

SIOP Foundation

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*SIOP Foundation
Annual Report*

2005–2006

A Message From Your Foundation President

This was a great year for the Foundation! The endowment reached \$1,000,000, Kitty Katzell endowed the new Raymond Katzell Media Award, and Ann Howard doubled the endowment for the Bray-Howard Award for research on assessment centers and/or management development. Our sights are now set on the second million dollars and the additional things we can accomplish.

As we meet this milestone, it seems appropriate to review the Foundation and its operation. Trustees are elected by the current Board. Six trustees serve on the Board, and since the Foundation began in 1996, 10 people have served in that capacity. The SIOP Financial Officer serves as liaison between the SIOP Executive Committee and the Board and is an active participant in all discussions and decisions. In addition, Linda Lentz from the Administrative Office supports the Foundation and accounts for all funds.

We meet three times a year, once at the SIOP annual conference, once in the summer to determine the size of awards for the coming year and to develop fundraising plans, and once in February by conference call. Only our expenses for the summer meeting near O'Hare airport are paid by

SIOP. Your donations and their earnings are not used to support our activities.

Our job is to raise money that will support the practice and science of I-O psychology. We work with the donor to define the parameters of an award or grant but often ask the Executive Committee or an appropriate SIOP committee to define the specific criteria for a grant or an award, subject to the Board's approval. For example, the Board asked the SIOP Executive Committee to define the rules and guidelines for the Small Grant Program; these were submitted to the Board for review and subsequent approval. We cannot have *any* role in determining the winners. Such action would threaten the tax-deductible status of gifts to the Foundation. SIOP committees make all awards, with no input from us. If you want to participate in the award process, please consider volunteering for the SIOP Awards Committee.

We are always looking for new ways to support I-O psychology. Some ideas come from donors, some from SIOP committees, and some from trustees. Although some major donors have been specific about how they would like their donations used, others

want us to come up with ideas that excite them and that deserve their financial support. (The Visibility Committee helped develop the Katzell Media Award.) *If you have ideas to support I-O practice, science, or both, please let us know.* Your idea may be the one that persuades a potential donor to make a large gift.

As we work toward our **second million dollars**, help us with your gifts and your ideas. The larger the Foundation endowment, the more we can do for I-O psychology. With your ideas and help, we'll get there faster.



Paul W Thayer

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, meaning that all donations are 100% tax deductible.

In order to best manage the Foundation's assets, our funds will remain a part of The Toledo Community Foundation until such time as our size warrants having our own administration. That is why checks should be made out to The Toledo Community 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 Funding Opportunities

The SIOP Foundation presently comprises four types of opportunities to donate: the Advancement Fund, the Scholarship Fund, Named Endowed Gifts, and Named Term Gifts.

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 Endowed 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.

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. The minimum gift is \$25,000. Arrangements can be made for funding a Named Endowed Gift over several years.

The Foundation's Named Endowed Gift awards presently 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. They also include the recently created Raymond A. Katzell Media Award, the Leslie W. Joyce and Paul W. Thayer Fellowship, and the Mary L. Tenopyr Scholarship.

Named Term Gifts

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 SIOP Foundation's first

Ways to Contribute

Named Term Gift is The Sidney A. Fine Award, given to the researcher or researchers whose work has been 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.

The Douglas W. Bray and Ann Howard award is the second Named Term Gift. Established in 2003, the gift is funded by donations from Douglas W. Bray and Ann Howard. Designed to support research on assessment center methods as well as research into the development of managers and leaders, the award 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.

See page 7 for the inaugural winner of the Lee Hakel Graduate Student Scholarship. This award is given to the highest scoring scholarship applicant and is named in honor of SIOP's retired Administrative Office director. Lee's dedication and hard work have helped make SIOP the thriving organization it is today.

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. Fifty-eight 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, 35 have joined the Honorary Group. Membership in this prestigious 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 of 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 either 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.

2006 SIOP 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 2004 publication date were considered for the 2005–2006 award.

