SIOP® Salutes

2025

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DISTINGUISHED PROFESSIONAL PRACTICE CONTRIBUTIONS AWARD: William Shepherd, GE Aerospace

William Shepherd, PhD, is a true leader in the practice of I-O psychology. His work has been recognized with eight SIOP practice awards, including the M. Scott Myers Award and the HR Impact Award for best evidence-based HR practices at both Wendy's and Huntington Bank, plus four Wiley Awards for survey excellence. He has consistently conducted high-quality internal research on a wide range of topics including the service-profit chain, employee well-being, new hire onboarding, the employe value proposition, employee engagement, and employee selection, and then partnered with academics to publish the findings in the *Academy of Management Journal, Journal of Applied Psychology, Journal of Management, Journal of Occupational Health Psychology,* and *Personnel Psychology.* He has served as adjunct professor at the Ohio State University for over a dozen years. He is a licensed psychologist, Fellow of SIOP and APA, and member of the Dearborn Group. He has served on the SIOP Professional Practice Committee for 12 years including twice as chair.

DISTINGUISHED PROFESSIONAL PRACTICE CONTRIBUTIONS AWARD: Vicki Vandaveer, The Vandaveer Group, Inc.

Vicki Vandaveer, PhD, is an I-O consulting psychologist. Her 4-decade career began with "I-side" of I-O (job analysis, employee selection test development/validation; statistical analyses; executive assessment) and serendipitously evolved to primarily the "O" side (organizational development and transformation), including 1:1 executive coaching and advisory consultation. Clients include mostly large US international public companies in oil and gas and consumer products (involving international organizational change consulting in 22 countries/five continents); US hospitals, academic medical centers, and nonprofit professional associations. A Fellow of SIOP, SCP, APA, and International Society of Coaching Psychology, she has served in leadership roles and on boards/committees for all; published six journal articles—two receiving awards—and the APA book *Coaching Psychology: Catalyzing Excellence in Organizational Leadership*; and coauthored a chapter on executive coaching psychology for SIOP professional practice handbook. She has participated in more than 100 symposia, panels, and invited addresses; and served 10 years on U.S. State Department Board of Examiners/Foreign Service.

DISTINGUISHED SCIENTIFIC CONTRIBUTIONS AWARD: Tammy Allen, University of South Florida

Tammy Allen, PhD, is a distinguished scholar and leader in the field of industrial-organizational psychology, recognized for her formative, programmatic, and influential contributions that have steered and refined our understanding of the work–family interface, career development, remote work practices, and employee well-being. By combining rigorous research with real-world applicability, her work has shaped both academic discourse and organizational practices, offering key insights into how individuals can successfully navigate and thrive in both their professional and personal roles. A passionate advocate for the advancement of I-O psychology, Allen has served SIOP in many roles, including president from 2013–2014. The recipient of numerous awards, she is a Fellow of SIOP, the American Association for the Advancement of Science, APA, APS, and the Academy of Management. A pioneer in the field, Dr. Allen continues to pursue cutting-edge questions and generate impactful research aimed at improving the quality of work–life for employees around the world.

DISTINGUISHED SERVICE CONTRIBUTIONS AWARD: Tara Behrend, Michigan State University

Tara Behrend, PhD, has dedicated 20 years of service to SIOP, contributing her expertise to 14 committees, including APA Program, Awards, Fellows, Futures Task Force, and External Affairs. She played a key role in APA initiatives and served as *TIP* editor. SIOP president in 2023, she continues her leadership as past president. She is also a board member for the National Academies Board on Human-Technology Systems and the APA Board on Scientific Affairs. Currently, she holds the John R. Butler II Endowed Professorship of Human Resources and Labor Relations at Michigan State University. Recognized for her ability to drive change, she brings thoughtful decisiveness and action-oriented leadership to every role. SIOP Instruction and Educational Portfolio Officer Richard Landers praised her deep understanding of volunteer-driven organizations, noting her exceptional ability to navigate challenges and implement meaningful improvements throughout her tenure.

Distinguished Awards

DISTINGUISHED EARLY CAREER CONTRIBUTIONS–PRACTICE AWARD: Kevin Stanek, Gilead Sciences/University of Minnesota

Kevin Stanek, PhD, is the head of People Analytics at Gilead Sciences, cofounder of a consulting firm, and leader of the Personality & Cognitive Ability Lab at the University of Minnesota. Over the past decade, he has leveraged science to deliver evidence-based solutions and innovations. Colleagues commend his thoughtful and strategic approach to making people more understandable and understood through the principled use of data and I-O psychology tools. Craig Sabol, vice president of Operations & Insights at Danaher Corporation, shared, "He's known for his obsession with excellence and his persistent drive to go beyond the status quo." In addition to his corporate impact, Stanek mentors the next generation of professionals through field research, publishing in top-tier journals, presenting at conferences, writing books, and serving on editorial boards, including *International Journal of Selection and Assessment and Intelligence.*

DISTINGUISHED EARLY CAREER CONTRIBUTIONS–SCIENCE AWARD: Szu-Han (Joanna) Lin, University of Georgia

Szu-Han (Joanna) Lin, PhD, has made significant scholarly contributions to industrial-organizational psychology, focusing on leadership, voice, employee well-being, and workplace diversity. She has published 23 peer-reviewed articles, including 15 in top-tier journals, with over 2,500 citations and an H-index of 18. Using an actor-centric approach, Joanna examines the paradoxical effects of leadership behaviors and addresses challenges faced by minority and female leaders, offering actionable insights for fostering inclusive and supportive workplaces. Named one of Poets & Quants' Best 40 Under 40 MBA Professors for 2023, Joanna is also a dedicated mentor, guiding PhD students and chairing dissertations.

