

FINANCIAL REPORT

For the Period of July 1, 2009 through June 30, 2010

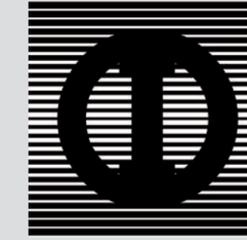
Contributions/Pledges	\$37,560	
Interest/Dividends/Market Gain/(Loss)	163,028	
Total Revenue (Loss)		200,588
Operating Expenses	- 12,017	
Grants and Awards	- 45,301	
Total Expenses and Grants		- 57,318
Increase (Decrease) for the Year		\$143,270

For the Period of January 1, 1996 through June 30, 2010

Contributions/Pledges	\$2,023,241	
Interest/Dividends/Market Gain	182,321	
Total Revenue		2,205,562
Operating Expenses	-78,396	
Grants and Awards	-281,981	
Total Expenses and Grants		-360,377
Total Fund Balance on June 30, 2010		\$1,845,185

SIOP Foundation, Inc.
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Bowling Green, OH 43402

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SIOP Foundation Annual Report



Simplicity comes from the mastery of complexity. Simply put, the Society for Industrial and Organizational Psychology is superb. As a voluntary association of professionals, it is the connecting point for integrating science and practice at work. It is the undisputed leader in fostering and showcasing evidence-based practice for human resource issues in private, public, and volunteer organizations. Over the decades thousands of people have contributed ideas and collaborated to create a vital applied science community. It has taken plenty of effort, lots of talent, and a great deal of planning to achieve the past and present successes. It will take even more of those ingredients to meet the challenges of the future.

The SIOP Foundation has become SIOP's partner in this grand venture, providing SIOP members and other contributors the opportunity to leverage contributions as tax-deductible gifts. Since 1996 the Foundation has received \$1,675,892 in contributions and an additional \$347,350 in pledges, and so far every pledge has been honored.

Part of the beauty of foundations comes from their ability to grow their assets while simultaneously providing proceeds to support approved scientific, educational and charitable causes. Since 1996, the Foundation has provided support to SIOP of \$281,500, consisting of income from the endowment of the contributions. SIOP used all of this funding to provide scholarships, awards, and grants, and was able to do so without having to dip into member dues or other revenues. Thus the SIOP Foundation extends the Society's impact and effectiveness in building our scientist-practitioner community.

These are difficult economic times, and while there are many challenges, there are so many opportunities. Contribute your ideas and expertise to SIOP as it works to foster evidence-based practice and to expand its impact throughout the world of work. Donate cash, CDs, mandatory IRA distributions, stocks or bonds to the SIOP Foundation's Advancement or Scholarship Funds. Or create a new scholarship, award, or grant. If funding is too tight right now, put a long range plan into place and make a pledge, or set aside a portion of your estate in a charitable bequest.

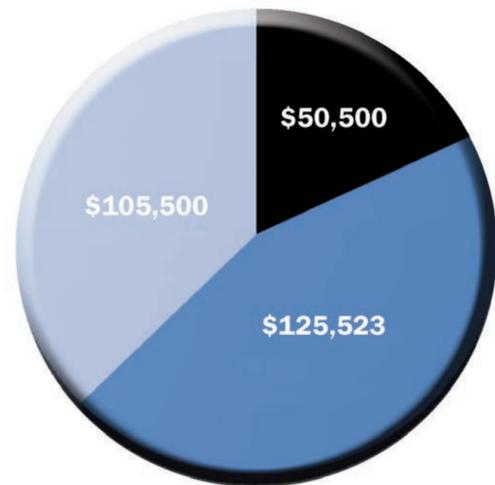
Help SIOP and the SIOP Foundation today to master the complexity of the uncertain future. Don't wait for better days ahead – now is the time to contribute your ideas and money. SIOP and the SIOP Foundation would like to be among your beneficiaries.

Milton D. Habel

Milton D. Habel, President

FOR MORE INFORMATION VISIT WWW.SIOP.ORG/FOUNDATION

SIOP Funding Exceeds \$280,000



- Awards for Excellence
- Research Funding in Support of Science & Practice
- Graduate Support for Outstanding Students in I-O Psychology

FUND BALANCES AT JUNE 30, 2010

The Advancement Fund	\$497,343
The Scholarship Fund	113,728
William A. Owens Scholarly Achievement Award	49,271
M. Scott Myers Award for Applied Research in the Workplace	42,762
John C. Flanagan Award	30,805
Raymond A. Katzell Award in I-O Psychology	84,660
The Dunnette Prize	430,346
SIOP LGBT Issues Award	23,748
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship	238,483
Mary L. Tenopyr Graduate Student Scholarship	41,051
Sidney A. Fine Award Program	37,714
Douglas W. Bray and Ann Howard Award	173,582
Incubator/Emerging Issue Funds	81,692
TOTAL	\$1,845,185

