

President's Message

This was a good year for the Foundation, with many positive changes.

For the first time, three graduate students received \$2,000 scholarships to help complete their dissertation work. Interviews with these award winners appear on pages 6 and 7 of this annual report.

Personnel Research Associates, Inc. gave a \$10,000 Named Term Gift, supplemented by \$4,000 in matching funds from APA's CEMRRAT grant program, to create the Institute for the Teaching of I-O Psychology. The Institute provides I-O psychology information and teaching support to faculty teaching at institutions that largely serve ethnic-minority populations.

We are pleased to announce the creation of the Douglas W. Bray and Ann Howard Fund. This fund will provide periodic grants to assist with research on assessment centers and managerial and leadership development. The first RFP for this research grant was in the October 2004 issue of *TIP*.

We moved the Foundation's

assets to the Toledo Community Foundation to take advantage of their investment expertise and professional asset management services.

And there were some changes to the Board of Trustees. Founding President Irv Goldstein and founding Secretary/Treasurer Cathy Higgs ended their board service. Both Irv and Cathy helped to make the Foundation strong, and we thank them for their service. Rich Klimoski and Nancy Tippins have joined the board. I have succeeded Irv as President of the Foundation, Nancy has taken over Cathy's duties as Secretary, and Rich has filled the seat vacated by Irv.

All of your gifts and encouragement enable us to focus on the enhancement of I-O psychology. Last year, the Foundation gave \$24,000 in grants and awards through SIOP. Awards of \$1,000 each went to M. Scott Myers and William A. Owens Award recipients, two of \$1,000 each to John C. Flanagan Award recipients, and \$10,000 for SIOP's Small Grant program. We provided funding for two SIOP projects: \$1,500 for a

"Speakers Bureau of I-O Psychologists" for institutions that do not currently have any full-time I-O faculty members, and \$2,500 for workshops at SIOP conferences to educate local high school teachers on the benefits of teaching I-O psychology in their classrooms.

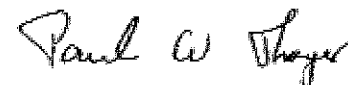
As we look ahead, there are many opportunities for the Foundation to support the science and practice of I-O psychology. We are particularly anxious to build the Scholarship Fund from its present \$67,974 to \$150,000, which would guarantee at least three \$2,000 scholarships each year. Additional contributions to the Advancement Fund will permit the expansion of the Small Grant program, the Speakers Bureau, and high school teacher workshops.

Many other projects are planned to bring students into the field of I-O psychology, fund I-O projects, and make the public more aware of our field. Ideas are plentiful; we only need the funds to make things happen. Please use the enclosed envelope to make a

contribution today. Also, please give some thought to including the Foundation in your will. Careful estate planning can reduce your estate taxes and allow you to make a significant contribution to the future of I-O psychology.

If you have any questions about the Foundation and how it will make a difference to I-O psychology, don't hesitate to contact me, any of the board members, or Linda Lentz in the SIOP Administrative Office.

Thank you for your support. I hope you will find the details in this report both interesting and motivating.



President
Board of Trustees
SIOP Foundation, Inc.



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, which means that all donations are 100% tax deductible.

In order to facilitate the rapid growth of the Foundation, we have chosen to move our assets and become a fund of The Toledo Foundation until such a time as our size warrants having our own administration. That is why checks have been made out to the Toledo 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 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 Gifts (the Sidney A. Fine Fund and the newest Named Term Gift, the Douglas W. Bray and Ann Howard Award).

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 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, earnings from which support a particular act-

ivity, 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. Minimum gift is \$25,000. 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 or a specified percentage of the donated funds for that purpose. The Sidney A. Fine Award is a Named Term Gift.

The Douglas W. Bray and Ann Howard award is the newest Named Term Gift award. Established in 2003, the gift is funded by a donation from

There Are Many Ways to Contribute



Ann Howard and Douglas Bray

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 will 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.

The SIOP Foundation operates as a fund under the Toledo Community 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. Fifty-nine 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, 29 have joined the Honorary Group. Membership in this 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 a 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 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 an amount or 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 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.

