PERSONNEL PSYCHOLOGY AWARDS

In this issue, we are pleased to announce the inaugural winners of two awards, the *Personnel Psychology* Best Article Award and the *Personnel Psychology* Best Reviewer Awards. These awards are designed to recognize individuals that have made extraordinary contributions to *Personnel Psychology*, through either their scholarship or their service to the journal.

Best Article Award for 2012

Personnel Psychology published 23 articles in 2012. The Best Article Award committee was asked to identify the article the best aligns with *Personnel Psychology's* mission to publish research that makes significant theoretical, empirical, and practical contributions to the study of people at work. The committee consisted of Bradford S. Bell (Cornell University), Bradley L. Kirkman (North Carolina State University), Frederick P. Morgeson (Michigan State University), and Nathan P. Podsakoff (University of Arizona). The committee selected one winner and two additional finalists. The winner of the *Personnel Psychology* Best Article Award for 2012 is:

The Best and the Rest:
Revisiting the Norm of Normality of Individual Performance

Ernest O'Boyle Jr. (University of Iowa) and Herman Aguinis
(Indiana University)

In this article, the authors challenge the long-held assumption that individual performance follows a Gaussian (normal) distribution. Based on five studies involving 198 samples including 633,263 researchers, entertainers, politicians, and amateur and professional athletes, they provide evidence that individual performance follows a Paretian (power law) distribution instead of a normal distribution. The authors' findings have sparked dialogue in both the academic and practice community. For instance, the article has been featured in a number of practitioner outlets, including *Forbes*, SHRM, and Government Executive, where it has stimulated discussions about what the findings mean for performance management and other human resource practices. This paper exemplifies

Personnel Psychology's emphasis on publishing rigorous research that has high levels of organizational relevance.

The other two finalists similarly represent outstanding contributions to the study of people at work. These articles combine strong theory and rigorous empirical data to examine questions of significant practical importance. They include (in alphabetical order by first author):

Is There Method to the Madness?
Examining How Racioethnic Matching Influences Retail Store Procdutivity

Derek. R. Avery (Temple University), Patrick F. McKay (Rutgers University), Scott Tonidandel (Davidson College), Sabrina D. Volpone (University of New Mexico), and Mark A. Morris (Lockheed Martin)

Why Employees Do Bad Things:
Moral Disengagement and Unethical Organizational Behavior

Celia Moore (London Business School), James R. Detert (Cornell University), Linda Klebe Treviño (Pennsylvania State University), Vicki L. Baker (Albion College), and David M. Mayer (University of Michigan)

The *Personnel Psychology* editorial team extends our congratulations to the 2012 Best Article Award winner and finalists and expresses our appreciation to the members of the Best Article Award committee.

Best Reviewer Awards

The Best Reviewer Awards recognize the individuals who wrote the highest quality and most timely reviews over the past year and did so while assuming a heavy workload on behalf of the journal. The winners of these awards are chosen by the editor and four associate editors. The winners of the 2014 *Personnel Psychology* Best Reviewer Awards are:

David G. Allen (University of Memphis)
David A. Waldman (Arizona State University)

The editorial team expresses its gratitude for the extraordinary contributions you have made to *Personnel Psychology*.