

SLOP Foundation

BUILDING FOR THE FUTURE



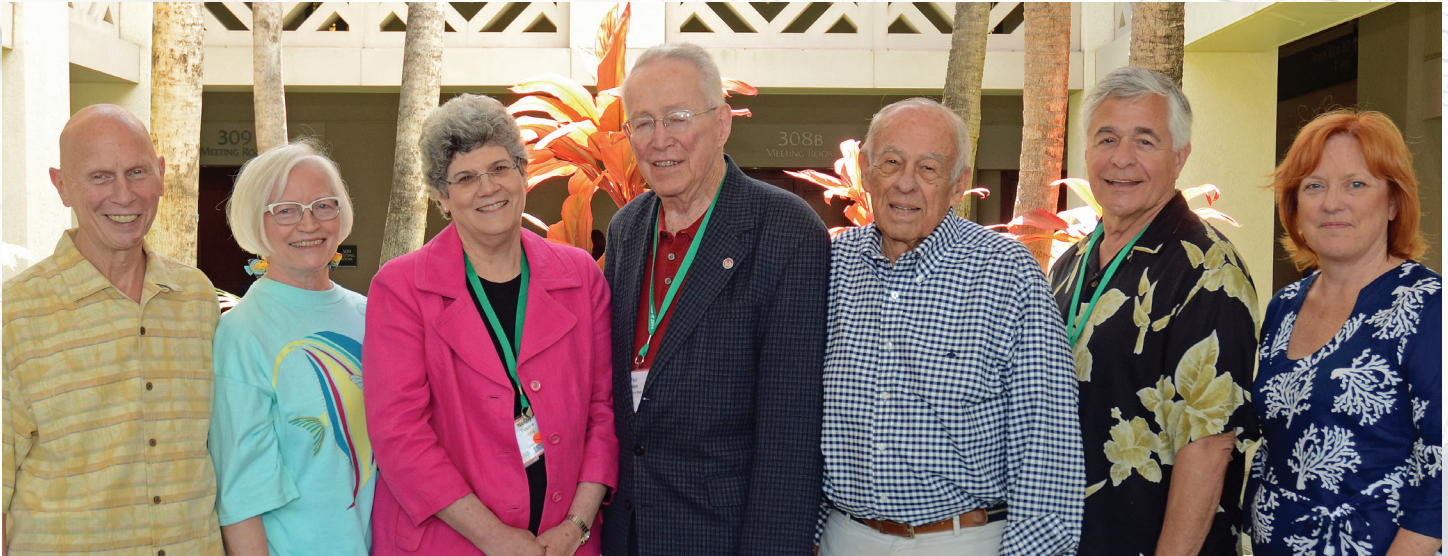
**2013 - 2014 ANNUAL REPORT
AND HONOR ROLL OF DONORS**

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 Organization 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.



SIOP Foundation Board of Trustees: Richard Klimoski, Vice President; Leietta Hough, Board Member; Nancy Tippins, Secretary; Paul W. Thayer, Board Member; Lyman W. Porter, Treasurer; Milton Hakel, President; Kathleen Kappy Lundquist, SIOP Financial Officer/Secretary.

Charter Group

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

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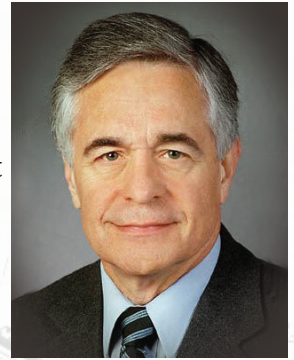
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A Message From the President

The SIOP Foundation has always been about preparing today for what will be happening tomorrow. Founded in 1996, the SIOP Foundation applied for public charity status under section 501(c)(3) of the Internal Revenue Service tax code. The request was granted, and two large endowments were immediately created: the Scholarship Fund and the Advancement Fund.



In addition to these funds, many awards and scholarships, familiar to SIOP's members, have been created: the Bray-Howard Research Grant; the Owens Award for Scholarly Achievement; the 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. New in the coming year will be the first Dunnette Prize, to be awarded at the SIOP Conference in Philadelphia during the Opening Plenary on Thursday, April 23, 2015.

