



SIOP[®]
Salutes

2021

From the Membership Chair

It's Renewal Time at SIOP

A Reminder From Michelle Goro
Chair, SIOP Membership Committee



Renew Your Connection to I-O

As a society of I-Os, we've been especially front of mind during the events of the last year. SIOP has been vocal about [standing against racism](#), offered resources for shifting to [online teaching](#), and provided tools for [working through the pandemic](#). Our science-backed field is gaining more visibility as we turn to one another and offer help in any way we can.

Our shared virtual experiences have led to real-world applications. Although the 2020 Virtual Annual [Conference](#) was new for everyone, it was a great way to bond with fellow I-Os in a new setting. For this year's conference, the Whova app is accompanied by live Zoom and Virtual Chair presentations, and even more opportunities to connect and enhance our I-O journeys.

As a SIOP member, there are ongoing activities to partner with others in our field throughout the year.

[Volunteering](#) on a committee provides an outlet for furthering your I-O passion while networking with the rest of the society. The Membership Analytics Subcommittee's volunteers have worked to build a membership dashboard that will be live on the [siop.org](#) website soon!

SIOP members can post a resumé for free in the [I-O Job Network](#), allowing prospective employers a chance to seek your unique skills and expertise.

The [past conference programs](#) offer additional chances to find I-Os with similar research interests. If you've been a previous presenter, it's another great way to form additional associations to fellow members who may reach out to you inquiring about your current work.

Fuel your research efforts or postdegree work by exploring many available grants and awards provided by the SIOP Foundation. Visit: [siop.org/Foundation/Awards](#).

Stay current on science and practice advancements with a [SIOP Research Access](#) subscription. This member-only content is available for a minimal fee, and a subscription is good for a whole year if you renew now!

Renew your membership today at:
www.siop.org/Membership/Dues/Pay-Dues-Now



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

Distinguished Awards

DISTINGUISHED PROFESSIONAL CONTRIBUTIONS AWARD

Douglas H. Reynolds, DDI



Dr. Doug Reynolds is the exemplar of a scientist-practitioner, whose insights have led to numerous cutting-edge, technology-enhanced assessment techniques that are used by hundreds of organizations around the world.

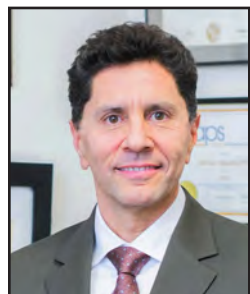
Dr. Reynolds was a pioneer in integrating Internet technology into assessment programs and has developed high-volume, high-impact assessment programs that have fed the pipeline for critical leadership roles across many industries.

He shares his work broadly, with three books and over 125 other publications and presentations that communicate the knowledge gained from his assessment and selection consulting practice.

Doug has helped to shape the practice of I-O through his support of applied experience programs for graduate students and early-career I-O psychologists. He served SIOP through his work as president, portfolio officer, multiple committee chairmanships, and, most recently, as co-chair of the highly successful 2019 Leading Edge Consortium, "Advancing the Edge: Assessment for the 2020s."

DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD

Herman Aguinis, George Washington University



Dr. Herman Aguinis has produced an enviable record of influential scientific contributions to industrial and organizational psychology. His 180 journal articles and nine books have created new research agendas, shaped existing ones, and changed the conversation in many I-O psychology domains. In addition to a breadth of theoretical and empirical contributions, Dr. Aguinis has made important contributions to issues of interest to I-O psychology research and practice, making him the embodiment of the scientist-practitioner model. He is also an ambassador for I-O psychology across national, cultural, and scientific-field borders.

Dr. Aguinis' theoretical and empirical innovativeness and influence can be seen in many important areas, including corporate social responsibility, star performers and the distribution of performance, test bias and fairness, methodological best-practice recommendations, and state-of-the-science contributions. For these, and other contributions, he has been ranked among the most impactful, the most influential, and the most productive researchers in the world.

DISTINGUISHED SERVICE CONTRIBUTIONS AWARD

Deirdre J. Knapp, HumRRO



Dr. Deirdre J. Knapp has provided distinguished service to SIOP and the profession, exhibiting leadership and initiative in advancing several areas important to SIOP's strategic goals.

Her contributions to SIOP can be grouped into four major areas of focus: governance, advocacy, ethics, and elevating the influence of I-O psychology. Dr. Knapp was the inaugural chair of both the External Relations Committee, originally focused exclusively on advocacy, and the Strategic Policy & Planning Committee (SPARC). More recently, she was the founding chair of the Committee for the Advancement of Professional Ethics (CAPE).

