SIQP®
Salutes

2024

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DUNNETTE PRIZE: Ruth Kanfer and Phillip L. Ackerman, Georgia Institute of Technology

Drs. Ruth Kanfer and Phillip L. Ackerman have impacted science and practice by their transformative research on the role of individual differences in I-O psychology across occupational and developmental domains. Their individual contributions, in motivation and cognitive abilities respectively, are impressive, but their collaborative work has yielded three further lasting contributions to the field. Their 1989 integrative, attentional resource allocation model provided a tractable, scientifically grounded approach for investigating aptitude-by-treatment interactions in the context of skill training and has been cited more than 3,300 times. Their development of more personalized approaches to training and performance and whole-person, unified frameworks led to the creation of trait-based selection batteries for air traffic controllers and other domains. Their work continues to have impact on contemporary theorizing and issues in applied domains within I-O psychology, including work on lifespan development, aging workers, job search, and cognitive fatigue. Their works have been cited more than 46,000 times as individuals and 9,000 times jointly.

DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD: Russell S. Cropanzano, University of Colorado

Dr. Cropanzano has made significant contributions to many different areas in I-O psychology, including organizational justice, workplace affect, and social exchange. He has published more than 100 peer-reviewed journal articles and nearly 50 chapters, edited seven books, and coauthored two books. He has more than 78,000 citations and an h-index of 93, with 19 of his publications cited more than 1,000 times. He is a Fellow of SIOP, the Association for Psychological Science, Academy of Management, and the Southern Management Association. He has received numerous research and best paper awards, and is listed among the most influential and impactful scholars in multiple publications. He was editor for *Journal of Management* and served on editorial boards for *Academy of Management Journal, Journal of Applied Psychology, Journal of Personality and Social Psychology, Organizational Behavior and Human Decision Processes,* and *Social Justice Research*. He served on several SIOP committees and was elected Representative-at-Large for the Organizational Behavior Division of the Academy of Management.

DISTINGUISHED SERVICE CONTRIBUTIONS AWARD: Jeff McHenry, Rainier Leadership Solutions

Over the past 30 years, Dr. McHenry has served in many different time-intensive volunteer roles within SIOP. These include SIOP President, Financial Officer, SIOP and APA Program Committee Chair, Conference Committee Chair, Foundation Trustee, Leading Edge Consortium Chair, *IOP* Journal Board, Conference Site Selection Committee, and Awards Committee. In each role, he has made improvements that have helped enhance how SIOP serves its members. Most recently, he served as SIOP's representative to APA Council. In that role, he helped cultivate a more positive and productive relationship between SIOP and APA. He also helped create a coalition of applied psychologists and applied psychology divisions that have raised applied psychology's profile within APA. This has resulted in more APA investment in applied psychology advocacy (e.g., workplace practices that foster employee well-being, impact of AI on work and employees). Dr. McHenry also gives back by volunteering his expertise to World Vision, Medical Teams International, and other humanitarian organizations.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS–PRACTICE AWARD: Peter J. Reiley, Pennsylvania State University

Dr. Reiley has made impactful and far-reaching contributions to the science and practice of I-O psychology across the Department of Defense, academia, consulting, and nonprofit sectors. He led applied research in over 30 countries that provided unique insights into violent extremist organizations, shaped national policies, and strengthened counterterrorism efforts around the world. He also helped lead transformational change across the U.S. Air Force Academy, redesigning the institution's leadership curriculum, integrating leadership education with hands-on experiential learning, and developing more than 4,000 leaders for the U.S. Armed Forces. In addition to his current work as an organizational consultant, executive leadership coach, and professor, he created and led a national nonprofit organization to assist veterans with career transitions. Dr. Reiley has produced more than 50 journal publications, book chapters, and professional conference presentations on leadership, power and influence, education and training, and veteran employment. He has also served on seven SIOP committees and initiatives promoting evidence-based practices and championing veteran workforce issues.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS – PRACTICE AWARD: Carter Gibson, HireVue

Dr. Gibson is a principal I-O consultant with HireVue and exemplifies the scientist–practitioner model through his commitment to improving how companies identify and select high-potential talent. He works with some of the largest organizations, including CVS, Walmart, Comcast, SeaWorld, and Charter to continually improve and establish significant ROI via predictive validation studies. His work has led to five HRM Impact Awards as well as an M. Scott Myers Award for Applied Research in the Workplace. His selection algorithms have been used to support more than 10 million hires. He has published his findings across a range of modern assessments topics including artificial intelligence, social media in staffing, response distortion, and mobile testing, though his primary research area relates to understanding withdrawal across the employee lifecycle, including dropout during job applications, new-hire ghosting on the first day of work, and early turnover. His work has appeared in the *Journal of Applied Psychology, Personnel Psychology,* and *Industrial and Organizational Psychology*, among others.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS–SCIENCE AWARD: Trevor Foulk, University of Maryland

Dr. Foulk has made important scholarly contributions around important questions pertaining to power, influence, and incivility within organizations. His research not only makes novel theoretical contributions to the industrial-organizational psychology, organizational behavior, and leadership and human resources fields but also has strong practice implications. He has used various advanced research methods in his empirical articles, efficiently and effectively. He has published a total of 23 refereed journal articles, of which 13 articles are in top-tier journals. In addition, he has published several articles in highly respected disciplinary journals as well as in impactful practitioner journals. He has a Google citation index of 1430 as well as a H-index of 16. With most of his papers still recent, this indicates his high impact. He is on four editorial boards of A journals and has won best reviewer awards at all four. He is also a strong mentor of PhD students and is chairing multiple student dissertations.