Awards

- ◆ 12 teams of researchers have received the Myers Award for research in an applied setting.
- ◆ 15 sets of authors have received the Owens Award for the best journal article in a given year.
- ◆ The LGBT SIOP Award has provided awards to 3 teams for the best paper or poster on a lesbian/gay/bisexual/transgender issue presented at the SIOP Conference.
- ◆ The Katzell Award has been given to a SIOP member who, in a major way, has shown to the general public the importance of work done by I-O psychology for addressing social issues, that is, research that makes a difference for people. The first award was presented to Dr. Edward Lawler III.

Research Grants

- ◆ 25 small grant awards have facilitated research by teams of practitioners and academics.
- ◆ 4 teams of researchers have received financial support for their research on job analysis and assessment centers through the Sidney A. Fine and the Douglas F. Bray & Ann Howard Grants.

Graduate Student Support

- ◆ 13 graduate students have received the Flanagan Award for their contributions to the SIOP Conference.
- ◆ Scholarships have made it possible for 23 students to complete their dissertations and start their careers, some in applied settings and some in academia.
- ◆ The Leslie W. Joyce and Paul W. Thayer Graduate Fellowship has provided much needed funds to 4 doctoral students who have an interest in a career in applied work in selection and/or training and development.



Foundation Board: Nancy T. Tippins, Secretary; Lyman W. Porter, Treasurer; Milton D. Habel, President; Paul W. Thayer, Board Member; Richard Klimoski, Board Member; S. Morton McPhail, SIOP Financial Officer/Secretary; Ann Howard, Vice President.

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PDI Charitable Giving Fund of the St. Paul Foundation

Gifts in honor/memory of...

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Contributors (up to \$250)

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A special thank you to all who supported the Advancement Fund through silent auction purchases at the 2010 conference.

Lifetime Gifts

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American Institutes for Research	Sidney A. Fine (D)	Frank Landy (D)
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Rick Guzzo	Howard McFann Memorial	Mary L. Tenopyr (D)
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(Honoring those who gave a minimum of \$1,000 during the SIOP Foundation charter year.)

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Irv & Micki Goldstein	Richard Klimoski	Personnel Psychology, Inc.	

(D) indicates that donor is deceased. *Italics* indicate that donor has moved up to a new giving category.

Spotlight on Small Grants



Lisa Finkelstein: She, along with Kurt Kraiger and Jerry Wittmer, won a 2008 SIOP Foundation Grant for "Organizational and Process Influences on the Effectiveness of Formal Mentoring Programs."

"Receiving the award was an enormous honor. It not only enabled us to do the best project that we could do, but it gave a great deal of credibility to the project in the eyes of our contacts at the state. It was also seen very favorably in my department at Northern Illinois University; grant support is, of course, highly respected. I-O psychologists are sometimes at a relative disadvantage to other disciplines within psychology departments in finding appropriate funding sources, and this SIOP Foundation Grant Program helps to close that gap."



Nathan A. Bowling: Received a 2008 Grant for "Organizational Commitment and Job Performance: Is the Relationship Spurious?"

"The award covered costs associated with data collection and paid for statistical software used in the analyses. The SIOP

Foundation Grant has enabled me to continue to pursue my research on job attitudes. The project that was funded by the grant has allowed my research to move in new directions. I am very grateful for the opportunities that the grant has allowed! So far, this research has resulted in a conference presentation and a journal submission."

Deniz Ones: Awarded a small grant in 2009 (with team members Stephan Dilchert and Andy Biga) for "Development of a Taxonomy for Green Behaviors at Work."

"We are a diverse team of scholars and science-oriented practitioners. Our research attained a level of depth and breadth that would not have been possible without the SIOP award. Our joint work has also tremendously impacted our students.... We are all grateful to the SIOP Foundation for enabling us to start this collaboration."



Jinyan Fan: Won a small grant in 2007 for his research proposal "Testing the Efficacy of a New Procedure in Reducing Faking in Personality Tests in Selection Contexts."



"My impression of the SIOP Foundation is definitely very good. We as I-O psychologists need resources to do good research, and the SIOP Foundation is an important channel through which people like me can get the support.... For junior faculty or researchers like me at a non-research oriented school that doesn't offer much research support, that was a big help."