

"I believe the SIOP Foundation is our future and I am only too happy to give back to the organization that provided so much mentoring and support for me."



Irwin L. Goldstein,
President

Tough times make us better understand what we are doing and why. Tough times in the financial markets have reinforced the wisdom of our conservative investment policy. Things do seem to be turning around, and with the strong increase in 2nd quarter earnings, our investments actually increased 32% over the previous year. Even more impressive is that despite the poor financial conditions, SIOP members have continued to give generously to the Foundation. Eighty-two members sent in donations this year, many of them donating for the first time. This is immensely gratifying and I thank you.

The Foundation has now gone through our first down-market cycle and proved the value of the concept. Being conservatively invested, the uncertainty of the market was blunted; because we disperse only the estimated earnings on a multi-year average (5%), we knew we would be able to continue to make awards and grants even if earnings were negative. That means that when earnings were well above 5%, we didn't disperse all of

them, so that when we had a year of lower earnings we would be able to maintain a steady rate of dispersion.

The truth is that uncertain times make it harder for many people to make cash donations right now. But this could be a wonderful time to realize some of your dreams for the future, and particularly for the future of I-O psychology. This may be the time to sit down with your financial advisor and write the SIOP Foundation into your will. If you already have a will, just a codicil is enough. You could mention a fixed amount of money or state in your will that you want a certain percentage of your estate to go to the SIOP Foundation. These tax-deductible charitable gifts will lower the taxable amount of your estate and so the government will take less taxes. Your heirs could actually end up with more assets!

It would be just as easy to make the SIOP Foundation the beneficiary of one of your insurance policies or of your IRA (see page 12 of this booklet).

PRESIDENT'S MESSAGE

As the Foundation has more assets, it can do more. This year, one Small Grant was given. Future grants will be funded for up to \$5,000. The call for proposals for the Small Grants is published each year in the April issue of *TIP* and can also be viewed on the SIOP Web site. This is an ideal way to fund small research efforts such as theses and dissertations or other research projects that are tightly focused.

Due to the generosity of our members, funds were collected for the scholarship program. The Foundation Board is planning to begin this program for graduate students working on their dissertations in the 2003-2004 year.

As the Foundation has more, we will do more. Won't you please help us to grow? The SIOP Foundation is a wonderful way for you to make a difference.

A handwritten signature in dark ink, appearing to read "Irwin L. Goldstein". The signature is written in a cursive, slightly slanted style.

Irwin L. Goldstein
President

THE SIOP FOUNDATION

The SIOP Foundation was created in 1996 to recognize the important role of philanthropy in expanding the mission of I-O psychology. The Foundation has been granted 501(c)3 tax status by the Internal Revenue Service, which means that all donations are 100% tax deductible.

In order to facilitate the rapid growth of the Foundation, we have chosen to be a fund of The Dayton Foundation until such a time as our size warrants having our own administration. That is why checks have been made out to The Dayton Foundation/SIOP Fund.

Donors to the SIOP Foundation have shown generous support for the advancement of the science and practice of I-O psychology. The Foundation will ensure ongoing funding for research; awards for excellence; financial aid to outstanding students; and continuing efforts to inform the public, the government, and business about the field of I-O psychology.

We don't know what the specific challenges of the future will be, but your gift today will

provide the tools that future leaders will need.

FOUR TYPES OF FUNDS

The SIOP Foundation presently comprises four types of funds: the Advancement Fund, the Scholarship Fund, the Named Endowed Gifts (the William A. Owens Award, the M. Scott Myers Award, and the John C. Flanagan Award), and the Named Term Gift (the Sidney A. Fine Fund).

The Advancement Fund

Gifts of any amount are welcome. A gift to the Advancement Fund could recognize members' achievements such as receiving honorary awards, promotions, and other accomplishments, or gifts can be made to honor the memory of individuals and their achievements. The gifts become part of the endowment of the Advancement Fund and are used to support activities that further the advancement of the field consistent with SIOP's purpose. Distributions of earnings from the Advancement Fund are based upon the rec-

ommendations of the Foundation Trustees.

The Scholarship Fund

This Fund seeks to further I-O psychology by providing financial support to students. Gifts designated for this special fund will be used exclusively for scholarships.