DISTINGUISHED TEACHING CONTRIBUTIONS AWARD: Alicia A. Grandey, Pennsylvania State University

Dr. Grandey trains and supports students throughout their careers. She teaches introductory courses and capstone seminars, core and advanced O-side graduate seminars. She has mentored numerous undergraduate students in her lab and on their honors theses, and chaired almost 25 doctoral dissertations—one for every year of her Penn State career. Her publications are coauthored with students, who are placed at a variety of top practitioner and academic positions. In 2013, she received university-level recognition with the Milton S. Eisenhower Award for Distinguished Teaching. Over past 10 years, she started departmental initiatives to support students' success and well-being, including a peer mentoring program, professional development workshops, and a climate survey, all while actively researching and serving as an associate editor for *Journal of Applied Psychology.* In the past few years, she led an initiative to introduce I-O psychology to HBCUs in 2021, and volunteered for SIOP's inaugural Diversity and Inclusion Program (DIP), mentoring two undergraduate students from other universities.

SIOP HUMANITARIAN AWARD: Julie B. Olson-Buchanan, California State University, Fresno

Dr. Olson-Buchanan is an intellectual leader in humanitarian work-psychology literature; her work informs and inspires others to address societal issues through the research and application of I-O psychology. A transformative leader on SIOP's UN initiative for more than 6 years, she has facilitated its impact and reach through expanding the committee internationally, developing a robust internship program to ensure future generations are prepared to make a difference, and incorporating I-O psychology into the work of the UN, such as through a highly lauded learning and innovation series. She led her university to become the first public California university to be a signatory to the UN Global Compact. She brought her humanitarian passions to her community as a critical change agent in the Central California Food Bank, where she engaged in pro bono I-O consulting and played a major leadership role in growing the food bank's capacity by fourfold. Lives have been enhanced and arguably saved due to Julie's collective work.

Distinguished Awards

WAYNE CASCIO SCIENTIST–PRACTITIONER AWARD: Allan H. Church, Maestro Consulting LLC
Dr. Church is the exemplar of a scientist–practitioner. He has led numerous high-exposure, high-impact organizational interventions that have impacted hundreds of thousands of employees and leaders as both an external consultant and senior executive in a *Fortune* 50 global organization. He was a pioneer in the design and use of organizational surveys and 360-degree feedback to drive organizational change. He was the architect of a first-of-its kind global, multitier assessment and development framework (LeAD program) focused on identifying next-generation leaders, shaping C-suite executives, and managing talent across the enterprise. He has served on the SIOP Executive Board in various capacities over the past 30 years. He has advanced the careers of hundreds of graduate students and early/mid-career I-O psychologists through his leadership role at PepsiCo and over a decade of teaching at Teachers College, Columbia University. His contributions to science and practice are also reflected in numerous books, chapters, and articles, and he is widely recognized as a thought leader.

Achievement and Best Paper Awards

S. RAINS WALLACE DISSERTATION AWARD
Hyunsun Park, Georgia Institute of Technology
(PhD completed at University of Maryland)
Model Citizen or Squeaky Wheel? How Employees of
Lower Social Class Origins Face Ambivalent Reactions at Work

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD

Paul R. Sackett and Charlene Zhang, University of Minnesota; Christopher M. Berry, Indiana University; and Filip Lievens, Singapore Management University
Revisiting meta-analytic estimates of validity in personnel selection: Addressing systematic overcorrection for restriction of range. *Journal of Applied Psychology, 107*(11), 2040-2068.

M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE
William Shepherd, The Wendy's Company; and
Lynn McFarland and Robert Ployhart, University of South Carolina
Voice of Wendy's Employee Engagement Program

RAYMOND A. KATZELL AWARD IN I-O PSYCHOLOGY
Benjamin L. Butina, ASPCA
Dr. Butina is originator and host of Department 12: An IO Psych Podcast, the world's oldest and longest-running I-O psychology podcast. In its 7 years, it has been downloaded more than 500,000 times by listeners in more than 100 countries. Episodes cover a broad range of I-O topics, including preemployment testing for NYPD officers in light of the BLM movement, how I-O psychology can help in the wake of COVID-19, and the application of I-O psychology to space travel. He also manages the Introduction to Industrial-Organizational Mini-Course, an interactive, on-demand eLearning version of SIOP's sample Introduction to I-O Psychology chapter. The free course gives university and high school instructors a simple way to add I-O content to Intro Psych courses. More than 10,000 students have completed the course and been issued a certificate, for which some instructors give class or extra credit. He also shares research from recently published, peer-reviewed articles with his network of 16,000+ first-degree connections on LinkedIn.

Achievement and Best Paper Awards

JOYCE AND ROBERT HOGAN AWARD FOR PERSONALITY AND WORK PERFORMANCE
Brian S. Connelly, University of Toronto; Samuel T. McAbee, Bowling Green State University;
In-Sue Oh, Temple University; Yongsuhk Jung, Republic of Korea Air Force Academy/
United States Air Force Academy; and Chang-Wook Jung, JCWOOD Consulting

A multirater perspective on personality and performance: An empirical examination of the trait–reputation–identity model. *Journal of Applied Psychology, 107*(8), 1352–1368. DOI: 10.1037/apl0000732

WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH
**William Shepherd, The Wendy's Company;
Eric D. Bookmyer, MedVet; Jaci Jarrett Masztal, Burke, Inc.; and Lynn A. McFarland, University of South Carolina**
Wendy's Employee Value Proposition & Employee Segmentation Research

JEANNERET AWARD FOR EXCELLENCE IN THE STUDY OF INDIVIDUAL OR GROUP ASSESSMENT
Louis Hickman, Purdue University; Nigel Bosch, University of Illinois Urbana-Champaign; Vincent Ng,
University of Houston; Rachel Saef, Northern Illinois University; and Louis Tay and Sang Eun Woo, Purdue University
Automated video interview personality assessments: Reliability, validity, and generalizability investigations.

