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**Mission Statement:**
Connecting donors with I-O psychology professionals to create smarter workplaces.
2019 – another banner year for IO psychology! SIOP Foundation endowments now top $5.0 million, and as I write this, cumulative distributions exceed $1,080,000. Our fiscal year goal, to increase the number of donors from 200 to 400, fell short by 95 donors. But our other annual goal, increasing total contributions from $56,000 to $120,000, was exceeded by $110,000. When you register for SIOP in Austin, add in a donation to the Foundation’s scholarship fund to help boost our donor count.

Our mission: Connect donors with IO professionals to create smarter workplaces. Foundation donors support IO with endowments and term gifts that fund grants, scholarships, and awards. You will see in the pages of this report how over 2 decades of contributions translate into advancing our applied organizational science.

Rapid advancement in IO psychology and the organizational sciences surely continues to be needed. To this end much is happening at the Foundation:

1. In 2020, we will be seeking nominations for the first Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology. Watch for the opening of nominations.

2. 22 years ago, longtime masters level SIOP member Susan Myers created the initial endowment for the M. Scott Myers Award for Applied Research in the Workplace. Susan died in March, and we’ve received a substantial bequest from her estate. Please consider adding to that endowment in her honor.

3. The scientist-practitioner award fund established by Wayne Cascio is on track to reach its $75,000 endowment goal in the near future.

4. We built a new website to better tell the stories of award winners, scholarship and grant recipients. Check it out at https://www.siop.org/Foundation.

5. We renewed our Guide Star Gold certification to demonstrate transparency in managing our affairs. This step is important in making the SIOP Foundation visible to the general public, and especially to corporate and private foundations. We welcome any advice you can offer on finding support from other donors and foundations.

6. Last February we hosted a Horizon Forum, a pilot small group meeting to help shape IO research and development by highlighting emerging questions – what’s on your horizon and keeps you awake at night? See page 4 for an update.

7. The Visionary Circle, a venture to build a renewable and continuing source of funding for IO praxis, is off to a roaring start. For an update, please see page 3.

IO is unique. It is special because of its unwavering emphasis on “praxis,” the synthesis of theory and practice without presuming the primacy of either. Praxis is symbolized in the double helix design that now adorns the glass statues SIOP gives to distinguished award winners.

The SIOP Foundation Trustees welcome your ideas and donations for advancing IO psychology. 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.

Thanks for your interest and support.

Milt

Milton D. Hakel, President
Board of Trustees

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

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
Joy 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
Valtera
Jack W. Wiley
Sheldon & Marti Zedeck
Last year, we introduced the Visionary Circle, a venture to build a renewable and continuing source of funding for I-O research and development.

We are delighted to inform you that the Visionary Circle is off and running. The call to join the inaugural Visionary Circle was answered by the 82 donors named below.

The call for proposals resulted in 33 letters of intent, presenting content ranging from visionary takes on the traditional mainstays of our field to imaginative and creative extrapolations seeking to unite IQ, EQ and AI.

The proposals were evaluated on criteria that included:

- Is the project visionary (i.e., looks to the future of work, brings IO psychology into another realm, asks new questions, and/or engage with other disciplines)?
- Does the project address a problem critical to the future of work or workplaces (e.g., maximize organizational effectiveness or individual productivity or well-being)?
- Does the project have clear metrics for success? Will it change or advance praxis in IO psychology?

The finalists will be determined by the end of the year. They will share their project presentations at the SIOP annual conference in Austin, Texas in April 2020. The winner of the inaugural $100,000 Visionary Circle Grant will be announced at the closing plenary.

I hope you will join me in the next Visionary Circle class. Together we can create smarter workplaces.

To join, please send your $1,000 minimum gift by check made out to the SIOP Foundation and mailed to 440 E. Poe Rd., Ste, 101, Bowling Green OH 43402 OR you may donate with a credit card online at https://www.siop.org/Foundation/Visionary-Circle/Join-VC.

