

SIOP Funds

Advancement Fund

The earnings from the advancement fund are used by the SIOP Foundation Board to further the field of industrial and organizational psychology. In particular, the earnings have provided the funds to support the research undertaken as part of the SIOP Small Grant Program. The current program provides annual funds of \$30,000. The purpose of the SIOP Small Grant Program is to provide tangible support from SIOP to its members for research-related activities and help guide research activities in areas of interest to both practitioners and academicians within SIOP.

Anti-Racism Grant

This fund provides members with the opportunity to respond to immediate needs of racial/ethnic minorities in the work place for anti-racism initiatives. Gifts to this fund are not endowed and will be released by a vote of the SIOP Foundation Board. Note that 3% of the gifts may be used for operational expenses.

Fund for the Future

This fund provides members with the opportunity to respond to immediate needs of the field. Gifts to this fund are not endowed and can be released by a vote of the SIOP Foundation Board.

Scholarship Fund

The earnings from the scholarship fund help to support the doctoral students as they complete their dissertation research. The program currently funds 3 scholarships per year. The top-rated applicant receives the Lee Hakel Scholarship of \$3,500. In addition, 2 students receive graduate student scholarships of \$3,000 each.

Mary L. Tenopyr Graduate Student Scholarship

This fund was created from the estate of Dr. Tenopyr. The earnings from this fund are used to provide a \$3,000 graduate student scholarship.

SIOP Awards Fund

This fund provides the Society and its members with the opportunity to provide the cash prizes associated with the Distinguished Contributions, S. Rains Wallace, and the SIOP Humanitarian Awards. An endowment fund will be able to provide earnings in perpetuity thereby freeing up member dues for operational needs.

Dunnette Prize

The Dunnette Prize is given to honor living individuals whose work has significantly expanded knowledge of the causal significance of individual differences through advanced research, development, and/or application. Professor Marvin D. Dunnette devoted virtually his entire academic and professional life to the assessment, prediction, and explanation of individual differences in human behavior and performance. There are certainly many important interventions that influence behavior and performance, but their interactions with individual differences are equally important. The Dunnette Prize was established to recognize individuals who have made significant and lasting contributions to understanding (assessing, predicting, and explaining) human behavior and performance by explicating the role played by individual differences. Such contributions can be in the form of basic research, applied research, or applications in practice. Professor Dunnette did not see them as distinct entities – each informs the others.

William A. Owens Scholarly Achievement Award

William A. Owens was best known for his extensive theoretical and applied work on biodata conducted at Iowa State, Purdue, and, primarily, at Georgia. For that work, as well as a broad range of other research, he received SIOP's Distinguished Scientific Contributions Award. He was a past-president of SIOP and a Fellow of SIOP and APA. He and his wife Barbara established this award and helped create the SIOP Foundation. This award is given to the author(s) (at least one of which is to be a SIOP member) of the publication in a refereed journal judged to have the highest potential to significantly impact the field of I-O psychology.

M. Scott Myers Award for Applied Research in the Workplace

This fund was started by Susan Myers, an Associate member of SIOP, to honor her husband M. Scott Myers (1922-1996). Dr. Myers a SIOP Member and APA Fellow, was admired by his professional colleagues but was probably better known to CEOs of the Fortune 500. As head of a team of I-O psychologists at Texas Instruments in the 1960s, he helped TI to achieve record growth and profits by involving employees in management decisions and giving employees greater freedom to plan and control their own work. His classic article on "Who Are Your Motivated Workers?" (*Harvard Business Review*, 1964) and related book on *Every Employee A Manager* (McGraw-Hill, 1970) are still must reading for business executives. This annual award is given to an individual practitioner or team of practitioners who have developed and conducted/applied a specific project or product representing an example of outstanding practice of I-O psychology in the workplace. Projects or products may be in any area of I-O psychology.

