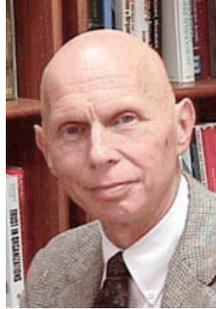




**Annual
Report
2021-2022**

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Dunnette Prize
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Outtz Scholars Fund
Owens Award
Praxis Fund
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Scholarship Fund
SIOF Awards
Tenopyr Scholarship
Thornton Scholarship
Visionary Circle
Wiley Award
Zedeck-Jacobs Grant

This report recognizes donations made last fiscal year between July 1, 2021 and June 30, 2022.

President's Message



In August, I was elected by the Board of Trustees to succeed Milt Hakel as the fourth president of the SIOF Foundation. I am delighted to have this opportunity to serve the profession, but I am intimidated too. I have big shoes to fill because Milt has accomplished so much during his tenure. He has grown the endowment from \$2,698,904 when he started in 2013 to \$3,977,877 as of August of 2022 and secured major contributions for immediate use that did not go into the endowment. He has encouraged innovative programs like the Anti-Racism Grants, the Visionary Circle, and the Horizon Forum, and led the way to establish major awards like the Dunnette Prize and the Wayne Cascio Scientist-Practitioner Award. See the article on p. 2 for a complete summary of Milt's accomplishments over the years.

I am looking to the future optimistically because the SIOF Foundation is in good shape. The SIOF Foundation is in a strong financial position with a total of \$5.2 million dollars currently in our endowed and pass-through funds. The stock market was volatile during the past fiscal year, and although it did have an impact on our current year financials, we are still in a strong position financially. We have almost \$4M in our endowments, and we have every reason to believe that our endowments will continue to grow through generous donations. We have used Foundation money to recognize outstanding industrial and organizational psychologists, support research that addresses some of the most pressing problems facing us as a society and a profession, and award scholarships to students who represent the future of I-O psychology. This past year has seen a number of new and continuing initiatives. Some of the highlights include the following:

- A \$100,000 grant from the Visionary Circle was made for the proposal, "We Are in This Together: When an AI Agent Becomes Your Teammate" to an international team (Eleni Georganta, Technical University of Munich; Anna-Sophie Ulfert, Eindhoven University of Technology; Myrthe Tielman, Delft University of Technology; Shanee Honig, Ben-Gurion University; Tal Oron Gilad, Ben-Gurion University) working on artificial intelligence.
- Funded by SIOF donors, the National Academy of Human Resources (NAHR), and the Society for Human Resource Management (SHRM), four new Anti-Racism Grants were made in 2021, and work on these projects continues.
 - What We (Don't) Talk About When We Talk About Diversity: The Subtext and Consequences of Diversity, Equity, and Inclusion Initiatives; Michelle (Mikki) R. Hebl, Naomi Fa-Kaji, and Eden King
 - Reevaluating the Target: Developing Messaging Strategies to Improve the Targeted Recruitment of Black Americans in Organizations; Veronica Derricks, Leslie Ashburn-Nardo, India Johnson, and Evava Pietri
 - Words Matter: Identifying Language in Job Postings That Perpetuates Racial Segregation and Work; Cassandra Batz-Barbarich, Nicole Strah, and Stuti Thapa
 - A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations; Melanie K. Prengler, Nitya Chawla, Angelica Leigh, and Kristie M. Rogers
- The SIOF Foundation sponsored two financial planning seminars for members, one for early career participants and another for more senior participants.
- The Wayne Cascio Scientist-Practitioner Award was established to recognize a SIOF member whose career exemplifies the scientist-practitioner model in I-O psychology.
- SIOF, SHRM, and their foundations awarded the 2022 Human Resource Management (HRM) Impact Award to SeaWorld Parks and Entertainment. NYC Health + Hospitals and PepsiCo received honorable mentions.

In October, the Foundation Trustees began a strategic planning process. We are reconsidering everything from our mission statement and goals to effective ways to gather input from SIOF members and communicate the work of the Foundation. Our strategic planning will continue into 2023. We hope to share our revised plan soon.

The SIOF Foundation Trustees welcome ideas and donations for advancing I-O psychology. Please feel free to contact me or any of the Trustees to discuss your thoughts. There are 23 named endowed funds, as well as the Advancement Fund, Administrative Fund, Scholarship Fund, Praxis Fund, and the SIOF Awards Fund to which you may contribute. Of course, you can establish a new fund to support initiatives that reflect your interests!