2005–2006 Winners: Ruth Kanfer and Phillip L. Ackerman
Ruth Kanfer and Phillip L. Ackerman (both of Georgia Institute of Technology) are recognized for the best article published in I-O psychology in 2004: Kanfer, R., & Ackerman, P. L. (2004). Aging, adult development, and work motivation. *Academy of Management Review*, 29, 440–458.

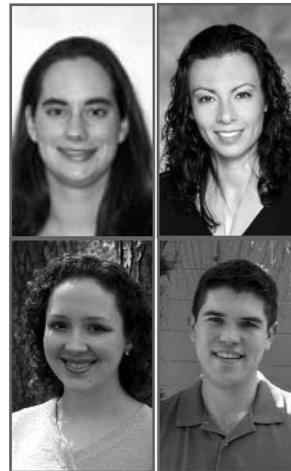


John C. Flanagan Award for the Outstanding Student Contribution to the SIOP Conference

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.

2005–2006 Winners: Meagan M. Tunstall, Lisa M. Penney, Emily M. Hunter, and Evan L. Weinberger

Meagan M. Tunstall, Lisa M. Penney, Emily M. Hunter, and Evan L. Weinberger (University of Houston) are recognized for their poster, “A Closer Look at CWB: Emotions, Targets, and Outcomes.”



Sidney A. Fine 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.

This award is next scheduled for presentation in 2007.

The Douglas W. Bray and Ann Howard Award

The Douglas W. Bray and Ann Howard award is the newest Named Term Gift. Established in 2003, the gift is funded by a donation from Douglas W. Bray and Ann Howard. Designed to support research on assessment center methods as well as research into the development of managers and leaders, the award may focus on the



2006 SIOP Award Winners

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.

This award is next scheduled for presentation in 2007.



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).

2005-2006 Winners: Elizabeth B. Kolmstetter, Ann M. Quigley, Deborah Gebhardt, James C. Sharf, Todd Baker, and Joanna G. Lange

Elizabeth Kolmstetter (Transportation Security Administration), Ann Quigley (Transportation Security Administration),

Deborah Gebhardt (Human Performance Systems, Inc.), James Sharf (Employment Risk Advisors, Inc.), Todd Baker (Human Performance Systems, Inc.), and Joanna Lange (JGL Human Resources Solutions) receive the award for their project entitled "Transportation Security System Screener Skill Standards and Selection System."



Nominations and Applications Now Online!

You may nominate a student or colleague for a SIOP award or submit an application for research funds using our online system!

Go to www.SIOP.org/siopawards/ to nominate/apply for the following:

Awards

S. Rains Wallace Dissertation Award
William A. Owens Scholarly Achievement Award
M. Scott Myers Award for Applied Research in the Workplace
John C. Flanagan Award
Raymond A. Katzell Media Award in I-O Psychology

Research Funding

Fellowship

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

Scholarship

Graduate Student Scholarships (including the Lee Hakel and Mary Tenopyr Scholarships)

Grants

Sidney A. Fine Award for Research
Douglas W. Bray and Ann Howard Award for Research on Assessment Centers and Leadership Development
SIOP Small Grant Program

New SIOP Awards

The Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in Industrial and Organizational Psychology



This award has been set up by Dr. Leslie Joyce as a way to honor her long-time mentor, Dr. Paul Thayer. This award provides funds for a Fellowship for a

doctoral student in I-O psychology who is specializing in training and development and/or selection and placement.

The award will be for \$10,000 and will be given annually. It will be for a full academic year, from fall until the beginning of summer session, and the recipient may reapply for a second year of the award, provided that he or she meets all the eligibility requirements and completes a renewal application.

Universities and colleges may nominate only one nominee per year, and SIOP Graduate Student Scholarship or Lee Hakel Graduate Student Scholarship winners are not eligible. Recipients must be committed to a practitioner career and have some experience in an applied setting relevant to I-O psychology.

The Raymond A. Katzell Media Award in Industrial and Organizational Psychology



This award was set up by Dr. Mildred "Kitty" Katzell as a way to honor her husband, Raymond. According to Kitty, Ray would have been enthusiastic about this opportunity to broaden the reach of I-O by sharing its many contributions with the general public.