Visionary Circle 2020 Austin

Herman Aguinis
Alexander Alonso
John Arnold
Talya N. Bauer
Thomas Becker
Mike Beer
Wally Borman
Laura L. Koppes Bryan
Michael Burke
William C. Byham
Paula Caligiuri
John Campbell
Michael Campion
Stephen Cerrone
Allan H. Church
Adrienne Colella
Michael D. Coevert
Paul R. Damiano
Sandria O. Davis
Craig R. Dawson
David V. Day
Angelo DeNisi
Michelle A. Donovan
Pat Engelhardt
Alexis A. Fink
Mark C. Frame
Charlotte A. Fritz
Julie A. Fuller
Karen Grabow
Mirian M. Graddick-Weir
Alicia A. Grandey
Paul Green
Rick Guzzo
Lee Hakel
Milton Hakel
Leslie Hammer
Michelle (Mikki) Hebl
Robert Hogan
Leaetta Hough
Andrew S. Imada
Rick Jacobs
Dick Jeanneret
Eden B. King
Richard Klimoski
Deirdre J. Knapp
Kurt Kraiger
Allen I. Krut
Gary Latham
William H. Macey
Cindy McCauley
S. Morton McPhail
William Mobley
Robert F. Morrison
Fred Oswald
Karen B. Paul
Cheryl J. Paulline
David B. Peterson
Ronald F. Piccolo
Jeffrey C. Quinn
Douglas H. Reynolds
Denise Rousseau
Ann Marie Ryan
Lise M. Saari
Eduardo Salas
Jeffrey M. Saltzman
Benjamin Schneider
John C. Scott
James Sharf
William Shepherd
Elizabeth (Betsy) Shoenfelt
Evan Sinar
Puranjaya Singh
Marc B. Sokal
Michael C. Sturman
Scott Tannenbaum
Nancy T. Tippins
Tracy Vanneman
Mo Wang
Jack W. Wiley
Martha C. Wilson
Amy Wrzesniewski
Sheldon Zedeck
IO psychology is a prime generator of evidence-based practices for many facets of human resource management. However, there is consensus that there are opportunities to improve the alignment between research conducted by SIOP members and important real-world organizational problems.

The purpose of the Horizon Project is to identify research domains and key topics where the field of IO psychology is uniquely positioned to be a thought leader in areas relevant to strengthening individual, unit, and organizational outcomes. The goal is to devise strategies to seed and grow R&D while strengthening research linkages to practice in ways that are more timely, relevant, and actionable.

We asked several chief HR officers these questions:

- What’s on your horizon over the next 3-5 years?
- What professional challenges/opportunities do you see coming soon that will impact people’s well-being and productivity, and team/organizational effectiveness?
- Which ones keep you awake at night?

Three topics emerged.

1. Leadership: Development and selection of future leaders who can succeed in highly volatile, rapidly changing and uncertain environments
2. Diversity and inclusion: Accelerating the pace of change
3. New ways of working: Including the impact of technology on work and the workforce as seen in AI, robotics, telework and global connectivity, and so forth.

For more information on the Horizon Project, visit https://www.siop.org/Foundation/project-horizon. For questions or to contribute to the project, please contact Foundation Trustee Mirian Graddick-Weir at SIOPFoundation@siop.org.

### Financials

**Current: July 2018 - June 2019**

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**Net Current Year Assets** | **Net Foundation Assets** |
| $387,256 | $5,040,471 |

**Cumulative: January 1996 - June 2019**

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Gifts in Honor/Memory of...

Seymour Adler
    Allen I. Kraut
    Miriam T. Nelson
    2019 Distinguished Professional Contributions Award

Lynn R. Anderson
    Mark H. Ludwick

Kira Barden
    PepsiCo Foundation Matching Gifts

Jack Bartlett
    Benjamin Schneider

Talya Bauer
    Deirdre J. Knapp

Mark Bing
    Michael R. Buckley

Victoria Blanshetsy
    YourCause.com

Anthony Boyce
    AON Foundation

Gregory H. Dobbins
    Mitzi V. Desselles

Michelle Donovan
    Benevity Community Impact Fund

Shirley Pelton Engelhardt
    Pat Engelhardt

Fred Fiedler
    Roya Ayman

Gregory Fiordalisi
    Ashley Fiordalisi

Roland Frye
    Paul C. Green

Irv Goldstein
    Marti and Shelly Zedeck

Paul S. Goodman
    Denise M. Rousseau

William C. Goodwyn
    Martha Goodwyn Pininich

Mirian Graddick-Weir
    Katherine L. Bittner

Robert Guion
    Margaret E. Brooks
    Elizabeth F. Freeman
    Scott Highhouse
    Andrew S. Imada
    The Guion Family