Dr. Knapp has provided mentoring to dozens of I-O psychologists, guiding other accomplished professionals who are also dedicated to serving the profession. She has helped her mentees attain leadership positions in their organizations and follow in her footsteps in roles with prominent scientific organizations including SIOP, APA, and the National Academies of Science, Engineering, and Medicine.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS AWARD—PRACTICE

Kristin L. Cullen-Lester, Network Leader/University of Mississippi



Upon receiving her PhD in 2011, Dr. Kristin Cullen-Lester crafted a career that allows her to advance scientific thinking regarding leadership development and affords her opportunities to impact practice directly, working with leaders to improve themselves and their organizations. She has focused on advancing conceptualizations of leadership as a collective activity and developing scientifically grounded, practitioner-friendly network assessment and development tools and interventions. Her work with more than 50 organizations in various sectors and industries has helped to create positive change. (Continues on next page.)

Distinguished Awards

Highlights of Dr. Cullen-Lester's career include pioneering a network-based leadership development practice at the Center for Creative Leadership, co-creating the Leader Network Diagnostic tool and certification, and educating managers and practitioners about the power of networks and network development. She has worked diligently to have an impact on practice that goes beyond her own work with organizations by helping other practitioners expand their leadership development knowledge base and toolset.

DISTINGUISHED EARLY CAREER CONTRIBUTIONS—SCIENCE

Allison S. Gabriel, University of Arizona



Dr. Allison Gabriel's research has made important contributions to the understanding of emotions and well-being at work. She helped move the study of emotional labor forward by considering within-person and person-centered processes, and expanded the construct to include coworker exchanges. Dr. Gabriel's work on employee well-being includes examining how women's health enters the workplace and can be supported by organizations. She has also made several contributions specific to research methods.

Across her research, Dr. Gabriel aims to capture the lived experiences of employees and communicate how to make work more inclusive and engaging for all.

Dr. Gabriel has published an average of seven articles in selective journals annually and has received numerous awards as well as popular press coverage. She is an associate editor at *Journal of Applied Psychology*. She is thankful for her doctoral students—current and former—and is a proud mom to Eleanor, born March 2020.

DISTINGUISHED TEACHING CONTRIBUTIONS AWARD

David Costanza, George Washington University



Thoughtful, dynamic, and entertaining, Dr. David Costanza is truly a teacher, down to the core, wherever he is and whatever he is doing. His teaching emphasizes relevance and applicability. He is known for offering thorough, careful, and considerate explanations until the topic is clear—without ever giving the impression that helping colleagues and students is anything but a true pleasure.

Dr. Costanza's research interests, ranging from generational differences in the workplace to the use of archival and historical data in organizational research, are as broad as his consulting activities, from the National Security Agency to the Society of American Foresters. His deep passion for teaching can be seen in the creation of a new undergraduate major at The George Washington University, in his development and management of an intense study abroad course, and the impact he has had on students at all levels.

SIOP HUMANITARIAN AWARD

Stuart Carr, Massey University



Dr. Stuart Carr, the co-founder of Humanitarian I-O Psychology, has focused his research on work psychology and poverty reduction, leading to co-development of groundbreaking theories, namely theory of double demotivation and talent flow theory of global mobility. His significant contribution to the scholarship of humanitarian I-O psychology is evident in the SIOP-sponsored Project GLOW (Global Living Organizational Wage) as well as the Humanitarian I-O meetings he convened the annual SIOP conference. Dr. Carr is a Fellow of SIOP, Royal Society of New Zealand, and New Zealand Psychological Society, and received the Recognition Award for Extraordinary Service to APA Division 52, International Psychology. He is the editor of *International Perspectives in Psychology*; has authored numerous top-tier journal articles, books, and book chapters; and has an h-index of 36. He has given numerous keynote addresses, including several invited speaker events at the United Nations.

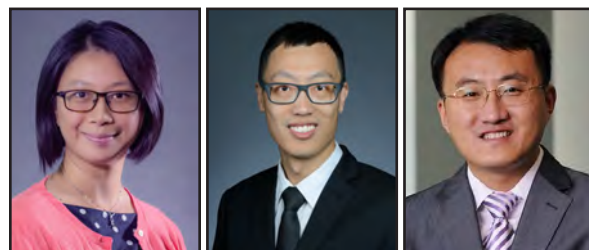
Achievement and Best Paper Awards



S. RAINS WALLACE DISSERTATION AWARD
Nitya Chawla, University of Arizona
 From Crude Jokes to Diminutive Terms:
 Exploring Experiences of Hostile and Benevolent Sexism During Job Search

**S. RAINS WALLACE DISSERTATION AWARD
 (Honorable Mention)**

Jeffrey Dahlke, University of Minnesota
 On the Quantification and Generalizability of
 Differential Prediction in Selection Systems



**WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT
 AWARD**

**Lin Jiang, University of South Florida;
 Dezhi Yin, University of South Florida; &
 Dong Liu, Georgia Institute of Technology**

Can joy buy you money? The impact of the strength, duration,
 and phases of an entrepreneur's peak displayed joy on funding
 performance. *Academy of Management Journal*, 62(6), 1848-1871.