Each of these awards is endowed, meaning that each has a corpus of assets invested in conservative funds that 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, however, and approved by the IRS, 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 what I would call 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.

The SIOP Foundation has already received three such term gifts. The first set up a pilot project workshop for psychology teachers. Detailed planning is now underway for the second, the Jeanneret Working Conference on Assessing Leaders of Leaders, to be held in February 2016. The third provided support for the Map of I-O Science, presented by Tammy Allen in her presidential address given in Honolulu last May.

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. It is our hope that this fund can attract significant revenue. Its advantage to you as a donor 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 SIOP Foundation Trustees welcome your calls and messages about the Fund for the Future, as well as any of our endowed programs. We are intent on building for the future, tomorrow and beyond. SIOP and the SIOP Foundation would like to be among your beneficiaries.

Milton D. Hakel, President

PS: If you will be making a mandatory IRA distribution, as do I and others of my generation, please save on your tax bill and direct a portion of your distribution to the SIOP Foundation.



Current Year Gifts

Hugo Musterberg Society (\$25,000 and above)

Estate of Barbara Ramsey Owens

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

Gene and Sue Mayfield

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Making a tax-deductible donation is easy!
Just visit www.siop.org/foundationdonation

Current Year Gifts

Contributors (up to \$249)

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Janis Ward
Philipp Werenfels
Kenneth Wexley
Deborah Whetzel
Stephen Zaccaro

Current Year Gifts

Gifts in Honor of...

Tammy Allen

by Mark L. Poteet/Organizational Research
& Solutions

Class of 2013-2014 Wayne State MS in I-O Psychology
by Reginald Ronald Shepps

Milt and Lee Hakel

by Robert G. Jones

I-O Program at Mankato State

by Douglas H. Reynolds

Liberty Munson

by the Microsoft Matching Gift Program

Benjamin Schneider

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Milt Hakel and Lyman Porter

by George and Joni Graen (LMX)

Emily Solberg

by CEB Gift Matching Program

Bettye Thompson

by Katherine L. Bittner

Nancy Tippins

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Jack Wiley

by Psychology Dept. of Manchester University

Gifts in Memory of...

Marvin Dunnette

by Leaetta Hough
and Thomas H. Stone (for Marvelous Marv)

Irv F. Goldstein

by Seymour Adler,
Wayne F. Cascio,
Arlene (Micki) Goldstein,
Rick Guzzo,
Susan E. Jackson,
Nancy Jagmin,
Stan Silverman,
Paul W. Thayer,
and Marti and Shelly Zedeck

Paul S. Goodman

by Denise M. Rousseau

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by Leslie Hammer,
Elizabeth (Beth) Franklin Freeman,
and The Guion Family

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Rosemary Hays-Thomas,
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International Associates
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Wayne F. Cascio
Stephen J. Cerrone
Ronald G. Downey
Richard D. Draper

Edwin A. & Pauline S. Fleishman
Robert Guion (D)
Keith Halperin & Karen Grabow
A. Catherine Higgs (D)
John R. Hinrichs
Raymond A. Katzell (D)
Richard Klimoski

William H. Mobley
Joel Moses
James D. Myers
PreVisor
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Frank L. Schmidt

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

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David P. Campbell
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EB Jacobs and Staff
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Rick Guzzo
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Hogan Assessment Systems
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Rose Mueller-Hanson
James L. Outtz
Freddy & Simi Ronen
Benjamin & Brenda Schneider
Rob Silzer
Mary L. Tenopyr (D)

(D) indicates that the donor is deceased. Italics indicates that the donor is new to that level of giving.

