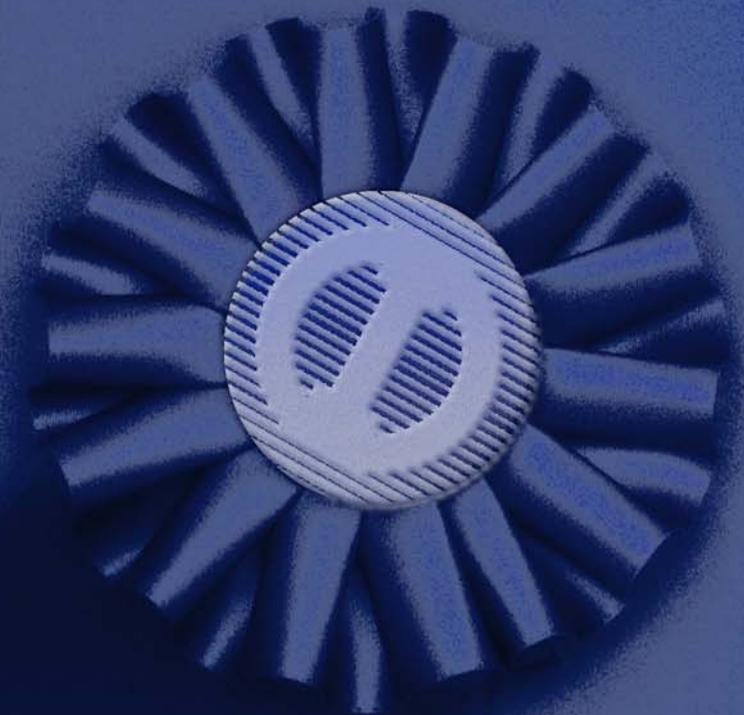


SIOP Foundation
PO Box 1205
Bowling Green, OH 43402
419-353-0032
Fax: 419-352-2645
SIOPFoundation@siop.org

SIOP Foundation
Annual Report
2006-2007



A Message From Your Foundation President

It has been yet another exciting and productive year for the Foundation! We are definitely taking our growth to the next level with several new initiatives—it's safe to say "first" is a recurring theme in this year's annual report.

For example, the first Mary L. Tenopyr Scholarship was awarded, as well as the first Leslie W. Joyce and Paul W. Thayer Doctoral Fellowship, both reflecting a continuing investment in our future leaders.

In addition, the Dunnette Prize was initiated this year with Milt Hakel, Lowell Heller-vik, and Bob Muschewske leading the drive to fund this important award. The Dunnette Prize will honor a living person or persons whose work has advanced research, development, and/or application that has increased understanding of the causal significance of individual differences. The goal is a fund large enough to permit periodic prizes of \$50,000 and attention beyond the boundaries of our Society. We hope each of you will consider a donation to this fund.

Further, a new mechanism has been developed through which donors can express their tangible support for the field of I-O psychology. We have created a new system of giving called the Emerging Issues Fund. A member or group of members interested in a given issue may initiate an agreement to raise \$25,000 or more over a 5-year period to provide an award or grant for work in a specific area. The area would have to be consistent with the objectives of the Society and approved by the Executive Committee of SIOP and the Board of Trustees of the Foundation. One such fund has already been established to recognize the best paper at the annual conference dealing with issues facing lesbian/gay/bisexual/transgendered individuals in the workplace. Those with other ideas are encouraged to contact the trustees with their ideas. Contact us by e-mail, phone, letter, or at the annual conference with any and all ideas.

Now looking at the big picture, with more than \$1.6 million pledged or in hand, we are getting closer and closer to our goal of a

\$2 million endowment! The Foundation has provided more than \$160,000 in awards and grants over the past 10 years, and we are proud to announce that an additional \$43,000 will be awarded this coming year (\$18,500 in named awards or grants, \$9,500 in scholarships, and \$15,000 in small grants to scientist-practitioner teams). See details of current award winners in subsequent pages of this report.

Yes, it's been a great year, but the Foundation still needs your continued support to advance all aspects of the field. Not everyone can donate \$25,000 as some individuals have so graciously done, but everyone can give something. Regardless of donation size, every gift counts toward our goal and is very much appreciated. Sticking with the "first" theme, we have added a new online donation option. Now easier than ever, you can donate online at www.siop.org/foundationdonation.

