



INTERNATIONAL ASSOCIATION
OF APPLIED PSYCHOLOGY

<http://www.iaapsy.org/>
Founded in 1920

ASSOCIATION INTERNATIONALE
DE PSYCHOLOGIE APPLIQUEE

Members from 94 countries
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Minutes
Meeting of the Board of Directors
Athens, Greece
July 15 & 16, 2006

The meeting of the Board of Directors (BOD) of the International Association of Applied Psychology (IAAP) was held at the Divani Caravel Hotel on July 15th from 09:00 to 18:00 and on July 16th from 09:00 to 13:00. President Michael Frese was in the chair on July 15th and President-Elect Michael Knowles was in the chair on July 16th. José M. Prieto served as recording secretary and Ana Sagana as assistant on both days of the meeting.

- *Members present on July 15th:* John Berry, Elias Besevegis, Klaus Boehnke, Mirilia Bonnes, Helio Carpintero, Miriam Erez, Raymond Fowler, Rocio Fernández Ballesteros, Michael Frese, Machiko Fukuhara, Janel Gauthier, James Georgas, Milton Hakel, Raphael Denis Huguenin, Gunn Johansson, Michael Knowles, Frederick Leong, Ana Leonova, Alan Lesgold, Eunice McCarthy, Jitendra Mohan, Gabriel Moser, Elizabeth Nair, Pedro Neves, Jose M. Peiró, Susan Pick, José M. Prieto, Christine Roland-Lévy, Juan José Sánchez Sosa, Virginia Schein, Marit Sorensen, Charles Spielberger, Tuomo Tikkanen, Simone Volet, Allan Williams, Bernhard Wilpert, Charles de Wolff, Robert Wood, Kan Zhang.
- *Observers present on July 15th:* Valerie Hearn, Dennis Trent.
- *Members present on July 16th:* John Adair, John Berry, Klaus Boehnke, Mirilia Bonnes, Helio Carpintero, Miriam Erez, Rocío Fernández Ballesteros, Raymond Fowler, Michael Frese, Machiko Fukuhara, Janel Gauthier, James Georgas, Milton Hakel, Raphael Denis Huguenin, Gunn Johansson, Michael Knowles, Frederick Leong, Ana Leonova, Alan Lesgold, Ingrid Lunt, Alexandra Luszczynska, María Regina Maluf, Eunice McCarthy, Gabriel Moser, John Munene, Elizabeth Nair, Pedro Neves, Anna M. O’Roark, Jose M. Peiró, Christine Roland-Lévy, Juan José Sánchez Sosa, Virginia Schein, Marit Sorensen, Charles

Spielberger, Harry Triandis, Simone Volet, Allan Williams, Bernhard Wilpert, Charles de Wolff, Robert Wood, Kan Zhang.

- *Observers present on July 16th*: Valerie Hearn, Judy Kuriansky, Lyn Littlefield, Michael Kyrios, Sarlito W. Sarwono.

1. President's welcome

Michael Frese introduced the agenda and the way items will be distributed during Saturday and Sunday sessions to optimize the presence and participation of members as well as the planning of individual schedules from guests invited to contribute on specific topics. He announced Pino Fumai's death and one minute of silence followed in his memory. He invited people in the room to identify themselves individually and their affiliation.

2. Minutes of the BOD meeting held in Beijing: Jose M. Prieto

The minutes of the BOD meeting held in Beijing were: (a) sent via email to BOD members in October 2004; (b) made public in the website in November 2004; and (c) published in the newsletter of January 2005 (volume 17, issue 1). The Secretary General did not receive any comment or request for corrections. However, Janel Gauthier pointed out that, in point 9 *Committee on ethics*, it said "not an updated code of ethics" while it should say instead "not a meta-code of ethics." The minutes of the meeting held in Beijing were adopted unanimously as corrected.

3. President's report: Michael Frese

The President's report was: (a) circulated among BOD via email; (b) published in the newsletter of April 2006 (volume 18, issue 2); and (c) made available in the website of IAAP as a part of the draft agenda for this meeting in Athens (<http://www.iaapsy.org/drafts/athens/>). A copy of it was inserted in the dossier produced for this meeting. Michael Frese summarized his report. In his presentation, he covered the following items:

- Relationships with other international organizations;
- Regional meeting in Bangkok;
- New tandem agreement between the IAAP and the International Council of Psychologists;
- Work with the United Nations (UN) – the President announced that IAAP has obtained the Non-Governmental (NGO) status with two different sections of the UN (Department of Public Information and the Economic and Social Council);
- Work on policy implications;
- Creation of a Student Division;
- Contribution of Division Presidents;
- Deal with Blackwell Publishing; and
- Financial state of IAAP.

Michael Frese announced to the BOD that Shashi Tharoor, Under-Secretary-General for Communications and Public Information of the United Nations, was

the Guest Speaker in the opening ceremony of the International Congress of Applied Psychology (IACP). He also highlighted Mr. Tharoor's support to IAAP initiatives as a new NGO and indicated that his participation in the opening ceremony was a milestone in ICAP's history.

In addition, Michael Frese pointed out that, during his presidency, he has done 13 different membership drives, which have led to a stabilization of membership, but not a huge increase. The most important increase will come in 2007, when all non-members, who participated in the Athens congress, will become members. The most important task of the future will be to keep those members.

4. Secretary General's report: José M. Prieto

José M. Prieto summarized the report circulated among members of the BOD via email and made available online in the website of IAAP as a part of the draft agenda for the BOD meeting in Athens (<http://www.iaapsy.org/drafts/athens/>). A photocopy was available in the dossier produced for this meeting.

5. Treasurer's report: Raymond Fowler

Raymond Fowler commented the comparative financial results from 1999 to 2005 stressing net incomes for all those years except for 2000. He pointed out that the net assets by the end of the past four years had increased. In fact, it was up to US\$437,767 by December 2005, and it was estimated that it would be up to US\$501,588 by the end of 2006. Many activities of IAAP Officers and BOD members were carried out "pro bono" and this may be considered an extra contribution to IAAP budget. Allan Williams, as Chair of the Finance Committee, indicated that financial information had been received in good time. The Committee, which includes Elizabeth Nair and Tuomo Tikkanen as Members, had via email examined the accounts and asked relevant questions. Members of the Committee were confident with the financial management followed and congratulated the Treasurer for the period 2004 and 2005. They highlighted that royalties from publications have been increasing more rapidly than membership subscriptions. According to them, professional accounting services must support the new Treasurer. A proper audit once every four years is considered desirable if it can be afforded by the Association. Allan Williams has been on this committee since 1994 and will be passing the baton to another person. A new finance committee must be appointed by IAAP Officers. Robert Wood asked if there was a limit to the accumulation of profits in the budget of a non-profit organization. He was told that the answer was probably "no", given the low financial profile of IAAP. A motion to receive the Treasurer's report and the report of the Financial Committee was endorsed unanimously by the BOD.

6. Incoming President's Statement: Michael Knowles

This item deferred until mid-morning the following day. Michael Knowles then outlined the primary mission of his Presidential term as being to increase the visibility and impact of applied psychology. In summary, he asked each Division President to provide a document containing: (a) a short sentence that summarizes what goal matters to the division; (b) a 350- word summary stressing

the main achievements in the field; (c) action statements to be used as models to guide action that may be undertaken by decision makers and leaders in government, the private sector and the community. The purpose of increasing visibility and contributions of the different fields of expertise within applied psychology is to contribute to: (a) the way nations develop; (b) raising the quality of life in society; and (c) dealing with some of contemporary society's most pressing issues and problems. A full version of the statement made by the Incoming President is attached to these Minutes as Appendix 2. Alan Lesgold indicated that there are interconnections and overlaps among divisions, and Mirilia Bonnes commented the importance of developing tools to detect changes in society.