SCHMIDT-HUNTER META-ANALYSIS AWARD
Jeromy Anglim, Deakin University; Patrick Damien Dunlop, Curtin University; Serena Wee, University of Western Australia;
Sharon Horwood and Joshua Wood, Deakin University; and Andrew Marty, Sacs Consulting
Personality and intelligence: A meta-analysis. *Psychological Bulletin, 148*(5-6), 301-336. https://doi.org/10.1037/bul0000373

JOEL LEFKOWITZ EARLY CAREER AWARD FOR HUMANISTIC INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY
Katina Sawyer, University of Arizona
Hope cultures in organizations: Tackling the grand challenge of commercial sex exploitation.
Administrative Science Quarterly, 67(2), 289-338. https://doi.org/10.1177/00018392211055506

DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT
Sylvia G. Roch
University at Albany, SUNY
Assessment Center Participant Perceptions of Artificial Intelligence Exercise Ratings: A Justice Perspective

HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE
Aqsa Dutli
University of Arizona
Examining the Motives and Disclosure Strategies of Menstruating Women at Work: A Mixed Methods Investigation

GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS
Thao Phan Hanh Nguyen
Cornell University
Beyond (Not) Being There: Implications of Workplace Arrangement Variety, Volatility, and Differential Volition for Virtual Teams

ZEDECK-JACOBS ADVERSE IMPACT REDUCTION RESEARCH GRANT
Hamed Ghahremani
Univeristy of New Orleans
Interpreting the Scarf: Uncovering When and Why Religious Attire Influences Female Muslim Applicants' Job Interview Outcomes

SMALL GRANT PROGRAM
Kristen M. Shockley, Auburn University; Natalie Crawford, Fora Fertility; Hope Dodd, University of Georgia; and Aqsa Dutli and Katina Sawyer, University of Arizona
How the Challenging Quest for Pregnancy Impacts Women's Workplace Experiences

Ashley Sylvara
Kansas State University
Examining the Faking Resistance of an Artificial Intelligence Personality Assessment Chatbot

Elisabeth Rose Silver, Michelle (Mikki) Hebl, and Fred Oswald
Rice University
Implications of Pre-Employment Personality Assessments for Applicants With ADHD

SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT
James M. Diefendorff, University of Akron; Tae-Yeol Kim, City University of Hong Kong; and Xin Wei Ong and Meghan A. Thornton-Lugo, University of Akron
National Culture and Emotion Regulation at Work: Automaticity as an Explanation for Differences Between Chinese and American Service Workers

Fellowship & Scholarships

LESLIE W. JOYCE AND PAUL W. THAYER GRADUATE FELLOWSHIP
Abigail Johnson
Columbia University
Virtual Accommodations: Why We Need Supportive Organizational Leaders Now More Than Ever

LEE HAKEL GRADUATE STUDENT SCHOLARSHIP
Mahira Ganster
University of Arizona
Parenting Interruptions at Work: A Mixed Methods Investigation

MARY L. TENOPYR GRADUATE STUDENT SCHOLARSHIP
Rohit Piplani
University of Connecticut
Emotional and Relational Consequences of Network Brokering Behaviors in the Workplace

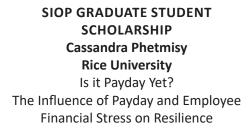**GEORGE C. THORNTON, III GRADUATE SCHOLARSHIP and SIOP GRADUATE STUDENT SCHOLARSHIP**
Wiston Rodriguez
The Graduate Center & Baruch College, City University of New York (CUNY)
How Supervisor Incivility Begets Employee Silence: The Roles of Trust in Supervisor and Perceived Organizational Support

IRWIN GOLDSTEIN SCHOLARSHIP BY THE MACEY FUND
Josee Marie Alanis
Michigan State University
An Investigation and Comparison of the Experiences of Perceived Overqualification in Immigrant Workers

SIOP GRADUATE STUDENT SCHOLARSHIP
Cassandra Phetmisy
Rice University
Is it Payday Yet? The Influence of Payday and Employee Financial Stress on Resilience

Conference Awards

BEST LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) RESEARCH AWARD
Lindsay Y. Dhanani and Jerry Liu, Rutgers University; and David F. Arena, Jr., The University of Texas at Arlington
A Model of Prototypicality Perceptions Among LGBT+ Employees

SIOP BEST INTERNATIONAL PAPER AWARD
Alise Dabdoub and Anne-Marie Paiement
Hogan Assessments
Equivalence of Workplace Personality Assessments Across 39 Languages and Dialects

JOHN C. FLANAGAN AWARD FOR BEST STUDENT PRESENTATION AT THE SIOP CONFERENCE
William Ward
University of South Carolina
Applicant Reactions to Organizational Successes and Failures in Diversity/Inclusion
(coauthor Jason David Kautz)

GARY A. ADAMS, MARQUETTE UNIVERSITY

Dr. Adams is a professor of Organizational Behavior and HR Management. He has developed a program of theoretically driven, empirical research that has advanced our understanding of factors impacting individual and organizational well-being. His research explores three major themes: work–family dynamics; work–retirement relationships; and diversity, equity, and inclusion. He has published 38 peer-reviewed articles, 16 book chapters/entries, and delivered 80 peer-reviewed presentations. His research has appeared in leading journals, and he has coedited two books, *Retirement: Reasons, Processes, and Results* and *Aging and Work in the 21st Century*. Cited more than 10,000 times, these have established him as a thought leader on the topic of aging and retirement. He has consulted with major corporations and sponsored research with the Walter Reed Army Institute for Research and the National Center for Post-Traumatic Stress Disorder. He is passionate about teaching and has won an Outstanding Graduate Faculty Award, a Rudoy Endowed Professorship, and was named a Brennan Master Teacher.

