Siop Foundation, Inc.
440 East Poe Road
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Ah, to live in challenging times! Here we are, apparently through the worst financial crisis since the Great Depression but not yet back to business as usual. Nevertheless, this is the moment at which the investments we make will determine the extent of future outcomes. It is a moment at which SIOP and the SIOP Foundation need your support.

Especially during difficult times, your gifts demonstrate the commitment we share to the field of I-O and the value of the Foundation to the profession. The donations received during the past fiscal year resulted in a growth of the Foundation’s endowed funds by nearly 9%. The endowed gifts are permanently invested, with only the earnings released for awards and grants, so gifts will continue to provide support, no matter the economic climate. In addition, I am pleased to report that those donors who made pledges to the Foundation are honoring their promises with more than $85,000 in pledge payments received during the past year. Your gifts and pledges during the 2008–2009 year helped offset the market value adjustments made to the assets in our portfolio.

The funds under the incubator/emerging issues umbrella are growing at a steady pace. In fact, the George C. Thornton III Scholarship is only a few thousand dollars away from becoming its own endowed fund. Once fully funded, the Foundation will add this scholarship to the SIOP award program, with it being given to a deserving student engaged in the scientist–practitioner model.

New this year, members of SIOP were given an option during the annual dues renewal process to donate a small gift to the Foundation. I am delighted to report that 19% of the members who took advantage of this opportunity to donate to the Foundation were students. It is so encouraging to see these future I-O psychologists investing in their profession while still on student budgets—talk about challenging times!

As you make your year-end giving plans, please accept the challenge and give generously to the SIOP Foundation. With your tax deductible support, there is so much more that we can do to strengthen the future of I-O psychology.

Complete Annual Report information is available online at www.SIOP.org/Foundation
The Advancement Fund
Specific programs that the Fund supports include graduate student support, member development grants, program development initiatives,pro bono work, and educating the public and the world of work concerning the purposes and objectives of SIOP.

The Scholarship Fund
The Scholarship Fund seeks specifically to further I-O psychology by providing financial support to students and scholars. Gifts designated for this special Fund are not used exclusively for scholarships. William A. Owens Scholars—Achievement Award
M. Scott Myers Award for Applied Research in the Workplace
John F. Flannigan Award
Sidney A. Fine Award

Douglas W. Bray and Ann Howard Award
Raymond A. Karrash Award in I-O Psychology

The Dunne Prize
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship
Mary L. Tenopyr Scholarship

The SIOP Small Grant Program

Best Poster on LGBT Issues at the SIOP Conference

The SIOP Foundation's Newest Initiatives

Adverse Impact Reduction Research Initiative and Action (AIRIA) Fund

Designed to investigate causes and solutions to adverse impact in hiring and promotion.

Adverse impact (AI) has been a recurring problem for decades, but we are still not able to find a viable, consistent process or program to reduce it or eliminate it, or a body of research that informs the laws that govern employment practices, despite some findings that have helped us to understand the problem and create modest solutions.

The objective of the fund is to encourage scholars to engage in programmatic research that builds I-O psychology public policy, and the law are efforts to further inform us on the underlying factors that lead to AI and methods for reducing its impact.

George C. Thornton III Graduate Scholarship

The George C. Thornton III Graduate Scholarship recognizes the applications of the sciences-practitioner model in graduate student training. The scholarship is designed to provide financial support to doctoral students in I-O psychology who optimize the sciences-practitioner model and is their training research, and practitioner experiences. The award provides recognition for students in I-O psychology who strive for excellence in the science and practice of industrial and organizational psychology.

Give generously to one of the funds/programs above. In tough economic times, grants or e-mail Linda Lentz at LLentz@siop.org.

For info, call 1-888-SIOP-FND

Members Only

Donate Online

www.siop.org/foundationdonation/

or send a donation to: The SIOP Foundation, 440 East Poot Road, Suite 101, Bowling Green, OH 43402.

Questions? Call 419-353-0832 or e-mail Linda Lentz at LLentz@siop.org.