Named Gifts

Named Endowed Gifts are donations for a particular award, project, or program that is named in honor of a person or institution. Only gifts consistent with the purposes of SIOP will be accepted. Two types of Named Gifts exist—a Named Endowed Gift and a Named Term Gift.

A Named Endowed Gift is a permanent gift, the earnings from which support a particular activity, award, or project. The principal remains in the SIOP Foundation so that grants funded by the earnings can be awarded in perpetuity. Arrangements can be made for funding a Named Endowed Gift over several years. The minimum



Paul W. Thayer,
Vice-President

"As I said in Orlando, thanks to SIOP for a great career and a great ride! The Foundation lets me return the favor."

"The SIOP Foundation gives us a way to maintain our professional and career vitality via funding of both graduate education and opportunities for life-long learning!"



A. Catherine Higgs,
Secretary

gift is \$25,000. Currently the Foundation's Named Endowed Gift awards include the William A. Owens Scholarly Achievement Award, the M. Scott Myers Award for Applied Research in the Workplace, and the John C. Flanagan Award for the Outstanding Student Contribution to the SIOP Conference.

A Named Term Gift provides support for a specific activity, award, or project that may expend all of the donated funds for that purpose. The Sidney A. Fine Award is a Named Term Gift.

The SIOP Foundation operates as a fund under the Dayton Foundation to maximize growth.

Special Funding Opportunities

The members of the Foundation Charter Group each donated a minimum of \$1,000 to the Advancement Fund during the Foundation Charter Year. Thirty-seven contributions were made to provide this initial funding for the Foundation. The SIOP Foundation Honorary Group recognizes contributors who donate a minimum of

THERE ARE MANY WAYS TO CONTRIBUTE

\$5,000 over a 5-year period. To date, 26 have joined the Honorary Group. Membership in this group continues to be open.

WAYS TO CONTRIBUTE

Most often, when we think of contributing, we think of writing a check...and that works well. But there are many other ways to make a financial contribution.

Donate appreciated stock. You receive a tax donation for the full, appreciated value of the stock, regardless of what you initially paid for it.

Donate physical assets. Art, jewelry, and other collectibles can be donated to the Foundation. The Foundation will receive the asset and liquidate it, giving you the tax deduction.

Assign the proceeds of a life insurance policy. Name the SIOP Foundation as the beneficiary in your life insurance policy.

Distribute trust funds and annuities. The Foundation can receive the distribution now, or you can skip a generation.

Name SIOP as the beneficiary of your IRA. Some of those accounts have grown far larger than originally expected, and distribution to a 501(c)3 charitable foundation may help you avoid a significant special tax. By naming SIOP as beneficiary, there may be no tax to your estate.

Name SIOP as one of the beneficiaries in your will. You can specify an amount or a percentage.

Thoughtful planning with a professional financial advisor can help you to fund the things you care about with money that might otherwise just be taken for taxes. With such careful preparation, your family might actually receive more in benefits.

The SIOP Foundation, along with your accountant or professional financial advisor, can help you to structure a plan that will fulfill your vision. Or you can make a gift to the Advancement Fund and allow the Foundation Trustees to distribute the earnings on your gift. Remember, your gift will not be spent—only the earnings will be distributed.

SIOP 2003 AWARD WINNERS

WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD



William A. Owens

This annual award, honoring William A. Owens, is given to the author(s) of the publication in a refereed journal judged to have the highest potential

to significantly impact the field of I-O psychology. There is no restriction on the specific journals in which the publication appears, only that the journal be refereed and that the publication concerns a topic of relevance to the field of I-O psychology. Publications with a 2001 publication date were considered for the 2002–2003 award.

2002–2003 Winners

Katherine J. Klein, Amy B. Conn, and Joann Speer Sorra

Katherine J. Klein (University of Maryland), Amy B. Conn (Personnel Decisions International), and Joann Speer Sorra (Westat), are recognized for the best article published in I-O psychology in 2001: Klein, K. J.,

Conn, A. B., Sorra, J. S. (2001). Implementing computerized technology: An organizational analysis. *Journal of Applied Psychology, 86*: 811–824.



Amy B. Conn, Katherine J. Klein, and Joann Speer Sorra

JOHN C. FLANAGAN AWARD FOR THE OUTSTANDING STUDENT CONTRIBUTION TO THE SIOP CONFERENCE



John C. Flanagan

The John C. Flanagan Award was established to recognize the best student contribution to the SIOP Conference. The student must be the first author on a paper in order to be considered for this award.

