



Master Tutorial

The I-O Psychologist as AI Architect

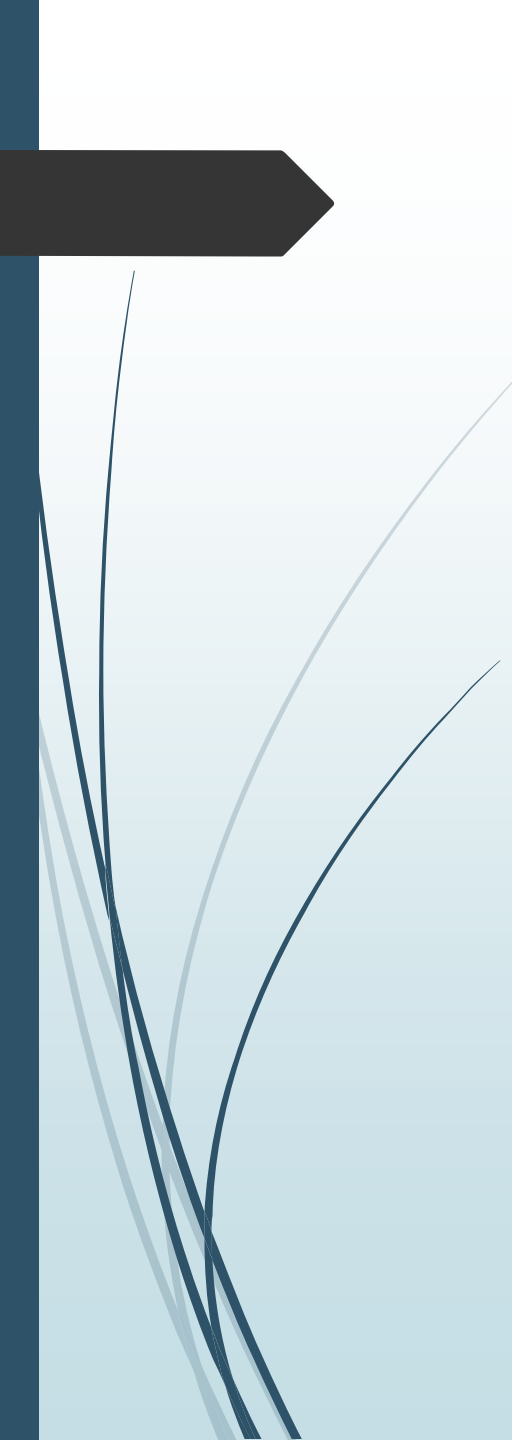
Designing Ethical & Accountable Governance Frameworks for the Future of Work

SIOP 2026



Why This Tutorial, Why Now

- AI is no longer a technical tool.
 - **it is a socio-technical system.**
- Organizations face an urgent ethical and structural crisis.
- IO psychologists must shift from downstream evaluators to upstream architects.
- Governance determines whether AI reinforces or erodes trust, fairness, and dignity.



A Real Case: The Rise & Closure of 321Circle

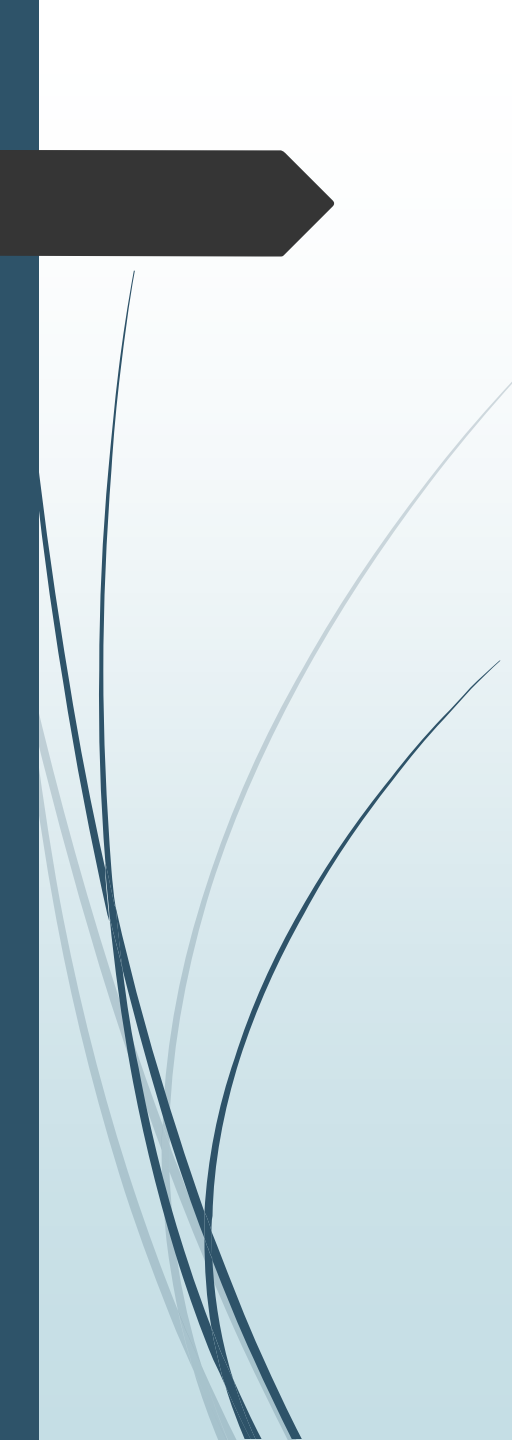
- **321Circle: A pandemic-era platform for employee well-being & community**
 - Built to support connection, clarity, and psychological safety.
 - Pivoted from B2C → B2B.
 - Ultimately dissolved, but it revealed critical governance gaps.



