



# CURRENT YEAR'S GIFTS

## BENEFACTORS (\$10,000 AND ABOVE)

Ann Howard

## PATRONS (\$5,000 TO \$9,999)

Eugene C. & Suzanna B. Mayfield

## SPONSORS (\$2,500 TO \$4,999)

Mikki Hebl

## SUPPORTERS (\$1,000 TO \$2,499)

Cristina G. Banks  
Rick & Jennifer Jacobs

EC Jacobs & Staff  
Robert J. Lee

Paul & Pat Sackett

## FRIENDS (\$250 TO \$999)

W. Warner Burke  
David P. Campbell

Jack E. Edwards  
William C. Howell

Richard Klimoski  
Frederick P. & Deborak K. Morgeson

## CONTRIBUTORS (UP TO \$250)

Talya Bauer  
A. Kenneth Bonanno II  
Linda S. Carr  
Georgia T. Chao &  
Steven W. J. Kozlowski  
Stephen Colarelli

Jana Fallon  
John W. Fleenor  
J. Kevin Ford  
Heidi King  
Mark L. Lifter  
S. Morton McPhail

M. Peter Scontrino  
Elizabeth L. Shoenfelt  
Anna Marie Valerio  
Kenneth N. Wexley  
Donald L. Zink

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## 2007-2008 GIFTS IN HONOR/MEMORY OF...

Seymour Adler  
by Miriam T. Nelson

Ralph Alexander  
by Rosalie J. Hall &  
Robert G. Lord

Bernard M. Bass  
by Wayne F. Cascio

Boeing Employees Association for  
Gays, Lesbians, and Friends  
by Anonymous Benefactor

Douglas Bray  
by Donald L. Grant

Michael Todd Combs  
by Anonymous Benefactor

Patricia Dyer  
by Joe Colihan

Ronnie Haston  
by Gillette Company Dollars  
for Doers

Leslie W. Joyce  
by Paul W. Thayer  
The Home Depot Foundation

James J. Kirkpatrick  
by Mildred E. Katzell

Jeffrey McHenry  
by Microsoft Matching Gift  
Program

Herb Meyer  
by Miriam Pemberton

Donald Miles  
by Thomas Janssen  
David & Patricia Kline  
James & Bonnie Richards

Liberty Munson  
by Microsoft Matching Gift  
Program

Hugo Munsterberg  
by Raymond Hedberg

Mission Essential Competencies  
Research Team  
by 2008 Myers Award Winners

J. Ragan Ward Neilson  
by Rosemarie Mueller-Hanson

I. Robert Schepps  
by R. Ron Schepps

Patricia Cain Smith  
by Mildred E. Katzell  
Marti & Shelly Zedeck

Patricia & Olin Smith  
by Eugene L. Ketchum

Mary Tenopyr  
by Mildred E. Katzell

George C. Thornton III  
by Carol & Don Birkeland  
Development Dimensions  
International Associates  
Thomas Harn & Virginia  
Ashlock Harn  
Frances Laue  
Suzanne Masterson  
S. Morton McPhail  
Douglas H. Reynolds  
Deborah Rupp  
Lynn Shore

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**A SPECIAL THANK YOU TO ALL THOSE WHO SUPPORTED THE LGBT FUND  
THROUGH THEIR SILENT AUCTION PURCHASES AT THE 2008 SIOP CONFERENCE.**

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# LIFETIME GIFTS

These honorary groups are based on cumulative gifts.

## HUGO MUNSTERBERG SOCIETY (\$25,000 AND ABOVE)

American Institutes for Research	Sidney Fine	Frank Landy
ASSESS Systems	Milton D. & Lee Hakel	Susan S. Myers
Cristina G. Banks	Lowell Hellervik	Barbara R. Owens
Development Dimensions International Associates	The Home Depot Foundation	<i>Personnel Psychology</i>
Douglas W. Bray	Leaetta Hough	SIOP Members
Sandra L. Davis	Ann Howard	Lillian Tenopyr
Robert Eichinger	Leslie W. Joyce	
	Mildred E. Katzell	

