



Annual Report 2022-2023

**This report recognizes donations
made between July 1, 2022 and
December 31, 2023.**

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S. Rains Wallace Dissertation Award

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M. Scott Myers Award for Applied Psychology in the
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Joyce and Robert Hogan Award for Personality and Work
Performance

Wiley Award for Excellence in Organizational Surveys

Jeanneret Award for Excellence in the Study of Individual
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Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in
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SIOP Conference Related Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research
Award

SIOP Student Travel Award

SIOP Best International Paper Award

Robert J. Wherry Award for Best Paper at IOOB Conference

John C. Flanagan Award for Best Student Presentation at
the SIOP Conference

SIOP Caregiver Support Grant

President's Message

Greetings!

You may remember that in 2023, the SIOP Foundation Board of Trustees changed the Foundation's fiscal year from July 1–June 30 to January 1–December 31 to reduce confusion about the fiscal year to which donations were attributed in the annual report and to better align with most people's tax year, traditional patterns of giving, and other obligations involving fiscal responsibility. Consequently, this Annual Report summarizes the Foundation's activities and acknowledges the donations made from July 1, 2022, to December 31, 2023.



This has been a busy year and a half for the Foundation's Trustees. The Trustees revised the Foundation's mission statement:

The SIOP Foundation exists to improve the lives of workers and the functioning of organizations through the practice and science of Industrial-Organizational Psychology.

To achieve this mission, the Foundation will continue to recognize outstanding work in our field, award scholarships to deserving students, and provide research grants. In addition, we are making progress in establishing closer relationships with organizations whose members need and use our science. We plan to jointly sponsor a webinar on DEI for CHROs with the Human Resources Policy Association this year. Many thanks to Deepshikha Chatterjee, Larry Martinez, Ann Marie Ryan, Kecia Thomas, Mirian Graddick-Weir, and David Rodriguez for guiding the Foundation in developing this webinar.

At the end of 2023, the SIOP Foundation's endowment and pass-through funds has reached \$6,387,812.00, which comes from 25 named funds as well as the Advancement Fund, Administrative Fund, Scholarship Fund, Praxis Fund, and the SIOP Awards Fund. At the 2023 SIOP Annual Conference, 57 people received an award, scholarship, or grant. This year, at the 2024 SIOP Annual Conference, 46 people were recognized. A total of \$157,000 was distributed this year.

We again renewed our GuideStar Platinum certification with Candid, a nonprofit organization that provides data and insights about foundations, to demonstrate the professionalism and transparency with which we manage our affairs.

One of the Foundation's most important activities is awarding scholarships. Students are the future practitioners and academics of our profession. This year, there were 10 scholarships and fellowships awarded. Two new scholarship funds were established in memory of Beth Buchanan and Mike Moomaw, and will be awarded in 2025. In addition, Leslie Joyce has funded a second Joyce-Thayer Fellowship. See p. 2 of this report for more information regarding the Foundation's scholarships.

In last year's Annual Report, I announced that Milt Hakel retired as president of the Foundation after 14 years of service. Milt remained a trustee until December 31, 2023, when he retired from the Foundation entirely. Milt has made many contributions to the Foundation, ranging from increasing the endowment to initiating innovative programs like the Horizons Forum, the Visionary Circle, and the Anti-Racism Grants. You can honor Milt's work in the Foundation by making a donation to the Milton D. Hakel Fund.

The SIOP 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 and consider making a donation to the found of your choice.

<https://www.siop.org/Foundation/Ways-to-Donate>

A handwritten signature in blue ink that reads "Nancy D. Higgins".

SIOP FOUNDATION SPOTLIGHT: SCHOLARSHIPS AND FELLOWSHIPS

In 2023, SIOP Foundation funded two new graduate student scholarships: the Beth E. Buchanan Scholarship and the Michael E. Moomaw Scholarship. Both of those new scholarships are named in memory of exceptional people who will be sorely missed.



The Beth E. Buchanan Scholarship is designed to support and encourage students in pursuing excellence in I-O psychology, particularly those focused on the ways work and organizations impact important social issues (e.g., issues affecting lower income workers, such as those tied into the management of work and family roles; specific types of work-family conflict episodes; and the unique coping responses that are most helpful with each).



