

President's Message

On February 29, 2000 the SIOP Foundation officially closed its charter year of fund raising, and we celebrated this most successful effort at the SIOP Conference in April.

I thank all the people whose time, talents, and gifts have brought us to this point. You will find the statistics and the details in this, our first Annual Report. I urge you to read it and keep it. And, when appropriate, to make a contribution.

The SIOP Foundation was created to provide a perpetual source of funding to advance the science and practice of industrial and organizational psychology. This means the money you donate will never be spent, but the earnings it generates will be used year after year to pursue the goals and values of the Society.

We have now reached a milestone—the end of the beginning. Much has been accomplished and I thank

many people. The members of the Board of Trustees have worked hard and donated generously. The SIOP Executive Committee has been totally supportive, as has the SIOP Administrative Office. Thirty former SIOP presidents have made donations. And best of all, 125 SIOP members have become Foundation donors.

As we go forward we face two challenges—to raise sufficient money to fund projects, awards, and scholarships and to begin the process of grant giving.

For this first round of grants, the SIOP Executive Committee has made proposals to the Foundation Board for a number of projects. These first grants will necessarily be small, but as the Foundation's endowment grows, the earnings will grow and the size and number of grants will increase.

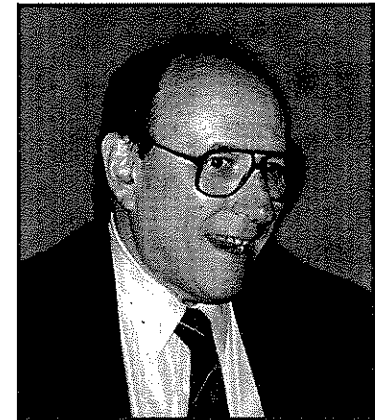
Please make a gift to support this good work. Make a gift in memory of someone or

in celebration of an important event, such as the retirement of a colleague or a mentor. Your donation is fully tax deductible.

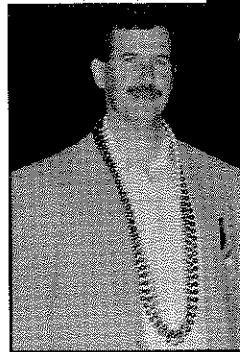
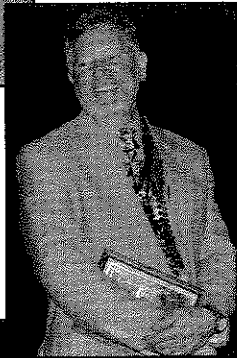
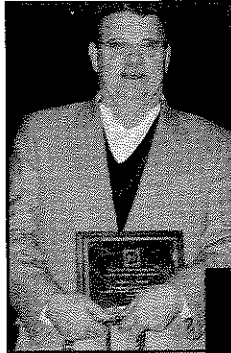
The field of I-O psychology is special and SIOP is very special. These are good times and because of that we have the opportunity to secure the future. By working together, we can make a real difference.



Irwin L. Goldstein
President



The SIOP Foundation



Industrial and organizational psychology has achieved greater prominence in recent years. Organizations look to I-O psychologists for leadership and enhancement of their effectiveness. I-O practice, backed by scientific studies,

helps organizations create more effective structures, which in turn fosters a more productive and prosperous workforce.

In choosing to support the Foundation, SIOP members have shown great vision. The foundation will ensure ongoing funding for such things as funding research, giving financial aid to outstanding students,

continuing efforts to inform the public, the government, and business about the field of I-O psychology as well as providing awards for excellence in science and practice. We don't know what the specific needs of the future will be, but your gift today will provide the tools future leaders will need.

All donations will make a difference and further the Foundation's goals. The Foundation is a 501(c)3 not-for-profit organization and all donations are tax deductible. Every contribution is appreciated and will be recognized.

Gifts to the SIOP Foundation fall into three categories: the Advancement Fund, the Scholarship Fund, and Term and Endowed Named Gifts.

Types of Gifts

At present, the SIOP Foundation comprises three funds: the Advancement Fund, the Scholarship Fund, and the Term and Endowed Named Gifts.

The Advancement Fund.

The Advancement Fund welcomes gifts of any amount. Some donations associated with this program recognize member achievements such as receiving honorary awards, promotions, and other accomplishments. Gifts can also be

made to honor the memory of individuals and their achievements. The gifts deposited become part of the endowment of the Advancement Fund, and are used to support activities that further the advancement of the field consistent with SIOP's purpose.