DISTINGUISHED TEACHING CONTRIBUTIONS AWARD: Philip Podsakoff, University of Florida

Philip Podsakoff, PhD, is the Hyatt and Cici Brown Chair in Business at the University of Florida. He has made significant impacts as an instructor, receiving 27 teaching awards. He has taught in more than 500 executive education programs in the US, Europe, and South America, serving 15,000 participants, many of whom were mid- to upper level executives. One student evaluation stated that "Dr. Podsakoff is an outstanding scholar who demonstrates a deep commitment to his students' success. His expertise in the subject matter, combined with his genuine care and support, creates an engaging and encouraging learning environment." Podsakoff received the 2019 SIOP Distinguished Scientific Contributions Award and was elected a SIOP Fellow in 2007. He has offered his editorial board expertise to the *Journal of Applied Psychology* and *Leadership Quarterly*, among others. He has published more than 80 refereed journal articles on applied psychology, management, and management information systems; more than a dozen book chapters; and two scholarly books.

WAYNE CASCIO SCIENTIST–PRACTITIONER AWARD: Gerald Barrett

Dr. Gerald Barrett, a distinguished scientist–practitioner in industrial-organizational psychology, has built a multifaceted career in teaching, research, and consulting. Beginning at an aerospace firm in 1962, he became director of human factors before founding Barrett & Associates in 1967 and starting his teaching career in 1968. Seeking to deepen his expertise in equal employment law, he earned a law degree from the University of Akron in 1985, a rare path for I-O psychologists. Serving as an expert witness in 175 cases and consulting with over 150 organizations, he has also authored more than 150 papers. His contributions to personnel selection include developing over 200 content-valid situational judgment tests for private and public sectors. Most recently, Barrett & Associates implemented a computer-based selection system, reflecting over 2 decades of applied research in innovative assessment methodologies.

DR. JO-IDA C. HANSEN AND DR. JOHN P. CAMPBELL CAREER ACHIEVEMENT IN MENTORING AWARD: Rick Jacobs, Pennsylvania State University

In 40 years at Penn State, Rick Jacobs, PhD, interacted with and helped educate hundreds of undergraduate students and approximately 140 PhD candidates. A leader of various consulting firms, he mentored staff in their approach and how to best maintain science orientation and perspective on evidence-based interventions while meeting client needs. He described his mentoring philosophy as "encouraging curiosity, competence, and commitment while building knowledge and professional capabilities." He has received awards from SIOP, SHRM, and the AoM. He has authored more than 70 research articles and book chapters, and is a Fellow of SIOP, APA, and APS. "His coaching is specific, timely, and always delivered in a very positive future-focused tone," said David Hofmann, senior associate dean at University of North Carolina at Chapel Hill. "But, more important than all this, one of Rick's best gifts is his gift of encouragement. He believes in you often more than you believe in yourself."

S. RAINS WALLACE DISSERTATION AWARD
Jenna McChesney
Meredith College
(dissertation completed at North Carolina State University)
Is it #okaytosay I have anxiety and depression? Evaluations of job applicants who disclose mental health problems on LinkedIn

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD
Danielle D. King, Rice University; Elisa S. M. Fattoracci, Rice University; David W. Hollingsworth, Fielding Graduate University; Elliot Stahr, Rice University; and Melinda Nelson, Rice University
When thriving requires effortful surviving: Delineating manifestations and resource expenditure outcomes of microaggressions for Black employees. *Journal of Applied Psychology, 108*(2), 183-207.

M. SCOTT MYERS AWARD FOR APPLIED PSYCHOLOGY IN THE WORKPLACE
John F. Capman, Denver McNeney, Emran Mohammad Abu Anas, Mengqiao (MQ) Liu, Matthew Kitching, and Anthony S. Boyce (all of Amazon, Inc.)
Amazon's Constructed Response Assessment Project
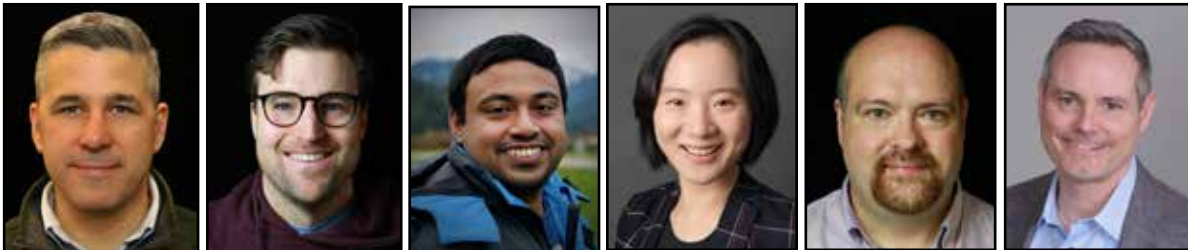
RAYMOND A. KATZELL PUBLIC IMPACT AWARD
Christiane Spitzmüller, University of California Merced; Erika Henderson, University of Houston; Juan Madera, University of Houston; and Michelle Penn-Marshall, Texas Southern University
Underrepresented Minority Faculty in the U.S. Face Double Standard in Promotion and Tenure Decisions, and their work at the Center for Equity in Faculty Advancement (CEFA)

JOYCE AND ROBERT HOGAN AWARD
FOR PERSONALITY AND WORK PERFORMANCE
Loes Abrahams, Tilburg University; Jasmine Vergauwe, Vrije Universiteit Brussel; and Filip De Fruyt, Ghent University
Within-person personality variability in the work context: A blessing or a curse for job performance? *Journal of Applied Psychology, 108*(11), 1834–1855. https://doi.org/10.1037/apl0001101

