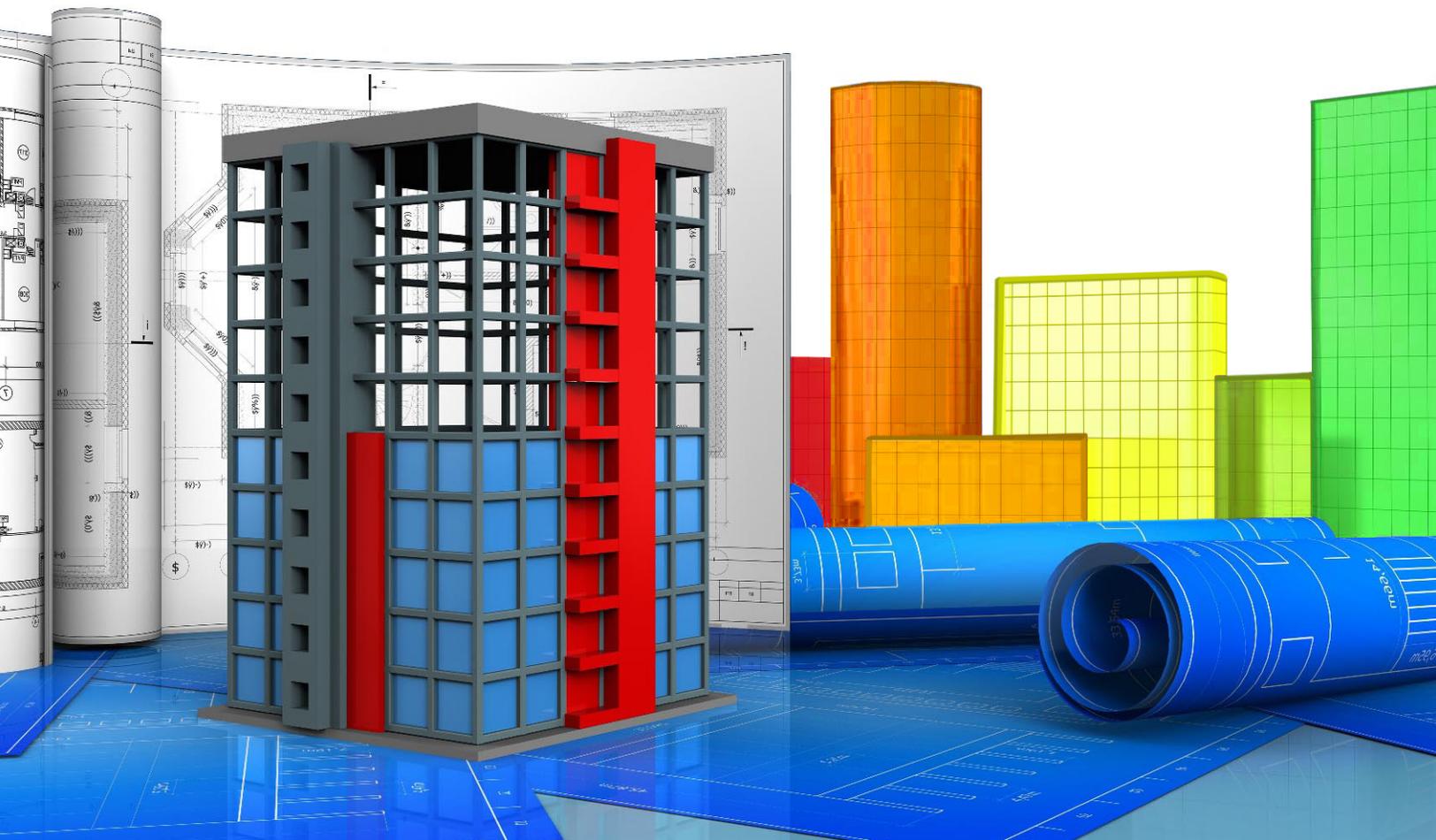


# SLOP Foundation

*BUILDING FOR THE FUTURE*

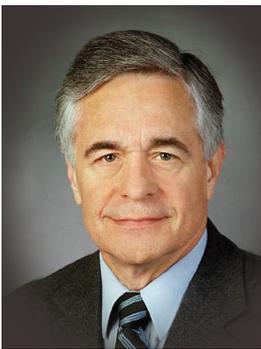
## 2016–2017 Annual Report



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## SIOF Foundation Board of Trustees



