

Minutes Board of Directors meeting held in Beijing August 13 & 14, 2004.

The meeting was held at the Pan Pacific Hotel in Beijing, August 13 from 09 to 13, from 16 to 17:30, and August 14 from 09:00 to 13:00. There was a break for lunch 13:00 to 14:30, and a break for the General Meeting from 14:30 to 16:00 August 13rd. Michael Frese chaired and Jose M. Prieto served as recording secretary.

- Members present August 13 (by alphabetic order): John G. Adair, Elias Besevegis, John Berry, Helio Carpintero, Pieter J.D. Drenth, Miriam Erez, Ray Fowler, Michael Frese, Janel Gauthier, James Georgas, Buxin Han (observer), Milton Hakel, Terry Hartig, Takehito Ito (observer), Mike Knowles, Judy Kuriansky (observer), Frederick Leong, Alan Lesgold, Maria Regina Maluf, Eunice Mc Carthy, Elizabeth Nair, Peter Neves, Susan Pick, Jose M. Prieto, Christine Roland Levy, Juan Jose Sanchez-Sosa, Charlie Spielberger, Cecilia Thorne, Fons Van de Vijver, Simone Volet, Robert Wood.
- Members present August 14 (by alphabetic order): John G. Adair, Helio Carpintero, Pieter J.D. Drenth, Miriam Erez, Ray Fowler, Michael Frese, Janel Gauthier, Esther Greenglas (observer), Milton Hakel, Buxin Han (observer), Frederick Leong, Alan Lesgold, Maria Regina Maluf, Elizabeth Nair, Pedro Neves, Mike Knowles, Jose M. Prieto, Christine Roland-Levy, Charles Spielberger, Cecilia Thorne, Robert Wood,

1. President's Welcome. Briefly Frese introduced the agenda and the way items will be distributed during Friday and Saturday 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.

2. Minutes of Singapore EC meeting: Jose M. Prieto. Minutes were published in the newsletter of Winter 2002 and made available online at <http://www.iaapsy.org/newsletter/>. No comments or reactions received. Some corrections regarding the spelling of some names have been suggested and finally minutes are backed by unanimity.

3. Minutes of Singapore GM meeting: José M. Prieto Minutes were published in the newsletter of Winter 2002 and made available online in <http://www.iaapsy.org/newsletter/> . No comments or reactions received. Finally minutes have been backed without corrections unanimously.
4. President's report : Michael Frese commented main topics approached in the President's report which has been available online at <http://www.iaapsy.org/drafts/beijing/> and will be published in Fall 2004 newsletter. Peter Drenth indicated that within the European Union a new program has been launched intended to facilitate the creation of Master Degree Programs within an International perspective, open to EU as well as non EU university departments. Until now no proposal has been submitted to the Evaluating Committe (EU University Association) and Master Degrees in specific fields of applied psychology would be welcome.
5. Secretary General's report: Jose M. Prieto summarized main subjects approached in the SG's report which has been available online at <http://www.iaapsy.org/drafts/beijing/> and will be published in a next issue of IAAP newsletter.
6. Treasurer's report: Ray Fowler distributed the following documents a) balance sheet as of December 30, 2003, b) statement of activities as of December 30, 2003, c) financial statement for 2003, d) balance sheet as of June 30, 2004, e) comparative financial results for the period 2000 to 2003. Membership dues have increased from 10,201 (2000) to 59,686 (2003) US\$ dollars whereas institutional subscription to AP:IR have declined from 45,931 (2000) to 34,113 (2003). The return of the 25 ICAP in Singapore was 55,175 US\$. There has been a net control of overhead expenses declining from 60,539 (2000) to 47,641 US\$. Officers do not charge travelling and accomodation expenses and this may be considered an extra contribution to IAAP budget. Many activities are carried out "pro bono" and probably it would revised in the near future. There was a net loss of 2,320 in 2000 but net incomes have grown up in 2001, 2002 and 2003. Student rates have been subsidized fifty per cent and low income countries rates have been subsidized one third of running costs
 - Finance Committee: Allan P.O. Williams (chair), Elizabeth Nair and Tuomo Tikkanen.
 - Elizabeth Nair reported about the finance committee's analysis of documents supplied by the treasurer and related

to our accounts. This committee has made several general questions regarding the way we manage our finances. For instance, rates we get from investments may be improved through considering other possibilities. Nair read a written statement agreed between by members of the finance committee.