The following were appointed to chair their respective Standing Committees:

- Raymond Fowler - Membership Committee;
- Miriam Erez – Publications Committee;
- Tuomo Tikkanen – Finance Committee;
- Ingrid Lunt – ARTS Committee;
- Michael Knowles, John Berry and Michael Frese – Policy Committee;
- Janel Gauthier – Ethics Committee;
- Michael Frese – Distinguished Awards Committee;
- Miriam Erez - Fellowship Committee;
- Alan Lesgold and Pedro Neves - Outstanding Student Award Committee.

The following were appointed to chair their respective Task Forces:

- Raymond Fowler – Collaboration with other International and Regional Associations;
- John Berry and Gabriel Moser – Affirming indigenous cultures;
- Eunice McCarthy – Promotion of women's status;
- Terry Hartig – Division Governance.

The following inter-associations liaisons were appointed:

- IUPsyS and IAAP – Michael Knowles;
- IACCP and IAAP – Jim Georgas;
- EFPA and IAAP - Tuomo Tikkanen;
- SIP and IAAP – to be announced;
- UN and IAAP – Michael Frese;
- ISSC and IAAP – Gabriel Moser;
- World Forum – Michael Knowles;
- ICP and IAAP – Dr. Ann O’Roark (appointed under Item 12.3);
- APsyA and IAAP – Dr. Sarlito Sarwono (appointed under Item 12.3).

7. Constitutional Revision: Raymond D. Fowler

Michael Frese reminded the BOD that this process was initiated by Bernhard Wilpert and carried on later by Raymond Fowler and Michael Knowles. It will have lasted eight years. Raymond Fowler commented on the document entitled “Procedures to follow” that was made available first in the website and that was inserted in the dossier of documents that each BOD received for this meeting. Fowler went on to comment briefly: (a) the text of the provisional constitution that was endorsed in Beijing; and (b) the text of new constitution that must be

endorsed first by the BOD and afterwards by the General Meeting in Athens during the 26th ICAP. The new constitution is accepted as a basis for discussion. Amendments were introduced by Raymond Fowler and Michael Knowles. These motions were in the dossier. All Division Presidents were reminded that, in accordance with the current constitution, they had voting rights. After some discussion, the amendments regarding the following articles and sections were adopted unanimously: (a) amendment to Article 8, Section 8.02; (b) to Article 9, Section 9.01; (c) to Article 9, Section 9.03; and (d) to Article 10, Section 10.3. The amendment to Article 2, Section 2.02 was defeated (13 in favour and 19 votes against).

The revised version of the Constitution was approved unanimously as amended. The BOD was told that it would be submitted for approval to IAAP members at the General Meeting to be held during the 26th ICAP. A copy of this version is attached to these Minutes under Appendix 1.

Bernhard Wilpert introduced a motion to amend Article 8, Section 8.03 of the new Constitution: "that rotation of Officers from one to another Officer function be prohibited". It was determined after discussion that we should not vote on this issue and that interested parties should introduce this motion as an amendment to the Constitution at a future meeting.

8. Election Process

8.1. *Officers and BOD Phase I: Proclamation by Charles Spielberger*

As Chair of the Election Committee, Charles D. Spielberger proceeded to proclaim the list of nominations for Officers: (a) Raymondmond D. Fowler, for President-Elect, (b) Janel Gauthier, for Secretary General, and (c) Elizabeth Nair and José M. Prieto, for Treasurer. Then, each candidate was invited to make a brief presentation to the BOD in support of his or her nomination. Elizabeth Nair and Jose M. Prieto were kindly requested to leave the room when the rivalling candidate introduced himself or herself. All candidates excused themselves and stayed out of the room during the discussion of the nominations by the BOD

8.2. *Applications for a second term and nominations for a first term as BOD member*

Michael Frese introduced and commented on the double entry table of candidates and full membership status during the period going from 2002 to 2006. Susan Pick commented the procedure to follow for paying back lapsed years. The Secretary General indicated that the option of paying membership dues for periods of four years at a time is administratively sound. Tuomo Tikkanen insisted on the importance of being members in good standing for nominations or applications for seats on the BOD. Two different slates of names were submitted for voting one after the other: (a) those applying for renewal; and (b) those nominated for the first time.

The following members were elected for a second term on the BOD: John W. Berry (Canada), Ingrid Lunt (UK), Eunice McCarthy (Ireland), Jitendra Mohan (India), Gabriel Moser (France), John C. Munene (Uganda), Tuomo Tikkanen (Finland).

The following members were elected for a first term on the BOD: Ruben Ardila (Colombia), Saths Cooper (South Africa), Deanne E. den Hartog (The Netherlands), Buxin Han (China), Terry Hartig (Sweden), Judy Kuriansky (USA), Janak Pandey (India), Ubolwanna Pavakanun (Thailand), Glyn Roberts (Norway), Wang Zhong Ming (China).

Paul Martin (Australia), Fanny Cheung (Hong Kong), Raphael Huguenin (Switzerland) and Christine Roland-Lévy (France) were appointed as co-opted members for the period 2006-2010.

9. Election Process Phase I: Proclamation of results mandate 2006-2010 by José M. Prieto

Results of the elections carried out in each division as submitted by the president in office of the division during the period 2002-2006 are reported below. Those results were endorsed by the BOD.

Those divisions that have yet to complete the election process (scheduled to end before June 16, 2006) must do so during the division's business meeting scheduled during the 26th ICAP. It was pointed out that the number of *still pending elections* is an indicator of a low profile in the functioning of the division during the past term.

- Division 1: Organizational Psychology:
 - President: José M. Peiró, Spain
 - President-Elect: Handan Kepir Sinangil, Turkey
 - Past President: Virginia E. Schein, USA
 - Secretary: Barbara Kozusznik, Poland
 - Treasurer: Filip Lievens, Belgium
- Division 2: Psychological Assessment & Evaluation
 - President: Dave Bartram, UK
 - President-Elect: Tom Oakland, USA
 - Past President: Fons van de Vijver, The Netherlands
 - Secretary and Treasurer: **during the congress**
- Division 3: Psychology & National Development
 - President: Susumu Yamaguchi, Japan
 - President-Elect: Cigdem Kagitcibasi, Turkey
 - Past President: Uichol Kim, Korea
 - Secretary and Treasurer: **during the congress**
- Division 4: Environmental Psychology
 - President: Robert Gifford, Canada
 - President-Elect: Linda Steg, The Netherlands,
 - Past President: David Canter, UK
 - Secretary and treasurer: **during the congress**

