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).

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.

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 recommendations 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

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

Paul W. Thayer, Vice-President
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 $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

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


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

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.

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

2002–2003 Winner

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

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).

William A. Owens

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."
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.

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, Shojo 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
1999 Chris Hornick, Kathryn Fox, Ted Axton, Beverly Wyatt, & Therese Revitte
2000 HumRRO, PDRI, RGI, Caliber, & FAA

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.

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

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 Kubisak, Mary Ann Hanson, & Daren Buck
2000 Kristen Horgen, Mary Ann Hanson, Walter Borman, & Chris Kubisak
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 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 (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

“...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
### Financial Information as of June 30, 2003

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Pledges</td>
<td>$39,985</td>
</tr>
<tr>
<td>Interest, Dividends, and Market Gain</td>
<td>23,658</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$63,643</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$5,930</td>
</tr>
<tr>
<td>Grants and Awards</td>
<td>3,188</td>
</tr>
<tr>
<td><strong>Total Expenses and Grants</strong></td>
<td>—9,118</td>
</tr>
<tr>
<td><strong>Increase for the Year</strong></td>
<td>$54,525</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Pledges</td>
<td>$583,677</td>
</tr>
<tr>
<td>Interest, Dividends, and Gains</td>
<td>32,141</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$615,819</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$22,170</td>
</tr>
<tr>
<td>Grants and Awards</td>
<td>41,688</td>
</tr>
<tr>
<td><strong>Total Expenses and Grants</strong></td>
<td>—63,858</td>
</tr>
<tr>
<td><strong>Fund Balance on June 30, 2003</strong></td>
<td>$551,961</td>
</tr>
</tbody>
</table>

*Jeffrey McHenry, Treasurer*

“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!”
HONORARY GROUP MEMBERS

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

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

CHARTER GROUP MEMBERS

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

Lewis E. Albright
Walter C. Borman
Douglas W. Bray
Michael J. Burke
David P. Campbell
Jeanette N. Cleveland
James L. Farr
Lawrence Fogli
Jay A. Gandy
Donald L. Grant
Richard A. Guzzo
Ronni M. Haston
A. Catherine Higgs
George P. Hollenbeck
Ann Howard
Daniel R. Ilgen
Douglas A. Johnson
Mark A. Jones
Kania School of Management, University of Scranton
Richard Klimoski
C. H. Lawshe
Eugene Mayfield
Angela G. McDermott
Howard McFann Memorial
Jeffrey J. McHenry
Herbert H. Meyer
Joseph L. Moses
Kevin R. Murphy
Personnel Psychology
Personnel Research Associates
Simcha Ronen
Neal and Kara Schmitt
Benjamin Schneider
Jeffrey R. Schneider
Mary L. Tenopyr
Texas Instruments
Nancy T. Tippins

$100,000
Frank J. Landy
SIOP Members

$50,000–$99,999
Sidney A. Fine

$25,000–$49,999
American Institutes for Research
Susan S. Myers
Barbara R. Owens

$5,000–$24,999
Anonymous I
Bigby, Havis & Associates
Michael A. Campion
Wayne F. Cascio
Ron Downey
Edwin A. and Pauline S. Fleishman
Irv & Micki Goldstein
Milton and Lee Hakel
A. Catherine Higgins
Mildred E. Katzell
Raymond A. Katzell
William A. Macey
William H. Mobley
James D. Myers
Personnel Research Associates
Lyman W. Porter
Dr. and Mrs. James Campbell Quick
Paul and Pat Sackett

$1,000–$4,999
Lewis E. Albright
Michael Beer
Walter C. Borman
Douglas W. Bray
Michael J. Burke
David P. Campbell
Jeanette Cleveland
Robert Dipboye
Richard D. Draper
James L. Farr
Larry Fogli
Jay Gandy
Don Grant
Robert Guion
Rick Guzzo
Ronni Haston
George P. Hollenbeck
John and Patricia Hollenbeck
Ann Howard
William C. Howell
Daniel Ilgen
Rick and Jennifer Jacobs
Douglas A. Johnson
Mark A. Jones
Leslie W. Joyce
Kania School of Management, University of Scranton
Ray and Kitty Katzell
Richard Klimoski
Elizabeth B. Kolmstetter
Laura L. Koppes
Allen I. Kraut
Jeffrey Krys
Gary Latham
C. H. Lawshe
Eugene Mayfield
Howard McFann Memorial
Jeffrey McHenry
Herbert H. Meyer
Terence R. Mitchell
Joel Moses
Kevin R. Murphy
Myers Award Winners 2000
James L. Outtz
Personnel Psychology
Simcha Ronen
Ann Marie Ryan
Neal and Kara Schmitt
Benjamin Schneider
Jeffrey R. Schneider
Patricia C. Smith
Mary Tenopyr
Texas Instruments
Nancy T. Tippins
Clark Wilson