## BENEFACTORS (\$10,000 to \$24,999)

Howard C. Carlson	Douglas & Kimberly McKenna	Paul W. Thayer
Mikki Hebl	Robert Muschewske	Nancy T. Tippins
Raymond Hedberg	PDI Charitable Giving Fund	Valtera
Eugene C. & Suzanna B. Mayfield	David Peterson	Stroller Tod White
Jeffrey McHenry	Paul & Pat Sackett	
	Snyder Leadership Group	

## PATRONS (\$5,000 to \$9,999)

Michael J. Burke	A. Catherine Higgs	James D. Myers
Michael A. Champion	John R. Hinrichs	Lyman W. Porter
Wayne F. Cascio	Rick & Jennifer Jacobs	PreVisor
Ron Downey	Richard Jeanneret	Dr. & Mrs. James Campbell Quick
Edwin A. & Pauline S. Fleishman	Raymond A. Katzell	Jack Wiley
Irv & Micki Goldstein	William H. Macey	Marti & Shelly Zedeck
Robert Guion	William H. Mobley	
Keith Halprin & Karen Grabow	Joel Moses (Applied Research Corp.)	

## SPONSORS (\$2,500 to \$4,999)

Michael Beer	Ronni Haston	Allen I. Kraut
Walter C. Borman	Hogan Assessment Systems	Howard McFann Memorial
David P. Campbell	Joyce C. Hogan	Microsoft Matching Gift Program
Richard D. Draper	William C. Howell	Frank Schmidt
James L. Farr	Richard Klimoski	Rob Silzer
Rick Guzzo	Elizabeth B. Kolmstetter	Mary Tenopyr

Those who pledge/donate \$5,000 were previously recognized as members of the Honorary Group.

## DUNNETTE PRIZE FUND CHARTER CONTRIBUTORS

(THESE MEMBERS/ORGANIZATIONS PLEDGED/DONATED \$1,000 OR MORE IN THE INAUGURAL YEAR OF THIS FUND.)

Cristina G. Banks	Lowell Hellervik	David Peterson
Michael Beer	Ray S. Hibbs	Lyman W. Porter
Thomas & Pauline Bouchard	Hogan Assessment Systems	David L. Prin
Harry Brull	Thomas Hollmann	Lise Saari
David P. Campbell	Leaetta Hough	Paul & Pat Sackett
James Campion	Allen I. Kraut	Frank Schmidt
Howard C. Carlson*	Frank Landy	Benjamin Schneider
Sandra L. Davis	Gary Latham	Lance Seberhagen
René V. Dawis	Patty & Ed Lawler	Rob Silzer
Robert Eichinger	Cynthia E. Marsh	Elaine B. Sloan
James L. Farr	Jeffrey McHenry	Snyder Leadership Group
Irv & Micki Goldstein	Douglas & Kimberly McKenna	Wayne W. Sorenson
Harrison G. Gough	Robert F. Morrison	Paul W. Thayer
George (Bear) Graen	Robert Muschewske	Nancy T. Tippins
Rick Guzzo	The Robins Family Foundation	Harry C. Triandis
Milton D. & Lee Hakel	Dianne Nilsen	Victor Vroom
Keith Halprin & Karen Grabow	Frederick Oswald	Stroller Tod White
Jo-Ida Hansen	PDI Charitable Giving Fund	Marti & Shelly Zedeck
Joy Fisher Hazucha	Patricia Pedigo	

### OTHER DONATIONS TO THE DUNNETTE PRIZE FUND IN 2007-2008

B. J. Adams	Heidi Smith Erspamer	Kurt Kraiger	SIOP KARE Committee:
Lew Albright	Federation for Behavioral,	Mind Garden, Inc.	Nic Bencaz,
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Gary W. Carter	Robert Guion	Robert Pritchard	Walter & Carol Tornow
Wayne F. Cascio	Ann Howard	Jack & Marty Rossman	Anna Marie Valerio
Chesapeake Institutes for	Dan & Barbara Ilgen	Hannah Rothstein	Paul Van Katwyk
Behavioral Research	Deirdre Knapp	Sara L. Rynes	Connie Wanberg
Diana Clarke	Elizabeth B. Kolmstetter	Mark J. Schmit	
Mike & Sally Coovert	Abraham Korman	Robert Schneider	

## CHARTER GROUP

(HONORING THOSE WHO GAVE A MINIMUM OF \$1,000 DURING THE SIOP FOUNDATION CHARTER YEAR.)

