



# 2024 ANNUAL REPORT



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# President's Message



Dear Friends and Supporters,

Greetings from the SIOP Foundation's Board of Trustees!

As we reflect on 2024, we're proud to share a year of exciting progress and meaningful impact, made possible through the generous support of the Foundation's donors. Thanks to your contributions, the Foundation awarded scholarships, grants, and awards to 47 individuals, distributing a total of \$146,500 across 7 scholarships and fellowships, 8 grants, and 13 awards.

This year also marked important "firsts" for the Foundation. We were delighted to award two new scholarships, the Beth E. Buchanan Graduate Scholarship and the Michael E. Moomaw Scholarship, and make a new achievement award, the Dr. Jo-Ida C. Hansen and Dr. John P. Campbell Career Achievement in Mentoring Award. These additions reflect our continued commitment to providing scholarships for students and recognizing excellence in mentorship.

As of the end of 2024, the Foundation's financial position remains strong, with \$7.6 million in endowed and pass-through funding across 37 distinct funds. These resources allow us to recognize the achievements of I-O psychologists, invest in future talent, support impactful research, and advance evidence-based practices that improve both workplace effectiveness and worker well-being. While the markets have experienced recent turbulence, our funds are professionally managed, and our long-term investment strategy is designed to weather such fluctuations, and we remain optimistic and steady in our approach.

Since our founding in 1998, the SIOP Foundation has distributed more than \$2 million to advance the science and practice of I-O psychology. Looking ahead, we are hopeful and excited about the opportunities to achieve our mission and deepen our impact and broaden our reach. Our mission statement says:

*The mission of the SIOP Foundation is to leverage philanthropy and partnerships to create opportunities that empower I-O psychologists to promote the development and application of science in the workplace.*

To fulfill this mission in the coming year, we plan to continue our program of awards, scholarships, and grants as well further our relationships with organizations like SHRM and HRP. In addition, we invite your continued engagement in two key ways:

- 1. Share your ideas** – Tell us how the Foundation can further elevate the field of I-O psychology through philanthropy.
- 2. Consider making a financial contribution** – Consider a donation that directly supports programs that advance our mission and expand the ways we serve the I-O psychology community.

If you have questions about our funds or programs, or if you'd like to share suggestions, we warmly welcome your input. Please don't hesitate to reach out to me or any of the Foundation Trustees.

With sincere gratitude,

A handwritten signature in blue ink that reads "Nancy J. Sypina". The signature is fluid and cursive.

President, SIOP Foundation Board of Trustees



# **SIOF Foundation Funds & Awards and SIOF Awards**

**Administrative Fund  
Advancement Fund  
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SIOF Awards Fund**

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## **Distinguished and Career Awards**

Dunnette Prize  
Distinguished Service Contributions Award  
Distinguished Early Career Contributions Award - Practice  
Distinguished Early Career Contributions Award - Science  
SIOF Humanitarian Award  
Distinguished Professional Practice Contributions Award  
Distinguished Scientific Contributions Award  
Distinguished Teaching Contributions Award  
Wayne Cascio Scientist-Practitioner Award  
Dr. Jo-Ida C. Hansen and Dr. John P. Campbell Career Achievement in Mentoring Award  
LGBTQIA+ Trailblazer Award

## **Achievement Awards and Best Paper Awards**

S. Rains Wallace Dissertation Award  
William A. Owens Scholarly Achievement Award  
M. Scott Myers Award for Applied Psychology in the Workplace  
Raymond A. Katzell Public Impact Award  
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 or Group Assessment  
Schmidt-Hunter Meta-Analysis Award  
Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology

## **Grants**

Douglas W. Bray and Ann Howard Research Grant  
Hebl Grant for Reducing Gender Inequities in the Workplace  
Sidney A. Fine Grant for Research on the Analysis of Work  
SIOF Small Grant Program  
SIOF International Research and Collaboration (IRC) Small Grant  
Graen Grant for Student Research on Leaders and/or Teams  
Zedeck-Jacobs Opportunity Equity in Organizations Grant  
The James L. Outtz Grant for Inclusion, Belonging & Fairness in the Workplace  
Robert and Anne Morrison Creativity Fund  
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## **Scholarships and Fellowships**

