and organizational psychology in the marketplace.



Lauren Blackwell Landon, KBR, Inc. at NASA Johnson Space Center

Dr. Lauren Blackwell Landon is the team risk discipline scientist at NASA Johnson Space Center (KBR contract). Integrating I-O science into the research and operational fabric of spaceflight, she was instrumental in embedding evidence-based principles of team dynamics and performance within the astronaut corps and Mission Control. She is co-editor of *Psychology and Human Performance in Space Programs*, a foundational resource for work in aerospace and extreme environments. Her scholarship includes more than 25 refereed publications, over 45 technical reports, and extensive presentations advancing understanding of teamwork in extreme contexts. A member of NASA's Behavioral Health & Performance Lab, she has worked on projects funded by the U.S. Army, Navy, DARPA, FAA, the Department of Energy, and the NSF. She serves on the NASA Astronaut Selection Team and is a certified instructor for Space Flight Resource Management. She received the prestigious NASA Silver Snoopy Award, the astronaut corps' recognition of employees demonstrating exceptional contributions to flight safety and mission success.



Songqi Liu, Georgia State University

Dr. Songqi Liu is professor of Management at Georgia State University and earned his PhD from the University of Maryland. A leading organizational science scholar, his research has been cited more than 2,100 times in Web of Science and 4,600 times in Google Scholar, with six publications surpassing 100 citations in Web of Science—an achievement attained by fewer than 1% of articles. He has published in premier journals, including the *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Psychological Bulletin*. He serves as program director for the Science of Organizations program at the NSF, shaping the direction of federally funded research in the social and behavioral sciences. His honors include the William A. Owens Scholarly Achievement Award, the Schmidt-Hunter Meta Analysis Award, and *Personnel Psychology's* Best Article Award. He serves in editorial and professional leadership roles, including associate editor of the *Academy of Management Journal* and past leadership positions within SIOP and the Academy of Management.

Fellows



YoungAh Park, University of Illinois at Urbana-Champaign

Dr. Park is Associate Professor and Dean's Faculty Research Fellow in the School of Labor and Employment Relations at the University of Illinois Urbana-Champaign. Her work advances actionable knowledge for building human-sustainable organizations, with research focusing on recovery from work stress, the work-life interface and work-home boundaries, and workplace mistreatment. Her scholarship has been widely published in leading applied psychology and management journals, garnering more than 3,500 citations and coverage in numerous media outlets, reflecting sustained impact in the field. Dr. Park provides significant editorial leadership as an associate editor at the *Journal of Occupational Health Psychology* and as a board member for several major journals; she is also a recipient of the *Journal of Applied Psychology's* Decade Best Reviewer Award. In addition, she actively serves the profession through SIOP committees that support scholarships, grants, travel awards, and member engagement.



Peter J. Reiley, Leadership Arts & Sciences

Dr. Peter Reiley is the founder and principal consultant of Leadership Arts & Sciences. His work has shaped evidence-based leadership practices and developed thousands of leaders across *Fortune* 500 companies and government agencies. He also serves as a Senior Fellow at the University of South Florida's Global and National Security Institute and teaches in Penn State's Psychology of Leadership graduate program. A retired Air Force lieutenant colonel, he cofounded a national nonprofit that advanced veteran workforce research and informed employer hiring and support programs, serving 8 years as vice chairman of the Board. He was a founding member of SIOP's Military and Veterans Initiative Task Force and has served on eight committees. A Fellow of the American Psychological Association and the Society for Military Psychology, he received SIOP's Distinguished Early Career Contributions-Practice Award, Division 19's Charles S. Gersoni Military Psychology Award, and the U.S. Air Force Academy's Outstanding Academy Educator Award, its highest honor for research, teaching, and service.



Christian Resick, Drexel University

Dr. Christian Resick is professor and the J. Donald Rauth Term Chair in Management at Drexel University, an affiliated faculty member of the Firefighter Injury Research and Safety Trends (FIRST) Center in the Dornsife School of Public Health, and earned his PhD from Wayne State University. His research advances the science of leadership, teamwork, and organizational culture and climate. He has published 34 peer-reviewed articles in premier journals, including the *Journal of Applied Psychology*, *the Academy of Management Journal*, and *The Leadership Quarterly*. His work has been cited more than 8,500 times and reflects broad influence across I-O psychology and management. Through the FIRST Center, Dr. Resick has led initiatives improving the safety and well-being of firefighters and EMS responders nationwide. His contributions to safety climate assessment and training are widely implemented across U.S. fire departments and supported by substantial external funding. He served as editor-in-chief of the *Journal of Organizational Behavior*, providing international leadership in research dissemination and development.