Milton Hakel, President

Richard Klimoski, Vice President

Nancy Tippins, Secretary



Leaetta Hough, Treasurer

Adrienne Colella, Trustee

William Macey, Trustee



John Scott, Trustee

Scott Tannenbaum, SIOF Financial Officer/Secretary

Linda Lentz, SIOF Administrative Services Director

**Mission Statement:** The SIOF Foundation provides financial support for the advancement of the field of Industrial-Organizational (I-O) psychology. In addition, the Foundation offers strategic leadership through the solicitation and use of its funds. The Foundation is a structure through which members of the Society for Industrial and Organizational Psychology (SIOF), and other donors, can express their tangible support for the field. The Foundation's resources are intended to further the outreach of both the practice and the science of I-O psychology so that those in this field can play an increasingly vital role in fostering a productive and prosperous workforce.

## A Message From the President

The future isn't what it used to be. It's arriving faster and with more surprises, both welcome and unwelcome, than ever before.

Here in I-O, our applied science of work and organization is graced with opportunities and beset with challenges. Concerning opportunities, the problem is deciding which ones to pursue. As for challenges, they come from accelerating developments in (a) automation and artificial intelligence; (b) ways of organizing, for example, the rise of the gig economy; (c) the need for multidisciplinary teaming; (d) the big-data mania; and (e) offerings of HR technologies.

Here at the SIOP Foundation, we are dedicated to supporting science for smarter workplaces. We do it with endowments and term gifts that fund grants, scholarships, and awards. This year the SIOP Foundation is 85% of the way to achieving its goal to bestow \$1,000,000 by 2020 in grants, awards, and scholarships. You will see in the pages of this report how 20 years of contributions translate into advancing our applied organizational science.

Endowed funds within the SIOP Foundation support many awards and scholarships familiar to SIOP's members. We seek to enlarge these endowments, so please contribute directly to any of them: The Owens and Myers awards; the Dunnette Prize; the Bray-Howard Research Grant; scholarships named for Lee Hakel, Mary Tenopyr, George Thornton, Ben Schneider, and Irv Goldstein; and the Joyce-Thayer Graduate Fellowship.

There is another way to impact the field: Contribute a "term gift." Term gifts may be given to support approved scientific or educational purposes allowed under section 501.C.3, and they need not be endowments. They are pass-through funding, that is, the tax-deductible gift is given to the SIOP Foundation, which, in turn, immediately passes the funds through to the entity that will enact the approved purpose of the gift. Recognizing that term gifts may be attractive to potential donors, including individuals, partnerships, corporations, trusts, or foundations, the Trustees have now created the Fund for the Future. Its advantage to donors is that the benefit of the gift is realized in the immediate future rather than in the distant future after an endowment has generated sufficient income to fund the project or event. The Jeanneret Symposium on Assessing Leaders of Leaders, held in February 2016, is a superb example of how a term gift can benefit the field.

The SIOP Foundation Trustees welcome your calls and messages about the Fund for the Future term gifts, the Advancement and Scholarship Funds, and any of the named endowments. Please include the SIOP Foundation as one of your current and future beneficiaries. If you will be making a mandatory IRA distribution, as do I and others of my generation, please direct a portion of your distribution to the SIOP Foundation, or consider a contribution of appreciated stock.

Thanks for your interest and support, and for your help in addressing the growing challenges.