Please give generously to a specific fund listed in this report, the Scholarship Fund, or to the Advancement Fund, which provides for a variety of Foundation awards and grants. The SIOP Foundation is your Foundation, and if every SIOP member donates something each year, we will be able to fund research, support practice, and provide scholarship in a way we only dream of now.



Paul W. Thayer

Paul W. Thayer
Foundation 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, 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, 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 Advancement Fund

Gifts of any amount are welcome. A gift to the Advancement Fund could be made in honor of members' achievements such as receiving honorary awards, promotions, and other accomplishments, or gifts can be made in 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 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. Also included are 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 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.

Ways to Contribute

The SIOP Foundation provides recognition in various honorary groups. The Honorary Group recognizes those 47 individuals and organizations who have given more than \$5,000. These group members are invited to an annual reception at the conference to thank them for their support. The Foundation recently categorized our donations into seven groups, ranging from Contributor (gifts up to \$250) up to the Hugo Munsterberg Society (gifts of \$25,000 or more). We list all current gifts on pages 13 and 14 of this report. To recognize those donors who have given multiple gifts over the years, we are listing the lifetime gifts of the four top groups (cumulative gifts of \$2,500 or more) on page 12.

Ways to Contribute

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.

Financial Report

Financial Information as of June 30, 2007

For the Period of July 1, 2006 through June 30, 2007

Contributions and Pledges	\$387,178	
Interest, Dividends, and Market Gain	\$217,637	
Total Revenue		\$604,815
Operating Expenses	- \$7914	
Grants and Awards	- \$54,372	
Total Expenses and Grants		- \$62,286
Increase for the Year		\$542,529

For the Period of January 1, 1996 through June 30, 2007

Contributions and Pledges	\$1,399,086	
Interest, Dividends, and Market Gain	\$456,135	
Total Revenue		\$1,855,221
Operating Expenses	- \$45,493	
Grants and Awards	- \$160,680	
Total Expenses and Grants		- \$206,173
Fund Balance on June 30, 2007		\$1,649,048

2007 SIOP Award Winners

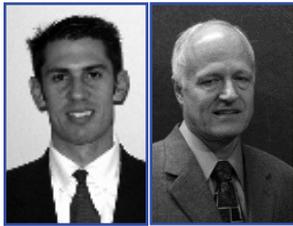
William A. Owens Scholarly Achievement Award



William A. Owens

This annual award 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 journal in which it 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 2005 publication date were considered for the 2006-2007 award.

2006-2007 Award Winners

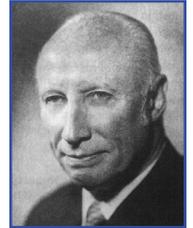


Joshua Sacco (Aon Consulting) and Neal Schmitt (Michigan State University) receive the 2007 Owens award for this article: Sacco, J. M., & Schmitt, N. (2005). A

dynamic multilevel model of demographic diversity and misfit effects. *Journal of Applied Psychology, 90*, 203-231.

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

This 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.



John C. Flanagan

2006-2007 Award Winners

Katherine Ely, Jordan M. Robbins, and Megan Noel Shaw (all from George Mason University) are recognized for their poster "Cognitive Ability and EI as Predictors of Organizational Leadership Performance."



Sidney A. Fine Award for Research



Sidney A. Fine

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 investigation.

2006-2007 Award Winners

Kevin Fox and Patrick Maloney of Saint Louis University received this award for their study, "Development of an Affective Construct Job Analysis."



2007 SIOP Award Winners

M. Scott Myers Award for Applied Research in the Workplace



M. Scott Myers

This annual award 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).

2006-2007 Award Winners

David P. Baker, Eduardo Salas, Alexander Alonso, Rachel Day, Amy Holtzman, Laura Steighner, Catherine Porter, Heidi King, James Battles, and Paul Barach receive the 2007 Myers Award for their work on the project TEAMSTEPSS.



The Douglas W. Bray and Ann Howard Award



Ann Howard and Douglas Bray

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 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.

2006-2007 Award Winner



The award is given to Filip Lievens of Ghent University for his research, "Applying Trait Activation Theory To Improve Assessment Centers: Development and Examination of Standardized Cues of Role-Players."

