

THE NATIONAL ACADEMIES

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Measuring Human Capabilities: An Agenda for Basic Research on the Assessment of Individual and Group Performance Potential for Military Accession

June 30, 2015

Public Discussion Event

Panelist Bios

Confirmed Panelists (June 4, 2015)

Invited Speakers

Gerald (Jay) F. Goodwin

Gerald (Jay) F. Goodwin is Chief of the Foundational Science Research Unit at the U. S. Army Research Institute for Behavioral and Social Sciences (ARI). In addition to overseeing ARI's basic research program, he is responsible for two research teams focused on emerging and developing concepts within the applied research program: development of cross-cultural competence and assessing and developing unit cohesion. His research expertise is in leadership, team and organizational effectiveness, and cultural factors in Joint, Interagency, and Multinational contexts. He has led or overseen projects investigating shared cognition in command teams, leadership in multi-team systems, team staffing and composition, leader development and training, and cultural factors in interpersonal interactions. He was the program manager for ARI's applied research program 'Teams in Complex Organizations' for four years, served one year on assignment to ARI's Office of the Director to lead strategic planning for the institute, and was detailed to the Department of Defense Comprehensive Review Working Group as a research analyst and the lead writer the DOD report assessing the impact of repeal of "Don't Ask, Don't Tell." He transitioned to his current position after spending three years leading basic research in leader development, team and organizational effectiveness, and cross-cultural issues. He is a scientific advisor to several Multidisciplinary University Research Initiative (MURI) grants investigating cognition in organizations and cultural factors in negotiation and collaboration. He is currently investigating the application of network science principles to the understanding of team and organizational effectiveness; developing an integrative framework focused on individual, temporal, cohort, organizational, and industry effects on individual career patterns; and improving the conceptualization and measurement of interdependence and team processes in teams and multi-team systems. Dr. Goodwin received his M.S. and Ph.D. in Industrial/Organizational Psychology from the Pennsylvania State University. He is a member of the Society for Industrial and Organizational Psychology, the American Psychological Association (APA), and APA Division 19 (Military Psychology).

Committee Representatives

Paul R. Sackett

Paul R. Sackett (*Chair*) is the Beverly and Richard Fink Distinguished Professor of Psychology and Liberal Arts at the University of Minnesota. His research interests revolve around various aspects of testing and assessment in workplace, military, and educational settings. His work on issues of fairness and bias in testing includes frequently cited 1994, 2001, and 2008 *American Psychologist* articles. He has long been active in the area of the assessment of honesty and integrity in the workplace. He also publishes extensively on the assessment of managerial potential and methodological issues in employee selection. He has worked with a wide variety of public and private-sector organizations on the design and evaluation of selection and training systems. He served as founding editor of the Society for Industrial and Organizational Psychology's (SIOP) journal *Industrial and Organizational Psychology: Perspectives on Science and Practice* and as editor of *Personnel Psychology*. He served as president of SIOP, cochair of the Joint Committee on the Standards for Educational and Psychological Testing, chair of the American Psychological Association's (APA) Committee on Psychological Tests and Assessments, and chair of APA's Board of Scientific Affairs. He received his Ph.D. in industrial and organizational psychology at the Ohio State University.

Richard J. Genik II

Richard J. Genik II is director of the Emergent Technology Research Division at the Wayne State University School of Medicine and associate professor in the College of Engineering Department of Biomedical Engineering and School of Medicine Department of Psychiatry and Behavioral Neurosciences. His areas of expertise include the use of magnetic resonance imaging (MRI) and functional MRI to gain insight into cognitive workload in naturalistic, multitasking environments. Dr. Genik has authored over 130 peer-reviewed publications and 6 book chapters, including "Functional Neuroimaging in Defense Policy," which appeared in *Bio-Inspired Innovation and National Security* in 2010. He has a Ph.D. in physics from Michigan State University and a B.S. in applied physics from Wayne State University.