WILEY AWARD FOR EXCELLENCE IN ORGANIZATIONAL SURVEYS
Charlene Zhang, University of Minnesota (now at Amazon), and
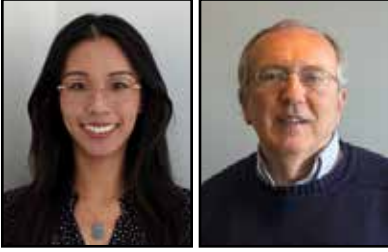**Paul R. Sackett, University of Minnesota**
Planned missingness: An underused but practical approach to reducing survey and test length. *Industrial and Organizational Psychology, 16,*129-142. doi:10.1017/iop.2022.113

JEANNERET AWARD FOR EXCELLENCE IN THE STUDY OF INDIVIDUAL OR GROUP ASSESSMENT
Nan Zhang, University of Florida; Mo Wang, University of Florida; Heng Xu, American University; Neil Koenig, Modern Hire; Louis Hickman, Virginia Tech/University of Pennsylvania; Jason Kuruzovich, Rensselaer Polytechnic Institute; Vincent Ng, University of Houston; Kofi Arhin, Rensselaer Polytechnic Institute; Danielle Wilson, University of Houston; Q. Chelsea Song, Indiana University; Chen Tang, American University; Leo Alexander III, University of Illinois at Urbana-Champaign; and Yesuel Kim, Purdue University
Reducing subgroup differences in personnel selection through the application of machine learning. *Personnel Psychology, 76*(4), 1125-1159.
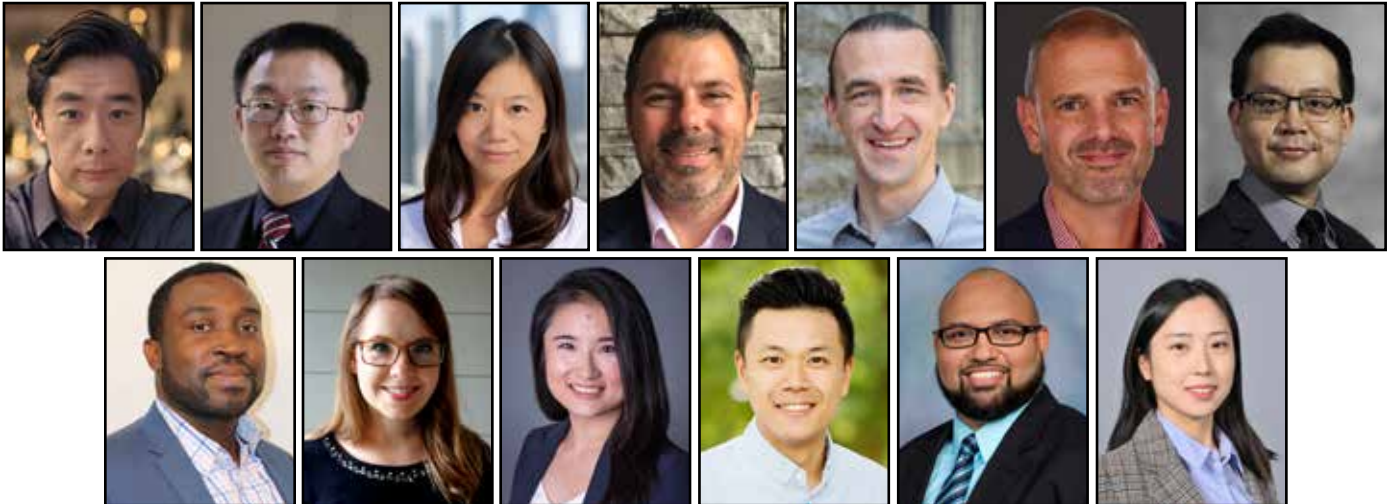
SCHMIDT-HUNTER META-ANALYSIS AWARD
Yi-Ren Wang, Asia School of Business in collaboration with MIT Sloan; Michael T. Ford, University of Alabama; Marcus Credé, Iowa State University, P. D. Harms, University of Alabama; and Paul B. Lester, Naval Postgraduate School
A meta-analysis on the crossover of workplace traumatic stress symptoms between partners. *Journal of Applied Psychology, 108*(7), 1157–1189.

JOEL LEFKOWITZ EARLY CAREER AWARD FOR
HUMANISTIC INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY
Danielle M. Gardner
Colorado State University
for her work on topics relevant to
the advancement of workplace equity

DOUGLAS W. BRAY AND ANN HOWARD RESEARCH GRANT
Christine Seitz, Kansas State University; Ashley Sylvara, Kansas State University; Tianjun Sun, Rice University;
Louis Hickman, Virginia Tech/University of Pennsylvania; and Filip Lievens, Singapore Management University
Automating Assessment Center Role-Play Exercises: Developing and Validating an Artificial Intelligence Chatbot

HEBL GRANT FOR REDUCING GENDER INEQUITIES IN THE WORKPLACE
Tyler (Ty) Fezzey
University of Alabama
Queen Bees Got Stung First:
How Gender Inequalities Provoke
Queen Bee Phenomenon via System
Justification Theory

GRAEN GRANT FOR STUDENT RESEARCH ON LEADERS AND TEAMS
Daniel Dong-Wook Kim
University of Florida
To Lead Is to Err: Threat and Opportunity as
a Lens to Examine Leaders' Error Responses
and Subsequent Leader Perceptions

