NATIONAL ACADEMIES

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BOARD ON HUMAN-SYSTEMS INTEGRATION

Seminar on the Future of Work

Speaker Biographical Sketches

Dr. Tammy D. Allen is Distinguished University Professor within the department of psychology. Dr. Allen's work over the past 20 years has focused on topics that touch the lives of most adult members of society (e.g., how do individuals simultaneously manage their work and family roles and how can organizations help; what are the contributors to individual career growth and development such as mentoring relationships; and what aspects of work impact employee and family wellbeing).

Dr. Allen served as President of the *Society for Industrial and Organizational Psychology* (SIOP) (2013-2014) and as *President of the Society for Occupational Health Psychology* (2018-2019). She is an elected Fellow of the *American Association for the Advancement of Science*, the *Association for Psychological Science, American Psychological Association (APA)*, and the *Society for Industrial and Organizational Psychology*. She currently serves on the APA *Board of Scientific Affairs* and *Council of Representatives* and the SIOP Executive Board.

Dr. Allen is the 2021 recipient of the *Herbert Heneman Jr. Award for Career Achievement* from the Human Resources Division of the *Academy of Management*. In 2019 she was awarded an honorary doctorate from the University of Neuchâtel, Switzerland. She is also the recipient of the *Outstanding Graduate Faculty Mentor Award* from the University of South Florida; among other honors. She holds a B.A. from California State University (Fullerton), and a doctorate from the University of Tennessee.

Dr. Diana L. Burley is vice provost for research at American University (AU) where she is also professor of Public Administration and Policy and professor of IT & Analytics. Named one of SC Magazine's Eight Women in IT Security to Watch in 2017 and the 2017 SC Magazine ReBoot awardee for educational leadership in IT security, Dr. Burley is a cybersecurity expert who regularly conducts cybersecurity training for executives across North America, Asia, Europe and the Middle East on managing cybersecurity risk; assessing the threat environment, and strengthening organizational cybersecurity posture. She has testified before

Congress, is a member of the US National Academies Board on Human-Systems Integration, and an affiliated researcher with the Cyber Operations Group of the Johns Hopkins University Applied Physics Laboratory. Prior to AU, Dr. Burley was a professor at George Washington University where she directed the Institute for Information Infrastructure Protection (I3P) – a 26-member national consortium dedicated to strengthening the cyber infrastructure of the United States. She led the Cyber Corps program and managed a multi-million-dollar computer science education and research portfolio for the US National Science Foundation, and has written over 90 publications on cybersecurity, information sharing, and IT-enabled change; including her 2014 co-authored book "Enterprise Software Security: A Confluence of Disciplines". Honors include: 2016 Woman of Influence- by the Executive Women's Forum in Information Security, Risk Management and Privacy; the 2014 Cybersecurity Educator of the Year; and a 2014 Top Ten Influencer in information security careers. She is the sole recipient of both educator of the year and government leader of the year awards from the Colloquium for Information Systems Security Education and has been honored by the U.S. Federal CIO Council for her work on developing the federal cyber security workforce. She holds a B.A. in economics from the Catholic University of America; M.S. in public management and policy, M.S. in organization science, and Ph.D. in organization science and information technology from Carnegie Mellon University where she studied as a Woodrow Wilson Foundation Fellow.


Dr. Jay Goodwin (ST – Personnel Sciences) is the Senior Research Scientist of the U. S. Army Research Institute for Behavioral and Social Sciences (ARI). He advises ARI's Director on scientific matters, mentors ARI's scientific staff, and provides guidance and oversight of the Team Effectiveness portfolio of research across ARI's research program. He is one of the Army's senior scientific experts on topics in personnel science for Army senior leaders. He provides scientific advice in support of talent management modernization to Army leaders including regular engagement with the Director of People Analytics and the Army Talent Management Task Force (ATMTF). He is coordinating ARI's efforts in support of the ATMTF and also leads the Talent Management line of effort within Army Future Command's *Maximizing Human Potential* team.