2002–2003 Winner Amy E. Colbert



Amy E. Colbert

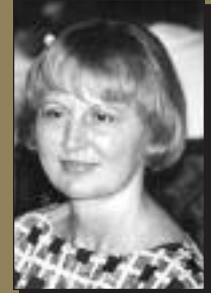
Amy E. Colbert (University of Iowa), student first author, Lawrence A. Witt (University of Iowa), and Michael K. Mount (University of Iowa), coauthors, are recognized for their paper, "Interactive Effects of Organizational Support and Agreeableness on Interpersonal Deviance."

M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE



M. Scott Myers

This annual award, honoring M. Scott Myers, is given to an individual practitioner or team of practitioners who has developed and conducted/ applied a specific project or product representing an example of outstanding practice of I-O psychology in the workplace (i.e., business, industry, government).



Ann Howard,
Board Member

"We all contribute to I-O psychology through our work, but the Foundation lets you ensure I-O psychology's future."

"Please consider joining your colleagues in helping to leave a collective legacy for future generations that enter our exciting field of scholarship and practice."



Lyman W. Porter,
Board Member

Projects or products may be in any area of I-O psychology (e.g., compensation, employee relations, equal employment opportunity, human factors, job analysis, job design, organizational development, organizational behavior, leadership, position classification, safety, selection, training).

No award made this year.



**SIDNEY A. FINE
GRANT AWARD
FOR RESEARCH**

This award, established by Sidney A. Fine, is given to the researcher(s) whose work has shown to further the usefulness of analytic strategies to study jobs, especially the nature of job content and organizational structures in which work is performed. In this context, research may take many forms including, but not limited to, bibliographic, empirical, methodological, model development, and theoretical investigations.

Sidney A.
Fine

Past Award Recipients

William A. Owens Scholarly Achievement Award:

1998 Avraham N. Kluger & Angelo S. DeNisi

1999 David Chan & Neal Schmitt

1999 Peter Dorfman, Jon Howell, Shozo Hibino, Jin Lee,

Uday Tate, & Arnoldo Bautista

2000 Paul Tesluk & Rick Jacobs

2001 Timothy A. Judge, Chad A. Higgins, Carl J. Thoresen, & Murray R. Barrick

2002 E. Allan Lind, Jerald Greenberg, Kimberly S. Scott, & Thomas D. Welchans

2002 Elaine D. Pulakos, Sharon Arad, Michelle A. Donovan, & Kevin E. Plamondon

M. Scott Myers Award for Applied Research in the Workplace

1998 Frank L. Landy, James L. Farr, Edwin Fleishman, & Robert J. Vance

1999 Chris Hornick, Kathryn Fox, Ted Axton, Beverly Wyatt, & Therese Revitte

2000 HumRRO, PDRI, RGI, Caliber, & FAA

2001 Eduardo Salas, Janice A. Cannon-Bowers, Joan H. Johnston, Kimberly A. Smith-Jentsch, Carol Paris

2002 Norman G. Peterson, Michael D. Mumford, Walter C. Borman, P. Richard Jeanneret, Edwin A. Fleishman

John C. Flanagan Award for the Outstanding Student Contribution to the SIOP Conference

1993 Susan I. Bachman, Amy B. Gross, Steffanie L. Wilk

1994 Lisa Finkelstein

1995 Joann Speer-Sorra

1996 Frederick L. Oswald & Jeff W. Johnson

1997 Syed Saad & Paul Sackett

1998 Frederick P. Morgeson & Michael A. Campion

1999 Chris Kubisiak, Mary Ann Hanson, & Daren Buck

2000 Kristen Horgen, Mary Ann Hanson, Walter Borman, & Chris Kubisiak

2001 Lisa M. Donahue, Donald Truxillo, & Lisa M. Finkelstein

2002 Remus Ilies, Timothy A. Judge, & Megan Werner

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1999 Chris Kubisiak, Mary Ann Hanson, & Daren Buck

2000 Kristen Horgen, Mary Ann Hanson, Walter Borman, & Chris Kubisiak

2001 Lisa M. Donahue, Donald Truxillo, & Lisa M. Finkelstein

2002 Remus Ilies, Timothy A. Judge, & Megan Werner

Sidney A. Fine Grant Award for Research

2002 Todd J. Maurer

THE SMALL GRANT PROGRAM

The purpose of the SIOP Small Grant Program is to provide tangible support from SIOP to its members for research-related activities and to help guide research activities in areas of interest to both practitioners and academicians within SIOP, as well as to foster cooperation between academicians and practitioners by supporting research that has the potential to advance both knowledge and practice in applied areas of interest to all members of SIOP.