Snapshots of SIOP 2004



Leatta Hough and Handan Sinangil



Rhonda Gutenberg and Jack Wiley

SIOP 2004 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 2002 publication date were considered for the 2003–2004 award.

William A. Owens 2003–2004 Winners: Benjamin Schneider, Amy Nicole Salvaggio, and Montse Subirats

Benjamin Schneider (University of Maryland), Amy Nicole Salvaggio (University of Maryland), and Montse Subirats (University of Valencia) are recognized for the best article published in industrial organizational psychology in 2002: Schneider, B., Salvaggio, A. N., & Subirats, M. (2002). "Climate strength: A new direction for climate research." *Journal of Applied Psychology*, 87, 220–229.

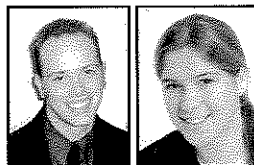


John C. Flanagan Award for the Outstanding Student Contribution to the SIOP Conference

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.

2003–2004 Winners: Christopher Berry and Ute-Christine Klehe

Christopher Berry (University of Minnesota), student first author, Melissa Gruys (Washington State University–Vancouver), and Paul Sackett (University of Minnesota), are recognized for their paper "Educational Attainment as a Proxy for Cognitive Ability in Selection."



Ute-Christine Klehe (University of Zurich), student first author, and Neil Anderson (University of Amsterdam) are recognized for their paper, "Working Hard and Smart During Typical and Maximum Performance."

John C. Flanagan



Sidney A. Fine Grant 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.

Sidney A. Fine

The final report from 2002 Award Winner Todd Maurer was presented to the Foundation Board. No award was given for 2003–2004.



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 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).

2003–2004 Winners: Elaine Pulakos, Sharon Arad, Wally Borman, David Dorsey, Rose Mueller-Hanson, Neal Schmitt, and Susan White

Elaine Pulakos (Personnel Decisions Research Institutes), Sharon Arad (IBM Corporation), Wally Borman (Personnel Decisions Research Institutes), David Dorsey (Personnel Decisions Research Institutes), Rose Mueller-Hanson (Personnel Decisions Research Institutes), Neal Schmitt (Michigan State University), and Susan White (Personnel Decisions Research Institutes) are recognized for their project “Adaptability” that represents an outstanding example of the practice of industrial and organizational psychology in the workplace.



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, & Arnoldo 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

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. Champion
- 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

Sidney A. Fine Grant Award for Research

- 2002 Todd J. Maurer

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

Graduate Student Scholarships

The SIOP Foundation exists to advance the science and practice of I-O psychology. One of the newest efforts is an investment in the future of I-O through the establishment of the first Graduate Student Scholarships.

Selected by a committee appointed by the SIOP Executive Committee and based upon academic achievement and promise of contributing to the field, the award recognizes achievement in a graduate career and is intended to assist doctoral students in the field of I-O psychology with the costs of carrying out their dissertation work. The initial recipients of the \$2,000 scholarships include Lori Anderson Snyder of Colorado State University, Lisa Roberts of the University of Missouri-St. Louis, and J. Craig Wallace of Georgia Tech.

Lori Anderson Snyder received her doctorate in August from Colorado State University where her major professor was George Thornton, who, she says,

helped nurture her enthusiasm for a career in I-O.

This fall, she began teaching as an assistant professor of psychology at the University of Oklahoma.



For Snyder, the goal was always a doctorate. As an undergraduate at Earlham College she took a course in I-O and received exposure to the field while working in a hospital HR department.

She gained additional experience performing 360 appraisals with a consulting firm in Boulder, CO and later, while at Colorado State, held an internship with Becca Anhalt Borden, an I-O psychologist with Sun Microsystems, helping to conduct job analyses and develop selection tests.

"I did consider joining an organization, but wanted to pursue my research interests in

feedback and appraisals as well as occupational health psychology. I enjoy teaching and working with students," she said.

"I also find science very appealing," she added, "and aim to find solutions that can be put into practice within organizations."

She is looking forward to making contacts with applied I-O practitioners in Oklahoma and developing relationships with SIOP colleagues.

Lisa Roberts earned her doctorate from the University of Missouri at St.

