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SIOP FOUNDATION  
ANNUAL REPORT

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2004-2005

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## PRESIDENT'S MESSAGE



This has been an eventful year for the Foundation. The endowment continues to grow, grants supporting the science and practice of I-O have increased, and some significant changes have occurred.

The first Douglas W. Bray and Ann Howard Award was made to an international team investigating developmental assessment centers. Names and affiliations of the investigators appear later in this report. We are pleased by the quality of the winning proposal and the fact that investigators here and in South Korea will be studying this diagnostic tool.

This year, the Scholarship Fund grew by 26% from \$67,974 to \$85,702, but we are still a long way from our goal that would make it possible to continue to award three scholarships each year to deserving I-O graduate students. Significantly, one of the scholarships has been named in honor of Lee Hakel, who not only led the SIOP Administrative Office for so many years but also was a key figure in the creation of the Foundation. The awards have been increased so that the Hakel Scholarship will be \$3,500, while the other two will be \$3,000.

Both the William A. Owens and M. Scott Myers endowments are now large enough to enable the Foundation to increase the annual awards to \$1,500, corresponding to the increases in SIOP's major awards. Next year, we hope to make a similar adjustment to the John C. Flanagan Award.

The second Teaching Institute was held this year in Washington with support from the Foundation. This program provides assistance to traditionally minority colleges without I-O faculty and is designed to interest minority students in I-O psychology and increase the diversity of our profession. A full description is in the summer issue of *TIP*. The third Teaching Institute is being planned in Atlanta next year.

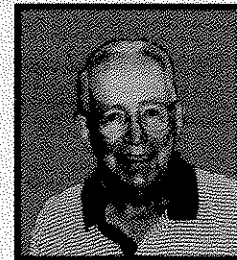
Financial details are given on page 9. I'd like to highlight the growth of the endowment from about \$650,000 on June 30, 2004 to \$775,000 on June 30, 2005. The endowment will continue growing, as two large gifts in the offing will add about \$100,000 to the total.

This fiscal year, Foundation grants and awards for research, professional development, and scholarships totaled \$20,000,

bringing the grand total since 1999 to \$85,000. We can do even more if each of you makes a gift. Consider giving in honor of a mentor or colleague. You and the honoree will be listed in next year's report.

We are on our way to a million dollar endowment. Help us get there next year so we can provide even more support to the development of I-O psychology.

President  
Board of Trustees  
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 best manage the Foundation's assets, our funds will remain a part of The Toledo Foundation until such a time as our size warrants having our own administration. That is why checks should be 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 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.



## THERE ARE MANY WAYS TO CONTRIBUTE



### 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 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.

### 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, 31 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. See page 5 for information on the Legacy Group.

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.



# SIOP 2005 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 2003 publication date were considered for the 2004-2005 award.

### 2004-2005 Winners: Philip M. Podsakoff, Scott B. MacKenzie, Jeong-Yeon Lee, and Nathan P. Podsakoff

Philip M. Podsakoff (Indiana University), Scott B. MacKenzie (Indiana University), Jeong-Yeon Lee (Indiana University) and Nathan P. Podsakoff (University of Florida) are recognized for the best article published in I-O psychology in 2005: Podsakoff, P.M., MacKenzie, S.B., Lee, J.-Y., and Podsakoff, N.P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies, *Journal of Applied Psychology*, 88, 879-903.



John C. Flanagan

## JOHN C. FLANAGAN AWARD FOR THE OUTSTANDING STUDENT CONTRIBUTION TO THE SIOP CONFERENCE

The John C. Flanagan Award was established to recognize the best student contribution to the SIOP conference. The student must be the first

author on a paper in order to be considered for this award.

### 2004-2005 Winners: Stacey Turner, Sarah Singletary, Jenessa Shapiro, Eden King, and Mikki Hebl

Stacey Turner, (Rice University), Sarah Singletary (Rice University), Jenessa Shapiro (Arizona State University), Eden King (Rice University), and Mikki Hebl (Faculty Member, Rice University) are recognized for their paper, "Remediation Strategies and Consequences of Interpersonal Discrimination Toward Obese Customers."



## 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 investigations.

This award is next scheduled for presentation in 2007.