Examples of specific programs that the Fund will support include: graduate student support, member development grants, program development initiatives, pro bono work, and educating the public and the world of work concerning the purposes and objectives of SIOP. Distributions of earnings from the Advancement Fund are based upon the recommendations of the Foundation Trustees.

As a special part of the Advancement Fund, the members of the *Foundation Charter Group* donated a minimum of \$1,000 to the SIOP Foundation during its Charter Year which ended in February 2000. Thirty-seven contributions were

made to provide this initial funding for the Foundation. Membership in the Charter Group is now closed. The SIOP *Foundation Honorary Group* recognizes contributors who donate a minimum of \$5,000 over a 5-year period. To date, 22 have joined the Honorary Group. Membership in this group continues to be open.

The Scholarship Fund. This Fund seeks to further I-O psychology by providing financial support to students. When sufficient funds are available this fund will begin to award scholarships.

Term and Endowed Named Gifts. Named Gifts are donations of a specific amount for a particular award, project, or program that is named in honor of a person or institution. Only gifts consistent with the purposes of SIOP will be accepted.

Two types of Named Gifts exist—a *Named Term Gift* and

an *Named Endowed Gift*. A Term Gift refers to financial support for a specific activity, award, or project that expends all of the donated funds for that purpose. Ordinarily, the project would be completed and the funds would be exhausted within a specified period of time. Activities governing the project are specified in a memorandum of understanding.

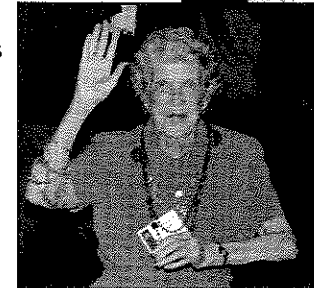
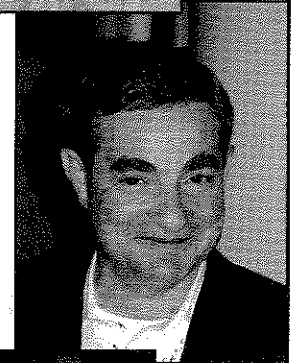
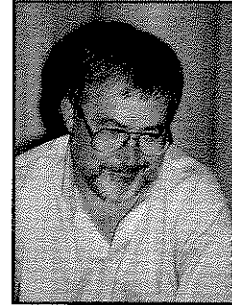
An Endowed Gift is a permanent gift, the earnings from which support a particular activity, award, or project as specified in a memorandum of understanding. The principal remains in the SIOP Foundation so that grants funded by the earnings can be awarded in perpetuity. Arrangements can be made for funding an Endowed Gift over several years. The minimum gift is \$25,000.

Categories of Named Gifts

Graduate student support.

These will be grants to graduate students studying in fields relevant to SIOP's purpose. Types of activities that could be supported include: student fellowships, research awards, dissertation support awards, travel awards, and so forth. For named opportunities to permanently endow such a fund, the Foundation will accept gifts beginning at \$25,000.

Member development grants. Used to endow support for grants that enhance the development of members, consideration will be given to applications for continuing education grants, summer research grants, and grants for research and practicing members to exchange opportunities and information, and





other member development activities.

Gifts of \$50,000 or more are necessary to permanently endow such a fund. Term Gifts designated by the donor to accomplish specific projects can be established.

Program development initiatives. Donations may be made to endow support for

grants that aid program development consistent with SIOP's purpose. This might include funding for emerging academic programs, work that enhances inter-



national opportunities, programs that permit enhancement of innovative research and practice, and so forth. To permanently endow a named fund, a gift of at least \$100,000 is required. Term Gifts will also be accepted to accomplish specific projects.



Educating the public, government, and the world of work concerning the purposes and objectives of SIOP. Grants to provide funding for SIOP projects to educate the public, government, and work communities concerning the goals, principles, and methods of I-O psychology, and the work of SIOP will be made from this fund. Consideration will be made for grants to further practices consistent with the goals and purposes of SIOP, or information concerning relevant policy topics such as the state of knowledge about affirmative action. For named opportunities to permanently endow such a fund, gifts beginning at \$100,000 are accepted. In addition, Term Gifts are accepted to accomplish other specific projects.

These categories of named gifts are meant to be only illustrative of the possibilities and do not encumber or limit the Foundation's ability to make grants.

