**Mission Statement**

The SIOP Foundation provides financial support for the advancement of the field of industrial-organizational (I-O) psychology. In addition, the Foundation offers strategic leadership through the solicitation and use of its funds. The Foundation is a structure through which members of the Society for Industrial and Organizational Psychology (SIOP), and other donors, can express their tangible support for the field. The Foundation’s resources are intended to further the outreach of both the practice and the science of I-O psychology so that those in this field can play an increasingly vital role in fostering a productive and prosperous workforce.


The Board of Trustees oversees the operations of the Foundation.

---

**A Message From the Foundation President**

Leading off this year’s Annual Report is the establishment of the Outtz Fund, a $50,000 endowment that will support the James L. Outtz Grant for Student Research on Diversity. Grant applications will be received for the first time in 2016, with the first award to be made in 2017.

Diversity means much more to our applied science than just humanitarian values and outcomes. See the full discussion in the [July 2015 issue of TIP](http://www.siop.org/tip/oct15/532/files/198.html).

Next, the third set of HRM Impact Awards were announced in Boston at SIOP’s Leading Edge Consortium. The Awards are a joint undertaking of the Foundation with SHRM, the SHRM Foundation, and SIOP. This year’s winners are Huntington Bank and Bank of America; they join previous winners Cargill, Sears Holdings, FBI, AT&F, Frito-Lay, North Shore-LIJ Health System, and P&G on the honor roll of organizations that have documented the impact of human resource management practices through evidence-based, data-driven analyses. Further information is online at [http://www.hrmitpectowards.org/Winners](http://www.hrmitpectowards.org/Winners).

This year the SIOP Foundation is 2/3rds of the way to achieving its goal to bestow $1,000,000 by 2020 in grants, awards, and scholarships to SIOP’s members.

The SIOP Foundation has always been about preparing today for the challenges and opportunities of tomorrow. Founded in 1996, the SIOP Foundation quickly received public charity status under section 501(c)(3) of the Internal Revenue Service tax code.

Two large endowments were immediately created: the Scholarship Fund and the Advancement Fund. In addition to these endowments there are many awards and scholarships familiar to SIOP’s members: Dunnette Prize, Bray Howard Research Grant; Owens Award for Scholarly Achievement; Myers Award for Applied Research in the Workplace; scholarships named for Lee Hakel, Mary Tenopyr, George Thornton, Ben Schneider, and Irv Goldstein; and the Joyce and Thayer Graduate Fellowship. Each is endowed, meaning that each has a corpus of assets invested to generate income. Grants and awards are limited to the income yielded by the endowed principal, which itself is never spent.

Present in the original purposes of the SIOP Foundation is a provision for what are called “term gifts.” Term gifts may be given for approved scientific, educational, or cultural purposes allowed under section 501(c)(3), and they need not be endowments. They are pass-through funding; that is, the tax-deductible gift is given to the SIOP Foundation, which in turn immediately passes the funds through to the entity that will enact the approved purpose of the gift. Recognizing that term gifts may be attractive to potential donors, including individuals, partnerships, corporations, trusts, or foundations, the Trustees have now created the Fund for the Future. We want term gifts to grow significantly. Its advantage to donors is that the benefit of the gift is realized in the immediate future rather than in the distant future after an endowment has generated sufficient income to fund the project or event.

Now, some sad news. The SIOP Foundation lost one of its founding Trustees this year. Lyman W. Porter died on July 2, 2015, in Irvine, California. He served the Foundation continuously since its creation in 1996, most recently as Treasurer. His wisdom, charm, and generosity are sorely missed. (See Dr. Porter’s obituary at [http://www.siop.org/tip/oct15/532/files/198.html](http://www.siop.org/tip/oct15/532/files/198.html).)

The Trustees of the SIOP Foundation have elected William Macey and Adrienne Collella to membership on the Board. Bill and Adrienne bring abundant focus and energy, as seen in their career achievements. These are qualities that will help to keep the Foundation on track in advancing our unique field of applied organizational science.