<https://www.siof.org/Foundation/Donate-Now>

In closing, I want to call your attention to three new funds: the Milton D. Hakel Fund, the Outtz Scholars Fund, and the Outtz Scholars Endowment. To recognize Milt's service to the Foundation, we have established an incubator fund, the Milton D. Hakel Fund. Earnings from this fund will be used to support global initiatives that advance research-based practice. For example, the funds might be used to underwrite a small, international conference on the application of I-O psychology to a world problem.

The Outtz Scholars Fund and the Outtz Scholars Endowment were established to fund minority students who participate in the Diversifying I-O Psychology Program and to honor SIOF's first African-American president. More information about the program can be found on the SIOF website: <https://www.siof.org/About-SIOF/The-DIP>. Contributions to the Outtz Scholars Endowment are invested and the income from the investments is used to support Outtz Scholars in perpetuity. Donors wishing to contribute "pass-through" funds for the immediate support of Outtz Scholars should contribute to the Outtz Scholars Fund.

Please join me in honoring the legacy of these two leaders.

A handwritten signature in blue ink that reads "Nancy J. Sypina". The signature is written in a cursive, flowing style.

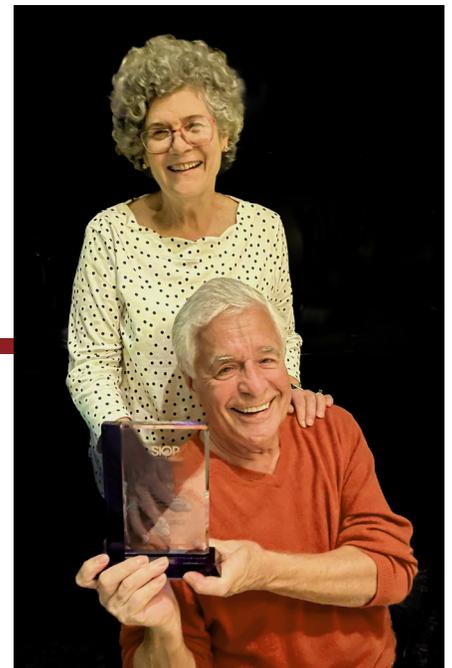
A Legacy of Progress

After a 13-year tenure leading the Foundation board as president, Milton Hakel has stepped back from that role, though he will remain a Foundation trustee. Hakel has been a proud supporter of the Foundation since its inception in 1996 and a board trustee since 2005. Only the third president of the Foundation, he took over after the retirement of Paul Thayer, who had succeeded Irwin Goldstein, the founding president.

Hakel has passionately devoted his time and energy to growing the Foundation. He has increased the endowments and overseen the creation of many named funds. He has also helped champion the Dunnette Prize, Anti-Racism Grant, and Visionary Circle, programs that have awarded several hundred thousand dollars under his tenure.

Hakel has also been an advocate for the Foundation, educating students, colleagues, and the business community about the Foundation's important work. He has solicited funds from multiple sources, always looking for ways to expand the reach of Foundation and, in so doing, expand the field of I-O psychology.

His legacy is impressive and his dedication unparalleled. As he hands over the reins to long-time trustee Nancy Tippins, Hakel will continue to serve on the board of trustees, tending to the funds and programs he helped create as well as looking to the future for new ways to help connect donors with I-O psychology professionals to create smarter workplaces.



A New Vision

Nancy Tippins, a member of the Foundation charter group, has served on the Foundation Board as secretary since 2003. So it is no surprise that the trustees tapped her to be the fourth SIOF Foundation president.

She is a principal of the Nancy T. Tippins Group, LLC, where she brings more than 30 years of experience to the company. She manages teams that develop talent acquisition strategies related to work force planning, sourcing, acquisition, selection, competency identification, succession planning, and employee and leadership development.

She is a past president of SIOF (2000–2001), served on the Ad Hoc Committee on the Revision of the *Principles for the Validation and Use of Personnel Selection Procedures* (1999), co-chaired the committee for the 2018 revision of the *Principles*, and served on the Joint Committee to revise the *Standards for Educational and Psychological Tests* (2014).

Tippins received her MS and PhD in Industrial Organizational Psychology from the Georgia Institute of Technology. She is a fellow of SIOF, Division 5 (APA), the American Psychological Association (APA), and the American Psychological Society (APS), and is an active participant in several industry research groups.