**WILLIAM A. OWENS SCHOLARLY
 ACHIEVEMENT AWARD:
 HONORABLE MENTION**
**Chad H. Van Iddekinge, Florida State
 University; John D. Arnold, Florida State
 University; Rachel E. Frieder,
 University of North Florida; &
 Philip L. Roth, Clemson University**



A meta-analysis of the criterion-related validity of prehire work experience. *Personnel Psychology*, 72(4), 571-598

M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE
**Harold W. Goldstein, The Graduate Center & Baruch College, CUNY; Elliott C. Larson,
 Baruch College, CUNY; Rachel Ryan, American Express Company; Charles A. Scherbaum,
 Baruch College & The Graduate Center, CUNY; & Ken Yusko, University of Maryland**

Solving the Quarterback Problem:

Using Psychological Assessment to Improve Selection Decisions in Professional Sports



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

**Michael P. Wilmot, University of Arkansas, &
 Deniz Ones, University of Minnesota**

A century of research on conscientiousness at work. *Proceedings of the
 National Academy of Sciences*, 116(46), 23004-23010.

Achievement and Best Paper Awards



WILEY AWARD FOR EXCELLENCE IN SURVEY RESEARCH
Christopher B. Patton, Google, & Justin D. Purl, Google
 Heartbeat Analysis: A New Method for Sentiment
 Evaluation in Organizational Research



JEANNERET AWARD FOR EXCELLENCE IN THE STUDY OF INDIVIDUAL OR GROUP ASSESSMENT
**Filip Lievens, Singapore Management University; Paul R. Sackett, University of Minnesota; Jeffrey
 A. Dahlke, HumRRO; Janneke K. Oostrom, Vrije Universiteit Amsterdam; & Britt De Soete, Cubiks**

Constructed response formats and their effects on minority-majority differences and validity.

Journal of Applied Psychology, 104(5), 715.

SCHMIDT-HUNTER META-ANALYSIS AWARD

**Kimberly A. French, Georgia Institute of Technology; Soner Dumani, American Institutes for Re-
 search; Tammy D. Allen, University of South Florida; & Kristen M. Shockley, University of Georgia**

A meta-analysis of work-family conflict and social support. *Psychological Bulletin*, 144(3), 284-314.



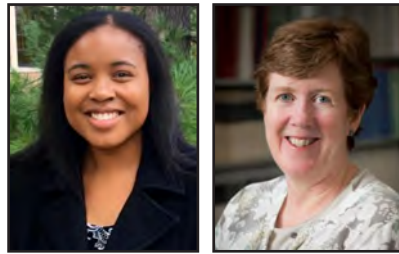
**JOEL LEFKOWITZ EARLY CAREER AWARD FOR HUMANISTIC
 INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY**

Ishbel McWha-Hermann, University of Edinburgh

Project FAIR: Exploring Practical Pathways for Reward Fairness in International NGOs