The SIOP Foundation Trustees welcome your calls and messages about the Fund for the Future, the Advancement and Scholarship Funds, and any of the other endowments. We are intent on building for the future. Please make the SIOP Foundation one of your current and future beneficiaries.

---

**Charter Group**

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

- **President:** Milton Hakel
- **Vice President/Intern Treasurer:** Richard Klimoski
- **Secretary:** Nancy Tippins
- **Board Member:** Leaetta Hough
- **Board Member:** William Macey
- **Board Member:** Adrienne Collela
- **Board Member:** Scott Tannenbaum
- **Officer/Secretary:** Lyman W. Porter

<table>
<thead>
<tr>
<th>Charter Group Member</th>
<th>Charter Group Member</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lewis E. Albright</td>
<td>Irv &amp; Micki Goldstein</td>
</tr>
<tr>
<td>American Institutes for Research</td>
<td>Donald L. Grant</td>
</tr>
<tr>
<td>Walter C. Borman</td>
<td>Richard A. Guzzo</td>
</tr>
<tr>
<td>Douglas W. Bray</td>
<td>Milton D. &amp; Lee Hakel</td>
</tr>
<tr>
<td>Michael J. Burke</td>
<td>Ronni M. Haston</td>
</tr>
<tr>
<td>David P. Campbell</td>
<td>A. Catherine Higgins</td>
</tr>
<tr>
<td>Michael A. Campion</td>
<td>George P.ollenbeck</td>
</tr>
<tr>
<td>Wayne F. Cascio</td>
<td>Ann Howard</td>
</tr>
<tr>
<td>Jeannette N. Cleveland</td>
<td>Daniel R. Igen</td>
</tr>
<tr>
<td>Ronald G. Downey</td>
<td>Douglas A. Johnson</td>
</tr>
<tr>
<td>James L. Farr</td>
<td>Mark A. Jones</td>
</tr>
<tr>
<td>Edwin A. &amp; Pauline S. Fleishman</td>
<td>Kania School of Management, University of Scranton</td>
</tr>
<tr>
<td>Lawrence Fogli</td>
<td>Mildred E. Katzel</td>
</tr>
<tr>
<td>Jay A. Gandy</td>
<td>Raymond A. Katzel</td>
</tr>
<tr>
<td>Dr. &amp; Mrs. James Campbell Quick</td>
<td>Richard Klimoski</td>
</tr>
<tr>
<td>Lyman W. Porter</td>
<td>Frank J. Landy</td>
</tr>
<tr>
<td>Simcha Ronen</td>
<td>C. H. Lawshe</td>
</tr>
<tr>
<td>Paul &amp; Pat Sackett</td>
<td>William H. Macey</td>
</tr>
<tr>
<td>Neal &amp; Kara Schmitt</td>
<td>Eugene Mayfield</td>
</tr>
<tr>
<td>Ben Schneider</td>
<td>Angela G. McDermott</td>
</tr>
<tr>
<td>Jeffrey R. Schneider</td>
<td>Howard McFann Memorial</td>
</tr>
<tr>
<td>Mary L. Tenopyr</td>
<td>Jeffrey J. McHenry</td>
</tr>
<tr>
<td>Texas Instruments</td>
<td>Herbert H. Meyer</td>
</tr>
<tr>
<td>Paul W. Thayer</td>
<td>William H. Mobley</td>
</tr>
<tr>
<td>Nancy T. Tippins</td>
<td>Joseph L. Moses</td>
</tr>
<tr>
<td>Valtera</td>
<td>Kevin R. Murphy</td>
</tr>
<tr>
<td>Jack W. Wiley</td>
<td>James D. Myers</td>
</tr>
<tr>
<td>Sheldon &amp; Marti Zedeck</td>
<td>Susan S. Myers</td>
</tr>
<tr>
<td>Barbara R. Owens</td>
<td>Personnel Psychology, Inc.</td>
</tr>
</tbody>
</table>

PS: 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 in your will, record a bequest to the Foundation.
Grant applications for the James L. Outtz Grant for Student Research on Diversity will be received for the first time in 2016, with the first award to be made in 2017. When asked why he wanted to fund a grant and not an award, Dr. Outtz explained that awards go to people who are already on their way, grants for student research provide recognition and support very early in a career, at a point where there is much diversity. He added that at the SIOP Conference, the poster sessions are where one sees the full diversity of research in our field; that is where one is most likely to encounter creative refinements to our field’s constructs.