- Division 5: Educational & School Psychology
 - President: Peter Nenniger, Germany
 - President-Elect: Hau Kit-Tai, Hong Kong
 - Past President: Simone Volet, Australia
 - Secretary/Treasurer: Eduardo Cascallar, Belgium
- Division 6: Clinical & Community Psychology
 - President: Lynn Rehm, USA
 - President-Elect: **during the congress**
 - Past President: Juan José Sánchez Sosa, Mexico
 - Secretary and Treasurer: **during the congress**
- Division 7: Applied Gerontology
 - President: Norman Abeles, USA
 - President-Elect: Christine Schwarzer, Germany
 - Past President: Rocío Fernandez-Ballesteros, Spain
 - Secretary and Treasurer: Denise Park, USA
- Division 8: Health Psychology
 - President: Esther Greenglass, Canada
 - President-Elect: Aleksandra Luszczynska, UK
 - Past President: Ralph Schwarzer, Germany
 - Secretary and Treasurer: **during the congress**
- Division 9: Economic Psychology
 - President: Tadeusz Tyska, Poland
 - President-Elect: Erich Kirchler, Austria
 - Past President: Christine Roland-Lévy, France
 - Secretary and Treasurer: **during the congress**
- Division 10: Psychology & Law
 - President: **during the congress**
 - President-Elect: **during the congress**
 - Past President: Guenter Koehnken, Germany
 - Secretary and Treasurer: **during the congress**
- Division 11: Political Psychology
 - President: Klaus Boehnke, Germany
 - President-Elect: **during the congress**
 - Past President, Di Bretherton, Australia
 - Secretary and Treasurer: **during the congress**
- Division 12: Sport Psychology
 - President: Yuri Hanin, Finland
 - President-Elect: **during the congress**
 - Past President: Marit Sorensen, Norway
 - Secretary and Treasurer: **during the congress**
- Division 13: Traffic Psychology
 - President: Ian Glendon, Australia
 - President-Elect: Gerry Matthews, USA
 - Past President: Denis Huguenin, Switzerland
 - Secretary and Treasurer: **during the congress**
- Division 14: Applied Cognitive Psychology
 - President: **during the congress**
 - President-Elect: **during the congress**

- Past President: Alan Lesgold, USA
- Secretary and Treasurer: **during the congress**
- **Division 15: Psychology Student**
 - President: Kristina Potocnik, Slovenia
 - President-Elect: **during the congress.**
 - Past President: Pedro M. M. Neves
 - Secretary and Treasurer. **during the congress**
- **Division 16: Counselling Psychology**
 - President: Richard Young, Canada.
 - President-Elect: Mark Savickas, USA
 - Past President: Frederick T.L. Leong, USA
 - Secretary and Treasurer: Mark Leach, USA

10. Awards

Michael Frese announced the names of the four new award recipients selected by the Distinguished Awards Committee, chaired by Edwin A. Fleishman who was assisted by Charles D. Spielberger as Secretary, and Claude Lévy-Leboyer, Harry C. Triandis and Bernhard Wilpert, as *ex-officio* members. Charles Spielberger highlighted on behalf of the chair and the Committee the merits of each recipient, and Michael Frese announced that the awards would be formally given at the end of the Opening Ceremony of the 26th ICAP. The new recipients were:

- Distinguished Professional Contribution: Rocío Fernández Ballesteros (Spain), and Susan Pick (México);
- Distinguished Scientific Contribution: Edwin P. Hollander (USA) and Pieter Johan Diederik Drenth (The Netherlands).

Pedro M. M. Neves was selected for a Presidential Citation because of his outstanding contribution to Division 15 – Psychology Student while he was President of that division.

No student was selected for the Outstanding Psychology Student award. However, it was pointed out that it was necessary to develop a procedure to select the most outstanding psychology student presentation at the congress. It was agreed that Alan Lesgold would team up with Pedro Neves to find out ways of identifying such contribution during any given ICAP.

- *Fellowship for qualified IAAP members, by Charles D. Spielberger.*

Michael Frese made public the list of names of colleagues who had been elected Fellows: Charles Abraham (University of Sussex), Bernard M. Bass (State University of New York), Helio Carpintero (Complutense University of Madrid), Pieter J.D. Drenth (Vrije Universiteit, Amsterdam), Joan Duda (University of Birmingham), Miriam Erez (Technion, Israel), Fred E. Fiedler (University of Washington), Edwin Fleishman (Ohio State University), Frank Heller (Tavistock Institute London), Daniel R. Ilgen (Michigan State

University), Qicheng Jing (Chinese Academy of Sciences), Adrian A. Kaptein (Leiden University), Steve W.J. Kozlowski (Michigan State University), Gary P. Latham (University of Toronto), Claude Lévy-Leboyer (Université René Descartes, Paris), David Magnusson (University of Stockholm), Christina Maslach (University of California at Berkeley), Nigel Nicholson (London Business School), Jone L. Pearce (University of California at Irvine), Lyman W. Porter (University of California at Irvine), Glyn C. Roberts (The Norwegian School of Sport Science), Robert A. Roe (Universteit Maastricht), John A. Rothengatter (University of Groningen), Benjamin Schneider (University of Maryland), Martin E.P. Seligman (University of Pennsylvania), Peter B. Smith (University of Sussex at Brighton), Toshio Sugiman (Kyoto University), Toby D. Wall (Sheffield University), Peter Warr (Sheffield University), Michael A. West (Aston Business School), Bernhard Wilpert (University of Berlin), Robert E. Wood (University of New South Wales, Sydney).

Michael Frese announced that Fellowships would be awarded during the General Meeting during the 26th ICAP. Finally, the BOD approved a motion to create a Fellowship Committee to review nominations and to make recommendations to the BOD.

- *BOD members ending their term: Diplomas by Michael Frese*

Michael Frese distributed diplomas to those members of the BOD that ended their term in office: John Adair, Pieter J.D. Drenth, Rocío Fernández Ballesteros, Rabinda Kanungo, Roy Malpass, Robert Morgan, Susan Pick, José M. Prieto, Zofia Ratajczak, Cecilia Thorne, Allan W.P. Williams.

He went on to distribute diplomas to the Division Presidents who ended their term in office during the period 2002-2006: Klaus Boehnke, David Canter, Rocío Fernández-Ballestereros, Raphael Denis Huguenin, Uicho Kim, Guenter Koehnken, Frederick Leong, Alan Lesgold, Pedro Neves, Christine Roland-Lévy, Juan José Sánchez-Sosa, Virginia E.Schein, Ralf Schwarzer, Marit Sorensen, Fons Van de Vijver, Simone Volet.

Finally, he mentioned that Gunn Johansson and Kan Zhang were also ending their first term in office, and that they would receive the diploma by email.

11. Division activities: 2002-2006

- Division 1: Organizational Psychology, by Virginia E. Schein. VS summarized her report available online and in the dossier.
- Division 2: Psychological Assessment & Evaluation, by Fons Van de Vijver. No report submitted until the BOD.
- Division 3: Psychology & National Development, by Uichol Kim. No report submitted until the BOD.

- Division 4: Environmental Psychology, by David Canter. No report submitted until the BOD.
- Division 5: Educational & School Psychology, by Simone Volet. SV summarized her report available online and in the dossier.
- Division 6: Clinical & Community Psychology, by Juan Jose Sánchez Sosa. JJSS commented the report he distributed and that would be available online soon.
- Division 7: Applied Gerontology, by Rocio Fernández Ballesteros. RFB summarized her report available online and in the dossier.
- Division 8: Health Psychology, by Ralf Schwarzer. The report was available online and in the dossier.
- Division 9: Economic Psychology: by Christine Roland-Lévy. CRL summarized her report available online and in the dossier.
- Division 10: Psychology & Law, by Guenter Koehnken. No report submitted until the BOD.
- Division 11: Political Psychology, by Di Bretherton & Klaus Boehnke. KB commented Division activities. This division has faced a crisis due to health problems of past Officers. He has been the Acting President. He will take care of division activities during the next 4 years. A report will be sent to the Secretary General's office.
- Division 12: Sport Psychology, by Marit Sorensen. MS summarized her report available online and in the dossier.
- Division 13: Traffic Psychology, by Raphael D. Huguenin. RDH summarized his report available online and in the dossier.
- Division 14: Applied Cognitive Psychology, by Alan Lesgold. AL commented on activities in the division, stressing problems faced to get people involved in the division leadership. Quiet but active, this division is contributing to the program of the 26th ICAP. He will send an electronic version of the report to be made available online.
- Division 15: Student Division by Pedro M. M. Neves. PN summarized his report available online and in the dossier.
- Division 16: Counselling Psychology by Frederick T.L. Leong. FL summarized the report he has distributed. He will send an electronic version to make it available online.