Lewis E. Albright	George P. Hollenbeck	Kevin R. Murphy
American Institutes for Research	Ann Howard	James D. Myers
Walter C. Borman	Daniel R. Ilgen	Susan S. Myers
Douglas W. Bray	Douglas A. Johnson	Barbara R. Owens
Michael J. Burke	Mark A. Jones	<i>Personnel Psychology, Inc.</i>
David P. Campbell	Kania School of Management,	Lyman W. Porter
Michael A. Campion	University of Scranton	Dr. & Mrs. James Campbell Quick
Wayne F. Cascio	Mildred E. Katzell	Simcha Ronen
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Ronald G. Downey	Richard Klimoski	Neal & Kara Schmitt
James L. Farr	Frank J. Landy	Ben Schneider
Edwin A. & Pauline S. Fleishman	C. H. Lawshe	Jeffrey R. Schneider
Lawrence Fogli	William A. Macey	Mary L. Tenopyr
Jay A. Gandy	Eugene Mayfield	Texas Instruments
Irv & Micki Goldstein	Angela G. McDermott	Paul W. Thayer
Donald L. Grant	Howard McFann Memorial	Nancy T. Tippins
Richard A. Guzzo	Jeffrey J. McHenry	Valtera
Milton D. & Lee Hakel	Herbert H. Meyer	Jack W. Wiley
Ronni M. Haston	William H. Mobley	Sheldon & Marti Zedeck
A. Catherine Higgs	Joseph L. Moses	

\*Should have been listed in the 2006-2007 Annual Report

The SIOP Foundation was created in 1996 to recognize the important role of philanthropy in expanding the mission of I-O psychology. The Foundation has been granted 501(c)3 tax status by the Internal Revenue Service, meaning that all donations are 100% tax deductible.

Donors to the SIOP Foundation have shown generous support for the advancement of the science and practice of I-O psychology. The Foundation will ensure ongoing funding for research, awards for excellence, financial aid to outstanding students, and continuing efforts to inform the public, the government, and business about the field of I-O psychology.

The SIOP Foundation Web site holds a wealth of information. Visit [www.SIOP.org/Foundation/Foundation.aspx](http://www.SIOP.org/Foundation/Foundation.aspx).

Contact Information: SIOP Foundation, Inc.  
 440 East Poe Road, Suite 101  
 Bowling Green, OH 43402-1355  
 419-353-0032 Fax: 419-352-2645  
 LLentz@siop.org (Linda Lentz, SIOP Administrative Office)

## FINANCIAL REPORT

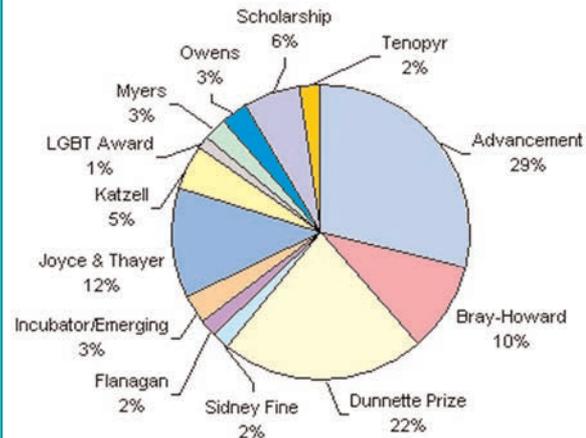
*For the Period of July 1, 2007  
 through June 30, 2008*

Contributions/Pledges	\$544,556
Interest/Dividends/Market Gain/(Loss)	- 113,920
Total Revenue	430,636
Operating Expenses	- 10,119
Grants and Awards	- 39,500
Total Expenses and Grants	- 49,619
Increase for the Year	\$381,017