This award is different from others that the Foundation presents in that the recipients will most likely not be SIOP members. The goal of this award is to recognize publications that advance the science and practice of I-O psychology. Publications submitted shall have a sound technical/scientific base, be well executed, and have more than local distribution.

Any medium is acceptable, and those eligible include science writers, reporters, television writers, directors, producers, and other members of the media. Recipients will be invited to the SIOP conference to receive the award and make a presentation.

The award's size will be determined by the fund's earnings and the Foundation's Board of Trustees' discretion. The first award of \$3,000, plus \$1,000 for travel expenses, is scheduled for presentation in 2007.

The Mary L. Tenopyr Scholarship



Dr. Mary L. Tenopyr was a giant in the field of I-O psychology and nurtured the careers of many I-O psychologists. It is fitting that she wished to create a scholarship to help even more students, the future leaders of the profession.

This scholarship is being awarded as a result of the generosity of Dr. Tenopyr's sister-in-law, Lillian Tenopyr. Miss Tenopyr made the donation to honor Mary and carry out her wishes that such a fund be established. In addition, SIOP members have also chosen to honor Dr. Tenopyr with their gifts of \$13,475 to her scholarship fund.

A Graduate Student Scholarship, this award will be given to the applicant whose paper is ranked second among those considered. The student shall be in an I-O psychology program, but there are no limitations on the area of specialization.

The size of the award will be determined by the earnings of the fund and the discretion of the SIOP Foundation Board of Trustees. The award will be given when the fund earnings are sufficient. The first award of \$3,000 is scheduled for presentation in 2007.

Lee Hakel Scholarship



The 2006 recipient of the Lee Hakel Graduate Student Scholarship is **Adam Grant** of the University of Michigan who received his doctorate in June.

His dissertation focused on designing work contexts to motivate employees to care about having a positive impact on others.

His advisor was **Jane Dutton**, chair of the Management and Organizations Department in the Ross School of Business at Michigan.

Grant says his I-O interest stemmed from his observations as a youngster that many people had jobs they did not seem to enjoy or care about. "Many saw their work as just a paycheck. It was refreshing to see those who were passionate about what they did."

"I was fortunate as an undergraduate at Harvard University to work with professors with backgrounds in I-O, and I saw I-O as an opportunity to actually study work and motivation. I wanted to learn and research ways to design jobs to enhance employee motivation and well-being."

He has started to publish his findings and has two papers in press with major journals, including the *Academy of Management Review* and *Organizational Behavior and Human Design Processes*.

Currently he is teaching at Michigan and is looking forward to a tenure-track position in a business school.

Graduate Student Scholarships



Enrolling in the I-O program at the University of Maryland was "one of the best decisions I ever made," says **Anu Ramesh**, who left her native India 5 years ago to work toward a doctorate.

While an undergraduate at the University of Delhi, Ramesh became interested in I-O. She volunteered with a nonprofit organization in India and noticed that people came and left, and it was difficult to create a stable workforce. In addition, after her move to this country, she realized the importance of culture.

That is why she decided to study the cultural factors that influence employee turnover for her dissertation. She says a country's culture can play a significant role in how organizations can retain their employees.

Michele Gelfand, her dissertation advisor and an authority on cross-cultural issues, provided Ramesh greatly appreciated support and guidance in the undertaking.

Now her goal is nearly complete as she expects to graduate in early 2007. The SIOP Graduate Student Scholarship she received at this year's SIOP conference in Dallas will be used to meet some of the research expenses for her dissertation.

Ramesh's research interests are in culture, retention, and performance appraisals, and she plans to continue her work in the field of research psychology.



Tracy Lambert, after receiving her doctorate from the University of Georgia this summer, is looking forward to her first year on the faculty of the University of North Carolina at Asheville.

Under the direction of

Lillian Eby, Lambert completed her dissertation on how low-income employees cope with and respond to work-family conflict. Noting there has been little research on this subject, she found some differences in how low-income families and white-collar families respond to greater time demands and pressures, both at work and at home.

Her research has spawned a wider interest in career-related topics, including career management, networking, and reemployment issues, as well as a growing interest in underrepresented populations.