$250–$999
Seymour Adler
Anonymous III
Anonymous IV
Gerald Barrett
Richard S. Barrett
Bernard and Ruth Bass
W. Warner Burke
Howard C. Carlson
Georgia T. Chao
David V. Day
Marvin D. Dunnette
Larry D. Eldridge
Andrew J. Falcone
Mortimer Feinberg
Mr. and Mrs. Frank Fischer
J. Kevin Ford
Lucy W. Gibson
Marilyn K. Gowing
Rosemary Hays-Thomas
Lowell Hellervik
Hogan Assessment Systems
Joyce C. Hogan
Edwin Hollander
John R. Hollenbeck
Susan E. Jackson
P. Richard Jeanneret
W. Roy Johnson
Gerald A. Kesselman
Eugene L. Ketchum
Katherine Klein
Richard E. Kopelman
Steven Kozlowski
Mark L. Lifter
Robert F. Morrison
David Nadler
Dennis W. Organ
Robert Perloff
Elaine Pulakos
Jeffrey Quinn
Doug Reynolds
Frank Quinn
James Sharf
Annette Szychalski
Lois E. Tetrick
Robert P. Vecchio
Victor Vroom

$100–$249
Anonymous II
Philip Ash
Paul Babia
Abram Barch
Janet L. Barnes-Farrell
Thomas E. Becker
Carol and Don Birkeland
James A. Breauha
Wayne J. Camara
Janis Cannon-Bowers
Linda S. Carr
Kenneth and Miriam Clark
Stephen L. Cohen
Joe Colihan
Michael Coover
David P. Costanza
Gary F. Coulton
Charles J. Cranney
Angelo S. Denisi
Fritz Drasgow
Arthur J. Drucker
Kevin Field
Fred E. Fielder
Paula S. and James W. Finn
Franklin H. Foote
Robert Glaser
Edie L. Goldberg
Mirian Graddick
Donna M. Greenwood
Stanley M. Gully
Rosalie Hall
Theodore and Elizabeth Hayes
John R. Hinrichs
Philip and Brenda Ikomi
Robert Jako
Joan H. Johnston
Mary Kelly
Wayne K. Kirchner
Jan Klein
Edwin Locke
Felix E. Lopez
Robert Lord
Art MacKinney
Debra A. Major
John D. Mallonee
Philip J. Manhardt
Joanne C. Marshall-Mies
Scott Martin
Jennifer Martineau
Todd Maurer
ALL CONTRIBUTORS, CONTINUED

Michael McDaniel
S. Morton McPhail
Barry R. Nathan
National Evaluation Systems Inc.
Deniz S. Ones
Carol R. Paris
Stephanie C. Payne
Patrick R. Pinto
Eduardo Salas
Elizabeth L. Shoenfelt
Stan Silverman
Kimberly A. Smith-Jentsch
Evan Dean Stackfleth
Jay E. Uhlaner
Anna Marie Valerio
Vicki V. Vandaveer
Vish C. Viswesvaran
Kenneth Wexley

Under $100
Linda Aiman-Smith
Thomas G. Baker
Karen Barbera
Margaret Barton
Guy Besnard
Linda Bearse Bodnar
James L. Bowditch
Sharon Buchbinder
Win Chesney
Allan Church
Maureen A. Conard
David Constanza
John Cornwell

Mary W. Daley
Michael Dean
Denton Enterprises
Dennis G. Faust
Hodges L. Golson
Greg Gormanous
William Gutow
J. Richard Hackman
Leslie Hammer
Todd C. Harris
William H. Hendrix
Ronda (L.C.) Hopkins
A. S. and Dixie H. Imada
Robert Jones
Michael Kirsch
Phil T. Launer
Clyde J. Lindley
P. Lopez-Prado
Robert Magoon
Suzanne Masterson
Clyde Mayo
Bruce M. Meglino
Lynn R. Offerman
Gloria Pereira
Lester G. Phares
Jean Phillips
Charles A. Pierce
Lauren Ramsay
Ned Rosen
Craig Russell
Jeff Schippmann
Yanina Shapiro/
Internet Psychology Research Institute

Michael J. Stevens
Eric Sundstrom
Talent World
Robert Taylor
Lisa Tesvich
Albert S. Thompson
Rebecca J. Toney
Peter D. Villanova
Shelley Weiss
Spilberg
Frederic R. Wickert
Donna G. Wolosin


