What will be your legacy? Hmmm—that’s a brutally direct way to start an annual report. Oh well, here goes.

Founded in 1996, the SIOP Foundation quickly received public charity status under section 501(c)(3) of the Internal Revenue Service tax code. Founding contributions came in, and the first awards were given in 1998. This year the SIOP Foundation is 76% of the way to achieving its goal to bestow $1,000,000 by 2020 in grants, awards, and scholarships—that’s a fine legacy for an outfit that has just gotten out of its teens.

The first endowment in the SIOP Foundation was created with a $25,000 gift from Bill and Barbara Owens. It funds the William A. Owens Scholarly Achievement Award, given each year to the author(s) of the publication in a refereed journal deemed to have the greatest possibility to significantly impact the field of I-O psychology. The advances made by the winners are awesome contributions to science for smarter workplaces—see the list at http://www.siop.org/Foundation/Winnerslist.aspx#owens.

The second endowment in the SIOP Foundation was also created in 1996. Susan Myers established it to fund the M. Scott Myers Award for Applied Research in the Workplace, an annual award recognizing a specific project or product representing an outstanding practice of I-O psychology. Scott helped Texas Instruments to achieve record growth and profits by involving employees in management decisions and giving employees greater freedom to plan and control their own work. Here, too, the advances are awesome—see the list at http://www.siop.org/Foundation/Winnerslist.aspx#myers. I am delighted to report that this year Susan has added a provision to her estate plan that will be a significant bequest to the Myers endowment fund.

Betsy Shoenfelt has taken a similar step by adding a provision to her estate plan for a bequest to endow a scholarship fund. The Elizabeth L. Shoenfelt Graduate Student Scholarships will go to graduate students in terminal master’s programs in a Department of Psychology or Psychological Sciences, with preference given to students working in applied areas.
What will your legacies be?

Funds within the SIOP Foundation support many awards and scholarships familiar to SIOP’s members. Contribute directly to any of them: the Dunnette Prize; the Bray-Howard Research Grant; scholarships named for Lee Hakel, Mary Tenopyr, George Thornton, Ben Schneider, and Irv Goldstein; and the Joyce-Thayer Graduate Fellowship.

There is another way to impact the field—contribute a “term gift.” 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. 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. The Jeanneret Symposium on Assessing Leaders of Leaders, held last February, is a superb example of how a term gift can benefit the field.

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

Milton D. Hakel, President

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.

Give today at my.siop.org/Foundation/Donations
Hebl Grant for Reducing Gender Inequities in the Workplace

Using the Incubator Fund, Dr. Michelle (Mikki) Hebl has fully endowed a research grant fund in support of student research. The Hebl Grant for Reducing Gender Inequities in the Workplace is designed to support and encourage students in pursuing excellence in gender-related research and scholarship.

Dr. Hebl’s goal for this grant is to not only extend knowledge of gender-related issues but also to create a solid connection between research and practice in this area. Thus, the grant is meant to award projects with a sound basis in science and practice.

The first call for this grant will be made in 2017 and the grant recipient will be announced at the 2018 conference in Chicago, IL.

The Incubator Fund currently has one initiative underway: the Graen Grant for Student Research on the Development of New Professional Knowledge Workers. The fund is designed to support a graduate student’s masters thesis or doctoral dissertation research that addresses new workforce design thinking with obvious, direct practical application.

Other funds that were begun using the Incubator fund were the James L. Outtz Grant for Student Research on Diversity, Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award, George C. Thornton III Graduate Scholarship, and the Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant.

The SIOP Foundation has many other named funds, which support:

11 awards
4 grant programs
3 scholarships
1 fellowship

(List can be found at http://www.siop.org/foundation/information.aspx)

Which one will you support with your donation this year?

my.siop.org/Foundation/Donations
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 IRS Determination Letter is available for those who need our tax exempt/public charity status letter.

The Board of Trustees oversees the operations of the Foundation.

