

# THE SIOP FOUNDATION

## Building for the Future

2011–2012 Annual Report



# *Mission Statement*

The SIOP Foundation provides financial support for the advancement of the field of Industrial-Organizational (I-O) psychology. In addition, the Foundation offers strategic leadership through the solicitation and use of its funds. The Foundation is a structure through which members of the Society for Industrial and Organization Psychology (SIOP), and other donors, can express their tangible support for the field. The Foundation's resources are intended to further the outreach of both the practice and the science of I-O psychology so that those in this field can play an increasingly vital role in fostering a productive and prosperous workforce.

The [IRS Determination Letter](#) is available for those who need our tax exempt/public charity status letter.

The Board of Trustees oversees the operations of the Foundation.



Milton D. Hakel, President; Richard Klimoski, Vice President; Nancy T. Tippins, Secretary; Lyman W. Porter, Treasurer; Paul W. Thayer, Trustee; Leaetta Hough, Trustee; Kathleen Kappy Lundquist, SIOP Financial Officer/Secretary.

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# President's Message



SIOF is the connecting point for integrating science and practice at work. Thousands have voluntarily contributed ideas, talent, and effort to achieve SIOF's past and present successes. SIOF is the world's leader in fostering and showcasing evidence-based practice for human resource issues in private, public, and volunteer organizations. The SIOF Foundation is SIOF's partner in this grand venture. By providing SIOF's members and other contributors the opportunity to leverage contributions as tax-deductible gifts, the SIOF Foundation is building for SIOF's future.

Since 1996 the SIOF Foundation has received \$1,546,877 in contributions and an additional \$744,503 in pledges. Every pledge is being honored. Our total assets have grown 5% in the past 12 months, and now total \$2.37 million.

These are turbulent economic times, but nevertheless we are continuing to build. Recent SIOF Foundation Spotlight columns in *TIP* have reported the creation of the **SIOF Scholar designation, the launch of the Jeanneret Award for Excellence in the Study of Individual or Group Assessment, and the Thornton Scholarship**, which will go to an advanced graduate student who exemplifies the scientist-practitioner model.

Some SIOF members have been able to be extraordinarily generous in helping to advance our mission. This year we recognize Bill Macey. Bill has given a major endowment, one which will create scholarships honoring Irv Goldstein and Ben Schneider.

We are continuing to build because over 500 SIOF members have been able and continue to be ordinarily generous. Undesignated contributions go into the Advancement Fund, which has garnered more than \$602,000 since its inception, and paid out over \$190,000 for small grants, supplements, and scholarships. I hope that in the coming year we will realize major additions to our Advancement and Scholarship funds. Foundations are able to grow their assets while simultaneously providing proceeds to support approved scientific, educational, and charitable causes. Since its beginning the SIOF Foundation has provided support to SIOF of \$394,523, consisting of income from the endowment of the contributions. SIOF used all of this funding to provide scholarships, awards, and small grants, doing so without having to dip into member dues or other revenues. Thus your contributions to the Foundation extend SIOF's impact and effectiveness in building our vital applied science community.

Help SIOF and the SIOF Foundation today to continue building. Contribute your ideas and expertise to SIOF as it works to foster evidence-based practice and to expand its impact throughout the world of work. Donate cash, CDs, stocks or bonds to the SIOF Foundation's Advancement or Scholarship Funds. Or, put a long range plan into place and make a pledge, or set aside a portion of your estate in a charitable bequest.

Now is the time to contribute—it will take even more ideas, talent, effort, and resources to meet the challenges of the future. SIOF and the SIOF Foundation would like to be among your beneficiaries.

A handwritten signature in dark ink that reads "Milton D. Hakel". The signature is written in a cursive, slightly slanted style.

Milton D. Hakel, President

PS: If you need to make a mandatory IRA distribution, as do I and others of my generation, direct it to the SIOF Foundation

# *Current Year Gifts*

## *Hugo Munsterberg Society* *(\$25,000 and above)*

Richard Jeanneret

William H. Macey

## *Patrons* *(\$5,000 to \$9,999)*

Jennifer and Rick Jacobs  
Michelle (Mikki) Hebl

## *Sponsors* *(\$2,500 to \$4,999)*

Gene and Sue Mayfield  
SWA Consulting Inc.