12. Motions and Reports

12.1. *Membership annual renewal procedure, motion by Michael Frese*

Motion: "That a move be made to go from American system of renewing membership every year to the European system of being a member as long as you have not written a letter to the association that you want to stop to be a member of the association. It would make life much easier for IAAP to keep members".

This motion will go to the Committee on Membership. Michael Frese asked for feedback from the audience regarding membership renewal procedures in different countries. It was agreed that the possibility of renewing membership during the ICAP until the next ICAP should be explored further.

12.2. *IAAP contacts with other international organizations, motion by Raymond Fowler*

Motion: “That the Board of Officers explore the feasibility of providing coordination and communication services for other international organizations, establishing, if needed, a task force for that purpose.”

This motion will go to the task force on networked international organizations that will be led by Raymond Fowler as President-Elect.

12.3. *IAAP relationship with ICP and APsyA and their liaisons, motion by Raymond Fowler*

Raymond Fowler summarized the tandem agreements reached with the International Council of Psychologist (ICP) and the Asian Psychological Association (APsyS). A copy of those agreements are attached to these Minutes as Appendix 3 (ICP) and Appendix 4 (APsyS).

Motion 1: “That the Board of Directors approve the Tandem Arrangement with ICP, and approve Dr. Ann O’Roark (a member of IAAP and ICP) as the official liaison to the IAAP Board of Directors from ICP.”

Motion 2: “That the Board of Directors approve the Tandem Arrangement with APsyS and approve Dr. Sarlito Sarwono as the official liaison to the IAAP Board of Directors from APsyS”.

Motion 3: “That the Board of Directors encourage the development of affiliate relationships with other international organizations when doing so will be to their mutual benefit.”

These three motions were adopted.

12.4. *IAAP membership in good standing, 4 motions by Jose M. Prieto*

José M. Prieto pointed out that there have been different interpretations of what is meant by “membership in good standing” as a requisite to nominate and to be nominated during past elections for Officers, for Members of the BOD, and for Division Officers. This is an expression that appears in the Constitution and in the Rules of procedures of IAAP, but it is not defined in an operational way. After some discussions that affected the wording of motions 2 and 3, this is the final version of these motions that must be included as operational criteria in Rules of procedure of IAAP.

Motion 1: “IAAP members in good standing are those who appear in the database of members updated by the end of December last year and the database of members of the present year. New members of IAAP are those who appear in the database of members of the present year but not in the database of the previous year. Incoming members of IAAP are those who pay their membership through the registration form of the ICAP because they become members the next year. Lapsed members are those who do not

appear in the database of members updated last December and the database of members in the present year, but appear in databases of members by December of two or more years ago.

Motion 2: "IAAP members in good standing and new members have full voting rights, may nominate or endorse candidates. Lapsed members and incoming members may do suggestions but do not have voting rights, cannot nominate, cannot endorse.

Motion 3: "Membership in good standing for a minimum of two years is a basic requisite to be nominated".

Motion 4: "Exceptions to the requisite of full membership in good standing will be an extraordinary matter and must be put forward by the President in office backed by the Past-President and the President-Elect. It is a presidential privilege to be used rarely and in a shared manner by Officers".

These motions were approved unanimously.

12.5. Web Project, by José M. Prieto

José M. Prieto summarized Report 0.1 and Report 0.2 produced after conversations held with Blackwell technical staff twice (September 30th 2005 and March 31st 2006), and Report 0.3 produced by the technical staff of the Spanish Psychological Association after conversations held in early July 2006. Discussions took place regarding costs, functionality and aesthetics of the new website that will be reorganized as a virtual community for IAAP Members, Division Officers, BOD Members and IAAP Officers. Blackwell's proposal is expensive and still open in many sections regarding costs.

The BOD decided that the Website project would not run under Blackwell's server (21 yes, 12 abstain, 0 oppose). The Communications Officer of IAAP will work on the Website project under the SPA's server in interaction with IAAP Officers and jointly with Milton Hakel, Alan Lesgold and Robert Wood as BOD Members who have expertise in online communication.

12.6. Action 100 and Action 200, by José M. Prieto

José M. Prieto summarized the report available online and included in the dossier. Michael Frese asked for cases from the floor. Anna Leonova commented on the Russian situation. It was agreed that the decision would be postponed until the next BOD meeting in Berlin. Action 100 project will continue as it is now with the focus on institutional membership. Action 200 must be operationalized following regional criteria (e.g., the Chinese chapter) or the criterion suggested by Gabriel Moser (e.g., doctoral students from low income countries as beneficiaries). The organization of action 200 will be planned by the Task Force on Membership. John Berry suggested another criterion: contacting psychological organizations in low income countries.

12.7. Policy Orientation, by John Berry & Michael Frese, Chairs

John Berry summarized and commented on activities carried out. He also invited people interested in policy orientation to attend a meeting on Wednesday. The report is written and the electronic version will be made available soon.

12.8. Universal Declaration of Ethical Principles in Psychology, by Janel Gauthier, Chair of Ethics

Janel Gauthier summarized the document available online and in the dossier and highlighted the progress made in developing a *Draft Universal Declaration*. He also provided in his presentation responses to some of the most frequently asked questions about the *Draft Declaration*. Finally, he kindly asked the BOD for feedback and suggestions to improve the current draft. The BOD expressed positive and strong support for the current draft of the *Universal Declaration*. Robert Wood commended the quality of the research conducted to develop the framework used to draft the Universal Declaration. No specific requests for change were made.

12.9. Affiliate International Organizations, by Raymond Fowler

This is an area that will be under the leadership of Raymond Fowler as President-Elect of IAAP.

12.10. Report on ARTS by Ingrid Lunt

Ingrid Lunt commented on the three workshops led by Rolando Díaz Loving, Fons Van de Vijver and Stevan Hobfoll at the ICAP in Athens: 15 participants per workshop, 45 in total. The ARTS program is a joint activity of IUPsyS, IAAP and IACCP. In Athens, it was sponsored by IAAP, IUPsyS, IACCP, APA and the University of Athens. In her report, Ingrid Lunt talked about the sustainability of this program due to administrative complications in the management of funding and accounts that must be taken care of in a non-profit organization. Workshops are evaluated by participants. Budgetary aspects and justification of payments demand a lot of attention. Elias Besevegis has been the liaison in Greece.

12.11. Report on UN and IAAP: NGO status by Judy Kuriansky

IAAP is an NGO accredited to both the division of Public Information (DPI) and the Economic and Social Council (ECOSOC). Judy Kuriansky and Laura Barbanel are accredited to DPI. Walter Reichman and Mary Berry are accredited to the ECOSOC. Judy Kuriansky summarized her report, which was distributed in printed format and that will be available online soon in electronic version. She reported that IAAP has made significant contributions at the UN, including spearheading a survey on NGOs, and sponsoring workshops at the DPI/NGO annual conferences (including on Collective Security). Plans for more involvement through Divisions are underway. According to her, IAAP can play a dual role with regard to the UN: (a) bring information to the membership about the operations of the UN and where their

expertise can be used; and (b) bring to the councils, commissions and committees of the UN the psychological knowledge that will aid to effectively deal with the issues they are addressing. The emphasis is currently on the Millennium Summit and the Status of Women projects.

12.12. Report on IUPsyS and IAAP by Michael Frese

Michael Frese commented briefly the climate of cooperation that prevails in activities planned and carried out with IUPsyS, such as Regional Conferences as well as the Tsunami Effect program. In ICAP and ICP, there always are invited keynote addresses (NKA) and symposia of both organizations that maintain a climate of cooperation and understanding with congress organizers.

