

Connecting Donors With I-O Psychology  
Professionals to Create Smarter Workplaces

2018

# Annual Report

2019



**SIOOP**  
**Foundation**  
*BUILDING FOR THE FUTURE*

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**Mission Statement:**

Connecting donors with I-O psychology professionals to create smarter workplaces.

# A Message From Our President



2019 – another banner year for IO psychology! SIOP Foundation endowments now top \$5.0 million, and as I write this, cumulative distributions exceed \$1,080,000. Our fiscal year goal, to increase the number of donors from 200 to 400, fell short by 95 donors. But our other annual goal, increasing total contributions from \$56,000 to \$120,000, was exceeded by \$110,000. When you register for SIOP in Austin, add in a donation to the Foundation’s scholarship fund to help boost our donor count.

Our mission: Connect donors with IO professionals to create smarter workplaces. Foundation donors support IO with endowments and term gifts that fund grants, scholarships, and awards. You will see in the pages of this report how over 2 decades of contributions translate into advancing our applied organizational science.

Rapid advancement in IO psychology and the organizational sciences surely continues to be needed. To this end much is happening at the Foundation:

1. In 2020, we will be seeking nominations for the first Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology. Watch for the opening of nominations.
2. 22 years ago, longtime masters level SIOP member Susan Myers created the initial endowment for the M. Scott Myers Award for Applied Research in the Workplace. Susan died in March, and we’ve received a substantial bequest from her estate. Please consider adding to that endowment in her honor.
3. The scientist-practitioner award fund established by Wayne Cascio is on track to reach its \$75,000 endowment goal in the near future.
4. We built a new website to better tell the stories of award winners, scholarship and grant recipients. Check it out at <https://www.siop.org/Foundation>.
5. We renewed our Guide Star Gold certification to demonstrate transparency in managing our affairs. This step is important in making the SIOP Foundation visible to the general public, and especially to corporate and private foundations. We welcome any advice you can offer on finding support from other donors and foundations.
6. Last February we hosted a Horizon Forum, a pilot small group meeting to help shape IO research and development by highlighting emerging questions – what’s on your horizon and keeps you awake at night? See page 4 for an update.
7. The Visionary Circle, a venture to build a renewable and continuing source of funding for IO praxis, is off to a roaring start. For an update, please see page 3.

IO is unique. It is special because of its unwavering emphasis on “praxis,” the synthesis of theory and practice *without presuming the primacy of either*. Praxis is symbolized in the double helix design that now adorns the glass statues SIOP gives to distinguished award winners.

The SIOP Foundation Trustees welcome your ideas and donations for advancing IO psychology. 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.

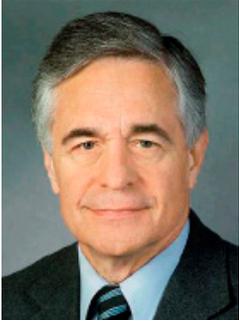
Thanks for your interest and support.

*Milt*

Milton D. Hakel, President



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# Visionary Circle



Last year, we introduced the Visionary Circle, a venture to build a renewable and continuing source of funding for I-O research and development.

We are delighted to inform you that the Visionary Circle is off and running. The call to join the inaugural Visionary Circle was answered by the 82 donors named below.

The call for proposals resulted in 33 letters of intent, presenting content ranging from visionary takes on the traditional mainstays of our field to imaginative and creative extrapolations seeking to unite IQ, EQ and AI.

The proposals were evaluated on criteria that included:

- Is the project visionary (i.e., looks to the future of work, brings IO psychology into another realm, asks new questions, and/or engage with other disciplines)?
- Does the project address a problem critical to the future of work or workplaces (e.g., maximize organizational effectiveness or individual productivity or well-being)?
- Does the project have clear metrics for success? Will it change or advance praxis in IO psychology?

The finalists will be determined by the end of the year. They will share their project presentations at the SIOP annual conference in Austin, Texas in April 2020. The winner of the inaugural \$100,000 Visionary Circle Grant will be announced at the closing plenary.

I hope you will join me in the next Visionary Circle class. Together we can create smarter workplaces.

To join, please send your \$1,000 minimum gift by check made out to the SIOP Foundation and mailed to 440 E. Poe Rd., Ste, 101, Bowling Green OH 43402 OR you may donate with a credit card online at <https://www.siop.org/Foundation/Visionary-Circle/Join-VC>

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Amy Wrzesniewski  
Sheldon Zedeck

# Project Horizon



IO psychology is a prime generator of evidence-based practices for many facets of human resource management. However, there is consensus that there are opportunities to improve the alignment between research conducted by SIOP members and important real-world organizational problems.