What 321 Circle Taught Me

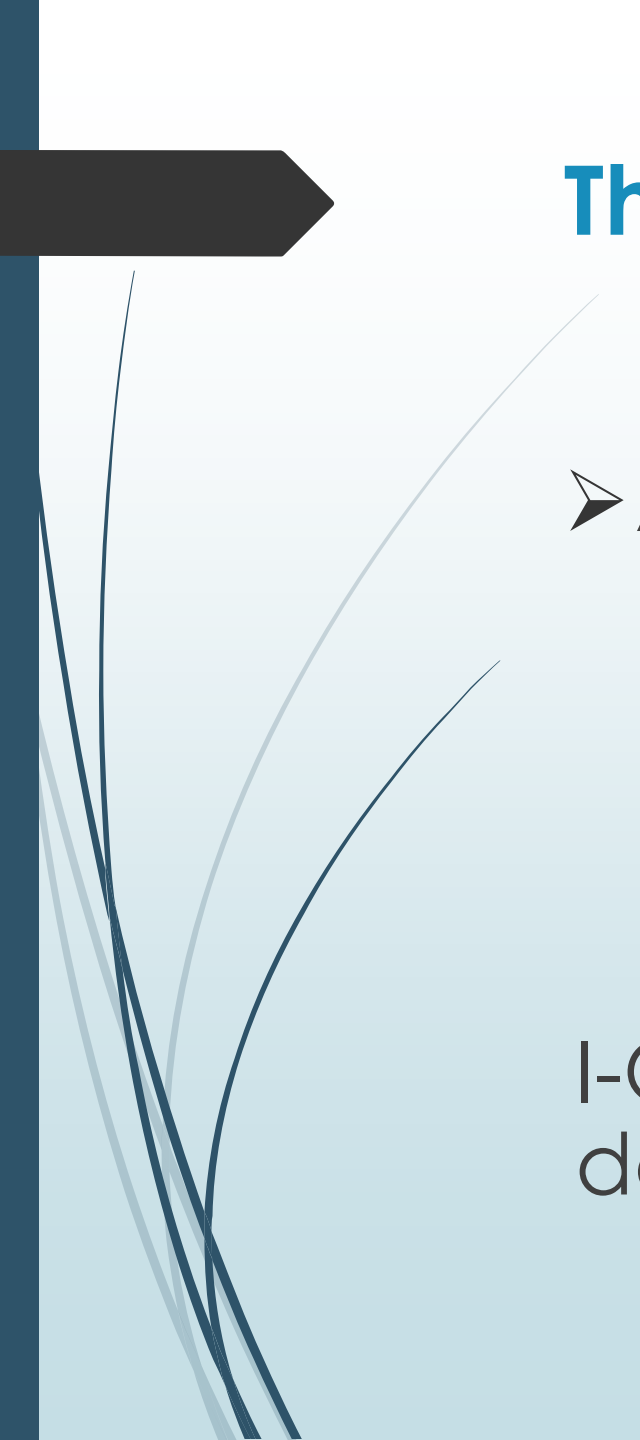
➤ **Three (3) governance lessons that shaped this tutorial:**

- AI fails when governance is an afterthought;
- DEIA and psychological safety must be built into the architecture; and
- Decision rights and escalation pathways must be defined before deployment.



Why This Matters for Today

- 321 Circle exposed the same governance gaps organizations face now.
- THIS tutorial = The framework I wish existed before building it.
- Today's tutorial gives you the **blueprints** to avoid those failures.



The IO Mandate in the Age of AI

- AI introduces behavioral risks:
 - Algorithmic bias;
 - Ethical drift; and
 - Erosion of psychological safety.

I-O psychologists are uniquely positioned to design **ethical infrastructure**.



Poll

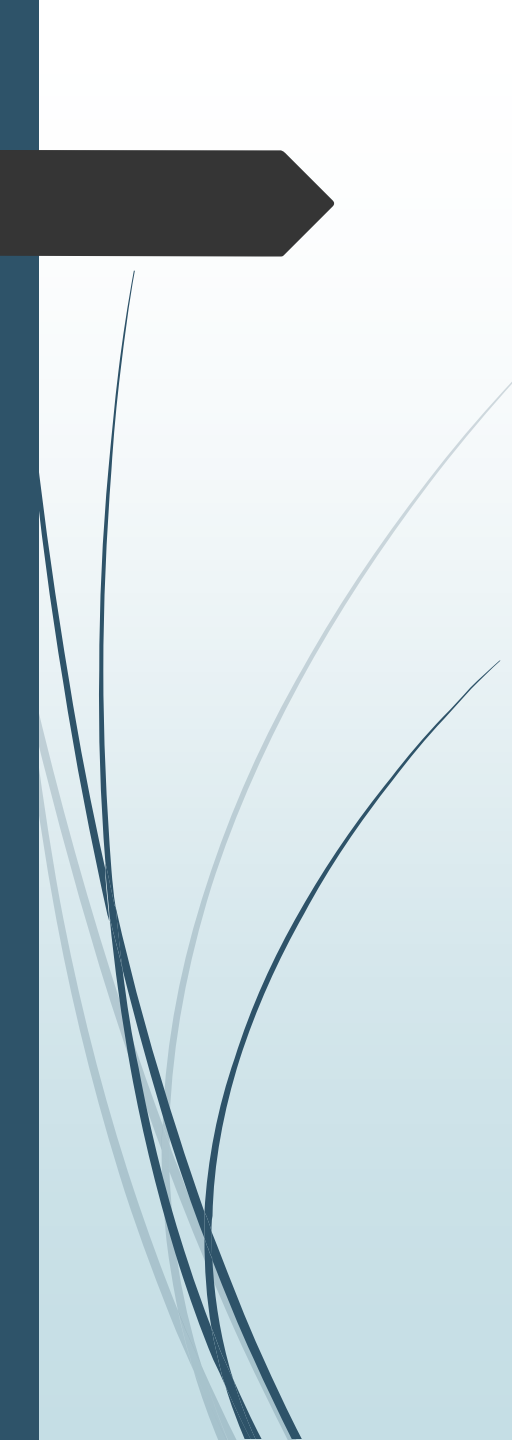
1. How confident are you in your organization's AI governance? (Very to Not At All Confident)
2. From an AI perspective, which area feels most urgent Today?
 - Privacy
 - DEIA & bias mitigation
 - Task redesign
 - Ethical accountability