Louis in August and then joined Edward Jones, the St. Louis-based financial services firm, in its Learning and Organizational Effectiveness Department. At Edward Jones, she is involved with leadership development and succession planning.

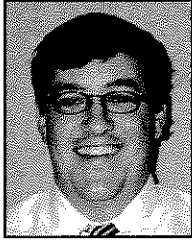


She became interested in I-O through an undergraduate course at Truman State University taught by SIOP member Teresa Heckert. "I had always enjoyed psychology but was not interested in clinical work, so the idea of applying psychology in a business environment was very appealing. I was fascinated by the science of I-O and its application to real-life situations," she said.

Roberts, who lists her major areas of interest as selection and assessment, went on to graduate work at UMSL, where her major professor was Therese Macan. "Working with Therese only increased my enthusiasm for I-O. Through her I became interested in research involving structured interviews and disabilities in the workplace."

While at UMSL, Roberts held a 3-year internship at Anheuser-Busch conducting employee opinion surveys and, more recently, working on supervisory assessment and selection issues.

J. Craig Wallace is embarking on his academic career with a mission: to introduce as many students as possible to industrial-organizational psychology, just as he was as an undergraduate at the University of Tennessee at Chattanooga.



opportunity to begin doing research and consulting, which led to my first refereed publication," he said. He published additional articles while at Georgia Tech.

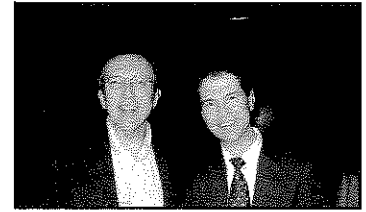
Wallace enjoys teaching and the contact with students but continues his research with several companies. "My research is primarily applied and I am currently doing almost all my work in the field, which complements my lab work," he said.

His research interests are work motivation and job performance as well as legal issues in the selection process.

Now an assistant professor of psychology at Tulane University (he earned his doctorate from Georgia Tech in July of 2004), he is including I-O in the introductory psychology courses he is teaching and has used the Teacher's Guide learning modules created by SIOP's Education and Training Committee, found on the SIOP Web site (www.siop.org).

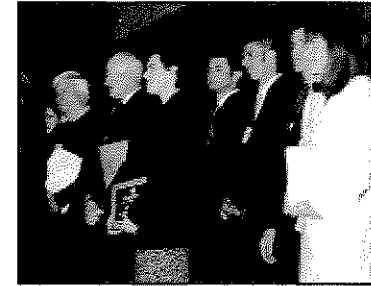
It was while working on a master's degree at the University of West Florida that he really became committed to I-O. "Going to UWF was a good move for me because I had the

Right: Paul Sackett and Mike Campion are both members of the Honorary Group.

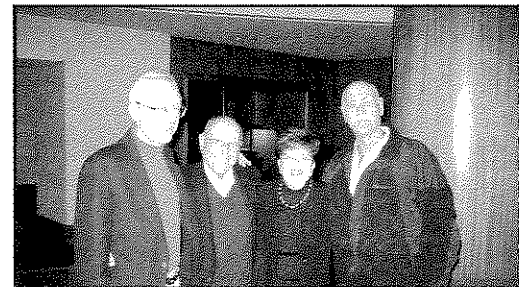


Below right: Award winners receive their recognition at SIOP 2004.

Below: SIOP Finance Manager Linda Lentz works very closely with the Foundation.



Sheldon Zedeck, Paul Thayer, and Frank Landy share a laugh at the SIOP Conference.



Allen Kraut, Irv Goldstein, Micki Goldstein, and Simcha Ronen are all long-time supporters of the SIOP Foundation.

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.

This year, the SIOP Foundation awarded three grants, one for \$5,000 and two for \$2,500 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.

2004 Small Grant Recipients

Steffanie Wilk and **Nancy Rothbard** (University of Pennsylvania) were awarded \$5,000 to fund their research into mood, worker performance, and productivity in call centers.



Michael Horvath (Clemson University) was awarded \$2,500 to fund his work on the effects of recruitment source on appli-



cant cognitions and attitudes at multiple stages of the selection process.

