

**MEETING OF THE EXECUTIVE COMMITTEE OF IAAP IN BRUSSELS
ON SATURDAY, 18 JULY AND SUNDAY 19 JULY, 1992**

PRESENT:

Adair, J.	Merenda, P. (Sunday)
Amir, Y.	Misumi, J.
Avolio, B.J.	Morgan, R.
Berglund, B.	Morval, J.
Cervin, V.B. (Saturday)	Oyama, T.
Cheung, F. (Sunday)	Pick de Weiss, S.
de Wolff, C.J.	Poortinga, Y.H.
Drenth, P.	Popper, P.
Fernandez-Ballesteros	Porter, L.
Ferreira-Marques, J.	Ratajczak, Z.
Fiedler, F.	Salomon, G.
Fleishman, E.A.	Sinha, J.B.P.
Frese, M.	Spaltro, E.
Heller, F.A.	Spielberger, C.D. (Saturday)
Kao, H.	Spoelders-Claes, R.
Kelman, H.	Tétreau, B.
Knowles, M.C.	Triandis, H.
Lévy-Leboyer, C.	Weissenberg, P.
Maes, S.	Williams, A.
McLoone, J.	Wilpert, B.

Apologies: These were received from B. Bass, R. Bechtel, M. Bond, G. Borg, C. Cullen, P. Dachler, G. Marin, J. Matarazzo, S.H. Ng, G. Roberts, A. Rodrigues, J. Sevon, L.C. Zu.

1. PRESIDENT'S WELCOME

The President, Harry Triandis, opened the meeting and welcomed everyone to Brussels.

2. MINUTES

The Minutes of the previous meeting held in Kyoto were approved.

3. PRESIDENT'S REPORT

Harry Triandis outlined a number of significant advances of the Association over the past two years: the Kyoto Congress was a success, the Journal and the Newsletter were both doing well, arrangements for the Madrid Congress were progressing smoothly, and the Task Force appointed in 1990 have been active. These core activities reflect IAAP's role of being a large international organization with a good reputation for organizing world-wide meetings and publish a world-wide Journal and Newsletter, and a proven capacity to attract and sustain an international membership which looks for much more than can be provided by smaller and more specialised societies, associations, conferences and meetings.

Despite these achievements there was, however, a need for there to be more activities than at present between Congresses. One possibility was the organizing of regional meetings, and increasing participation of psychologists from those countries under-represented in IAAP. This may be achieved in cooperation with other world-wide non-specialised organizations such as the International Union of Psychological Science (IUPsyS) and the International Association of Cross-Cultural Psychology (ACCP).

In summary, two effects of these initiatives can be expected: (a) a strengthening of IAAP by making it more international and more visible in all parts of the world; (b) an increase in regional meetings without hurting attendance at the larger meetings (e.g. Madrid in 1994).

Another pressing need, raised by Robert Morgan, was to recruit new members, and Jai Sinha pointed out that while IAAP aspires to be international, it is poorly represented in countries with less developed economies. Charlie Spielberger added that not only was there a need for the Association to recruit new members but also it was important to retain current members.

Stan Maes advocated the establishing of a Membership and Maintenance Committee, and a motion to this effect was moved by Stan Maes and seconded by Gabi Salomon. This committee included Stan Maes (Chair), James McLoone, Jai Sinha, and Charles Spielberger.

Michael Frese raised the question of introducing a category of student subscriber so as to attract younger members into the Association, and Birgitta Berglund raised the possibility of introducing a category of institutional membership and having other specialist organizations with applied interests becoming affiliated with IAAP (Task Force on Membership and Constitutional Issues subsequently appointed to note).

4. SITE OF 1998 CONGRESS

Ed Fleishman reported on the current situation concerning bids for IAAP's 24th International Congress in 1998. These were widely canvassed on a personal basis not only by Ed Flieshman but also by the Officers, as well as being advertised in the Newsletter. Perhaps due to the way news about bids spreads quickly and widely, one strong and well developed proposal was received but no others. This proposal was from the American Psychological Association (APA), and Ray Fowler and Joan Buchanan were invited in person to present the APA application.