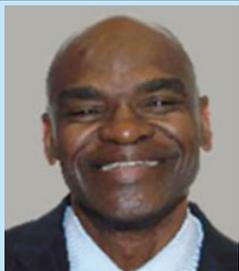
Tippins is committed to continuing the legacy of Milton Hakel while forging her own path forward, strengthening the Foundation, growing its assets, and increasing its impact.

Outtz: New Focus, New Fund

Named for SIOP's first African-American president, The James L. Outtz Grant for Student Research on Diversity was designed to award empirical research, theory, and application in any area of I-O psychology that focuses specifically on diversity. Since the establishment of the Outtz Grant program, SIOP has developed the very successful Diversifying I-O Psychology Program. (Information about the program and instructions for registration can be found at <https://www.siop.org/About-SIOP/The-DIP>) The first program was successfully run in 2021-2022, and the next is presently underway and will culminate at the SIOP Annual Conference in Boston, April 19-22, 2023.

To continue the program, SIOP needs financial support for the scholars who attend. Milt Hakel, Shelly Zedeck, and Wayne Cascio discussed this need with Janice Outtz, and together they proposed that the Outtz Grant be repurposed to support Outtz Scholars to the Diversifying I-O Psychology Program. The Outtz Scholars Fund and the Outtz Scholars Endowment have now been established to support the participants in the program, who will learn more about I-O psychology and the paths to graduate school. The Outtz Scholars Fund and Endowment honor the memory of Dr. James L. Outtz, SIOP's first African-American president.

The Outtz Scholars Fund is a "pass-through" fund, meaning that contributions to this fund can be used immediately to support Outtz Scholars. In contrast, contributions to the Outtz Scholars Endowment are invested, and the income from the investments is used to support Outtz Scholars in perpetuity. Donors wishing to contribute to either can go to the website or mail a check to the SIOP Foundation. Your contribution can have a major impact on the diversity of the I-O field, both now and in the future.



Jim Outtz

For more than 40 years, Jim was a leading researcher, practitioner, and consultant in the areas of staffing, employment discrimination, employment-test design and implementation, and legal issues pertaining to employment. The organization that he founded, Outtz and Associates, developed staffing systems that focused simultaneously on the validity of selection procedures while enhancing opportunities for workforce diversity and the inclusion of minorities and women. He wrote about, researched, and focused his practice on minimizing adverse impact through alternative approaches to selection. Jim developed innovative strategies for test development (e.g., video-based testing) as well as for utilizing test results (e.g., sliding bands). Jim's work has significantly influenced best practices in reducing obstacles to equal employment opportunity. His expertise made him a highly sought after legal-compliance consultant and testifying expert. He represented plaintiffs as well as defendants in cases that involved some of the most prominent corporations in America and some of the most visible public-sector jurisdictions. He was often retained to work on consent decrees with experts and lawyers from all sides of an issue, as well as to advise courts.

Gifts in Honor or Memory

Juliet Aiken

by Tara Morrison

Nikita Arun

by Tara Morrison

Derek Avery

by Talya N. Bauer

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by Alicia A. Grandey

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by PSI Online

The Experience

by Ian Lee

Financials

July 2021 to June 2022

Cumulative

Income		
Endowment/grants		
Contributions	\$134,093	\$2,873,019
Grants received	\$0	\$25,000
Pledges	\$0	\$1,079,858
Total endowment/grants	\$134,093	\$3,977,877
Investment results		
Investment income	\$120,224	\$1,244,495
Realized gains/(losses)	\$660,230	\$1,159,818
Unrealized gains/(losses)	(\$1,686,700)	\$1,167,675
Total investment results	(\$906,246)	\$3,571,988
Total income	(\$772,153)	\$7,549,865
Expense		
Grants issued	\$146,500	\$1,699,774
Management fees		
Administration fees	\$38,617	\$337,614
Bank fees	\$2,439	\$50,679
Misc expense	\$122	\$316
Recordkeeping fees	\$303	\$4,724
Total management fees	\$41,480	\$393,332
Total expense	\$187,980	\$2,093,106
Net income	(\$960,132)	\$5,456,759

SIOP Foundation is in a strong financial position with a total of \$5.2 million dollars currently in total assets. The stock market was volatile during the past fiscal year, and although it did have an impact on our current year financials, we are still in a strong position financially.

