Nothing endures but change.
Heraclitus, Greek Philosopher
(540 BC–480 BC)

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Throughout the years, I have observed many students who struggled with understanding psychological theory and research because they wanted yes/no or definitive answers to their questions about human behavior. They disliked my responses such as “well, it depends” or “additional research is necessary” or “another theory was developed because the previous theory did not include variable x so now we have two theories.” One piece of information I shared with certainty, however, was that changes in human behavior are inevitable. Consider changes associated with recent events on the world scene: natural disasters; war; deaths of the Pope, young children, and a 45-year-old family member; and numerous others. Once again, I am reminded of the vulnerability and precariousness of human life, which inspired me to reflect on how I live my life. I’ve determined that it’s time to make a change so I have decided to pursue a full-time consulting career. I am enthusiastic about helping organizations and leaders effect change as my life’s vocation. “We must be the change we wish to see in the world.” (Mahatma Gandhi)

I enjoy being the editor of TIP and look forward to 2 more successful years. During the TIP Editorial Board roundtable discussion at the SIOP 2005 Annual Conference, session participants consistently praised the quality of articles, columns, and reports. The annual conference was well-attended; however, many SIOP members could or did not attend. Therefore, several topics from the conference are presented throughout this issue. Examples include essays based on SIOP award winners’ presentations, women in academe panel discussion, practice topics (computerized assessment, coaching, change management, on-boarding for executives), students’ perspectives, LGBT and SIOP, SIOPen results, legal research and issues, the doctoral consortium, and future of I-O psychology survey results.

Features

The Features section begins with Leaetta Hough’s first column as SIOP’s president. Welcome Leaetta!

SIOP award winners who gave conference presentations were invited to prepare essays for TIP based on those presentations. Frank Landy prepared
a thought-provoking essay on postmodernism as it relates to applied psychology. **Elaine Pulakos**, along with several colleagues, wrote a paper that describes a leading-edge research program to investigate the concept of adaptability. Highlights from the 2003 Income and Employment Survey Results are presented. Although the survey was administered in 2004, the data represent salaries and employment from the 2003 calendar year. As printed in previous issues of *TIP*, a follow-up study on an evaluation of research productivity in I-O doctoral programs is included in this issue.

**From the Editorial Board**

Thanks to all the students who prepared submissions for the *TIP-TOPics* writing contest. I also thank the faculty members who wrote recommendation letters. Several superb papers were submitted, making the choice difficult. I am pleased to announce three new student members to the *TIP* Editorial Board. Through a competitive process, the following graduate students were selected to lead the *TIP-TOPics* column for the next 2 years: *Adam Bandelli, Gabriel E. Lopez Rivas, and Raymond Charles Ottinot*, all from the University of South Florida. Congratulations! We look forward to outstanding columns!

This issue contains the first column prepared by **Lori Foster Thompson** on local I-O organizations. As you will see in this issue, Lori has expanded our horizons to include I-O organizations in other countries. Don’t hesitate to inform Lori of an I-O group in which you are involved. Additional columns cover topics such as ADEA, careers in I-O, diversity in SIOP, global opportunities and threats, living in Germany, the Ottawa I-O group, and *Dear I-O*. **Marcus Dickson**, the 2005 SIOP Distinguished Teaching Contributions Award recipient, prepared an essay on lessons learned for the *Education and Training* column.

**News and Reports**

This section contains several news items about the SIOP 2005 Annual Conference. Some reports and updates result from the SIOP Executive Committee meeting held immediately after the conference. While most conference attendees are returning home on Sunday, the elected officers and committee chairs meet Sunday afternoon through the evening and most of Monday morning. After the conference and these meetings, I am SIOPed out for a few weeks! I have to admit, however, that it is enlightening to participate in the business of SIOP.

Of utmost importance in this section is a commentary about SIOP’s new Executive Director, David Nershi. Many members had the chance to meet David during the conference. I had the good fortune to interact with him during the Executive Committee meetings, and I was most impressed!
If you did not see or hear enough about I-O psychology at the SIOP annual conference or could not attend, you have another opportunity to learn about our discipline at the annual meeting of the American Psychological Association in Washington, D.C. John Scott provides a nice overview of the presentations for the Division 14 (SIOP) program. And, it’s not too soon to be thinking about the 2006 SIOP Annual Conference and beyond. Other conference news and meeting reports in this issue include the need for visibility, the Teaching Institute, and the IOOB conference.

Miscellaneous

Please note that my e-mail address for submissions is LKoppes@siop.org. I wish for you a refreshing, rejuvenating, and relaxing summer!