Stan Gully
    M. Gloria Gonzalez Morales

Rick Jacobs
    Alicia A. Grandey

Allen Kraut
    Patricia R. Pedigo

Frank Landy
    Dana H. Born
    Jeanette N. Cleveland
    Janet Miller Echemendia
    David Kriska
    Gary R. Schmidt

Charles (Skip) Lowe
    Maureen A. Conard

Don Mankin
    Marc B. Sokol

Daniel Meltzer
    Colgate Matching Gift Program

Herb Meyer
    Patricia R. Pedigo

Gabriela Adriana Miranda
    Caryn Burke Ratcliff

Lou Mischkind, PhD
    Jeffrey M. Saltzman

James N. Mosel
    Murray J. Mack

Mick Mount
    In-Sue Oh

Paul Muchinsky
    Anna R. Erickson

M. Scott Myers
    Susan S. Myers Estate
    2019 Myers Recipients: Deborah L. Gebhardt, Todd A. Baker,
    Marilynn A. Sharp, Stephen A. Foulis, Jan E. Redmond,
    Peter N. Frykman, and Edward J. Zambriski

Hobart G. Osburn
    Lorin M. Mueller

Fred Oswald
    Talya N. Bauer

Jim Outtz
    Marti and Shelly Zedeck

William A. Owens
    Garnett S. Stokes

Yashavant K. Patel
    Shamit Y. Patel

Norm Perreault
    Network For Good

Queens College NYC
    Herbert Paul Froehlich

Nambury S. Raju
    Mark C. Frame
    John C. Scott
    Allen N. Shub

Ann Marie Ryan
    William Shepherd

Paul Sackett
    Ann Marie Ryan

Frank Schmidt
    In-Sue Oh

John Scott
    2019 Humanitarian Award

Jenessa Shapiro
    Michelle (Mikki) Hebl

Carlla S. Smith
    Gwenith G. Fisher

Nancy J. Stone
    Elizabeth L. Shoenfelt

Mary L. Tenopyr
    Jerard F. Keohoe
    Joseph Sahili

Paul W. Thayer
    Leslie W. Joyce
    Laura L. Koppes Bryan

Nancy Tippins
    CEB Gift Matching Program

William Vessey
    Emerald Group

Victor Vroom
    Amy Wrzesniewski

Lois Waldrop
    Thomas E. Becker

John Andrew Wells
    Jennifer L. Dos Santos

Women’s Inclusion Network
    WIN Committee

Shelly Zedeck
    Edie L. Goldberg
    Micki Goldstein
    Paul Goodman and
    Denise Rousseau

Honoring Master Degree Students
    Anel Enrique Gonzalez
Current Year Gifts 2018-2019

**Benefactors - $10,000 to $24,999**
- RTJC Hogan Family Foundation

**Patrons - $5,000 to $9,999**
- Gene and Sue Mayfield
- Thornton Charitable Foundation

**Sponsors - $2,500 to $4,999**
- Paul & Pat Sackett
- John Arnold and Wendy Soubel

**Supporters - $1,000 to $2,499**
- Karen B. Paul
- Cheryl J. Paullin
- David B. Peterson
- Ronald F. Piccolo
- Jeffrey C. Quinn
- Douglas H. Reynolds
- Lise M. Saari
- Eduardo Salas
- William Schiemann
- John C. Scott
- James Sharf
- Elizabeth (Betsy) Shoenfelt
- Evan Sinar
- Puranjaya Singh
- Michael C. Sturman
- Scott Tannenbaum
- Nancy T. Tippins
- Tracy Vanneman
- Mo Wang
- Jack W. Wiley
- Marta C. Wilson
- Sheldon Zedeck

**Contributors - up to $249**

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Note: Donations made in honor/memory of a person or persons are included on the previous page only.
# Current Year Gifts 2018-2019 cont.

## FRIENDS

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## CONTRIBUTORS

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   Distinguished Service Contributions Award
   Distinguished Early Career Contributions—Practice Award
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