

SIOP FOUNDATION  
2000–2001  
ANNUAL REPORT

# PRESIDENT'S MESSAGE

The SIOP Foundation reached another milestone this year by giving the first grants from the Advancement Fund. The Advancement Fund is the general fund of the Foundation, the earnings of which can be distributed to fulfill the mission of the Foundation.

This year the Foundation returned \$13,000 to the Society: \$3,000 for the Owens, Myers, and Flanagan awards and, for the first time, two awards from the Advancement Fund—\$7,500 for small grants to researchers and \$2,500 for educating the public about I-O psychology. You'll find details elsewhere in this report.

Sidney Fine has made a wonderful leadership gift to the Foundation for which we are truly grateful. Up until this time, all of our named awards were made to *reward* research and practice, which is great. But Sid has chosen to *stimulate* research and practice. The Foundation Board welcomes this creative new approach.

While Sid's gift provided a great deal of excitement, I am delighted to report that 58 SIOP members have contributed to the

Foundation this year. The contributions have ranged from \$5 to \$5,000. We salute these SIOP members who have had the vision and wisdom to make a tax-deductible contribution to our Foundation and the future of our field.

## IS THERE A ROLE FOR YOU IN THE SIOP FOUNDATION?

Absolutely! This Foundation raises funds only from SIOP members and supporters. Therefore your financial support is critical to the growth of the Foundation's endowment. There are many ways to contribute: cash, stock, physical assets, or by naming SIOP in your will, trust, IRA, or life insurance. There are some details in this report, but call the SIOP Administrative Office for more details. I urge you to please make a contribution today. Remember, your gift will never be spent—only the earnings are spent each year.

Another way you can help is to share your comments and suggestions with me and the Board of Trustees. Tell us about things that work in other foundations you

are involved with, helpful advice from professional financial planners, or ideas you have for what the Foundation should be doing. Please don't hesitate to contact the Trustees or the SIOP Administrative Office. Contact information for each of the Trustees appears in this report.

The third thing I urge you to do is to develop proposals for the Small Grant Awards. The Foundation is committed to funding these awards for the next 4 years at a minimum. Our hope is that these small grants will stimulate innovation in our field. Or you may participate in educating the public about I-O psychology. Opportunities will be announced in TIP as they are developed.

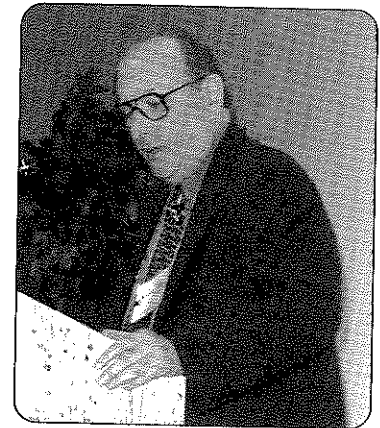
Get involved in the SIOP Foundation: make an annual contribution, share your comments and suggestions with us, and participate by developing innovative proposals and/or doing your part to educate the public about I-O psychology.

Last year, I wrote that the Foundation had reached the end of the beginning. Now we have begun. The structure is in place, and the endowment is growing—to

a level where the first returns are coming back to the Society. In the near future, we expect to see the tangible products of research we have funded. This is why SIOP needs to have a Foundation and why the Foundation we have needs your support. Please use the enclosed envelope to make a contribution today, or contact the SIOP Administrative Office about other ways to contribute to the Foundation.



President  
Board of Trustees  
SIOP Foundation



Irvin Goldstein

# THE SIOP FOUNDATION

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## RECOGNIZING THE IMPORTANT ROLE OF PHILANTHROPY IN EXPANDING THE MISSION OF I-O PSYCHOLOGY.

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 should be 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 busi-

ness 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 one term fund (the Sidney A. Fine Fund).

### THE ADVANCEMENT FUND

Gifts of any amount are welcome. You might consider a gift to the Advancement Fund to recognize members' achievements such as receiving honorary awards, promotions, and other accomplishments. Gifts can also 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.

Examples of specific programs that the Fund might support include graduate student support, member development grants, program development initiatives, pro bono work, and educating the public and the world of work concerning the purposes and objectives of SIOP. Distributions of earnings from the Advancement Fund are based upon the recommendations of the Foundation Trustees.

As a special part of the Advancement Fund, the members of the *Foundation Charter Group* donated a minimum of \$1,000 to the SIOP Foundation during its Charter Year, which ended in February 2000. Thirty-seven contributions were made to provide this initial funding for the Foundation.

Membership in the Charter Group is now closed. The SIOP *Foundation Honorary Group* recognizes contributors who donate a minimum of \$5,000 over a 5-year period. To date, 22 have joined the Honorary Group. Membership in this group continues to be open.