Lambert majored in psychology at James Madison University and had thoughts of going into clinical work. "It was a faculty member with an I-O background that introduced me to the field of I-O. It was a change I am glad I made," she said.

Somewhat surprising to her, she is teaching in the Management Department at Asheville. "I am teaching courses that mesh with my expertise and see it as an opportunity to introduce more students to I-O. I really think not enough people know what we do and I want to help change that," she added.

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 three grants, one for \$2,000 and two for \$4,000 each, 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.

Ann H. Huffman (Northern Arizona University), **Ashlee Jensen** (Northern Arizona University), and **Sartoris S. Youngcourt** (Personnel Decisions International) were awarded \$4,000 for research based on their proposal “Work Place Experiences: The Effects of Employee Crossover on Employee Health.”



David M. LaHuis (Wright State University) and **John M. Avis** (Blankenship & Seay Consulting Group) received \$2,000 in funding for their study “The Effects of Nonindependence in Supervisors’ Performance Ratings on Criterion-Related Validity.”



Sally A. Carless (Monash University, Caulfield), **Paul J. Taylor** (University of Waikato), **Elizabeth Allworth** (Allworth Juniper Pty Ltd.), and **Dave Bartram** (SHL Group PLC) also received \$4,000 to finance their study entitled “Managers’ Use of Psychological Test Results When Making Personnel Selection Decisions in Australia.”



Past Award Winners

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, & Arnaldo 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
2003 Amy B. Conn, Katherine J. Klein, & Joann Speer Sorra
2004 Benjamin Schneider, Amy Nicole Salvaggio, & Montse Subirats
2005 Philip M. Podsakoff, Scott B. MacKenzie, Jeong-Yeon Lee, & Nathan Podsakoff

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
2003 Amy E. Colbert
2004 Christopher Berry & Ute-Christine Klehe
2005 Stacey Turner, Sarah Singletary, Jenessa Shapiro, Eden King, & Mikki Hebl

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
2003 Award withheld
2004 Elaine Pulakos, Sharon Arad, Wally Borman, David Dorsey, Rose Mueller-Hanson, Neal Schmitt, & Susan White
2005 Robert J. House, Paul J. Hanges, Mansour Javidan, Peter Dorfman, Vipin Gupta, & Mary Sully de Luque

Sidney A. Fine Award for Research

- 2002** Todd J. Maurer

The Douglas W. Bray and Ann Howard Award

- 2005** Deborah Rupp, Alyssa Mitchell Gibbons, Sang E. Woo, Myungjoon Kim, & Lori Anderson Snyder

Small Grant Recipients

- 2002** Jennifer Z. Carr & S. David Kriska
2002 Frederick L. Oswald, Patrick D. Converse, Michael A. Gillespie, Kevin A. Field, Elizabeth B. Bizot, Bill Tirre, & Peg Hendershot
2003 Jeffrey Stanton, Paul Mastrangelo, Kathryn Stam, & Slawomir Marcinkowski
2004 Steffanie Wilk, Nancy Rothbard, Michael Horvath, Sandy J. Wayne, & Monica Gavino
2005 Ashley M. Guidroz, Jennifer Z. Gillespie, & Elizabeth Reed; Sheng (Monica) Wang; Robert Ployhart, Jeff Weekley, & Filip Lievens

Financial Report

Financial Information as of June 30, 2006

For the Period of July 1, 2005 through June 30, 2006

Contributions and Pledge	\$263,181	
Interest, Dividends, and Market Gain	\$95,661	
Total Revenue		\$358,842
Operating Expenses	-\$5,872	
Grants and Awards	-\$21,589	
Total Expenses and Grants		-\$27,461
Increase for the Year		\$331,381

For the Period of January 1, 1996 through June 30, 2006

Contributions and Pledges	\$1,011,908	
Interest, Dividends, and Market Gain	\$238,498	
Total Revenue		\$1,250,406
Operating Expenses	-\$37,580	
Grants and Awards	-\$106,307	
Total Expenses and Grants		-\$143,887
Fund Balance on June 30, 2006		\$1,106,519