Sandy J. Wayne and **Monica Gavino** (University of Illinois at Chicago) received \$2,500 in funding for their research into the role of human resource practices in influencing employee perceptions of organizational support, commitment, and performance.



Past Small Grant Recipients

2002 Jennifer Z. Carr and S. David Kriska

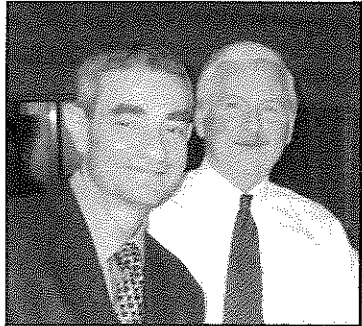
2002 Frederick L. Oswald, Patrick D. Converse, Michael A. Gillespie, Kevin A. Field, Elizabeth B. Bizot, Bill Tirre, and Peg Hendershot

2003 Jeffrey Stanton, Paul Mastangelo, Kathryn Stam, and Slawomir Marcinkowski



Above: Retiring Foundation President Irv Goldstein (R) shares the podium with incoming Foundation President Paul Thayer.

Below: Bill Macey and Ron Johnson at the first reception for Foundation Honorary Group members.



Financial Report

Financial Information as of June 30, 2004

For the Period of July 1, 2003 through June 30, 2004

Contributions and Pledges	\$83,177	
Interest, Dividends, and Market Gain	48,935	
Total Revenue		\$132,112
Operating Expenses	\$4,697	
Grants and Awards	23,193	
Total Expenses and Grants		-27,890
Increase for the Year		\$104,222

For the Period of January 1, 1996 through June 30, 2004

Contributions and Pledges	\$661,704	
Interest, Dividends, and Market Gain	81,077	
Total Revenue		\$742,781
Operating Expenses	\$26,866	
Grants and Awards	64,881	
Total Expenses and Grants		-91,747
Fund Balance on June 30, 2004		\$651,034

Honorary Group Members

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

American Institutes for Research	Frank J. Landy
Anonymous I	William A. Macey
Bigby, Havis & Associates	William H. Mobley
Douglas W. Bray and Ann Howard	James D. Myers
Michael A. Campion	Susan S. Myers
Wayne F. Cascio	Barbara R. Owens
Ron Downey	Personnel Research Associates
Sidney A. Fine	Lyman W. Porter
Edwin A. and Pauline S. Fleishman	Dr. and Mrs. James Campbell Quick
Irv and Micki Goldstein	Paul and Pat Sackett
Milton and Lee Hakel	SIOP Members
A. Catherine Higgs	Paul W. Thayer
Mildred E. Katzell	Nancy T. Tippins
Raymond A. Katzell	Jack W. Wiley
	Sheldon and Marti Zedeck

Charter Group Members

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

Lewis E. Albright	Frank J. Landy
American Institutes for Research	C. H. Lawshe
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
Ron 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 Owens
Irv and Micki Goldstein	Personnel Psychology
Donald L. Grant	Personnel Research Associates
Richard A. Guzzo	Lyman W. Porter
Milton and Lee Hakel	Dr. & Mrs. James Campbell Quick
Ronni M. Haston	Simcha Ronen
A. Catherine Higgs	Paul and Pat Sackett
George P. Hollenbeck	Neal and Kara Schmitt
Ann Howard	Benjamin Schneider
Daniel R. Ilgen	Jeffrey R. Schneider
Douglas A. Johnson	Mary L. Tenopyr
Mark A. Jones	Texas Instruments
Kania School of Management,	Nancy T. Tippins
University of Scranton	Paul W. Thayer
Mildred E. Katzell	Jack W. Wiley
Raymond A. Katzell	Sheldon and Marti Zedeck
Richard Klimoski	

Contributors 2003-2004

Over \$50,000

Douglas W. Bray and Ann Howard

\$5,000 to \$49,999

Bigby Havis & Associates

\$1,000 to \$4,999

Michael Campion
Wayne F. Cascio
Irv and Micki Goldstein
Milton D. and Lee Hakel
A. Catherine Higgs
Elizabeth B. Kolmstetter
William Mobley
Lyman W. Porter
J.J. Roomsburg
Amy Rudolph Carver
Paul and Pat Sackett
Mary Tenopyr
Nancy T. Tippins
Jack Wiley
Clark Wilson
Sheldon Zedeck

