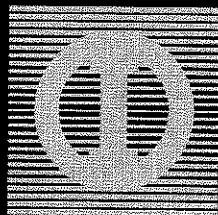
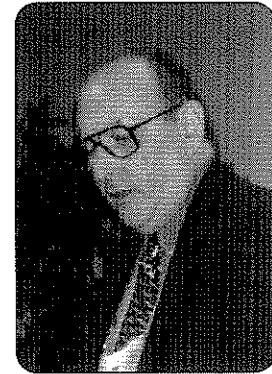


**SIOP FOUNDATION**

**ANNUAL REPORT 2001-2002**





Irv Goldstein

There are many reasons to be proud of being an I-O psychologist: good people, good science, and good work. Through the SIOP Foundation, SIOP is providing ways for good people to advance their science and do good work through the services of a charitable foundation.

Our emphasis this year was to raise money for scholarships, and I am happy to report that the Scholarship Fund grew by \$32,805. However, the Foundation's total assets decreased this year by \$23,493 because of the 4.5% decline in the value of our investments.

All the funds of the Foundation are conservatively invested in the stock market. We know that even conservative investments suffer in a bear market, but we are invested for the long term. By distributing less than we earn in good years, we are able to continue to make distributions in less favorable times.

This year the first grant was made from the Sidney A. Fine Fund to Todd Maurer at Georgia Tech, and two small grants for research were made to Frederick L. Oswald and Jennifer Carr. In addition, an Inter-

national Directory of I-O psychologists is being developed. You'll find more details later in this report.

These first grants are necessarily small, but as the endowment grows, the size and number of grants will grow. And next year we expect to give the first SIOP Scholarships!

*Please think about how you can help in this effort.*

Perhaps you could leave 8% of your estate to SIOP. Chances are your heirs will receive no less because charitable gifts reduce the taxable amount of the inheritance.

Or perhaps you could name SIOP the beneficiary of your IRA. If left in your estate, your IRA may become subject to federal estate tax and both income and state estate taxes to your heirs.

Annuities can be structured to give you (or someone you designate) a lifelong income, with the remainder going to SIOP. You would receive a tax deduction for the entire amount of the annuity at the time you set up the annuity.

The tax implications of financial planning are complex and you should get professional advice. The SIOP Foundation, through our relationship with the Dayton Foundation, offers professional, confidential services to help you use your assets to your best advantage while also ensuring that the things you value continue for generations to come.

Please look at the information in this report, and decide how you can help. The support of those listed in this report has brought us this far—but we are still a small Foundation giving small grants. With a larger endowment we can do more—and there is much to be done!

My thanks to SIOP and everyone listed in this report for making this another great year of growth for the SIOP Foundation.

Irv Goldstein, President  
Board of Trustees  
SIOP Foundation

*Planning today for tomorrow's needs.*

## **SALUTING THE VOLUNTEERS**

The SIOP Foundation was created to provide financial support for advancing the science and practice of I-O psychology. Toward this goal, many SIOP members volunteer much time and effort to make SIOP Foundation projects a success. Without their dedication, the SIOP Foundation could not make such an impact on the field of I-O psychology. Below are the current projects of the SIOP Foundation and the committed people who willingly serve.

### **Awards**

The SIOP Foundation takes pride in funding three awards to SIOP members who have made a significant impact on I-O psychology. Each award has a designated SIOP committee. The chair of each committee receives nominations and proposals for the award and sends these proposals to their committee members. The committee members then review all of the nominations and make recommendations to the Executive Committee, which chooses the award winners. The committee members evaluate the nominations

based on established criteria that are published in the Call For Nominations in the April issue of *TIP*. The long process takes much time and dedication from the committee members, and the SIOP Foundation appreciates their efforts!

### **William A. Owens Scholarly Achievement Award**

Dan Turban, Chair. Committee Members: Tammy Allen, John Cordery, Stan Gully, Mike Harris, Scott Highhouse, Paul Levy, Cynthia McCauley, Belle Rose Ragins, Lynn Shore, and Vish Viswesvaran.

### **M. Scott Myers Award for Applied Research in the Workplace**

Allan Church, Chair. Committee: Maynard Goff, Jennifer Martineau, Jim Smither, Lynn Summers, and Susan Walker.

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

The winner of this award is chosen by the SIOP Program Chair based on the highest rating for a student's poster. To be eligible for this award, the student must be the first author.

## **Research Grants**

### **Sidney A. Fine Award**

Milt Hakel, Chair. Committee: Wally Borman, Jim Smither, Jim Farr, Connie Wanberg, and Angelo DeNisi.

### **Small Grants**

David Hofmann, Chair. Committee: Kay Bartol, Wally Borman, Steve Brown, Rick Guzzo, Ruth Kanfer, John Mathieu, Cynthia McCauley, Ray Noe, Ellen Papper, Mark Schmit, and Lynn Shore.