Leaetta Hough

Leaetta Hough is president and founder of The Dunnette Group, Ltd., in Saint Paul, Minnesota, and chief science officer of HirePayoff™. Previously, she cofounded Personnel Decisions Research Institute and served as president of the Federation of Associations in Behavioral and Brain Sciences (FABBS; 2008-2009) and president of the Society for Industrial and Organizational Psychology (SIOP) (2005-2006). She was general chair of two SIOP Leading Edge Consortia: *Enabling Innovations in Organizations and Leadership at the Top*. Her expertise includes the development of staffing, training, and performance management systems; she specializes in developing measures for hard-to-measure individual-differences and outcome variables and in creating tools to evaluate a candidate's characteristics such as personality, interest, and cognitive ability essential for success in the workplace while mitigating adverse impact against protected groups. She is coeditor of the four-volume *Handbook of Industrial and Organizational Psychology* and lead author of the personality chapters in the *Comprehensive Handbook of Psychology* and the *Handbook of Industrial, Work and Organizational Psychology*, as well as lead author of the personnel selection chapter in the 2000 *Annual Review of Psychology*. Three of her articles are reprinted in *Employee Selection and Performance Management*, a book consisting of articles psychologists identified as the seminal publications in the past 100 years in the areas of employee selection and

performance management. She has a Ph.D. in industrial and organizational psychology with concentrations in differential psychology, measurement, and personality from the University of Minnesota.

Patrick C. Kyllonen

Patrick C. Kyllonen is senior research director of the Center for Academic and Workforce Readiness and Success at Educational Testing Service (ETS). The Center directs (a) ETS's Next Generation Higher Education Assessment and its Workforce Readiness initiatives; (b) large scale student, teacher, and school questionnaire research and development for the National Assessment for Educational Progress and the Programme for International Student Assessment; and (c) 21st century skills assessment and development research. Before joining ETS in 1999, he was technical director of the Air Force Research Laboratory's Manpower and Personnel Division. His research has focused on the measurement of human abilities, working memory, learning and skill acquisition, psychomotor abilities, personality assessment, computer-based testing, and psychometrics. More recently, he and his colleagues have been investigating affective and noncognitive mediators of educational success and job performance, along with associated new assessments and delivery modes. He has a B.A. in experimental psychology from St. John's University and a Ph.D. in educational psychology from Stanford University.

Frederick L. Oswald

Frederick L. Oswald is professor of industrial and organizational psychology at Rice University. His expertise and published research focuses on personnel selection and workforce readiness, specifically on how to measure, model, and predict performance, turnover, and satisfaction from both individual-level and group-level characteristics (ability, motivation, interests, race/ethnicity) within various employment, military, and educational settings. He also publishes methodological research dealing with meta-analysis, measure development, and psychometrics. He is currently associate editor of the following journals: *Journal of Management*, *Psychological Methods*, *Research Synthesis Methods*, and *Journal of Research in Personality*. He also currently serves on ten editorial boards and is the research and science executive officer of the Society for Industrial and Organizational Psychology (SIOP). He is a fellow of the American Psychological Association, SIOP, and the American Psychological Society. He received his Ph.D. and M.A. in industrial-organizational psychology from the University of Minnesota and his B.A. in psychology from the University of Texas at Austin.

Stephen Stark

Stephen Stark is associate chair and a professor of quantitative methods and industrial and organizational psychology at the University of South Florida. His research focuses on improving the measurement of noncognitive constructs, such as personality, in high-stake environments, computerized adaptive testing, differential item functioning, and methods for detecting aberrant responding (e.g., "faking") on high-stakes tests. He is a senior fellow of the Army Research Institute University Consortium and a fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association (divisions 5 and 14). He is currently coeditor of *International Journal of Testing* and serves on the editorial boards of *Applied Psychological Measurement*, *Journal of Applied Psychology*, and *Journal of Business and Psychology*. He has a B.S. in physics from the University of New Orleans and an A.M. and

Ph.D. in industrial and organizational psychology with a minor in quantitative psychology from the University of Illinois at Urbana-Champaign.

William J. Strickland

William J. Strickland is president and chief executive officer (CEO) of the Human Resources Research Organization (HumRRO) in Alexandria, Virginia. Before his appointment as CEO, he spent more than 10 years as a HumRRO vice president, directing its Workforce Analysis and Training Systems Division. Before joining HumRRO, he served in the United States Air Force and retired with the rank of colonel; in his last assignment, he was the director for Air Force human resources research. He is a fellow of the American Psychological Association, past president of its Division of Military Psychology, and served for 6 years as that division's representative on the APA Council of Representatives. He currently serves as a member-at-large on the APA Board of Directors. He is a graduate of the United States Air Force Academy and earned a Ph.D. in industrial and organizational psychology from Ohio State University.