With most of the details of the submission contained in the substantial document previously circulated to members of the EC, the verbal presentation concentrated upon the attractiveness and popularity of San Francisco as a Congress site, the relatively inexpensive cost of accommodation, the technical advantages of the Hilton Convention Centre, and the strong support for the bid from the Board of Directors of the APA. Other advantages included the opportunity to undertake site visits, for example, to local animal behaviour laboratories, places like silicon valley, and also to Indian communities (Robert Morgan). The proximity of the Congress for Latin Americans (Susan Pick de Weiss) and the opportunity for students from South East Asia who were trained in the U.S. to re-visit North America (Henry Kao), were also mentioned.

The presentation by Ray Fowler and Joan Buchanan was warmly received, and **it was agreed in principle to accept the proposal that San Francisco be the location of**

the 1998 Congress with APA acting as the professional organizers (moved: Robert Morgan; seconded: Lyman Porter).

Other matters to be followed up were:

- appointment of the Congress Organizer and the Chair of the Scientific Program Committee;
- the policy of free circulation of scientists requiring that participation in the Congress be open to all bona-fide scientists;
- ways and means of facilitating attendance from Third World countries;
- ways and means of encouraging student participation in the Congress.

It was agreed that all national Psychological Associations be asked to contribute to a fund to subsidise attendance from Third World countries (moved: Charlie Spielberger; seconded: Stan Maes).

The meeting then thanked Ed Flieshman for all that he had done to attract such an appealing and well prepared proposal.

5. SECRETARY-GENERAL'S REPORT

The Secretary-General presented a written report describing the transitional arrangements and the increasing costs involved in establishing and running the new Secretariat, the coordination of Committee and Task Force activities, and matters relating to the constant need to attract new members to the Association. With respect to the latter, the successes of Pino Fumai from Italy and Jean Morval and Bernard Tétreau from Canada were especially acknowledge, and the urgent need to raise IAAP representation from developing countries was highlighted.

The quadrennial Congress quarterly Journal and the biennial Newsletter combined to make the Association a high profile international body, but in addition to these, IAAP needed to develop further its capacity to maintain interest and enthusiasm between Congresses, and opportunities for fulfilling this aspect of its role lay very much with the Divisions.

6. TREASURER'S REPORT

Rita Spoelders-Claes tabled the financial statements of the Association. These indicated a surplus of \$7,000 for 1991 due, in part to interest on funds invested amounting to approximately 25 per cent of revenue.

Income and expenditure for 1992 was also estimated, and it was expected that the accounts at the end of the year would show a deficit, possibly of the order of \$11,000, due to the cost of publishing the Directory and expenses incurred by the Action 500 program.

The Treasurer was thanked for her efforts in maintaining the healthy financial position of the Association.

7. REPORT OF THE FINANCE COMMITTEE

Ype Poortinga presented the report of the Finance Committee covering the years 1990 and 1991, **recommending that the financial statements be accepted as a true and accurate representation of the financial position of the Association.**

It was also recommended that the procedures dealing with the financial arrangements between the Treasurer and Divisions be established more fully than at the present so that greater control over the transfer and auditing of funds may be attained.

It was moved (Charlie Spielberger) and seconded (Peter Drenth) that the report of the Finance Committee be accepted.

8. REPORT OF IUPsyS - IACCP ADVANCED TRAINING SEMINARS

Ype Poortinga also reported on this project aimed at promoting the exchange of expertise in psychology between various economic regions of the world and increasing the participation of psychologists from economically less affluent countries in international meetings.

The report was accepted (moved: Lyman Porter; seconded: Susan Pick de Weiss) and the EC looked forward to being further informed of developments in this project.

9. REPORTS FROM DIVISIONS

Written reports were received by the Divisions of Organizational Psychology (Fred Fiedler); Psychology and National Development (Henry Kao); Educational, Instructional and School Psychology (Gabi Salomon); Clinical and Community Psychology (Fanny Cheung); and Applied Gerontology (Bruce Avolio).