Raymond A. Katzell Award in I-O Psychology

This fund was created by Kitty Katzell, a SIOP Fellow, to honor the memory of her husband, Ray Katzell. Dr. Katzell was always a strong proponent of the scientist-practitioner model in I-O psychology. His primary research foci during his 27 years on the faculty at New York University were motivation and job satisfaction, the effectiveness of productivity enhancement interventions, and discrimination in employment testing. He was a president of SIOP, a fellow of SIOP, APA, and APS, editor of SIOP's *Frontiers of I-O Psychology* series, and winner of SIOP's Distinguished Scientific Contributions Award.

Joyce and Robert Hogan Award for Personality and Work Performance

This fund was created by Joyce and Robert Hogan to provide an award to acknowledge research that furthers the understanding of personality as it relates to job performance. The award will recognize the best paper on personality and job performance, published or unpublished. This award is given to the author(s) (at least one of which is to be a SIOP professional level member) of a paper or chapter, published or unpublished, judged to have the highest potential to further the understanding of personality as it relates to work performance.

Wiley Award for Excellence in Survey Research

This annual award, honoring Jack Wiley, is given to a member of SIOP or team (with at least one member who is a SIOP member) whose work or research has been shown to advance the survey research field. This award will recognize excellence and innovation in the design of employee or customer survey research methods or techniques, and also the use of survey results to impact organizational effectiveness and performance. Innovation and excellence can be visible in overall survey research purposes, instrument design, populations or samples surveyed, methods of survey administration, reporting of results, and/or in the use of survey results to affect positive organizational change.

Jeanneret Award for Excellence in the Study of Individual or Group Assessment

This fund was created to honor P. Richard Jeanneret. The award is designed to acknowledge works that further public and professional understanding of individual or group assessment. It is expected that this award would encourage continuing research efforts and practice endeavors that are focused on individual or group assessment, especially when such assessment supports the creation of a diverse workforce. This award is given to the author(s) (at least one of which is a SIOP professional level member) of a work judged to have the highest potential to further the understanding of individual or group assessment, especially when such assessment supports the creation of a diverse workforce.

Schmidt-Hunter Meta-Analysis Award

This fund was created to honor Frank L. Schmidt and John E. Hunter. The award is given to a member of SIOP or team (with at least one member who is a SIOP member) whose work or research has been shown to advance I-O psychology as documented in published research in which meta-analysis is used. The meta-analysis can be in any area of I-O psychology or in another discipline or subdiscipline if there are potential implications for I-O psychology, even if such implications are long term or remote. Articles that make important contributions to statistical, measurement, and mathematical methods in meta-analysis can also be considered.

Joel Lefkowitz Early Career Award for Humanistic I-O Psychology

The award was created by Joel Lefkowitz and is designed to promote a humanistic perspective within I-O psychology by recognizing members who have recently produced work that best exemplifies those values by advancing the dignity of and respect of workers. The award will be given to professional members of SIOP with an applied IO project or program that advances the cause or worker dignity, economic and social justice, or organizational contribution to the common good.

Douglas W. Bray and Ann Howard Research Grant

The Douglas W. Bray and Ann Howard Research Grant is designed to support research on assessment center methods as well as research into the development of managers and leaders. The grant may focus on the assessment method (e.g., simulations and other techniques that rely on the observation of behavior), the content area of interest (e.g., managerial career advancement, leadership development), or preferably both.

Sidney A. Fine Grant for Research on Job Analysis

The Sidney A. Fine grant is for research on analytic strategies to study jobs and is designed to support research that will further the usefulness of analytic strategies to study jobs, especially as to the nature of job content and organizational structures in which work is performed. In this context, research may take many forms including, but not limited to, bibliographic, empirical, methodological, model development, and theoretical investigations.

Zedeck–Jacobs Adverse Impact Grant

This grant, created under the leadership of Rick and Jennifer Jacobs, is in honor of Sheldon Zedeck. The Zedeck-Jacobs Adverse Impact Research Grant is designed to offer support to researchers who are investigating causes and solutions to adverse impact in testing and selection. Adverse impact (AI) has been a recurring problem for decades, and although some findings have not only helped us to understand the problem and create modest solutions, we are still without a viable theory, consistent processes or programs to reduce or eliminate AI, or a body of research that informs the laws that govern employment practices.