Research Grants

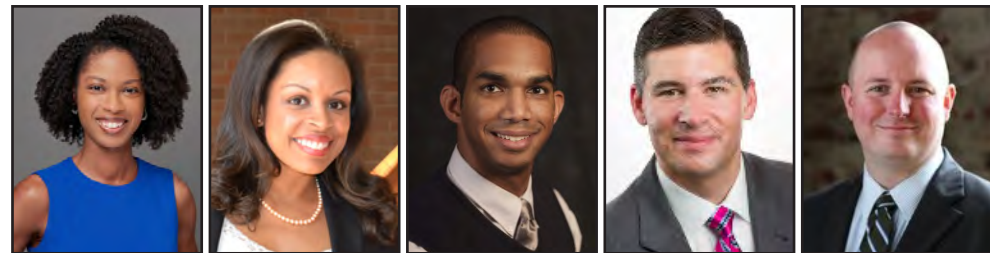
SIOP ANTI-RACISM GRANTS 2020



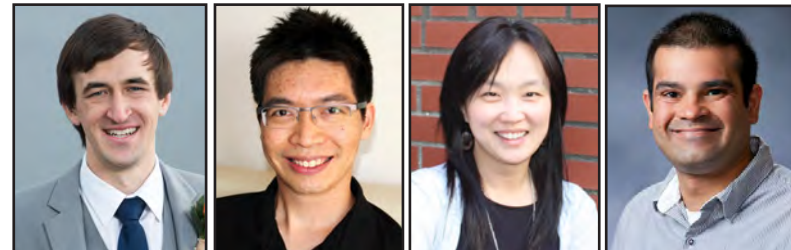
Lauren Collier-Spruel & Ann Marie Ryan, Michigan State University
Performative Gesture or Genuinely Supportive: The Impact of Workplace Responses to the Racial Injustice Movement on Employees

Enrica Ruggs, University of Memphis; Alison Vania Hall (Birch), University of Texas at Arlington; Derek R. Avery, University of Houston; Benjamin E. Baran, Cleveland State University; & Christopher W. Everett, Indigo Anchor

Organizational Anti-Racism Initiatives: Advancing Scholarship and Guiding Practice on Effectiveness



Louis Hickman, Purdue University; Louis Tay, Purdue University; Sang Eun Woo, Purdue University; & Sidney D'Mello, University of Colorado-Boulder
Algorithmic Racial Bias in Automated Video Interviews



Lindsay Y. Dhanani, Ohio University, & Matthew L. LaPalme, Yale University and University of Pennsylvania
Underestimating and Underreacting? Identifying and Addressing Empathy Gaps in Perceptions of Racial Microaggressions

Maria Kraimer, Lawrence Houston III, Jerry Liu, & Scott Seibert, Rutgers University
Interpersonal Mistreatment, Perceived Discrimination, and Minority Identity Management: An Attribution Theory Perspective



Research Grants

SIOP ANTI-RACISM GRANTS 2021



Michelle (Mikki) R. Hebl, Rice University; Naomi Fa-Kaji, Stanford University; and Eden King, Rice University
What We (Don't) Talk about When We Talk about Diversity: The Subtext and Consequences of Diversity, Equity, and Inclusion Initiatives

Veronica Derricks, Indiana University-Purdue University Indianapolis; Leslie Ashburn-Nardo, Indiana University-Purdue University Indianapolis; India Johnson, Butler University and EVOLVE Diversity Consulting Services; and Evava Pietri, Indiana University-Purdue University Indianapolis
Reevaluating the Target: Developing Messaging Strategies to Improve the Targeted Recruitment of Black Americans in Organizations



Cassandra Batz-Barbarich, Lake Forest College; Nicole Strah (Schulz) Purdue University; and Stuti Thapa, Purdue University
Words Matter: Identifying Language in Job Postings That Perpetuates Racial Segregation at Work

Melanie K. Prengler, Texas A&M University; Nitya Chawla, Texas A&M University; Angelica Leigh, Duke University; and Kristie M. Rogers, Marquette University
A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations



Research Grants



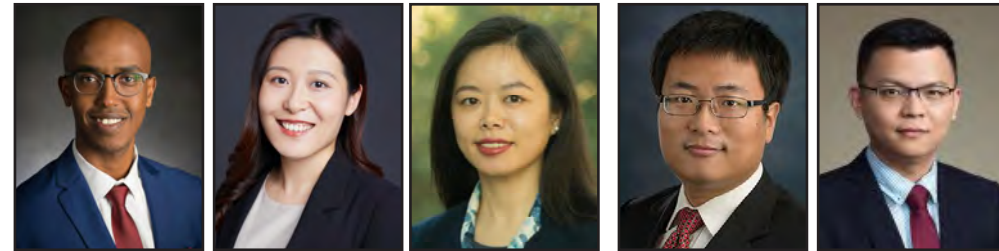
DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT
Duncan J. R. Jackson, King's College London and University of the Western Cape, & George Michaelides, University of East Anglia
 The Multidimensional Nature of Assessment Center Dimensions and Exercises

SMALL GRANT PROGRAM



Aashna Matty Waiwood, University of South Florida; Tammy D. Allen, University of South Florida; & Mark L. Poteet, Organizational Research Solutions
 Easing the Postpartum Transition to Reemployment: Linking Workplace Resources, Work-Family Conflict, and Health Behaviors

Andrew Speer, Wayne State University
 Turning Words Into Numbers: Development and Validation of Work Attitude and Perception Algorithms