FREDERIK ANSEEL, UNSW SYDNEY

Dr. Anseel is dean of the Business School and professor of Management at the University of New South Wales in Sydney, Australia. His research, published in *Journal of Applied Psychology, American Psychologist,* and *Organizational Behavior and Human Decision Processes*, focuses on how people learn from experience through feedback and reflection, and his research on mental health in PhD students and the impact of COVID has been widely cited. He has delivered more than 50 keynote addresses, received $4M in funding from national science foundations, and been featured in the popular press. He contributed to leadership development and performance management initiatives in various industries. He was president of EAWOP from 2017 until 2022 and was instrumental in further integrating multiple organizations into the Alliance for Organizational Psychology. He is a Fellow of Academy of Social Sciences in Australia, International Association of Applied Psychology, and Young Academy of the Royal Belgian Academy of Arts and Sciences.

SUSAN J. ASHFORD, UNIVERSITY OF MICHIGAN

Dr. Ashford is professor of Management and Organizations at Stephen M. Ross School of Business. She has made consistent and sustained scholarly contributions in leadership development, leader effectiveness, middle management voice and issue selling, job insecurity, and individual proactivity. Her recent focus has been leadership without formal authority, high skilled gig work, interpersonal and instrumental risk, and better understanding personal growth in organizations. She has published more than 80 refereed articles and a popular press book on personal effectiveness. She has received awards for teaching, research, and service from the Ross School, SIOP, APA, and AoM, and two lifetime achievement awards and fellowship from AoM. She has served as associate editor of *Academy of Management Journal* and *Annual Review of Organizational Psychology and Organizational Behavior*. Her record of academic service includes senior associate dean of The Ross School, associate dean for Leadership Development Programming, faculty director of the EMBA program, and area chair for the Management and Organizations Department.

RAMONA BOBOCEL, UNIVERSITY OF WATERLOO

Dr. Bobocel is an internationally renowned organizational justice scholar who studies fundamental questions concerning how employees form fairness perceptions, how they cope with unfairness, and how to promote workplace fairness. Her research draws on multiple disciplines and is published in top-tier psychology and management journals. She is a highly sought after speaker, having delivered numerous addresses globally. She has received research grants and awards for her research and teaching excellence and is a Fellow of the Association for Psychological Science and the Canadian Psychological Association. She is actively involved in professional service, including cofounding the PhD program in I-O psychology at the University of Waterloo in the early 1990s, serving on the executive board of the Canadian Society for I-O Psychology, including as president in 2001, and organizing international conferences. She has also served as associate editor for *Social Justice Research*, the flagship journal of the International Society for Justice Research, and serves on the board of many top-tier journals.

LYNN COLLINS, BTS

Dr. Collins heads Assessment for North America at BTS. She was one of the earliest pioneers in video-based simulations and technology-enhanced assessment centers for selection and development. Her work has optimized workforce performance while minimizing adverse impact, and she has continued to evolve assessment practices over the past 30 years. With over 50 professional contributions, including book chapters, articles, presentations, and workshops, she played a notable role in advancing our discipline. Lynn's work has been recognized for innovation and best practice with Brandon Hall Excellence in Learning and Advancements in Leadership Development Awards, an IPAC Innovation Award, and mul-

tiple Training Industry awards. She was chair of SIOP's Committee for Career and Professional Development where she created ongoing programs for Practitioner development, a member of the Learning Resources Committee, and the 2019 Leading Edge Consortium committee on advancing assessment. Dr. Collins' mentorship has been instrumental in shaping the careers of over 40 entry-level I-O practitioners who now hold prestigious leadership positions.

JEFFREY M. CUCINA, U.S. CUSTOMS AND BORDER PROTECTION

Dr. Cucina began winning awards as a student, recognized with George Washington University's Mosel Research Creativity Award and the 2007 IPMAAC Student Paper Competition for his dissertation. Within U.S. Customs and Border Protection, he leads the development and validation of assessments and conducts applied research. His research contributions focus on personnel selection, individual differences, survey research, and the scientific method. He has 31 peer-reviewed publications, 26 chapters and editor-reviewed articles, and 39 technical reports. He was ranked as the second most prolific SIOP submitter in the 2008–2017 SIOP Program Explorer and has had 88 SIOP presentations. His SIOP service includes Historian, during which he launched the SIOP Time Capsule and the Virtual History Museum. He has served on several SIOP committees and led the Distinguished Early Career Contributions–Practice Award subcommittee and later chaired the SIOP Awards Committee. Dr. Cucina has service on several editorial boards and is currently an associate editor for the *International Journal of Selection and Assessment.*

JASON DAHLING, THE COLLEGE OF NEW JERSEY

Dr. Dahling is described as an exemplary model for developing and preparing undergraduates to become I-O psychologists. He has 41 student coauthors on published journal articles or book chapters, and 80 student coauthors on conference presentations. More than half of his publications are with undergraduate students. He has developed one of the few undergraduate specializations in I-O and mentored an unparalleled number of undergraduates in his Organizational Psych Lab to publish articles and chapters, deliver conference presentations, and enter competitive graduate I-O programs and major corporations. His lab has produced more than 60 master's candidates, and 22 of his undergraduate students went on to become PhD candidates. His research interests are applications of self-regulatory theory to workplace phenomena, including emotional labor, performance feedback dynamics, rule-breaking behavior, and career goal setting. His contributions to SIOP include membership on the Education and Training Committee, Task Force on Online Degree Programs, and the Awards Committee, chairing the Thornton and Wallace Award subcommittees.