\$250 to \$999
Walter C. Borman
Ronald Downey
William C. Howell
Susan E. Jackson
Mark A. Jones
Frank L. Schmidt
Mary L. Tenopyr
Paul W. Thayer

\$100 to \$249

Allan H. Church
Gary F. Coulton
James L. Farr
Kevin A. Field
Edie L. Goldberg
Theodore and Elizabeth Hayes
Richard E. Kopelman
Kurt Kraiger
Todd J. Maurer
Herbert H. Meyer
Robert Morrison
Jean Phillips and Stan Gully
Elizabeth L. Shoenfelt
Carol and Luke Surface
Walter Tornow
Ann Marie Valerio
Kenneth N. Wexley

Under \$100
Laura Gniateczyk
Mike Helford
K. Michele Kacmar
Edwin A. Locke
Stephanie C. Payne
Charles A. Pierce
J.J. Reynolds
Paula Schlesinger
SIOP Conference Attendees

Ralph Alexander, by Rosalie Hall and Robert Lord

Alan Bass, by Mark Lifter

Harold Burt, **Carroll Shartle**, and **Ralph Stogdill**, by Edwin & Pauline Fleishman

Richard Campbell, by Joel Moses

Greg Dobbins and Carla Smith, by David V. Day

Marv Dunnette, by George and Joni Graen

Leonard Gordon, by Katharine B. Gordon

Lee and Milton Hakel, by Charles S. Raben and Ann M. Miller

Catherine Higgs, matching gift from Allstate

Ray Katzell, by John R. Hinrichs

Richard Klimoski, by Donna M. Greenwood

Elizabeth Kolmstetter, by Hogan Assessment Systems

Bill Macey, by PRA Group donation from Karen Barbera, Nancy Tippins, Stacy Lucas, Diane Daum, and Matt Heck

Paula Schlesinger, matching gift from AutoDesk

Laurence Siegel, by Rosemary Hays-Thomas

SIOP Award Recipients: '04
Myers Award **Elaine Pulakos, Sharon Arad, Wally Borman, David Dorsey, Rose Mueller-Hanson, Neil Schmitt, and Susan White**, and '03 Distinguished Scientific Contribution **Wally Borman**, by ePredix

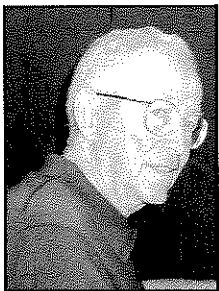
Patricia and Olin Smith, by Eugene Ketchum

Paul Thayer, by Leslie W. Joyce

Don Trumbo, by Georgia Chao and Steven Kozlowski

Robert J. Wherry Sr., by Gerald Kesselman

Board of Trustees



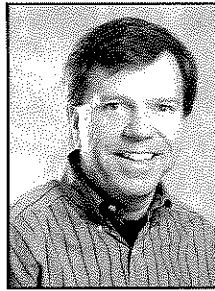
Paul W. Thayer
President



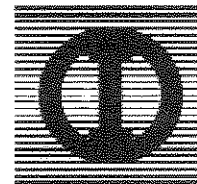
Ann Howard
Vice President



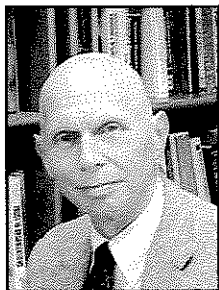
Nancy Tippins
Secretary



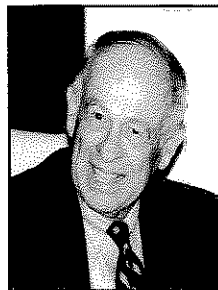
Jeff McHenry
Treasurer



The SIOP Foundation



Richard Klimoski
Board Member



Lyman W. Porter
Board Member



John Cornwell
Ex Officio



Linda Lentz
SIOP Finance Manager

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