ZEDECK-JACOBS OPPORTUNITY EQUITY IN ORGANIZATIONS GRANT
Quinetta Roberson, Michigan State University;
Alexis Avery, University of Wisconsin-Madison; and
MaQueba Massey, Iowa State University
Mitigating Gender and Racial Bias in Selection With AI Priming

SIDNEY A. FINE GRANT FOR RESEARCH ON THE ANALYSIS OF WORK
Deborah Rupp, George Mason University; Seth Kaplan, George Mason University;
Anna Hoover, George Mason University; Krista Ratwani, Independent Consultant;
Nicole Strah, University of North Carolina at Charlotte; and Madeline Wonders, George Mason University
Experience Sampling Methodology to Promote Inclusive Job Analysis

SIOP INTERNATIONAL RESEARCH AND COLLABORATION (IRC) SMALL GRANT
Hwayeon Myeong, Rice University; Meejung Chin,
Seoul National University; and Eden B. King, Rice University
Not All Mothers Feel Alike:
Cultural Differences in Identity Integration and Guilt

SMALL GRANT PROGRAM

Karyssa A. Courey and Frederick L. Oswald, both of Rice University
Perceptions of Statistical Evidence When Evaluating Evidence of Disparate Impact and Disparate Treatment

Lawrence Houston III, University of Houston; Brett H. Neely, Jr., University of Nebraska-Lincoln; Timothy G. Kundro, University of North Carolina at Chapel Hill; and Horatio Traylor, University of Houston
Ban the Box or Not? A New Perspective on When Self-Disclosure of Criminal Records Is the Best Strategy for Gaining Employment

E. Paisley Shultz, Baruch College, City University of New York; Charles A. Scherbaum, Baruch College, City University of New York; and Paul Agnello, Aon Assessment Solutions
The Little Things Matter: How Non-Job-Relevant Factors Influence Applicant Evaluations in Virtual Interviews

LESLIE W. JOYCE AND PAUL W. THAYER GRADUATE FELLOWSHIP
Rachael Pyram
Michigan State University
Allyship at Your Own Risk:
The Role of Interpersonal Risk
in Decisions to Engage in Allyship

LESLIE W. JOYCE AND PAUL W. THAYER GRADUATE FELLOWSHIP
Henri Maindidze
Portland State University
Value Alignment in Online Reviews:
A Determinant of Applicant Attitudes
and Intentions

LEE HAKEL GRADUATE STUDENT SCHOLARSHIP
Christopher Winchester
University of Minnesota
When Underperformance Means
Success: Mixed-Method
Theory-Building & Testing
of Strategic Underperformance

MARY L. TENOPYR GRADUATE STUDENT SCHOLARSHIP
Elisa S. M. Fattoracci
Rice University
Promised DE&I, Delivered
Microaggressions: Investigating
Psychological Contract Violation and
(Dis)Trust in Leaders and Organizations

BEN SCHNEIDER SCHOLARSHIP BY THE MACEY FUND
Alexis Avery
University of Wisconsin-Madison
A Legacy of Task Segregation: Skin
Tone and Exposure to Adverse Work
Environments

GEORGE C. THORNTON, III GRADUATE SCHOLARSHIP
Kaitlin A. Busse
The Graduate Center & Baruch College, City University of New York (CUNY)
Examining Working Fathers'
Work-Family Policy Use

MICHAEL E. MOOMAW SCHOLARSHIP
Ryan Musselman
Virginia Polytechnic Institute and State University
Workplace Generativity:
Construct & Scale Development
with Validation

BETH E. BUCHANAN GRADUATE SCHOLARSHIP
Youjeong Song
University of Minnesota
Bridging Language Barriers: Essays on
the Effects of Language Diversity on
Individuals and Teams and a Remedy
for Language Barriers

SIOP GRADUATE STUDENT SCHOLARSHIPS

Jocelyn Grayce Anker
University of Georgia
Investigating the Impact of
Observing Interpersonal Weight
Discrimination at Work

Yasha Spriha
University of Maryland
The Paradox of Framing "People" as
"Resources": A Study of Employee
Objectification and Employee Voice

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SIOP Foundation
BRIDGING SCIENCE AND PRACTICE

LGBTQIA+ TRAILBLAZER AWARD
**Michelle (Mikki) Hebl, Rice University**
Mikki Hebl is among the first to highlight LGBTQIA+ experiences in the I-O field. Focused on these issues, with work spanning more than 20 years, 27 of her 200 journal articles and book chapters are squarely focused on LGBTQIA+ issues. She also was one of the early chairs of SIOP's LGBT Ad Hoc Committee (as it was known at the time). In this role, she spearheaded an ambitious silent auction at the SIOP Conference that supported LGBTQIA+ artists and small businesses and raised enough money to fund SIOP's annual Best LGBTQIA+ Conference Submission award. Finally, it is necessary to highlight Dr. Hebl's impact on individual scholars and practitioners in her roles as instructor, mentor, advisor, colleague, and friend. She has mentored countless students at all levels, many of whom fall under the LGBTQIA+ umbrella. Her influence has been nothing but empowering, nurturing, and the epitome of what every student who is unsure of whether they "belong" could hope to have in a mentor.