Cumulative Financials

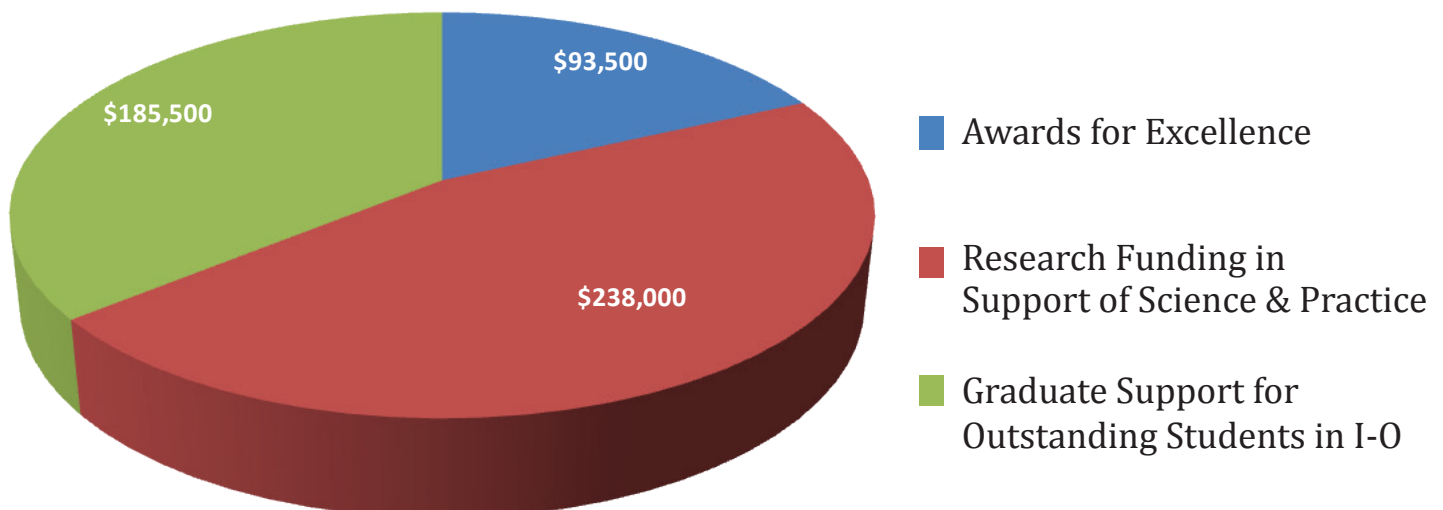
July 2013 to June 2014

Income	
Endowment	
Contributions	159,384
Contributions - Operating	0
Pledges	<u>0</u>
Total Endowment	159,384
Investment Results	
Investment income	70,423
Realized Gains/(Losses)	3,434
Unrealized Gains/(Losses)	<u>466,956</u>
Total Investment Results	<u>540,814</u>
Total Income	700,198
Expense	
Grants Issued	65,705
Management Fees	
Administration Fees	16,072
Bank fees	3,779
Recordkeeping Fees	<u>292</u>
Total Management Fees	<u>20,144</u>
Total Expense	<u>85,849</u>
Net Income	614,349

January 1996 to June 2014

Income	
Endowment	
Contributions	1,904,003
Contributions - Operating	398
Pledges	<u>794,503</u>
Total Endowment	2,698,904
Investment Results	
Investment income	486,099
Realized Gains/(Losses)	113,886
Unrealized Gains/(Losses)	<u>874,947</u>
Total Investment Results	<u>1,474,932</u>
Total Income	4,173,836
Expense	
Grants Issued	525,079
Management Fees	
Administration Fees	108,386
Bank fees	36,099
Recordkeeping Fees	<u>2,300</u>
Total Management Fees	<u>146,785</u>
Total Expense	<u>671,864</u>
Net Income	3,501,971

Total Funding from the SIOP Foundation of \$517,000



Inaugural Dunnette Prize to Be Awarded at SIOP 2015



The Dunnette Prize recognizes living individuals who have made significant and lasting contributions to understanding (assessing, predicting, and explaining) human behavior and performance by explicating the role played by individual differences. Such contributions can be in the form of basic research, applied research, or applications in practice. Marv did not see these as distinct entities; each informs the others.

As you read this, the inaugural recipient of the \$50,000 Dunnette Prize will have been selected. The award recipient will be announced at the opening Plenary of the 2015 SIOP Annual Conference in Philadelphia on April 23, 2015. During the conference, the recipient will give an invited address on the achievements that led to the award. The invited address will be in listed in the conference program but the winner's name will not be revealed until the plenary. We hope you will make plans to join us in Philadelphia for what is sure to be a momentous occasion.

Please visit <http://www.siop.org/SIOPAwards/Dunnette.aspx> for full details on this exciting award.

