



**Annual
Report
2020-2021**

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Connecting Donors With I-O Psychology Professionals to Create Smarter Workplaces

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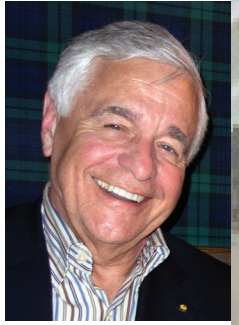
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Wiley Award
Zedeck-Jacobs Grant

This report recognizes donations made last fiscal year between from July 1, 2020 to June 30, 2021 as well as any Visionary Circle donations made to the second cohort, no matter the date.

President's Message

This story came to me recently from Rick Jacobs, the originator of what is now known as the Zedeck-Jacobs Adverse Impact Reduction Research Grant:



When I came to PSU, Herschel Leibowitz, one of our Evan Pugh Professors and a very famous psychologist specializing in vision/perception, was asked to give a talk to the new faculty to inspire all of us to do research. The research dean asked Hersch to talk about "The Difference Between Basic and Applied Research." Hersch had 1/2 an hour and he was quite a jokester. He was also about 6'5" tall so when he stood up, he did so slowly, and it took a bit of time. He then repeated the title of his talk and said, "There is no difference," and sat down. Needless to say the dean was panicked and asked Hersch if he might elaborate. Of course he did. What he said I will never forget.

He said it is simply a matter of where you start. If you find something in your basic research it is your job to explain it clearly and then either you or others should work to develop how it can be applied to solve problems. If you are engaged in application and you keep doing something that works, you and your team need to work hard to uncover the underlying truth that drives your success. He described basic vs applied, science vs practice as NOT a line but a circle that you need to move around. Brilliant.

IO praxis covers all 360 degrees of that circle. IO is unique, special because of its unwavering emphasis on "praxis," the synthesis of theory and practice without presuming the primacy of either. It is symbolized in the double helix design of the statues SIOF gives to distinguished award winners.

The SIOF Foundation's mission is to connect donors with IO psychology professionals to create smarter workplaces. We do it with endowments and term gifts that fund grants, scholarships, and awards. This annual report is all about how we translated cash gifts and endowment yields into advancing our applied organizational science during the 2020-2021 fiscal year. Here are some highlights:

1. The Visionary Circle, a venture to build a renewable and continuing source of funding for IO praxis, will award its second \$100,000 Visionary Grant at the Seattle SIOF Conference. A vote by the 2020 donors selected the winning proposal, *Working Off the Grid: Building Resilience in the Gig Economy*, by Susan Ashford, Briana Caza, and Brittany Lambert. Despite the COVID-19 pandemic, the project is moving smartly ahead.
2. Development of the Horizon Forum continues. It is a small group venture to help shape IO research and development by highlighting emerging questions: What's on your horizon and keeps you awake at night? In January we published *Diversity, Equity & Inclusion: Perspectives from Chief Human Resources Officers and Academic Researchers*.
3. Beyond the "smiles test," a student-led team at Middle Tennessee State University on April 20 briefed the Foundation Trustees via Zoom about their findings from a 10-week investigation of the impact of graduate student scholarships on both individual achievement and also the advancement of SIOF and IO psychology.
4. We have renewed our Guide Star Platinum certification to demonstrate transparency in managing our affairs, an important step in making the SIOF Foundation visible to corporate and private foundations.
5. Having raised \$50,000 for an Anti-Racism Grant fund, five small grants were awarded in a first round, and then contributions from the National Academy of Human Resources and the Society for Human Resource Management plus SIOF members yielded another \$50,000 and four more small grants.

SIOF Foundation Trustees welcome ideas and donations for advancing IO psychology. If you will be making an IRA distribution, as I will, please direct a portion of it to the SIOF Foundation. Or consider creating an endowment using appreciated stock. Thanks for your continuing trust.

Milt

Visionary Circle

The \$100,000 Visionary Grant offers funding to I-O professionals and colleagues, enabling them to conduct Visionary projects. By Visionary, we mean that the project looks to the future of work, brings I-O Psychology into another realm, asks new questions, and/or engages with other disciplines to create something new in terms of I-O praxis – the synthesis of knowledge and application without privileging either. We are open to the form and topic of the project. All methods, from sophisticated and updated big data analyses to carefully conducted case studies, and from lab studies to the development of new tests and employee surveys and their validation, are all welcome. Below are examples of potential topics. Examples of potential topics are as follows, but any topic which advances our field will be considered:

- Implementing strategies and measuring progress on diversity, equity, and inclusion.
- Team effectiveness across virtual and distributed environments.
- The changing nature of work.
- The role that networks play in the selection and advancement of BIPOC and women in organizations.
- Creating sustained commitment at every level in the organization where all embrace the value D, E & I can bring to an organization.
- Building cultures of agility and adaptability.
- Examining human and technology workplace interactions (e.g., role of sensors and A/I)
- Demonstrating new methodology (e.g., deciding what to automate in a job).
- Creating a new assessment technique.

