Welcome to the SIOP Foundation Online Plenary

Milt Hakel, President
Richard Klimoski, Vice-President
Nancy Tippins, Secretary
Leaetta Hough, Treasurer
Adrienne Colella, Communications
Bill Macey, Trustee
John Scott, Trustee
Mirian Graddick-Weir, Trustee
Evan Sinar, SIOP Financial Officer

View the most recent Annual Report
SIOP Foundation Mission

Connecting Donors with I-O Psychology Professionals to Create Smarter Workplaces
Praxis
Synthesis of Theory and Practice without presuming the primacy of either
What’s Coming Up this Hour

• Rapid Report about the SIOP Foundation
  • Human Resource Management Impact Awards
  • Dunnette Prize
  • Graen Student Grant for Research on Leaders and Teams – Revised!
  • Lefkowitz Early Career Award in Humanistic I-O psychology – New!
  • Horizon Forum Workshop on Diversity & Inclusion

• Visionary Circle $100,000 Grant **MAIN EVENT**:
  • Origin and Development of the Visionary Circle and Grant
  • Each project will be summarized by its director
    • Gen Z Gaming Profile, Jennifer Verive
    • Human – AI Partnerships, Rob Davison
    • Human Skills Toolkit, Muriel Clauson
    • Gig Worker Resilience, Susan Ashford
  • Announcement of the Grant Winning Project
HRM Impact Awards

Improving practice:
Publicize the best available evidence regarding the usefulness and impact of successfully implemented innovative HRM initiatives

Subscribe to HRM Impact Award Notices
“Retail Associate Assessment” program was developed for use as a selection tool to support the hiring process at each of the 4,700+ Walmart stores. With more than 3,000,000 applicants each year, the program helps predict both performance and turnover while meeting many competing demands.

The Voice of Wendy’s (VOW) employee engagement program was implemented in 2016 and since then over 250,000 respondents, 5,000 restaurants, and 150 franchise organizations have participated. The survey is completed by both restaurant employees and people who work in roles supporting the restaurants.

Learn more at HRM Impact Awards – scroll down and click on Award Winners
Paul Sackett is known for research that is as deep as it is broad. For over 40 years he has contributed to the knowledge of individual differences in cognitive ability, job knowledge, integrity, personality, background characteristics, achievement, motivation, job performance, and counterproductive work behaviors, among others. His research has impacted educational and work settings including military, public, and private organizations.
Graen Grant for Grad Student Research

• New and larger focus
• Leaders and Teams, in relation to innovation, learning, and/or performance
• Support for graduate student thesis or dissertation projects

Learn more at Graen Grant – scroll down and click the Graen Grant line
Joel Lefkowitz Early Career Award for Humanistic I-O Psychology – NEW!

• Recognizing early career contributions to humanistic industrial-organizational psychology, work that advances the cause of worker dignity, economic and social justice, promotes the common good, or illustrates a humanistic perspective in the workplace.

Learn more at Joel Lefkowitz Award – scroll down and click the Lefkowitz Award line
SIOP Foundation’s Horizon Forum

• Interviewed CHROs: What keeps you awake at nights?
• Found an overarching need and 3 major topics
  NEED: Linking Theory & Practice in Timely, Relevant & Actionable Ways
  1. Future Leaders who can Succeed in Volatile, Changing, Uncertain Times
  2. Diversity and Inclusion – Accelerating the Pace of Change
  3. Impact of Technology in AI, Robotics, Telework, Global Connectivity
• We are now collaborating with the National Academy of Human Resources
• Diversity & Inclusion Small Group Meeting, NYC, postponed

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MAIN EVENT: The Visionary Circle

- Genesis of the $100,000 Grant Idea
- Steering Committee Appointed
- Visionary Circle Donors Sought
- Call for Project Proposals
- 33 Letters of Intent Submitted
- 10 Full Proposals Submitted
- 4 Finalists Selected
- Today: Winning Project Announced
How the Visionary Circle Got Started

• Greater New Orleans Foundation had a fundraiser where 100 women gave $1000 to fund a non-profit project which didn’t fall into any established funding categories.

• About two years ago, the SIOP Foundation Board was discussing funding a new project which looked forward, anticipating needs rather than reacting to them, and would have an impact on the future of work.

• “What would you do if you had $100k to shape the future of work through integrating the practice and science of I/O Psychology?”
Visionary Circle Steering Committee

- Adrienne Colella, Chair
- Allan Church
- Ben Schneider
- Eduardo Salas
- Jack Wiley
- Laura Bryan
- Karen Paul
- Milt Hakel
- Rick Jacobs

- Establish criteria and scope of the award (grant)
- Establish timeline and procedures
- Recruit Visionary Circle Donors to create a $100,000 fund
- Solicit letters of intent
- Review letters of intent and semi-finalist proposals to choose the finalists.
- Plan the award session at the 2020 conference (then regroup and figure out something else)
Criteria

• Is Visionary, i.e., it looks to the future of work, brings I-O Psychology into another realm, asks new questions, and/or engages with other disciplines.