BEST LESBIAN/GAY/BISEXUAL/TRANSGENDER (LGBT) RESEARCH AWARD
Nicholas Salter, Hofstra University, and Wiston Rodriguez, San Diego State University
Novel Research Directions on Authentic Expression at Work for LGBTQ+ Employees

SIOP BEST INTERNATIONAL PAPER AWARD
Patricia Tabarani, Amana Capital; Simon Restubog, University of Illinois at Urbana-Champaign; Kohyar Kiazad, Monash University; Constantin Lagios, University of Illinois at Urbana-Champaign; Pauline Schilpzand, Oregon State University; and Sky (Lintao) Wang, University of Illinois at Urbana-Champaign
Heartsick for Home: An Integrative Review of Employee Homesickness and an Agenda for Future Research
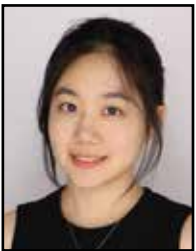
JOHN C. FLANAGAN AWARD FOR BEST STUDENT PRESENTATION AT THE SIOP CONFERENCE
Fanyi Zhang, Purdue University
Coauthors: Melissa Robertson and Marta Mohedano Jurado, both of University of Georgia
Mentors as Caregivers: Development of the Mentor Support Behaviors Inventory (MSBI)

Fellows

Joseph Don Abraham, Talogy

Joseph Don Abraham, PhD, is vice president, Consulting Practice, Americas at Talogy, where he leads a team of 100+ industrial-organizational psychologists and HR professionals supporting both private and public sector clients in talent selection and development. With 30+ years of experience in I-O psychology, he specializes in personnel selection, assessment design, and applied research. Dr. Abraham has collaborated on high-impact projects, including large-scale corporate and public safety selection systems in complex, sensitive environments. He is an active contributor to SIOP, having presented at numerous conferences and co-authored several influential publications on selection methodologies. Dr. Abraham earned his PhD from the University of Tulsa, where his dissertation explored successful aging in the workplace. He is committed to advancing the science and practice of I-O psychology and consistently driving impactful, evidence-based solutions for his clients, both personally and through the efforts of his talented Talogy consulting team.

Anthony S. Boyce, Amazon

Anthony S. Boyce is a principal research scientist at Amazon, where he leads innovations in talent acquisition that integrate artificial intelligence to enhance recruitment processes. His skills-based hiring strategies have significantly improved the effectiveness, equity, and speed of global hiring. Previously, Tony was a partner at Aon, where he developed the award-winning Adaptive Employee Personality Test (ADEPT-15®), administered to millions of test takers worldwide. Tony's work has received numerous accolades, including SIOP's Distinguished Early Career Contributions Award and the M. Scott Myers Award for Applied Psychology. Tony is actively involved in the broader I-O community through publication, presentation, and service roles, including as the past president of the New York Metropolitan Association of Applied Psychology. He holds a PhD, MA, and BS from Michigan State University. He happily spends most of his leisure time with his spouse, Christine, and their young daughters, Sadie and Adelyn.

Rich Cober, Gartner

Rich Cober leads Gartner's Advisory Practice for Chief HR Officers. Building this practice has leveraged lessons learned throughout Rich's career in pursuit of applying science to the practice of HR and supporting business performance. Rich has served as a CHRO for two companies (HITT Contracting and MicroStrategy), an HR executive and Talent Practice leader for Marriott International, and began his career as an applied I-O practitioner at Booz Allen Hamilton. Rich's approach to applied science guided his strategy to revitalize organizational culture while a CHRO, design focus to better integrate revenue generating and customer facing functions while an HR executive, and develop and launch a global hiring program. Rich earned his PhD from The University of Akron and master's from Appalachian State University. Rich is a past president of the Personnel Testing Council of Washington, DC and past chair of SIOP's Professional Practice Committee.

Gordy Curphy, Curphy Leadership Solutions

Gordy Curphy is honored to achieve Fellow status in SIOP and be recognized for his contributions to education; innovations in science and practice; mentorship and leadership roles; and service to SIOP. Dr. Curphy is a coauthor of the college textbook *Leadership: Enhancing the Lessons of Experience,* which has sold more than 100,000 copies and is in its 11th edition. The *American Psychologist* article, "What We Know about Leadership," which he coauthored with Bob and Joyce Hogan, has been cited nearly 900 times. Dr. Curphy's focus on teams led to creating the Rocket model, the Team Assessment Survey, and writing numerous articles and books about team effectiveness. As a professor at the United States Air Force Academy, he taught and mentored future officers (some of whom are CEOs today). Dr. Curphy's leadership experience spans military, philanthropic, and consulting organizations, which enhances his skills as a scientist–practitioner, and service to SIOP includes workshop presentations as well as volunteer service on various committees.

Patrick Dunlop, Curtin University

Patrick Dunlop is a professor at the Curtin University Future of Work Institute and a registered organisational psychologist in Australia. His research interests relate to all the processes involved in personnel recruitment, assessment, and selection. These include attracting talent, reducing the science–practice gap, and ensuring a positive candidate experience. Lately, Patrick has been very interested in how technological developments are influencing these processes, particularly with respect to candidates' and employers' use of generative artificial intelligence in assessments and to optimising the candidate experience. He is also an associate editor of the *International Journal of Selection and Assessment* and *Applied Psychology: An International Review,* and is the president of the Australasian Congress on Personality and Individual Differences. Patrick's research portfolio includes extensive collaboration with industry partners, which have seen his work used to redesign volunteer recruitment and retention practices in Scouts and the emergency services in Australia.

Michael T. Ford, University of Alabama

Michael Ford has made research contributions related to the work–family interface, organizational support, and employee health and emotions. This research has generated insights into the ways that work and family roles are interrelated, how stressful work situations influence workers as time passes, and the role of organizational support and fair treatment in the employee–organization relationship and employee health. His work with doctoral students has resulted in several papers and multiple awards. In addition, he has served on journal editorial boards and worked to promote occupational health psychology research through various service roles.