The Outtz Fund has just been established, and its principal is $50,000. It needs to grow; demand for research support is far larger than can be met by an annual 4% yield, $2,000. We are asking all SIOP members to help double this endowment before Dr. Outtz begins his presidential year at the next SIOP Conference in Anaheim, April 14–16, 2016.

Contribute or make a pledge at http://www.siop.org/foundation/donate.aspx.
Currrent Year Gifts

Hugo Munsterberg Society ($25,000 and above)

James L. Outtz

SIOP Members

Benefactors ($10,000 to $24,999)

James Campbell Sharf, PhD

Sponsors ($2,500 to $4,999)

Paul C. Green

Rick and Jennifer Jacobs

Gene and Sue Mayfield

Supporters ($1,000 to $2,499)

Thomas E. Becker

Walter C. Borman

Michelle (Mikki) Hebl

Leaetta Hough and Robert Muschewske

Ann Howard

EB Jacobs and Staff

Friends ($250 to $999)

Richard Arvey

Talya N. Bauer

Winston Bennett

David Campbell

Georgia T. Chao and Steve W. J. Kozlowski

Erich Dienstorf

Fritz Drasgow

James L. Farr

Deborah L. Gebhardt

Karen Grabow

Brian Hoffman

Andrew Imada

Russell Johnson

Jeffrey J. McHenry

Don Moretti

Lorin Mueller

Lyman W. Porter (D)

Mark Sokol

Scott Tonidandel

Sara P. Weiner

Philipp Werenfels

Brenda Wood

Cheryl Wylick

John Fleener

J. Kevin Ford

Elizabeth Freeman

Madeline Fricke

Laura Golder

Alicia Grandey

Ashley Guidroz

Kellie Guinnane

Rick Guzzo

Daphne Halkias

Jane Halpert

Leslie Hammer

Cheryl Hendrickson

Kathleen Hess

Susan Holmes

Michael Ingerick

Adirine Jackson

Dong-Hu Jiang

Robert G. Jones

Seth Kaplan

Jerald Kehoe

Christopher Khalid-Janney

Eden King

Penny Koommoo-Welch

Richard Kopelman

Robert Liden

Mark L. Litter

Edwin Locke

James Longbaugh

Debra Major

Val Markos

Suzanne Masterson

David Mayfield

Kaira McIntire

S. Morton McPhail

Michael Demakiling

Stephan Dilchert

Robert G. Downey

Amy DuVernet

Richard Edwards

Pablo Escribano

John Fallucca

Lisa Finkelstein

Michael F. Flanagan

Current Year Gifts

Contributors (up to $249)

David O’Brien

Joy Oliver

Gerald Olivero

Cheryl Paulin

Stephanie Payne

Patricia Pedigo

Gloria M. Pereira

Michele Pluta

Kimala Proctor

Donald Ross

Deborah Rupp

Lise Saari

Irene Sasaki

Jack Sawyer

Charles Scherbaum

Christine Scheu

Paula Schlesinger

Francine Schoen

M. Peter Soontinrio

John Scott

Mitchell Shack

Linda Shanock

Tilmann Sheets

Elizabeth L. Shoenerfelt

Emily Solberg

Melvin Sorcher, PhD

Nancy Stone

Federico Diaz Sustaita

Florence Tan

Scott Tannenbaum

Lois Tetrick

Paul Thoresen

Donald M. Truxillo

J. E. Uhlander

Anna Marie Valerio

Catherine Vall

Robert Vandenberg

Michelle Venquer

Sandy Wayne

Kenneth Wesley

Michael Woodward

David Younessinia

Stephen Zaccaro

Michael Zickar
**Gifts in Honor**

- James Outtz by Marti and Shelly Zedeck
- Frank Schmidt by In-Sue Oh
- Neal Schmitt by Phyllis Mellon
- Paul W. Thayer by Laura Koppes Bryan
- Tracy Kantrowitz
- Nancy T. Tippins by CEB Matching Gift Fund