Chet Robie, Wilfrid Laurier University

Dr. Chet Robie is professor of Organizational Behaviour and Human Resource Management at the Lazaridis School of Business and Economics, Wilfrid Laurier University. He earned his PhD from Bowling Green State University and is internationally regarded as a leading authority on personality assessment, response distortion, and generalizability theory. Dr. Robie has authored more than 80 peer-reviewed articles, many appearing in premier journals such as the *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Research Methods*, and *the International Journal of Selection and Assessment*. With more than 8,000 citations, his scholarship reflects both depth and sustained influence. He has also provided extensive editorial leadership across multiple journals. A committed scientist-practitioner, Dr. Robie collaborates with government agencies, multinational corporations, and assessment vendors to ensure selection systems are valid, fair, and legally defensible. Supported by substantial external funding, his work consistently bridges theory and application while advancing professional service within SIOP.



Jeffrey Saltzman, OrgVitality

Mr. Jeffrey Saltzman is CEO and founder of OrgVitality and earned his MA the University of Akron. A highly respected leader in practice, he has held executive roles across nearly four decades in major consulting organizations, including Sirota and Kenexa, before founding OrgVitality in 2009. Under his leadership, the firm has become a prominent voice in employee listening and experience, noted for advancing evidence-based methods and openly sharing innovations with the profession.

Mr. Saltzman's work has influenced millions of employees across a vast range of organizations. Widely regarded as an authority on employee surveys, he has authored numerous articles and co-authored *Creating the Vital Organization*, offering a pragmatic framework linking organizational diagnostics to strategic performance and long-term success. Committed to service, he has supported nonprofits and non-governmental organizations (NGOs) through reduced-fee and pro bono work and has co-sponsored Psychology Day at the United Nations, promoting psychology's role in advancing global development.



Charles Scherbaum, Baruch College, City University of New York

Dr. Charles A. Scherbaum is Professor of Industrial-Organizational Psychology at Baruch College, City University of New York. He earned his PhD from Ohio University and is internationally recognized for advancing the science and practice of personnel selection, development, and performance management. Dr. Scherbaum's research on cognitive ability testing and strategies to support validity while reducing subgroup differences has received major honors, including multiple M. Scott Myers Award for Applied Psychology in the Workplace from SIOP and repeated Innovations in Assessment Awards from the International Personnel Assessment Council. His work has attracted more than one million dollars in competitive funding. A trusted expert, Dr. Scherbaum advises the U.S. Department of Justice, the EEOC, and civil rights organizations and has served as an expert witness in numerous employment discrimination cases and consent decrees. He contributes extensive editorial and professional leadership, serving on leading journal boards and in governance roles within SIOP and regional professional associations.

He contributes extensive editorial and professional leadership, serving on leading journal boards and in governance roles within SIOP and regional professional associations.



Winny Shen, York University

Dr. Winny Shen is associate professor of Organizational Studies at York University and earned her PhD from the University of Minnesota. A distinguished scholar, she has authored 64 peer-reviewed publications, a book, 10 book chapters, and numerous technical reports. Her work appears in leading journals, including the *Journal of Applied Psychology*, *Leadership Quarterly*, and the *Annual Review of Organizational Psychology and Organizational Behavior*. Recognized for research excellence, she has received the André Büssing Memorial Prize, the 2025 Mid-Career Standout Scholar Award from the Network of Leadership Scholars, and Fellow status in the Canadian Psychological Association. With over 6,500 citations and an h-index of 33, her impact exceeds normative benchmarks for her rank. Dr. Shen has secured competitive national funding, served as associate editor of the *Journal of Occupational Health Psychology* and *Journal of Business and Psychology*, and is currently an associate editor at *Personnel Psychology*.

Dr. Shen has secured competitive national funding, served as associate editor of the *Journal of Occupational Health Psychology* and *Journal of Business and Psychology*, and is currently an associate editor at *Personnel Psychology*.