- Greenglas suggested ways of contacting people in China throughout IAAP divisions to increase the visibility of Chinese colleagues and activities planned ahead. Critical issue seems to be exchange rate controls in China that do not favor payment of IAAP rates by Chinese colleagues.

7. Divisional activities: reports based on divisional presidents plans of action for 2002-2006

- Division 1: Organizational Psychology, by Virginia E. Schein: the report was made available online but no officer from this division was present to comment it.
- Division 2: Psychological Assessment & Evaluation, by Fons Van de Vijver. A report was not made available before the BOD meeting and it is expected.
- Division 3: Psychology & National Development, by Uichol Kim. A report was not available before the BOD meeting and it is expected.
- Division 4: Environmental Psychology, by Terry Hartig, secretary. A report was not available before the BOD meeting. A division plan has been published online in the homepage of this division and a report is expected.
- Division 5: Educational & School Psychology, by Simone Volet. She comments the report and comments main contents at the homepage of this division.
- Division 6: Clinical & Community Psychology, by Juan Jose Sánchez Sosa. He comments his report and comments that a new web page created and related to this division.
- Division 7: Applied Gerontology, by Rocio Fernández Ballesteros. The report was made available before the BOD meeting but no officer from this division was present to comment it.
- Division 8: Health Psychology, by Ralf Schwarzer. The report was made available before the BOD meeting but no officer from this division was present to comment it.

- Division 9: Economic Psychology: by Christine Roland-Levy. She commented the report and highlighted links between this division and the International Association for Research in Economic Psychology, homepage at <http://www.ex.ac.uk/IAREP/> She also commented her strategy to increase the involvement of members from both organizations in ICAP as well as AP:IR.
- Division 10: Psychology & Law, by Guenter Koehnken. A report was not available before the BOD meeting and it is expected.
- Division 11: Political Psychology, by Di Bretherton & Klaus Boehnke. The report was made available before the BOD. Di Bretherton has resigned as division president in office due to health problems in her near surrounding. Klaus Boehnke, president elect during the last two years becomes the president in office of this division. Takehito Ito acts as substitute
- Division 12: Sport Psychology, by Marit Sorensen. A report was not available before the BOD meeting and it is expected.
- Division 13: Traffic Psychology, by Raphael D. Huguenin. The report was made available before the BOD meeting but no officer from this division was present to comment it.
- Division 14: Applied Cognitive Psychology, by Alan Lesgold. The report was made available before the BOD and it is commented by Lesgold.
- Division 15: Student Division by Pedro M. M. Neves. The report was made available before the BOD and Neves commented it.
- Division 16: Counselling Psychology by Frederick T.L. Leong. The report was made available before the BOD and Leong commented it.

8. Reports of standing committees

8.1. Report of "ad hoc" Committees

- Committee on Policy Orientation, by John Berry & Michael Frese, chairs

Berry commented the report. Georgas commented that ICAP2006 will create a section in the homepage to highlight activities and developments that may be derived. Roland Levy suggested a new committee on retirement issues. Berry

suggested to change the heading Unemployment into Employment transitions that may include retirement.

- Committee on Membership Drive, by Michael Frese. After summarizing the report Nair asked to make public the formula used to differentiate between membership per countries above and below a given cut-off point. Frese agreed to reformulate it since this is an institutional report. Fowler suggested that each division proceeds to sponsor up to three members. Pick suggested organizing workshops sponsored by IAAP and have it in a certificate. Berry commented about workshops planned to be held in Athens and underlined the need of diversifying the range of people leading workshop: too many from high income countries. Georgas commented the way congress organizers have produced the list. Some workshop are based on APA standards to obtain credits in continuous education. Pick stressed the importance of workshops focused on students's interest in increasing their expertise in a given psychological method or approach and no so much about topics present in ICP and ICAP scientific programs. Gauthier asked about the transition. Wood introduced the idea of four year membership.
 - in Asia, chair Elizabeth Nair. She insisted on the importance of person to person interactions, focusing on national congresses to get a booth and make available information to attendees. The SG may assist the BOD member making arrangements with Blackwells and local organizers to facilitate the availability of brochures, Berry suggested that IAAP may cover costs derived from such an initiative. "Be my guest" is another possibility to be considered where local congress organizers and IAAP may interact, specially for colleagues from low income countries. "Volet commented on what the European Association for Research on Learning and Instruction (EARLI) had done to facilitate participation of colleagues from Eastern European Countries". Frese commented that in Action 100 Program there are still about 70 free registrations to psychological institutions from low income countries