#### THE SCHOLARSHIP FUND

This Fund seeks to further I-O psychology by providing financial support to students. When sufficient funds are available, this fund will begin to award scholarships.

#### NAMED GIFTS

Named Gifts are donations of a specific amount 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 Term Gift* and a *Named Endowed Gift*.

A *Named Term Gift* refers to financial support for a specific activity, award, or project that expends all of the donated funds for that purpose. Ordinarily, the project would be completed and the funds would be exhausted within a specified period of time. Activities governing the project are specified in a memorandum of understanding.

The *Sidney A. Fine Fund* is a *Named Term Gift* established in 2001 to support research that will further the usefulness of analytic strategies to study jobs, especially as jobs evolve in future years. In this context, research may take many forms, including but not limited to bibliographic, empirical, theoretical, and model development.

A *Named Endowed Gift* is a permanent gift, the earnings from which support a particular activity, award, or project as specified in a memorandum of understanding. 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 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 Best Student Contribution at the SIOP Conference*.



Sidney A. Fine

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“...WE CAN ANTICIPATE  
EVEN GREATER AND  
MORE MEANINGFUL  
CONTRIBUTIONS TO OUR  
FIELD. THAT IS WHAT  
I HOPE FOR... AND  
LOOK FORWARD TO.”

-SIDNEY A. FINE

# THERE ARE MANY WAYS TO CONTRIBUTE

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## WHAT WOULD YOU LIKE TO DO?

INITIATE PROGRAM DEVELOPMENT?

FUND RESEARCH?

MEMORIALIZE A GREAT TEACHER, A MENTOR, OR A FRIEND?

PROVIDE FUNDING FOR SCHOLARSHIPS?

INFORM THE PUBLIC ABOUT I-O PSYCHOLOGY?

CREATE A LECTURESHIP?

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...WHAT IS YOUR VISION?

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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.

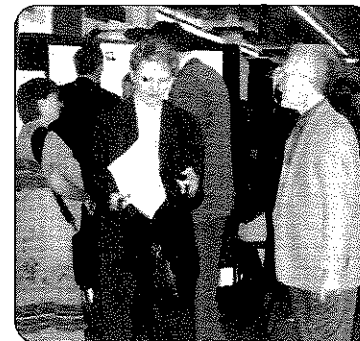
### **Name SIOP Foundation as the beneficiary of your IRA.**

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 Foundation as beneficiary, there may be no tax to your estate.

**Name SIOP Foundation 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.*



# FINANCIAL REPORT

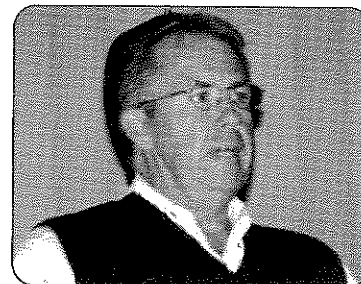
## FINANCIAL INFORMATION AS OF JUNE 30, 2001

### For the Period of July 1, 2000 through June 30, 2001

Contributions and Pledges	\$ 70,652	
Interest, Dividends, and Market Loss	- 27,512	
Total Revenue		\$ 43,140
Operating Expenses	\$ 5,190	
Grants and Awards	13,000	
Total Expenses and Grants		\$ - 18,190
<b>Increase for the Year</b>		<b>\$ 24,950</b>

### For the Period of January 1, 1996 through June 30, 2001

Contributions and Pledges	\$ 503,655	
Interest, Dividends, and Gains	51,740	
Total Revenue		\$ 555,395
Operating Expenses	\$ 10,466	
Grants and Awards	22,000	
Total Expenses and Grants		\$ - 32,466
<b>Fund Balance on June 30, 2001</b>		<b>\$ 522,929</b>



Frank Landy

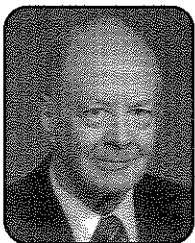
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"THINK ABOUT THE BENEFITS THAT YOU DERIVE FROM SIOF, AND GIVE BACK IN PROPORTION TO THAT."

-FRANK LANDY

# SIOP 2001 AWARD WINNERS

The SIOP Foundation is pleased to administer three awards named in honor of specific individuals to preserve the memory of these three outstanding I-O psychologists. The 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. These SIOP awards were named in honor of individuals whose lives and careers celebrated the I-O psychology profession. They have contributed to the science and practice of I-O psychology with integrity and quality, and their contributions will be remembered for years to come through these SIOP Foundation Awards.