The Michael E. Moomaw Scholarship supports students who are dedicated to exploring the contribution of I-O psychology to mentoring, coaching, and/or leadership development, recognizing the impact of these areas on professional growth and organizational effectiveness.

The SIOP Foundation is pleased to announce that there will be a second Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in I-O Psychology offered in the awards cycle of 2025. These Fellowships provide \$15,000 to doctoral students in I-O psychology who have a special interest in talent management and who plan to have a career as an I-O practitioner.

The Fellowship was established to honor the exceptional mentoring relationship between Dr. Leslie Joyce and Dr. Paul Thayer—one that began in graduate school and continued through Dr. Joyce's subsequent career.



Our scholarship winners are grateful for your continued financial support of the SIOP Foundation. Hear from recent winners below:

"It is a great honor to be the recipient of two SIOP Foundation scholarships. The George C. Thornton III Graduate Scholarship and the Mary L. Tenopyr Scholarships have allowed me to successfully execute my dissertation and dedicate time to learn new skills that have helped me further develop as a scientist-practitioner."

Lauren Wegmeyer, Wayne State University (2023 recipient)

"Receiving the Joyce & Thayer Fellowship has had multiple positive impacts. These funds allowed me the financial latitude to focus my time on dissertation research and facilitate attainment of my doctoral degree. It also boosted my self-confidence and served as validation of my efforts in graduate school to contribute to I-O research and practice. Additionally, I believe that receiving this award has elevated my professional reputation and helped open doors to subsequent professional opportunities."

-Connor Eichenauer, Michigan State University (2023 recipient)

"As an emerging scholar in I-O psychology, receiving the graduate student scholarship from the SIOP Foundation has been an incredible honor. This award helped me realize the value of my work in the field. It also helped bolster my confidence by having other I-O psychology and management scholars recognize the work that I do. I highly encourage others to also apply for this award as they work toward completing their dissertation."

-Ngoc Son Duong, Florida Institute of Technology (2023 recipient)

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* Recognizing donations to all funds except those gifts in honor or memory of an individual (see p. 6)

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**In memory of a tremendous
gentleman, practitioner, and
friend**
by Keith A. Caver

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making their donations.

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

Financials

July 2022 to December 2023

Cumulative

Income

Endowment/grants		
Contributions	\$203,894	\$3,076,913
Grants received	\$0	\$25,000
Pledges	\$0	\$1,079,858
Total endowment/grants	\$203,894	\$4,181,771
Investment results		
Investment income	\$240,538	\$1,485,033
Realized gains/(losses)	(\$9,063)	\$1,150,755
Unrealized gains/(losses)	\$885,625	\$2,053,300
Total investment results	\$1,117,099	\$4,689,088
Total income	\$1,320,993	\$8,870,858

Expense

Grants issued	\$297,308	\$1,997,082
Operating expenses	\$25,239	\$25,971
Management fees		
Administration fees	\$62,846	\$401,110
Bank fees	\$2,608	\$53,318
Misc expense	\$62	\$378
Recordkeeping fees	\$459	\$5,188
Total management fees	\$65,975	\$459,994
Total expense	\$388,522	\$2,483,047

Net income	\$932,471	\$6,387,812
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Congratulations to the 2023 and 2024 Award Winners

Distinguished and Career Awards

Dunnette Prize:

Ruth Kanfer & Phillip L. Ackerman (2024)

Distinguished Professional Contributions Award:

Michael A. Campion (2023)

Distinguished Scientific Contributions Award:

Miriam Erez; Joel Brockner (2023)

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Wayne Cascio Scientist-Practitioner Award

Eduardo Salas (2023)

Allan H. Church (2024)

Achievement and Best Paper Awards

S. Rains Wallace Dissertation Award

Tianjun Sun (2023)

Hyunsun Park (2024)

William A. Owens Scholarly Achievement Award

Traci Sitzmann & Elizabeth M. Campbell (2023)

Paul R. Sackett, Charlene Zhang, Christopher M. Berry, & Filip Lievens (2024)