- in Latin America, chair Susan Pick. Pick commented initiatives carried out in SIP's congresses. IAAP visibility in Latin America has been tried several times, distributing brochures in congress packs and the presence of several IAAP officers in SIP's congresses, but outcomes are very low. It is not a matter of language. Maluf commented the situation in Brazil.
- Committee on Ethics, chair Janel Gauthier. Janel commented the report and highlighted main activities planned for the next two years. What is intended is not an updated code of Ethics but the nexus between human rights and ethical values in the practice of Psychology. A final document will be submitted in Athens.
- Committee of IAAP Activities in Developing Countries, chair Ype Poortinga. Frese commented this report and the kind of activities described. It is emphasized IAAP readiness to introduce IAAP logo in activities carried out in low income countries. This is a way of favoring loyalty to a given organization. Until now participants are requested to contribute an small amount of money to attend these workshops that may be free or partially sponsored. If you become member of IAAP the cost is zero. Possibility of organizing workshops online that may be channeled somehow through the divisions. However costs are high and must be studied under IAAP treasurer's supervision. Quality control regarding workshop promoted and so some kind of central office. Each division should organize at least one workshop in an ICAP and ICP. Contributors of the Encyclopedia may organize workshops. A web page platform may be an adequate support but still in need of being worked out. The database of workshops may be available online in the platform.
- Michael Frese moves
 - 1) IAAP members are asked to tell us about their interest to give workshops in developing countries and to tell us the areas of expertise.
 - 2) These proposals are sent to the relevant division.
 - 3) After scrutiny proposals should get an stamp of approval from Officers.
 - 4) Contributors of the Encyclopedia or IAAP handbooks or IR:AP should be asked to organize workshops.
 - 5) There must be an estimate of costs (50US\$for example) except for those who are IAAP

members or join the IAAP. 6) BOD should supply information to develop a databank of potential workshops, 7) Feedback quality control at the end of each workshop by participants. 8) All of this should be announce in the newsletter. This move was approved by 14 votes in favor.

- Committee on fellowship procedures a) Fellow status: bylaw changes, b) Steps in becoming a fellow: Both documents were discussed and the enforcement was backed by 13 votes and two abstentions. Officers shall function as Fellowship Committee from Beijing to Athens.

8.2. Report on inter-associations relationships

- UN and IAAP: NGO status, by Michael Frese. Dr. Judy Kuriansky commented about her contribution in the obtention of NGO for IAAP before UN. Millenium development goals of UN provides the political framework where IAAP initiatives may become integrated. IAAP will be present in two symposia. One workshop on NIT and advances in Psychology and NGO. Visibility of UN in Athens inviting a leading figure as keynote speaker for the open ceremony. Drenth request a writen report and Frese will send a copy to Drenth. Drenth's visibility within the European Union may facilitate further involvement of IAAP. It was agreed that Drenth and Kuriansky should remain in touch and coordinate present or future initiatives, at the international or at the European level.
- IUPsyS and IAAP, by Michael Frese. Relationships with IUPsyS have been rather friendly and a minor incident regarding the IAAP brochure has been settled. IAAP and IUPsyS keep at least an anual meeting based on international or regional congresses. In closing ceremonies IUPsyS should mention ICAP as we do in ICAP on ICP congresses. We have asked several organizations to support ICAP to become NGO before UN and the only one that refused such a letter of support was the ISSC.
- EFPA and IAAP, by Tuomo Tikannen. No report was available before the BOD meeting and it is expected.

