

MEETING OF THE EXECUTIVE COMMITTEE OF IAAP

IN MADRID ON SATURDAY 16 JULY AND SUNDAY 17 JULY 1994

PRESENT:

Adair, J.	Maes, S.
Amir, y.	Marin, G.
Avolio, B.J.	Matarazzo, J.
Bass, B.	Merenda, P.
Berglund, B.	Morval, J.
Bechtel, R.	Ng, S.H.
Borg, G.	Oyama, T.
Cervin, V.B.	Pick de Weiss, S.
Cheung, F.	Poortinga, Y.H.
Claes, R.	Porter, L.
Dachler, P.	Prieto, J.M.
de Wolff, C.J.	Ratajczak, Z.
Drenth, P.	Roberts, G.
Fernández-Ballesteros, R.	Salomon, G.
Ferreira-Marques, J. (Sunday)	Sevon, G.
Fiedler, F.	Sinha, J.B.P.
Fleishman, E.A.	Spaltro, E.
Frese, M.	Spielberger, C.D.
Fumai, P.	Takizawa, T.
Heller, F.A.	Tetreau, B.
Kao, M.	Triandis, H.
Kelman, H.	Weissenberg, P.
Knowles, M.C.	Williams, A.
Lévy-Leboyer, C.	Wilpert, B.
	Xu, L.C.

Apologies: M. Bond, J. McLoone, J. Misumi, R. Morgan and F. van Raaij.

1. **PRESIDENT'S WELCOME**

The President, Harry Triandis, opened the meeting at 9.00 a.m. and welcomed everyone to Madrid.

A minute's silence was proposed by Claude Lévy-Leboyer in honour of Donald Super who was remembered with admiration and affection for the efficiency he brought to the Association and the contribution he made to solving its crises.

2. **MINUTES**

The minutes of the previous meeting in Brussels were approved (Moved: Joe Matarazzo; Seconded: John Adair).

3. **CONGRESS REPORT**

José María Prieto, Congress President, and Victoria Noguero, Congress Secretary General, reported on the current situation of the Congress which already had 2,800 registrants, with an additional 300-400 late registrants also expected to enrol. At present approximately 80 per cent of the budget had been met, and it was hoped that this would be further increased with the late registrations. Registrants came from 67 different countries.

The Congress Program encompassed over 3,000 activities including 700 symposia, 700 papers and 700 posters. To enable this extensive range of activities to be covered over the five days of the Congress, sessions were scheduled from 8.30 am to 7.30 pm non stop.

Members of the Executive Committee were thanked for their help in enabling the Congress to be possible. Similarly, the Spanish organizers were thanked and congratulated for their excellent effort in arranging the Congress.

4. **PRESIDENT'S REPORT**

Harry Triandis outlined a number of major advances over the past two years including developing closer relations between IAAP and the International Union of Psychological Science (IUPsyS), strengthening the process of Congress planning, developing Task Forces to deal with specific projects, raising the quality of the Journal and the Newsletter, and furthering discussions with the American Psychological Association concerning the 1998 Congress in San Francisco.

Key decisions taken at the 1993 meeting of Officers in Madrid were summarised: (a) new IAAP members joining at the time of the Madrid Congress would become active members as from 1 January 1995; (b) Life Membership was no longer available; (c) the IAAP membership list was not available for commercial purposes; (d) effort would be sustained in attempting to upgrade IAAP membership in the International Social Science Council (ISSC) from Associate Member to Full Member; (e) a Distinguished Awards Committee was formed

consisting of Claude Lévy-Leboyer and Ed Fleishman; (f) proposals for the 2002 Congress need to be encouraged in order to ensure that they will be received by 1 July 1995.

Special mention was made of the close cooperation developing between IAAP and IUPsyS, and the recent meeting between the Officers of both Associations. While it was agreed that this should take the form of joint involvement in the organizing of Regional Conferences, IUPsyS felt that it was too early to engage in a venture of equal partnership. Further, since preparation for the first regional conference to be held in Guang Zhou in August 1995 were well advanced, IUPsyS preferred to continue as the major sponsor of this conference with the expectation that IAAP would be the principal sponsor of the corresponding conference in 1997.