Milton D. Hakel, President

## Current Year Gifts

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

Thornton Charitable Foundation

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

Talya N. Bauer

Gene & Sue Mayfield

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

Thomas E. Becker

Walter C. Borman

Wayne F. Cascio

Adrienne Colella & Angelo DeNisi

Leaetta Hough

Ann Howard

Jennifer & Rick Jacobs

Richard Klimoski

Jeffrey J. McHenry

Paul & Pat Sackett

Elizabeth L. Shoenfelt

Nancy T. Tippins

David L. Van Rooy

### Friends (\$250 to \$999)

Seymour Adler

Michelle Donovan

James L. Farr

Karen Grabow

Amanda Holland

Susan Jackson

Russell Johnson

Howard Klein

Deirdre Knapp

Don Moretti

Kelly Adam Ortiz

Sara L. Rynes

William Schiemann (Metrus Group)

Christina Shalley

Scott Tonidandel

Sara P. Weiner

Cheryl Wyrick

Marti & Shelly Zedeck

### Contributors (up to \$249)

Kimberly Adams

Maryana Arvan

Evelina Ascalon

Neal Ashkanasy

Lawrence Baranowski

Janet Barnes-Farrell

Tara Behrend

Margaret Beier

Mindy Bergman

Katherine Bittner

Linda Bearse Bodnar

A. Kenneth Bonanno

Whitney Botsford Morgan

Sharon Buchbinder

Michael R. Buckley

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Allan Church

Patrick Converse

LaShaun Curry

Diane Daum

Michael Demakiling

Erich Dierdorff

Stephan Dilchert

Amy DuVernet

Richard Edwards

Sandra Fisher

Michael Flanagan

Lori Foster

Yitzhak Fried

Herbert Froehlich

Allison S. Gabriel

Jill Bradley-Geist

Edie Goldberg

Alicia Grandey

Martin Greller

Matthew Grossman

Cristopher Hain Prada

## Current Year Gifts

### Contributors (up to \$249)

Jane Halpert	Val Markos	Christiane Spitzmueller
William H. Hendrix	S. Morton McPhail	Kevin Stagl
Kathleen Hess	Alberto Melgoza	Stephen Stark
Andrew Imada	William Mobley	Cynthia Stevens
Scott Johnson	Edward Mone	Nancy Stone
Robert Jones	Lorin Mueller	Eric Sundstrom
Kisha Jones	Pradnya Parasher	Sarah Thoman
Eden King	Cheryl Paullin	Michael Trusty
David Kloak	Stephanie Payne	Mo Wang
Elizabeth Kolmstetter	Nancy Ras	Sallie Weaver
Penny Koommoo-Welch	Irene Sasaki	Kimberly Wells
Richard Kopelman	Jack Sawyer	Kenneth & Ruth Wexley
George Langlois	M. Peter Scontrino	Randolph Wilt
Edward L. Levine	Jerry Seibert	Donna G. Wolosin
Mark L. Lifter	Mitchell Shack	Stephen Zaccaro
Kerry Lloyd-Blomberg	Tilman Sheets	Michael Zickar
Edwin A. Locke	Allen N. Shub	
Toni S. Locklear	Emily Solberg	

## Fellow John Scott Joins SIOP Foundation Board of Directors



The SIOP Foundation has recently elected a new trustee to serve on the Board.

John Scott, COO of APTMetrics, Inc. and a SIOP Fellow, was selected from a field of 17 highly-qualified candidates. Scott said he is quite honored to be elected, and “couldn’t think of a more vital and worthwhile endeavor” than working with the Foundation to advance I-O psychology’s ability to “address critical workplace challenges and promote decent work across both formal and informal economies around the world.”

SIOP Foundation President Milt Hakel was pleased to enlist Scott as he is rotating off the position of editor of *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Hakel said the board chose Scott for several reasons, including his credentials as a practitioner and a business person, and his long-time support of SIOP.

To read the complete article, click [here](#).

## Gifts in Honor/Memory of...

AT&T Employees  
by YourCause.com

Warren Bennis  
by Richard E. Kopelman

Mark Bing  
by Juan Benavidez  
Michael R. Buckley  
Kristl Davison  
Jodi Goodman  
James LeBreton  
Joy Oliver  
Jeremy Schoen  
Joann Sorra

Tony Boyce  
by Miriam T. Nelson

Matt Dreyer  
by Miriam T. Nelson

Marv Dunnette  
by Howard C. Carlson

Shirley Pelton Engelhardt  
by Pat Engelhardt

Frank Erwin  
by Elizabeth B. Kolmstetter

Faculty at Seattle Pacific  
University  
by Martha Picinich

Jana Fallon  
by Miriam T. Nelson

Irwin Goldstein  
by J. Kevin Ford  
Andrea Konz  
Benjamin & Brenda Schneider

C. Allen Gorman  
by Gateway I-O Psychologists (GIOP)

Milt Grabow  
by Karen Grabow

Robert Guion  
by John D. Arnold  
Bruce Erenkrantz  
Elizabeth Freeman  
Scott Highhouse  
The Guion Family