12.13. Report on EFPA and IAAP by Tuomo Tikkannen

Due to absence of Tuomo Tikkannen, no comments were made.

12.14. Report on IAAP & SIP by John Adair

John Adair summarized the functioning of SIP and the kind of collaboration maintained with IAAP through overlapping members in both executive boards.

12.15. Report on IAAP & IACCP by James Georgas

James Georgas talked about the International Congress of Cross-Cultural Psychology that took place on the Isle of Spetses just before the 26th ICAP in Athens. Michael Frese added comments on activities done together by IACCP and IAAP and the positive climate of cooperation that exists between these two associations.

12.16. Report on the World Forum of International Psychology Associations by Michael Frese

Michael Frese gave a preview of the agenda for the meeting to be held and commented that the contribution of psychological expertise to policy making will be approached as the main subject for this and future meetings of the World Forum.

12.17. Report on the International Council of Psychologists by Raymond Fowler

Raymond Fowler commented on the relationships and agreements reached with ICP. IAAP and ICP put forward an alliance to work together in such a way that members of ICP become members of IAAP in a reciprocal arrangement. It has positive consequences for participation in congresses. Ann O' Roark talked on behalf of ICP and Sarlito Sarwono on behalf of their agreement with IAAP and further courses of action to come. John Berry asked that guidelines be developed by IAAP to govern the establishing of tandem agreements with other associations in the future, and that these be brought to the BOD for approval.

12.18. Report on the World Federation of Mental Health by Raymond Fowler

Raymond Fowler and José M. Prieto commented the mutual agreement reached by both organizations to keep a mutual affiliation. It was agreed that Division 8 and the WFMH should work together. Two possibilities were considered: (a) to have the President of Division 8 as liaison; and (b) to appoint as IAAP Delegate an IAAP Member who resides in the country where the WFMH hold meetings. Prieto will provide the email address of the Secretary General of WFMH to Esther Greenglass, President of Division 8.

12.19. Report on the International Social Science Council by Jose M. Prieto

José M. Prieto reported on contacts maintained and representations made by colleagues who resided in the same country and city where ISSC conferences were held. He will pass the information to Gabriel Moser and he will work with him to find ways of optimizing IAAP presence in ISSC. Michael Frese mentioned that ISSC and IAAP have had problems (for example, ISSC did not support the IAAP nomination as an NGO at the UN). Cidgem Kagitcibasi is the Vice-President of ISSC at present and the President-Elect of Division 2 of IAAP. Prieto will work with her to find out ways of enhancing our visibility and involvement in the Council.

13. Publications

13.1. Applied Psychology: An International Review: Robert Wood and Miriam Erez

Robert Wood commented on the main aspects of the report made available online and included in the dossier. Bernhard Wilpert emphasized the importance of the contrast of public impact versus scientific impact. Wood indicated that he considers changing the structure of the papers: results, analysis, theoretical background and conclusions. Emphasis is being put on preserving the scientific background of the journal. Gabriel Moser suggested the possibility of creating a section on short versions of papers and a link to the full version in the website. The BOD congratulated Robert Wood and his editorial team on the continuous growth of downloaded online articles, the high renewal rate of institutional subscriptions, and the continuous increase in the journal's financial viability.

13.2. Newsletter by Elizabeth Nair. New editors: Valerie Hearn & Dennis Trent

Elizabeth Nair reported that she enjoyed her term as Newsletter Editor, especially as this meant being in e-mail dialogue and communication with BOD members. From the time she assumed the IAAP Newsletter Editorship, there have been four issues per year. Every member could receive the printed and the online version. Contributions and articles were received from divisions as well as from invited luminaries. She then introduced Dennis Trent and Valerie Hearn who will be the Co-Editors for the IAAP electronic Newsletter beginning 2007/2008. The BOD congratulated Elizabeth Nair for the energy she brought to the position of Newsletter Editor.

13.3. *Handbook of Applied Psychology: Michael Frese*

Michael Frese emphasized that the purpose of each separate book is to maintain a truly international orientation. Two volumes already are commissioned: *Health Psychology* (Stan Maes) and *Organizational Psychology* (R. Wood & M Erez). He stated that it was difficult to find editors for educational psychology because of the emphasis on international representation among contributors.

13.4. *Encyclopedia of Applied Psychology: Charles Spielberger*

All the contributors (460) have received a letter from the Secretary General announcing to them that they will get the benefit of an IAAP membership for 2006 as well as all issues of *Applied Psychology: An International Review* (AP:IR). This free subscription to the journal was approved during the BOD meeting in Beijing.

14. Congresses and conferences

14.1. *2006 26th ICAP, Athens: James Georgas and Marina Manthouli*

James Georgas briefly highlighted the main achievements of the 26th ICAP: 2,500 participants, including about 250 from Greece. A formal report about the 26th ICAP will follow by mid-October 2006 in accordance with what is stated in the old manual for organizing ICAP, section functions of the Organizing Committee, 2 (e): "Within 120 days of completion of the Congress providing to the IAAP Officers a report on the scientific accomplishments and financial status of the Congress".

14.2. *2010 27th ICAP, Melbourne: Lyn Littlefield and Michael Kyrios*

They distributed a report that included the names of the members of the Organizing Committee. Division Presidents of IAAP have been contacted directly to prepare the first outline edition of the scientific program. Main activities planned for 2006 until 2009 are presented in the report. The congress will be held in the new Melbourne Exhibition and Convention Centre scheduled to open in 2009. The website of the congress is www.icap2010.com where detailed information about what is going on will be posted. Congress rates will be posted in Australian dollars. J. Mohan commented on problems with visa in Athens and asked about what could be done to facilitate the process of application for visas throughout embassies.

14.3. *2008 29th ICP, Berlin: Ralf Schwarzer*

Aleksandra Luszczynska spoke on behalf of Ralf Schwarzer and presented information about the main aspects of the scientific program already distributed in the congress bag. Further details about the program may be found in the website www.icp2008.org. The ICIP will take place at the International Congress Centrum of Berlin, July 20-25, 2008.

14.4. *2005 Regional Conference in Asia organized by IAAP in collaboration with IUPsyS and IACCP: Michael Knowles*

Michael Knowles commented briefly the report available online and in the dossier. The conference attracted 400 participants of whom three out of four were from Thailand, including 100 students. The Conference was held in Bangkok, November 14-16, and its scientific program was organized around the major themes of educational psychology and psychological assessment, clinical psychology and behavioural health psychology, organizational psychology, morality and spirituality, psychological rebuilding in the tsunami aftermath, cross-cultural psychology, and the profession of psychology.

14.5. *EFPA: 9th (Granada, 2005) and 10th (Prague, 2007) European Congresses of Psychology: Tuomo Tikkanen*

José M. Prieto commented briefly on the 9th European Congress of Psychology (ECP) in Granada (July 3-8,2005), including some of the invited keynote addresses, symposia and round tables presented during the congress. Similar activities are planned for the 10th ECP in Prague, July 3-6, 2007.

14.6. *SIP: 30th (Buenos Aires, 2005) and 31st (Mexico City, 2007) Interamerican Congress of Psychology: John G. Adair.*

John Adair highlighted some of the activities that took place during the SIP congress in Buenos Aires (June 26-30, 2005) and those planned for the congress in Mexico City, July 1-5, 2007.