A primary role of the Divisions is to maintain members' interest between Congresses. This was discussed, especially in the face of the difficulty of developing enthusiasm on the part of Divisional members, e.g. Fred Fielder reported that he only received one response in reply to a survey distributed to Division of members.

The need to have lists of Divisional members was stressed (Henry Kao, Roy Malpass) and **these would be circulated as soon as they were received from Erlbaum (Mike Knowles).**

10. REPORTS CONCERNING PUBLICATIONS

The report of the Publications Committee was submitted by Charlie Spielberger, focussing upon its primary activity over the last two years which was the publication of the Directory. These were circulated to all members of the EC and Charlie Spielberger was thanked for this substantial achievement.

Limitations in the design of the membership renewal form were discussed and **a sub-committee to re-design the invoice in consultation with Erlbaum was formed to consist of Rita Spoelders-Claes (Chair), Ed Flieshman, Charlie Spielberger and Mike Knowles.**

The European Work and Organizational Psychologist

Charles de Wolff described the purpose of this journal which was to form a bridge between scientific psychology and applied psychology concentrating upon practitioners. The journal is published by Erlbaum in association with IAAP and EWOP (the European Association of Work and Organizational Psychologists). The Editor, Charles de Wolff, requested new ideas for the journal.

Applied Psychology: an International Review

Michael Frese described the distinctive features of the journal as its international orientation and its liveliness reflected in the opportunities it provides for commentaries and critical discussion. Other features included the type and quality of its lead articles, and the attraction of new special issues, e.g. in the field of neurotoxicology.

Further desirable developments would include greater input from regions such as Africa, Asia and South America and, if practicable, an increase in library subscriptions.

Newsletter

Mike Knowles presented a report on the role of the newsletter, especially in providing valuable information both before and after the Kyoto Congress, and in keeping members informed of activities between Congresses through the publication of articles from the Divisions.

Given that each edition carried articles from approximately half the Divisions on average, submissions would need to increase to around 75 to 80 per cent before an increase in the frequency of publication of the Newsletter could be considered.

The efforts of Esther Diamond of the Division of Psychological Assessment and Margaret Patrickson of the Division of Organizational Psychology who have contributed to every edition of the Newsletter to date was acknowledged by the EC, with acclamation.

John Adair also suggested that the colour of the Newsletter cover be yellow and blue in order to contrast it with the Journal.

Book Club

This initiative has lapsed since its original acceptance in principle, and it was suggested by Gabi Salomon that what was needed was a clear set of procedures by means of which Divisional Presidents could be informed by Erlbaum of books available for discount and Presidents could return their recommendations to the publisher.

11. MADRID CONGRESS

Aurora Murga reported on current developments in planning for the 1994 Congress in Madrid. There has been a positive response to the first announcement, and the second announcement and call for papers is being distributed in Brussels.

Some 40 per cent of Keynote Addresses and about 20 per cent of Symposia have already accepted although, as pointed out by the EC, the majority of these acceptances to date have come from the USA and Spain, and thus it was important to encourage acceptances from other countries to ensure representation from as many countries as possible.

Other features of the Scientific Program should include diversity by country and field (Birgitta Berglund), symposia on cross-cultural psychology (Roy Malpass), round-table presentations to facilitate discussion (Gabi Salomon), poster presentations to encourage a high level of participation (Yehuda Amir), and Bursaries for students (Frank Heller). Student hostels would also be available for student participants (Aurora Murga).

Note 1: Subsequently, Harry Triandis, Bernhard Wilpert, Rita Spoelders-Claes and Mike Knowles met with Aurora Murga to discuss the fee structure for the Congress. This was agreed as follows:

Type of Registrant	Early Registration	Late Registration
IAAP member	US\$ 350	US\$ 400
Non-member applying for IAAP membership *	390	400
Non-member	400	450

* benefits of membership to include:

- back issues of 1994 Journal
- special issue of Journal
- Newsletter
- Directory

Note 2: It was also suggested in the EC that registration fees would be waived for up to 10 distinguished speakers who were non-psychologists.