Abdifatah A. Ali, University of Minnesota; Xuan Liu, University of Minnesota; Le (Betty) Zhou, University of Minnesota; Songqi Liu, Georgia State University; & Shenjiang Mo, Zhejiang University
 Job Search During the COVID-19 Pandemic: Examining Socioeconomic Status Differences in Job Search Experiences and Outcomes

SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT



Zhiqing E. Zhou, Baruch College and The Graduate Center, CUNY; Shivani Shah, Baruch College and The Graduate Center, CUNY; Yan Yu, Wuhan University; & Laurenz Meier, University of Neuchâtel
 Cross-Cultural Study of Threat Appraisal and Behavioral Reactions to Illegitimate Tasks by a Team From China, the U.S., and Switzerland



JAMES L. OUTTZ GRANT FOR STUDENT RESEARCH ON DIVERSITY
Alissa Gebben, University of Central Florida
 Precarious Work and Job Insecurity Among Older Workers

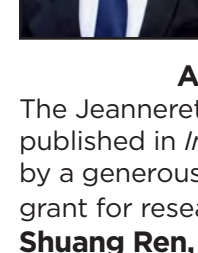


HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE
Sarah Kuang, Michigan State University
 An Examination of Gender Diversity Ideologies for Women in STEM

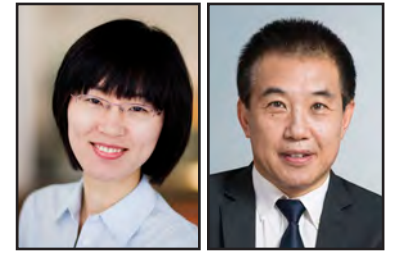
Research Grants



GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS
 This new, annual grant will be given to a graduate student who is conducting a master's thesis or a doctoral dissertation focused on leaders and/or teams in relation to organizational innovation, learning, and/or performance.
Inaugural winner: Moses Rivera, University of Central Florida
 The Relationship Between Team Virtualness Dimensions and Psychological Safety: An Experiment



P. RICHARD JEANNERET GRANT FOR RESEARCH ABOUT ASSESSING AND DEVELOPING SENIOR LEADERS
 The Jeanneret Symposium of 2016 and a comprehensive report that was published in *Industrial and Organizational Psychology* in 2018 were made possible by a generous gift from Dick Jeanneret. Funds from that gift also provide this grant for research about senior leaders.
Shuang Ren, Deakin University, & Jian Min Sun, Renmin University of China
 Assessing and Developing Senior Executives' Global Leadership in Outward Chinese MNEs



Fellowship & Scholarships



LESLIE W. JOYCE AND PAUL W. THAYER GRADUATE FELLOWSHIP
Riley Pegram
Clemson University
 To Address Burnout in Oncology, We Must Look to Teams: Reflections on an Organizational Science Approach



LEE HAKEL GRADUATE STUDENT SCHOLARSHIP
Mingang Geiger
West Virginia University
 Feeling Depleted? If English Is Not Your First Language, You Might Be Experiencing Stereotype Threat



MARY L. TENOPYR GRADUATE STUDENT SCHOLARSHIP
Desmond W. Leung
Baruch College, The Graduate Center, City University of New York
 Tell Me a Story: Using Narratives to Reduce Backlash to Organizational Diversity Initiatives

GEORGE C. THORNTON, III GRADUATE SCHOLARSHIP
Nicholas J. Haynes
University of Georgia
 Perceptions of Market Organizational Culture, Well-Being, and Organizational Outcomes: Dual Processes and Differential Outcomes



BENJAMIN SCHNEIDER SCHOLARSHIP BY THE MACEY FUND
Courtney M. Bryant
Michigan State University
 The Intrapersonal of Identity Management



SIOP GRADUATE STUDENT SCHOLARSHIPS
Lucille S. Headrick
University of Illinois, Urbana-Champaign
 Spiraling Effects of Firefighters' Emotional Demands and Off-Duty Unhealthy Behaviors: Psychosocial Resources and Healthy Behaviors as Moderators



Richard Currie
University of Central Florida
 None of Your Beeswax: Affective Trust Explains Why Coworker Nosiness Predicts Knowledge Provision at Work

Conference Awards



BEST LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) RESEARCH AWARD
Toni Kostecki & Isaac E. Sabat, Texas A&M University
 Same-Gender Partners' Workplace Disclosure and Spillover Outcomes



BEST INTERNATIONAL PAPER
Catherine T. Kwantes, Arief B. Kartolo, & Andrew Townsend (not pictured), University of Windsor
 The Stereotype Content of Trustworthy Colleagues and Supervisors Across Eleven Nations



JOHN C. FLANAGAN AWARD FOR BEST STUDENT CONTRIBUTION AT SIOP
Dustin Maneethai, University of Houston
 Do Something! The Impact of Abulic Leadership on Work-to-Family Conflict and Deviance



Announcing the 2022 SIOP Visionary Grant Award

What would you do if you had \$100,000 to shape the future of work? We are announcing the second round of the SIOP and the SIOP Foundation \$100,000 grant to support I-O research and practice addressing visionary opportunities in the world of work. The grant will be awarded at the 2022 SIOP Conference in Seattle, WA.