Although there was a wide feeling that a golden opportunity was being missed to combine the resources of both associations in the interest of the Guang Zhou conference, in view of the fact that there was no option but to accept the IUPsyS stance, it was moved and carried that IAAP agrees to the concept of alternating the responsibility of sponsoring regional conferences.

5. SECRETARY-GENERAL'S REPORT

The Secretary-General referred to IAAP's membership, describing members as the life-blood of the Association. In this context, the role of members of the EC was highlighted, and the excellent achievements of Pino Fumai of Italy, and Jean Morval and Bernard Tétreau of Canada in regularly recruiting new members to IAAP was acknowledged. Other significant undertakings were the Action 500 drive initiated by Bernhard Wilpert which attracted 92 new members in 1993, and the proposed Division of Traffic and Transportation Psychology which already has approximately 60 new members waiting for EC approval for the establishment of this Division. In addition, 780 registrants at the Congress have taken advantage of the discount of \$40.00 by means of which they become immediate members of the Association.

The Secretary-General reported on the First Regional Consultation of Non-governmental Organizations (NEOs) in the Asia-Pacific Region held in Hanoi from 7-11 March 1994. This was organized by Ms. Ndeye Fall, Chief of the NGOs Division in UNESCO, and Mr Rao Chelikani, President of UNESCO's Standing Committee on NGOs. The Consultation was attended by nearly 60 representatives of 33 non-governmental organizations, several NGOs in Hanoi, and representatives of the Vietnamese National Commission for UNESCO. As rapporteur of the Consultation, the Secretary-General submitted a written report highlighting the activities of three Working Groups relevant to IAAP interests. These were: the Working Group on "the NGO's role in fulfilling individual and social needs in education and training", relevant to the Division of Educational, Instructional and School Psychology; the Working Group on "promotion of a culture of peace, tolerance, democracy and development", relevant to the Division of Political Psychology; and the Working Group on "Science and

technology for sustainable development and social progress", relevant to the Division of Psychology and National Development.

The issue of covering the costs of maintaining the IAAP Secretariat was mentioned, a draft copy of the invoice was tabled, and the current list of EC members with their addresses and contact numbers was circulated.

6. TREASURER'S REPORT

Rita Claes tabled the financial statements for 1992 and 1993.

These statements indicated that, on the Revenue side, income from both Dues and Royalties increased from 1992 to 1993, but this was counteracted by a fall in Interest due to the lower rates of interest prevailing over the period. On the Costs side, increases occurred in publishing the Journal, collecting Dues, and Divisional expenses, with a saving in promotions. Overall, the financial position was one of marginal losses in both years due, in part, to the cost of publishing the Directory, and to the falling value of both the pound and the dollar.

7. REPORT OF THE FINANCE COMMITTEE

Ype Poortinga presented the Report of the Finance Committee, also for the years 1992 and 1993.

This Report drew attention to the devaluation of the British Pound and the U.S. Dollar, and commented on the impossibility of anticipating such fluctuations in exchange rates. In view of this it was recommended that **the traditional policy be maintained of keeping savings more or less proportionally in the major currencies in which anticipated expenses have to be paid.**

The Finance Committee drew attention to the financial losses in successive years and the consequences of this for the reduction not only in the savings of the Association but also in the interest accruing from these savings. Thus, it was recommended that **the basic policy be maintained that the EC should not in any year approve a budget in which the expected level of expenditure exceeded the expected income.**

The EC accepted the report of the Finance Committee, thanking it for its thorough analysis of the Association's financial accounts.

In view of the manner in which the accounts have been kept the EC also expressed its appreciation for the way Rita Claes has conducted her office as Treasurer.

8. REPORTS CONCERNING PUBLICATIONS

a. Publication Committee

The report of the Publications Committee was submitted by Charlie Spielberger.

It was noted that there had been a continuing improvement in the quality of articles published in the **Journal**, which was a substantial achievement. In addition, however, there was a need to increase further the number of library subscriptions.