Dr. Goodwin's research expertise is in team and organizational effectiveness, leadership, and cultural factors in Joint, Interagency, and Multinational contexts. Prior to his current assignment, he was Chief of the Foundational Science Research Unit where he directed ARI's basic research investments, and has led basic and applied research programs in leader development, team and organizational effectiveness, and cross-cultural issues throughout his career. He has served as Acting Chief of ARI's Program, Budget, and Strategy Office multiple times, as well as leading ARI's Strategic Initiatives Group. He has served as a behavioral science expert in multiple long-range R&D strategic planning efforts for the Army and Department of

Defense. He 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 was previously employed at the American Institutes for Research, where his project work included personnel selection, test development, employment litigation support with an emphasis on statistical analysis, and performance modeling.

Dr. Goodwin received his M.S. and Ph.D. in Industrial/Organizational Psychology from the Pennsylvania State University. He is a Fellow of the Society for Industrial and Organizational Psychology, and the American Psychological Association (APA).
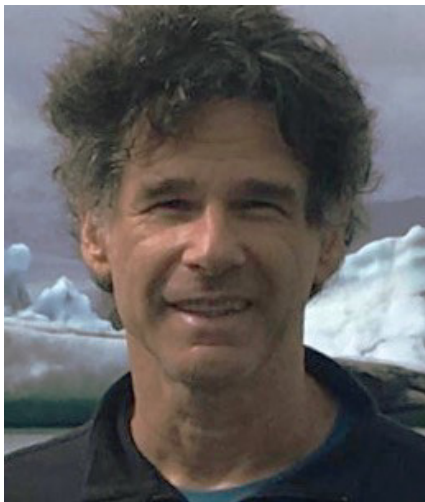
Dr. Andruid Kerne is a transdisciplinary human-computer interaction researcher and educator focused on creativity, design, social computing, participation, diversity, and inclusion. He is a program director in the Information and Intelligent Systems division of the National Science Foundation, where he works in the Human-Centered Computing, Future of Work at the Human-Technology Frontier, Ethical and Responsible Research, Computer and Information Science and Engineering Community Research Infrastructure, and Research on Emerging Technologies for Teaching and Learning programs.

Dr. Kerne is also Professor of Computer Science and Engineering at Texas A&M University. His Interface Ecology Lab [https://ecologylab.net] traverses boundaries among fields to perform transdisciplinary research with the goal of empowering humanity in its often fraught relationships with technology. Interface Ecology Lab is known for its work on using spatial media to support ideation and communication with information collections and video, evaluation methods for creativity support, and diverse people's needs for community on social media platforms. He holds a B.A. in applied mathematics / electronic media from Harvard, an M.A. in music composition from Wesleyan, and a Ph.D. in computer science from NYU. He has published over 100 papers and raised over $3M in research funding. Dr. Kerne is a member of the steering committee of ACM Creativity and Cognition.

Dr. Mark Smith is a respected practitioner of I-O psychology with over 20 years of experience in HR research and consulting. His primary areas of expertise involve strategic research approaches, test development and validation, individual assessment, and management development. Throughout his career, he has worked with all levels of employees (from hourly rate to executive level). He joined SHRM in 2018 after spending most of his career in consulting roles. At SHRM, he spent three years as Director of Exam Development for certification and more recently became Director of HR Thought Leadership for the research group.

Dr. Smith holds M.A. and Ph.D. degrees in Industrial-Organizational Psychology from the University of South Florida. He has authored professional publications and presented numerous papers and symposia at numerous professional meetings. He is a member of the Society for Industrial-Organizational psychology (SIOP), and he has also served as President, Treasurer and Board Member of the Houston Association for I-O Psychology.

Dr. Dennis P. Stolle is the Senior Director of Applied Psychology for the American Psychological Association, where he oversees applied psychology initiatives across a variety of subject areas, including workplace psychology. Dennis received his PhD in Social Psychology and his law degree from the University of Nebraska. He previously co-founded and served as the president of a consulting firm, ThemeVision LLC, where he applied psychological science and methods to advise corporate clients on strategies relating to legal issues, including litigation, investigations, commercial transactions, and negotiations. Dennis was also a capital partner in an AmLaw 100 law firm, Barnes & Thornburg LLP. Dennis has published widely on the application of psychological science to solve real-world problems. He also currently serves on the external Advisory Board to the Department of Human-Centered Computing at the Indiana University - Purdue University School of Informatics and Computing.