MODULE 1

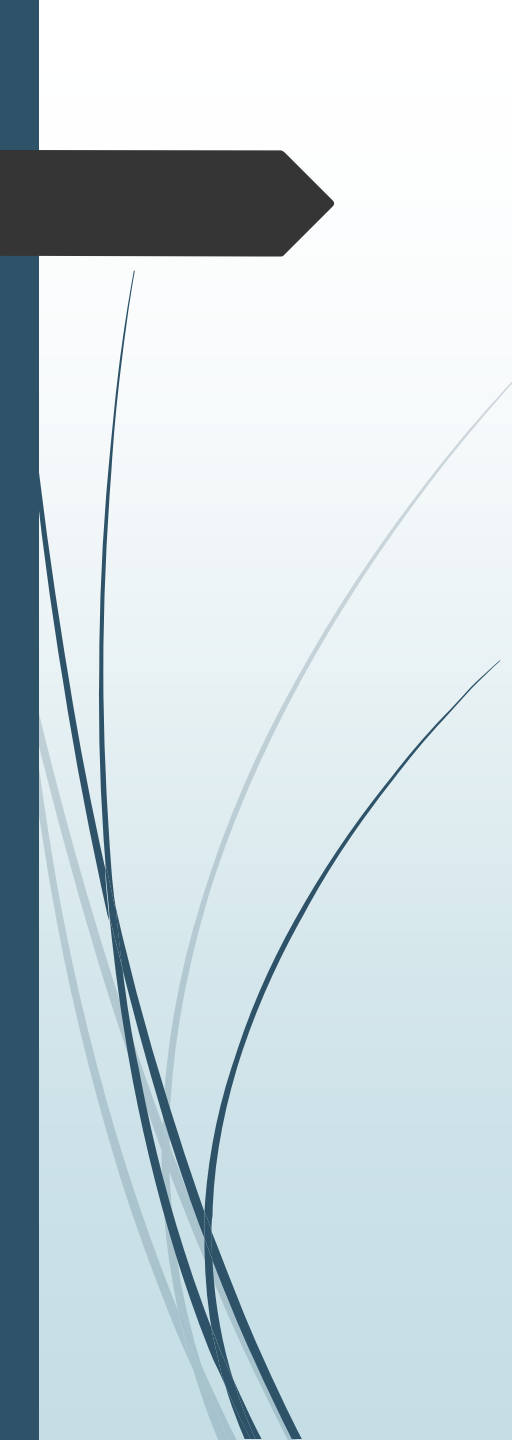
GOVERNANCE & ORGANIZATIONAL PSYCHOLOGY

- **Governance as Ethical Infrastructure**
- **AI governance = not policy paperwork**
- **AI governance = organizational justice +
decision rights + accountability**



Mapping Technical Standards to I-O Principles

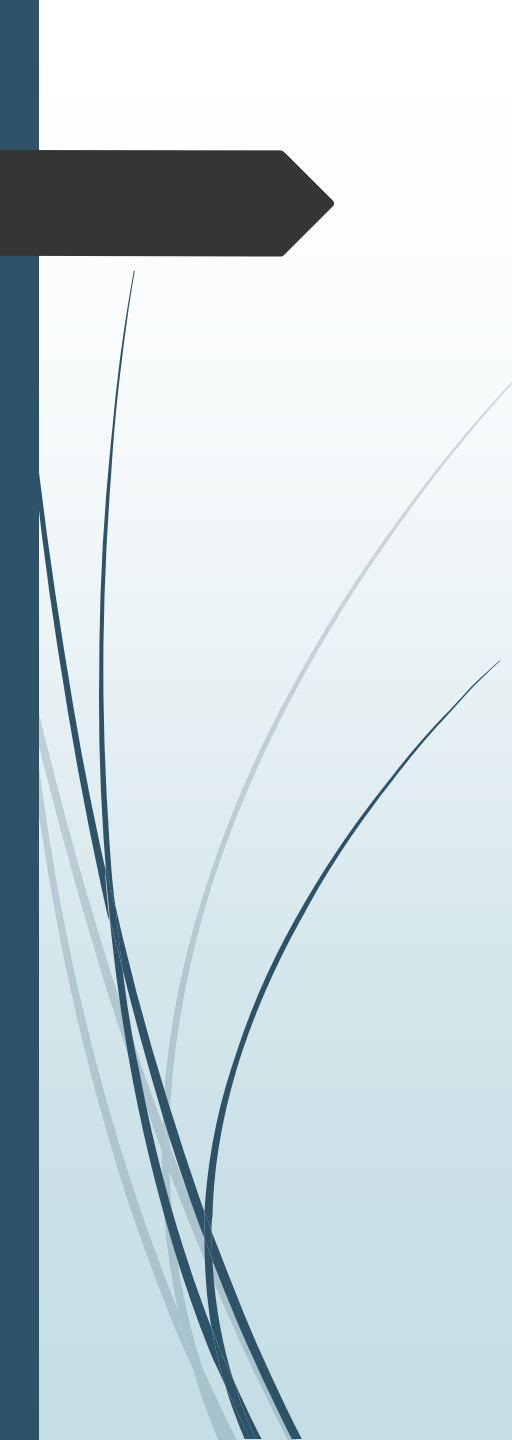
- Explainability → Transparency & feedback loops
- Reliability → Procedural & distributive justice
- Human oversight → Decision rights & escalation protocols



The IO Psychologist as Strategic Architect

➤ I-Os design:

- Decision rights for AI deployment;
- Escalation pathways when AI conflicts with human judgment; and
- Accountability structures across functions.



Discussion: Governance Structure

- Who holds AI deployment decision rights?
- How clear are escalation protocols?



