Dear Deborah,

Congratulations!!
I am pleased to tell you you have been selected by the I/O faculty here at CSU for the 2015 Jacob E. Hautaluoma Distinguished Alumni Award. Only our most outstanding graduates have been honored in the past. You exemplify the criteria described below. We are honored to number you among our graduates!

Criteria for the Jacob E. Hautaluoma Distinguished Alumni Award

Nominees must have completed their doctorate in Industrial and Organizational Psychology from Colorado State University at least 5 years prior to being nominated for this award.

Nominees need not meet all criteria to be nominated or selected for the award.

1) Be a scientist-practitioner: someone who has contributed to the betterment of an organization or organizations, using a scientific foundation in Industrial and Organizational psychology, and whose work has had an impact on the organization(s). The work should have resulted in improved conditions, satisfaction, or fulfillment of people working in the organization(s).

2) Be a systems thinker. Show an integration of systems ideas and knowledge from subfields of industrial and organizational psychology, other areas of psychology (e.g., social, personality, clinical) and other disciplines (e.g., engineering, management) in planning and executing work within organizations.

3) Have a reputation for high ethical standards and a genuine concern for the welfare of others. Examples of supportive materials include two letters of recommendation from others attesting to this reputation.

4) Optional - but not required: have performed cross-cultural and international work to advance industrial and organizational psychology and the welfare of people and organizations overseas.

We wish to honor you at the SIOP conference this year in Philadelphia. Will you be going?

Cordially,

George Thornton