### Financials

#### Current
**July 2015 - June 2016**

<table>
<thead>
<tr>
<th>Income</th>
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<td>Endowment</td>
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<td>Pledges</td>
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**Net Foundation Assets** | $52,337

#### Cumulative
**January 1996 - June 2015**

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<td>Total Expense</td>
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**Net Foundation Assets** | $3,658,332
Current Year Gifts

Hugo Munsterberg Society ($25,000 and above)
Frank L. Schmidt

Benefactors ($10,000 to $24,999)
George & Joni Graen

Sponsors ($2,500 to $4,999)
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William H. Macey

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Paul C. Green

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Ann Howard
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Chesapeake Institutes for Behavioral Research
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Kelly Adam Ortiz
Doug Reynolds
Ann Marie Ryan
Lynn Shore
Scott Tannenbaum
Sara P. Weiner
Philipp D. Werenfels
Current Year Gifts

Contributors (up to $249)

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Juliet Aiken
Neal M. Ashkanasy
Bronti A. Baptiste
Mariangela Battista
Linda Bearse Bodnar
James C. Beaty
Tara S. Behrend
Katherine L. Bittner
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Anna Marie Valerio
Robert J. Vandenbergs
Sallie J. Weaver
Kimberly Wells
Dr. & Mrs. Kenneth Wexley
Stephen J. Zaccaro

The number of members who made a donation with just a mouse click when paying their annual SIOP dues!
Gifts in Honor/Memory of...

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by Rick Guzzo

Anonymous
by AT&T Employee Giving Program

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by Gateway I/O Psychologists

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Patricia Pedigo

Shirley Pelton Engelhardt
by Pat Engelhardt

Talia Lyn Ferris
by Doureen Dean Hansen

Irv Goldstein
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by Patricia Pedigo

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James L. Outtz 
by Eric Braverman, 
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Jerard F. Kehoe, 
Eden B. King 
Elizabeth B. Kolmstetter, 
Ann Marie Ryan, 
John C. Scott, 
Marc B. Sokol 
Ayala Pines 
by Nancy L. Ras 
Lyman Porter 
by Paul W. Thayer, 
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Eric P. Prien 
by Andrew Vinchur 
Ann Marie Ryan 
by William Shepherd 
Michael C. Rush 
by Joy Oliver 
Frank Schmidt and Mick Mount 
by In-Sue Oh 
Laurence Siegel 
by Rosemary Hays-Thomas 

Michael Strobel 
by Francois Chiocchio 
Paul W. Thayer 
by Laura Koppes Bryan, 
Leslie W. Joyce 
Charlie Walter, Otto Zinzer, and Jimmy Mitchell 
by Randall C. Agee 

In appreciation for the Psychology and Work video project team: Tammy Allen, Jose Cortina, Alicia Grandy, Steve Hunt, Ruth Kanfer, Eden King, Kurt Kraiger, Jeff McHenry, Julie Olson-Buchanan, Mark Poteet, Ann Marie Ryan, Eduardo Salas, Evan Sinar, Enrique Washington, and Brian Welle 
by Talya Bauer, Berrin Erdogan, and Donald Truxillo 

$351,000 
Amount of grant money awarded through the SIOP Small Grant Program, AIRRIA, Bray-Howard, and Fine Grants, as well as the Map of Science and Jeanneret Symposium grants.

SIOP Foundation Board of Trustees

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Leaetta Hough, 
Board Member 

Richard Klimoski 
Vice President/Interim Treasurer 
Adrienne Colella, 
Member 

Nancy Tippins, 
Secretary 
William Macey, 
Board Member 

Paul W. Thayer 
Board Member 
Scott Tannenbaum 
SIOP Financial Officer/Secretary
## Lifetime Gifts

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

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<tr>
<th>Organization / Name</th>
<th>Representative</th>
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<tr>
<td>American Institutes for Research</td>
<td>Jennifer &amp; Rick Jacobs</td>
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<td>ASSESS Systems</td>
<td>Richard Jeanneret</td>
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<td>Cristina G. Banks</td>
<td>Leslie W. Joyce</td>
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<td>Mildred E. Katzell (D)</td>
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<tr>
<td>Sandra L. Davis</td>
<td>Frank Landy (D)</td>
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<tr>
<td>Development Dimensions Int’l Associates</td>
<td>William H. Macey</td>
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<tr>
<td>Robert Eichinger</td>
<td>Gene &amp; Sue Mayfield</td>
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<tr>
<td>Sidney Fine (D)</td>
<td>Susan S. Myers</td>
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<td>Milt &amp; Lee Hakel</td>
<td>Barbara R. Owens (D)</td>
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<tr>
<td>Michelle (Mikki) Hebl</td>
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<td>Lowell Hellervik</td>
<td>Frank L. Schmidt</td>
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<td>Robert &amp; Joyce (D) Hogan</td>
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<td>The Home Depot Foundation</td>
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<td>Leaetta Hough</td>
<td>Jack Wiley</td>
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<td>Ann Howard</td>
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### Benefactors ($10,000 to $24,999)