The Lee Hakel Scholarship



The 2007 recipient of the Lee Hakel Graduate Student Scholarship is **Lisa Leslie**, who received her doctorate earlier this year from the University of Maryland.

Leslie, who developed an interest in diversity issues as a Princeton University undergraduate, focused her dissertation on the impact of ethnic differences in work teams. Specifically, she found that ethnic diversity positively affects team processes and performance, but only in organizations and communities with norms for cooperation.

As a doctoral student, she was advised by Michele Gelfand. Currently, she is an assistant professor of human resources and industrial relations in the Carlson School of Management at the University of Minnesota.

"I enjoy research and like having the opportunity to communicate research findings to students," she said. Her research interests include diversity, cross-cultural organizational psychology, and conflict and decision making. This semester she is teaching courses on international HR management as well as staffing and selection. In the spring she will also teach a course on managing diversity.

She first learned about I-O psychology while researching different options for graduate school, and she is glad she chose this specialization. "I-O psychology is a gratifying field because the topics we study are directly linked to real-world issues," she said.

The Mary L. Tenopyr Scholarship



When he was an undergraduate at Brigham Young University, **Bret Bradley** thought he was going to be an accountant but realized that he didn't want to do taxes for the next 30-plus years. "I found studying human behavior much more interesting, and it was an easy transition to I-O psychology," he said.

Early on in his graduate work at the University of Iowa, he became interested in team dynamics, which, with the guidance of Greg Stewart, is the topic of Bradley's dissertation. "The focus is on how a disagreeable co-worker can impact a team's overall performance, especially when the offending person cannot be removed from the team," he said. "We also want to find out what can be done about the problem. For example, leadership style and team interdependence may help reduce the damage created by 'bad apples,'" said the recipient of the inaugural Mary L. Tenopyr Scholarship.

Now, as he nears completion of his doctoral program, Bradley is eager to begin his career in teaching and research, and it is not surprising that he wants to concentrate his research on teams and team performance.

Though his career is in its early stages, Bradley has already had two papers published, including one in the *Academy of Management Journal*.

Graduate Student Scholarships



As a psychology major at California State University at Dominguez Hills, **Juan Madera** had plans to go into clinical or counseling psychology. Then an adviser told him about I-O and everything changed for him.

"At first I had no idea what I-O psychology was, but I started taking some organizational behavior classes and found I really liked them. I-O fit into everything that interested me and that was when I became focused on what I wanted to do," he said.

Now, he is wrapping up his doctorate studies at Rice University under the direction of Mikki Hebl. His dissertation is an eye-tracking investigation of reactions to stigmas in employment interviews. "By tracking the eyes of interviewers, I am looking at how they react to applicants with different types of physical disabilities and the impact it has upon their recall of those they interview," he said. The interviews are shown via computer with the camera focusing on the eyes of the interviewers.

Madera plans to make a career of teaching and research. "I have done some teaching at Rice and it is something I enjoy. Initially, I want to extend the research I am now doing in employment interviews and interviewer reactions."

He has already published papers in the *Journal of Applied Social Psychology* and *Leadership Quarterly*.



Marissa S. Edwards, a doctoral candidate in the Business School at the University of Queensland in Australia, knew she had a dissertation topic when she read a story about patients of a surgeon in a local hospital who suffered serious post-operative complications, including some who died. As the story unfolded, it became apparent that some hospital staff members had expressed their concerns but others chose to remain silent.

"I wanted to investigate the role of emotions and organizational climate in employees' decisions to report or remain silent about serious wrongdoing," said Edwards, whose adviser is Neal M. Ashkanasy.

"My qualitative research to date indicates that experiencing or observing wrongdoing is a highly emotional event for most people, triggering a complex decision-making process involving a series of emotions, cognitions, and job attitudes. I am designing a survey to investigate these emotions and the role of climate more specifically," she said.

Edwards completed an honors degree in psychology at Queensland but focused on I-O after listening to the intern experiences of a medical student friend. "I became interested in stress and coping in organizational settings and expanded from there," she said.

After graduation, she plans to do volunteer work in a developing country and then pursue an academic position that will allow her to teach and build on her research interests in emotions and decision making.