Honorary Group Members

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

American Institutes for Research	William H. Mobley
Bigby, Havis & Associates	Joel Moses (Applied Research Corporation)
Douglas W. Bray & Ann Howard	James D. Myers
Michael A. Campion	Susan S. Myers
Wayne F. Cascio	Barbara R. Owens
Development Dimensions International Associates	Lyman W. Porter
Ronald G. Downey	Dr. & Mrs. James Campbell Quick
Sidney A. Fine	Paul & Pat Sackett
Edwin A. & Pauline S. Fleishman	Personnel Psychology Inc.
Irv & Micki Goldstein	PreVisor
Milton D. & Lee Hakel	SIOP Members
A. Catherine Higgs	Paul W. Thayer
The Home Depot Foundation	Nancy T. Tippins
Ann Howard	Valtera Corporation
Leslie Joyce	Jack W. Wiley
Mildred E. Katzell	Sheldon & Marti Zedeck
Raymond A. Katzell	
Frank J. Landy	
William A. Macey	

Legacy Group Members

Michael Campion	Ronald G. Downey
Ann Howard	

Charter Group Members

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

Lewis E. Albright	Frank J. Landy
American Institutes for Research	C. H. Lawswe
Walter C. Borman	William A. Macey
Douglas W. Bray	Eugene Mayfield
Michael J. Burke	Angela G. McDermott
David P. Campbell	Howard McFann Memorial
Michael A. Campion	Jeffrey J. McHenry
Wayne F. Cascio	Herbert H. Meyer
Jeanette N. Cleveland	William H. Mobley
Ronald G. Downey	Joseph L. Moses
James L. Farr	Kevin R. Murphy
Edwin A. & Pauline S. Fleishman	James D. Myers
Lawrence Fogli	Susan S. Myers
Jay A. Gandy	Barbara R. Owens
Irv and Micki Goldstein	Personnel Psychology, Inc.
Donald L. Grant	Lyman W. Porter
Richard A. Guzzo	Dr. & Mrs. James Campbell Quick
Milton D. & Lee Hakel	Simcha Ronen
Ronni M. Haston	Paul & Pat Sackett
A. Catherine Higgs	Neal & Kara Schmitt
George P. Hollenbeck	Benjamin Schneider
Ann Howard	Jeffrey R. Schneider
Daniel R. Ilgen	Mary L. Tenopyr
Douglas A. Johnson	Texas Instruments
Mark A. Jones	Nancy T. Tippins
Kania School of Management, University of Scranton	Paul W. Thayer
Mildred E. Katzell	Valtera Corporation
Raymond A. Katzell	Jack W. Wiley
Richard Klimoski	Sheldon & Marti Zedeck

2005-2006 Gifts in Honor of..

2005 Editorial Board of *Human Performance*

by James L. Farr

Douglas W. Bray by Carol Campbell,
Karen Colteryahn,
Development Dimensions
International Associates,
Irv & Micki Goldstein,
Doug Haaland,
Susan Haid-Tucker,
Milton D. & Lee Hakel,
Lynn Howell,
Daniel & Barbara Ilgen,
Harry & Miriam Levinson,
Manuel London,
Ellen Lubars,
Cathy Nelson,
John & Connie Steinlicht,
Kiyoyuki Takeuchi,
Paul W. Thayer, and
Richard & Ellen Wellins

Richard J. Campbell by Joel Moses (Applied
Research Corp.)

John Cornwell by Rosemary Hays-Thomas

Marv Dunnette by Howard C. Carlson

Patricia J. Dyer by Karen Midkoff

James L. Farr by Joyce Hogan

John C. Flanagan by AIR

Irwin Goldstein by James L. Farr

Lee Hakel by Linda Lentz

Milton D. Hakel by Northern Kentucky
University-River Cities I-O Conference

Ronni Haston by Gillette Company Dollars
for Doers

Jacob E. Hautaluoma by S. Morton McPhail

A. Catherine Higgs by Jeff McHenry

P. Richard Jeanneret by Allison G. C. Mallard

Leslie Joyce by Paul W. Thayer and
The Home Depot Foundation

Raymond Katzell by Mildred E. Katzell,
Jeffrey H. Greenhaus,
Edward L. Levine,
David A. Rodriguez, and
2006 Myers Award Winner
(James Scharf)