M. Gloria González-Morales, Claremont Graduate University

Gloria González-Morales, PhD, is an associate professor of Organizational Psychology at Claremont Graduate University. Her contributions to industrial-organizational psychology demonstrate a balanced approach that merges academic rigor with practical impact and community engagement. Her extensive service spans global leadership roles, including her current position as president-elect of the Society for Occupational Health Psychology (SOHP) and past chair of the Alliance for Organizational Psychology Conference Committee during the pandemic. Her research, which focuses on employee well-being, flourishing, and belonging, has been published in prestigious journals and recognized with multiple awards, including two Best Paper Awards from the *European Journal of Work and Organizational Psychology* and the *Journal of Occupational Health Psychology*. A dedicated mentor, she has adopted the scientist–practitioner model with initiatives that provide pro bono I-O expertise to community organizations while offering valuable experiences to students. She is committed to equity-centered professional development and inclusive excellence in higher education, illustrating how academic rigor and community service enhance the profession.

Neil M. A. Hauenstein, Virginia Tech

Dr. Neil M. A. Hauenstein is a long-time member of the doctoral training program in I-O Psychology at Virginia Tech, including a 12-year stint as area director. Neil received his MS and PhD in I-O psychology from the University of Akron. Neil's research has been recognized by SIOP, the American Psychological Association, and the Academy of Management. He also served as a Summer Research Fellow at the Defense Equal Opportunity Institute (DEOMI) in 2004 and 2005, and from 2010–2012. A partial list of journals where he has published includes the *Journal of Applied Psychology, Personnel Psychology, Military Psychology, Human Performance, Organizational Behavior and Human Decision Making, Journal of Business and Psychology,* and *Organizational Research Methods*. He currently serves as an action editor for *Human Performance* and on the editorial board of *Journal of Business and Psychology.* He has mentored 47 graduate students who have authored 30 doctoral dissertations and 36 masters theses.

Kristen Jones, University of Memphis

Dr. Kristen Jones is the Robert Wang Chair of Excellence and associate professor of Management in the Fogelman College of Business and Economics (FCBE) at the University of Memphis. Her program of research focuses on identifying and remediating the range of biases—both subtle and overt—that unfairly disadvantage socially marginalized employees at work, particularly women and mothers. Additionally, her research aims to identify policies and practices that organizations can implement to cultivate psychologically safe work environments and support employee health and well-being. Her work has been published in outlets including *Journal of Applied Psychology, Personnel Psychology, Journal of Management, Journal of Organizational Behavior,* and *Journal of Business and Psychology*. Dr. Jones's research has also been recognized through external grants from the National Science Foundation (NSF), the Society of Human Resource Management (SHRM) Foundation, SIOP, APA, and the Society for the Psychological Study of Social Issues (SPSSI).

Sven Kepes, Virginia Commonwealth University (VCU)

Sven Kepes is a professor of Management at Virginia Commonwealth University (VCU) in Richmond, Virginia. He was born in Hamburg, Germany, and received bachelor's degrees in industrial as well as systems engineering at the University of Applied Sciences in Lueneburg, Germany. During his studies, he worked as a consultant and cofounded Spektrum Raum, a virtual organization. From 1998 to 2000 he was the assistant to the CEO of Adalbert Zajadacz. In 2002, he received an MBA from Drury University in the United States. He earned his PhD at the Sam M. Walton College of Business, University of Arkansas, and joined VCU as an assistant professor in 2007. Dr. Kepes' research interests include strategic human resource management, algorithmic HRM, compensation systems, meta-analytic methods, publication bias, and the trustworthiness of our cumulative knowledge. His research has been published in journals such as *Psychological Bulletin, Journal of Management, Journal of Applied Psychology, Personnel Psychology,* and *Organizational Research Methods.*

Ning Li, Tsinghua University

Ning Li is the Flextronics Chair professor and head of Leadership and Organization Management Department at Tsinghua University. His research focuses on generative AI, big data in management, organizational network analysis, team collaboration, and proactive behavior in organizations. He previously served as professor and Research Fellow in Management and Entrepreneurship at the University of Iowa's Tippie College of Business. Li holds a PhD from Texas A&M University and a bachelor's degree from Shanghai Jiao Tong University. His research appears in leading management and psychology journals. He serves as associate editor of *Organizational Behavior* and *Human Decision Processes* and deputy editor of *Management and Organization Review*. In 2020, he received the Distinguished Early Career Contributions-Science Award from SIOP.

Ishbel McWha-Hermann, University of Edinburgh Business School

Ishbel McWha-Hermann is associate professor at the University of Edinburgh Business School. She studies social justice at work, particularly in international work contexts. Ishbel founded and is director of Project Fair, which studies fairness of workplace policies and practices in international aid contexts and the implications for poverty reduction. She also studies the psychological impact of living wages and decent work for workers, their families, organizations, and society. She has undertaken consultancy and provided expert advice to numerous international organizations, including the United Nations, on creating fair policies and practices. Working internationally, Ishbel has advocated for the role of work and organizational psychology in addressing grand global challenges, such as poverty reduction, through contributing to the United Nations' Agenda for Sustainable Development. She is a SIOP representative to the United Nations Economic and Social Council (ECOSOC), leads the decent work strand of the EAWOP Impact Incubator, and sat on the British Psychological Society's Expert Reference Group on "poverty to flourishing."