This year, the SIOP Foundation awarded one grant of \$5,000 to fund research. A SIOP subcommittee was created to review and administer the Small Grant Program. Given the specific objective of fostering cooperation between academicians and practitioners, this subcommittee consists of both academicians and practitioners.

The overarching goal of the Small Grants Program is to provide funding for research investigating topics of interest to both academicians and practitioners. Thus, considerable weight is given to whether the

proposal consists of a cooperative effort between academics and practitioners. In addition, the principal investigator of the project must be a SIOP Member or Student Affiliate.

2002-2003 Small Grant Recipients

Jeffrey Stanton, Paul Mastrangelo, Kathryn Stam, and Slawomir Marcinkowski



Jeffrey Stanton



Paul Mastrangelo



Kathryn Stam



Slawomir Marcinkowski

Jeffrey Stanton (Syracuse University), Paul Mastrangelo (Genesee Survey Services), Kathryn Stam, and Slawomir Marcinkowski (Syracuse University) were awarded a grant for their proposal "Behavioral information security: A seed project to demonstrate its potential for I-O psychology."

Past Small Grant Recipients

2002 Jennifer Z. Carr and S. David Kriska

2002 Frederick L. Oswald, Patrick D. Converse, Michael A. Gillespie, Kevin A. Field, Elizabeth B. Bizot, Bill Tirre, and Peg Hendershot



John Cornwell,
Ex Officio,
SIOP Financial Officer

"It isn't 'only money.' Investments in the future of I-O psychology are about much more: inspiration, motivation, honor, and renewal to name a few."

Lee Hakel,
Ex Officio, Director of
Administrative Office

"It's exciting to think that my gift may inspire an undergrad student to learn more about I-O psychology...a student who one day will do breakthrough work on leadership development, diversity, or team relations!"



Jeffrey McHenry,
Treasurer

Financial Information as of June 30, 2003

For the Period of July 1, 2002 through June 30, 2003

Contributions and Pledges	\$ 39,985	
Interest, Dividends, and Market Gain	23,658	
Total Revenue		\$ 63,643
Operating Expenses	\$5,930	
Grants and Awards	3,188	
Total Expenses and Grants		—9,118
Increase for the Year		\$ 54,525

For the Period of January 1, 1996 through June 30, 2003

Contributions and Pledges	\$583,677	
Interest, Dividends, and Gains	32,141	
Total Revenue		\$ 615,819
Operating Expenses	\$ 22,170	
Grants and Awards	41,688	
Total Expenses and Grants		—63,858
Fund Balance on June 30, 2003		\$ 551,961

HONORARY GROUP MEMBERS

Recognizing those who have pledged or given a minimum of \$5,000 to the SIOP Foundation

American Institutes for Research	Frank J. Landy
Anonymous I	William A. Macey
David G. Bigby	William H. Mobley
Bigby, Havis & Associates	James D. Myers
Michael A. Campion	Susan S. Myers
Wayne F. Cascio	Barbara R. Owers
Ron Downey	Personnel Research Associates
Sidney A. Fine	Lyman W. Porter
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Milton and Lee Hakel	SIOP Members
A. Catherine Higgs	Paul W. Thayer
Mildred E. Katzell	Jack W. Wiley
Raymond A. Katzell	Sheldon and Marti Zedeck

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Recognizing those who gave a minimum of \$1,000 during the SIOP Foundation's Charter Year

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Douglas A. Johnson	Texas Instruments
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Kania School of Management, University of Scranton	

ALL CONTRIBUTORS (1996–2003)