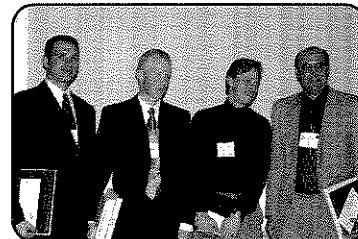


William A. Owens

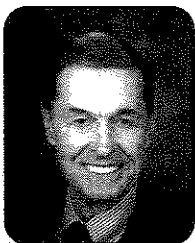
## WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD

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 1999 publication date were considered for the 2000–2001 award.

2000–2001 WINNERS: TIMOTHY A. JUDGE, CHAD A. HIGGINS,  
CARL J. THORESEN, MURRAY R. BARRICK



Timothy A. Judge (University of Iowa), Chad A. Higgins (University of Washington), Carl J. Thoresen (Tulane University), and Murray R. Barrick (Michigan State University) are recognized for the best article published in industrial-organizational psychology in 1999: Judge, T. A., Higgins, C. A., Thoresen, C. J., and Barrick, M. R. (1999). The Big Five personality traits, general mental ability, and career success across the life span. *Personnel Psychology*, 52, 621–652.



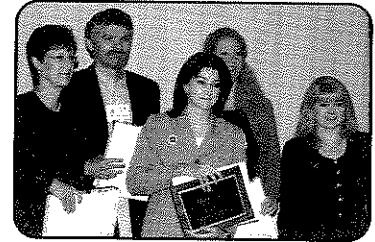
M. Scott Myers

## 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 that 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). 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).

2000—2001 WINNERS: EDUARDO SALAS, JANIS A. CANNON-BOWERS,  
JOAN H. JOHNSTON, KIMBERLY A. SMITH-JENTSCH, CAROL R. PARIS

Eduardo Salas (University of Central Florida), Janis A. Cannon-Bowers, Joan H. Johnston, Kimberly A. Smith-Jentsch, Carol R. Paris (Naval Air Warfare Center, Training Systems Division), are recognized for their program of research, Tactical Decision Making Under Stress (TADMUS), that contributes to our understanding of and improvement of decision making under stress.



John C. Flanagan

## 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.

2000—2001 WINNERS: LISA M. DONAHUE, DONALD TRUXILLO,  
LISA M. FINKELSTEIN

Lisa M. Donahue (George Mason University), student first author, Donald Truxillo (Portland State University) and Lisa M. Finkelstein (Northern Illinois State University), coauthors, are recognized for their poster, "Comparison of Three Approaches for Dealing with Aberrant Angoff Judges."



***Congratulations to the SIOP 2001 Award winners!***



## HONORARY GROUP MEMBERSHIP

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

American Institutes for Research

Anonymous

Michael A. Campion

Wayne F. Cascio

Ron G. Downey

Sidney A. Fine

Edwin and Pauline Fleishman

Irv and Micki Goldstein

Milton and Lee Hakel

Mildred E. Katzell

Raymond A. Katzell

Frank J. Landy

William H. Macey

William H. Mobley

James D. Myers

Susan S. Myers

Barbara Owens

Lyman W. Porter

James and Sheri Quick

SIOP Members

Paul and Patricia Sackett

Paul W. Thayer

Jack W. Wiley

Sheldon Zedeck

## CHARTER GROUP MEMBERSHIP

*Honoring 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

## ALL CONTRIBUTORS (1997—2001)

### \$90,000—\$100,000

Frank J. Landy  
SIOP Members

### \$50,000—\$89,999

Sidney A. Fine

### \$25,000—\$49,999

American Institutes for Research  
Susan S. Myers  
Barbara R. Owens

### \$5,000—\$24,999

Anonymous  
Michael A. Campion  
Wayne F. Cascio  
Ron G. Downey  
Edwin and Pauline Fleishman  
Irv and Micki Goldstein  
Milton and Lee Hakei  
Mildred E. Katzell  
Raymond A. Katzell  
William A. Macey  
William H. Mobley  
James D. Myers  
Lyman W. Porter  
James and Sheri Quick  
Paul and Patricia Sackett  
Paul W. Thayer  
Jack W. Wiley  
Sheldon Zedeck

### \$1,000—\$4,999

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  
Robert Guion  
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A. Catherine Higgs  
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Terence R. Mitchell  
Joseph L. Moses  
Kevin R. Murphy  
Myers Award Winners 2000  
Myers Award Winners 2001  
Personnel Psychology  
Personnel Research Associates  
Simcha Ronen  
Neal and Kara Schmitt  
Benjamin Schneider  
Jeffrey R. Schneider  
Patricia C. Smith  
Mary L. Tenopyr  
Texas Instruments  
Nancy T. Tippins  
Jack Wiley

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Howard C. Carlson  
Robert Dipboye  
Larry D. Eldridge  
Frank and Jeanne Fischer  
Rick Jacobs  
W. Roy Johnson  
Laura L. Koppes  
Mark L. Lifter  
Robert F. Morrison  
Robert Perloff  
Elaine D. Pulakos  
Jeffrey C. Quinn

