

SIOOP Foundation

2017-2018
Annual Report



Connecting Donors
With I-O Psychology
Professionals to Create
Smarter Workplaces

Table of Contents

A Message From Our President	1
SIOP Foundation Board of Trustees.....	2
Mirian Graddick Weir	2
Financials.....	3
Charter Group.....	3
Gifts in Honor/ Memory of.....	4-5
Current Year Gifts	6-7
Lifetime Gifts	8
SIOP and SIOP Foundation Awards	9

A Message From Our President

2018 has been a banner year for I-O psychology. Here at the SIOP Foundation, endowments topped \$4,000,000, and as I write this, cumulative distributions now exceed \$1,000,000. We reached our distribution goal 2 years early!

I-O is unique. It is special because of its unwavering emphasis on “praxis,” a noun coming from Greek that best captures the practical application of any branch of knowledge and the synthesis of theory and practice without presuming the primacy of either.

I-O psychologists have supported and encouraged each other’s work ever since our field arose over a century ago. Foundation donors now support I-O with endowments and term gifts that fund grants, scholarships, and awards. You will see in the pages of this report how over 2 decades of contributions translate into advancing our applied organizational science.

Rapid advancement in I-O psychology and the organizational sciences now is surely needed. The mania about big data and AI systems is at flood tide, with no shortage of need for critical and clear thinking about creating smarter workplaces. To this end much has happened and is happening at the Foundation:

1. We clarified the mission: Connecting Donors with I-O Psychology Professionals to Create Smarter Workplaces.
2. We taped Tom Bouchard’s Dunnette Prize invited address at the Chicago SIOP Conference, “Finding Out How Things Work.” It debuted on YouTube on Aug. 22, 2018, where it continues to be available: View the video [here](#).
3. The Awards Strategy Task Force reported its recommendations to the SIOP Executive Board and to the SIOP Foundation Board in September. Many recommendations pertaining to creating, publicizing, and presenting awards are being implemented.
4. We are building a new website to better tell the stories of award and scholarship winners and grant recipients.
5. In February we will host a pilot Horizon Forum, a small group meeting to help shape I-O research and development by highlighting emerging questions: What’s on your horizon? What keeps you awake at night?
6. We have received Guide Star Gold certification, demonstrating full transparency in managing our affairs. This is a step that is important in making the SIOP Foundation visible to the general public, and especially to corporate and private foundations.
7. We soon will be introducing the Visionary Circle, a venture to build a renewable and continuing source of funding for I-O research and development.

The SIOP Foundation Trustees welcome your ideas and donations for advancing I-O psychology. If you will be making a mandatory IRA distribution, as do I and others of my generation, please direct a portion of your distribution to the SIOP Foundation. Or consider a contribution of appreciated stock. And when the new program is launched, join me in the Visionary Circle.

Thanks for your interest and support.



Milton D. Hakel, President



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New Trustee: Mirian Graddick-Weir

We are proud to introduce, Mirian Graddick-Weir as a new trustee to the foundation. Graddick-Weir received her PhD in I-O psychology from Pennsylvania State University after studying psychology as an undergrad at Hampton University.

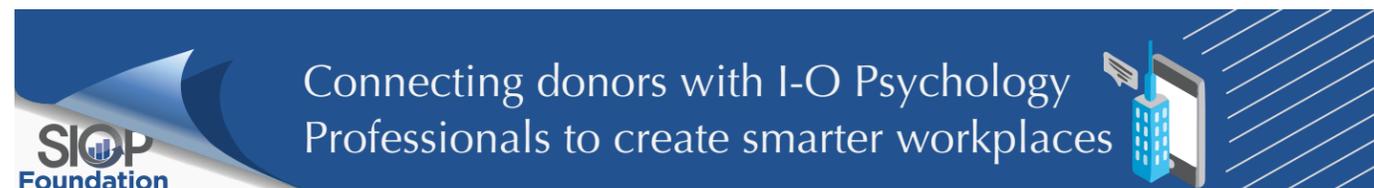
“It’s a great gain for I-O psychology to have Mirian join the Board,” SIOP Foundation Board President Milt Hakel said. “Both her accomplishments and her wisdom are inspiring.”

Graddick-Weir said she’s excited about adding her perspective to the SIOP Foundation Board.

“Based on my years of industry experience, I bring a perspective to the Foundation focused on aligning the science of I-O psychology with current and emerging trends that can contribute to improving outcomes in the workplace,” she said.

At Merck, she oversees all HR programs and policies for the company’s global operations. Before joining Merck in 2006, she had increasingly responsible roles at AT&T, which culminated in a 5-year tenure as EVP of Human Resources and Employee Communications.

Graddick-Weir also has board seats with the Human Resources Policy Association, the Cornell Center for Advanced Human Resources Studies, and Yum! Brands. A Fellow of the National Academy of Human Resources, she also serves as a senior advisor to the Jersey Battered Women’s Services.



Financials

Current: July 2017 - June 2018		Cumulative: January 1996 - June 2018	
Income		Income	
Endowment		Endowment	
Contributions	\$84,019	Contributions	\$2,269,965
Contributions-Operating	0	Contributions-Operating	91
Grants Received	25,000	Grants Received	25,000
Pledges	177,500	Pledges	1,083,003
Total Endowment/Grant	\$286,519	Total Endowment	\$3,378,059
Investment Results		Investment Results	
Investment Income	\$87,343	Investment Income	\$815,031
Realized Gains/(Losses)	1,445	Realized Gains/(Losses)	123,463
Unrealized Gains/(Losses)	303,319	Unrealized Gains/(Losses)	1,564,660
Total Investment Results	392,107	Total Investment Results	2,503,154
Total Income	\$678,626	Total Income	\$5,881,214
Expense		Expense	
Grants Issued	\$134,152	Grants Issued	\$978,066
Management Fees		Management Fees	
Administration Fees	28,107	Administration Fees	201,578
Bank Fees	1,668	Bank Fees	42,449
Record keeping Fees	301	Record keeping Fees	3,507
Total Management Fees	30,076	Total Management Fees	247,534
Total Expense	164,228	Total Expense	1,225,600
Net Current Year Assets	\$514,398	Net Foundation Assets	\$4,665,614

Charter Group

(Honoring those who gave a minimum of \$1,000 during the SIOP Foundation charter year of 1996)

- | | | |
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In honor of my loving Fiancé, John
Jennifer Dos Santos

To honor all general applied psychologists working for the public good
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Distinguished and Career Awards

Distinguished Professional Contributions Award
 Distinguished Scientific Contributions Award
 Distinguished Service Contributions Award
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 SIOPI Student Travel Award



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A background graphic consisting of a network of dashed lines connecting various circular icons. Each icon contains a stylized human figure, representing a person. The icons are in various colors (orange, blue, green, purple, yellow) and are arranged in a roughly circular pattern, suggesting a community or network.

***BUILDING CONNECTIONS FOR A
SMARTER WORKPLACE***

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Questions? Please contact Linda Lentz:

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