15. 2014 28th ICAP, bids

The order of presentation was sorted out by tossing a coin. Following what is stated in Point 3.4 of the new manual for the organization of ICAP, 30 minutes were allocated to each organizing committee to do its presentation and to answer questions. Miloslav Solc talked on behalf of the bid to host the 28th ICAP in Prague 2014. He was followed by Christine Roland-Lévy who did the same for Paris. Both presentations were made to the BOD on July 15 from 17h00. The discussion of the bids by BOD members took place on July 16 at 09h00. The runoff voting system was used to select the venue for the 2014 ICAP. Paris obtained 27 votes and Prague, 9. It follows that, as stated in Point 3.5 of the same manual, the current IAAP Officers, at the expense of the applicants, will visit Paris “to determine if it is suitable, and, if they find that it is, provide preliminary advice to the organizers concerning the preparations needed for a successful organization of a Congress”.

16. Election process of Officers

Raymond Fowler was elected for President-Elect by acclamation being the only candidate. In the same way, Janel Gauthier was elected by acclamation for Secretary General. Jose M. Prieto withdrew his nomination for Treasurer after

consultation with the persons who signed his nomination. Elizabeth Nair was elected by acclamation for the position of Treasurer.

José M. Prieto was appointed Communication Officer for a term of four years by the BOD following a recommendation made the Officers. His main function will be to implement the Website project. It is the first time that Article 8, Section 8.02 of the new Constitution of IAAP is used: "On the recommendation of the Board of Officers, the Board of Directors may appoint one or more additional members to the Board of Officers to carry out specific functions needed by the Association. Such additional officers will serve for the period approved by the Board of Directors".

Charles Spielberger was appointed *ex officio* member of the BOD.

John Adair argued that for future elections there should be two nominees per position. If there is only one candidate by the deadline of the call for nominations, then Officers should try to push the organization ahead to obtain two candidates. This is a possibility that may be worked out by Officers during the next years.

17. Next BOD meeting

It will be held at the end of the 29th International Congress of Psychology in Berlin, July 25-26, 2008. There is an agreement with IUPsyS whereby the meetings of IUPsyS delegates occur at the end of the congress in IACP, and the IAAP BOD meeting takes at the congress' end in ICP.

Appendix 1

Final version of the Constitution endorsed by Officers and BOD members during the meetings held on 15-16 July, 2006. This text is submitted to the General Meeting of IAAP for approval.

Appendix 2

A copy of the Incoming President's Statement is attached.

Appendix 3

A copy of the Tandem Agreement reached with the International Council of Psychologist (ICP) is attached.

Appendix 4

A copy of the Tandem Agreement reached with the Asian Psychological Association (APsyS) is attached.

José M. Prieto
Secretary General

Appendix 1

CONSTITUTION INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY

ARTICLE 1: MISSION

Section 1.01: The mission of the International Association of Applied Psychology (IAAP) shall be to promote the science and practice of applied psychology and to facilitate interaction and communication among applied psychologists around the world.

ARTICLE 2: ACTIVITIES

Section 2.01: The activities of the Association shall include sponsoring periodic international and regional congresses, establishing committees or working groups for the study of particular problems, disseminating information through printed and electronic communication, and such other activities as may be approved by the Board of Directors or the Board of Officers.

Section 2.02: The administrative language shall be English, but with the approval of the Board of Officers, additional languages may be permitted for presentations at the IAAP Congresses and regional conferences at the discretion of the local organizing committee.

ARTICLE 3: GOVERNANCE

Section 3.01: The Board of Directors, broadly representative of the membership, determines Association policies and has final authority over the affairs of the Association.

Section 3.02: The Board of Officers, which serves as the Executive Committee of the Board of Directors, administers the operations of the Association under the oversight of the Board of Directors.

ARTICLE 4: MEMBERSHIP

Section 4.01: Membership categories. The Association shall consist of four categories of members: (1) Full Members; (2) Fellows; (3) Student Members, and (4) Honorary Members.

Section 4.02: Full Members of the Association shall be psychologists who are eligible for membership in their national or regional psychological organizations.

Section 4.03: A Fellow shall be a distinguished psychologist who has made substantial contributions to applied psychology. Candidates for Fellow status must be qualified for Full Member status in IAAP and must have at least five years of professional experience. A Fellow is also a Full Member and pays the same dues as other Full Members unless the Board of Directors directs otherwise.

Section 4.04: A Student Member shall be a student in good standing in an appropriate academic program.

Section 4.05: The Board of Directors may designate, as an Honorary Member, an individual who, although not a psychologist, has made outstanding contributions to applied psychology.

Section 4.06: All new applications for Membership will be processed by the Secretary General. The annual dues for membership shall be fixed by the Board of Directors.

ARTICLE 5: TERMINATION OF MEMBERSHIP

Section 5.01: Membership in the Association shall be brought to an end by (a) resignation, (b) non-payment of dues for three consecutive years, or (c) by a decision of the Board of Directors in the best interests of the Association. An individual whose membership has been terminated shall be notified of the termination, and may appeal that decision in writing to the Board of Directors.

ARTICLE 6: AFFILIATE ORGANIZATIONS

Section 6.01: The Board of Directors may accept, as an Affiliate Organization, any national, regional, or international psychological organization with purposes consistent with those of IAAP. Affiliate organizations may, with the approval of the Board of Officers, participate in IAAP activities.

ARTICLE 7: BOARD OF DIRECTORS

Section 7.01. The Board of Directors shall have final authority over the affairs and funds of the Association. Members of the Board of Directors must be Full Members in good standing. The President of the Student Division shall serve *ex officio* on the Board of Directors.

Section 7.02. The Board of Directors shall consist of the Officers of the Association President, the President-Elect, the Past President, the Secretary General, the Treasurer, and any additional officers approved by the Board of Directors; the Presidents of the Divisions; and not less than 24 and not more than 45 Members-at-large.

ARTICLE 8: BOARD OF OFFICERS

Section 8.01: The Board of Officers shall consist of the President, President-Elect, Past President, Secretary General, and Treasurer and any additional officers approved by the Board of Directors for specific functions. Members of the Board of Officers shall be *ex-officio* voting members of the Board of Directors.

Section 8.02: On the recommendation of the Board of Officers, the Board of Directors may appoint one or more additional members to the Board of Officers to carry out specific functions needed by the Association. Such additional officers will serve for the period approved by the Board of Directors.

Section 8.03: The terms of office are as follows: The President, President-Elect, and Past President serve for 4 years and are not eligible for re-election. The Secretary General and the Treasurer serve for 4 years, and may be re-elected for one additional 4-year period.

Section 8.04: The Board of Officers, serving as the Executive Committee of the Board of Directors, shall exercise general administrative management of the affairs of the Association.

Section 8.05: In the intervals between meetings of the Board of Directors, the Board of Officers shall have the authority to take such actions as are necessary for the conduct of the Association's business. Actions taken on behalf of the Board of Directors between

regular meetings shall be reported to the Board of Directors at the next regular meeting and are subject to confirmation by the Board of Directors.

ARTICLE 9: ELECTIONS

Section 9.01: Board of Officers. The Board of Directors shall select a list of candidates for President-elect to be submitted to the IAAP general membership (dues-paid Full members and Fellows) for a vote. The Board of Directors shall elect, according to rules of procedure that it shall determine, a Treasurer and a Secretary General. Those officers, along with the President and Past President and any additional officers approved by the Board of Directors for specific functions shall comprise the Board of Officers. The President-Elect cannot be from the same continent as the president.

Section 9.02: Board of Directors: New Members-at-large of the Board of Directors shall be chosen from among Full Members and Fellows of the Association in good standing and elected by the current members of the Board of Directors. The Board of Directors may also select one or more Student Members to serve on the Board of Directors in addition to the President of the Student Division.

Section 9.03: Re-election. A retiring member of the Board of Directors may be considered for one re-election.