**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).

**2004–2005 Winners: Robert J. House, Paul J. Hanges, Mansour Javidan, Peter W. Dorfman, Vipin Gupta, and Mary Sully de Luque**

Robert J. House (University of Pennsylvania), Paul J. Hanges (University of Maryland), Mansour Javidan (University of Calgary), Peter W. Dorfman (New Mexico State University), Vipin Gupta (University of Pennsylvania), and Mary Sully de Luque (University of Pennsylvania) are recognized for their project GLOBE (Global Leadership and Organizational Behavior Effectiveness).



**Ann Howard and Douglas W. Bray**

## 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 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.

**2004–2005 Winner: Deborah Rupp, Alyssa Mitchell Gibbons, Sang E. Woo, Myungjoon Kim, and Lori Anderson Snyder**

Recipients of the first-ever Douglas W. Bray and Ann Howard Award are Deborah Rupp (University Of Illinois at Urbana-Champaign), Alyssa Mitchell Gibbons (UIUC), Sang E. Woo (UIUC), Myungjoon Kim (Korean Psychological Testing Institute), and Lori



Anderson Snyder (University of Oklahoma) for their project Validity Evidence for Developmental Assessment Centers.



THE LEGACY GROUP



The SIOP Foundation Legacy Group honors those who have made deferred gifts by designating the Foundation a beneficiary in their wills. The Legacy Group donors will be recognized each year in the Foundation Annual Report.

Your contributions of money and stock have brought us far, but there are many more activities that support the science and practice of I-O psychology that the Foundation would like to support. One way to support the foundation is to establish a deferred gift by including the Foundation in your will or making the Foundation the beneficiary of life insurance, IRA, or an annuity.

If you make the Foundation the recipient of a deferred gift, please send us a copy of that portion of your will or beneficiary designation so that we may include you in the Legacy Group listing in our Annual Report. All gifts are endowed unless otherwise instructed and thus make a perpetual contribution to the advancement of our field.



## GRADUATE STUDENT SCHOLARSHIPS



A funny thing happened on **Erin Richard's** way to becoming a consultant, which was her goal when she began doctoral studies at Louisiana State University. She became involved in research work and shifted her focus to teaching and research.



The beneficiary of this change is Florida Institute of Technology, where Richard joined the faculty this fall as an assistant professor of psychology.

"I really like doing research and hope to contribute to people's well being in the workplace," said Richard, who expects to receive her doctorate in December or May.

Her interests include emotions and attitudes in the workplace, particularly how employees can regulate their emotions. For her dissertation, she has designed a training program to teach service employees to handle such factors as rude customers and boredom by reinterpreting these events in light of different goals.

Her dissertation supervisor is James Diefendorff at the University of Colorado at Denver.

Richard said the Foundation scholarship comes at an opportune time. "It will go toward defraying expenses for my dissertation survey work," she said, adding that one of her immediate needs is to develop a new data collection site. The aftermath of Hurricane Katrina may have temporarily altered the service climate in Baton Rouge, prompting the need for a change.

**Abbie Shipp** is in her final year of work toward her doctorate at the University of North Carolina's Kenan-Flagler Business School and headed for a career in teaching and research.



After graduating from Oklahoma State University, Shipp held human resources positions at The Boeing Company and *TV Guide*, Inc., both in Tulsa. It was while studying for her MBA, which she received from OSU in 2000, that she made the decision to earn a doctoral degree and go into teaching.

I-O was particularly attractive to Shipp who became "fascinated" with the research aspect of the field. "There are always questions to ask. I enjoy testing new ideas in my teaching," she said.

Shipp has taken full advantage of the research opportunities made available to her through her doctoral program.

Working with her dissertation chair, Jeffrey Edwards, she has coauthored one published paper, has had another accepted by the *Journal of Applied Psychology*, and is working on several others. She has also made presentations at annual meetings of SIOP and the Academy of Management.

Her research interest in person-environment fit is the topic of her dissertation, entitled "The Moving Window of Fit: Extending Person-Environment Fit Research with Time."

**Laurel McNall** earned her doctorate in August from the University of Albany under the guidance of Sylvia Roch, her major professor. She now is a consultant with The Group for Organizational Effectiveness, based in Albany.



She has been with gOE for 2 years, having worked part time while a graduate student. Her responsibilities include survey development and data analysis.