## *Supporters* *(\$1,000 to \$2,499)*

Adrienne Colella and Angelo DeNisi  
DCI Consulting Group  
Paul Hanges  
Kylie Harper  
Ann Howard

EB Jacobs and Staff  
Kevin R. Murphy  
Paul and Pat Sackett  
Nancy T. Tippins

## *Friends* *(\$250 to \$999)*

Talya Bauer  
Walter C. Borman  
Keith Brown  
David Campbell  
Dana and Eric Dunleavy  
James L. Farr  
Elizabeth Franklin Freeman  
Irv and Micki Goldstein  
Scott Highhouse and  
Maggie Brooks  
Russell Johnson and  
Daisy Chang

Richard Klimoski  
Lee J. Konczak  
Robert J. Lee  
Bob Liden and Sandy Wayne  
Kathleen Kappy Lundquist  
S. Morton McPhail  
Frederick P. Morgeson  
Lorin Mueller  
Rose Mueller-Hanson  
Cal Oltrogge  
Jim Oultz  
Lyman W. Porter

Jeffrey Quinn  
Doug Reynolds  
Deidra J. Schleicher  
Frank Schmidt  
Garnett Stokes  
Talentkeepers  
Paul W. Thayer  
Scott Tonidandel  
Sallie J. Weaver  
Tim Wolcott  
Martha and Sheldon Zedeck

## *Contributors (up to \$249)*

Judith Aarabi	Richard Draper	Howard Glavin	M. Peter Scontrino
Kevin Aeling	Steven Essah	Stephanie Klein	Paula Schlesinger
Juliet Aiken	Carolyn Facticeu	Elizabeth Kolmstetter	John Scott
Lewis E. Albright	Michael F. Flanagan	Penny Koommoo-Welch	Jerry Seibert
Evelina Ascalon	Rex Gatto	Richard Kopelman	Norbert Semmer
Stephen Atkins	Michael and Jennifer Gillespie	Kurt Kraiger	Mitchell Shack
Janet Barnes-Farrell	Laura Gooler	Allen I. Kraut	Linda Shanock
Tarita Bateman	Harrison G. Gough	Ron Landis	Terri Shapiro
Mariangela Battista	Karen Grabow	Heather Lee	Betsy Shoenfelt
Winston Bennett	Alicia Grandey	Edwin A. Locke	Lynn Shore
Katherine Bittner	Mauricio Greenwald	James Longabaugh	Handan Sinangil
Jeffrey Blood	Matthew Grossman	Robert Lord	Paula Sinisterra
Eric Brasher	Amy Grubb	Mark Ludwick	Emily Solberg
Margaret Brooks	Ashley Guidroz	Aleksandra Luksyte	Paul Spector
Sharon Buchbinder	Robert Guion	Debra Major	Jay Spitulnik
Michael and Marsha Buckley	Rick Guzzo	Suzanne Masterson	Christiane Spitzmueller
Michael Burke	Anne Marie Haddock	Joanne McInerney	Cynthia Stevens
W. Warner Burke	Milt and Lee Hakel	Laurel McNall	Nancy Stone
Wayne J. Camara	Rosalie Hall	Alan Mead	Federico Diaz Sustaeta
David Campbell	Jane Halpert	Carmen Medina	Scott Tannenbaum
Linda S. Carr	Jane Halpert	Edward Mone	Robert Tett
Chu-Hsiang Chang	Leslie Hammer	Robert Morrison	Lori Foster Thompson
Chesapeake Institutes for Behavioral Research	Joseph Hartman	Linda Montgomery	Walter Tornow
Paraskevi Christoforou	Elizabeth Hayes	Liberty Munson	Maritza Torres
Allan Church	Michael Helford	Jessica Murphy	Donald Truxillo
John M. Cornwell	Cheryl Hendrickson	Meghan Murray	Diamond Urbano
Robert Corrigan	Gina Hernez-Broome	Barry Nathan	Anna Marie Valerio
David Costanza	Edward Hill	Joy Oliver	Victor Vroom
Dev Dalal	William Hodgetts	Maxine Oliver	Ashley Walvoord
Dane D'Alessandro	Brian Hoffman	Gerald Olivero	Kimberly Wells
Diane Daum	Larry Hopkins	Cheryl Paullin	Kenneth N. Wexley
Eva Deros	Michael Huff	Vicente Pecino	Claudine Williams
Stephan Dilchert	Dan Ispas	Pamela Perrewe	David Youssefnia
Corinne Baron Donovan	Jerard Kehoe	Michael Petty	Stephen Zaccaro
John Brian Dore	Timothy Kelly	Erin Richard	Michael Zickar
Ron Downey	John Kennedy	Brian Roote	
	Jenifer Kihm	Sara Rynes	
	Eden King	Irene Sasaki	