Nearly 100 people have become Visionary Circle donors in support of this exciting new venture. These Visionary Circle Donors, each of whom has donated at least \$1,000, will ultimately select the winning proposal. The first Visionary Circle Grant was awarded in 2020 to Susan Ashford, Brianna Barker Caza, and Brittany Lambert, for their project "Working Off the Grid: Building Resilience in the GIG Economy."

The \$100,000 Visionary Grant offers funding to I-O professionals and colleagues, enabling them to conduct Visionary projects. By Visionary, we mean that the project looks to the future of work, brings I-O psychology into another realm, asks new questions, and/or engages with other disciplines to create something new in terms of I-O praxis—the synthesis of knowledge and application without privileging either. We are open to the form and topic of the project. All methods, from sophisticated and updated big data analyses to carefully conducted case studies, and from lab studies to the development of new tests and employee surveys and their validation, are all welcome. Letters of Intent to apply for the grant are due **June 16, 2021**. Joining the Visionary Circle Donors for the 2022 round is open until January 2022. Details on how to apply for the grant or become a Visionary Circle Member can be found at <https://www.siop.org/Foundation/Visionary-Circle>.

SIOP 2022 Awards and Grants Nominations Are Now Open!

Have you published an article with cutting-edge research?

Do you have a project that has amazing potential?

Then submit your work for a SIOP Foundation award or grant!

Go to <https://www.siop.org/Foundation/Awards> to view the awards available and see if your project or paper meets the criteria. Nominations close **June 30** so don't delay!



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



Identify Career Options
 Searchable Database of Graduate Programs
 Post/Find Internship Positions
 Post Open Positions
 Post Your Resume

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



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

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

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

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

2020-2021 WINNERS

COMCAST: FUTURE OF WORK INITIATIVE



Comcast Cable is being awarded a 2021 HRM Impact Award for its “Future of Work” initiative. The initiative was designed to look at each step in the company’s hiring process and review what new technologies and human elements could be used to enhance automation, improve business outcomes (e.g., time-to-fill, quality of hire, new hire retention), and, most importantly, create a better candidate experience. Four interventions were identified as part of the company’s hiring overhaul: assessments, which included job analysis and assessment design, a validation study, and post-rollout validations and updates; on-demand video as an interviewing technology; automated interview scheduling; and virtual interviews. Heavy staffing fluctuations caused by COVID-19 have presented a unique challenge for staffing practitioners. Comcast’s efforts to modernize and automate steps in the hiring process allow the company to handle surges or drops in hiring volume without significant impact on its internal staff.

MERCK & CO.: GENERAL MANAGEMENT ACCELERATION PROGRAM (GMAP)



Merck & Co.’s winning project, “General Management Acceleration Program (GMAP),” is the global flagship program for high potential early-in-career talent to develop into Merck’s global enterprise-wide leaders. Designed and implemented in partnership with Siena Consulting and Duke University, this program, continuously evolved and substantially expanded every year since inception, consists of a multiple-hurdle selection process of six in-depth, feedback-laden assessments and a 2-year developmental program including stretch assignments, action learning projects, and targeted development activities and roles. GMAP has had a demonstrable impact in identifying and promoting strong role performers and those with high potential, fostering career advancement and development, and placing talented alumni into higher level roles. Beyond that, the GMAP program has also spurred a “grassroots” culture change around dimensions such as inspiring and energizing others, breaking down functional silos and international borders, and challenging the traditional and structural status quos, to spur an innovative mindset.

2020-2021 HONORABLE MENTIONS

P&G: INTERACTIVE ASSESSMENTS



P&G received the 2021 HRM Impact Award Honorable Mention for its project, “Interactive Assessments,” an online cognitive ability assessments program launched globally in 2019. This solution included a donation of a liter of clean drinking water to children in need for every prehire assessment completed. This solution was designed to improve the company’s global assessment process by addressing the candidate experience, digitization, and scale. A rigorous criterion validation study found the interactive assessments to be valid predictors of job performance globally for both managers and nonmanagers.