**Gifts in Memory**

- Frank Landy by Katherine L. Bittner
- Robert Lee by Allen Kraut
- Charles A. “Skip” Lowe by Maureen A. Conard
- James N. Mosel by Murray J. Mack
- Dr. William Owens by Robert Morrison
- Nambury Raju by Roya Ayman
- Michael C. Rush by Tammy Allen and Mark Poteet
- C. Michael York by Nancy T. Tippins

**Hugo Munsterberg Society ($25,000 and above)**

- American Institutes for Research
- ASSESS Systems
- Cristina G. Banks
- Douglas W. Bray (D)
- Sandra L. Davis
- Development Dimensions International Associates
- Robert Eichinger
- Sidney A. Fine (D)
- Milord E. Katzell (D)
- Robert and Joyce (D) Hogan
- The Home Depot Foundation
- Leaetta Hough
- Ann Howard
- Vick and Jennifer Jacobs
- Richard Jeaneret
- Leslie W. Joyce
- Mildred E. Katzell (D)
- Frank Landy (D)

**Benefactors ($10,000 to $24,999)**

- Howard C. Carlson
- Irv (D) and Micki Goldstein
- Raymond Hedberg
- Jeffrey McHenry
- Douglas and Kimberly McKenna
- Robert Muschewsk
- PDI Charitable Giving Fund

**Sponsors ($2,500 to $4,999)**

- EB Jacobs and Staff
- Edwin A. & Pauline S. Fleishman
- Robert Guion (D)
- Keith Halperin & Karen Grabow
- A. Catherine Higgs (D)
- John R. Hinrichs
- Raymond A. Katzell (D)

**Patrons ($5,000 to $9,999)**

- Walter C. Borman
- Michael J. Burke
- Michael A. Campion
- Wayne F. Cascio
- Stephen J. Cerrone
- Ronald G. Downey
- Richard D. Draper

**Sponsors ($2,500 to $4,999)**

- Lewis Albright
- Michael Beer
- Laura Koppes Bryan
- David P. Campbell
- Chesapeake Institutes for Behavioral Research
- Adrienne Colella & Angelo DeNisi
- James L. Farr
- Deborah L. Gebhardt
- Paul Green

**Lifetime Gifts**

- American Institutes for Research
- ASSESS Systems
- Cristina G. Banks
- Douglas W. Bray (D)
- Sandra L. Davis
- Development Dimensions International Associates
- Robert Eichinger
- Sidney A. Fine (D)
- Milord E. Katzell (D)
- Robert and Joyce (D) Hogan
- The Home Depot Foundation
- Leaetta Hough
- Ann Howard
- Vick and Jennifer Jacobs
- Richard Jeaneret
- Leslie W. Joyce
- Mildred E. Katzell (D)
- Frank Landy (D)

**Lifetime Gifts**

- American Institutes for Research
- ASSESS Systems
- Cristina G. Banks
- Douglas W. Bray (D)
- Sandra L. Davis
- Development Dimensions International Associates
- Robert Eichinger
- Sidney A. Fine (D)
- Milord E. Katzell (D)
- Robert and Joyce (D) Hogan
- The Home Depot Foundation
- Leaetta Hough
- Ann Howard
- Vick and Jennifer Jacobs
- Richard Jeaneret
- Leslie W. Joyce
- Mildred E. Katzell (D)
- Frank Landy (D)