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<td>Howard C. Carlson</td>
<td>Paul &amp; Pat Sackett</td>
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<tr>
<td>Irv (D) &amp; Micki Goldstein</td>
<td>James Campbell Sharf</td>
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<td>Raymond Hedberg</td>
<td>Snyder Leadership Group</td>
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<td>Jeffrey J. McHenry</td>
<td>SWA Consulting Inc.</td>
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<td>Douglas &amp; Kimberly McKenna</td>
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<td>Robert Muschewske</td>
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<td>PDI Charitable Giving Fund St. Paul Fnd</td>
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<td>David B. Peterson</td>
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<td>Lyman W. Porter (D)</td>
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### Patrons ($5,000 to $9,999)

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<td>Michael Burke</td>
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<td>Michael A. Campion</td>
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<td>Wayne F. Cascio</td>
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<td>James D. Myers</td>
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<td>Edwin A. &amp; Pauline S. Fleishman</td>
<td>Dr. &amp; Mrs. James Campbell Quick</td>
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<td>Robert Guion (D)</td>
<td>Benjamin &amp; Brenda Schneider</td>
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<td>Rick Guzzo</td>
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(D) indicates that the donor is deceased. Italics indicates that the donor is new to that level of giving.
### Sponsors ($2,500 to $4,999)

- Lew Albright
- Michael Beer
- Laura Koppes Bryan
- David Campbell
- Georgia T. Chao & Steve W. J. Kozlowski
- Chesapeake Insts for Behavioral Research
- Adrienne Colella & Angelo DeNisi
- Deborah L. Gebhardt
- Micki Goldstein
- Paul C. Green
- Ronni Haston
- Hogan Assessment System
- William C. Howell
- Susan E. Jackson
- Elizabeth B. Kolmstetter
- Allen I. Kraut
- Robert J. Lee (D)
- Howard McFann Memorial
- S. Morton McPhail
- Microsoft Matching Gift Program
- Robert F. Morrison
- Rose Mueller-Hanson
- Freddy & Simi Ronen
- RTJC Hogan Family Foundation
- Rob Silzer
- Mary Tenopyr (D)
- Thornton Charitable Foundation

### Charter Group

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

- Lewis E. Albright
- American Institutes for Research
- Walter C. Borman
- Douglas W. Bray
- Michael J. Burke
- David P. Campbell
- Michael A. Campion
- Wayne F. Cascio
- Jeanette N. Cleveland
- Ronald G. Downey
- James L. Farr
- Edwin A. & Pauline S. Fleishman
- Lawrence Fogli
- Jay A. Gandy
- Irv & Micki Goldstein
- Donald L. Grant
- Richard A. Guzzo
- Milton D. & Lee Hakel
- Ronni M. Haston
- A. Catherine Higgs
- George P. Hollenbeck
- Ann Howard
- Daniel R. Ilgen
- Douglas A. Johnson
- Mark A. Jones
- Kania School of Management, University of Scranton
- Mildred E. Katzell
- Raymond A. Katzell
- Richard Klimoski
- Frank J. Landy
- C. H. Lawshe
- William H. Macey
- Eugene Mayfield
- Angela G. McDermott
- Howard McFann Memorial
- Jeffrey J. McHenry
- Herbert H. Meyer
- William H. Mobley
- Joseph L. Moses
- Kevin R. Murphy
- James D. Myers
- Susan S. Myers
- Barbara R. Owens
- Personnel Psychology, Inc.
- Lyman W. Porter
- Dr. & Mrs. James Campbell Quick
- Simcha Ronen
- Paul & Pat Sackett
- Neal & Kara Schmitt
- Ben Schneider
- Jeffrey R. Schneider
- Mary L. Tenopyr
- Texas Instruments
- Paul W. Thayer
- Nancy T. Tippins
- Valtara
- Jack W. Wiley
- Sheldon & Marti Zedeck
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, 2017.

Read more at www.hrmimpactawards.org