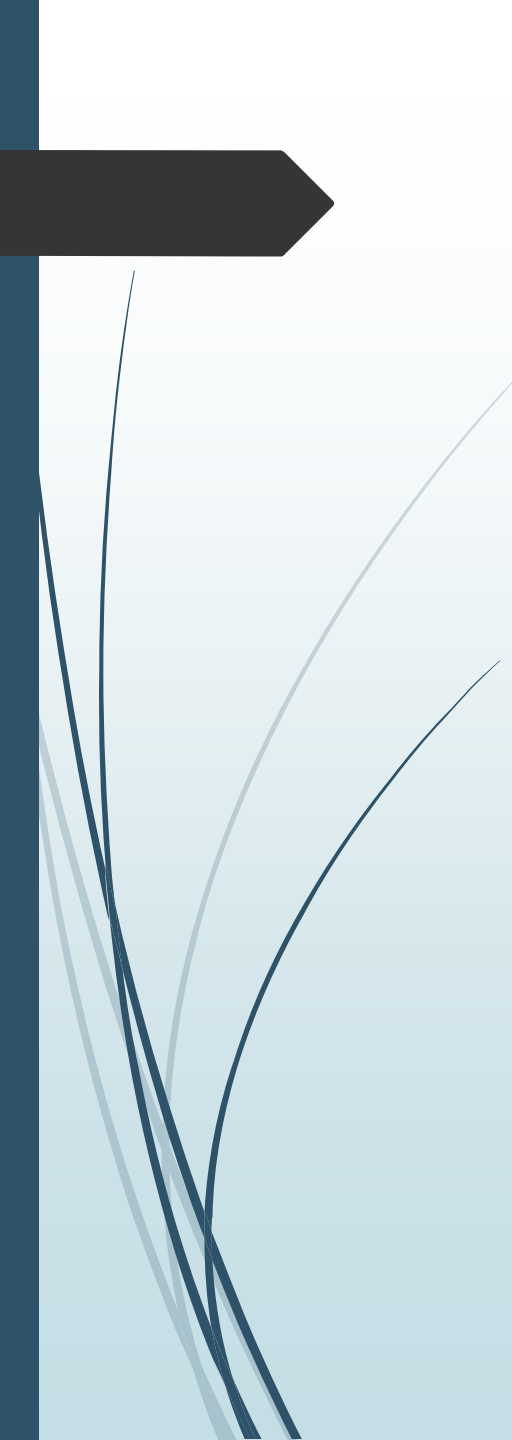
MODULE 2

DATA GOVERNANCE & PRIVACY

- Privacy as Behavioral Architecture.
- Privacy as TRUST infrastructure.

IO Psychologists must evaluate:

- Fairness
- Transparency
- Psychological safety



Three (3) Components of Ethical Data Governance

➤ **Structural Clarity**

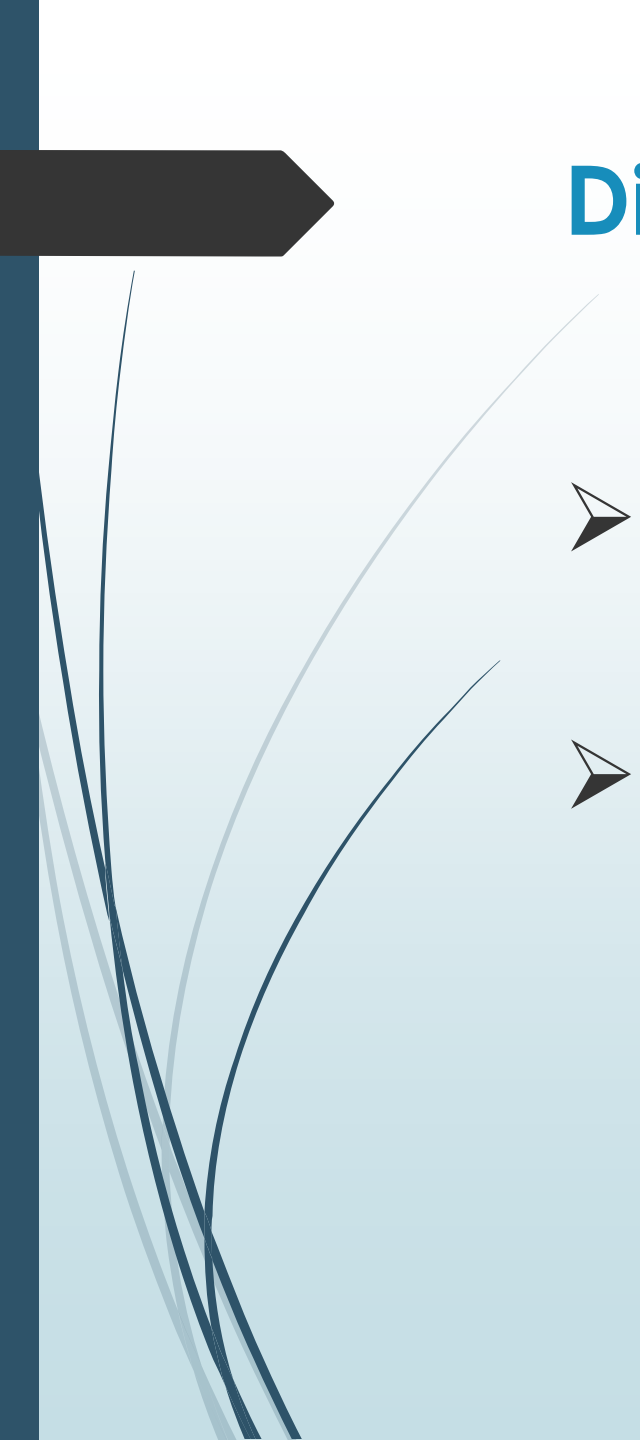
- Data flows, Classification, and Usage

➤ **Consent Rituals**

- How organizations signal privacy values

➤ **Operational Modeling**

- Job analysis for data roles, Ethics, and Performance standards



Discussion: Privacy Practices

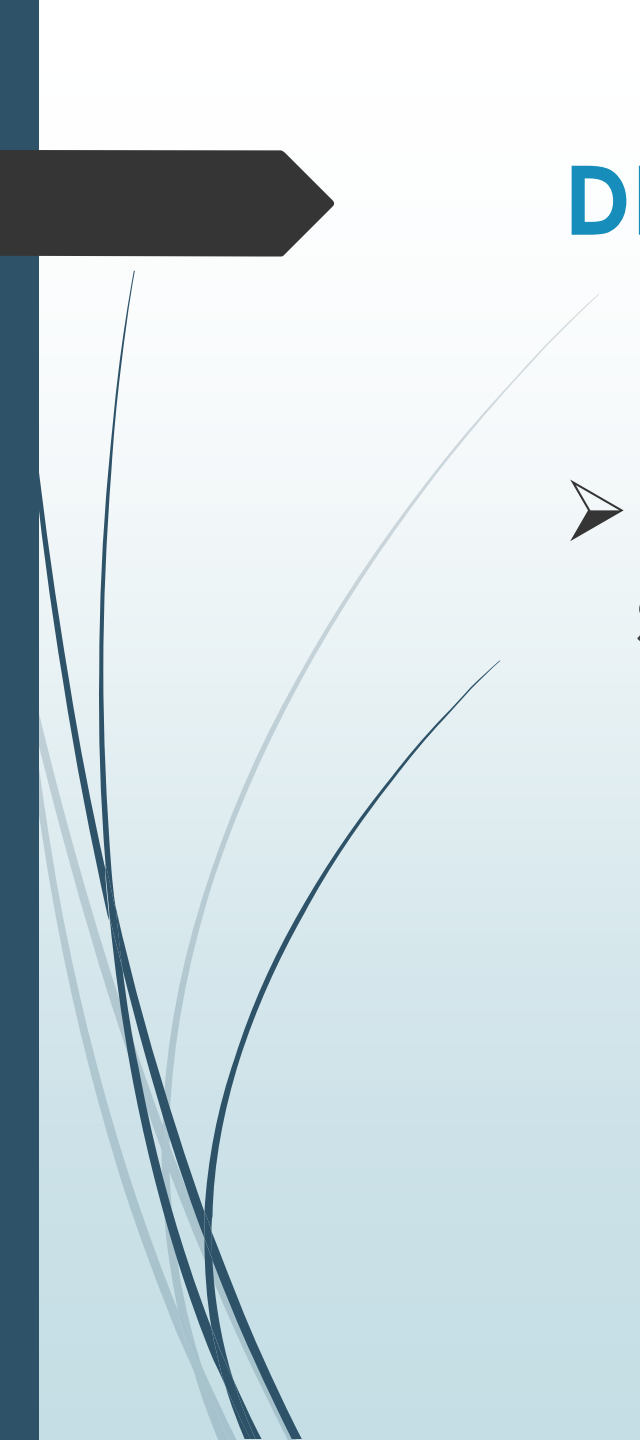
- Which privacy framework do you use?
- How does your organization signal privacy values?



MODULE 3

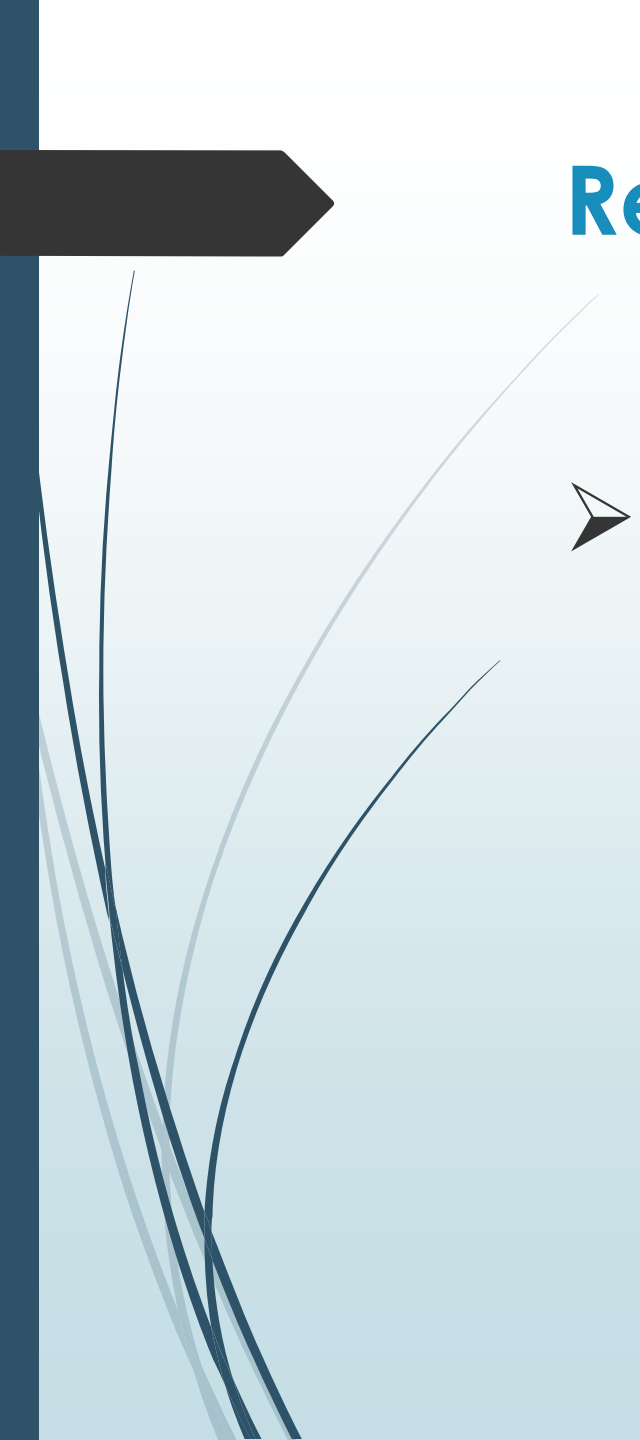
ETHICAL DRIFT, DEIA & ALGORITHMIC INTEGRITY

- Ethical drift = Small, incremental deviations from ethical intent due to:
 - Pressure
 - Mission creep
 - Lack of oversight
 - Ambiguous accountability



