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

Milton D. Hakel, President
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.

![Image alt text](image1.png)

**Financials**

**Current: July 2017 - June 2018**

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**Cumulative: January 1996 - June 2018**

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**Charter Group**

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

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<th>Lewis E. Albright</th>
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- Distinguished Service Contributions Award
- Distinguished Early Career Contributions—Practice Award
- Distinguished Early Career Contributions—Science Award
- Distinguished Teaching Contributions Award

**Achievement Awards & Best Paper Awards**
- S. Rains Wallace Dissertation Award
- William A. Owens Scholarly Achievement Award
- M. Scott Myers Award for Applied Research in the Workplace
- Raymond A. Katzell Award in I-O Psychology
- Joyce and Robert Hogan Award for Personality and Work Performance
- Wiley Award for Excellence in Survey Research
- Jeanneret Award for Excellence in the Study of Individual or Group Assessment
- Schmidt-Hunter Meta-Analysis Award

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- Douglas W. Bray and Ann Howard Research Grant
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- SIOP Small Grant Program
- SIOP International Research and Collaboration (IRC) Small Grant
- Zedeck–Jacobs Adverse Impact Grant
- James L. Outtz Grant for Student Research on Diversity
- Hebl Grant for Reducing Gender Inequities in the Workplace
- Graen Grant for Student Research on the Development of New Professional Knowledge Workers

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- Fund for the Future
- Zedeck–Jacobs Adverse Impact Grant
- Robert F. Morrison Grant for Gender Inequity in the Workplace
- Graen Grant for Student Research on the Development of New Professional Knowledge Workers

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- Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award
- SIOP Conference Best Paper Award
- SIOP Student Travel Award
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Questions? Please contact Linda Lentz:
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Email: siopfoundation@siop.org