J. Richard Hackman  
by Rosemary Hays-Thomas

Brian J. Hoffman  
by Gateway I-O Psychologists (GIOP)

Lawrence (Larry) James  
by Robert Vandenberg

Elizabeth A. Keeney  
by Michael Keeney

Richard J. Klimoski  
by Robert G. Jones

Frank Landy  
by Georgia T. Chao & Steve W. J. Kozlowski  
Gary Schmidt

Charles A. "Skip" Lowe  
by Maureen Conard

Victor Mayers  
by Dave Mayers

S. Morton McPhail  
by Gateway I-O Psychologists (GIOP)  
Thomas Mason

James N. Mosel  
by Murray J. Mack

Mick Mount  
by In-Sue Oh

Hobart G. Osburn  
by Carol W. Timmreck

James L. Outtz  
by Dana Broach  
Committee on Ethnic & Minority Affairs  
Paul Hanges  
Deirdre J. Knapp  
John Scott

## Gifts in Honor/Memory of...

Erich Prien  
by Paul C. Green  
William H. Macey

Nambury Raju  
by Eleni Speron

Michael Rush  
by Robert Lord

Frank Schmidt  
by In-Sue Oh

SIOP Distinguished Professional  
Contributions Award  
by William H. Macey

Patricia C. Smith  
by Margaret Brooks  
Elizabeth Freeman



Steve Temlock  
by Seymour Adler  
Mariangela Battista  
Allen I. Kraut  
Patricia Pedigo  
Charles Scherbaum  
Marian Thier  
Anna Marie Valerio

Mary L. Tenopyr  
by Jerard Kehoe

Paul W. Thayer  
by The Dearborn Group  
Laura Koppes Bryan  
Linda Lentz  
Nancy T. Tippins

Jay Thomas  
by Robert Lord

William Brandon Vessey  
by Emerald Group

## Charter Group

(Honoring those who gave a minimum of \$1,000 during the SIOP Foundation charter year of 1996)

Lewis E. Albright  
American Institutes for Research  
Walter C. Borman  
Douglas W. Bray  
Michael J. Burke  
David P. Campbell  
Michael A. Champion  
Wayne F. Cascio  
Jeanette N. Cleveland  
Ronald G. Downey  
James L. Farr  
Edwin A. & Pauline S. Fleishman  
Lawrence Fogli  
Jay A. Gandy  
Irv & Micki Goldstein  
Donald L. Grant  
Richard A. Guzzo  
Milton D. & Lee Hakel  
Ronni M. Haston  
A. Catherine Higgs

George P. Hollenbeck  
Ann Howard  
Daniel R. Ilgen  
Douglas A. Johnson  
Mark A. Jones  
Kania School of Management,  
University of Scranton  
Mildred E. Katzell  
Raymond A. Katzell  
Richard Klimoski  
Frank J. Landy  
C. H. Lawshe  
William H. Macey  
Eugene Mayfield  
Angela G. McDermott  
Howard McFann Memorial  
Jeffrey J. McHenry  
Herbert H. Meyer  
William H. Mobley  
Joseph L. Moses

Kevin R. Murphy  
James D. Myers  
Susan S. Myers  
Barbara R. Owens  
Personnel Psychology, Inc.  
Lyman W. Porter  
Dr. & Mrs. James Campbell Quick  
Simcha Ronen  
Paul & Pat Sackett  
Neal & Kara Schmitt  
Ben Schneider  
Jeffrey R. Schneider  
Mary L. Tenopyr  
Texas Instruments  
Paul W. Thayer  
Nancy T. Tippins  
Valtera  
Jack W. Wiley  
Sheldon & Marti Zedeck