Jesse S. Michel, Auburn University

Jesse S. Michel, PhD, is a professor of Industrial-Organizational Psychology at Auburn University and director of its I-O Psychology Program. He earned his BA in Psychology and Sociology from the University of Minnesota and his MA and PhD in I-O Psychology from Wayne State University. His research focuses on work–family dynamics, occupational health psychology, and workplace deviance, with over 50 peer-reviewed journal articles and book chapters, accumulating more than 7,000 citations. His work appears in top-tier journals such as *Journal of Applied Psychology* and *Journal of Occupational Health Psychology.* A 2023 Kanter Award finalist, he also received the 2020 Best Paper award from the Human Factors and Ergonomics Society. He has mentored over 40 practicum students and chaired more than 80 graduate committees. He serves as associate editor for *Journal of Occupational and Organizational Psychology, Occupational Health Science,* and *International Journal of Stress Management*, reinforcing his leadership in the field.

Rob Michel, Edison Electric Institute (EEI)

Rob Michel, PhD, is the managing director of Employment Testing at the Edison Electric Institute (EEI), where he oversees the electric power industry's employment testing consortium. Rob is responsible for the operational and strategic management of the program, and he regularly coordinates with industry stakeholder groups to ensure the program's continued success. At EEI, Rob has managed multiple industrywide test validation projects involving electric companies across the country with hundreds of individual participants, and during his career, he has developed and validated a variety of assessments, including cognitive ability tests, personality inventories, situational judgment tests, computer-based simulations, role plays, and interviews. Prior to joining EEI, Rob managed GEICO's employee selection procedures and employee surveys, and he has also worked for the American Institutes for Research (AIR) and Hogan Assessments. Rob received his PhD in Industrial and Organizational Psychology from The University of Tulsa, and he is currently an adjunct professor at the University of Maryland, Baltimore County.

Ren Nygren, APT Metrics

Dr. Ren Nygren helps individuals and organizations achieve business results by optimizing organizational structure, job design, and talent management processes. During his 28 years of postdoctoral experience, Ren has led and delivered such work for some of the most-recognized organizations in the world, including Walmart, Delta Air Lines, Microsoft, CSX Rail, Boeing and Chick-fil-A. As chief operating officer, Dr. Nygren is responsible for APTMetrics' day-to-day operations including all aspects of consulting delivery, product development, and client support. In addition to these operational leadership responsibilities, Ren maintains close involvement with APTMetrics' clients' most complex human-resources challenges, including large-scale job analyses, designing and implementing selection systems for high-volume hiring, and technical consulting associated with job-analysis data. Ren earned his undergraduate degree in psychology at the University of Texas at Austin, his master's degree in industrial-organizational (I-O) psychology from the University of North Texas and his doctoral degree in I-O psychology at the University of South Florida.

Jone Papinchock, DCI Consulting

Jone Papinchock, PhD, has practiced as an I-O psychologist for 40 years. She has been privileged to serve in leadership roles in city, state, and federal agencies, consulting firms, and the private sector. She believes that only a field as expansive as I-O psychology would have allowed her to achieve her goal of becoming an accomplished practitioner. Her positions have allowed her to broadly apply the scientific method and theories and practices of studying human behavior in the workplace. Dr. Papinchock's work has centered on three primary areas. These include job analysis and validation of selection tests (such as contributing to the federal government's development of centralized online assessments referred to as USAJobs) and serving as an expert witness in employment discrimination and sexual harassment class action litigation. The final area reflects her passion for expanding the understanding of the impacts of selection procedures on individuals with disabilities (the topic of two book chapters).

Dale S. Rose, 3D Group

Dale S. Rose, PhD, president and cofounder of 3D Group, has built his career on passion for systems theory and the interaction of person and situational variables. Dale's drive to create and sustain an I-O-grounded business for over 30 years has created a positive workplace for I-O professionals, promoted 360 feedback best practice, and elevated leadership capacity for thousands of leaders in the nonprofit and corporate sectors. Dale's career exemplifies the scientist–practitioner model, having published and presented on diverse topics including selection, program evaluation, employee surveys, and 360 feedback. He authored the Leadership Navigator® 360 Feedback survey tool, eight editions of the benchmarking study Current Practices in 360 Feedback, the book *Hire Better Teachers Now* and coedited the *Handbook of Strategic 360 Feedback*. With more than 110,000 subscribers to his Leadership Insights blog, he has been quoted in the *Wall Street Journal, Financial Times,* and *CEO World*. He is also an avid backgammon competitor, state racquetball champion, and fastpitch softball coach.

Enrica N. Ruggs, University of Houston

Enrica N. Ruggs, PhD, is an associate professor of management in the C.T. Bauer College of Business at the University of Houston. She received her PhD in Industrial-Organizational Psychology from Rice University and her bachelor's degrees from Prairie View A&M University. In her research she examines factors related to subtle forms of workplace mistreatment against employees with marginalized social identities, the outcomes of these behaviors, and strategies that individuals and organizations can engage in to combat and reduce mistreatment. She also examines the experiences of marginalized employees to understand factors that influence job attitudes and psychological well-being. Her research appears in premier academic journals such as *Journal of Applied Psychology* and *Journal of Management* as well as practitioner journals such as *MIT Sloan Management Review*. Her work has also been featured in popular media outlets, such as the *Bloomberg, New York Times, U.S. News & World Report, Business Insider,* and *Fortune*. She currently serves on the SIOP Executive Board.