William A. Owens Scholarly Achievement Award Honorable Mention

M. Sandy Hershcovis, Ivana Vranjes, Jennifer L. Berdahl, & Lilia M. Cortina (2023)

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Dong Liu & Yang Chen (2023);

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Steven Rogelberg (2023)

Benjamin L. Butina (2024)

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Charlene Zhang, Paul R. Sackett, & Bobby D. Naemi (2023)

Louis Hickman, Nigel Bosch, Vincent Ng, Rachel Saef, Louis Tay, & Sang Eun Woo (2024)

Schmidt-Hunter Meta-Analysis Award

Jeromy Anglim, Patrick Damien Dunlop, Serena Wee, Sharon Horwood, Joshua Wood, & Andrew Marty (2024)

Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology

Dong Liu (2023)

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Human Resource Management Impact Award (HRMIA) 2023 Winner

Charter Communications Virtual Job Tryout

HRMIA 2023 Honorable Mention

U.S. Department of the Interior My DOI Career

Congratulations to the 2023 and 2024 Award Winners

Research Grants

Douglas W. Bray and Ann Howard Research Grant

Christina Lacerenza & Ziwei Cheng (2023)

Sylvia G. Roch (2024)

James L. Outtz Grant for Student Research on Diversity

Josee Marie Alanis (2023)

Hebl Grant for Reducing Gender Inequities in the Workplace

Kaitlyn Rose Gallagher (2023)

Aqsa Dutli (2024)

Graen Grant for Student Research on Leaders and Teams

Steven Zhou (2023)

Thao Phan Hanh Nguyen (2024)

Zedeck-Jacobs Adverse Impact Reduction Research Grant

Karyssa Courey & Fredrick L. Oswald (2023)

Hamed Ghahremani (2024)

Small Grant Program

2023 (3 awards)

Chu Chu, Tianjun Sun, & Bo Zhang

Jeffrey Olenick, Kristen D. Egger, Ajay Gupta, & Eric A. Surface

Cassandra N. Phetmisy & Danielle D. King

2024 (3 awards)

Kristen M. Shockley, Natalie Crawford, Hope Dodd, Aqsa Dutli, & Katina Sawyer

Ashley Sylvara

Elisabeth Rose Silver, Michelle (Mikki) Hebl, & Fred Oswald

SIOP International Research and Collaboration (IRC) Small Grant

Jennifer Feitosa, M. Gloria González-Morales, Patricia Costa, & Ramón Rico (2023)

James M. Diefendorff, Tae-Yeol Kim, Xin Wei Ong, & Meghan A. Thornton-Lugo (2024)

Fellowship and Scholarships

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

Connor Eichenauer (2023)

Abigail Johnson (2024)

Lee Hakel Graduate Student Scholarship

Felix Wu (2023)

Mahira Ganster (2024)

Mary L. Tenopyr Graduate Student Scholarship

Lauren Wegmeyer (2023)

Rohit Piplani (2024)

George C. Thornton, III Graduate Scholarship

Lauren Wegmeyer (2023)

Wiston Rodriguez (2024)

Irwin L. Goldstein Scholarship by the Macey Fund

Josee Marie Alanis (2023)

Benjamin Schneider Scholarship by the Macey Fund

Yingyi Chang (2024)

SIOP Graduate Student Scholarships

Ryan Scott Hemsley; Ngoc Song (Lee) Duong (2023);

Wiston Rodriguez, Cassandra Phetmisy (2024)

Conference Awards

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award

Kristen Jaramillo, Isaac E. Sabat, Toni Kostecki, Evan Nault, Neel Kamal Mishra, & Hanan Guzman (2023)

Lindsay Y. Dhanani, Jerry Liu, & David F. Arena, Jr. (2024)

Best International Paper

Young-Jae Yoon (2023)

Alise Dabdoub & Anne-Marie Paiement (2024)

John C. Flanagan Award for Best Student Contribution at SIOP

Yijue Liang (2023)

William Ward (2024)



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and the functioning of organizations through the practice and
science of Industrial-Organizational Psychology.*

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Questions? Please contact
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