JEREMY F. DAWSON, UNIVERSITY OF SHEFFIELD

Dr. Dawson focuses on the methodological topics of testing and probing of interaction effects, questionnaire design, aggregation of data, and incomplete data; as well as on teamworking, diversity, organizational climate and culture, well-being, and issues related to healthcare organizations. He has led large scale projects in the English National Health Service, developing and running the largest annual workforce survey in the world. He developed measures of effectiveness for primary care, evaluated well-being interventions for healthcare staff, tested the link between staff experience and outcomes, and evaluated policies to improve racial equality in NHS. His website, visited more than 7000 times each month, provides resources to enable scholars to test, plot, and interpret interaction effects accurately and meaningfully. He has produced 86 papers in refereed journals, one book, and several chapters. He has been associate editor for four journals and served on six editorial board. He has been recognized with multiple Best Paper awards and two Reviewer of the Year awards.

ERICA I. DESROSIERS, ACADIA HEALTHCARE

Dr. Desrosiers has developed unique and sustainable leadership and talent management programs for some of the world's largest global organizations (PepsiCo, Walmart, Johnson & Johnson, Otsuka, Acadia Healthcare) as they were undergoing major, complex changes, impacting millions of employees and leaders. She maintains a focus on diversity, equity, and inclusion, resulting in new pathways to leadership for women and employees of color. Her record of service to SIOP includes more than 35 presentations and symposia, chair of the Workshop Committee, and Planning Committee member for multiple Leading Edge Consortia. She is also an active participant in the Dearborn Group, the Friday I-O Group, and she served as board member and president of Mayflower Group. Her team's work has been awarded for the impact it has had, and she was nominated for High Potential programs at Walmart, Johnson & Johnson, and Otsuka; and multiple SOAR Awards at Otsuka, Inspire Awards at Johnson & Johnson, and "Top Performer" awards at PepsiCo.

ALISON R. EYRING, PRODUGIE

Dr. Eyring is cited for providing free education on I-O science at work to thousands of HR and I-O practitioners across Asia, Africa, and the Middle East. She founded a consulting company that has produced science-based products and grown a global network of more than 300 coaches and consultants as well as a software company that integrates the rigor of the I-O science to enable leader, team, and organization effectiveness. She founded the Growth and Leadership Forum, a peer-level forum that has convened quarterly in Singapore since 2004 and involves scores of prominent multinational corporations. As an adjunct professor at the National University of Singapore, she has taught graduate courses in topics such as Strategic HRM and Organization Design and Transformation. She has published articles, book chapters, and a book on a range of applied topics. She served on the editorial board and has frequently contributed to the *HRPS Journal.* She has served SIOP on numerous committees.

HAROLD W. GOLDSTEIN, BARUCH COLLEGE, THE CITY UNIVERSITY OF NEW YORK

Dr. Goldstein is a professor of I-O psychology at Baruch College and cofounder of Siena Consulting. His primary contributions center around innovative assessment design and driving diversity in organizations. His development of the Siena Reasoning Test (SRT) provided a path for creating tests of intelligence that demonstrate validity while reducing racial differences. He also partnered with the NFL to design and implement the first league-wide psychological assessment, the NFL Player Assessment Test (NFL-PAT), that predicts performance in professional sports. Both assessments earned M. Scott Myer awards from SIOP for applied research in the workplace. Over the past 12 years, Dr. Goldstein has received six major awards for innovative work in the design of assessments. He has published his research in leading journals of the field and has served on editorial boards of multiple journals. His service to SIOP includes representative to the Federation of Associations in Behavioral and Brain Sciences, SIOP Doctoral Consortium chair, and conference special track organizer.

MIRIAN M. GRADDICK-WEIR, MERCK (RETIRED)/GRADDICK WEIR GROUP LLC

Dr. Graddick-Weir is esteemed for her work as chief HR officer at two large global corporations and a thought leader among HR leaders nationally through her HR Policy Association and National Academy of HR chairships, and service on the Cornell University's Center for Advanced HR Studies and University of South Carolina's Center for Executive Succession boards. She is a National Academy of HR Fellow and Distinguished Fellow for outstanding career achievements and leadership. She was HR Executive of the Year and was appointed to the National Academy of Science, Engineering, and Medicine subcommittee on Antiracism, Diversity, Equity and Inclusion. Director of two public company boards, she supports need-based students, graduate student research, and underserved students interested in STEM degrees. A SIOP Foundation trustee, she helped create the Horizon Forum, leading to a Foundation–National Academy of Human Resources partnership, leading to nine antiracism grants. On the Foundation's Governance Committee she has expanded partnerships to include the Human Resources Policy Association.