The Dunnette Prize Charter Group remains open and we welcome your tax-deductible contributions to the Dunnette Fund. At present the size of the endowment permits the Dunnette Prize to be offered only every few years, and there are many I-O psychologists whose research and applications warrants recognition with this premier prize in our field.

We welcome contributions to this or any of the funds of the SIOP Foundation.

Charter Contributors to the Dunnette Fund

Cristina G. Banks
Michael Beer
Thomas and Pauline Bouchard
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James Campion
Howard C. Carlson
Chesapeake Insts for Behavioral
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Irv and Micki Goldstein
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George and Joni Graen
Rick Guzzo
Milt and Lee Hakel
Keith Halperin and Karen Grabow
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Joy and John Hazucha

Lowell Hellervik
Ray S. Hibbs
Hogan Assessment System
Thomas Hollmann
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Allen I. Kraut
Frank Landy
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Douglas and Kimberly McKenna
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SWA Consulting Inc.
Paul W. Thayer
The Robins Family Foundation
Nancy T. Tippins
Harry C. Triandis
Victor Vroom
Stroller Tod White
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Call for Nominations and Funding Opportunities

Opening May 2015! The SIOP Foundation would like to invite you to submit a nomination or application for a 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 2015 and end June 30, 2015. The following opportunities are expected to be available:

Awards for Excellence

William A. Owens Scholarly Achievement Award



This annual award is given to the author(s) (at least one of which is to be a SIOP member) of the publication in a refereed journal judged to have the highest potential to significantly impact the field of I-O psychology.

Raymond A. Katzell Award in I-O Psychology

Do you know a SIOP member who has shown the public the importance of I-O? The Katzell Award is given for addressing social issues, for research that makes a difference for people. The work must have an impact on society's well-being (e.g., making organizations better places to work, more satisfying to workers, more efficient, or creating a service beneficial to the public).



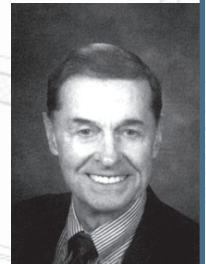
Hogan Award for Personality and Work Performance

This annual award, honoring Joyce and Robert Hogan, is given to the author(s) of a paper or chapter, published or not, judged to have the highest potential to further the understanding of personality as it relates to work performance.



M. Scott Myers Award for Applied Research in the Workplace

This annual award is given to an individual practitioner or team of practitioners who have developed and conducted/applied a specific project or product representing an example of outstanding practice of I-O psychology in the workplace.



Wiley Award for Excellence in Survey Research

This annual award, honoring Jack Wiley, is given to a member of SIOP or team (with at least one member who is a SIOP member) whose work or research has been shown to advance the survey research field.



Jeanneret Award for Excellence in the Study of Individual or Group Assessment

This annual award, honoring P. Richard Jeanneret, is given to the author(s) (one of whom is to be a SIOP professional member) of a paper or chapter, published or not, judged to have the highest potential to further the understanding of individual or group assessment especially when such assessment supports the creation of a diverse workforce.



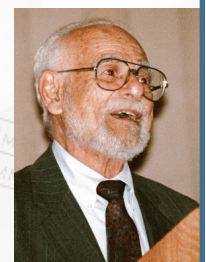
Research Funding in Support of Science & Practice

SIOP Small Grant Program

The SIOP Small Grant Program provides tangible support from SIOP to its members for research-related activities, helps guide research activities in areas of interest to both practitioners and academicians, and fosters cooperation between academicians and practitioners by supporting research that has the potential to advance both knowledge and practice in applied areas of interest to all members of SIOP.

Sidney A. Fine Grant for Research on Job Analysis

This grant is for research on analytic strategies to study jobs and is designed to support research that will further the usefulness of analytic strategies to study jobs, especially as to the nature of job content and organizational structures in which work is performed.



Research Funding in Support of Science & Practice

Douglas W. Bray and Ann Howard Research Grant

Looking for funding to support your research on assessment centers or developing leaders? The Douglas W. Bray and Ann Howard Research Grant provides up to \$10,000 of financial support for research on assessment center methods



or research into the development of managers and leaders. This grant is designed to support research on assessment center methods as well as research into the development of managers and leaders.