These generous donors have already committed to the Visionary Circle for 2022. Please join them!

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Anti-Racism Grants

The Anti-Racism Grants program stimulates and supports projects intended to promote our understanding of racism and eliminate it from the workplace. I-O psychologists conduct and apply “research that improves the well-being and performance of people and the organizations that employ them.” Beginning in June of 2020, the Foundation asked SIOF members to contribute immediately to fund one or more grants, with proposals to be sought in July and the winner(s) to be selected in August. Donors responded quickly raising \$50,000, 35 proposals were submitted by the July 27 deadline, and the pool was split into 5 grants, awarded on August 24. Awards Committee chair Jeff Cucina and Subcommittee chair Sarah Walker managed this special, out-of-cycle grant offering, and then repeated it out-of-cycle again in January to April of 2021. Substantial contributions from the National Academy of Human Resources and the Society for Human Resource Management, plus many additional SIOF members, yielded another \$50,000. 22 proposals were submitted, and 4 more small grants were awarded on April 14.

Lauren Collier-Spruel & Ann Marie Ryan

Performative Gesture or Genuinely Supportive: The Impact of Workplace Responses to the Racial Injustice Movement on Employees

Enrica Ruggs, Alison Vania Hall (Birch), Derek R. Avery, Benjamin E. Baran, & Christopher W. Everett
Organizational Anti-Racism Initiatives: Advancing Scholarship and Guiding Practice on Effectiveness

Louis Hickman, Louis Tay, Sang Eun Woo, & Sidney D’Mello.

Algorithmic Racial Bias in Automated Video Interviews

Lindsay Y. Dhanani & Matthew L. LaPalme.

Underestimating and Underreacting? Identifying and Addressing Empathy Gaps in Perceptions of Racial Microaggressions

Maria Kraimer, Lawrence Houston III, Jerry Liu, & Scott Seibert

Interpersonal Mistreatment, Perceived Discrimination, and Minority Identity Management: An Attribution Theory Perspective

Michelle (Mikki) R. Hebl, Naomi Fa-Kaji, & Eden King

What We (Don’t) Talk About When We Talk About Diversity: The Subtext and Consequences of Diversity, Equity, and Inclusion Initiatives

Veronica Derricks, Leslie Ashburn-Nardo, India Johnson, & Evava Pietri

Reevaluating the Target: Developing Messaging Strategies to Improve the Targeted Recruitment of Black Americans in Organizations

Cassandra Batz-Barbarich, Nicole Strah, & Stuti Thapa

Words Matter: Identifying Language in Job Postings That Perpetuates Racial Segregation and Work

Melanie K. Prengler, Nitya Chawla, Angelica Leigh, and Kristie M. Rogers

A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations

**Using science to help
end racism
in the world of work.**

Support the Anti-Racism Grant Fund 

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Financials

July 2020 to June 2021

Cumulative

Income

Endowment/Grants		
Contributions	\$143,773	\$2,738,926
Grants Received	0	\$25,000
Pledges	0	\$1,079,858
Total Endowment / Grants	\$143,773	\$3,843,784
Investment Results		
Investment Income	\$94,412	\$1,124,271
Realized Gains/(Losses)	\$165,581	\$499,587
Unrealized Gains/(Losses)	\$1,273,923	\$2,854,375
Total Investment Results	\$1,533,916	\$4,478,233
Total Income	\$1,677,688	\$8,322,017

Expense

Grants Issued	\$226,795	\$1,553,274
Management Fees		
Administration Fees	\$34,444	\$298,997
Bank fees	\$2,124	\$48,240
Miscellaneous Expense	\$132	\$194
Recordkeeping Fees	\$303	\$4,422
Total Management Fees	\$37,004	\$351,852
Total Expense	\$263,799	\$1,905,126