The Dayton Foundation

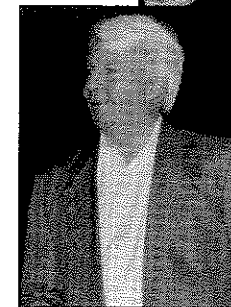
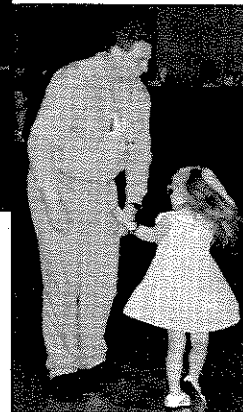
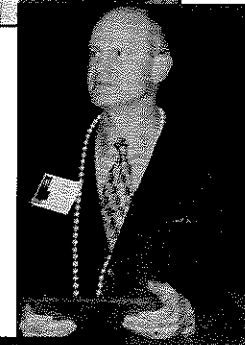
The Dayton Foundation is an established philanthropic organization with over 250 named funds. Until the SIOP Foundation's assets reach a sufficient level, it will be a part of the Dayton Foundation. Participating in this organization allows us to pool our resources for investment purposes and yet retain control of distribution of funds. This is why checks are presently made out to The Dayton Foundation/SIOP Fund.

This arrangement is working very well with the Dayton Foundation advising the SIOP Foundation during these critical early years. They have also handled the transfer of stock for us and are prepared to handle other unusual gifts such as art or real estate.

Financial Report

January 1996 through June 30, 2000

Contributions and pledges	\$	433,004	
Interest, dividends, and gains		79,252	
		<hr/>	
Total revenues	\$		512,256
Operating expenses	\$	5,277	
Grants and awards		9,000	
		<hr/>	
Total expenses	\$		14,277
			<hr/>
Fund balance ending June 30, 2000	\$		497,979



The photographs throughout this Annual Report are from the SIOP 2000 Dessert Reception held at the Annual Conference in New Orleans, Louisiana honoring the SIOP Foundation.

Awards Made at SIOP 2000

The SIOP Foundation administers three awards named in honor of specific individuals who made significant contributions to the discipline of I-O Psychology. The awards include the William A. Owens Scholarly Achievement Award, the M. Scott Myers Award for Applied Research in the Workplace, and the John C. Flanagan Award for Best Student Contribution at the SIOP Conference.

With the passage of time and the evolution of new gener-

ations of I-O psychologists, the memories of these men may become extinct. The purpose of these awards is to renew our memory of these scholars of I-O psychology.

The William A. Owens Scholarly Achievement Award.

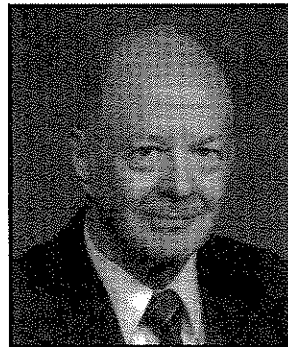
The William A. Owens Scholarly Achievement Award was established in recognition of the best publication (appearing in a refereed journal) in the field of I-O psychology during the past full year.

M. Scott Myers Award for Applied Research in the Workplace. The M. Scott Myers Award for Applied Research in the Workplace was established in recognition of a project or product representing an outstanding example of the practice of industrial and organizational psychology in the workplace.

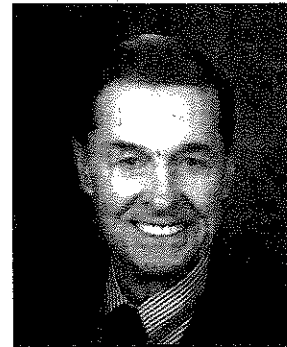
The John C. Flanagan Award for Best Student Presentation at the SIOP Conference. The John C. Flanagan Award was estab-

lished to recognize the best student contribution at the SIOP Conference.

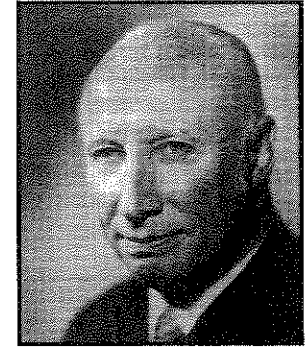
These SIOP awards were named in honor of individuals whose lives and careers celebrated the I-O psychology profession. They have contributed to the science and practice of I-O psychology with integrity and quality. These pioneers' contributions will be remembered for years to come through these SIOP Foundation Awards.