McNall became interested in I-O psychology as an undergraduate at Canisius College in Buffalo. "I had enjoyed my introduction to psychology course but could not see myself as a clinical psychologist. Fortunately Canisius had an I-O minor and once I learned what I-O was all about, I knew that was the field that I wanted to get into."

Applying psychology to business appeals to McNall. "It's a good fit for me and I-O offers a good employment future."

She lists organizational justice and employee attitudes as special areas of interest and hasn't ruled out going into teaching.

Another interest is the use of technology in the workplace, which served as the topic for her dissertation, which was on reactions to electronic performance monitoring.



## 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 \$3,089 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.

### 2005 Small Grant Recipients

**Ashley M. Guidroz** (Bowling Green State University), **Jennifer Z. Gillespie** (Bowling Green State University), and **Elizabeth Reed** (Columbus Civil Service Commission; *not pictured*) were awarded \$3,089 to fund research based on their proposal "How Fair is Fair? An Organizational Case Study of the Effects of Procedural Justice on Staffing."



**Sheng (Monica) Wang** (University of Nevada, Las Vegas) received \$2,500 in funding for her work based on the proposal "To Share or Not to Share: An Examination of the Determinants to Share More Knowledge."



**Robert E. Ployhart** (University of South Carolina), **Jeff Weekley** (Kenexa), and **Filip Lievens** (Ghent University) have received \$2,500 for research into the implications of culture for development, scoring, and use of situation judgement tests.



***Are you, your students, or your colleagues involved in cutting-edge research?***

Apply for the SIOP Foundation small grants or scholarships by completing the applications in the October issue of *TIP* by **February 1**.

Find criteria online at  
<http://www.siop.org/tip/Oct05/24gradstudent.htm>  
 or  
<http://www.siop.org/tip/Oct05/25smallgrants.htm>





## 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  
2004 Benjamin Schneider, Amy Nicole Salvaggio, & Montse Subirats

### 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

### 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

### SIDNEY A. FINE AWARD FOR RESEARCH

- 2002 Todd J. Maurer

### 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

**FINANCIAL INFORMATION AS OF JUNE 30, 2005****For the Period of July 1, 2004 through June 30, 2005**

Contributions and Pledge	\$ 87,023	
Interest, Dividends, and Market Gain	61,760	
Total Revenue		\$148,783
Operating Expenses	4,842	
Grants and Awards	19,807	
Total Expenses and Grants		-24,649
<b>Increase for the Year</b>		<b>\$124,134</b>

**For the Period of January 1, 1996 through June 30, 2005**

Contributions and Pledges	\$748,727	
Interest, Dividends, and Market Gain	142,837	
Total Revenue		\$891,564
Operating Expenses	31,708	
Grants and Awards	84,688	
Total Expenses and Grants		-116,396
<b>Fund Balance on June 30, 2005</b>		<b>\$775,168</b>

## HONORARY GROUP MEMBERS

American Institutes for Research	William H. Mobley
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Irv and Micki Goldstein	SIOF Members
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A. Catherine Higgs	Nancy T. Tippins
Mildred E. Katzell	Valtera (formerly Personnel Research Associates)
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Frank J. Landy	Sheldon and Marti Zedeck
William A. Macey	

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University of Scranton	Valtera (formerly Personnel Research Associates)
Mildred E. Katzell	Jack W. Wiley
Raymond A. Katzell	Sheldon and Marti Zedeck
Richard Klimoski	

## CONTRIBUTORS 2004-2005

### OVER \$50,000

Personnel Psychology, Inc.

### \$5,000 TO \$49,999

Bigby, Havis & Associates

### \$1,000 TO \$4,999

Edwin A. & Pauline S.  
Fleishman

Irv & Micki Goldstein

A. Catherine Higgs

Hogan Assessment System

Eugene Mayfield

Barbara R. Owens

Paul & Pat Sackett

Mary Tenopyr

Paul W. Thayer

Nancy T. Tippins

### \$250 TO \$999

Anonymous V

Walter C. Borman

Wayne F. Cascio

Michael A. Champion

David V. Day

Ron Downey

Theodore & Elizabeth Hayes

William C. Howell

Rick & Jennifer Jacobs

Richard Klimoski

Allen I. Kraut

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