GARY J. GREGURAS, SINGAPORE MANAGEMENT UNIVERSITY

Dr. Greguras researches a variety of issues that are important to management and employees across different phases of the employer–employee relationship. For example, his research topics include talent acquisition, person–environment fit, employee motivation, emotional labor, and performance management. He has published 31 peer-reviewed articles and delivered 68 conference papers with over 40 of these being at SIOP. He also authored several book chapters, handbook chapters, and various other publications. Dr. Greguras served two terms as an associate editor of the *Journal of Management* and has served on numerous editorial boards. In addition to his research, he has consulted with numerous organizations across the globe (e.g., Singapore, Vietnam, USA). He has been a member of SIOP's Small Grant Committee, International Affairs Subcommittee, Professional Practice Salary Subcommittee, and the William A. Owens Scholarly Achievement Award Committee. He has received research and teaching awards from various organizations including SIOP, Academy of Management, and the International Personnel Assessment Council.

JOERI HOFMANS, VRJIE UNIVERSITEIT BRUSSEL

Dr. Hofmans is cited for theoretical and empirical contributions to within-person personality variability research, trailblazing application of sophisticated novel data-analytic techniques, and scientifically sound, practical applications. His work has implications for personality and individual differences study and practice, and measurement and statistical methodologies. He contributes to papers in other fields and is consulted for methodological and data-analytic advice by national and international colleagues and editors. He produced more than 100 peer-reviewed journal papers, has published in major academic outlets, and his research has attracted over 1.5M euro. He received the SIOP Hogan Award and a Best Faculty Paper Award and was *Journal of Organizational Behavior* best paper runner-up. He is associate editor of the

European Journal of Work and Organizational Psychology, is on three journal editorial boards, and was a member of the Flemish Science Foundation. Next to his academic work, Dr. Hofmans cofounded and heads research and development for a recruitment-focused people analytics firm that predicts applicant fit.

JASON L. HUANG, MICHIGAN STATE UNIVERSITY
Dr. Huang's research interests include personality, change, and adaptive performance; training transfer; and insufficient effort responding. He is an innovative researcher, a rigorous methodologist, and a skilled teacher of quantitative methods. He has published 54 peer-reviewed journal articles, 12 book chapters, and two editorials, amassing over 7,500 citations. His research has been funded by the National Science Foundation and the SHRM Foundation. Recognition for his work includes the SIOP William A. Owens Scholarly Achievement Award and the Academy of Management SAGE Publications/RMD Best Conference Paper Award. His leadership roles, including the current program chair for the Academy of Management's Research Methods Division, reflect his commitment to advancing research methodologies. He serves on four editorial boards and is a former associate editor of *Journal of Management*. He has organized multiple symposia at SIOP annual conferences and conducted workshops to advance research and practice on Insufficient effort responding.

KAIFENG JIANG, THE OHIO STATE UNIVERSITY
Dr. Jiang is an internationally known scholar and thought leader in strategic human resources management and organizational climate. He has a significant publication record in the field of strategic HRM that places him among the top 2% of the most cited scholars and scientists for a single year in 2020, 2021, and 2022 according to the report published by Stanford University and among the most prolific scholars in the field of strategic HRM over the last decade. He was awarded Early Career Achievement Award from the HR Division of Academy of Management in 2018, was the Luis Aparicio Prize runner-up twice, and has received multiple best teacher and best reviewer awards. He has served as associate editor for three journals and on editorial boards of 10 others. He has served SIOP as committee member for the Early Career Award. He is a member of the HR Division and Executive Committee, and division officer, of the Academy of Management.

DANA JOSEPH, UNIVERSITY OF CENTRAL FLORIDA
Dr. Joseph's key research interest is emotional intelligence, to which she is credited with bringing clarity and rigor, but she also has focused on leadership, workplace mistreatment, and training. Her work has resulted in more than 7000 citations, 36 peer-reviewed articles, five book chapters, two best paper proceedings, and 75 refereed conference presentations. She has multiple papers included on the list of the most impactful papers published in the entire 100-year history of the *Journal of Applied Psychology*. She has received multiple honors from SIOP, including the Schmidt-Hunter Meta-Analysis Award and the John C. Flanagan Award, and she was listed as the fourth most prolific contributor to the Society for Industrial and Organizational Psychology (2015). She teaches at all levels and received multiple teaching awards. She publishes and presents with numerous graduate students, winning many awards. She has served on numerous editorial boards and SIOP committees and has also been a grant reviewer for the National Science Foundation.

HENDRIK J. KRIEK, TTS-TOP TALENT SOLUTIONS INC./UNISA
Dr. Hennie Kriek's career boasts global contributions in academia, leadership, and consulting, profoundly influencing talent management and assessment practices. He has global consulting expertise in executive coaching, competency design, assessment, assessment centers, personnel selection, global talent management, and human resource development. He has chaired Association of Test Publishers (SA); People Assessment in Industry, an interest group of The Society of Industrial and Organizational Psychology of South Africa (SIOPSA); and the Assessment Center study group. He helped create Assessment Standards South Africa (ASSA), a nonprofit organization that evaluates and certifies assessment devices, ensuring rigorous standards. He assembled stakeholders from various organizations to agree on a set of psychometric criteria to evaluate assessment instruments. He chaired a SIOPSA task force that created guidelines for the implementation and validation of fair personnel selection practices in 1991, 1998, and 2006. His service includes several editorial boards and the SIOP Awards committee. For his contributions and service, he has received SIOPSA Honorary Life Membership.