Frank Schmidt  
Victor Vroom

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Abram B. Barch  
Janet L. Barnes-Farrell  
Thomas E. Becker  
James A. Breaugh  
Wayne J. Camara  
Georgia T. Chao  
Kenneth and Miriam Clark  
Michael Coovert  
Angelo S. DeNisi  
Arthur J. Drucker  
Franklin H. Foote  
J. Kevin Ford  
Bob Glaser  
Edie L. Goldberg  
Mirian Graddick  
Rosalie Hall  
Rosemary Hays-Thomas  
P. Richard Jeanneret  
W. Roy Johnson  
Gerald A. Kesselman  
Janice R. Klein  
Katherine Klein  
Steven W. J. Kozlowski  
Robert Lord  
Art C. MacKinney  
Debra A. Major  
John D. Mallonee

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### CONTRIBUTORS (1997—2001) CONTINUED

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 Jennifer W. Martineau  
 Michael McDaniel  
 Evan Dean Stackfleth  
 Lois E. Tetrick  
 Vicki V. Vandaveer

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 Eric Sundstrom  
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 Albert S. Thompson  
 Peter D. Villanova  
 Frederic R. Wickert  
 Donna G. Wolosin

\$50,000  
 Sidney Fine

\$5,000  
 Anonymous

\$1,000—\$4,999  
 Robert Guion  
 A. Catherine Higgs  
 John and Patricia Hollenbeck  
 Allen I. Kraut  
 Jeffrey McHenry  
 Terence R. Mitchell  
 Myers Award Winners 2001  
 Patricia C. Smith  
 Nancy T. Tippins  
 Jack Wiley

\$250—\$999  
 Lewis E. Albright  
 Walter C. Borman  
 Howard C. Carlson  
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 Mark L. Lifter  
 Herbert H. Meyer  
 Frank Schmidt  
 Jeffrey R. Schneider  
 Mary Tenopyr  
 Victor Vroom

\$100—249  
 Philip Ash  
 Don Grant

Rosalie Hall  
 Rosemary Hays-Thomas  
 Gerald A. Kesselman  
 Robert Lord  
 Joanne C. Marshall-Mies  
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 Robert F. Morrison  
 Evan Dean Stackfleth  
 Lois Tetrick

#### UNDER \$99

Linda Aiman-Smith  
 Thomas G. Baker  
 Janet L. Barnes-Farrell  
 Linda Bearse Bodnar  
 Georgia T. Chao  
 David P. Costanza  
 Michael Dean  
 Arthur J. Drucker  
 Marvin D. Dunnette  
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 Steven Kozlowski  
 Robert Magoon  
 S. Morton McPhail  
 Bruce M. Meglino  
 Robert Taylor  
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**Ralph Alexander**, given by  
Rosalie Hall and Robert  
Lord

**Earl A. Alluisi**, given by Robert  
Magoon

**Jack Bartlett**, given by Irv and  
Micki Goldstein, and Ben  
Schneider

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and Pauline Fleishman

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and Mildred Katzell

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**Larry L. Cummings**, given  
by Kania School of  
Management, University  
of Scranton

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Rosemary Hays-Thomas

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mous donor

**Irv Goldstein**, given by Georgia  
Chao

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**C. H. Lawshe**, given by Lewis  
E. Albright and Laura L.  
Koppes

**John Mathieu**, given by  
Jennifer Martineau

**E. J. McCormick**, given by  
Lewis E. Albright

**Howard McFann**, given by  
Edwin and Pauline  
Fleishman, Abram Barch,  
Joanne Marshall-Mies and  
other contributors to the  
Howard McFann Memorial

**Michigan State University I-O  
Program, Department of  
Psychology**, given by Jeff  
Schneider

**William A. Owens**, given by  
Lewis E. Albright

**Erich Prien**, given by Mark A.  
Jones and William H.  
Macey

**Neal Schmitt**, given by Ronni  
Haston

**William E. Scott, Jr.**, given  
by Kania School of  
Management, University of  
Scranton

**Carroll L. Shartle**, given by  
Edwin and Pauline  
Fleishman

**Olin W. Smith**, given by  
Patricia C. Smith

**Patricia C. Smith**, given by  
Sheldon Zedeck

**Paul W. Thayer**, given by  
Eugene Mayfield

**Don Trumbo**, given by Miriam  
Graddick, Frank Landy,  
Georgia Chao, and Steven  
Kozlowski

**Robert J. Wherry**, given by  
Gerald A. Kesselman

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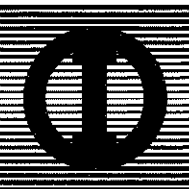
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## THE SIOP FOUNDATION

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Lhake@siop.bgsu.edu