

Funding to Support Research on Assessment Center Methods and Leader/Manager Development Now Available!

Douglas W. Bray and Ann Howard Grant Call for Proposals

Joyce E. Bono
University of Minnesota

At the 2004 SIOP Conference, the SIOP Foundation announced a new award: the Douglas W. Bray and Ann Howard Grant. The grant is designed to support research on assessment center methods as well as research into the development of managers and leaders. The grant may focus on the assessment method (e.g., simulations and other techniques that rely on the observation of behavior), the content area of interest (e.g., managerial career advancement, leadership development), or preferably both.

General Procedures and Policies

Proposals for this grant should describe how the research will have a significant impact on assessment center methods and/or the development of managers and leaders. The explicit policy of the Bray/Howard Program is that grant funds may not be used for overhead or indirect costs. In the committee's experience, most universities will waive overhead and indirect costs under two circumstances: (a) the grant is relatively modest in size (e.g., under \$10,000), and/or (b) the awarding institution (i.e., SIOP) does not allow it. If the above statement disallowing funds to be used for overhead is insufficient, the chair of the Bray/Howard Grant Committee will provide additional documentation and evidence explicitly recognizing this policy.

The Bray/Howard grant can be used in conjunction with other funding for a larger scale project. In this case, the proposal should describe the scope of the entire project, the entire budget, and the portion of the budget for which SIOP award money will be spent.

Criteria for Selecting Award Winners

The Bray/Howard Grant Subcommittee (appointed by the Awards Committee chair) will evaluate proposals based on the following criteria:

- Have a sound technical/scientific base
- Show innovation and excellence
- Advance the understanding of assessment center techniques, managerial or leadership development, or preferably both
- Use a longitudinal design where appropriate
- Be submitted by members of SIOP, including Student and International Affiliates
- Have a clearly defined project plan, defined deliverables, and budget.

Size of the Grant

For 2007, the maximum size of the grant is \$10,000.

Format of Proposals

The proposal must adhere to accepted formatting guidelines (e.g., APA guidelines) and should include the following:

- Abstract
- Literature review and rationale for the project
- Method (if applicable)—including information about the sample, measures, data collection strategies, and analytical strategies
- Implications of the findings or conclusions for research and practice
- Project plan, defined deliverables, and budget

Proposals should not exceed **10 pages** of text (not including references, tables, appendices). The proposal should be double-spaced and use a 12-point font and 1 inch margins. The proposal must be a single document, either a Word document or a .pdf file, named to indicate the first author, as follows: lastname.doc or lastname.pdf.

If the research involves human participants, all awarded authors must certify by signature or other methods that the research will be carried out in compliance with ethical standards concerning the treatment of human subjects (e.g., institutional review board or signed statement that the research will adhere to accepted professional standards regarding the treatment of human participants).

Proposals submitted with a Student Affiliate as the principal investigator should include a letter of endorsement from the student's academic advisor.

Deliverables

All grant award recipients will be required to deliver two copies of a final report to the SIOP office within 2 years of the date of the award. This report will be forwarded to the SIOP Foundation.

Awardees should be aware that a synopsis of their research will be placed on the SIOP Web site. This synopsis will be of such a nature so as not to preclude subsequent publication of the research. Grant awardees will be encouraged to submit the results of their research for presentation at SIOP's annual conference.

Submission Deadlines and Procedure

Proposals should be submitted in electronic form no later than **February 2, 2007** at www.siop.org/awardsonline/main.aspx.

Please direct all questions regarding the Bray/Howard Grant to Awards Committee Chair Joyce E. Bono, jbono@umn.edu.