

## Foreword

It is with great pride that the Society for Industrial and Organizational Psychology (SIOP) puts forth the fourth edition of the Principles for the Validation and Use of Personnel Selection Procedures. In 2000, Nancy Tippins, who was then president of the Society, charged a task force with revising the Principles. There were two primary goals for the revision: to update the Principles to be consistent with the current body of research; and to make the Principles consistent with the recently revised Standards for Educational and Psychological Testing.

Over a 2-year period, the Task Force met to revise the document, to receive commentary from an Advisory Panel on early drafts, and to receive commentary from the membership of the Society on subsequent drafts. The Task Force, chaired by Richard Jeanneret and composed of Marcia Andberg, Steven Brown, Wayne Camara, Wanda Campbell, Donna Denning, Jerard Kehoe, James Outtz, Paul Sackett, Mary Tenopyr, Nancy Tippins, and Sheldon Zedeck, put in many hours to ensure that this document reflects the state of current research and expert opinion on the validation and use of personnel selection procedures. The Society is indebted to the Task Force and to the many members who provided commentary.

Nancy Tippins, President 2000–2001  
William Macey, President, 2001–2002  
Ann Marie Ryan, President 2002–2003  
Michael Burke, President 2003–2004