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



Paul W. Thayer & Leslie Joyce

This award has been set up by Dr. Leslie Joyce as a way to honor her long-time mentor, Dr. Paul W. 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 is for \$10,000 and will be given annually. It is 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, Mary L. Tenopyr 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.



Laurie Wasko, who will receive her doctorate from Clemson University next year, is the first recipient of the Leslie W. Joyce and Paul W. Thayer Fellowship, which goes to a doctoral student specializing in training and development and/or selection and placement.

Like many students who take introductory psychology courses, Wasko was unfamiliar with I-O but became intrigued when reading about the field. The more she read, the more interested she became. "I loved the idea of being able to apply the science of psychology to the workplace. The practicality of I-O also appealed to me," she says.

For her dissertation, which she is doing under the direction of Patrick Raymark, Wasko is building a model to study applicant reactions to online testing, specifically to the antecedents to and consequences of the perceptions of information privacy in the context of online testing.

Wasko, who also did her undergraduate work at Clemson (starting in biology and then switching to psychology), worked as a human resources assistant at a law firm before beginning her graduate work.

She says her future, after graduation, is going to be on the applied side of I-O as a consultant or research associate, preferably focusing on selection and testing. "That's an area that interests me very much," she said.

For a list of SIOP award winners from previous years, visit
www.siop.org/Foundation/Winnerslist.aspx

The 2007 Small Grant Program Recipients

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 four grants, one for \$5,000, two for \$1,730 each, and another for \$1,540 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 types of I-O psychologists.

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 these two groups. In addition, the principal investigator of the project must be a SIOP Member or Student Affiliate.



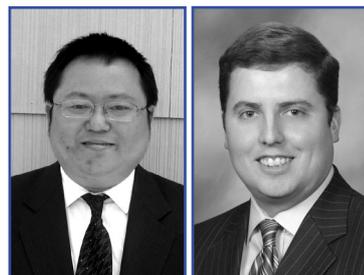
Tracy Rizzuto of Louisiana State University and Julio Silva of Rush University Medical Center Healthcare Technology received their grant for their study "Training at Intersection of Workforce Aging and Innovation."



Eva Deros of Erasmus University Rotterdam and Ann Marie Ryan of Michigan State were awarded a grant to examine "University Hiring Discrimination Against Arabs: Interaction with Applicant, Job, and Recruiter Characteristics."



Aaron Schmidt of University of Akron and Michael Gillespie and Lindsey Kotrba, both of Denison Consulting, are recipients of a small grant award for their study "Profiles in Culture: Establishing the Link Between Configurations of Organizational Culture."



"Testing the Efficacy of a New Procedure in Reducing Faking in Personality Tests in Selection Contexts" earned Jinyan Fan of Hofstra University and Felix Lopez of Lopez and Associates a small grant award.

The Dunnette Prize Fund

The Dunnette Prize, named for Marvin D. Dunnette, honors living originators of fundamental advances focused on research, development, or application that has expanded knowledge of the causal significance of individual differences. Given every 3 to 5 years, depending on the size of the endowment, this substantial prize will first be given when the endowment reaches a level that permits a \$50,000 cash award to be made and an honoree who meets the criteria has been identified.

Contribute to the Dunnette Prize Endowment Fund

Individual and corporate gifts to the Dunnette Prize Endowment Fund are tax deductible:

- Charter Contributors, donors who contribute at or above \$1,000, will have their names included in announcements about the Dunnette Prize.
- Founding Contributors, donors who contribute at or above \$10,000, will be invited to attend events or receptions honoring Dunnette Prize winners.
- Major Contributors, giving \$25,000 or more, will be asked to recommend SIOP members to serve on the Dunnette Prize Award Selection Committee.
- Lead Contributors, contributing \$100,000 or more, will be granted lifetime authority to name a member to the Dunnette Prize Award Selection Committee each year that it is convened.
- Other contributions, less than \$1,000, are also welcome.



Marv Dunnette played many key roles in transforming industrial and organizational psychology from its dustbowl empiricist and technological origins into its present status as a model of science and practice. He is known for his emphasis on individual differences, focus on practical significance, ability to synthesize empirical literature, development of I-O psychologists, and thought leadership. Throughout his working life, he blended science and practice, mentorship and entrepreneurship, research and consulting, academia and industry, always publishing. He

helped his students and colleagues, indeed the entire field, to think about issues in different and testable ways. Dr. Dunnette passed away September 18, 2007.