12. REPORTS FROM TASK FORCES

Reports were received from the Task Forces on Divisional Structure, International Links, Visibility, IAAP Chronicle, Revising the Constitution, and Dues.

Divisional Structure

The very full report of the task force comprising John Adair, Bruce Avolio and Bernard Bass was introduced, and discussion centred around the following motions:

1. That the criteria and procedures outlined for review, creation, and termination of Divisions within IAAP be approved.
 - a. That Divisions present a brief report on its membership, activities, and finances since the last congress to the IAAP Executive three months in advance of each congress.
 - b. That a Divisional Review Committee of the IAAP Executive be established to (1) review reports from existing Divisions, (2) review and recommend on applications for new Divisions, and (3) recommend mergers, termination, or provisional status for inactive divisions.
2. That Divisional Presidents be represented on the Executive Committee of IAAP for a four year term coterminous with the period of their presidency.
3. That the Congress Program Committee procedures be modified to accommodate greater direct input by Divisions.
4. That a Divisions Manual be prepared, updated quadrennially, and distributed to all new Division Presidents.
5. That a subcommittee that includes the IAAP Treasurer be charged with the responsibility of reviewing the financing of Divisions, including their budgeting and accounting, and the procedures by which Divisional memberships and dues are collected.
6. That the Divisions and IAAP promote the development and expansion of the Newsletter along the lines indicated.
7. That the IAAP Executive consider the development of regional applied congresses to promote greater participation by psychologists from Developing Countries.

All recommendations were accepted in principle, except:

- (i) **Motion 1b, which should be revised to reflect the consultative nature of the role of the Divisional Revisional Review Committee (3).**
- (ii) **Motion 2, which was discussed at some length. In general, it was felt that the current structure of the EC was working satisfactorily (Frank Heller) and with considerable flexibility (Roy Malpass), and the adoption of Motion 2 would require substantial changes to the constitution (Bernhard Wilpert).**

John Adair and his committee were thanked for the thoroughness of their report, and were asked to reconsider the wording of Motions 1 and 2.

International Links

Bernhard Wilpert tabled the report of the Links Task Force that set out a well developed and highly comprehensive policy framework by means of which IAAP's links with other international bodies could be guided and directed.

An immediate requirement was to consider the possibility of providing affiliative status for international bodies, and one of the core proposals of the report, that a special Task Force on Membership and Constitutional Issues be established to explore the options on this initiative and to submit its recommendations to one of the next EC meetings, was accepted. This committee was elected as follows: Bernhard Wilpert (Chair), John Adair, Birgitta Berglund, and Joe Matarazzo.

Among other things the committee should consider membership of companies, and also ways of extending its membership to include people who are not trained psychologists but do the things that trained psychologists do (Birgitta Berglund), as well as students who are still training to be psychologists (Michael Frese).

In keeping with the tenor of this discussion the second primary recommendation of the report was also accepted: that **the Task Force should consider that its Divisions or IAAP at large be open to a new category of affiliate or associate individual members who work with topics of concern to IAAP or its Divisions but who have academic qualifications in other social science disciplines like sociology, anthropology, economics, medicine.**

Bernhard Wilpert and the Links Task Force were thanked for their full and far-reaching report.

Visibility of IAAP

Frank Heller was invited to report on ways of increasing the visibility of IAAP. Suggestions included IAAP considering developing a capacity to become an international think-tank which would recommend policies on global issues; increasing linkages with other social science disciplines; and meeting the requirements of special regions, such as Eastern Europe. Third world countries were also mentioned in this category (Jai Sinha).

As before, discussion centred on the need for IAAP to broaden its membership to include those trained in other social sciences, and **it was recommended that steps be taken to provide affiliate status for people such as these who have an academic or university degree (moved: Peter Drenth; seconded: Zofia Ratajczak).**

Creating affiliate status, however, does not change the role of IAAP (Peter Drenth), and the more fundamental need was to increase the visibility of applied psychology (Zofia Ratajczak). In this connection the Association should focus on the solving of "problems" (Peter Drenth), and this would require collaboration with other professions (Gabi Salomon) or joining forces with other disciplines (Susan Pick de Weiss) or special areas such as law and anthropology (Roy Malpass). **It was agreed that IAAP should bring a much wider membership into the Association than at present,** but this would require a change to the constitution and thus notice of motion would have to be put to the next meeting of the EC.