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship in I-O Psychology  
Michael E. Moomaw Scholarship  
SIOF Graduate Student Scholarships  
Mary L. Tenopyr Scholarship  
Lee Hakel Graduate Student Scholarship  
George C. Thornton, III Graduate Scholarship  
Goldstein & Schneider Scholarships by the Macey Fund  
Beth E. Buchanan Graduate Scholarship

## **SIOF Conference Related Awards**

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award  
SIOF Student Travel Award  
SIOF Best International Paper Award  
Robert J. Wherry Award for Best Paper at IOOB Conference  
John C. Flanagan Award for Best Student Presentation at the SIOF Conference  
SIOF Caregiver Support Grant



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\*others contributed to the Beth Buchanan and Milt Hakel Funds, but these members mentioned them specifically when making their donations.



# Financials

January-December 2024

Income	2024	Cumulative
Endowment/grants		
Contributions	\$ 398,862	\$ 7,432,143
Grants received	\$ -	\$ 25,000
Pledges	\$ 6,000	\$ 6,000
Total endowment/grants	\$ 404,862	\$ 7,463,143
Investment Results		
Investment income	\$ 186,104	\$ 1,642,959
Realized gains/(losses)	\$ (1,662)	\$ 1,149,117
Unrealized gains/(losses)	\$ 754,781	\$ 2,846,646
Total investment results	\$ 939,223	\$ 5,638,722
<b>Total Income</b>	<b>\$ 1,344,085</b>	<b>\$ 13,101,865</b>
Expense		
Grants/Scholarships/Awards Issued	\$ 136,921	\$ 4,806,375
Management Fees (Financial Institution)		
Administration Fees	\$ 31,578	\$ 432,687
Bank Fees	\$ 4,559	\$ 55,160
Recordkeeping Fees	\$ 316	\$ 5,505
Credit Card Processing Fees	\$ 80	\$ 80
Total Management Fees	\$ 36,533	\$ 493,432
Operating/Administrative Fees		
Professional Support	\$ 28,770	\$ 52,321
Operating Expense Fund	\$ 67,455	\$ 67,455
Office/Administrative Expenses	\$ 884	\$ 1,177
Insurance	\$ 2,585	\$ 2,585
Promotional/Marketing Expenses	\$ 739	\$ 739
Trustee Expenses	\$ 1,886	\$ 1,886
Total Operating/Administrative Fees	\$ 102,318	\$ 126,163
<b>Total Expense</b>	<b>\$ 275,772</b>	<b>\$ 5,425,971</b>
<b>Net Income</b>	<b>\$ 1,068,313</b>	<b>\$ 7,675,894</b>

Special thanks to the SIOP 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!

# Congratulations to the 2025 Award Winners

## **Distinguished and Career Awards**

Distinguished Professional Practice Contributions Award: William Shepherd and Vicki Vandaveer

Distinguished Scientific Contributions Award: Tammy Allen

Distinguished Service Contributions Award: Tara Behrend

Distinguished Early Career Contributions Award—Practice: Kevin Stanek

Distinguished Early Career Contributions—Science: Szu-Han (Joanna) Lin

Distinguished Teaching Contributions Award: Philip Podsakoff

Wayne Cascio Scientist-Practitioner Award: Gerald Barrett

Dr. Jo-Ida C. Hansen and Dr. John P. Campbell Career Achievement In Mentoring Award: Rick Jacobs

LGBTQIA+ Trailblazer Award: Michelle (Mikki) Hebl

## **Achievement and Best Paper Awards**

S. Rains Wallace Dissertation Award: Jenna McChesney

William A. Owens Scholarly Achievement Award: Danielle D. King, Elisa S. M. Fattoracci, David W. Hollingsworth, Elliot Stahr, and Melinda Nelson

M. Scott Myers Award for Applied Psychology in the Workplace: John F. Capman, Denver McNeney, Emran Mohammad Abu Anas, Mengqiao (MQ) Liu, Matthew Kitching, and Anthony S. Boyce

Raymond A. Katzell Public Impact Award: Christiane Spitzmüller, Erika Henderson, Juan Madera, and Michelle Penn-Marshall

Joyce and Robert Hogan Award for Personality and Work Performance: Loes Abrahams, Jasmine Vergauwe, and Filip De Fruyt