**Gifts in honor  
appear on next page**

# *Gifts in Honor of...*

**Bernard M. Bass** by Wayne F. Cascio

**Mariangela Battista** by Pfizer Foundation Matching Gifts Program

**Gregory H. Dobbins** by Tammy D. Allen and Mark L. Poteet

**I-O Psychology Master's Program Graduating Class of 2011** at Wayne State University by  
Reginald Ronald Shepps

**Irwin Goldstein's retirement** by Martha and Sheldon Zedeck

**Robert M. Guion** by an Anonymous Donor

**Robert M. Guion and the BGSU Department of Psychology** by Elizabeth Franklin Freeman

**Kylie Harper** by Jennifer and Rick Jacobs

**Frank Landy** by Georgia T. Chao and Steven W. J. Kozlowski, and David Kriska

**Professor James N. Mosel** by Murray Mack

**Liberty Munson** by Microsoft Matching Gift Program

**Kevin Murphy** by Jennifer and Rick Jacobs

**Larry Nader** by Rosemary Hays-Thomas

**Jabari Outtz** by James L. Outtz, and Jennifer and Rick Jacobs

**Richard J. Ritchie** by Joel Moses

**Nancy Tippins** by H. Kristl Davison

**Anna Marie Valerio** by Fisher Rock Consulting

**The Waypoint Project Team** by an Anonymous Donor

Below: Ben Schneider, William Macey, Irv Goldstein, and Milt Hakel



Right: Chris Berry, Paul Sackett, and Piers Steel



Left: Neil Morelli chats with Lee Hakel, the former SIOP director for whom the scholarship he won is named.



# *Lifetime Gifts*

## *Hugo Munsterberg Society (\$25,000 and above)*

American Institutes for Research Assess Systems	Lowell Hellervik Robert and Joyce (D) Hogan	Eugene C. and Suzanna B. Mayfield
Cristina G. Banks	The Home Depot Foundation	Susan S. Myers
Douglas W. Bray (D)	Leaetta Hough	Barbara R. Owens
Sandra L. Davis	Ann Howard	Personnel Psychology, Inc.
Development Dimensions International Associates	<i>Richard Jeanneret</i>	SIOF Members
Robert Eichinger	Leslie W. Joyce	Lillian Tenopyr
Sidney A. Fine (D)	Mildred E. Katzell	Jack Wiley
Milton D. and Lee Hakel	Frank Landy (D)	
	<i>William H. Macey</i>	

## *Benefactors (\$10,000 to \$24,999)*

Howard C. Carlson	Douglas and Kimberly McKenna	Snyder Leadership Group
Mikki Hebl	Robert Muschewske	Paul W. Thayer
Raymond Hedberg	PDI Charitable Giving Fund	Nancy T. Tippins
Rick and Jennifer Jacobs	David B. Peterson	Valtera
Jeffrey McHenry	Paul and Pat Sackett	Stroller Tod White

## *Patrons (\$5,000 to \$9,999)*

Michael J. Burke	Keith Halperin and Karen Grabow	James D. Myers
Michael A. Campion	A. Catherine Higgs (D)	Lyman W. Porter
Wayne F. Cascio	John R. Hinrichs	PreVisor
Ronald G. Downey	Raymond A. Katzell (D)	Dr. and Mrs. James Campbell
Edwin A. and Pauline S. Fleishman	Richard Klimoski	Quick
Irv and Micki Goldstein	William H. Mobley	<i>SWA Consulting Inc.</i>
Robert Guion (D)	Joel Moses (Applied Research Corp.)	Marti and Shelly Zedeck

(D) indicates that donor is deceased. *Italics* indicate that donor has moved up to a new giving category.