## **The International Directory**

In an effort to facilitate interaction among I-O psychologists around the world, the SIOP Foundation is funding a SIOP project to create a Web-based International Directory. A committee will be appointed in the fall of 2002.

*Deeds of giving  
are the very  
foundation  
of the world.*

*-The Torah*

## 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 the Named Term Gift (the Sidney A. Fine Fund).

### **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 sup-

port to students. This fund will begin to award scholarships in 2003. Details will be forthcoming on the SIOP Web site.

### **Named 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. Two types of Named Gifts exist—a *Named Endowed Gift* and a *Named Term Gift*.

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. 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 the Outstanding Student Contribution to the SIOP Conference.

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 Sidney A. Fine Award is a Named Term Gift.

The SIOP Foundation operates as a fund under the Dayton Foundation to maximize growth.

### **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. Thirty-seven 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, 26 have joined the Honorary Group. Membership in this group continues to be open.

*The first step in preparing for the future is believing in the past.*

## SIOP 2002 AWARD WINNERS

### WILLIAM A. OWENS SCHOLARLY ACHIEVEMENT AWARD



William A. Owens

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 2000 publication date were considered for the 2001-2002 award. Two awards were made in 2001-2002.

### 2001-2002 Winners

**E. Allan Lind, Jerald Greenberg, Kimberly S. Scott, and Thomas D. Welchans**



Lind



Greenberg



Scott



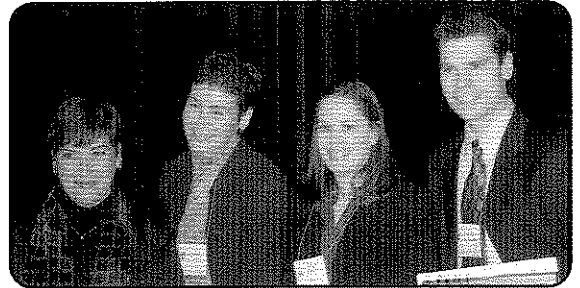
Welchans

E. Allan Lind (Duke University), Jerald Greenberg and Kimberly S. Scott (The Ohio State University), and Thomas D. Welchans are recognized for the best article published in industrial-organizational psychology in 2000. (Lind, E. A., Greenberg, J., Scott, K. S., & Welchans, T. D., 2000, "The winding road from employee to complainant: Situational

and psychological determinants of wrongful-termination claims." *Administrative Science Quarterly*, 45, 557-590.)

### 2001-2002 Winners

**Elaine D. Pulakos, Sharon Arad, Michelle A. Donovan, and Kevin E. Plamondon**



L to R: Pulakos, Arad, Donovan and Plamondon

Elaine D. Pulakos and Sharon Arad (Personnel Decisions Research Institutes), Michelle A. Donovan (University of Illinois), and Kevin E. Plamondon (Michigan State University) also are recognized for the best article published in industrial-organizational psychology in 2000. (Pulakos, E. D., Arad, S., Donovan, M. A., and Plamondon, K. E., 2000, "Adaptability in the workplace: Development of a taxonomy of adaptive performance." *Journal of Applied Psychology*, 85, 612-624.)

### M. SCOTT MYERS AWARD FOR APPLIED RESEARCH IN THE WORKPLACE

This annual award, honoring M. Scott Myers, is given to an individual



M. Scott Myers

*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.*

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).

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).

#### **2001–2002 Winners**

**Norman G. Peterson, Michael D. Mumford, Walter C. Borman, P. Richard Jeanneret, and Edwin A. Fleishman**



**L to R: Mumford, Fleishman, Peterson, Borman, Jeanneret**

Norman G. Peterson and Michael D. Mumford (American Institutes for Research), Walter C. Borman (Personnel Decisions Research Institutes and George Mason University), P. Richard Jeanneret (Jeanneret & Associates, Inc.), and Edwin A. Fleishman (Management Research Institute, Inc.) are recognized for their program of research, O\*Net, the comprehensive system developed to replace the Dic-

*tionary of Occupational Titles* and designed to describe occupations, jobs, and work.

#### **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.



**John C. Flanagan**

#### **2001–2002 Winner Remus Ilies**

Remus Ilies (University of Florida) is recognized for his poster, "Individual Differences in Leadership Emergence," coauthored by Timothy A. Judge (University of Florida) and Megan Werner (University of Iowa).



#### **SIDNEY A. FINE GRANT AWARD FOR RESEARCH**

This annual 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.



**Sidney A. Fine**

*The science and practice of I-O psychology is richer because you took the time to change the future.*

*The SIOP Small Grant Program supports research-related activities to foster a cooperative atmosphere between academicians and practitioners.*

**2001–2002 Winner  
Todd J. Maurer**



The first winner of the Sidney A. Fine Grant Award for Research is presented to Todd J. Maurer (Georgia Tech) for his proposal entitled, "Improvability' Ratings of KSAOs: Relevance to the Study of Jobs."

