

FINANCIAL REPORT

For the Period of July 1, 2010 through June 30, 2011

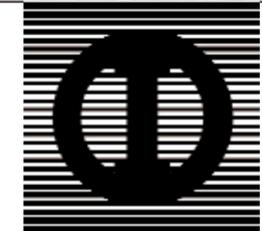
Contributions/Pledges	\$69,383	
Interest/Dividends/Market Gain/(Loss)	412,815	
Total Revenue (Loss)		482,198
Operating Expenses	- 13,440	
Grants and Awards	- 58,373	
Total Expenses and Grants		- 71,813
Increase (Decrease) for the Year		\$410,385

For the Period of January 1, 1996 through June 30, 201

Contributions/Pledges	\$2,092,502	
Interest/Dividends/Market Gain	595,137	
Total Revenue		2,687,639
Operating Expenses	-91,836	
Grants and Awards	-340,354	
Total Expenses and Grants		-432,190
Total Fund Balance on June 30, 2010		\$2,255,449

SIOP Foundation, Inc.
 440 East Poe Road
 Suite 101
 Bowling Green, OH 43402

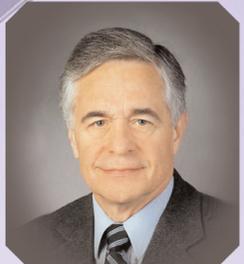
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SIOP Foundation

2010-2011 Annual Report

Building for the future—that's what the SIOP Foundation is all about. By providing SIOP members and other contributors the opportunity to leverage contributions as tax-deductible gifts, the SIOP Foundation is SIOP's partner in a grand venture. SIOP is the connecting point for integrating science and practice at work. As a voluntary association of professionals, thousands have contributed ideas, talent, and effort to achieve SIOP's past and present successes. It is the world's leader in fostering and showcasing evidence-based practice for human resource issues in private, public, and volunteer organizations.



Since 1996 the SIOP Foundation has received \$1,348,350 in contributions and an additional \$744,152 in pledges. Every pledge has been honored. Our total assets have grown 22% in the past 12 months and once again exceed \$2 million. These are turbulent economic times, but nevertheless we are continuing to build.

Some SIOP members have been able to be extraordinarily generous in helping to advance our mission. This year we recognize Jack Wiley and also Joyce and Robert Hogan; they join the list of distinguished benefactors who got the SIOP Foundation going, a list that began with the founding gift from Bill and Barbara Owens. At the SIOP Conference in San Diego next spring the initial Hogan and Wiley Awards winners will be announced.

We are continuing to build because over 200 SIOP members have been and continue to be extremely generous. Undesignated contributions go into the Advancement Fund, which has garnered more than \$815,000 since its inception, and paid out over \$159,000 for small grants and scholarship supplements. I hope that in the coming year we will realize major additions to our Advancement and Scholarship funds.

Foundations are able to grow their assets while simultaneously providing proceeds to support approved scientific, educational, and charitable causes. Since its beginning the SIOP Foundation has provided support to SIOP of \$340,354, consisting of income from the endowment of the contributions. SIOP used all of this funding to provide scholarships, awards, and small grants, doing so without having to dip into member dues or other revenues. Thus your contributions to the Foundation extend SIOP's impact and effectiveness in building our vital applied science community.

Help SIOP and the SIOP Foundation today to continue building. 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, stocks, or bonds to the SIOP Foundation's Advancement or Scholarship Funds. Or, put a long range plan into place and make a pledge, or set aside a portion of your estate in a charitable bequest.

Now is the time to contribute—it will take even more ideas, talent, effort, and resources to meet the challenges of the future. SIOP and the SIOP Foundation would like to be among your beneficiaries.

Milton D. Hakel
 Milton D. Hakel, President

PS: If you need to make a mandatory IRA distribution, as do I and others of my generation, direct it to the SIOP Foundation.

FOR MORE INFORMATION VISIT WWW.SIOP.ORG/FOUNDATION

SIOP Funding Exceeds \$340,000



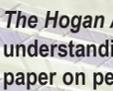
- Awards for Excellence
- Research funding in Support of Science & Practice
- Graduate Support for Outstanding Students in I-O Psychology

FUND BALANCES AT JUNE 30, 2011	
The Advancement Fund	\$ 620,969
The Scholarship Fund	144,856
William A. Owens Scholarly Achievement Award	59,143
M. Scott Myers Award for Applied Research in the Workplace	52,254
John C. Flanagan Award	37,286
The Sidney A. Fine Grant for Research on Job Analysis	47,900
The Douglas W. Bray and Ann Howard Research Grant	208,583
Leslie W. Joyce and Paul W. Thayer Graduate Fellowship	249,410
Raymond A. Katzell Award in I-O Psychology	103,586
The Mary L. Tenopyr Graduate Student Scholarship	52,230
The Dunnette Prize	505,995
SIOP LGBT Issues Award	29,399
Incubator/Emerging Issues Funds	45,949
Wiley Award for Excellence in Survey Research	60,469
The Hogan Award for Personality and Work Performance	37,420
	\$ 2,255,449

New Awards to Be Given in 2012!



Wiley Award for Excellence in Survey Research. This award will recognize excellence and innovation in the design of employee or customer survey research methods or techniques, and also the use of survey results to impact organizational effectiveness and performance. Innovation and excellence can be visible in overall survey research purposes, instrument design, populations or samples surveyed, methods of survey administration, reporting of results, and/or in the use of survey results to affect positive organizational change.



The Hogan Award for Personality and Work Performance. Acknowledging research that furthers the understanding of personality as it relates to job performance, this award will recognize the best paper on personality and job performance, published or unpublished, from the previous year.