William A. Owens



M. Scott Myers

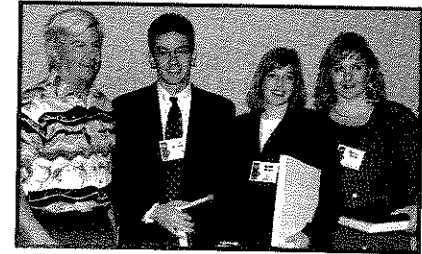


John C. Flanagan

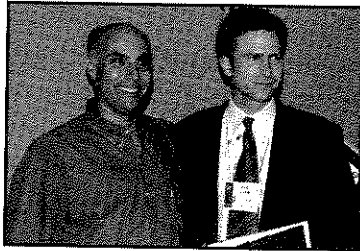
John C. Flanagan Award for Outstanding Student Contribution to the SIOP Conference

Kristen Horgen, Mary Ann Hanson, Walter Borman, and Chris Kubisiak

Ms. Kristen Horgen (Personnel Decisions Research Institute and University of South Florida), student first author, and Drs. Mary Ann Hanson, Wally Borman and Chris Kubisiak (Personnel Decisions Research Institute and University of South Florida), co-authors, are recognized for their poster, "Leisure, Social, and Volunteer Activities as Sources of Work-Related Skills."



William A. Owens Scholarly Achievement Award



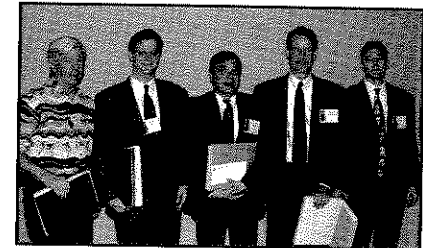
Paul Tesluk and Rick Jacobs

Dr. Paul Tesluk (University of Maryland) and Dr. Rick Jacobs (Pennsylvania State University and SHL) are recognized for their article, "Toward an Integrated Model of Work Experience," *Personnel Psychology*, 1998, 51, 321-355.

M. Scott Myers Award for Applied Research in the Workplace

HumRRO, PDRI, RGI, Caliber, and FAA

HumRRO (Robert Ramos, Laress Wise, Gordon Waugh, Douglas Quartetti, Ani DiFazio, and Patricia Keenan), PDRI (Walter Borman, Mary Ann Hanson, Janis Houston, Jerry Hedge, Ken Bruskiwicz, Laura Bunch, and Kristen Horgen), Caliber (James Harris, Ray Morath, Anthony Bayless, Claudet Archambault, Lucy Wilson, and Christopher Zamberlan), RGI (William Kieckhaefer, Norman Abrahams, and Jamen Graves), and FAA (Carol Manning, Henry Mogilka, Michael Heil, Ned Reese, Larry Vice, and Douglas Murphy) are recognized for their project, "Air Traffic Selection and Training (AT-SAT)."



Honorary Group Membership

\$90,000–\$100,000



Frank J. Landy
SIOP Members

\$5,000–\$24,999

- Michael A. Campion
- Wayne F. Cascio
- Ron G. Downey
- Edwin and Pauline Fleishman
- Irv and Micki Goldstein
- Milton and Lee Hakei
- Mildred E. Katzell
- Raymond A. Katzell
- William H. Macey
- William H. Mobley
- James D. Myers
- Lyman W. Porter
- James and Sheri Quick
- Paul and Patricia Sackett
- Paul W. Thayer
- Jack W. Wiley
- Sheldon Zedeck



\$25,000–\$89,999

American Institutes for
Research
Susan S. Myers
Barbara Owens

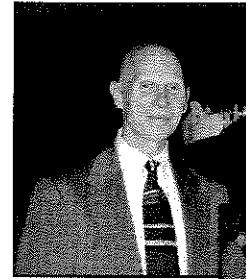


Charter Group Membership

\$1,000-\$4,999

Lewis E. Albright
Walter C. Borman
Douglas W. Bray
Michael J. Burke
David P. Campbell
Jeanette N. Cleveland
James L. Farr
Lawrence Fogli
Jay A. Gandy
Donald L. Grant
Richard A. Guzzo
Ronni M. Haston
A. Catherine Higgs
George P. Hollenbeck
Ann Howard
Daniel R. Ilgen
Douglas A. Johnson
Mark A. Jones
Kania School of Management,
University of Scranton
Richard Klimoski
C. H. Lawshe
Eugene Mayfield

Angela G. McDermott
Howard McFann Memorial
Jeffrey J. McHenry
Herbert H. Meyer
Joseph L. Moses
Kevin R. Murphy
Personnel Psychology
Personnel Research
Associates
Simcha Ronen
Neal and Kara Schmitt
Benjamin Schneider
Jeffrey R. Schneider
Mary L. Tenopyr
Texas Instruments
Nancy T. Tippins



Contributors (1997-2000)

\$250-\$999



Richard S. Barrett
 Larry D. Eldridge
 Frank and Jeanne Fischer
 Robert Perloff
 Elaine D. Pulakos
 Jeffrey C. Quinn