TIM MCGONIGLE, HUMAN RESOURCES RESEARCH ORGANIZATION (HUMRRO)
Dr. McGonigle's career spans a range of applied research topics, including career development/exploration, job analysis/competency modeling, workforce planning, assessment development and validation, and program evaluation, focusing on enterprise-wide job analysis and design and evaluation of high-stakes assessments. His work involves advising federal organizations on key strategic needs, often on issues of national importance, raising awareness of I-O among top leadership in many large federal agencies. He led design and implementation of enterprise-wide job analyses for FEMA and the Department of Veterans Affairs, affecting millions of employees and candidates. In support of the U.S. military, he led evaluations of several assessment methods and methods for screening military applicants likely to engage in extremist or counterproductive work behaviors. He has published in multiple journals and edited volumes, served on the SIOP Workshop and Awards Committees, and was Placement Center chair. He is an APA Future of Work Advisory Group member.

CHRISTOPHER O.L.H. PORTER, VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
Dr. Porter uses state-of-the-art analytic techniques resulting in paradigm-shifting research, focusing on team composition and team processes, leadership, organizational justice, and turnover. He published 23 journal articles and led a team awarded the 2022 Sage Publications/Robert McDonald Advancement of Organizational Research Methodology Award by the Research Methods Division of the Academy of Management. He has served on Indiana University's Black Male Experience Task Force and the Diversity, Equity, and Inclusion Committee, and Texas A&M's Black Faculty Alliance Mentoring Program. He was a presenter and mentor within KPMG's PhD Project, whose mission is to increase business school faculty diversity. He helped launch and served as associate editor at *Africa Journal of Management*, was an associate editor at *Journal of Management*, and is an associate editor at *Journal of Applied Psychology*, where he was also a guest editor for the Racism in the Workplace issue and is a mentor for the Editorial Fellowship Program for individuals historically excluded from the publication process.

CHRISTOPHER T. ROTOLO, MITEK, INC.
Dr. Rotolo has a track record of exceptional and innovative professional contributions with sustained impact in private organizations and public agencies. His impact was recognized with the IBM Chairman's Ovation Award and the FBI Director's Outstanding Achievement Award. He has delivered 45 peer-reviewed presentations at SIOP, APA, and APS, and authored or coauthored 22 journal articles and seven chapters covering high-potential talent identification, DEI, survey design and planning, and organization development. He has reviewed for *Journal of Applied Behavioral Science, Human Resource Development Review,* and *Human Performance*. He has been an adjunct associate professor at New York University's Graduate I-O Psychology Master's program for 2 decades, teaching four courses, developing new curricula, advising eight theses, and securing 20 internships and/or employment for students. He has a strong record of service to SIOP, chairing five committees/task forces. He received SIOP's Distinguished Service Contribution Award and the SHRM/SIOP Impact Award, as well as APA's Elliott Jacques Memorial Publication of the Year Award.

NICOLAS ROULIN, SAINT MARY'S UNIVERSITY
Dr. Roulin has conducted innovative and impactful research in various areas of personnel selection, including employment interviewing; impression management, faking, and deception in selection; bias, stigmas, and employment discrimination; use of technology in selection; and novel approaches to assessment. His research has produced 56 articles in peer-reviewed journals, one book chapter, four books, and more than 100 presentations and chaired sessions at national and international conferences. He has been involved in 20+ grants totaling well over a million dollars from prominent agencies. He was chair (and treasurer) of the Canadian Society for Industrial and Organizational Psychology, Science Director for the Canadian Psychological Association, and served on five grant/award committees for the Social Sciences and Humanities Research Council of Canada and for five international granting agencies. He served as associate editor of the International Journal of Selection and Assessment and on four editorial boards. He was awarded SIOP's Jeanneret Award for Excellence in the Study of Individual or Group Assessment.

KRISTIN N. SABOE, GOOGLE
Dr. Saboe has used research, science, and practice to improve the military–civilian transition process and the employment situation of veterans. She helped establish SIOP's first prosocial volunteer initiative to help transitioning military members and veterans find employment. As Committee Chair, she shepherded this initiative from rough idea to permanent SIOP committee, arranging a partnership between APA divisions and the Department of Defense to improve outreach to civilian employers. She coedited *Military Veterans Employment: A Data-Drive Guide for Leaders*, the only evidence-based book on veterans' employment drawing from I-O literature, which is displayed in the Department of Labor's Secretary

of Veterans Employment and Training offices. Her work has taken her to the White House, the Pentagon, *Fortune* 50s, and many places in between. Chair of the Government Relations and Advocacy Team (GREAT) and topic lead for GREAT's Military and Veteran Advocacy Area, she helped launch the Advocacy Academy for SIOP members and increased SIOP's engagement with federal agencies and organizations.

DAVID E. SMITH, EXPERT ADVOCATES IN SELECTION INTERNATIONAL, LLC (E.A.S.I-CONSULT, LLC)
Dr. Smith established nationally benchmarked selection procedures for Anheuser-Busch Companies for 18 years, impacting over 200,000 candidates at all levels of the organization. He implemented 22 science-based assessment programs, improving performance, eliminating race and gender bias, and eliminating emphasis on nepotism. He conducted and published pragmatic research on method bias in assessment center scoring methodology, on increasing rater accuracy in performance appraisals, and on HR-integrated competency modeling. His company-wide competency modeling study integrated selection, performance management, development training, executive assessment, succession planning, and career planning. He later built a consulting business bringing I-O disciplines to more than 150 organizations, hired and collaborated with more than 60 I-O psychologists, mentored over 100 interns, and served as adjunct faculty for 12 years. He published 30 articles and chapters and conducted six forums, panels, and presentations at SIOP conferences. A charter member of SIOP and the International Selection and Assessment Council, he cofounded the St. Louis Gateway I-O Psychologist (GIOP) organization.

