



The Federation of Behavioral, Psychological, and Cognitive Sciences
and
the Society for Industrial and Organizational Psychology
present a Science Forum on:

Work and Aging:
Psychological-Organizational Science Contributions to the
Management of an Aging and Age-Diverse Workforce

Friday, March 14, 2008

Speaker Information

Kurt Kraiger is a Professor of Psychology at Colorado State University. He is also the Co-Director of the university's Center for Organizational Excellence, through which he works to forge strategic partnerships between university faculty and graduate students with businesses and agencies in Colorado and the Rocky Mountain Region. Dr. Kraiger is a fellow of the Society of Industrial/Organizational Psychology in the American Psychological Association, and is the Society's President-Elect. He is a noted expert on training and training evaluation, having edited two books and published or presented over 130 papers on training and related topics. He is also actively engaged in research on learning in ill-structured environments (e.g., through mentoring programs) and organizational citizenship. Dr. Kraiger also has a long history of consulting with organizations in problem areas related to training, selection, competency modeling, and organizational attitudes.

Ruth Kanfer is a Professor of Industrial and Organizational Psychology at the Georgia Institute of Technology. Her current research interests pertain to the effects of aging and adult development on motivation, learning, cognitive fatigue, job search and reemployment, performance, and action regulation in teams. She has published over 65 papers and chapters in psychology and management journals, and is co-editor of three books, including *“Abilities, Motivation, and Methodology,” “Emotions in the Workplace,”* and *“Work Motivation: Past, Present, and Future”* (forthcoming). Her research has been supported by the National Science Foundation, the U.S. Office of Naval Research, the U.S. Air Force Office of Scientific Research, the National Institute of Aging, the Spencer Foundation, and the Society for Human Resource Management. She is a Fellow of the American Psychological Association (APA), the Association of Psychological Sciences (APS), and the Society for Industrial and Organizational Psychology (SIOP), and has served as Chair for the Organizational Behavior Division of the Academy of Management (AoM) Association and as representative on the AoM Board of Governors. She is the recipient of the SIOP William R. Owens Scholarly Achievement Award for her work on aging and work motivation, as well as recipient of the 2007 SIOP Distinguished Scientific Contributions Award, the 1989 APA Distinguished Scientific Award for an Early Career Contribution in Applied Research, and the 1989 AoM Organizational Behavior Division Outstanding Publication of the Year Award for her work on motivation and self-regulation in the context of work. She serves or has served on the editorial boards of *Journal of Applied Psychology*, *Journal of Occupational and Organizational Psychology*, *Organizational Behavior and Human Decision Processes*, *Applied Psychology: An International Review*, *Journal of Management*, *Basic and Applied Social Psychology*, *Human Performance*, and *Academy of Management Learning and Education*.

Jeanette N. Cleveland is a Professor of Industrial and Organizational Psychology at The Pennsylvania State University. Her research interests include personal and contextual variables in performance appraisal, workforce diversity issues including older workers and women, work and family issues, and international human resources. She has authored over She was consulting editor for *Journal of Organizational Behavior* and has served or is currently serving on the editorial boards of *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Academy of Management Journal*, *Journal of Vocational Behavior*, *Human Resource Management Review*, *Journal of Organizational Behavior*, and *International Journal of Management Reviews*. She is the Co-Editor for the *Applied Psychology Series* for Lawrence Erlbaum and Associates. She is the author numerous research articles and chapters on older workers. Her books include: *Understanding performance appraisal: Social, organizational and goal perspectives* (with K. Murphy) and most recently, *Women and men in organizations: Sex and gender issues* (with M. Stockdale and K. Murphy, 2000). She is a Fellow of SIOP (Division 14) and the American Psychological Association as well as past Program Chair and Division Chair for the Human Resources Division and current Chair for the Gender and Diversity in Organizations Division of the Academy of Management.