**Continued on next page**

# *Lifetime Gifts (continued)*

## *Sponsors (\$2,500 to \$4,999)*

Michael Beer  
Walter C. Borman  
David P. Campbell  
Richard D. Draper  
EB Jacobs and Staff  
James L. Farr  
Rick Guzzo

Ronni Haston  
Hogan Assessment Systems  
William C. Howell  
Elizabeth B. Kolmstetter  
Allen I. Kraut  
Howard McFann Memorial  
*S. Morton McPhail*

Microsoft Matching Gift Program  
Robert F. Morrison  
Freddy and Simi Ronen  
Frank Schmidt  
Benjamin and Brenda Schneider  
Rob Silzer  
Mary L. Tenopyr (D)

## *Charter Group*

*(Honoring those who gave a minimum of \$1,000 during  
the SIOP Foundation charter year.)*

Lewis E. Albright  
American Institutes for Research  
Walter C. Borman  
Douglas W. Bray (D)  
Michael J. Burke  
David P. Campbell  
Michael A. Campion  
Wayne F. Cascio  
Jeanette N. Cleveland  
Ronald G. Downey  
James L. Farr  
Edwin A. & Pauline S. Fleishman  
Lawrence Fogli  
Jay A. Gandy  
Irv & Micki Goldstein  
Donald L. Grant (D)  
Richard A. Guzzo  
Milton D. & Lee Hakel  
Ronni M. Haston  
A. Catherine Higgs (D)

George P. Hollenbeck  
Ann Howard  
Daniel R. Ilgen  
Douglas A. Johnson  
Mark A. Jones  
Kania School of Management,  
University of Scranton  
Mildred E. Katzell  
Raymond A. Katzell (D)  
Richard Klimoski  
Frank J. Landy (D)  
C. H. Lawshe (D)  
William H. Macey  
Eugene Mayfield  
Angela G. McDermott  
Howard McFann Memorial  
Jeffrey J. McHenry  
Herbert H. Meyer  
William H. Mobley  
Joseph L. Moses

Kevin R. Murphy  
James D. Myers  
Susan S. Myers  
Barbara R. Owens  
Personnel Psychology, Inc.  
Lyman W. Porter  
Dr. & Mrs. James Campbell  
Quick  
Simcha Ronen  
Paul & Pat Sackett  
Neal & Kara Schmitt  
Ben Schneider  
Jeffrey R. Schneider  
Mary L. Tenopyr (D)  
Texas Instruments  
Paul W. Thayer  
Nancy T. Tippins  
Valtera  
Jack W. Wiley  
Sheldon & Marti Zedeck



# *SIOP Foundation Financials*

## **General Funds**

Advancement	602,559
Scholarship	141,207

## **Named Award Funds**

Adverse Impact Reduction Research	31,363
Dunnette Prize	504,786
Flanagan for Best Poster at SIOP	35,162
Hogan for Personality & Work Performance	36,687
Jeanneret for Individual or Group Assessment	52,922
Raymond Katzell I-O Psychology to General Public	98,603
LGBT Award Best Paper/Poster	28,475
M. Scott Myers for Applied Research	49,831
William Owens Scholarly Achievement	55,992
Wiley Survey Research	58,140

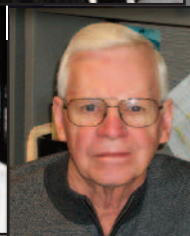
## **Research Grant Funds**

Bray Howard Assessment Center Research	208,690
Sidney Fine Job Analysis Research	42,111

## **Named Scholarship Funds**

Joyce & Thayer Fellowship	248,396
Goldstein & Schneider Scholarship by Macey Fund	97,130
Mary L. Tenopyr Scholarship	48,418
George C. Thornton III Scholarship	29,882

**\$2,370,354**



## January 1996 to June 2012

Income	
Endowment	
Contributions	1,546,877.38
Pledges	744,503.05
Total Endowment	2,291,380.43
Investment Results	
Investment Income	342,507.82
Realized Gains/(Losses)	107,099.19
Unrealized Gains/(Losses)	131,121.90
Total Investment Results	580,728.91
Total Income	2,872,109.34
Expense	
Grants Issued	394,354.10
Management Fees	
Administration Fees	76,919.06
Bank Fees	28,766.61
Recordkeeping Fees	1,715.98
Total Management Fees	107,401.65
Total Expense	501,755.75
<b>Net Income</b>	<b>2,370,353.59</b>

Evgeniya Pavlova & Soner Dumrani, 2012 LGBT Award winners



Members of the Google Team, winners of the 2012 Wiley Award: Kathryn Dekas, Brian Welle, & Michelle Donovan