C. W. Lawshe by Richard D. Draper

Felix E. Lopez by Richard E. Kopelman

Bob Lord by David V. Day

Jeff McHenry by Microsoft Matching Gift
Program

William Owens by Nita French,
Marilyn Fox Rutherford, and
Paul W. Thayer

Pennsylvania State University I-O Program
by Deidra Schleicher

Nambury Raju by Margaret Barton,
John M. Cornwell,
Patrick J. Devine, and
Fritz Drasgou

Patricia Smith by Linda Bearnse Bodner

Patricia and Olin Smith by Eugene L.
Ketchum

C. Paul Sparks by Frank W. Erwin

Mary L. Tenopyr by Steven H. Brown,
Georgia Chao & Steven Kozlowski,
The College Board (Wayne Camara),
Frank W. Erwin,
Lorraine Eyde,
Nita R. French,
Robert Guion,
Margaret Ingate,
Philip J. Manhardt,
Ken Pearlman,
PreVisor,
Keith Pyburn,
Dr. & Mrs. James Campbell Quick,
William Ruch,
Frank Schmidt,
Neal Schmitt,
Jacqueline & Steven Strelitz,
Paul W. Thayer,
Nancy T. Tippins,
Marti & Shelly Zedeck

Paul W. Thayer by Leslie W. Joyce

Robert J. Wherry by Gerald A. Kesselman

C. Michael York by John M. Cornwell

Shelly Zedeck by Rick & Jennifer Jacobs

Accomplishments of the SIOP Foundation Since Its Inception

The SIOP Foundation provides financial support for the advancement of the field of industrial-organizational (I-O) psychology. It is a structure through which members of SIOP and other donors can express their tangible support for the field. Its resources further the outreach of both the practice and the science of I-O psychology so that those in this field can play an increasingly vital role in fostering a productive and prosperous workforce.

Since 1996 when the Foundation was established, we have raised \$1,250,406 and made awards, scholarships, and grants of \$107,000, an excellent ratio of income to output.

Specifically, here is a list of those awards, scholarships, and grants:

- Scholarships have made it possible for nine students to complete their dissertations and start their careers, some in applied settings and some in academia.
- Twelve small grant awards have facilitated research by teams of practitioners and academics.

- Eight teams of researchers have received the Myers Award for research in an applied setting.
- Eleven sets of authors have received the Owens Award for the best journal article in a given year.
- Nine graduate students have received the Flanagan Award for their contributions to the SIOP annual conference program.
- Two teams of researchers have received financial support for their research on job analysis and assessment centers through the Sidney Fine, and Douglas Bray and Ann Howard Awards.

In addition, the Foundation has supported:

- The Teaching Institute, which provides I-O training and materials to faculty from traditionally minority colleges.
- Workshops for high school teachers to familiarize them with I-O psychology and provide classroom materials.
- A lecture series for small colleges lacking I-O faculty.

Next year, all these programs will continue to receive support, with the addition of:

- The Leslie W. Joyce and Paul W. Thayer Graduate Fellowship of \$10,000 for a doctoral student interested in applied work in selection and/or training and development.
- The Raymond A. Katzell Media Award of \$3,000 plus up to \$1,000 for SIOP conference-related travel expenses for a member of the media who has done an outstanding job of reporting on evidenced-based work in I-O psychology.
- A Mary L. Tenopyr Scholarship of \$3,000 for an I-O graduate student.

This is a record we can be proud of, but we want to do more. Ideas for other ways to promote the science and practice of I-O and additional contributions are needed.

Please send your ideas to the SIOPFoundation@SIOP.org.

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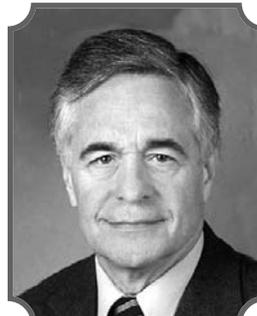
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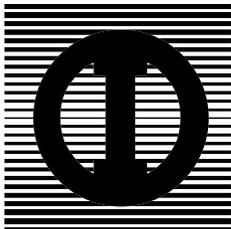
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