Elissa Perry is currently an Associate Professor in the Program of Social-Organizational Psychology, at Teachers College, Columbia University. She received her B.S. in Psychology from Trinity College, Hartford, CT and both an M.S. and a Ph.D. in Organizational Psychology and Theory from Carnegie Mellon University. Professor Perry was an Assistant Professor in the Institute of Labor and Industrial Relations at the University of Illinois from 1991-1998 and a visiting fellow in the Psychology Department at Goldsmiths College, London England in the spring of 1999. Her research interests include: the role of demographic characteristics (age, gender, disability, race) in human resource judgments and organizational behavior; social cognition and human resource decision making; diversity training and sexual harassment awareness training effectiveness; and the devolution of human resource responsibilities to line managers. Professor Perry is an active member of the Academy of Management and Society for Industrial and Organizational Psychology and serves on the Editorial Board of the *Journal of Management*. She has consulted to educational, nonprofit, and for-profit agencies.

Janet Barnes-Farrell is Professor of Industrial and Organizational Psychology and Director of the Industrial Psychology Applications Center at the University of Connecticut. Her primary fields of expertise include aging and work, performance appraisal, and work-life balance. Dr. Barnes-Farrell has been conducting research on issues related to our aging workforce for over two decades. She has presented and published over 30 papers on the workplace concerns of older workers on topics ranging from age discrimination to retirement decision processes. Her research has appeared in a number of professional journals, including: *Experimental Aging Research*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, and *Psychology and Aging*. Dr. Barnes-Farrell is a member of the Editorial Boards for the *Journal of Applied Psychology*, the *Journal of Business and Psychology*, and the *Journal of Managerial Psychology*. She also served as co-editor of a special issue on aging and work published by *Experimental Aging Research*.

Deborah Russell is the Director of Workforce Issues at AARP, the primary national resource on issues addressing the economic and retirement security of individuals 50+. This includes working with the business community to create employment opportunities that are fair, flexible, and that capitalize on the wealth of knowledge and expertise mature workers bring to today's workplace. As Director, Ms. Russell leads a team that focuses on issues effecting individuals 50+ by developing information, programs, technical assistance, and practical research. In addition, she established the Best Employers for Workers Over 50 program which awards companies that demonstrate exemplary policies and practices for the 50+ workforce. Best Employers awardees receive national media attention and are featured annually in *AARP The Magazine*. Ms. Russell has issue expertise in aging workforce and employment issues and has appeared on national television programs such as *CNN*, *CNBC*, *Good Morning America* *CBS Morning Show* and *CBS Evening News* and is frequently quoted in national and local newspapers. In addition, Ms. Russell sits on the Board of Directors for the American Society on Aging. Ms. Russell has her degree in Political Science from the University of Maryland.

Amber Story is a program director in the Social Psychology program at the National Science Foundation. Her own research interests are self and social judgments. She earned her BA from Washington University and her PhD from Cornell University. After serving as a postdoctoral research scholar at the University of Michigan's Institute for Social Research, she joined the faculty at the University of South Carolina Aiken and later served as visiting faculty at George Washington University. Dr. Story has been at NSF since 2003. In addition to her responsibilities as program director, Dr. Story has assumed a leading role in the Human and Social Dynamics priority area, managing the Dynamics of Human Behavior competition, and serves as the Division representative to the foundation-wide CAREER Coordinating Committee. She also serves as the cluster coordinator for the Cognitive, Psychological, and Language Sciences Cluster within the Division of Behavioral and Cognitive Sciences.

Jonathan King received his Ph.D. in Cognitive Psychology from Carnegie Mellon University, where he focused on individual differences in working memory on language processing. His post-doctoral work in the Department of Cognitive Science at UCSD used event-related potentials to study language processing and working memory in both younger and older adults. Dr. King later joined the faculty in the Department of Psychological Sciences at the University of Missouri-Columbia where he also initiated work on FOXP2, a gene known to be important for normal language development, in an animal model. He joined the Biobehavioral and Behavioral Processes IRG at the Center for Scientific Review in 2006, and is currently working in the Individual Behavioral Processes Branch in the BSR program at NIA.

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