Dunnette Prize Fund Charter Contributors

(These members and organizations pledged or donated \$1,000 or more in the inaugural year of this fund.)

David P. Campbell
Robert Eichinger
Rick Guzzo
Ray S. Hibbs
Hogan Assessment Systems
Allen I. Kraut
Robert F. Morrison

Robert Muschewske
Dianne Nilsen
Personnel Decisions International
David Peterson
Lise Saari
Lance Seberhagen
Rob Silzer

New Fund in Support of Emerging Issues

A member or group of members can establish an endowed gift under the auspices of the Emerging Issues Fund. Those interested in a given issue may initiate an agreement to raise \$25,000 or more over a 5-year period to provide an award or grant for work in a specific area. The area would have to be consistent with the objectives of the Society and approved by the Executive Committee of SIOP and the Board of Trustees of the Foundation. You may designate the use, purpose, and name of the award to be given. The only requirement is that an award cannot be given until the cumulative gift reaches \$25,000. (If endowment does not reach \$25,000 in 5 years, funds will be transferred to the Advancement Fund.) This is because these funds are only able to give awards when they have generated earnings sufficient to cover the award amount.

The Foundation trustees will be happy to discuss your plans with you and will help with the promotion of your fund. Any emerging issue in I-O will be given consideration by the trustees. You may establish the fund with a one-time, lump sum gift or choose to make a pledge over time, up to 5 years. All donations are tax deductible. As with all other Foundation assets, 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.

The SIOP Foundation is proud to announce the first of what we hope are many endowed gifts in support of Emerging Issues: The LGBT SIOP Award Fund. This fund has been established to provide an award for the best paper or poster on lesbian/gay/bisexual/transgender issues presented at the SIOP conference.

Though the fund is not yet fully endowed, the first award was presented at the 2007 conference to Nancy E. Day (University of Missouri-Kansas City) and Patricia Greene (Babson College) for their poster entitled "Sexual-Orientation Policies, Attitudes, and Firm Size: An Exploratory Study." This was made possible through the generosity of supporters of this initiative.



Online giving is now available! Make your donation the quick and easy way on SIOP's secure Web interface.

**Please visit
www.siop.org/foundationdonation.**

Lifetime Gifts

These honorary groups are based on cumulative gifts.

HUGO MUNSTERBERG SOCIETY (\$25,000 and above)

NAMED IN HONOR OF ONE OF I-O PSYCHOLOGY'S EARLIEST PROPONENTS.



American Institute for Research
ASSESS Systems
Douglas W. Bray
Robert Eichinger
Sidney Fine
Ann Howard
Leslie W. Joyce

Mildred E. Katzell
Frank Landy
Susan S. Myers
Barbara R. Owens
Personnel Psychology
SIOP Members
Lillian Tenopyr

BENEFACTORS (\$10,000 to \$24,999)

Development Dimensions
International Associates
Mikki Hebl

The Home Depot Foundation
Eugene C. & Suzanna B. Mayfield
Robert Muschewske

Personnel Decisions International
David Peterson
VALTERA

PATRONS (\$5,000 to \$9,999)

Michael J. Burke
Michael A. Campion
Wayne F. Cascio
Ron Downey
Edwin A. & Pauline S. Fleishman
Irv & Micki Goldstein
Robert Guion
Milton D. & Lee Hakel
A. Catherine Higgs

John R. Hinrichs
Richard Jeanneret
Raymond A. Katzell
William H. Macey
Jeffrey McHenry
William H. Mobley
Joel Moses (Applied Research Corp.)
James D. Myers
Lyman W. Porter

PreVisor
Dr. & Mrs. James Campbell Quick
Paul and Pat Sackett
Paul W. Thayer
Nancy T. Tippins
Jack Wiley
Marti & Shelly Zedeck

SPONSORS (\$2,500 to \$4,999)

Walter C. Borman
David P. Campbell
Richard D. Draper
Rick Guzzo
Ronni Haston

Hogan Assessment Systems
Joyce C. Hogan
William C. Howell
Rick & Jennifer Jacobs
Richard Klimoski

Elizabeth B. Kolmstetter
Allen I. Kraut
Howard McFann Memorial
Rob Silzer
Mary Tenopyr

2006 - 2007 Gifts in Honor/Memory of...