The desirability of publishing the Directory periodically was expressed, but while there was general support for this, the level of expenditure had to be weighed against alternative use of the money, such as sponsoring members from developing countries (Frank Heller), and it was imperative that a budget be prepared to establish the required level of expenditure (Rita Claes).

It was then moved **that a descriptive pamphlet outlining the aims and activities of the Association be drawn up, and a computerised list of IAAP members and their addresses and divisional membership be compiled. These would be distributed to EC Members and IAAP Officers upon request.** (Moved: Bernhard Wilpert; Seconded: Peter Dachler).

b. Applied Psychology: an International Review

Michael Frese reported that the Editorial Board was pleased with the development of the journal, especially the increase in the quality of the published articles, although it was desired that more articles be submitted from Africa and Asia. While there was a decrease in the number of submissions, the rejection rate (81 per cent last year and 76 per cent this year) corresponded to that of other major journals of similar standing.

The current policy was to attract articles in the following categories: Lead Articles, Peer Commentaries on Lead Articles, International Replications, Notes on Established Research and, in addition, Special Issues and Regional Issues covering the contribution of particular regions to internationally applied psychology.

Future plans were to raise the level of the citation rate of articles published in the Journal, and to increase the level of library subscriptions.

The Editorial Board was thanked for its work and achievements.

c. Newsletter

Mike Knowles presented a report covering the development of the Newsletter from its inaugural publication in 1989 to its sixth volume in the current year.

The role of the Newsletter, firstly, in publicising a Congress and providing quick feedback to members unable to attend the Congress, and secondly, in being the principal way by means of which members are kept informed of the breadth of activities of the Association, was stressed.

With respect to the latter, the contributions of Esther Diamond as Newsletter Editor of the Division of Psychological Assessment, and Margaret Patrickson as Newsletter Editor of the Division of Organizational Psychology, was acknowledged, particularly for the full and informative nature of their articles, and the fact that these two editors have contributed to all eleven issues of the Newsletter to date.

The current Editor expressed his pleasure and satisfaction in editing the Newsletter up to this point but indicated that it was now timely that a new Editor be appointed.

d. European Work and Organizational Psychologist

Charles de Wolff outlined the founding of this journal six years ago for the purpose of bringing together scientific psychology and those aspects of applied psychology concentrating upon practitioners, and confirmed the satisfactory publication of the Journal by Erlbaum in association with IAAP and EAWOP (the European Association of Work and Organizational Psychologists).

It was also reported that the new Editor of the Journal would be Peter Herriott.

9. 1998 CONGRESS IN SAN FRANCISCO

A report on preparations for the 24th International Congress of Applied Psychology to be held in San Francisco was presented by Ray Fowler, Joan Buchanan and Candy Won.

The Congress President is Joe Matarazzo, the Chair of the Scientific Program is Lyman Porter, and the American Psychological Association staff are Ray Fowler (Secretary General), Joan Buchanan and Candy Won. The badge with the Congress logo of the San Francisco bridge and the embedded psi was displayed, and issues concerning the publicity and convention arrangements were described.

Presidents of IAAP Divisions have been asked to nominate respective representatives to be on the Scientific Program Committee, and EC Members were invited to put forward ideas and suggestions.

On request from the EC it was agreed that an effort would be made to find low-cost accommodation for registrants from developing countries, and it was also agreed that the APA would attempt to raise funds from private sources in order to subsidise attendance from developing countries.

The EC thanked Ed Fleishman for acting as the initial liaison person securing the bid nominating San Francisco as the site of the 1998 Congress.

10. REPORTS FROM TASK FORCES

a. Constitutional Issues

Bernhard Wilpert outlined the work of the Constitutional Task Force which he chaired. The process was iterative, involving both members of the Task Force and the IAAP Officers.

It was recommended by the Officers and unanimously agreed to by the EC that **the amendments to the Constitution would be put, Article by Article, to the General Assembly.**

Bernhard Wilpert and the other Task Force members were thanked for the thorough and diligent way in which these proposals were developed.

b. Divisional Structure

John Adair reported on the recommendations of the Divisions Task Force in addressing issues outstanding from the previous meeting of the EC in Brussels.