SIOP and the SIOP Foundation thank all the Awards reviewers who volunteered to help choose the 2026 winners

Paul Agnello	Michael Ford	Szu-Han (Joanna) Lin	Emily Rosado-Solomon
Anne-Grit Albrecht	J. Kevin Ford	Cong Liu	Christopher Rosen
Tammy Allen	Kimberly French	Yihao Liu	Christopher Rotolo
Valeria Alterman	Sherry (Qiang) Fu	Haiyang Liu	Deborah Rupp
Daniela Andrei	Chak Fu Lam	Mark LoVerde	Ann Marie Ryan
John Arnold	Allison Gabriel	Randall Lucius	Paul Sackett
Sean Baldwin	Mia Gadles	Jorge Lumbreras	Rachel Saef
Christopher Barnes	Danielle Gardner	Rebecca MacGowan	Christina Sarabia
Janet Barnes-Farrell	Cari Gardner	Daniel Maday	Christine Scheu
Clare Barratt	Stephen Gilliland	Catherine Maraist	John Scott
Andrea Bazzoli	Anna Godollei	Shannon Marlow	Jerry Seibert
Wendy Bedwell-Torres	Recia Gomez	Meisha-Ann Martin	Yiduo Shao
Andrew Bennett	C. Allen Gorman	Michelle Martin-Raugh	Kristen Shockley
Mindy Bergman	Lindsey Greco	Fadel Matta	Daniel Shore
Tiffany Bisbey	Rebecca Grossman	Russell Matthews	Elisabeth Silver
Kristen Black	Angela Grotto	Joseph Mazzola	Lauren Simon
Shannon Bonner	Alexis Hanna	Samuel McAbee	Evan Sinar
Artemis Boulamatsi	Alexandra Harris-Watson	Jenna McChesney	Claire Smith
Anthony Boyce	Sandra Hartog	Jeffrey McHenry	Yifan Song
Amy Bray	Theodore Hayes	Ishbel McWha-Hermann	Q. Chelsea Song
Joshua Brenner	Yaqing He	Alan Mead	Richelle Southwick
C. Shawn Burke	Rick Hense	Emily Medvin	Laura Steighner
Vanessa Burke	Andrea Hetrick	Brittany Mercado	Maura Stevenson
Gary Burns	Kevin Hoff	Jesse Michel	Rong Su
Dominique Burrows	Veronica Hopner	Tyree Mitchell	Shiyang Su
Charles Calderwood	Dishi Hu	Shenjiang Mo	Tianjun Sun
Emily Champion	Sayedul Islam	Neil Morelli	Louis Tay
John Capman	Alexander Jackson	Scott Morris	Stephen Teo
Joseph Carpini	Rick Jacobs	Lorin Mueller	Stuti Thapa Magar
Leann Caudill	Kaifeng Jiang	Tara Myers	Nancy Tippins
Yingyi Chang	Tara Johnson	Michael Natali	Steven Toaddy
Deepshikha Chatterjee	Jeff Johnson	Brett Neely	Maria Tomprou
Nitya Chawla	Kisha Jones	Brendan Neuman	Justin Travis
Marie Childers	Eleanna Kalaitzi	Jordan Nielsen	Allison Taylor
SinHui Chong	John Kammeyer-Mueller	Christina Norris-Watts	Aharon Tziner
Chu Chu	Anne Kato	Sonia Oakley	Amanda Valone
Eddie Chua	Alaina Keim	Heather Odle-Dusseau	Jenna Van Fossen
Haley Cobb	Melissa Keith	Patrick O'Shea	Ashley Walvoord
Richard Cober	Harrison Kell	Neal Outland	Catherine Warren
Amy Colbert	John Kennedy	Jensine Paoletti-Hatcher	Michael Warren
Kevin Cook	Kate Kidwell	Jone Papinchock	Randall White
Paula Cruise	Sijun Kim	Semin Park	Christopher Wiese
Kristin Cullen-Lester	Danielle King	Cheryl Paullin	Jack Wiley
Christina Curnow	Matthew Kleinman	Stephanie Payne	Michael Wilmot
Diane Daum	Deirdre Knapp	Yisheng Peng	Laura Wolfe
Emily David	Wenmo Kong	Gloria Pereira	Carol Wong
Jennifer Deal	Kurt Kraiger	Lesley Perkins	Cheryl Wyrick
Hong Deng	Franki Kung	Stephanie Petardi	Anna Young
Philip DeOrtentiis	Gary Latham	Julian Pfrombeck	Martin Yu
Lindsay Dhanani	Huy Le	Wei Ming Jonathan Phan	Hannes Zacher
Stephan Dilchert	James LeBreton	Nathan Podsakoff	Bo Zhang
Lauren D'Innocenzo	Young Eun Lee	Mark Poteet	Qi Zhang
Hope Dodd	Daniel Lezotte	Justin Purl	Yucheng Zhang
Bethany Dohleman	Wen-Dong Li	Joseph Regina	Charlene Zhang
Aleksander Ellis	Christina Li	Sydney Reichin	Xiaoyuan (Susan) Zhu
Jeffrey Facteau	Ning Li	Christian Resick	Kate Zipay
Nikola Fedorowicz	Yixuan Li	Denise Reyes	
Sandra Fisher	Filip Lievens	Chet Robie	