PEPSICO: PEPHIRE PROGRAM



PepsiCo’s winning project, the “PepHire Program,” is a multitrait, multimethod (MTMM) global external selection program designed to assess the baseline capabilities required for success at different levels of management and is aligned to the company’s global leadership competency framework. The program injects rigor, standardization, and objectivity in assessing external talent, supplementing other elements of PepsiCo’s hiring process (e.g., structured interviews, resume reviews, and functional assessments).

Fellows

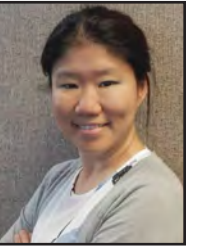
ZINTA S. BYRNE, COLORADO STATE UNIVERSITY

Dr. Byrne has made exemplary contributions to the field of I-O psychology in the areas of research, teaching, practice, and service. She has published 41 peer-reviewed journal articles, 22 book chapters, 13 refereed proceedings and technical reports, 86 conference papers, two books, and one edited book. She has been co-PI on two National Science Foundation grants and is a consultant on another. She served as editor for the *Journal of Managerial Psychology* and associate editor for the *Journal of Managerial Psychology* and the *Journal of Business and Psychology*. She mentored and graduated 15 PhD students and 16 master’s students. She received the first ever Distinguished Teacher Award from Psi Chi, as well as Scientist-Practitioner Presidential Recognition at 2019 SIOP conference.



CHU-HSIANG (DAISY) CHANG, MICHIGAN STATE UNIVERSITY

Dr. Chu-Hsiang (Daisy) Chang has made meaningful, sustained, and unique contributions to I-O psychology through her scholarship and professional service. Her widely cited research focuses on improving employee health, well-being, and safety by enhancing understanding of the sociocognitive and motivational processes that influence behaviors in organizational settings. She has received over \$4 million from agencies including the National Institute for Occupational Safety and Health (NIOSH), National Science Foundation (NSF), and NASA. Dr. Chang’s uniquely interdisciplinary work advances knowledge in the field and showcases what I-O psychology offers to diverse other disciplines, including medicine, geography, engineering, and communication. She has served as program director for the Science of Organizations program at NSF and as a study section member for the NIOSH funding review panel.



JUERGEN DELLER, LEUPHANA UNIVERSITY OF LÜNEBURG

Dr. Jürgen Deller’s research has created novel scholarship on later life work, the so-called “silver work,” showing the productive contributions of aging and near-retirement and postretirement workers to the economy. He has produced deep knowledge on expatriation and repatriation, examining adjustment and performance criteria, their determinants, and processes. His research, published in more than 50 refereed journal articles, more than 80 book chapters, and seven books, has had global readership and influence. Through his knowledge sharing, he has affected organizational practices in some of Europe’s largest multinational companies around expatriation, repatriation, older workers, refugees, and recent immigrants. His work has also influenced public policy discussions on silver workers throughout Europe, the Americas, and Asia.



DENNIS DOVERSPIKE, DOVERSPIKE CONSULTING

Dr. Dennis Doverspike is first author of a *Law and Psychology Review* publication cited by the U.S. Supreme Court in a 1988 case. He is a well-rounded researcher whose interest span several personnel and employment subjects, with an h-index of 38 and a long history of impactful teaching and mentoring. Dr. Doverspike has served on more than 130 thesis and dissertation committees, often as chair. As director of two different university consulting centers, he has also secured funding for many student researchers. Dennis Doverspike has over 40 years consulting experience with strong impact on job evaluation and certification systems. He’s been active in numerous professional organizations and served SIOP as chair of the Lee Hake! Doctoral Consortium for several years.



KAREN M. GRABOW, KGH LEADERSHIP

Dr. Karen Grabow has served as a powerful advocate and ambassador for I-O psychology to an industry and to organizations that previously had little awareness of the field. By advocating strongly and effectively for evidence-based organizational practices based on I-O science, she has impacted large numbers of employees and contributed to organizational growth and health in the food/agriculture business and a range of organizations and nonprofits on whose boards of directors she has served. Because of her leadership, I-O psychology is now recognized as a source of best practice in the food/agriculture business, and numerous boards of directors are seeing stronger performance and health through the implementation of I-O principles and tools.



Fellows



M. SANDY HERSHCOVIS, UNIVERSITY OF CALGARY

Dr. Sandy Hershcovis is a pioneering researcher in the science of workplace aggression. Her theoretical and empirical studies have emphasized practical application and created new lines of inquiry for the larger field, earning 14 years of continuous funding from Canada's Social Sciences and Humanities Research Council. Dr. Hershcovis's work and its impact on public policy and Canadian law was recognized with her recent election to The College of New Scholars, Artists and Scientists of the Royal Society of Canada. Her public service is exemplified by her work on the task force that created the 2020 SIOP anti-harassment policy. Her widely cited research has received international media attention, and Dr. Hershcovis also serves the profession through editorial work and mentoring student researchers.