Section 9.04: Nominations. It shall be the duty of the Board of Officers to prepare for the Board of Directors a list of nominees who are dues-paid Full Members or Fellows of the Association to replace retiring members of the Board of Directors. This list shall include nominations made by members of the Board of Directors, the Presidents of IAAP Divisions, and dues-paid Full Members or Fellows of the Association. The Secretary General shall announce the call for nominations at least 90 days prior to the election. Each nomination for the Board of Directors must be endorsed by two other dues-paid Full Members and forwarded in writing to the Secretary General of the Association at least 45 days before the IAAP congress at which the election is to take place, together with the consent, in writing, of the nominee.

Section 9.05: Voting. The vote for the election of members of the Board of Directors shall be by secret ballot at a regularly scheduled meeting of the Board of Directors. Such meeting shall normally take place at the time and place of the International Congress of Applied Psychology.

Section 9.06: Additional Members. The Board of Officers may, at any time, recommend to the Board of Directors the election, via mail or electronic vote, of any dues-paid Full Member or Fellow of the Association as a temporary Member-at-large of the Board of Directors, either to fill a vacancy or as an addition to the Board of Directors, provided always that the total number of members of the Board of Directors does not exceed the maximum specified above. Any member so elected shall serve only until the next Board of Directors meeting, but shall then be eligible for regular election. A temporary member of the Board of Directors who retires shall not be taken into account in determining the number of members of the Board of Directors who are to retire at such Meeting.

ARTICLE 10: DIVISIONS

Section 10.01: Divisions may be organized to represent major scientific and professional interests that lie within the association. Each Full Member is entitled to join two divisions. Student Members are entitled to join two divisions in addition to the Student Division.

Section 10.02: A division may be established whenever 50 or more members petition for it and the Board of Directors approves. A division may be dissolved by the Board of Directors when the number of members in the division falls below 25 members or when the division votes to recommend dissolution. Divisions must comply with the IAAP Constitution and Rules of Procedure.

Section 10.03: A division shall have a President and a Secretary and such other officers as it may determine. Each division may draw up and maintain its own Bylaws and Rules of Procedure as long as they are consistent with IAAP's Constitution and Rules of Procedure. The Division President-Elect may not be a national of the same country as the Division President.

Section 10.04: Each division is entitled to receive, from the IAAP general dues, funds to be allocated by the Board of Directors for each member of the division in good standing with the Association. These funds shall be distributed to the divisions by the Treasurer.

Section 10.04: In each even numbered year, and no later than April 1, each Division shall submit to the Board of Directors a report that covers the activities of the Division during the preceding two years. The Secretary General shall notify all Divisions of the report deadline no later than January 10. No distribution of funds from the IAAP general dues shall be made to a Division that has not submitted its report for the previous two year period except by specific authorization by the IAAP President.

ARTICLE 11: MEETINGS

Section 11.01: The Board of Directors shall meet regularly at each International Congress of Applied Psychology. Special meetings of the Board of Directors may take place at the occasion of the International Congress of Psychology or at such other times determined by the Board of Officers, but no elections shall take place unless a quorum exists. If a special need arises, the Board of Directors may take action by mail or electronic communication in the interval between congresses, but such actions must be ratified at the next regularly scheduled meeting.

ARTICLE 12: FINANCES

Section 12.01: Payment of expenses shall be made by the Treasurer who shall have the power to receive funds, to open banking accounts, to sign checks in the Association's name, and, with the approval of the Board of Officers, to make appropriate investment of the Association's funds. In the absence of the Treasurer, the President or the Secretary General are authorized to approve payment of funds in the Association's name. In addition, Assistant Treasurers may be authorized by the Treasurer to carry out certain duties, provided that they work under the direction of the Treasurer. The annual dues for membership shall be fixed by the Board of Directors.

ARTICLE 13: LIFE OF THE ASSOCIATION

Section 13.01: The life of the association shall be indeterminate. The association may be chartered, registered or otherwise certified in various countries, but shall have its Secretariat at the address of the Secretary General. The termination of the Association can only be determined by a majority vote of the Board of Directors in a General Meeting attended by at least half of the Board of Directors plus one. The Board, in considering termination, shall seek comments from the general membership at least six months in advance on the advisability of doing so.

Section 13.02: If the Board of Directors should decide to terminate the Association, it may allot the net assets of the Association to one or more public bodies recognized as being in the public interest and pursuing aims consistent with those of the Association. Such decision must be made to the membership at least 90 days prior to termination.

ARTICLE 14: AMENDMENTS

Section 14.01: Amendments to the Constitution which may be proposed by members of the Board of Directors, the Board of Officers, or any member of the Association must be submitted to the office of the Secretary General at least one month before a meeting of the Board of Directors. Amendments approved by a two-thirds vote of the Board of Directors shall become part of this Constitution.

Appendix 2

INCOMING PRESIDENT'S STATEMENT

It is an honour and a privilege to be elected as President of IAAP and it is a position that I take up with great expectations of what can be achieved over the next four years.

IAAP is a vigorous organization which has many strengths that may be summarised broadly as follows. Firstly, we convene a large congress every four years which mounts a Scientific Program that show-cases the leading international researches in a wide range of fields, acts as a spring-board for collaborative research, and serves as a forum to bring together a world-wide gathering of colleagues. Secondly, our Association has 16 active Divisions which cater not only for the areas of specialisation of our members but also for the ever-increasing diversity of interests within the burgeoning field of applied psychology. Thirdly, our flagship journal *Applied Psychology: An International Review* has an international reputation of the highest standing, an ever-expanding readership, and a continuous rise in the extent to which its articles are cited. Fourthly, we have a strong relationship with the two other international organizations with which we work most in cooperation, the International Union of Psychological Science and the International Association of Cross-Cultural Psychology.

To a large degree these principal areas define our identity and our primary focus will always be upon them. In addition, however, there are many Committees and Task Forces which either serve particular functions for our Association or are constituted to address specific issues. These include Standing Committees such as Membership, publications, Finance, Advanced Research Training Seminars (ARTS), Policy, Fellows, and Distinguished Awards and Best Student Award, as well as Task Forces dealing with matters such as Collaboration with other International and Regional Associations, Affirming indigenous cultures, Promotion of women's status, and Divisional Governance. They also include maintaining liaison with associations such as the International Union of Psychological Science (IUPsyS), the International Association of Cross-Cultural Psychology (IACCP), the European Federation of Psychologists' Associations (EFPA), the Interamerican Society of Psychology (Sociedad Interamericana de Psicología, SIP), the International Council of Psychology (ICP), and the Asian Psychological Association (ApsyA), the United Nations, the International Social Science Council (ISSC), and the World Forum.

But above all, IAAP has a long history dating back to 1920 and thus a proud tradition and culture. This point is especially important for it has been said that the further back one can look back into the past the further one can see into the future. So, if we examine the development of psychology in the second half of the 20th Century, two things stand out. One is the huge growth of applied psychology and its expansion into a broad range of areas of specialisation. The other is the wide-spread lack of public awareness not only of this diversity of applied psychology but also of its numerous achievements in each of its specialised areas. Thus perhaps the most important challenge facing the field today is to increase public awareness of both the breadth of applied psychology as well as what it can do to help in addressing many of the critical issues facing contemporary society. This is what I want to make the principal mission of IAAP over the next four years.

So the mission is this: **to enhance the visibility and impact of applied psychology.** The ultimate aim is to increase knowledge and understanding among policy makers and the general public of the achievements of applied psychology to date, and what applied psychology could do now and in the future if only policy makers and the general public were aware of its capacity and capability to improve national and social development.

In achieving this mission I should like to involve every member of IAAP as far as practicable, and to do this mainly by working through their respective Divisions. What I have recently done is write to all the current Divisional Presidents asking if they would put together a brief summary of the major contributions within their respective fields which policy makers and the general public could and should know about. My other request was for specific studies of note. For example, it has been found that adding the third high-mounted break light at the back of cars reduces front-on road accidents by approximately 25%, so I asked if there were any single studies, again in their respective fields, which could be quoted in a similar way.