*For the Period of January 1, 1996  
 through June 30, 2008*

Contributions/Pledges	\$1,943,642
Interest/Dividends/Market Gain	342,214
Total Revenue	2,285,856
Operating Expenses	-55,611
Grants and Awards	-200,180
Total Expenses and Grants	-255,791
Total Fund Balance on June 30, 2008	\$2,030,065

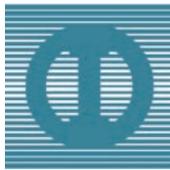
Fund Balance as Percentage of Net Assets  
 Net Assets \$2,030,065 as of June 30, 2008



### FUND BALANCES AT JUNE 30, 2008

Advancement	588,796
Bray-Howard	197,733
Dunnette Prize	440,067
Sidney Fine	43,528
Flanagan	38,859
Incubator/Emerging	59,405
Joyce & Thayer	249,601
Katzell	101,433
LGBT Award	27,577
Myers	53,017
Owens	59,431
Scholarship	122,844
Tenopyr	47,774
Total	\$2,030,065

**MAKE A DONATION TODAY AT [WWW.SIOP.ORG/FOUNDATIONDONATION](http://WWW.SIOP.ORG/FOUNDATIONDONATION)**



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Organizers and Lead Contributors of the Dunnette Prize

Best LGBT Paper  
 winner, Benjamin  
 Liberman



Wallace Award  
 winner  
 Subrahmaniam  
 Tangirala

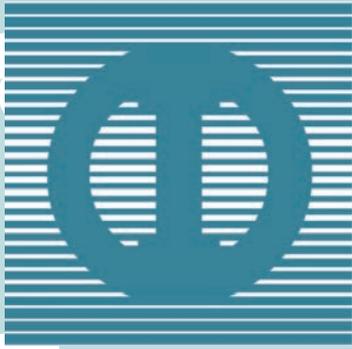
Elizabeth Conjar,  
 winner of the  
 Flanagan and  
 Wherry Awards!



SIOP President Gary Latham and  
 Foundation President Paul Thayer

M. Scott Myers Award Winners





# SIOP Foundation

## *Annual Report Executive Summary*



You did it! Your generosity has brought us to over \$2,000,000 in gifts and pledges. The Dunnette Fund is approaching its goal of \$500,000, and the Advancement Fund from which we make small grants and support school initiatives and other miscellaneous activities is over \$585,000.

Since 1998, we have made awards, research grants, educational grants, and scholarships in excess of \$190,000. This year alone, we will provide awards amounting to \$52,500. The Douglas Bray- Ann Howard Award supporting research on assessment centers and management development will provide \$10,000, as will the Leslie W. Joyce and Paul W. Thayer Graduate Fellowship, which supports a graduate student interested in an applied career. Three additional scholarships will be awarded totaling \$9,500. And, of course, the Flanagan, Myers, and Owens Awards will be made again.

The Raymond A. Katzell Award has been restructured to recognize a SIOP member who has effectively demonstrated to the general public the importance of I-O psychology work addressing social issues, i.e., “research that makes a difference for people.” The call for nominations as well as award criteria can be found in the October *TIP*. If you know a good candidate for any award, make sure you nominate that member.

Let me conclude with a special plea to contribute to the Scholarship Fund. You will recall that the Scholarship Fund provides awards to doctoral students to get them over that last hump, the dissertation. Having a subsidy of \$3,000 or more makes it possible for a student to devote him or herself full time to that final effort, finish the Ph.D., and become a contributing member of our profession. Unfortunately, the Fund is “under water,” meaning there are insufficient funds to generate enough money for the awards. To put the Scholarship Fund on sound footing, we need to double the current endowment.

The Foundation Board is deeply grateful to those of you who have contributed to the Scholarship Fund in the past and ask you to continue your generous support. Those who have never contributed to the Scholarship Fund but can recall those last desperate days in grad school are asked to give too – as much as you can, as we have a long way to go.

Thanks for all you’ve done for the Foundation thus far. Please give generously this year, so we can do more to promote I-O psychology.

*Paul W. Thayer*

*Paul W. Thayer, President*

COMPLETE ANNUAL REPORT INFORMATION IS AVAILABLE ONLINE AT [WWW.SIOP.ORG/FOUNDATION](http://WWW.SIOP.ORG/FOUNDATION)