

FINANCIAL REPORT

For the Period of July 1, 2008 through June 30, 2009

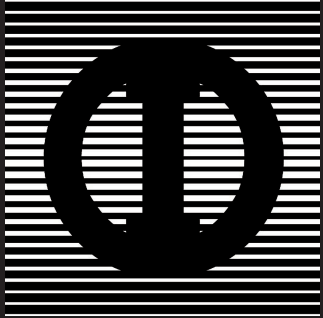
Contributions/Pledges	\$42,039	
Interest/Dividends/Market Gain/(Loss)	- 322,921	
Total Revenue (Loss)		- 280,882
Operating Expenses	- 10,768	
Grants and Awards	- 36,500	
Total Expenses and Grants		- 47,268
Increase (Decrease) for the Year		- \$328,150

For the Period of January 1, 1996 through June 30, 2009

Contributions/Pledges	\$1,985,681	
Interest/Dividends/Market Gain	19,293	
Total Revenue		2,004,974
Operating Expenses	-66,379	
Grants and Awards	-236,680	
Total Expenses and Grants		-303,059
Total Fund Balance on June 30, 2009		\$1,701,915

SIOP Foundation, Inc.
440 East Poe Road
Suite 101
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SIOP Foundation
Annual Report Executive Summary

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!

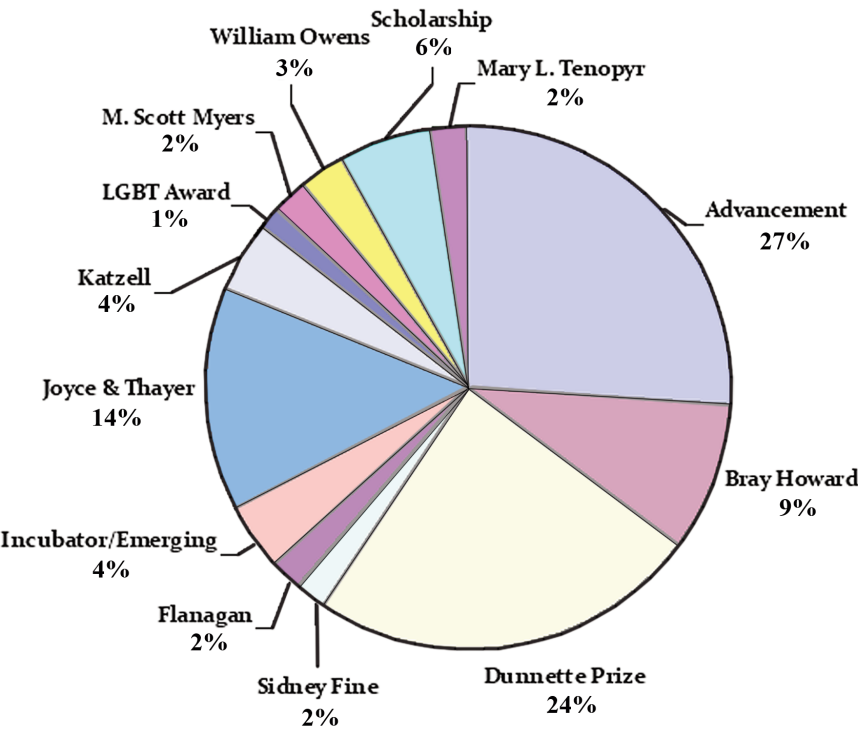
As you make your year-end giving plans, please accept the challenge and give generously to the SIOP Foundation. With your tax deductible support, there is so much more that we can do to strengthen the future of I-O psychology.

Milton D Hakel
Milton D. Hakel, President

FUND BALANCES AT JUNE 30, 2009

The Advancement Fund	\$446,269
The Scholarship Fund	99,841
William A. Owens Scholarly Achievement Award	45,270
M. Scott Myers Award for Applied Research in the Workplace	39,462
John C. Flanagan Award	28,722
Raymond A. Katzell Award in I-O Psychology	75,468
The Dunnette Prize	407,514
SIOP LGBT Issues Award	21,645
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship	237,722
Mary L. Tenopyr Graduate Student Scholarship	39,042
Sidney A. Fine Award Program	33,831
Douglas W. Bray and Ann Howard Award	154,611
Incubator/Emerging Issue Funds	72,508
TOTAL	\$1,701,905

Fund Balance as Percentage of Net Assets
Net Assets \$1,701,915



Foundation Treasurer
Lyman Porter



Foundation President Milt Hakel presents Outgoing Foundation President Paul Thayer with an award thanking him for his service.



Michael Rosen and Eduardo Salas received the 2009 Myers Award



SIOP President Kurt Kraiger presents the Katzell Award to Ed Lawler



Foundation Vice President Ann Howard and long-time Foundation supporter Mike Campion

COMPLETE ANNUAL REPORT INFORMATION IS AVAILABLE ONLINE AT WWW.SIOP.ORG/FOUNDATION

Current Year Gifts

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Foundation Funds and Programs

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 young scholars. Gifts designated for this special Fund are used exclusively for scholarships.

William A. Owens Scholarly Achievement Award

M. Scott Myers Award for Applied Research in the Workplace

John C. Flanagan Award

Sidney A. Fine Award

Douglas W. Bray and Ann Howard Award

Raymond A. Katzell Award in I-O Psychology

The Dunnette 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 (AIRRIA) Fund

Designed to investigate causes and solutions to adverse impact in testing and selection.

Adverse impact (AI) has been a recurring problem for decades, but we are still without a viable theory, consistent processes or programs to reduce or eliminate AI, 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 blends I-O psychology, public policy, and the law in efforts to further inform us on the underlying factors that lead to AI and methods for its reduction.

George C. Thornton III Graduate Scholarship

The George C. Thornton III Graduate Scholarship recognizes the application of the scientist–practitioner model in graduate student training. The Scholarship is designed to provide financial support to doctoral students in I-O psychology who epitomize the scientist–practitioner model in their training, research, and practicum 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 and scholarships are even harder to come by. Don't let the next great advancement in I-O fall victim to budget cuts. You can donate online at www.siop.org/foundationdonation/ or send a donation to: The SIOP Foundation, 440 East Poe Road, Suite 101, Bowling Green, OH 43402.

Questions? Call 419-353-0032 or e-mail Linda Lentz at LLentz@siop.org.

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