RUSSELL E. JOHNSON, MICHIGAN STATE UNIVERSITY

Russell E. Johnson's substantial research contributions to the field of I-O psychology have spanned a broad range of content areas including employee identity, implicit information processing, and self-concept and self-regulation. Honored with SIOP's Distinguished Early Career Contributions Award in 2013, Dr. Johnson has authored 108 articles, many coauthored with current or former students, that have been cited by others more than 3,700 times. Dr. Johnson has served on numerous doctoral and master's committees and advised international students from around the world. He has provided considerable service to the profession through committee work for SIOP and other organizations. His advocacy for the field includes extensive editorial work for top journals and tireless promotion of I-O research to management professionals and lay audiences.



RUSSELL A. MATTHEWS, UNIVERSITY OF ALABAMA

Dr. Russell Matthews' research examines the work-nonwork interface, and occupational health psychology more broadly. Russell has published 79 peer-reviewed journal articles, and his research has been cited more than 5,700 times, giving him an h-index of 36. He has published 30 papers with students as first authors, investing in students to help shape the field of I-O psychology. In 2015 he was awarded an Early Career Award from the NIOSH, the APA, and the Society for Occupational Health Psychology for his impactful early career contributions to our understanding of worker health and well-being. He serves on multiple editorial boards and is an associate editor for the *Journal of Business and Psychology*.



BRENT A. SCOTT, MICHIGAN STATE UNIVERSITY

Dr. Brent Scott has been cited more than 5,000 times in Web of Science and has an h factor of 29. His research makes systematic contributions to two basic research literatures: organizational justice and the role of affect in work contexts. He has been awarded four different grants from multiple agencies, including the Department of Defense and the National Science Foundation, for a total of over \$1 million. He was recognized with the SIOP Distinguished Early Career Contributions Award and the Cummings Scholarly Achievement Award from the Academy of Management. He won the Withrow Endowed Teacher-Scholar Award and the Withrow Emerging Scholar Award from Michigan State University, where he currently is the Frederick S. Addy Distinguished Professor of Management.



KRISTEN M. SHOCKLEY, UNIVERSITY OF GEORGIA

Dr. Shockley's research centers on better understanding the intersection of employees' work and family lives, with a focus on testing and refining relevant theory as well as contributing practical solutions for employees. Her research has been published in over 50 peer-reviewed journal articles and book chapters in many top I-O outlets. She has been recognized for her accomplishments through numerous award, including the SIOP Tenopyr Scholarship, the SIOP Wallace Dissertation Award, and the Saroj Parasuraman Award from the Academy of Management. She currently serves as an associate editor at the *Journal of Applied Psychology* and the *Journal of Business and Psychology*, and has held several leadership roles in SIOP, including the 2014 Program chair and 2019-2020 Awards chair.

Fellows

SANG EUN WOO, PURDUE UNIVERSITY

Dr. Sang Eun Woo's major contributions to I-O psychology theory and research can be grouped into three main areas: her research on individual differences, her personality research on methods and measurement, and her pioneering work in bringing the discussion of big data, machine learning, and artificial intelligence into the purview of I-O psychology. Her work on big data and machine learning in particular is multidisciplinary, cutting across multiple research and application areas, including personality assessment using social media text mining, turnover and attrition modeling, and video-based automatic assessment of personality and individual differences. She has published two edited books, 43 refereed journal articles, and seven chapters; she has an h-index of 21.



ZHEN ZHANG, SOUTHERN METHODIST UNIVERSITY

Dr. Zhen Zhang's research contributions to the field of I-O psychology span a broad range of content areas, including leadership processes and development, biological basis of work behavior, and multilevel research methods. His methodological contributions in general have significantly changed the field's practice for testing mediation in the multilevel framework. More broadly, he has worked tirelessly to promote I-O psychology research methods in the field of management, frequently organizing platforms for I-O psychologists and colleagues from other disciplines to engage in methods-related knowledge sharing and collaboration. Dr. Zhang frequently serves as a panel member for the National Science Foundation, giving I-O psychologists representation in their efforts to secure government research funding.



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

Then nominate them for SIOP Fellowship!

Go to <https://www.siop.org/Membership/SIOP-Fellowship> to view the the criteria.

Nominations open in August of 2021.



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