Look for more awards coming soon!

Foundation Board: Nancy T. Tippins, Secretary; Paul W. Thayer, Trustee; Leaetta Hough, Trustee; S. Morton McPhail, SIOP Financial Officer/Secretary; Lyman W. Porter, Treasurer; Milton D. Hakel, President; Richard Klimoski, Vice President.



Current Year Gifts

Benefactors (\$10,000 and above)

Robert and Joyce Hogan
Jack Wiley

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Supporters (\$1,000 to \$2,499)

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Gifts in honor/memory of...

Bernard M. Bass by Wayne F. Cascio
Mariangela Battista by Pfizer Foundation Matching Gifts Program
John Campbell by Jeff McHenry
Michael Campion by Paul W. Thayer
Robert Guion and the BGSU Department of Psychology by Elizabeth Franklin Freeman
Jacob E. Hautaluoma by S. Morton McPhail
Richard Jeanneret by S. Morton McPhail
Bill Macey by Joel Moses
Ernest J. McCormick by Jack Sawyer
Herbert Meyer by Melvin Sorcher
James N. Mosel by Murray Mack
William Owens by Robert Morrison

Contributors (up to \$250)

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	Waylon Maulden	Jonathan Ziegert
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Patricia Smith by Elizabeth Franklin Freeman
Mary Tenopyr by Lew Albright
George Thornton by Jennifer Frame
Joseph Zahn by Reginald Ronald Shepps
Sheldon Zedeck by Irv and Micki Goldstein

Lifetime Gifts

Hugo Munsterberg Society (\$25,000 and above)

American Institutes for Research
Assess Systems
Cristina G. Banks
Douglas W. Bray (D)
Sandra L. Davis
Development Dimensions
International Associates
Robert Eichinger
Sidney A. Fine (D)

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Lowell Hellervik
Robert and Joyce Hogan
The Home Depot Foundation
Leaetta Hough
Ann Howard
Leslie W. Joyce
Mildred E. Katzell
Frank Landy (D)

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Susan S. Myers
Barbara R. Owens
Personnel Psychology, Inc.
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Jack Wiley

Howard C. Carlson
Mikki Hebl
Raymond Hedberg
Rick and Jennifer Jacobs
Jeffrey McHenry

Benefactors (\$10,000 to \$24,999)

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Robert Muschewske
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Nancy T. Tippins
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Keith Halperin and Karen Grabow
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Marti and Shelly Zedeck

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James L. Farr
Rick Guzzo

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Hogan Assessment Systems
William C. Howell
Elizabeth B. Kolmstetter
Allen I. Kraut
Howard McFann Memorial
Microsoft Matching Gift Program

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Frank Schmidt
Benjamin and Brenda Schneider
Rob Silzer
SWA Consulting Inc.
Mary L. Tenopyr (D)

Charter Group

(Honoring those who gave a minimum of \$1,000 during the SIOP Foundation charter year.)

Lewis E. Albright
American Institutes for Research
Walter C. Borman
Douglas W. Bray (D)
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
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Simcha Ronen
Paul & Pat Sackett
Neal & Kara Schmitt
Ben Schneider
Jeffrey R. Schneider
Mary L. Tenopyr (D)
Texas Instruments
Paul W. Thayer
Nancy T. Tippins
Valtera
Jack W. Wiley
Sheldon & Marti Zedeck

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

In the Spotlight

Kristen M. Shockley, PhD, Assistant Professor of Psychology, Baruch College, City University of New York

Won the 2010 Mary Tenopyr Graduate Student Scholarship award for her dissertation proposal, "You Can't Always Get What You Want, but Does It Matter?"



"Winning the Mary Tenopyr graduate student scholarship was very meaningful to me. Aside from the publication process, winning the award was the first time I had received recognition for a project that I was leading. This gave me confidence in myself as a scholar, which I think is very important for someone beginning an academic career. It also made me feel a greater connection with the SIOP community. Additionally, the monetary reward was very helpful, as I used the funds to compensate research participants.

I feel much more of a connection with SIOP since winning the award. I think the Foundation plays a very important role in both integrating new psychologists into the field and helping maintain high standards for science and practice. After winning this scholarship, I hope to 'pay it back' in the future so that others can feel honored for their hard work and achievements in the same way I

Gary Giumetti, Graduate Assistant/Student, Clemson University

Won the 2010 Leslie Joyce and Paul W. Thayer Fellowship for a summary of two research projects titled "Applicant Reactions to Online Employment Testing."

"The first project examined the role of testing environment characteristics in predicting applicant reactions and outcomes. The second examined the role of internal versus external candidate status in the relationships between reactions and outcomes."

Before applying for the fellowship, I knew little about the SIOP Foundation. So this was really my first interaction with the Foundation and SIOP members. Winning this award helped me to appreciate how the contributions of donors can make such a big impact on a single individual. Now I recognize the importance and value of the Foundation and view these awards as a great way to recognize the excellent work being done in the field of I-O psychology.

Winning this award was such a tremendous feeling; it was truly an honor to be recognized by our professional society for my work. It provided the means to complete my dissertation at Clemson University."



Kelly Schwind Wilson, PhD, Assistant Professor of Management, Purdue University

Won the 2009 Lee Hakel Graduate Student Scholarship for her dissertation "What Employees Actually Do at Work Matters for the Family: A Demands-Labor-Conflict Model of Work and Family."

"I was thrilled and honored to win SIOP's Lee Hakel Scholarship. The scholarship helped me complete data collection and successfully defend my dissertation before beginning my new position as an assistant professor of Management at Purdue University.

In addition, this award solidified my relationship with SIOP and my desire to continue participating and helping with the annual conference and more."