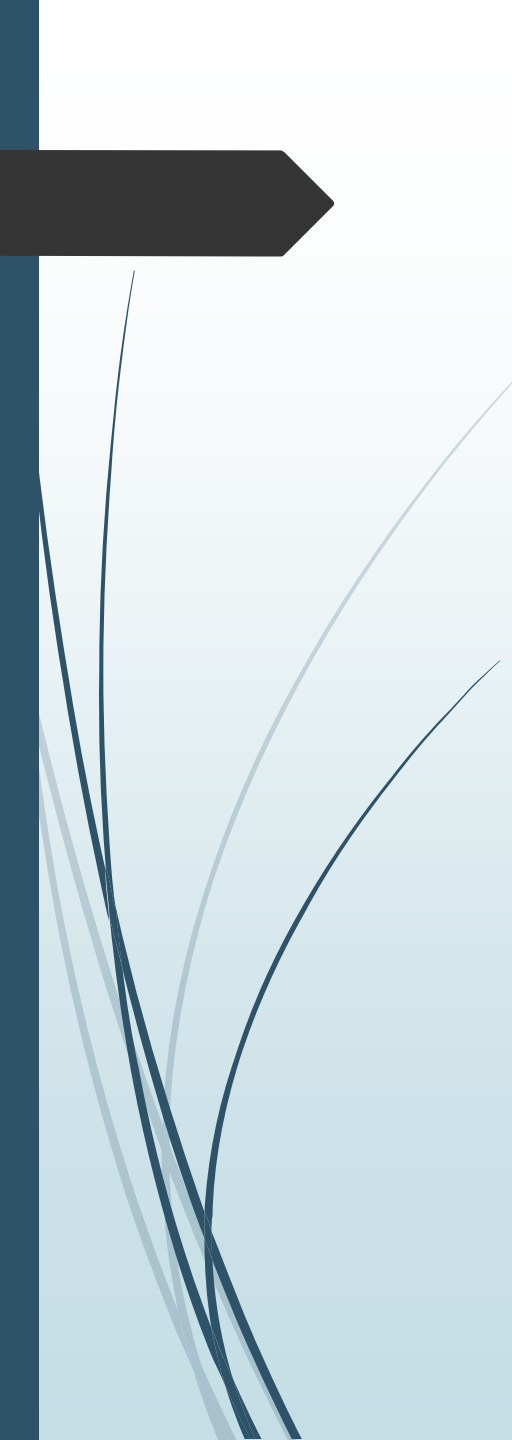
DEIA-Aligned Algorithmic Integrity

- I-Os apply psychometric rigor to AI systems:
 - Construct validity
 - Criterion contamination
 - Bias detection across subgroups
 - Fairness audits



Remediation & Recourse

- Organizations need:
 - Bias remediation matrices
 - Mandatory human review
 - Clear employee recourse channels
 - Cross-functional governance councils



Discussion: Bias Mitigation

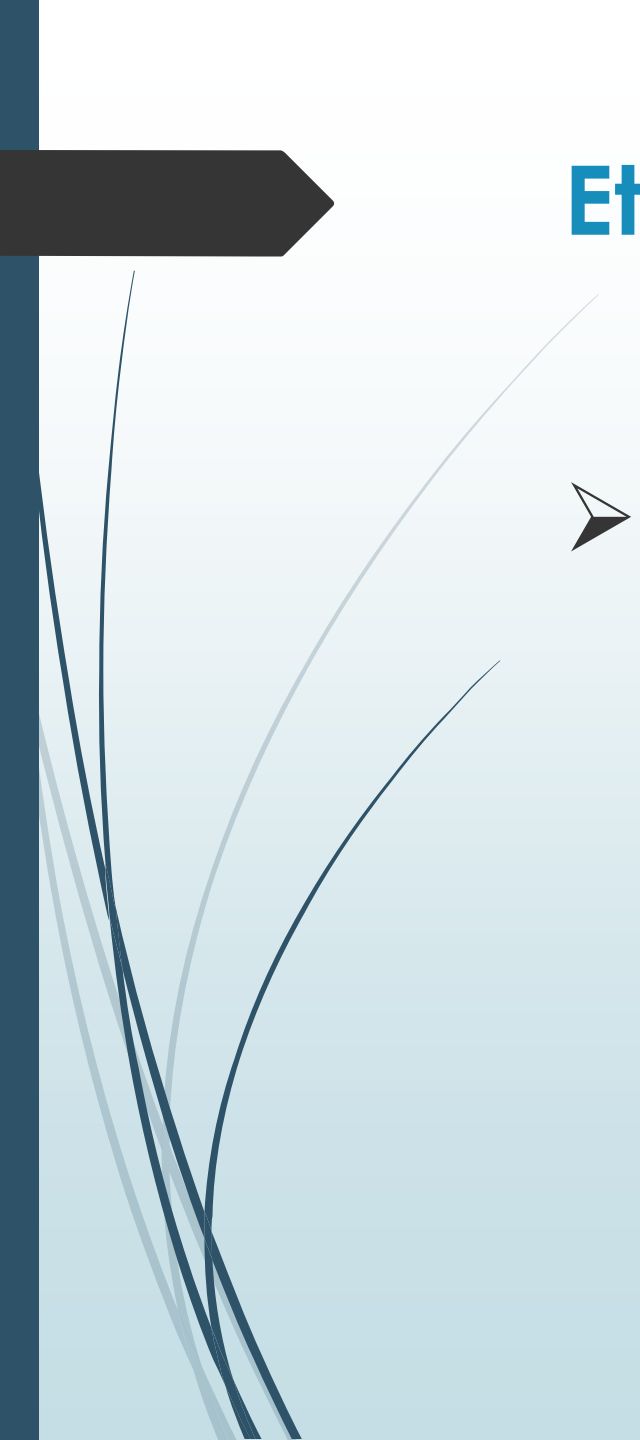
- Has your organization audited AI for bias?
- Who leads bias mitigation?