The idea is that a preliminary document summarising these matters will be given to Divisional Task Forces which will develop each section separately, and the final document will form the basis for achieving the initial goal **of increasing visibility and impact among leaders in business, government and the community.**

It is hoped that some of the outcomes of this initiative will include fostering national development, combating some of society's most pressing problems, increasing public recognition of applied psychology, and increasing the career attractiveness of the wide range of areas of activity encompassed by the field of applied psychology.

Appendix 3

**TANDEM ALLIANCE AGREEMENT BETWEEN
THE INTERNATIONAL COUNCIL OF PSYCHOLOGISTS
AND
THE INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY
March 17, 2005**

Whereas, the International Council of Psychologists (ICP) and the International Association of Applied Psychology (IAAP) represent the two longest standing international associations comprising individual members, and;

Whereas, ICP and IAAP represent broad constituencies but are somewhat different in composition: more ICP members are primarily clinical, counseling, academic, and general practitioners and more IAAP members are organizational and occupational psychologists, and;

Whereas, both associations wish to broaden their respective constituencies and strengthen the voice of individual psychologists worldwide, and;

Whereas, both associations provide similar services to members, such as, but not limited to, annual conferences, regional meetings, newsletters, professional publications, websites, award recognitions for early career and distinguished international contributions, administrative services including tiered dues adjustments to respect national economic conditions and students, and;

Whereas, both associations are interested in offering a full range of membership services and reaching a full range of psychologists of all specializations and all areas of psychological expertise, and;

Whereas, rising administrative costs and increasing numbers of specialty interest associations are impacting the financial status of broad-based professional associations and their activities, and;

Whereas, closer collaboration between the our two organizations might reduce duplication and enhance services to members;

THEREFORE, IAAP AND ICP have entered into discussions of ways to increase administrative efficiencies by working in tandem while permitting both organizations to

function, as they have historically, as independent, autonomous associations. The following principles would form the basis for a tandem alliance:

1. ICP members become members of IAAP. Blackwell collects the ICP dues and deducts a total amount equal to \$25 per member from the ICP total dues income, (for example: for 200 members this comes to \$5000.) Blackwell forwards the remainder of the ICP dues collected to the ICP treasurer or to whomever ICP designates.
2. IAAP members are given an option of membership in ICP by paying an additional \$25 above their usual IAAP dues of \$60, thus bringing IAAP total individual dues payment \$85. Blackwell forwards the \$25 ICP dues directly to ICP.
3. Blackwell forwards \$5 of the \$25 per member to IAAP for IAAP dues. \$20 per ICP member is used by Blackwell for services to ICP. Blackwell's services will include, but not be limited to: sending ICP members copies of the IAAP journal, which will begin to include a section on clinical, health, counseling, et al. In addition, Blackwell will provide ICP administrative services associated with dues collection: membership data base management; billing, dues collection and distribution of IAAP member-dues paid for membership in ICP to the ICP treasurer or bookkeeping agent.
4. Other office activities for ICP and IAAP not covered by Blackwell are sorted out and assigned by each association to their own elected, appointed, or contracted individuals: correspondence, internal budgeting and accounts payment, convention management, board meeting management; newsletter production; awards; etc.
5. Agreements will be made that the ICP conference held the same year as the congresses of the IAAP and the IUPsyS will be conducted in the general vicinity of those congresses held every two years in even numbered years. These ICP conferences will be scheduled soon before or after the international congress.
6. ICP's long range planning task group will collaborate in with IAAP's long range planning committee to consider sites for the odd numbered years. Special efforts will be taken to schedule ICP's annual conference, and or ICP Regional Conferences in tandem with the IAAP Regional Conferences organized by IAAP and IUPsyS. The IAAP and IUPsyS Regional Conferences held in odd numbered years, like ICP Annual and Regional Conferences, are conducted in developing nations to promote psychology and it's role in strengthening individual and collective well being.
7. Special registration rates will be accorded to members of ICP and IAAP for their respective conferences.
8. A regular, published exchange of association information will include association activities, including conference materials such as the call for papers, registration and hotel information, and eligibility for awards. IAAP and ICP will keep each other informed about conference and congress plans.
9. A liaison from ICP will sit with the IAAP board and a liaison from IAAP will sit with the ICP board.
10. Every four years, prior to the ICAP conference, these tandem association agreements will be reviewed by each association and amended by mutual authorization, if needed.

Appendix 4

IAAP - APsyA TANDEM ALLIANCE PROPOSAL

Whereas the Asian Psychological Association (APsyA), formed in Jakarta, Indonesia in August, 2005, was established to represent the interests of Asian psychology, and

Whereas the International Association of Applied Psychology (IAAP) was established in 1920 to represent the interests of individual psychologists throughout the world who are concerned with research and practice in applied psychology, and

Whereas a close relationship between IAAP and APsyA would be of mutual benefit to the members of both organizations and to their goals of promoting psychology, and

Whereas both associations wish to broaden their respective constituencies and strengthen the voice of individual psychologists in Asia and other parts of the world, and

Whereas it is the intention of both associations to provide services to their members, such as, but not limited to, annual conferences, regional meetings, newsletters, professional publications, websites, award recognitions for early career and distinguished international contributions, and administrative services, and

Whereas both associations are interested in offering a full range of membership services to psychologists of all specializations and all areas of psychological expertise, and

Whereas closer collaboration between the our two organizations might reduce duplication and enhance services to members;

THEREFORE, IAAP AND APsyA have entered into discussions of ways to increase administrative efficiencies by working in tandem while permitting both organizations to function as independent, autonomous associations. The following principles will form the basis for a tandem alliance:

1. APsyA members will become members of IAAP with all benefits of IAAP membership, including a subscription to IAAP'S journal, **Applied Psychology: International Review (AP:IR)**.
2. Blackwell, the publisher of AP:IR, will bill the members of APsyA, collect the dues payments, and deduct an agreed upon amount to pay for the journal subscription and administrative services. Blackwell will forward the remainder of the dues collected to APsyA.

3. Blackwell's services will include, but not be limited to: sending members of both organizations copies of the IAAP journal, and providing administrative services associated with dues collection, membership data base management, billing, and dues collection.
4. Other office activities for APsyA not covered by Blackwell are the responsibility of APsyA and its own elected, appointed, or contracted individuals. Correspondence, internal budgeting and accounts payment, convention management, board meeting management; newsletter production; awards; and other activities normally associated with running a professional society will be the responsibility of APsyA.
5. APsyA agrees to hold its meetings, when it is possible, in conjunction with the IAAP congress (ICAP) held every four years, and to encourage its members to participate actively in these congresses and other regional meeting sponsored by IAAP, particularly when they are held in Asia.
6. IAAP and APsyA will notify each other of sites selected for their conferences.
7. Special conference registration rates will be accorded to members of APsyA and IAAP to the conferences sponsored by either.
8. APsyA and IAAP will provide each other with a regular, exchange about association activities, including conference materials such as the call for papers, registration and hotel information, and eligibility for awards.
9. A liaison from APsyA will be invited to sit with the IAAP board and a liaison from IAAP will be invited to sit with the APsyA board.
10. This Tandem Agreement may be dissolved at any time by either organization with 90 days notice to the other organization, but normally the agreement shall be for four years. Every four years, prior to the ICAP conference, these tandem association agreements will be reviewed by each association and amended by mutual agreement, if needed.

RESPECTFULLY SUBMITTED,

Raymond D. Fowler
IAAP LIASION

Sarlito Sarwono
APsyA LIAISON