(i) Termination of Division

It was agreed that **the Task Force's recommendation that the following word changes (highlighted in bold) to the previous report would be accepted.**

Termination of Divisions. Provisional Status for an IAAP Division may be recommended by the Divisions Committee, based on its review, or failure to receive, a Division report. **In such cases the Divisions Committee shall consult with the division regarding its mission and status and on strategies that might be pursued to improve its functioning.** Termination of a Division shall automatically occur in the absence of any subsequent report from a Provisional Division, **and** in the absence of an Executive Committee vote to restore the Division to regular status. Termination of a division may occur by vote of the Executive Committee on a recommendation of the Divisions Committee.

(ii) IAAP Membership List

It was agreed that **Division Presidents receive the entire IAAP Membership List every year.**

(iii) E-mail Network

It was agreed that a **Task Force be formed to study the feasibility of establishing an electronic network for communication among IAAP members and/or the EC.**

(iv) Role of the Executive Committee

It was agreed that a **Task Force be formed to examine the role of the EC and membership of Divisional Presidents on the EC.**

The Division Task Force was thanked for its thorough analysis of the issues affecting Divisional Structure and the concrete recommendations it provided.

c. Membership

Stan Maes elaborated on the circulated report of the Membership Task Force and, on the recommendation of the Officers, it was agreed that:

- (i) apart from forms provided to recruit to new members, there should be a more personal approach through letters**
- (ii) IAAP should be promoted via short communications in local journals and bulletins**
- (iii) a "1 plus 1" action, whereby each existing member would recruit at least one new member, should be started by all current members**
- (iv) it will be suggested to conference organizers that EC Members and Officers should have distinct badges for easier approachability**
- (v) a student interest group should be formed**
- (vi) international organizations with a specific focus in applied psychology should be contacted as potential sources of recruitment.**

The membership committee was thanked for the wide-ranging nature of its deliberations and the specific recommendations which followed.

d. Future Task Forces

It was agreed that **the following Task Forces and Committees be formed or reconstituted.**

(i) Functioning of the Executive Committee

The purpose of this Task Force is to **develop a position description for EC Members and to consider the issue of adding Divisional Presidents to the EC.**

The membership of this Task Force is: **Glyn Roberts (Chair), Jose Ferreira-Marques, Anna Leonova and Bernard Tétreau.**

(ii) Dues

The membership of this Task Force is: **Rita Claes (Chair), Jai Sinha and Mike Knowles.**

(iii) Finance Committee

The membership of this Committee is: **Allan Williams (Chair), Ype Poortinga and Pino Fumai.**

(iv) International Associations

The membership of this Task Force is: **Frank Heller (Chair), Susan Pick de Weiss and Pieter Drenth.**

(v) Electronic Communications

The membership of this Task Force is: **Jose Maria Prieto (Chair), Roy Malpass, Zofia Ratajczak and Takehise Takizawa.**

(vi) Divisions

The purpose of this Task Force is **to provide guidelines for the way Divisions are to conduct their activities or operations.**

The membership of the Task Force is: **John Adair (Chair), Bruce Avolio and Roy Malpass.**

(vii) IAAP History

The membership of this Task Force is: Peter Merenda (Chair), Charles de Wolff and Helio Carpintero.

(viii) IAAP Representation of Developing Countries

The membership of this Task Force is: Ype Poortinga (Chair), John Adair, Fanny Cheung and Jai Sinha.

11. IAAP DIVISIONS AND INTEREST GROUPS

a. Reports

Verbal reports were presented by all Divisional Presidents and coordinators of Interest Groups indicating the breadth and depth of the Association's activities and interests.

Written reports submitted by Divisions and Interest Groups are attached in the Appendix.

b. Traffic and Transportation Psychology

An application was received on behalf of a group of approximately 60 new members of the Association for the formation of a new Division of Traffic and Transportation Psychology.