2012 Hogan Award winners Deniz Ones and Brian Connelly with President Doug Reynolds



2012 Flanagan Award winner Justin Feeney



2012 Wallace Award winner Kristen Shockley

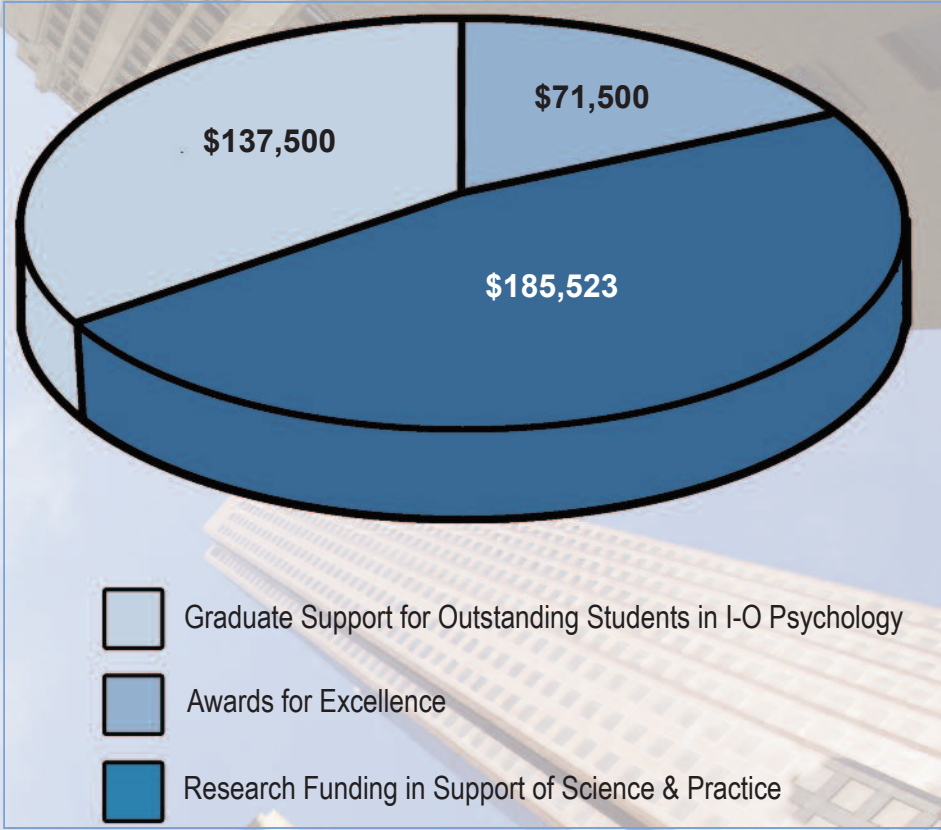


## July 2011 to June 2012

Income	
Endowment	
Contributions	198,527.99
Pledges	350.00
Total Endowment	198,877.99
Investment Results	
Investment Income	52,301.89
Realized Gains/(Losses)	8,047.75
Unrealized Gains/(Losses)	-74,757.57
Total Investment Results	-14,407.93
Total Income	184,470.06
Expense	
Grants Issued	54,000.00
Management Fees	
Administration Fees	12,278.72
Bank Fees	3,021.94
Recordkeeping Fees	264.99
Total Management Fees	15,565.65
Total Expense	69,565.65
<b>Net Income</b>	<b>114,904.41</b>

2012 Owens Award winners Bruce Rich, Ean Crawford, and Jeffrey LePine (w/ Doug Reynolds)





**AWARDS, SCHOLARSHIPS & GRANTS ISSUED**

**Cumulative total funding since 1996**

Bray Howard Grant	29,500
Fine Grant	20,000
Flanagan Award	18,000
Graduate Student Scholarships	78,500
Hogan Award	1,500
Joyce & Thayer Fellowship	50,000
Katzell Award	9,000
LGBT Award for best poster	1,500
Myers Award	17,500
Owens Award	22,500
Small Grants	136,023
Tenopyr Scholarship	9,000
Wiley Research Award	1,500
	<b>\$394,523</b>

# Foundation Resources



The SIOF Foundation partners with The Toledo Community Foundation. Participating in this organization allows us to pool our resources for investment purposes and yet still retain control of distribution of funds. This is why checks are presently made out to The Toledo Community Foundation/SIOF Fund.

300 Madison Ave. Suite 1300  
Toledo, OH 43604

Telephone: (419) 241-5049  
Fax: (419) 242-5549

Email: [toledocf@toledocf.org](mailto:toledocf@toledocf.org)  
[www.toledocf.org](http://www.toledocf.org)

## The SIOF Foundation Website

Not only a donation portal, these pages give information on existing awards, award winners, setting up a new fund, and donation tax information. Previous year's annual reports can also be found here.