\$100-\$249



Abram B. Barch
 Janet L. Barnes-Farrell
 Thomas E. Becker
 James A. Breaugh
 Wayne J. Camara
 Georgia T. Chao
 Kenneth and Miriam Clark
 Michael Coovert
 Angelo S. DeNisi
 Arthur J. Drucker
 Franklin H. Foote
 Edie L. Goldberg
 Mirian Graddick
 Robert Guion
 P. Richard Jeanneret
 W. Roy Johnson

Gerald A. Kesselman
 Janice R. Klein
 Katherine Klein
 Steven W. J. Kozlowski
 Mark L. Lifter
 Art C. MacKinney
 Debra A. Major
 John D. Mallonee
 Jennifer W. Martineau
 Robert F. Morrison
 Lois E. Tetrick
 Vicki V. Vandaveer

Under \$100

Thomas G. Baker
 Guy G. Besnard
 James L. Bowditch
 Sharon B. Buchbinder
 Allan H. Church
 Joe Colihan
 Maureen A. Conard
 David P. Costanza
 Mary W. Daley
 Denton Enterprises
 Richard D. Draper
 Dennis G. Faust

J. Kevin Ford
 Bob Glaser
 Hodges L. Golson
 William H. Gutow
 Todd C. Harris
 Rosemary Hays-Thomas
 William H. Hendrix
 Larry G. Hopkins
 Robert A. Jako
 Laura L. Koppes
 Phil T. Launer
 P. Lopez-Prado
 Clyde J. Lindley
 Robert A. Magoon
 S. Morton McPhail
 Lynn R. Offerman
 Gloria M. Pereira
 Lester G. Phares
 Charles A. Pierce
 Craig J. Russell
 Jeff S. Schippmann
 Michael J. Stevens
 Eric Sundstrom
 Robert R. Taylor
 Albert S. Thompson
 Peter Villanova
 Frederic R. Wickert

Gifts Given in Honor of...

Earl A. Alluisi, given by Robert Magoon

Jack Bartlett, given by Irv and Micki Goldstein, and Ben Schneider

Bernard Bass, given by Wayne Cascio

Joseph M. Burke, given by Michael Burke

Harold E. Burt, given by Edwin and Pauline Fleishman

Richard Campbell, given by Rick Guzzo, Joel Moses, and Mildred Katzell

Larry L. Cummings, given by Kania School of Management, University of Scranton

Douglas H. Fryer, given by Raymond A. Katzell

Edwin Ghiselli, given by William H. Mobley, Lyman Porter, and Douglas A. Johnson

Irv Goldstein, given by Georgia Chao

Robert Guion, given by Frank Landy

Mason Haire, given by Lyman Porter

C. H. Lawshe, given by Lewis E. Albright

John Mathieu, given by Jennifer Martineau

E. J. McCormick, given by Lewis E. Albright

Howard McFann, given by Edwin and Pauline Fleishman, and other contributors to the Howard McFann Memorial

Michigan State University I-O Program, Department of Psychology, given by Jeff Schneider

William A. Owens, given by Lewis E. Albright

Erich Prien, given by Mark A. Jones and William H. Macey

Carroll L. Shartle, given by Edwin and Pauline Fleishman

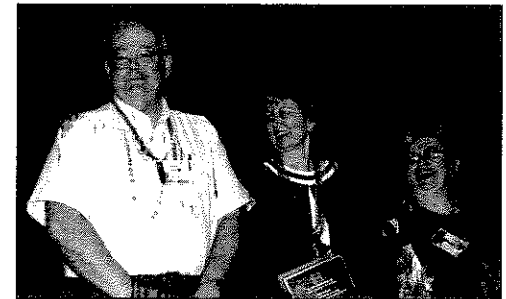
Neal Schmitt, given by Ronni Haston

William E. Scott, Jr., given by Kania School of Management, University of Scranton

Patricia C. Smith, given by Sheldon Zedeck

Paul W. Thayer, given by Eugene Mayfield

Don Trumbo, given by Miriam Graddick and Frank Landy



Board of Trustees

Irwin L. Goldstein
President

Paul W. Thayer
Vice President

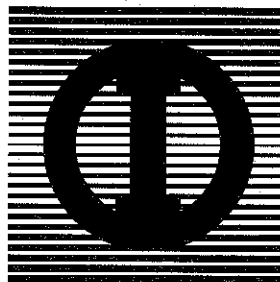
A. Catherine Higgs
Secretary/Treasurer

William H. Mobley
Board Member

Lyman W. Porter
Board Member

Lee Hakel
Ex Officio

Jeffrey McHenry
Ex Officio



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