In light of the capacity of this new Division to give substance to the Scientific Program of Congresses, and the energy and enthusiasm already displayed by this active group, it was agreed that **the new Division of Traffic and Transportation Psychology be formed (Moved: Joe Matarazzo; Seconded: Lyman Porter).**

12. OTHER CONGRESSES AND CONFERENCES

a. 1995 IV European Congress of Psychology, Athens

Professor James Georgas and Ms. Marina Manthouli introduced the IV European Congress of Psychology to be held in Athens from 2-7 July 1998, and outlined the common scientific, academic and organizational activities and interests between the Madrid and Athens Congresses.

IAAP was invited to present an officially sponsored symposium, and the EC agreed **to publicise the Athens Congress in the Newsletter and on an individual basis.**

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This concluded the agenda for the Saturday session of the EC Meeting and, as President, Harry Triandis thanked EC members for all their support and Cooperation over the period of his Office.

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SUNDAY 17 July

Bernhard Wilpert assumed the chair for the continuation of the EC Meeting.

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b. 1995 Regional Congress at Guang Zhou

Bernhard Wilpert summarised the breakfast meeting between the Officers of IAAP and the Officers of IUPsyS in which IAAP grudgingly accepted the IUPsyS proposal to alternate responsibility for sponsoring Regional Conferences.

It was agreed that **for the 1995 Regional Conference to be held in Guang Zhou from 27-30 August that IAAP would contribute up to \$2,000.00.**

c. Advanced Research Training Seminars (ARTS)

There was widespread EC support for the Advanced Research Training Seminars organized a joint activity of international organizations so that psychologists from developing countries can attend specific training programs.

In order that this program be as well organized as possible for future congresses it was agreed that **an organizational committee should be formed with two representatives from participating international organizations to coordinate planning for forthcoming ARTS activities.**

d. 1996 24th International Congress of Psychology

This Congress is to be held from 16-21 August in Montréal, and IAAP had been asked to organize an invited symposium.

e. 2002 25th International Congress of Applied Psychology

All EC Members were asked to consider their own countries as possible hosts for the 2002 Congress.

Bernhard Wilpert articulated a growing feeling in the EC that it was timely to move in the direction of holding the Congress in a developing country. Possible countries to host the Congress included India, Thailand, Singapore, China and Argentina.

Apart from locality, important criteria were the congress facilities available in the host city, and the level of support from the local psychological association.

Other considerations included the capacity of the Congress to pay its way (Joe Matarazzo), the need to consider the Congress in cultural as well as economic terms (Enzo Spaltro), and the need for visas to be readily available (Michael Frese).

Expressions of interest were made by Jai Sinha (India), Henry Kao (Hong Kong and possibly mainland China and Taiwan), and Susan Pick de Weiss (Latin America).

f. Manual for Organizing International Congresses

The Manual for Organizing International Congress prepared by IAAP Officers was tabled and **accepted as a guideline for organizing the Association's Congresses.**

As well as being helpful the guidelines had the advantage that the prescriptions were suggestive (Pieter Drenth).

The question of Congress publication was discussed, and it was agreed that **this could be in the form of Abstracts or else it could be a matter for Divisions to do.**

g. Congress Site Proposal Form

This form, developed by Ed Fleishman, gave structure to the process of application, and provided a format covering all aspects upon which preliminary information was required. Site Proposal Forms are available from the Secretary-General, and applications are to be submitted to Bernhard Wilpert as President.

Applications are to be made by 1 July 1995.

13. DISTINGUISHED AWARDS

a. Distinguished Professional Contribution Award

Ed Fleishman and Claude Lévy-Leboyer tabled a document describing IAAP established policy regarding the Distinguished Professional Contribution Award for "outstanding contributions to the advancement of the profession of psychology internationally". Since 1982 this award has been conferred upon Gunner Westerland, Rudolf Amthauer, Ed Fleishman, Claude Lévy-Leboyer, Charles de Wolff and Yehuda Amir.

Upon the recommendation of Ed Fleishman and Claude Lévy-Leboyer it was agreed that **the Distinguished Professional Contribution Award be conferred upon Jyuji Misumi and Donald Super (posthumously).**

For information, the citation announced at the Opening Ceremony by Ed Fleishman as Immediate Past President and Chair of the Distinguished Awards Committee is presented in the Appendix.

b. Distinguished Scientific Impact Award

In addition, it was agreed **to establish a second award for recognised international scientific impact in applied psychology** (Moved: Ed Fleishman; Seconded: Claude Lévy-Leboyer).