MODULE 4

FUTURE OF WORK & ROLE MAPPING

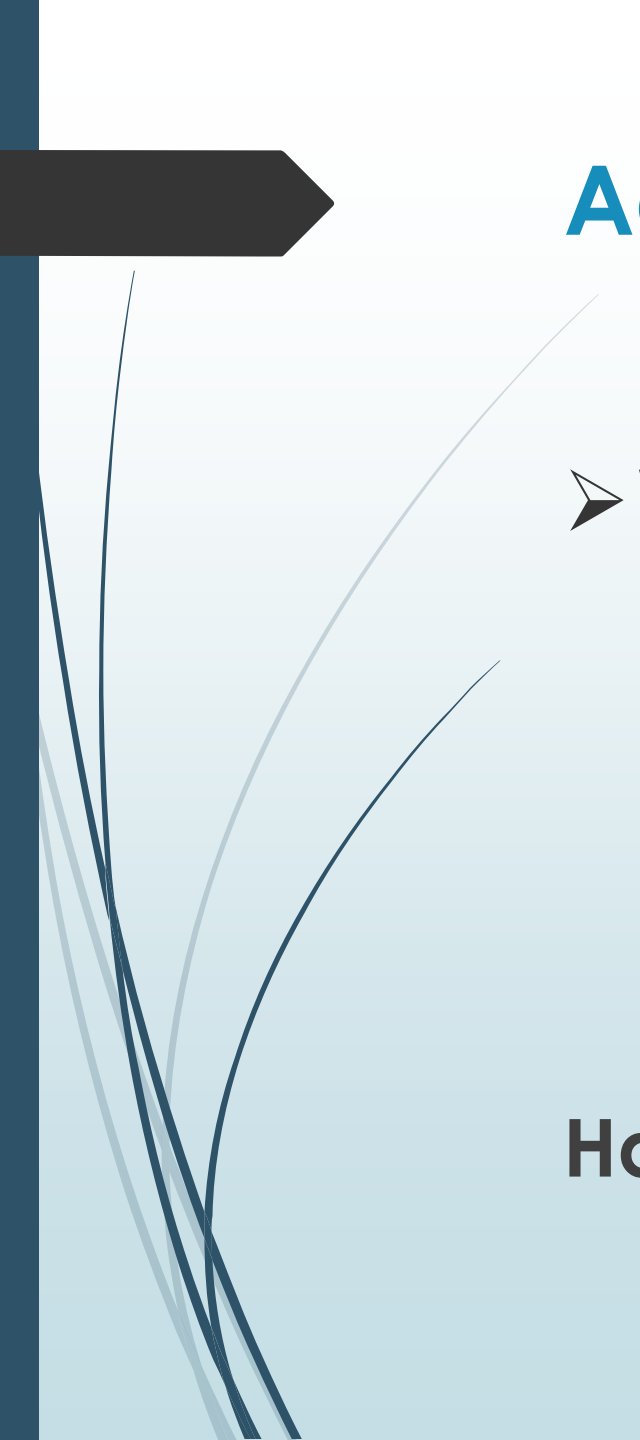
- Human-AI Role Mapping should clarify:
 - Decision boundaries
 - Override logic
 - Accountability structures
 - Human vs. machine authority



Ethical Scenario Planning

➤ I-Os lead modeling for:

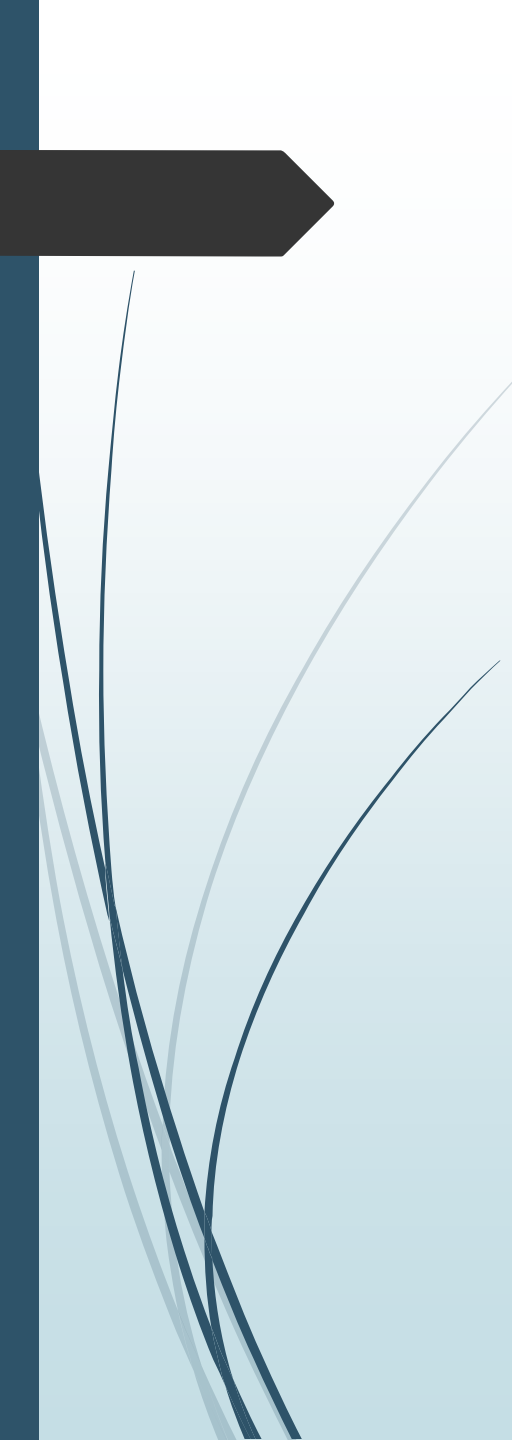
- Task redesign
- Skill mismatch
- Reskilling pathways
- Psychological contract management