Wiley Award for Excellence in Organizational Surveys: Charlene Zhang and Paul R. Sackett

Jeanneret Award for Excellence in the Study of Individual or Group Assessment: Nan Zhang, Mo Wang, Heng Xu, Neil Koenig, Louis Hickman, Jason Kuruzovich, Vincent Ng, Kofi Arhin, Danielle Wilson, Q. Chelsea Song, Chen Tang, Leo Alexander III, and Yesuel Kim

Schmidt-Hunter Meta-Analysis Award: Yi-Ren Wang, Michael T. Ford, Marcus Credé, P. D. Harms, and Paul B. Lester

Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology: Danielle M. Gardner

## **Research Grants**

Douglas W. Bray and Ann Howard Research Grant: Christine Seitz, Ashley Sylvara, Tianjun Sun, Louis Hickman, and Filip Lievens

Hebl Grant for Reducing Gender Inequities in the Workplace: Tyler (Ty) Fezzey

Graen Grant for Student Research on Leaders and/or Teams: Daniel Dong-Wook Kim

Zedeck-Jacobs Opportunity Equity in Organizations Grant: Quinetta Roberson, Alexis Avery, and MaQueba Massey

Sidney A. Fine Grant for Research on the Analysis of Work: Deborah Rupp, Seth Kaplan, Anna Hoover, Krista Ratwani, Nicole Strah, and Madeline Wonders

SIOPI International Research and Collaboration Small Grant: Hwayeon Myeong, Meejung Chin, and Eden B. King

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## **Conference Awards**

Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award: Nicholas Salter and Wiston Rodriguez

Best International Paper: Patricia Tabarani, Simon Restubog, Kohyar Kiazad, Constantin Lagios, Pauline Schilpzand, and Sky (Lintao) Wang

John C. Flanagan Award for Best Student Contribution at SIOPI: Fanyi Zhang



# The Importance of Small Targeted Grants for Industrial-Organizational Psychology Research

In the evolving landscape of work, research in the field of industrial-organizational (I-O) psychology plays a vital role in understanding and improving performance, workplace dynamics, employee well-being, and organizational effectiveness. Although large-scale funding initiatives often receive the most attention, small, targeted grants are equally important, particularly in I-O psychology, where applied research can benefit greatly from focused, flexible support. These small grants allow researchers to explore new topics and are often the first step in a program of research. They not only stimulate innovation but also encourage a more inclusive and diverse research community.

This year, SIOP Foundation funded grants ranging from \$3,000 to \$10,000, allowing researchers to pursue topics that may be overlooked by broader funding agencies.

SIOP Foundation grants include:

- **Small Grant Program**, supporting SIOP members' research activities, guiding work in areas of mutual interest to practitioners and academicians, and fostering collaboration that advances both knowledge and practice in applied I-O psychology.
- **Zedeck-Jacobs Opportunity Equity in Organizations Grant**, supporting research that improves the understanding of organizational practices that hinder or facilitate access for all workers to opportunities for employment, advancement, and development, and to fair treatment as organizational citizens.
- **Graen Grant for Student Research on Leaders and/or Teams**, supporting a graduate student who is conducting a master's thesis (or an equivalent project in cases where there is no formal thesis) or a doctoral dissertation focused on leaders and/or teams in relation to organizational innovation, learning, and/or performance.
- **Hebl Grant for Reducing Gender Inequities in the Workplace**, supporting a graduate student who is conducting a gender-related research project for a master's thesis (or an equivalent project in cases where there is no formal thesis) or a doctoral dissertation.
- **Douglas W. Bray and Ann Howard Research Grant**, supporting research aimed at advancing innovations in the effective use of assessments for selecting or developing managers and leaders, ranging in focus from innovations in assessment methods, analytic approaches, to the use of assessment data in selection or development processes.
- **Sidney A. Fine Grant for Research on the Analysis of Work**, supporting research on analytical approaches for describing and understanding work (e.g., competency modeling, job analysis, work analysis, critical incidents) and diverse formats, including bibliographic, empirical, methodological, model development, and theoretical investigations.

These small, targeted grants are a catalyst for innovation, inclusion, and timely interventions in industrial-organizational psychology. By investing in these grants, donors empower researchers to address the challenges organizations and workers face, ultimately leading to healthier, more productive workplaces.





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