James L. Outtz Grant for Student Research on Diversity

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. To continue the program, SIOP needs financial support for the scholars who attend so the Outtz Grant has been repurposed to support Outtz Scholars to the Diversifying I-O Psychology Program.

Hebl Grant for Reducing Gender Inequities in the Workplace

This fund was created by Mikki Hebl to provide grants for graduate students who are conducting a gender-related research project for their master's thesis or a doctoral dissertation, with the intent of assisting the graduate student with completion of the project. The research must focus on extending and broadening theoretical and empirical knowledge of gender-related issues. Preference will be given to projects that focus on reducing the inequities that women face within or in attempting to enter the workforce in the U.S. or in any other country globally.

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

This fund was established by George Graen. This grant is given to a graduate student who is conducting master's thesis or doctoral dissertation research related to the leadership and development of new professionals in knowledge-intensive organizations. The research project should clearly make use of "design thinking." Design thinking is a human-centered approach to innovation that puts the observation and discovery of human needs at the forefront of the innovation process and yields compelling experiences for the users of new products or services.

Leslie W. Joyce and Paul W. Thayer Graduate Fellowship

This fund was created by Dr. Leslie Joyce to recognize the mentoring relationship existing between herself and Dr. Paul Thayer, both during graduate school and during Dr. Joyce's subsequent career. The Joyce and Thayer Fellowship is designed to provide financial support to a doctoral student in I-O psychology who is specializing in training and development and/or selection and placement.

George C. Thornton, III Graduate Scholarship

This fund was created by colleagues, students, family and friends of Dr. Thornton. The George C. Thornton Graduate scholarship offers financial assistance to a doctoral student in I-O psychology who epitomizes the scientist/practitioner model. Dr. Thornton was dedicated to training future IO psychologists using the scientist/practitioner model. His commitment to this model has been displayed in his teaching, research, and doctoral supervision activities.

Irwin L. Goldstein and Benjamin Schneider Graduate Scholarships by the Macey Fund

These scholarships are made possible by the Macey Fund in recognition of the friendship that developed over the years with Dr. Goldstein and Dr. Schneider and in gratitude for their work in broadening the inclusiveness of I-O psychology. This scholarship recognizes achievement in a graduate career and is intended to assist a American minority doctoral student in the field of industrial and organizational psychology with the costs of carrying out their dissertation work.

Cascio Scientist–Practitioner Award–Incubator Fund

The use of the Incubator Fund allows a donor to take up to 5 years to meet the minimum endowment of \$75,000. This award will recognize peer-reviewed research that best reflects the scientist-practitioner model. The focus is on the application of scientific findings or knowledge to inform practice.

Michael E. Moomaw Scholarship Fund

The Michael E. Moomaw Scholarship has been established with the primary objective of fostering and promoting the pursuit of excellence in the field of Industrial-Organizational (I-O) psychology. This scholarship specifically aims to support 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.

Beth E. Buchanan Scholarship Incubator Fund

This graduate student scholarship fund has been established to honor Beth E. Buchanan, a SIOP Student member and the daughter of SIOP Fellow and dedicated volunteer, Julie Olson-Buchanan. Beth, a 23-year-old I-O doctoral student at the University of Georgia, was fatally struck by a drunk driver on February 13, 2023. This scholarship is designed to help keep Beth's light shining and celebrate her extraordinary giving spirit. The Beth E. Buchanan Graduate Student Scholarship Fund is therefore 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, the work-family interface, employee well-being, remote work, and gender issues).

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

This annual award is given to the author(s) of a paper or poster accepted for presentation at the annual SIOP conference. This award honors papers or posters that further the field's understanding of LGBT issues within the workplace and represents theoretical and technical rigor.

John C. Flanagan Award for Best Student Contribution at SIOP

The John C. Flanagan Award was established to recognize the best student contribution at the SIOP conference. There isn't an application process for this award. Poster submissions whose first author is a student are automatically considered for the Flanagan award. To qualify for the Flanagan Award, a student must (a) have a paid Student Affiliate membership in SIOP, (b) be enrolled in a PhD program, and (c) be the first author of the paper submitted. In the case of multiple authors, order of authorship should reflect the relative scientific or professional contribution.