\$100,000

Frank J. Landy
SIOP Members

\$50,000–\$99,999

Sidney A. Fine

\$25,000–\$49,999

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\$5,000–\$24,999

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- E. J. McCormick, by Lewis E. Albright and P. Richard Jeaneret
- Howard McFann, by Edwin and Pauline Fleishman, Joanne Marshall-Mies and other contributors to the Howard McFann Memorial Michigan State University I-O Program, Department of Psychology, by Jeff Schneider and Stanley Gully
- Michael Olson, by Personnel Research Associates
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- Personnel Decisions International, by Lowell Hellervik
- Erich Prien, by Mark A. Jones and William H. Macey
- W. W. Ronan, by Gary Latham
- Neal Schmitt, by Ronni Haston and Mary Lynne Kelly
- William E. Scott, Jr., by Kania School of Management, University of Scranton
- Carroll L. Shartle, by Edwin and Pauline Fleishman
- Laurence Siegel, by Rosemary Hays-Thomas
- Carlla Smith, by Robert Dipboye and Leslie Hammer
- Olin W. Smith, by Patricia C. Smith and Eugene Ketchum
- Patricia C. Smith, by Sheldon Zedeck, Eugene Ketchum, and W. Roy Johnson
- C. Paul Sparks, by Hogan Assessment Systems
- Paul W. Thayer, by Eugene Mayfield, Leslie Joyce, and Michael A. Champion
- Nancy Tippins, by Personnel Research Associates
- Don Trumbo, by Mirian Graddick, Frank Landy, Georgia Chao, and Steven Kozlowski
- S. Rains Wallace, by Eugene C. Mayfield
- Robert J. Wherry, by Gerald A. Kesselman and Jay E. Uhlauer
- Morris Viteles, by Laura L. Koppes
- Scott Young, by Personnel Research Associates
- Sheldon S. Zalkind, by Edwin P. Hollander

A MESSAGE FROM THE VICE PRESIDENT

Many would like to do more for the field, but cannot do so at the present. As many are unaware of the benefits of deferred giving, the materials that follow will describe how this can be done.

Bequests in Wills

The simplest form of deferred giving is through a bequest in your will. By specifying a given amount or a percentage of your estate, you may be able to give a substantial amount to support the general programs under the Advancement Fund. You might also endow a named fund that would support a particular purpose related to the science and practice of I-O psychology. Named funds require a minimum bequest of \$25,000. The Foundation will work with any donors to ensure that such gifts achieve the goals of the donor. If you are considering a bequest, please contact the Foundation for suggested wording, as well as consult your lawyer to ensure that any such bequest meets the legal requirements in your place of residence.

Life Insurance

Most of us have purchased life insurance to protect our families, to guarantee our children's education, or provide continuity for a business or similar purposes. As time passes, however, such needs may be taken care of, and financial protection may no longer be needed. If such is your case, you may want to make the SIOP Foundation the beneficiary of your life insurance policies. Such a gift would result in a reduction in estate taxes. Alternatively, you may decide to donate the policy to the Foundation outright. Such a gift would be income tax deductible. In either event, your policy would benefit the Foundation and further its goals.

Charitable Remainder Trusts

A Charitable Remainder Trust provides for lifetime payments to you or your beneficiaries from assets invested in the trust. At your death, or the death of your beneficiaries, the principal remaining is added to the endowed funds of the SIOP Foundation. Two kinds of trusts

are available: an Annuity Trust pays the beneficiaries a fixed dollar amount annually; a Unitrust pays the beneficiaries a fixed percentage of the asset value of the trust each year. In either case, such trusts provide income to beneficiaries for life, or a specified period. The gift results in a reduction in estate taxes, and an income tax deduction for the year the trust was established. No capital gains tax applies to appreciated securities used to establish the trust.

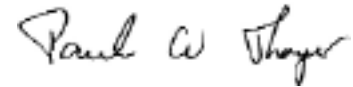
Some Reminders

The use of deferred gifts, even to a tax-exempt organization such as the SIOP Foundation can be complicated. The Foundation is willing to help in any way possible. We suggest, however, that you consult with your attorney and/or financial advisor, as state laws must be adhered to in making such bequests.

The funds you donate to the SIOP Foundation are endowed, and only the income from them is used for the purposes described above. Regardless of the form of the deferred gift

(will, life insurance, or remainder trusts), you may give for a named purpose if the gift meets or exceeds \$25,000. Any gifts can, of course, be given directly to the Advancement Fund to support the general programs of the Foundation.

The Board members of the SIOP Foundation are grateful for what you have done already, and hope you will give serious consideration to a bequest that will further the science and practice of our field.



Paul W. Thayer
Vice President