AI, Automation, and the Future of Work A Two-Part Webinar Series on Workforce Transformation

Session 1: Reskilling, Upskilling, and the Evolving Workforce

Panelist Bios

Margaret Beier is professor and chair of the Department of Psychological Sciences at Rice University in Houston, TX. Her research focuses on the individual and environmental influences of lifelong learning in work and educational contexts. Her work has been funded by Microsoft Corporation, the Institute for Education Science, and the National Science Foundation. She has served on committees of the National Academies of Sciences, Engineering, and Medicine, resulting in the consensus reports *How People Learn II: Learners, Contexts, and Cultures* (2018) and *Are Generational Categories Meaningful Distinctions for Workplace Management?* (2020), and she chaired the committee on *Adult Learning in Military Contexts* (2025). She has published in the *Journal of Applied Psychology, Journal of Business and Psychology, Current Directions in Psychological Sciences, Personnel Psychology,* and *Psychological Bulletin.* She is a fellow of the Society for Industrial and Organizational Psychologists (SIOP) and the Association for Psychological Science (APS).

Mark Chan is a program manager in the psychology team. He coordinates activities with internal and external stakeholders who share the common vision of promoting the application of psychological science to address important societal issues. With a background in human factors research, his current portfolio includes workplace psychology, climate change and sustainability, and human-technology interaction.

Rachel Lipson is a co-founder and Scholar in Residence at the Project on Workforce, and a Research Fellow at the Mossavar-Rahmani Center for Business and Government. Her current research focuses on a new generation of technical jobs—many fueled by AI and other emerging technologies—that do not require a four-year degree. She is studying the labor market experience of U.S. “frontier regions” at the forefront of producing critical technologies such as data centers, chips, quantum computing, nuclear energy, aerospace, biomanufacturing, and batteries.

From 2023 to 2025, Rachel served in the Biden-Harris Administration as a Senior Policy Advisor at the U.S. Department of Commerce’s CHIPS Program Office, where she helped launch the workforce strategy for the $50 billion federal investment to revitalize domestic semiconductor manufacturing. Prior to joining the federal government, Rachel served as the inaugural director of the Project on Workforce at Harvard. Over the course of her four-year tenure, she grew the Project from a brand-new startup to a thriving community at the university and a leading source of practitioner-facing research in the field.

Rachel is the co-editor of America's Hidden Economic Engines (Harvard Education Press 2023), a well-regarded volume that has helped catalyze community college reform efforts nationwide. Her writing has appeared in The Boston Globe, Washington Post, Newsweek, and The Hill, and her research has been featured by C-SPAN, NPR, Bloomberg, The Economist, and MIT Technology Review. She previously co-led the Workforce Futures Initiative in partnership with the Brookings Institution and the American Enterprise Institute and served on a National Academies of Sciences, Engineering, and Medicine task force on the STEM workforce. She has also held economic policy roles across the public, private, and nonprofit sectors, including at the World Bank, JPMorgan Chase, Obama for America, Year Up, and Mexico's Ministry of Communications. She is currently an Expert Advisor to Goodman Philanthropies, a new philanthropy dedicated to improving economic mobility in the United States.

Rachel graduated magna cum laude in Government from Harvard College and holds an MBA and MPP from Harvard Business School and Harvard Kennedy School. She is a recipient of the Frederick Fischer Prize for outstanding research on social policy, the Harvard Certificate of Distinction and Excellence in Teaching, a Harvard Business School Leadership Fellowship, and the Thomas T. Hoopes Prize for outstanding scholarly work. In 2024–25, she is also serving as a Futures Fellow at Stanford University's Center on Longevity as part of a year-long cohort of leaders developing a vision for human capital development that supports longer lives and multiple career transitions. Rachel started her career in public service as the student representative to the Clarkstown Central School District Board of Education.

Deniz S. Ones is a Distinguished McKnight University Professor and Distinguished University Teaching Professor in the Department of Psychology at the University of Minnesota, where she holds the Hellervik Professorship in Industrial/Organizational Psychology. She also serves as a graduate faculty of the College of Food, Agricultural and Natural Resource Sciences and the Carlson School of Management. She previously held a faculty position at the University of Houston. Dr. Ones is an internationally recognized expert on individual differences and their impact on work behavior. Her research focuses on personality, integrity, and cognitive ability assessments for personnel selection, with particular emphasis on counterproductive work behavior. She also conducts research on environmental sustainability in organizations and has made methodological contributions to meta-analysis, reliability generalization, and applications of natural language processing. She is a leading scholar in the use of mobile sensors to measure behavior and affect in occupational contexts. Her honors include an honorary doctorate from Leuphana University (Lueneburg, Germany) multiple early career and best paper awards from the Society for Industrial and Organizational Psychology (SIOP) the Early Career Award from the Society for Multivariate Experimental Psychology (SMEP), and lifetime contributions to

practice award from the Association of Test Publishers. She is a fellow of SIOP, APA (Divisions 5, 8, and 14), and APS. She earned her Ph.D. from the University of Iowa and her B.A. from Augustana College (IL).

Dennis Stolle is Head of Applied Psychology at the American Psychological Association, where he leads initiatives translating psychological science into real-world applications in workplaces, legal systems, and public policy. A behavioral scientist and attorney, his career spans more than two decades bridging psychology, law, and organizational effectiveness. He has published extensively on decision-making, workplace well-being, and the human side of technology, and he leads APA's Work in America research on AI, automation, and workforce mental health.

Jaime Teevan is Chief Scientist and Technical Fellow at Microsoft, where she is responsible for driving research-backed innovation in the company's core products. A leader in the development of AI for productivity, she was named one of TIME's 100 most influential people in AI. She led the creation of M365 Copilot by integrating AI into Microsoft products, invented the first personalized search algorithm used by Bing, and coordinated the company's hybrid work research during the pandemic. Previously, she served as Technical Advisor to Microsoft CEO Satya Nadella. Jaime is an ACM Fellow and a member of the SIGIR and CHI Academies. She serves on the Yale Corporation and the board of Shutterstock. She holds a Ph.D. in AI from MIT and a B.S. from Yale, and is an Affiliate Professor at the University of Washington.