### [2010-2011 Annual Report](#)



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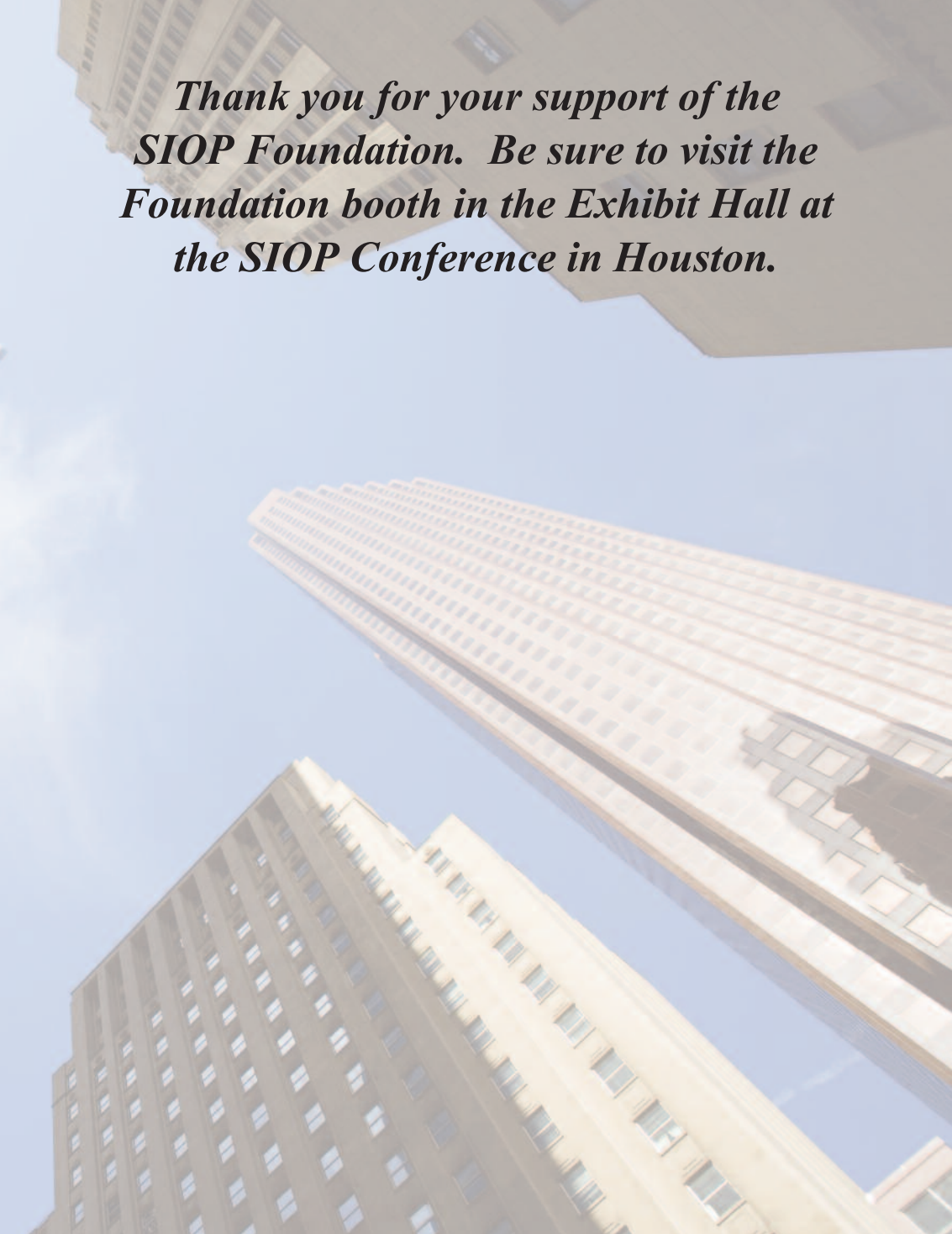
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This report is being made available only in an electronic format in order to reduce printing and postage expenses, as well as to reduce the use of resources such as paper and fossil fuels.

A low-angle, upward-looking photograph of several tall, modern skyscrapers against a clear blue sky. The buildings are light-colored with many windows, and their lines converge towards the top of the frame, creating a sense of height and scale. The text is centered in the upper portion of the image.

*Thank you for your support of the  
SIOP Foundation. Be sure to visit the  
Foundation booth in the Exhibit Hall at  
the SIOP Conference in Houston.*