Future procedures governing the award are as follows:

- the award will be open to all psychologists working in applied areas who have demonstrated scientific impact internationally
- nominators need to present evidence of both the scientific merit of the contributions as well as the international influence and transferability of knowledge and applications
- an Awards Committee, designated by the Officers and approved by the Executive Committee, will review the nominations and report to the EC which will then be asked to approve the selection
- two possible awards are to be conferred at each future IAAP Congress
- the awardees will be invited to present their work at an IAAP Congress.

b. Early Career Award

In addition, it was argued that a young scientists' award be established to recognise creativity as well as published contributions (Stan Maes, Susan Pick de Weiss and Birgitta Berglund).

It was agreed that **an Early Career Award be established** (Moved: Glyn Roberts; Seconded: Susan Pick de Weiss).

A subcommittee consisting of Stan Maes (Chair), Glyn Roberts and Susan Pick de Weiss was formed to recommend procedures for implementing the award.

14. ELECTIONS

a. Officers.

(i) President-Elect

In the lead-up to the election of President-Elect there was a discussion of whether or not proxy votes should be accepted by the EC. This was put to the vote and it was decided not to accept proxies.

A vote was then taken on the position of President-Elect and Charlie Spielberg was elected to this Office.

(ii) Secretary-General

Mike Knowles was re-elected to this Office.

(iii) Treasurer

Rie Claes was re-elected to this Office.

b. Executive Committee

(i) Re-election to the Executive Committee

The following were re-elected to the EC: Peter Dachler, Joe Matarazzo, Peter Merenda, Sik Hung Ng, Ype Poortinga, Lyman Porter and Glyn Roberts.

(ii) Election to the Executive Committee

The following were elected to the EC: Bruce Avolio, Mirilia Bonnes, Miriam Erez, Fred Fiedler, Michael Frese, Machiko Fukuhara, James Georgas, Kirsti Lagerspetz and Anna Leonova.

(iii) Resigning Members

The following members resigned from the EC: Bernard Bass, Gunner Borg, Boris Cervin, Chris Cullen, Oswaldo Garcia, Zev Klein, Jean Morval, Alfonso Orantes, Tadasu Oyama, Peter Popper, Aroldo Rodriques, Guje Sevón and Enzo Spaltro.

c. Past-President

Bernhard Wilpert acknowledged the invaluable and sustained contributions of Claude Lévy-Leboyer over her long term with the EC including her two terms as President and her most recent term as Past-President.

This vote of thanks was carried with acclamation.

d. President

Bernhard Wilpert also thanked Harry Triandis for his contribution to IAAP as President, especially through the portfolio of Task Forces that he established, and acknowledged the credit which he brought to the Association, particularly through the recent Awards he received.

This vote of thanks was carried with acclamation.

15. OTHER BUSINESS

a. Discounted Subscription Rates for Journals

Frank Heller advised that IAAP members were entitled to subscription rates for the **International Journal of Human Resource Management** discounted from \$90 to \$44, and **Human Relations** discounted from \$415 to \$95 (12 issues annually).

b. Looking Ahead

Bernhard Wilpert summarised reasons why IAAP was thriving and outlined future initiatives including:

- bringing applied psychology to developing countries, especially through Regional Conferences
- the 1998 Congress focusing upon the Pacific basin which holds three quarters of the worlds population
- opportunities offered by the 2002 Congress
- the need to develop a wider range of Interest Groups
- the prospect of the Madrid Congress

c. Closing Remarks

Bernhard Wilpert thanked all EC Members for the tone and content of the EC meeting.

APPENDIX

1. Divisional Reports

- a. Applied Gerontology - Bruce Avolio
- b. Psychological Assessment and Evaluation - Charlie Spielberger
- c. Environmental Psychology - Robert Bechtel

2. Distinguished Professional Contribution Award

- a. Citation Presented at 23 ICAP - Ed Fleishman