Current Year Donors*

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Fritz Dragow	Mark L. Lifter	Mary Tenopyr
	Murray J. Mack	Tracy L. Vanneman
	Howard McFann Memorial	

Congratulations to the 2022 Award Winners

Distinguished Awards

Dunnette Prize: Robert Hogan

Distinguished Scientific Contributions Award: Michele J. Gelfand

Distinguished Service Contributions Award: Evan Sinar

Distinguished Early Career Contributions Award—Practice: Philip Walmsley

Distinguished Early Career Contributions—Science: Joel Koopman; Kai Chi Yam

Distinguished Teaching Contributions Award: José-María Peiró

SIOP Humanitarian Award: Walter Reichman

Achievement and Best Paper Awards

S. Rains Wallace Dissertation Award: Yi-Ren Wang

S. Rains Wallace Dissertation Award Honorable Mention: Charlene Zhang

William A. Owens Scholarly Achievement Award: Marcus Butts, Allison Gabriel, Rebecca McGowan, Christina Moran, & Sabrina Volpone

William A. Owens Scholarly Achievement Award Honorable Mention: Nathan T. Carter, Megan Lowery, Rachel Williamson Smith, Kate M. Conley, Alexandra M. Harris-Watson, Ben Listyg, Cynthia K. Maupin, Rachel T. King, & Dorothy R. Carter

M. Scott Myers Award for Applied Research in the Workplace: Josh Allen, Jacqueline Carpenter, Christopher Frost, David Futrell, Carter Gibson, Nick Koenig, & Kendrick Settler

Raymond A. Katzell Award in I-O Psychology: David Chan

Joyce and Robert Hogan Award for Personality and Work Performance: Adam Meade, Gabriel Pappalardo, Phillip Braddy, & John Fleenor

Wiley Award for Excellence in Survey Research: Robert E. Ployhart, William J. Shepherd, & Sam D. Strizver

Jeanneret Award for Excellence in the Study of Individual or Group Assessment: Adam Meade, Gabriel Pappalardo, Phillip Braddy, & John Fleenor

Schmidt-Hunter Meta-Analysis Award: Christina Guthier, Christian Dormann, and Manuel Voelkle

Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology: Alexander Glosenber

Research Grants

Douglas W. Bray and Ann Howard Research Grant: Christoph Nils Herde, Louis Hickman, Filip Lievens, & Louis Tay

James L. Outtz Grant for Student Research on Diversity: Karoline M. Summerville

Hebl Grant for Reducing Gender Inequities in the Workplace: Rui-Ling Lee

Graen Grant for Student Research on Leaders and Teams: Anwesha Choudhury

Zedeck-Jacobs Adverse Impact Reduction Research Grant: Emily Champion, Michael Champion, James Johnson, Thomas Carretta, Sophie Romay, Bobbie Dirr, Andrew Deregla, & Amanda Mouton

**Special thanks to the SIOP Awards committee for all their work reviewing and rating the applications for all of these awards and grants.
Your hard work is most appreciated!**

Congratulations to the 2022 Award Winners

Small Grant Program

Liza Y. Barnes, Kristen P. Jones, Alex P. Lindsey, Brent J. Lyons, Sabrina D. Volpone, & Lynda Zugec
Allison S. Gabriel, Jamie J. Ladge, Danielle E. Bradley, Elizabeth E. Stillwell, & Rebecca L. MacGowan
Caitlin Porter, Katelyn Cavanaugh, & Kristin L. Cullen-Lester

Fellowship and Scholarships

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship: Tiffany Bisbey
Lee Hakel Graduate Student Scholarship: Daniel M. Ravid
Mary L. Tenopyr Graduate Student Scholarship: Yiduo Shao
Irwin L. Goldstein Scholarship by the Macey Fund: Felix George, Jr.
SIOP Graduate Student Scholarships: Monique Alexandria Domingo; Joseph Regina

Conference Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award: Lindsay Y. Dhanani, Taylor Kipp
Hall, Carolyn Pham, & Rebecca Totton
Best International Paper: Felix Bölingen, Alejandro Hermida Carrillo, & Ingo Weller
John C. Flanagan Award for Best Student Contribution at SIOP: Mahira Ganster

Visionary Circle Grant

“We Are in This Together: When an AI Agent Becomes Your Teammate”
Eleni Georganta, Anna-Sophie Ulfert, Myrthe Tielman, Shanee Honig, and Tal Oron Gilad

HRMIA 2020-2021 Winners

SeaWorld Parks and Entertainment
Honorable Mention: NYC Health + Hospitals; PepsiCo

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