Katina Sawyer, University of Arizona

Katina Sawyer is an associate professor of Management and Organizations in the Eller College of Management at the University of Arizona. She is also a cofounder of Workr Beeing, cohost of the Leading for Wellness podcast, and coauthor of *Leading for Wellness: How to Create a Team Culture Where Everyone Thrives*. She has published over 50 peer-reviewed articles and book chapters, as well as popular press articles in the *Harvard Business Review, Fast Company,* and the *Washington Post,* among others. She has received research grants from the NSF and SHRM, as well as various early-career research awards. She has also received both national and university-wide early-career teaching awards. In 2024, she was awarded SIOP's Joel Lefkowitz Early Career Award for Humanistic I-O Psychology and, in alignment with her focus on practical impact, she was awarded the Presidential Scientist–Practitioner Distinction in 2019. She earned a dual PhD in Industrial-Organizational Psychology and Women's Studies from Pennsylvania State University.

Comila Shahani-Denning, Hofstra University

Comila Shahani-Denning, PhD, is the senior vice-provost of Academic Affairs and a professor of Psychology at Hofstra University. She led Hofstra's I-O Master's Program for over 20 years and is a core faculty member in the doctoral program in Applied Organizational Psychology. Her research and applied interests are in the areas of recruitment, selection decision making, faculty mentoring, and leadership development. She has published and presented extensively in peer-reviewed journals and at national and international conferences. A dedicated leader, she served as president of METRO (New York Metropolitan Association of Applied Psychology) in 2019–2020 and has actively contributed to SIOP committees on education and training. Passionate about fostering the next generation of I-O psychologists, she inspires many, including her daughter, who received a graduate degree in social-organizational psychology and is establishing a successful career in the field. Dr. Shahani-Denning earned her BA from St. Xavier's College in Mumbai, India, and her MA and PhD from Rice University in Houston, TX.

Christiane Spitzmüller, University of California
Dr. Spitzmüller has made significant contributions to I-O psychology through her research on workplace inclusion, work–family dynamics, and employee development. Her work, published in leading journals like *Journal of Applied Psychology,* bridges theory and practice, whereas her interdisciplinary research in top medical journals influences healthcare applications of I-O psychology. As a principal investigator, she has secured over $6.5 million in NSF grants, along with funding from organizations such as the Gates Foundation, Sloan Foundation, and NASEM. Her impactful research has been featured in *Science* and *Forbes*. She has also served on editorial boards, including *Organizational Research Methods*, and on NSF and NIH review panels. A dedicated mentor, she has guided over 20 doctoral students, with many now in academia. She also plays a key role in higher education administration as vice provost for Academic Affairs and Strategy at UC Merced, shaping institutional policy and academic initiatives.

Philip T. Walmsley, U.S. Office of Personnel Management
Phil Walmsley is a lead personnel research psychologist in the Center for Assessment and Evaluation at the U.S. Office of Personnel Management. In partnership with agencies across the U.S. government, Phil conducts job analyses, develops measurement strategies, validates the use of a variety of preemployment and leadership assessments, delivers assessment-related trainings, and conducts large-scale data analyses. He advises on the design and implementation of technology products used for talent management and assessment. He also participates on personnel selection working groups focused on national defense and foreign affairs. Phil is a member of the editorial board of the *International Journal of Selection and Assessment*, served on two SIOP committees, received SIOP's Distinguished Early Contributions-Practice Award, and is a past president of the Personnel Testing Council of Metropolitan Washington DC. He received a MS in Industrial-Organizational Psychology from Missouri State University and PhD in Industrial-Organizational Psychology from the University of Minnesota.

Randall P. White, Executive Development Group, LLC
Randall P. White, PhD, is co-head of leadership in TRIUM, (HEC, London School of Economics, and NYU Stern) and has taught multiple EMBA programs. He began his career at the Center for Creative Leadership and founded Executive Development Group, a consultancy to global organizations. Dr. White coauthored *Breaking the Glass Ceiling: Can Women Reach the Top of America's Largest Corporations?, The Future of Leadership: Riding the Corporate Rapids Into the 21st Century,* and *Relax, It's Only Uncertainty*. Dr. White earned degrees from Georgetown University (AB), Virginia Polytechnic Institute (MS), and Cornell University (PhD). He is a Fellow in APA's Divisions 1 and 13, a lifetime Fellow of APS, a Salzburg Fellow on Women's Issues, and was awarded Division 13's highest honor, the RHR International Award for Excellence in Consultation. He has served as president of the Society of Consulting Psychology (SCP), chair of APA's Council Leadership Team, APA Board member, and is chair-elect of APA's Policy and Planning Board.

Ken Yusko, University of Maryland
Ken Yusko, PhD, is deputy director of the UMD I-O Psychology MPS program, chief I-O psychologist at Arlington County Government, and cofounder of Siena Consulting. Ken's work focuses on designing and implementing innovative employee assessment and development systems with large-scale impact. He has partnered with some of the world's most recognized organizations including the NFL, the NBA, Google, Merck, SC Johnson, and the United Nations. Dr. Yusko has also been successful in resolving several of the field's biggest and longest running fair employment practice cases, helping to drive mass programmatic change by directing the work of dozens of I-O psychologists. Ken's efforts have been honored with the SHRM-SIOP HRM Impact and multiple M. Scott Myers Applied Research and IPAC Innovations awards. He has published in leading journals and his doctoral dissertation on employee decision making was supported by the National Science Foundation. Highlighting his service to SIOP, Ken has chaired multiple doctoral consortia and the M Scott Myers Applied Research Award committee.

SIOP and the SIOP Foundation thank all the Awards reviewers who volunteered to help choose the 2025 winners

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Mark Agars
Paul Agnello
Anne-Grit Albrecht
Alexander Alonso
Valeria Alterman
Daniela Andrei
Nikita Arun
Marcia Avedon
Sean Baldwin
Janet Barnes-Farrell
Clare Barratt
Mariangela Battista
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