Net Assets	\$1,413,889	\$6,416,891
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Distinguished Scientific Contributions Award: Herman Aguinis, George Washington University
Distinguished Service Contributions Award: Deirdre J. Knapp, HumRRO
Distinguished Early Career Contributions Award—Practice: Kristin L. Cullen-Lester, Network Leader/University of Mississippi
Distinguished Early Career Contributions—Science: Allison S. Gabriel, University of Arizona
Distinguished Teaching Contributions Award: David Costanza, George Washington University
SIOP Humanitarian Award: Stuart Carr, Massey University

Achievement and Best Paper Awards

S. Rains Wallace Dissertation Award: Nitya Chawla, University of Arizona
S. Rains Wallace Dissertation Award Honorable Mention: Jeffrey Dahlke, University of Minnesota
William A. Owens Scholarly Achievement Award: Lin Jiang, University of South Florida; Dezhi Yin, University of South Florida; & Dong Liu, Georgia Institute of Technology
William A. Owens Scholarly Achievement Award: Honorable Mention: Chad H. Van Iddekinge, Florida State University; John D. Arnold, Florida State University; Rachel E. Frieder, University of North Florida; & Philip L. Roth, Clemson University
M. Scott Myers Award for Applied Research in the Workplace: Harold W. Goldstein, The Graduate Center & Baruch College, CUNY; Elliott C. Larson, Baruch College, CUNY; Rachel Ryan, American Express Company; Charles A. Scherbaum, Baruch College & The Graduate Center, CUNY; & Ken Yusko, University of Maryland
Joyce and Robert Hogan Award for Personality and Work Performance: Michael P. Wilmot, University of Arkansas, & Deniz Ones, University of Minnesota
Wiley Award for Excellence in Survey Research: Christopher B. Patton, Google, & Justin D. Purl, Google
Jeanneret Award for Excellence in the Study of Individual or Group Assessment: Filip Lievens, Singapore Management University; Paul R. Sackett, University of Minnesota; Jeffrey A. Dahlke, HumRRO; Janneke K. Oostrom, Vrije Universiteit Amsterdam; & Britt De Soete, Cubiks
Schmidt-Hunter Meta-Analysis Award: Kimberly A. French, Georgia Institute of Technology; Soner Dumani, American Institutes for Research; Tammy D. Allen, University of South Florida; & Kristen M. Shockley, University of Georgia
Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology: Ishbel McWha-Hermann, University of Edinburgh

Research Grants

Douglas W. Bray and Ann Howard Research Grant: Duncan J. R. Jackson, King's College London and University of the Western Cape, & George Michaelides, University of East Anglia
Graen Grant for Student Research on Leaders and Teams: Moses Rivera, University of Central Florida
P. Richard Jeanneret Grant for Research About Assessing and Developing Senior Leaders: Shuang Ren, Deakin University, & Jian Min Sun, Renmin University of China

Small Grant Program

Aashna Matty Waiwood, University of South Florida; Tammy D. Allen, University of South Florida; & Mark L. Poteet, Organizational Research Solutions
Andrew Speer, Wayne State University
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SIOP International Research And Collaboration (IRC) Small Grant: Zhiqing E. Zhou, Baruch College and The Graduate Center, CUNY; Shivani Shah, Baruch College and The Graduate Center, CUNY; Yan Yu, Wuhan University; & Laurenz Meier, University of Neuchâtel

Fellowship and Scholarships

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship: Riley Pegram, Clemson University

Lee Hakel Graduate Student Scholarship: Mingang Geiger, West Virginia University

Mary L. Tenopyr Graduate Student Scholarship: Desmond W. Leung, Baruch College, The Graduate Center, City University of New York

George C. Thornton, III Graduate Scholarship: Nicholas J. Haynes, University of Georgia

Benjamin Schneider Scholarship by the Macey Fund: Courtney M. Bryant, Michigan State University

SIOF Graduate Student Scholarships: Lucille S. Headrick, University of Illinois Urbana-Champaign
Richard Currie, University of Central Florida

James L. Outtz Grant for Student Research on Diversity: Alissa Gebben, University of Central Florida

Hebl Grant for Reducing Gender Inequities in the Workplace: Sarah Kuang, Michigan State University

Conference Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award: Toni Kostecki & Isaac E. Sabat, Texas A&M University

Best International Paper: Catherine T. Kwantes, Arief B. Kartolo, & Andrew Townsend, University of Windsor

John C. Flanagan Award for Best Student Contribution at SIOF: Dustin Maneethai, University of Houston

HRMIA 2020-2021 Winners

Comcast: Future of Work Initiative

Merck & Co.: General Management Acceleration Program (GMAP)

Honorable Mention:

P&G: Interactive Assessments

Pepsico: Pephire Program



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