Adverse Impact Reduction Research Initiative and Action (AIRRIA) Research Grant

The Adverse Impact Reduction Research Initiative and Action (AIRRIA) grant offers support to researchers who are investigating causes and solutions to adverse impact in testing and selection. This annual grant, created under the leadership of Rick Jacobs, will be given to a member of SIOP or team whose research will examine new approaches in the study of adverse impact and lead to new programs designed to reduce adverse impact.



Graduate Support for Outstanding Students in I-O

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

The Joyce and Thayer Fellowship provides financial support to a doctoral student in I-O psychology who is specializing in training and development and/or selection and placement. This fellowship recognizes the mentoring relationship between Dr. Leslie Joyce and Dr. Paul W. Thayer, during graduate school and Dr. Joyce's subsequent career.



Irwin L. Goldstein and Benjamin Schneider Scholarships sponsored by The Macey Fund

The Irwin L. Goldstein Scholarship and the Benjamin Schneider Scholarship both offer financial assistance to a minority doctoral student in I-O psychology.



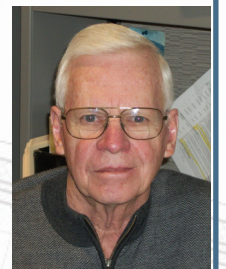
SIOP Graduate Student Scholarships, Lee Hakel Graduate Student Scholarship, and Mary L. Tenopyr Graduate Student Scholarship

The Graduate Student Scholarship recognizes achievement in a graduate career and is intended to assist doctoral students in the field of industrial and organizational psychology with the costs of carrying out their dissertation work. The top-rated application will receive the Lee Hakel Scholarship. The Mary L. Tenopyr Scholarship is awarded every other year.



George C. Thornton III Graduate Scholarship

The George C. Thornton Graduate biennial scholarship offers financial assistance to a doctoral student in I-O psychology who epitomizes the scientist/practitioner model.



The 2016 awards will be presented at the 31th SIOP Annual Conference in Anaheim, CA. Additional information regarding program focus, eligibility criteria, and submission guidelines for each of these programs can be found at <http://www.siop.org/siopawards/>.

A portal for submission of online applications and nominations for the 2016 Awards will be available through the SIOP website starting in early May 2015. A complete list of prior winners is available at <http://www.siop.org/awardwinners.aspx>

**DEADLINE FOR
RECEIPT OF
APPLICATIONS
AND
NOMINATIONS:
June 30, 2015**

SIOF Foundation

BUILDING FOR THE FUTURE

THE INAUGURAL GEORGE
THORNTON SCHOLARSHIP
OF \$3,000 WAS GIVEN
TO ALISSA PARR

2013

7

Students have received the
Joyce & Thayer Fellowship
for a total of \$70,000 to support
their dissertation research

9 Students have
received the
top-ranked
Lee Hakel
Scholarship

Students received a
\$3,000 Scholarship
in honor of
Dr. Mary L. Tenopyr

4

Teams awarded prize money totaling \$19,000
thanks to a memorial gift from
Mrs. Susan Myers to honor
the memory of her husband,
Dr. M. Scott Myers

15

39 students have
received Scholarship
funding of \$115,500
between 2004 & 2014

\$100,000
generous gift of the estate of Mrs. Barbara Ramsey Owens

1996 Foundation is
established

The goal of the
Foundation is to provide

\$1,000,000

in funding by the
year 2020

2014

Inaugural recipient
of the Irwin Goldstein
Scholarship provided
by the Macey Fund

4

The number of
research teams who
have received
funding through
the Bray Howard
Research Grant, for
a total of \$39,270

Research teams, with a focus on a
academic/practitioner partnership, have
received combined grant funding of \$177,390

40

Help us build for the future!

Make your donation now!

Simply click [HERE](#) to make your tax-deductible gift. You can donate any amount and can also make a pledge that can be paid over several years.

Not comfortable with online donation?
Send your check, made payable to the
Toledo Community Foundation/SIOF Fund to:

SIOF Foundation
440 East Poe Road, Suite 101
Bowling Green, OH 43402