

INTRODUCTION

From the Editor

Welcome to the fourth and final issue of Volume 1 of the Society for Industrial and Organizational Psychology's (SIOP) new journal. As the title of the journal suggests, the focus is on an exchange of perspectives. The typical issue contains two focal articles, which summarize a body of conceptual and/or empirical literature on a topic of broad interest and offer a point of view about that body of work. Each focal article is followed by a set of commentaries, reflecting research, practice, and international perspectives on the issues raised in the focal article. These commentaries are followed by an integrative response from the author(s) of the focal article. (See www.siop.org/journal/siopjournal.aspx for details about the journal.)

The first focal article in this issue, by Frank J. Landy, is entitled "Stereotypes, Bias, and Personnel Decisions: Strange and Stranger." The role of stereotypes and bias in judgmentally based personnel decisions receives considerable attention in both applied and research settings. Legal challenges to personnel decisions often involve assertions of bias and/or stereotyping on the basis of gender, race, or ethnicity, and a sizable body of research examines bias and stereotyping. Landy is concerned about a lack of correspondence between the settings in which these topics are examined in the research literature and the applied settings where operational personnel decisions are made. The article is followed by 13 commentaries, many of which offer a vigorous defense of the stereotyping and bias literature, and by a response from Landy.

The second focal article, by Kurt Kraiger, is entitled "Transforming Our Models of Learning and Development: Web-Based Instruction

as Enabler of Third-Generation Instruction." The article first reviews historical developments in learning theory, presenting three generations of perspectives. It then integrates these ideas with new technological developments for the design and delivery of learning interventions. The article is followed by nine commentaries and a response from Kraiger.

For each focal article, a project team was assembled to review commentary submissions. For the focal article on stereotyping, that team was made up of Adrienne Colella, Mikki Hebl, Eden King, Lisa Leslie, Rich Martell, and Jonathan Ziegert. For the article on learning, that team was made up of Ken Brown, Jan Cannon-Bowers, and Stan Gully. They deserve thanks for their contributions to this issue.

As we complete the first year of operations for the journal, I want to express my gratitude to all who have contributed to this new venture, including the SIOP Executive Committee that authorized this initiative, the task force that developed the vision for this journal, the planning committee that worked with me to turn the idea into reality, the colleagues who agreed to contribute focal articles and put their work out for the scrutiny of this article-commentary format, all who have served as editorial board members and as members of article-specific review teams, and all who have participated in the commentary process. I am delighted with how Volume 1 has come together and look forward to Volume 2.

Correction

In Volume 1, Issue 2 of *Industrial and Organizational Psychology*, the author order was reported incorrectly for the commentary by

Chockalingam Viswesvaran, Deniz S. Ones, and Frank L. Schmidt entitled "No New Terrain: Reliability and Construct Validity of Job Performance Ratings" (pp. 174–179). In the journal, Ones, rather than Viswesvaran, was inadvertently listed as first author, and the affiliations of the two were reversed. Viswes-

varan is at Florida International University, and Ones is at the University of Minnesota. We apologize to these authors for the error.

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