

RICHARD N. LANDERS, Ph.D.

Senior Executive • Applied AI & Behavioral Science • Research & Innovation Leadership

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EXECUTIVE PROFILE

Award-winning behavioral scientist and elected national-society president with 15+ years leading high-impact research, technology development, and large multidisciplinary teams at the intersection of artificial intelligence, talent assessment, and human behavior. Principal investigator on nearly \$3M in competitive funding, including a \$1.85M Department of Defense program building generative-AI leadership coaching at scale. Trusted advisor to global enterprises and government bodies on responsible AI, hiring technology, and workforce strategy. Proven record of turning frontier science into deployable products, shaping industry standards, and building organizations and talent pipelines that outlast any single initiative.

AREAS OF LEADERSHIP

Applied AI & Machine Learning • Responsible AI Governance & Auditing • People Analytics & Talent Assessment • R&D Strategy & Innovation • Large-Team & Program Leadership • Grant & Budget Stewardship • Product Validation & Measurement • Executive Advisory & Board Service • Public Speaking & Thought Leadership

LEADERSHIP EXPERIENCE

John P. Campbell Distinguished Professor of Industrial & Organizational Psychology 2018 – Present

University of Minnesota — Minneapolis, MN

- Direct a research enterprise spanning AI, machine learning, and human assessment; recruited, funded, and mentored 16 doctoral researchers and 50+ team members, with alumni now in leadership roles across industry and academia.
- Secured ~\$2.57M in competitive funding as principal investigator, including a \$1.85M Department of Defense (Office of Naval Research) program to develop and validate a generative-AI leadership coach now piloted at the U.S. Naval Academy.
- Built and lead an external-facing media and education platform (blog, YouTube series, online data-science curriculum) reaching a global professional audience exceeding one million views.
- Hold the university's highest-tier endowed professorship, awarded for sustained national impact and leadership in the field.

President & Elected Officer (Presidential Trio)

2022 – 2028

Society for Industrial & Organizational Psychology (SIOP) — 8,000+ members

- Elected to a multi-year presidential leadership track (President-Elect, President, Past-President) of the largest global professional body for workplace psychology, setting strategic direction for the organization and its annual conference.
- Previously elected Instruction & Education Portfolio Officer and chaired the society's Program Committee, Futures Committee, and Technology-Enabled Workforce Advocacy Group, owning multi-track programs, budgets, and volunteer organizations.
- Editor-in-Chief of Technology, Mind & Behavior (American Psychological Association, 2025–2031), leading editorial strategy and peer-review operations for a flagship journal.

AI in Assessment Research Fellow (Industry Sabbatical)

2021 – 2022

HireVue, Inc. — Provo, UT

- Embedded with a leading hiring-technology company to advance machine-learning capability and co-develop commercially and scientifically valuable research on AI-based interviewing and game-based assessment.

Associate / Assistant Professor of Psychology

2009 – 2018

Old Dominion University — Norfolk, VA

- Founded and led an applied research lab developing assessment technology, web-scraping and data-science methods, and gamified learning systems adopted in research and practice.
- Won statewide and university recognition for innovation and teaching, and built an undergraduate research apprenticeship program funded across multiple years.

SELECTED ACHIEVEMENTS & IMPACT

- Created and validated commercial-grade products including a game-based cognitive-ability assessment (winner of IPAC's Innovations in Assessment Award) and a published framework for auditing high-stakes AI systems for fairness and bias.

- Co-authored the field's official standards for responsible AI in hiring (SIOP) and contributed to national consensus documents for the American Psychological Association and the Association of American Medical Colleges on AI use and governance.
- Author or editor of 5 books and 50+ peer-reviewed publications; recognized with Editor's Choice (*Journal of Applied Psychology*) and multiple best-paper honors.
- Sought-after keynote speaker and media voice (*NPR, Forbes, Business Insider, New Scientist*) translating AI and workforce science for executive and public audiences across four continents.
- Advisory and board roles with technology and assessment firms (AON, Criteria Corp, Sapia) and government technical committees on AI.

HONORS (SELECTED)

- **Fellow** — American Psychological Association, Association for Psychological Science, and Society for Industrial & Organizational Psychology (recognizing sustained national impact).
- **Innovations in Assessment Award** — International Personnel Assessment Council, for a deployed assessment technology.
- **Editor's Choice & Editor's Commendations** — *Journal of Applied Psychology* and *Journal of Business & Psychology*.

BOARD, ADVISORY & GOVERNANCE

- Editor-in-Chief, *Technology, Mind & Behavior* (American Psychological Association, 2025–2031); prior Consulting Editor, *Journal of Applied Psychology*, and Associate Editor at three additional journals, leading editorial strategy, standards, and peer-review operations.
- Scientific advisory and technical-committee roles with technology and assessment firms (AON, Criteria Corp, Sapia) and with the Association of American Medical Colleges AI Technical Advisory Committee and The Institute for Workplace Equality AI Committee.
- Contributor to the NIST Generative AI Public Working Group; served as a retained expert witness on professional-standards matters.

KEYNOTES & THOUGHT LEADERSHIP

- Delivered keynotes and invited addresses on four continents, including the British Psychological Society, the Australian Psychological Society, the Society for Industrial & Organizational Psychology of South Africa, and major industry conferences across the U.S. and Europe.
- Invited speaker to global enterprises and institutions on AI in hiring and the future of work, including Google, 3M, and university and government audiences.
- Featured expert in national and international media, including *NPR, Forbes, Business Insider, New Scientist*, and *Communications of the ACM*, translating AI and workforce science for executive and public audiences.

FUNDING & GRANTS AWARDED (SELECTED)

- \$1.85M — U.S. Department of Defense, Office of Naval Research: generative-AI leadership coaching platform (Principal Investigator).
- \$418K — National Science Foundation: behavioral response to algorithmic feedback and virtual-interview research platform (Principal Investigator).
- \$200K — National Science Foundation: virtual-reality research network and training program (Co-Principal Investigator).
- Additional NSF, industry, and government awards totaling ~\$3M career funding; ~\$2.57M as Principal Investigator.

AUTHORED WORKS & PUBLICATIONS (SELECTED)

- Author or editor of 5 books, including *Research Methods in Industrial/Organizational Psychology* (Routledge) and the *Cambridge Handbook of Technology and Employee Behavior*.
- 50+ peer-reviewed articles in leading journals including *Journal of Applied Psychology, Personnel Psychology, Psychological Methods*, and the *Annual Review of Organizational Psychology & Organizational Behavior*, with widely cited work on AI auditing, machine learning in selection, and game-based assessment.

EDUCATION

Ph.D., Industrial & Organizational Psychology — University of Minnesota, Twin Cities (Supporting Program in Statistics & Research Methods)

B.A., Psychology (Honors), *summa cum laude* — University of Tennessee, Knoxville (Minor in Business Administration)