- IAAP & SIP, by Cecilia Thorne. She emphasized that IAAP should increase present links with SIP and not SIP congresses held in Latin America. SIP congress to be held in Buenos Aires July 2005 may be a good opportunity to strengthen relationships. There is a need of generating direct links with departments of psychology in Latin America to promote IAAP visibility and get them more involved in our activities. At least one symposium sponsored by IAAP. Colleagues from Latin America seem to be more interested in welcoming more leading figures in Psychology from North and South America and less from Europe, since this is an Interamerican Congress, not International Congress. An other way is asking organizers of Buenos Aires's congress to send IAAP an invitation letter to suggest names.
- International Council of Psychologists, by Ray Fowler. Membership in the range of 300 but ICP attracts a large number of people to their congresses. A close dialogue has been started to find out how to create links with IAAP. A liaison person between both Board of Directors in each organization. Also to coordinate their congresses with ICAP and ICP. They have been in UN for years before the IAAP became a NGO. They may become involved in our second journal if we continue our plans in this direction.
- World Forum of International Psychology Associations, by Charles Spielberger. The purpose of the WFIPA was facilitating information about what organizations exist and are active in the international arena that participate in ICAP and ICP sponsoring a symposium or a specific activity. Allocation of hours in ICAP time slots to organize meeting sessions and a way of getting them involved in the program. The chair changes in each ICP and ICAP.
- World Federation of Mental Health, by Jose M. Prieto and Ray Fowler. This is NGO before UN as per <http://www.wfmh.org/> . IAAP has been invited to become a member. This invitation has been accepted. Also IAAP will invite the WFMH to become associated to IAAP. Once this mutual recognition

becomes operational a representative from Health Psychology or Clinical Psychology Division should be appointed as link person. Esther Greenglass has been suggested and she will keep in touch with the SG to know when the agreement between organizations becomes enacted.

8.3. First draft voting procedures by Jose M. Prieto. This document was made available before the BOD meeting and Officers should study it to make a choice about what is the standard procedure to follow in Athens for the election of officers, BOD members as well as congress venues.

8.4. First draft ICAP bids manual, chaired by José M. Prieto. This document was made available before the BOD meeting and is now under the consideration of Ray Fowler and Elisabeth Nair as past organizers of ICAP as well as Jim Georgas as present organizer. The second version must be ready for Christmas 2004 and the third and final version for Eastern 2005. A definitive set of instructions must be backed by officers and published in the summer 2005 newsletter to facilitate the submission of proposal and avoid delicate situations that emerged during the submission of bids in Singapore. One bid was formalized and distributed in advance and two in the last moment.

9. Publications

- Applied Psychology: Robert Wood & Miriam Erez. Both commented the report made available online plus the handwritten documents that summarize activity from June 2002 to June 2004. 179 articles submitted, 46 accepted and 110 rejected. There is a breakdown by regions and by countries in the report. They are trying to increase the number of papers under divisions or regions underrepresented in AP:IR. Index of impact 0.98 at present.
- Newsletter, by Elizabeth Nair. There is a need of providing a continuous way of communication. Until now she has been able to keep successive newsletters on deadlines agreed with Blackwells. They are planning to add pictures and interviews with relevant colleagues.
- Encyclopedia of Applied Psychology: Charles Spielberger. Copies of Editorial Board and Contents of the EAP were distributed. It is organized in three

volumes. It took a long way to produce this EAP due to the fact that different publishers have been involved as a consequences of successive mergings and changes of publication manager. It is agreed free membership in IAAP for the year 2005 for contributors who are not yet a member. Spielberger indicates that royalties of this EAP will be credited to IAAP account.

- Handbook of Applied Psychology: Michael Frese. Frese announces that it will be a series of successive handbooks launched throughout the years. The first volumes will focus on Organizational Psychology, Health Psychology, Educational Psychology, Clinical and Community Psychology. Probably 40% discount to IAAP but still under revision.

10. Reports from task forces

- Constitutional Revision Committee, Ray Fowler and Mike Knowles have made available online drafts documents and amendments written separately but merged before the BOD meeting and made available online at <http://www.iaapsy.org/drafts/beijing/> and also online discussions held through the distribution list iaapec@listserv.cop.es have facilitated rapprochement between parties. The actual revised constitution was approved by 19 BOD members and it was agreed that BOD member and IAAP members will go through the present revised version to generate a final version during the 26 ICAP in Athens. Under consideration for IAAP officers: how to organize a procedure for the open ceremony to schedule a business meeting before the 26 ICAP to ask members to vote the constitution. A voting procedure would be scheduled during the congress.
- Rules of Procedure for divisions presidentes in BOD. Until 2004 division presidents are BOD member but they do have no voting rights. As a consequence only 15 BOD members present in the meeting have 15 voting rights. Thus, it is very urgent to approve the present draft to allow the involvement of divisional presidents in voting procedures. Berry introduced and backed amendments launched by Ukim, absent in the meeting, focused on the direct election by all members as well as distribution by regions. Fowler commented the need to introduce slates of nominations. Frese considered

convenient to approach separately these three possibilities. Berry indicated that he will work with Kim to produce an specific text amendments to be circulated among BOD and have it ready for a decision in Athens. The critical issue seems to be a certain balance between regions among BOD members. At present there is a bias favoring representatives from low income countries. That is the percentage of BOD members from low income countries is higher than the percentage of IAAP members from low income countries. It was decided to postpone the vote on article 6 of the revised constitution to the BOD meeting to be held in Athens 2006 as well as ways of introducing the general membership to the election.