• Integrates the science and practice of I-O Psychology.

• Addresses a problem critical to the future of work or workplaces.

• Can be accomplished in a year or close to a year.

• Has clear metrics for success, indicating how the project will change or advance praxis in I-O Psychology. In other words, what metrics will be used to indicate that the project makes significant contributions?

• Has the potential for facilitating subsequent work and/or additional funding.
Visionary Circle – First Cohort

Herman Aguinis  Allan H. Church  Karen M. Grabow  Eden King  David B. Peterson  Puranjaya Singh
Alexander Alonso  Adrienne Colella  Mirian Graddick-Weir  Richard Klimoski  Ronald F. Piccolo  Marc B. Sokol
John Arnold  Michael Coovert  Alicia Grandey  Deirdre Knapp  Douglas Reynolds  Michael Sturman
Talya Bauer  Paul Damiano  Paul Green  Kurt Kraiger  Denise Rousseau  Scott Tannenbaum
Thomas Becker  Sandra Davis  Rick Guzzo  Allen I. Kraut  Ann Marie Ryan  Nancy T. Tippins
Michael Beer  Craig Dawson  Lee Hakel  Gary Latham  Lise Saari  Tracy Vanneman
Wally Borman  David V. Day  Milton Hakel  William Macey  Eduardo Salas  Mo Wang
Laura Koppes Bryan  Angelo DeNisi  Leslie Hammer  Cindy McCauley  Jeffrey Saltzman  Jack Wiley
Michael Burke  Michelle Donovan  Mikki Hebl  Mort McPhail  Benjamin Schneider  Marta C. Wilson
William Byham  Pat Engelhardt  Robert Hogan  William Mobley  John C. Scott  Amy Wrzesniewski
Paula Caligiuri  Alexis Fink  Leaetta Hough  Robert F. Morrison  James Sharf  Sheldon Zedeck
John Campbell  Mark C. Frame  Andrew Imada  Fred Oswald  William Shepherd  
Michael A. Campion  Charlotte Fritz  Rick Jacobs  Karen B. Paul  Elizabeth Shoenfelt  
Stephen Cerrone  Julie Fuller  Dick Jeanneret  Cheryl Paullin  Evan Siner  

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Details of the Review Process

- 33 Letters of Intent
  - Composite Reliability $r = .83$
- 10 Full Proposals
  - Composite Reliability $r = .78$
- 4 Finalists
  - Videos Created
- Austin Conference Cancelled
- Voting Conducted Online (based on the full proposal and a video presentation)
All 4 Projects are Well Worth Doing

• Gen Z Gaming Profile, Jennifer Verive
• Human – AI Partnerships, Rob Davison
• Human Skills Toolkit, Muriel Clauson
• Gig Worker Resilience, Susan Ashford

• Volunteer for *ad hoc* Focus Groups – create 2-way communications, or read drafts, or provide non-binding input, or suggest help or resources, at the request of the project director

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Finalist
Gen Z Gaming Profile

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Jennifer M. Verive
Project Director
Finalist
Human-AI Partnerships

Robert B. Davison
Project Director

Subscribe to Visionary Circle Notices
Finalist
Human Skills Toolkit
Finalist
Gig Worker Resilience

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Susan Ashford
Project Director
Call for Focus Group Volunteers

Create 2-way communications, or read drafts, or provide non-binding input, or suggest help or resources, at the request of the project director.

To volunteer, email your name to any project director(s):

- Gig Worker Resilience, Susan Ashford
- Gen Z Gaming Profile, Jennifer Verive
- Human – AI Partnerships, Rob Davison
- Human Skills Toolkit, Muriel Clauson

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When will the next Visionary Grant cycle run?

If we receive pledges and contributions totaling $100,000 by June 30, 2020, the next cycle will start in July and end at the 2021 New Orleans SIOP Conference; else it will start later, ending at the 2022 Seattle SIOP Conference.

• Now accepting pledges, at https://www.siop.org/Foundation/Visionary-Circle/Make-a-Pledge

• If you prefer to cut to the chase and contribute now, please log in with your username and password at https://www.siop.org/Foundation/Visionary-Circle/Join-VC
Call for 2021 Visionary Projects

• Issue on July 10
• Zoom meeting for potential project directors, July 20
• Letter of Intent due on July 31
• Semi-finalists notified on August 31
• Full proposals due on October 3
• Finalists notified in January 2021
• Finalist presentations given in New Orleans at SIOP
• Visionary Donors finish voting by noon Saturday CDT on April 17
• $100,000 Grant awarded at Closing Plenary on April 17

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And Now, the Winning Project

• “I just finished reading/viewing the four finalists. Very worthy. “
• “Wow! I just finished watching the videos and reading the proposals. I want to vote for all four!”
• “I would have sincerely preferred an option where I could have written a check for $3,000 than have to decide among all these outstanding proposals.”
Working Off the Grid: Building Resilience in the Gig Economy

Susan Ashford, U Michigan
Brianna Caza, U Manitoba
Brittany Lambert, U Colorado