**THE 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.

The SIOP Foundation awarded \$5,000 to fund research grants. A SIOP subcommittee was created to review and administer the Small Grant Program. Furthermore, 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 was 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.

**2001–2002 Small Grant Recipients  
Jennifer Carr and S. David Kriska**

Jennifer Z. Carr (Michigan State University) and S. David Kriska (City of Columbus, Ohio) were awarded a grant for their proposal "Investigating the Incremental Effects of a Stereotype Threat Intervention on Minority Applicant Withdrawal."



Carr



Kriska

**Fredrick L. Oswald, Patrick D. Converse, Michael A. Gillespie, Kevin A. Field, Elizabeth B. Bizot, William C. Tirre, and Peg Hendershot**

Frederick L. Oswald, Patrick D. Converse, and Michael A. Gillespie (Michigan State University), Kevin A. Field, Elizabeth B. Bizot, Bill Tirre, and Peg Hendershot (The Ball Foundation) were awarded a grant for their proposal "Having a Fit: Using the O\*Net for Person-Job Fit Across Ability and Vocational Interest Domains.



Oswald



Field



Tirre

Not pictured:  
Bizot, Converse,  
Gillespie, and  
Hendershot

***Congratulations to the SIOP  
2002 Small Grant Recipients!***

FINANCIAL INFORMATION AS OF JUNE 30, 2002

**For the Period of July 1, 2001 through June 30, 2002**

Contributions and Pledges	\$ 42,038	
Interest, Dividends, and Market Loss	—43,258	
Total Revenue		\$ —1,220
Operating Expenses	\$5,773	
Grants and Awards	16,500	
Total Expenses and Grants		—22,273
<b>Decrease for the Year</b>		<b>\$ —23,493</b>

**For the Period of January 1, 1996 through June 30, 2002**

Contributions and Pledges	\$544,692	
Interest, Dividends, and Gains	8,483	
Total Revenue		\$ 553,175
Operating Expenses	\$ 16,239	
Grants and Awards	38,500	
Total Expenses and Grants		—54,739
<b>Fund Balance on June 30, 2002</b>		<b>\$ 498,436</b>

*Seek always to do some good somewhere. You don't live in a world all your own.*

*-Albert Schweitzer*



## HONORARY GROUP MEMBERS

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

American Institutes for Research  
Anonymous I  
David Bigby  
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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  
Personnel Research Associates  
Lyman W. Porter  
James and Sheri Quick  
Paul and Patricia Sackett  
SIOP Members  
Paul W. Thayer  
Jack W. Wiley  
Sheldon Zedeck

## CHARTER GROUP MEMBERS

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

Lewis E. Albright	Richard Klimoski
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Jeanette N. Cleveland	Jeffrey J. McHenry
James L. Farr	Herbert H. Meyer
Lawrence Fogli	Joseph L. Moses
Jay A. Gandy	Kevin R. Murphy
Donald L. Grant	Personnel Psychology
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A. Catherine Higgs	Neal and 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	

## ALL CONTRIBUTORS (1996-2002)

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Frank J. Landy  
SIOP Members

### \$50,000- \$99,999

Sidney A. Fine

### \$25,000- \$49,999

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Mildred E. Katzell  
Raymond A. Katzell  
William H. Macey  
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Myers Award Winners  
2001  
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- Irv Goldstein**, given by Georgia T. Chao, Stan Silverman, and Joyce Hogan
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- I-O Psychology**, given by Robert Perloff
- Richard J. Klimoski**, given by Donna M. Greenwood
- Ed Lawler**, given by Richard E. Kopelman
- C. H. Lawshe**, given by Lewis E. Albright, Laura L. Koppes, Richard D. Draper, and James Outtz
- Ann Lenz**, given by Personnel Research Associates
- Mark LoVerde**, given by Personnel Research Associates
- William H. Macey**, given by Personnel Research Associates and Nancy T. Tippins
- John Mathieu**, given by Jennifer Martineau
- E. J. McCormick**, given by Lewis E. Albright and P. Richard Jeanneret
- Howard McFann**, given by Edwin and Pauline Fleishman, Joanne Marshall-Mies and other contributors to the Howard McFann Memorial
- Michigan State University I-O Program, Department of Psychology**, given by Jeff Schneider and Stanley Gully
- Michael Olson**, given by Personnel Research Associates
- William A. Owens**, given by Lewis E. Albright
- Jack Parrish**, given by Donald L. Grant
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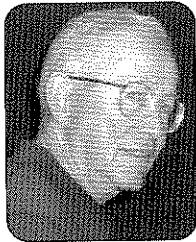
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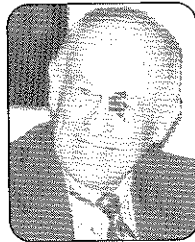
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