**Hugo Munsterberg Society ($25,000 and above)**

- American Institutes for Research
- ASSESS Systems
- Cristina G. Banks
- Douglas W. Bray (D)
- Sandra L. Davis
- Development Dimensions International Associates
- Robert Eichinger
- Sidney A. Fine (D)
- Milord E. Katzell (D)
- Robert and Joyce (D) Hogan
- The Home Depot Foundation
- Leaetta Hough
- Ann Howard
- Vick and Jennifer Jacobs
- Richard Jeaneret
- Leslie W. Joyce
- Mildred E. Katzell (D)
- Frank Landy (D)

**Benefactors ($10,000 to $24,999)**

- Howard C. Carlson
- Irv (D) and Micki Goldstein
- Raymond Hedberg
- Jeffrey McHenry
- Douglas and Kimberly McKenna
- Robert Muschewsk
- PDI Charitable Giving Fund

**Sponsors ($2,500 to $4,999)**

- Lewis Albright
- Michael Beer
- Laura Koppes Bryan
- David P. Campbell
- Chesapeake Institutes for Behavioral Research
- Adrienne Colella & Angelo DeNisi
- James L. Farr
- Deborah L. Gebhardt
- Paul Green

**Sponsors ($2,500 to $4,999)**

- Lewis Albright
- Michael Beer
- Laura Koppes Bryan
- David P. Campbell
- Chesapeake Institutes for Behavioral Research
- Adrienne Colella & Angelo DeNisi
- James L. Farr
- Deborah L. Gebhardt
- Paul Green

(D) indicates that the donor is deceased. Italics indicates that the donor is new to that level of giving.
Call for Nominations and Research Funding Opportunities

The SIOP Foundation invites you to submit a nomination or application for a 2016 Award, Scholarship, Fellowship, or Research Grant. Members can log in and nominate or apply for all available SIOP Foundation awards in one easy step. Nominations and applications for eligible opportunities will be accepted beginning in May 2016 and ending June 30, 2016.

The following opportunities are expected to be available:

AWARDS
- William A. Owens Scholarly Achievement Award
- M. Scott Myers Award for Applied Research in the Workplace
- Raymond A. Katzell Award in I-O Psychology
- Wiley Award for Excellence in Survey Research
- Hogan Award for Personality and Work Performance
- Jeanneret Award for Excellence in the Study of Individual or Group Assessment

FELLOWSHIPS
- Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

GRANTS
- SIOP Small Grant Program
- Sidney A. Fine Grant for Research on Job Analysis
- Douglas W. Bray and Ann Howard Research Grant
- Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant
- James L. Outtz Grant for Student Research on Diversity
- SIOP International Research and Collaboration (IRC) Small Grant

SCHOLARSHIPS
- Lee Hakel Graduate Student Scholarship
- Mary L. Tenopyr Graduate Student Scholarship
- George C. Thornton III Graduate Scholarship
- Two Graduate Student Scholarships
- Irwin L. Goldstein and Benjamin Schneider Scholarships sponsored by The Macey Fund

DEADLINE FOR RECEIPT OF APPLICATIONS AND NOMINATIONS:
June 30, 2016

Annually, SIOP, SHRM, and their foundations seek applications for the HRM Impact Award. Organizations are invited to submit their most effective evidence-based HR practice or initiative for recognition. Applications accepted February 1 through April 30.

Read more at www.hrmimpactawards.org
Research teams, with a focus on academic/practitioner partnership, have received combined grant funding of $198,000.

Amount awarded to Dr. Frank Schmidt, inaugural winner of the Dunnette Prize, the largest award in Foundation History.

Number of people treated to a lovely Foundation Awards presentation and reception each year thanks to the generosity of CEB.

Number of students who have received scholarship funding of $119,000 between 2004 & 2015.

The inaugural Benjamin Schneider Scholarship of $3,000 was given to Tao Yang.

Number of research teams who have received funding through the Bray Howard Research Grant for a total of $47,770.

Foundation is established in 1996.