The purpose of the Horizon Project is to identify research domains and key topics where the field of IO psychology is uniquely positioned to be a thought leader in areas relevant to strengthening individual, unit, and organizational outcomes. The goal is to devise strategies to seed and grow R&D while strengthening research linkages to practice in ways that are more timely, relevant, and actionable.

We asked several chief HR officers these questions:

- What's on your horizon over the next 3-5 years?
- What professional challenges/opportunities do you see coming soon that will impact people's well-being and productivity, and team/organizational effectiveness?
- Which ones keep you awake at night?

Three topics emerged.

1. Leadership: Development and selection of future leaders who can succeed in highly volatile, rapidly changing and uncertain environments
2. Diversity and inclusion: Accelerating the pace of change
3. New ways of working: Including the impact of technology on work and the workforce as seen in AI, robotics, telework and global connectivity, and so forth.

For more information on the Horizon Project, visit <https://www.siop.org/Foundation/project-horizon>. For questions or to contribute to the project, please contact Foundation Trustee Mirian Graddick-Weir at [SIOPFoundation@siop.org](mailto:SIOPFoundation@siop.org).

## Financials

Current: July 2018 - June 2019		Cumulative: January 1996 - June 2019	
<b>Income</b>		<b>Income</b>	
Endowment		Endowment	
Contributions	\$230,394	Contributions	\$2,500,359
Grants Received	\$0	Grants Received	\$25,000
Contributions - Operating	\$0	Contributions - Operating	\$91
Pledges	\$0	Pledges	\$1,080,603
Total Endowment	\$230,394	Total Endowment	\$3,606,053
<b>Investment Results</b>		<b>Investment Results</b>	
Investment Income	\$108,914	Investment Income	\$923,946
Realized Gains/(Losses)	\$39,934	Realized Gains/(Losses)	\$163,398
Unrealized Gains/(Losses)	\$143,961	Unrealized Gains/(Losses)	\$1,708,620
Total Investment Results	\$292,809	Total Investment Results	\$2,795,964
Total Income	\$523,203	Total Income	\$6,402,017
<b>Expense</b>		<b>Expense</b>	
Grants Issued	\$103,391	Grants Issued	\$1,081,457
Management Fees		Management Fees	
Administration Fees	\$30,501	Administration Fees	\$232,079
Bank Fees	\$1,750	Bank Fees	\$44,199
Record Keeping Fees	\$305	Record Keeping Fees	\$3,812
Total Management Fees	\$32,556	Total Management Fees	\$280,090
Total Expense	135,947	Total Expense	\$1,361,547
Net Current Year Assets	\$387,256	Net Foundation Assets	\$5,040,471

# Gifts in Honor/ Memory of...

**Seymour Adler**

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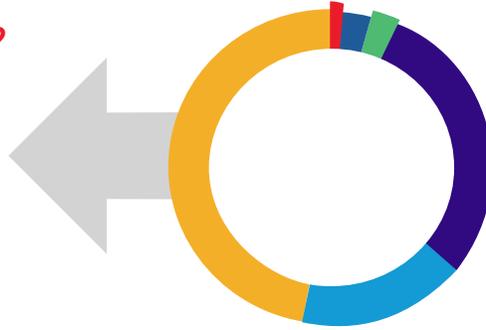
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**Sponsors - \$2,500 to \$4,999**

**Supporters - \$1,000 to \$2,499**

**Friends - \$250 to \$999**

**Contributors - up to \$249**



**Note: Donations made in honor/ memory of a person or persons are included on the previous page only.**

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# SIOP and SIOP Foundation Awards

*The SIOP Foundation supports all these prestigious awards.  
Add your support today! [www.siop.org/Foundation/Donate-Now](http://www.siop.org/Foundation/Donate-Now)*

## **Special Category**

Dunnette Prize

## **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

## **Achievement Awards & Best Paper Awards**

S. Rains Wallace Dissertation Award  
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  
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  
Zedeck–Jacobs Adverse Impact Grant  
James L. Outtz Grant for Student Research on Diversity  
Hebl Grant for Reducing Gender Inequities in the Workplace  
Graen Grant for Student Research on the Development of New Professional Knowledge Workers  
Lefkowitz Early Career Award for Humanistic I-O Psychology

## **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**

Fund for the Future  
Cascio Scientist–Practitioner Award

## **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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A background graphic consisting of a network of dashed lines connecting various circular icons. Each icon contains a stylized human figure, representing a person. The icons are arranged in a roughly circular pattern, with lines connecting them to form a web-like structure.

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Make a contribution today and build your  
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