## Lifetime Gifts

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

American Institutes for Research	Richard Jeanneret
ASSESS Systems	Leslie W. Joyce
Cristina G. Banks	Mildred E. Katzell (D)
Douglas W. Bray (D)	Frank Landy (D)
Sandra L. Davis	William H. Macey
Development Dimensions Int'l Associates	Gene & Sue Mayfield
Robert Eichinger	Susan S. Myers
Sidney Fine (D)	James L. Outtz (D)
George & Joni Graen	Barbara R. Owens (D)
Milt & Lee Hakel	Personnel Psychology
Michelle (Mikki) Hebl	Frank L. Schmidt
Lowell Hellervik	SIOP
Robert & Joyce (D) Hogan	Lillian Tenopyr
Leaetta Hough	The Home Depot Foundation
Ann Howard	Jack Wiley
Jennifer & Rick Jacobs	

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

Howard C. Carlson	Paul & Pat Sackett
Irv (D) & Micki Goldstein	James Campbell Sharf
Raymond Hedberg	Snyder Leadership Group
<i>Richard Klimoski</i>	SWA Consulting Inc.
Jeffrey J. McHenry	Paul W. Thayer (D)
Douglas & Kimberly McKenna	<i>Thornton Charitable Foundation</i>
Robert Muschewske	Nancy T. Tippins
PDI Charitable Giving Fund St Paul Fnd	Valtera
David B. Peterson	Stroller Tod White
Lyman W. Porter (D)	Marti & Shelly Zedeck

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

Walter C. Borman	Robert Guion (D)
<i>Laura Koppes Bryan</i>	Rick Guzzo
Michael Burke	A. Catherine Higgs (D)
Michael A. Champion	John R. Hinrichs
Wayne F. Cascio	EB Jacobs & Staff
Stephen J. Cerrone	Raymond A. Katzell (D)
<i>Adrienne Colella &amp; Angelo DeNisi</i>	William H. Mobley
Ronald G. Downey	Joel Moses
Richard D. Draper	James D. Myers
James L. Farr	PreVisor
Edwin A. & Pauline S. Fleishman	Dr. & Mrs. James Campbell Quick
Karen Grabow & Keith Halperin	Benjamin & Brenda Schneider
<i>Paul C. Green</i>	

# Lifetime Gifts

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

Lew Albright	Elizabeth B. Kolmstetter
<i>Tayla N. Bauer</i>	Allen I. Kraut
<i>Thomas E. Becker</i>	Robert J. Lee (D)
Michael Beer	Howard Memorial McFann
David Campbell	S. Morton McPhail
Georgia T. Chao & Steve W. J. Kozlowski	Microsoft Matching Gift Program
Chesapeake Insts for Behavioral Research	<i>Don Moretti</i>
Deborah L. Gebhardt	Robert F. Morrison
Micki Goldstein	Rose Mueller-Hanson
Ronni Haston	Freddy & Simi Ronen
Hogan Assessment System	RTJC Hogan Family Foundation
William C. Howell	Rob Silzer
Susan E. Jackson	Mary Tenopyr (D)

(D) indicates that the donor is deceased.  
Italics indicates that the donor is new to that level of giving.

## Financials

Current: July 2016–June 2017	Cumulative: January 1996–June 2017
<b>Income</b>	<b>Income</b>
Endowment	Endowment
Contributions	Contributions
Contributions - Operating	Contributions - Operating
Pledges	Pledges
Total Endowment	Total Endowment
<b>Investment Results</b>	<b>Investment Results</b>
Investment Income	Investment Income
Realized Gains/(Losses)	Realized Gains/(Losses)
Unrealized Gains/(Losses)	Unrealized Gains/(Losses)
Total Investment Results	Total Investment Results
Total Income	Total Income
<b>Expense</b>	<b>Expense</b>
Grants Issued	Grants Issued
Management Fees	Management Fees
Administration Fees	Administration Fees
Bank Fees	Bank Fees
Recordkeeping Fees	Recordkeeping Fees
Total Management Fees	Total Management Fees
Total Expense	Total Expense
<b>Net Foundation Assets</b>	<b>Net Foundation Assets</b>
\$56,114	\$2,185,946
0	91
56,114	905,503
\$56,114	\$3,091,540
84,252	\$727,688
-4,215	122,019
461,402	1,261,340
541,439	2,111,047
597,553	\$5,202,587
87,647	843,913
24,784	173,471
1,462	40,780
307	3,206
26,552	217,457
114,199	1,061,371
\$483,354	\$4,141,216

## Honors and Accolades

**Dave Bartram**, 2011 small grant recipient, and **Dragos Iliescu**, 2010 small grant recipient, shared in the Ursula Gielen Global Psychology Book Award for their work on *ITC International Handbook of Testing and Assessment*.