C.J. Bartlett

by James L. Outtz

Walter Borman & 05-06 Myers Award Winners

by Joyce C. Hogan

Douglas Bray

by Donald L. Grant
Rhonda Gutenberg
Edward L. Levine
Edwin Locke
Laurel Oliver
Walter Reichman
Ben Schneider
George Thornton III
Victor Vroom

Marvin Dunnette

by Howard C. Carlson
Chesapeake Institute for
Behavioral Research
Allen I. Kraut
Robert Schneider
Walter & Carol Tornow
Connie Wanberg

Jacob Hautaluoma

by S. Morton McPhail

A. Catherine Higgs

by Jeffrey McHenry

Yuca Hung

by Levi Strauss Foundation
(matching gift)

Leslie Joyce

by Paul W. Thayer

Raymond Katzell

by Irv & Micki Goldstein
Paul Hanges
Kurt Kraiger
Simcha Ronen

Richard Klimoski

by Donna M. Greenwood

John MacNaughton

by Roger Blakeney

Jeffrey McHenry

by Microsoft Matching Gift
Program

Herb Meyer

by Mildred E. Katzell
Paul W. Thayer

M. Scott Myers

by M. Peter Scontrino
Jack Smith (The Kingwood Group)

Larry Nader

by Rosemary Hays-Thomas

Jay L. Otis

by R. Ron Shepps

William Owens

by Robert F. Morrison
Mark D. Spool

Nambury Raju

by Michael J. Burke

Jeanne Russell

by Elizabeth L. Shoenfelt

Neal Schmitt

by Ronni Haston

Patricia and Olin Smith

by Eugene L. Ketchum

Paul Sparks

by Frank W. Erwin

Mary Tenopyr

by Lew Albright
David N. Dickter
Yuca Hung
Ronald Johnson
Jerard Kehoe (EASI Consult)
Deirdre Knapp
Elizabeth Kolmstetter
Ken Pearlman
David Smith (EASI Consult)
Lillian Tenopyr
Nancy T. Tippins
Donald Zink

Paul W. Thayer

by Linda Lentz

Shonna Waters, Amy Hooper, & Justin Arneson

by Cheryl Paullin

Jan Wijting

by Mildred E. Katzell

Gary Yukl

by Center for Creative Leader-
ship (2006 Walter F. Ulmer Jr.
Applied Research Award)

NEW GENERATION CAMPAIGN

These SIOP Members who have had their degrees less than 10 years responded to a special request from Dr. Thayer with ideas unique to helping new I-O psychologists and/or gave cash contributions.

Alexander Alonso
James Beaty
Mindy Bergman
Mark Bing
Joyce Bono
Kenneth Brown
Carrie Bulger
John Hausknecht

Suzanne Hawes
Cheryl Hendrickson
Caster
Chelsey Hibbard
Donna Huska
David A. Jones
Rachel Levy
Robert Litchfield

Cybelle Lyon
Suzanne Masterson
Deborah Miller
Michelle Morris
Rose Mueller-Hanson
Liberty Munson
Ryan O'Leary
David Oliver

David Ostberg
Frederick Oswald
Megan Paul
Stephanie Payne
Lisa Perez
Erin Richard
R. Jason Weiss
Rebecca Winkler

CURRENT YEAR'S GIFTS (2006 - 2007)

BENEFACTORS (\$10,000 and above)

Mikki Hebl

Leslie W. Joyce

PATRONS (\$5,000-\$9,999)

John R. Hinrichs

The Home Depot Foundation

Richard Jeanneret

SPONSORS (\$2,500-\$4,999)

Eugene C. & Suzanna B. Mayfield

SUPPORTERS (\$1,000-\$2,499)

Rick & Jennifer Jacobs
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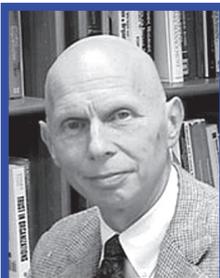
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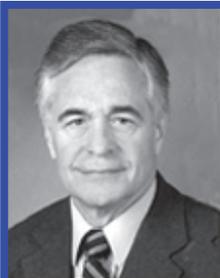
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