11. Category of Fellow for qualified IAAP members, by Mike Knowles or Charles D. Spielberger. This point was merged with point 8.1 regarding fellow membership. Discussion and decisions summarized in 8.1

12. ARTS, by Ingrid Lunt & John Adairs. Adairs distributed a document that reported on a) sponsoring organizations, b) contributing organizations, c) contributing institutions, d) individual contributors, and e) seminar conveners. During 28 ICP a meeting took place getting together promoters, coordinators and attendees to ARTS. Webpage is the reference on what goes on in ARTS. It is under IUPsyS homepage and links remain stable for the future. This is the last year (2004) that Adairs coordinates an ARTS activity and from now on goes under the coordination of Lunt. Contributing organizations remain quite stable throughout the years. There are 10-15 participants in each workshop and together it has been 34 participants in 28 ICP. The costs have been in the range of 30.000 US\$ and participants pay US\$ 50 for the seminar. They get partial support to cover travel expenses and full costs of basic accommodation as well as meals. The support ends after the workshop and they must take care of themselves during the congress. A suggestion: ARTS participants should get the waiver of ICP or ICAP registration. It is suggested to introduce ARTS in the Guidelines for the organization of ICAP making a room for the waving of fees.

13. Best student award, Pedro Neves. Three awards of US\$ 300, 150 and 50 was agreed to highlight three best contributions to ICAP made by students. This division officers will organize an adequate

procedure to obtain nominations and carry out evaluations from members of this division participating in the ICAP.

14. Guidelines for the election of division officers: Jose M. Prieto. The first draft was produced for organizing elections carried out before the 25 ICAP in Singapore and so they have been tested. As a consequence the second and final version was approved by 14 BOD members.

15. Congresses and conferences

15.1. 2002 25ICAP Singapore, final report by Elizabeth Nair
Nair commented briefly the report available online and published in AP:IR.

15.2. 2006 26ICAP, Athens, by Elias Besevegis
Besevegis commented present developments and made available a report ready for publication at the end of the Congress. A site visit of IAAP officers as scheduled for the first or second week of December 2004.

15.3. 2010 27 ICAP, Melbourne, by Paul Martin & Mike Knowles, Australia
Martin commented on site visit meetings held in Melbourne and recent course of actions regarding the first design of 27 ICAP logo and the production of a booklet. He circulates three prototypes. Martin also advanced conflicting schedules with an international congress on psychotherapy planned to be held in Australia for 2010. 27 ICAP organizer and the Australian Psychological Society will try to find out ways of dealing with the issue of compatibility of dates, included the national congress of the APS.

15.4. Regional Conferences of Psychology

- Dubai, December 2003, Mike Knowles commented his report made available online before the BOD.
- 30th Inter-American Congress of Psychology, Buenos Aires, June 26-30th, 2005. SIP
- Cecilia Thorn commented on this congress and the web page as well as the possibility of launching a campaign to convince psychology students from Latin America to participate in international congresses and so learn about what goes on in psychology under IAAP and

IUPsyS. Prieto commented that the distribution of IAAP brochures in Spanish in SIP congresses has not increased the membership but has favored the availability of AP:IR free in 15 universities from Latin American countries.

- 9th European Congress of Psychology, Granada July 3-8th, 2005, EFPA. Prieto commented on plans and actions to be carried out in Granada. Miriam Erez is the keynote speaker appointed by IAAP after the invitation received and Anna Leonova and Ray Fowler members of the International Advisory Board.
- Regional Conference in Asia, Bangkok, Thailand, November 2005
- Frese announces that Prof. Pavakanun takes care of organizational matters regarding this congress and he will behave as link person.

16. BOD membership and vacancies. Members ending their first term: Helio Carpintero, Frances M. Culbertson, Jitendra Mohan, Bame A. Nsamenang, Euclides Sánchez. Only Carpintero renewed for a second term. An honorable mention was agreed for Mohan, Nsamenang and Sánchez. Prieto mentions that Nsamenang cannot be reached by email, fax and mail because address and numbers supplied seem to be not valid.

José M. Prieto, SG