Frank Heller was thanked for his report which prompted this lively discussion.

13. IAAP CHRONICLE

Peter Merenda tabled a chronicle of IAAP describing the development over seven decades from its founding in 1920 to 1991. As a subsequent activity **a symposium on the history of the Association was being planned for Madrid in 1994, and the EC was asked to suggest the names of people with long-term involvement in IAAP who could be invited as speakers for the symposium.**

Peter Merenda was thanked for his work in preparing the chronicle which was also being published in the Directory.

14. REVISING THE CONSTITUTION

Over the past several EC meetings a number of minor changes to the Constitution had been made, and these have been incorporated into the current revision of the Constitution which was also published in the Directory.

The revised Constitution was accepted by the EC, and Clause Lévy-Leboyer was thanked for presenting the Constitution in its up-to-date form.

15. DUES

Mike Knowles tabled the report of the Task Force acknowledging the contributions of Rita Spoelders-Claes, Lyman Porter and Jai Sinha. Since one of the biggest problems facing IAAP was the need to increase its membership from developing countries, **it was recommended that the annual dues be increased by US\$7.00 and that this revenue be used primarily to subsidise the membership fee for members from third world countries (moved: Mike Knowles; seconded: Lyman Porter).**

While the increase may result in a loss of some members (Fred Fiedler), it was felt that this was a way for the Association to do something positive about the major issue of low representation (Ype Poortinga). Bernhard Wilpert described the outcome of his *Action 500* initiative in which some 160 psychologists indicated that would join IAAP if the problems they faced with current levels of the dues could be overcome, and Rie Spoelders-Claes was in favour of an obligatory increase in the membership fee provided this was accompanied by an appeal to the membership.

With Michael Frese opposing free membership and James McLoone advocating a differentiation fee structure, **it was moved by Michael Frese and seconded by Lyman Porter that two categories of membership dues be formed, with a lower fee applying to members recruited under the *Action 500* Members - US\$4.00.**

16. EC ELECTIONS

The EC was reminded of the need to start thinking about the elections due in Madrid. Elections will be required for the offices of President-Elect, Secretary-General, and Treasurer with the latter two offices being eligible for re-election for a second term. In addition, elections will be held for one-third of the EC whose terms of office terminate in 1994.

17. ISSUES SUBMITTED BY INDIVIDUAL MEMBERS

Division of Sport Psychology

The fully developed proposal by Glen Roberts for the creation of new Division of Sport Psychology was warmly received. **It was accepted that Sport Psychology become the twelfth Division within IAAP (moved: John Adair, seconded: Jean Morval).**

Interest Group on the Study of Prejudice and the Promotion of Inter-ethnic Understanding and Acceptance

Similar support was given to the creation of this interest group aimed at facilitating ideas and coordinating activities in this particular area, **and it was accepted that this new interest group be formed (moved: Yehuda Amir; seconded: Fred Fiedler).**

Composition of the Executive Committee, Membership Fees

Jai Sinha tabled a letter detailing the low representation in IAAP from Third World countries, and outlining a number of proposals aimed at redressing this problem. Given the profound implications of these proposals and the changes to the Constitution that would be required, **it was agreed that the present letter would be accepted as serving notice that those issued would be raised again at the next meeting of the EC in Madrid when there would be time to discuss the recommendations more fully than was possible at present.**

Co-operation between western and eastern European countries

Zofia Ratajczak tabled a letter dealing with the need to facilitate co-operation between western and eastern European countries. **One possibility was to organize a 1-day-workshop to discuss issues and problems faced in eastern European countries, and the EC endorsed this idea.**

Congress Registration Fees

A letter tabled by Ken Miller raised the question of reducing congress registration fees for retired persons. **While the desirability of such a provision was acknowledged it was felt that difficulties in administering at the point of registration provided a serious obstacle to accepting this policy.**