EMILY G. SOLBERG, SHL
Dr. Solberg has had a significant and continuous impact through SIOP service, including tenure as Workshops Committee Chair, Volunteer Chair, and Local Affairs Chair; service on the following committees: Leading Edge Consortium Planning (twice), Visibility, Professional Practices, and Awards; and contribution to several task forces. She served as Program Chair during the COVID years, helping SIOP pivot to virtual and then back to in-person conferences, and she recently was elected Conferences and Programs Portfolio Officer. Outside of SIOP, she has consulted with over 100 organizations involving the development, validation, and implementation of a range of assessment programs, and currently manages some of SHL's largest accounts, including five of the Fortune Top 20. Her work as a consultant has impacted over 50 million individuals worldwide. She was runner-up for the 2021 International Personnel Assessment Council Award for Innovations in Assessment and has 12 publications and 18 conference presentations. She has presented SIOP preconference workshops, webinars, symposia, posters, panels, and IGNITE sessions.

LORRAINE C. STOMSKI, WALMART
Dr. Stomski is an innovator in selection, leadership and career development, workplace safety, and well-being training. Her work has improved lives and serves as an exemplar for organizations using I-O practices to enhance access to opportunity for people, companies, and society. Her innovations include developing assessments for remote workers as well as working on culture and development with the Port Authority of New York and New Jersey leadership teams following 9/11. In her current role, she has built one of the largest training ecosystems in the world through the Walmart Academy development program and Live Better U, a debt-free education benefit for frontline associates. She also implemented science-based executive assessment processes and best-in-class programs credited with higher promotion rates for people of color and increased representation of women at senior levels. She has contributed to five books, and her Walmart team has received the SIOP/SHRM HR Impact Award, the M. Scott Myers Award, and multiple Brandon Hall learning awards.

RONG SU, UNIVERSITY OF IOWA
Dr. Su studies individual differences and gender/diversity through the lens of person–environment fit. She proposed novel theoretical and measurement models of vocational interests and was among the first to establish the importance of interest fit for predicting job performance and explaining gender career gaps. Her personality research provided some of the first meta-analytic evidence of personality trait change. Her work on well-being advanced its conceptualization and developed two measures of thriving that have been translated into more than 20 languages and used worldwide. With more than 6,300 and steadily increasing citations, she was named one of the top 2% most impactful scientists within her subfield in the past 2 years. Her research has garnered over $1.2 million in grant funding from NSF and other organizations and has been featured by outlets such as *Time* and *The New York Times*. She serves the field as an associate editor of *Psychological Bulletin,* a frequent reviewer/consulting editor, and a contributor to O*NET development.

ANNA MARIE VALERIO, EXECUTIVE LEADERSHIP STRATEGIES, LLC/NEW YORK UNIVERSITY

Dr. Anna Marie Valerio has made meaningful contributions to I-O psychology throughout her career. She has applied the knowledge and values of I-O psychology to advance talent management in three major corporations, impacting large numbers of employees. She has coached hundreds of high-potential managers and senior leaders. She has contributed to SIOP through service on committees, conferences and workshops, and is viewed as the epitome of our field's scientist–practitioner model. Her book, *Executive Coaching: A Guide for the HR Professional* (2005), coauthored with Robert J. Lee, was a major force in moving coaching into mainstream I-O. Drawing from her research, work experiences, and the I-O research literature on women's leadership, she published her second book, *Developing Women Leaders: A Guide for Men and Women in Organizations* (2009). A recognized thought leader in women's leadership, she continues to share her insights and expertise through publications, presentations, coaching leaders—and by teaching and mentoring others.

BART WILLE, GHENT UNIVERSITY

Dr. Wille is cited as an expert on individual differences at work, with a focus on personality and vocational interests. His methodologically strong and innovative work has challenged long-held beliefs about the static nature of these differences, introducing more dynamic and development-oriented perspectives. His empirical work relies heavily on longitudinal research designs, some of which spanning more than 20 years. Specific research topics include career development, person–environment fit, interest assessment, interest development, personality development, dark side personality, and leadership. He has published 60 articles, 15 book chapters, and (co)edited three journal special issues on these topics. He is the recipient of a Hogan Award for Personality and Work Performance. In addition to his academic work, Dr. Wille consults for organizations on topics related to talent assessment, and he is cofounder of an HR tech company specialized in interest assessments. He regularly shares new scientific findings through blogposts and podcasts, and he is frequently contacted by media for his expertise.

LIU-QIN YANG, PORTLAND STATE UNIVERSITY

Dr. Yang is internationally recognized for research on employee well-being and performance, and measurement and statistical methods. She has discovered new theoretical mechanisms underlying workplace mistreatment, and she developed new assessment tools and is expanding a multifaceted intervention program for supervisors to prevent workplace mistreatment. Other disciplines have recognized her work, as exemplified by her methodologist role for a 5-year interdisciplinary project on well-being of adults on the autism spectrum. She has published 42 journal articles, many in premier journals; coedited a book and two journal special editions, coauthored 11 chapters and 15 reports, some in Chinese-language journals; and presented 40+ workshops/presentations and a keynote. Her work as principal or co-investigator has received over $4 million in funding and been featured in various media outlets. She has been a journal associate editor, board member, and reviewer. She is president of the Society for Occupational Health Psychology, served on SIOP's Friday Seminars and Scientific Affairs Committees, and coedited a *TIP* column.

AWARDS
NOMINATIONS

Nominations for 2025 SIOP Awards are now OPEN!

Nominate a deserving colleague or yourself for one of SIOP's awards, grants, or scholarships today at www.siop.org/Foundation/Awards

Awards close June 30, 2024

SIOP and the SIOP Foundation thank all the Awards reviewers who volunteered to help choose the 2024 winners

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