2014 Owens Award winner **Michelle Gelfand** received the 2017 US Outstanding International Psychologist Award given by Division 52 (International Psychology) of the American Psychological Association.

**Adam Grant**, 2010 Owens Award and 2006 Lee Hakel scholarship winner, once again reached #1 on the *New York Times* best seller list with his book *Option B: Facing Adversity, Building Resilience, and Finding Joy*, cowritten with Sheryl Sandberg.

**Eduardo Salas**, a four-time Myers Award winner and 2016 Distinguished Scientific Contributions Award, received the APA Lifetime Achievement Award in 2016.

**Frank L. Schmidt**, inaugural recipient of the Dunnette Prize, was listed as the third most cited author in I-O psychology in “Most Frequently Cited Sources, Articles, and Authors in Industrial-Organizational Psychology Textbooks: Implications for the Science-Practice Divide, Scholarly Impact, and the Future of the Field” by Aguinis et al., in *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

2011 Lee Hakel Scholarship winner **Payal N. Sharma**'s dissertation, “Leading Under Adversity: Interactive Effects of Acute Stressors and Upper-Level Supportive Leadership Climate on Lower-Level Supportive Leadership Climate,” was published in *Leadership Quarterly*, 27(6), 856-868).

# SIOP and SIOP Foundation Awards

The SIOP Foundation supports all these prestigious awards.  
Add your support today! [my.siop.org/Foundation/Donations](http://my.siop.org/Foundation/Donations)

## Special Category

Dunnette Prize  
Fund for the Future

## Distinguished and Career Awards

Distinguished Professional Contributions Award  
Distinguished Scientific Contributions Award  
Distinguished Service Contributions Award  
Distinguished Early Career Contributions—Practice Award  
Distinguished Early Career Contributions—Science Award  
Distinguished Teaching Contributions Award  
SIOP Humanitarian Award

Apply for a research grant or nominate a colleague for an award when the next call opens in April 2018.

## Achievement Awards & Best Paper Awards

William A. Owens Scholarly Achievement Award  
M. Scott Myers Award for Applied Research in the Workplace  
Raymond A. Katzell Award in I-O Psychology  
Joyce and Robert Hogan Award for Personality and Work Performance  
Wiley Award for Excellence in Survey Research  
Jeanneret Award for Excellence in the Study of Individual or Group Assessment  
S. Rains Wallace Dissertation Award  
Schmidt-Hunter Meta-Analysis Award

## Research Grants

Douglas W. Bray and Ann Howard Research Grant  
Sidney A. Fine Grant for Research on Job Analysis  
SIOP Small Grant Program  
SIOP International Research and Collaboration (IRC) Small Grant  
Adverse Impact Reduction Research Initiative and Action (AIRRIA) Grant  
James L. Outtz Grant for Student Research on Diversity  
Hebl Grant for Reducing Gender Inequities in the Workplace (*New for 2018!*)

## Scholarships & Fellowships

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship  
Lee Hakel Graduate Student Scholarship  
Mary L. Tenopyr Graduate Student Scholarship  
SIOP Graduate Student Scholarships  
George C. Thornton, III Graduate Scholarship  
Irwin L. Goldstein and Benjamin Schneider Graduate Scholarships by the Macey Fund

## Incubator Fund

Graen Grant for Student Research on the Development of New Professional Knowledge Workers

## Conference Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award  
SIOP Best International Paper Award  
Robert J. Wherry Award for Best Paper at IOOB Conference  
John C. Flanagan Award for Best Student Contribution at SIOP  
SIOP Student Travel Award



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take I-O into tomorrow**

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[my.siof.org/Foundation/Donations](https://my.siof.org/Foundation/Donations)

Questions? Please contact Linda Lentz at the SIOF  
Administrative Office: (419) 353-0032 or [sioffoundation@siof.org](mailto:sioffoundation@siof.org)