$5,000–$24,999
Bigby, Havis & Associates
Personnel Research Associates

$1,000–$4,999
Michael A. Campion
Wayne F. Cascio
Robert Dipboye
Richard D. Draper
Irv and Micki Goldstein
Rick Guzzo
Milton and Lee Hakel
A. Catherine Higgs
Leslie W. Joyce
Elizabeth B. Kolmstetter
William H. Mobley
Joel Moses
Lyman W. Porter
Paul and Pat Sackett
Jack Wiley

$250–$999
Anonymous IV
Bernard and Ruth Bass
Walter C. Borman
David V. Day
Ron Downey
James L. Farr
Edwin A. and Pauline S. Fleishman
Robert Guion
Rick Guzzo

Ronni Haston
Lowell Hellervik
William C. Howell
Susan Jackson
Rick and Jennifer Jacobs
W. Roy Johnson
Mildred E. Katzell
Eugene L. Ketchum
Katherine Klein
Herbert H. Meyer
David Nadler
James L. Outtz
Dr. and Mrs. James Campbell Quick
Ann Marie Ryan
Frank Schmidt
Jeffrey R. Schneider
Mary Tenopyr

$100–$249
Lewis E. Albright
Linda S. Carr
Georgia T. Chao
Joe Colihan
Gary F. Coulton
Andrew J. Falcone
Kevin Field
Fred E. Fielder
Lucy W. Gibson
Donna M. Greenwood
Theodore and Elizabeth Hayes
Rosemary Hays-Thomas

Under $100
Karen Barbera
Margaret Barton
David Constanza
John Cornwell
J. Kevin Ford
Stanley M. Gully
J. Richard Hackman
Leslie Hammer
A. S. and Dixie H. Imada
Robert Jones
Michael Kirsch
Suzanne Masterson
Stephanie C. Payne
Jean Phillips
Lauren Ramsay
Shelley Weiss
Spilberg

Philip and Brenda Ikomi
Richard E. Kopelman
Steven Kozlowski
Allen I. Kraut
Mark L. Lifter
Philip J. Manhardt
Todd Maurer
Herbert H. Meyer
Robert F. Morrison
Deniz S. Ones
Anna Marie Valerio
Vish C. Viswesvaran
Kenneth Wexley
2003 Committee Chairs, by Ann Marie Ryan
Ralph Alexander, by Rosalie Hall, Robert Lord, and Linda S. Carr
Earl A. Alluisi, by Robert Magoon
Karen Barbera, by Personnel Research Associates
Jack Bartlett, by Irv and Micki Goldstein and Ben Schneider
Bernard Bass, by Wayne Cascio
Joseph M. Burke, by Michael Burke
Harold E. Burtt, by Edwin and Pauline Fleishman
Richard Campbell, by Rick Guzzo, Joel Moses, Raymond Katzell, and Mildred Katzell
Orlo L. Crissey, by Howard C. Carlson
William Crissey, by Michael Beer
Larry L. Cummings, by Kania School of Management, University of Scranton
Diane Daum, by Personnel Research Associates
Greg Dobbins, by David V. Day
Patricia Dyer, by Joe Colihan
Scott Fraser, by Rosemary Hays-Thomas
Douglas H. Fryer, by Raymond A. Katzell and Mildred Katzell
Irv Goldstein, by Georgia T. Chao, Stan Silverman, Joyce Hogan, and Shelley Weiss Spilberg
Robert Guion, by Frank Landy
Mason Haire, by Lyman W. Porter
Garry L. Hughes, by Anonymous II
John (Jack) Hunter, by Stanley M. Gully, Jean Phillips, Deniz S. Ones, and Vish C. Viswesvaran
I-O Psychology, by Robert Perloff
Raymond Katzell, by Mildred E. Katzell, Philip J. Manhardt, Rick Guzzo, and Joel Moses
Richard J. Klimoski, by Donna M. Greenwood
Ed Lawler, by Richard E. Kopelman
C. H. Lawshe, by Lewis E. Albright, Laura L. Koppes, Richard D. Draper, and James Outtz
Ann Lenz, by Personnel Research Associates
Mark LoVerde, by Personnel Research Associates
John Mathieu, by Jennifer Martinez
E. J. McCormick, by Lewis E. Albright and P. Richard Jeanneret
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
William A. Owens, by Lewis E. Albright
Jack Parrish, by Donald L. Grant
D. G. Paterson, by Marvin D. Dunnette
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. Campion
Nancy Tippins, by Personnel Research Associates
Don Trumbo, by Mirian Gradick, Frank Landy, Georgia Chao, and Steven Kozlowski
S. Rains Wallace, by Eugene C. Mayfield
Robert J. Wherry, by Gerald A. Kesselman and Jay E. Uhlane
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