Advanced FOW Scenarios

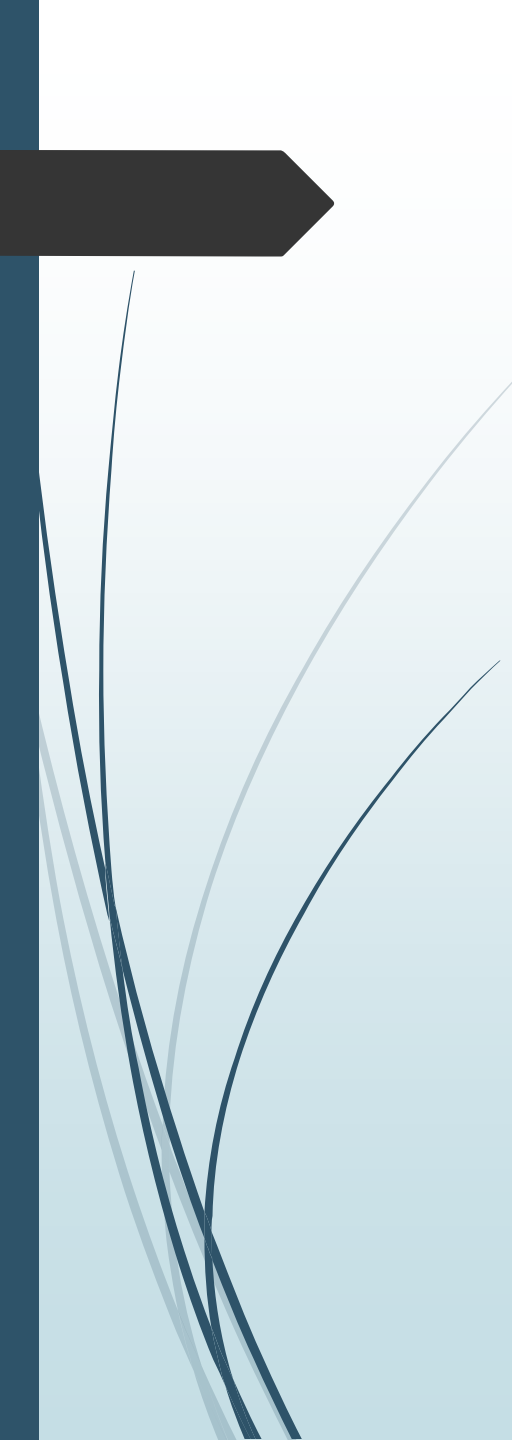
- What does your leadership stand on:
 - Universal Basic Income (UBI)
 - 32-hour full-time workweek
 - Large-scale displacement models
 - Ethical infrastructures for dignity & identity

Have these viewpoints been communicated?



Discussion: Workforce Impact

- How is your organization approaching task redesign?
- Which impact feels most pressing?

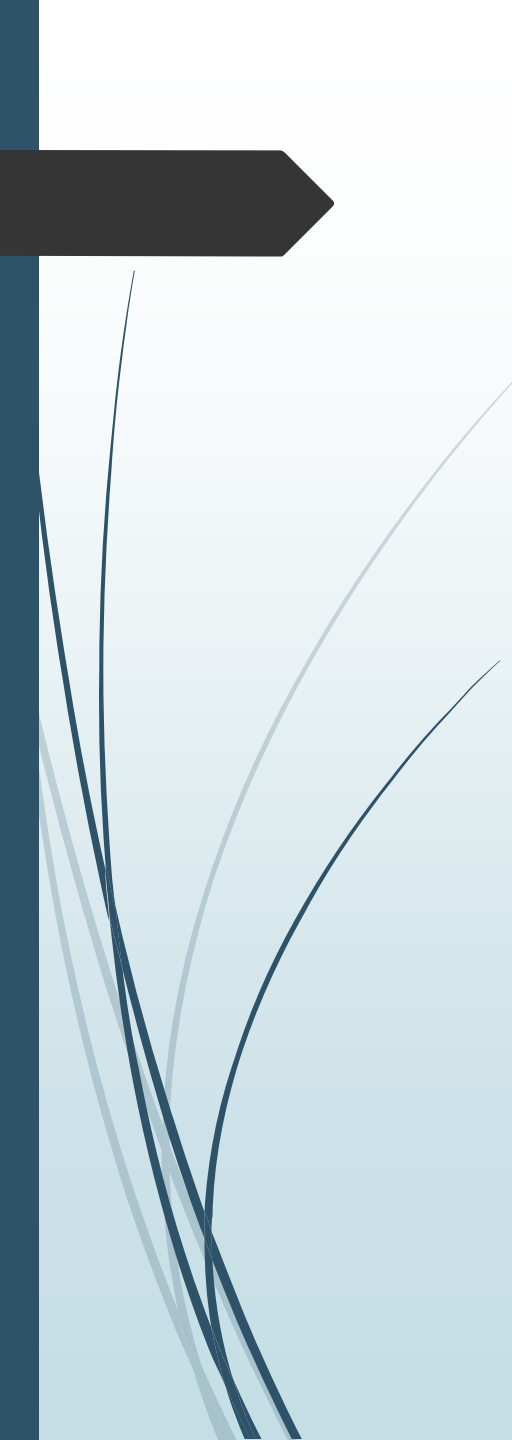


CONCLUSION

Key Takeaway

I-Os must architect governance across four (4) distinct pillars.

- Governance structure design;
- Privacy & behavioral architecture;
- DEIA-centered algorithmic integrity; and
- Ethical FOW modeling.



What to do???

Here are Your First 30 Days...

- Map decision rights;
- Identify governance gaps;
- Establish or review privacy rituals;
- Conduct a bias audit; and
- Begin role-mapping for AI-impacted jobs.



Open Discussion

- Questions?
- Insights?
- Reactions?



Thank YOU!!

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Lucid Pattern: The Blueprint of Alignment

Let's build ethical AI systems worthy of human trust.

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