

IAAP, Newsletter

International Association of Applied Psychology

Volume 9, Issue 1, April 1997



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Editorial by Miriam Erez

Two years have already passed since I became the editor of the IAAP Newsletter. During these years I learned a lot about the activities of the IAAP and about the members of the Association. It was exciting to communicate with

many of you, and to get the sense of belonging to a large community of psychologists around the world.

The new column that I introduced, *Crucial issues in the field of*, has opened up a window to the **hot** topics in various fields of psychology. I would like to thank all the Division Presidents that have already contributed to this column:

- P.H. Dachler (Organizational Psychology.),
- R. Fernández-Ballesteros (Psychological Assessment.),
- V. del Barrio (Clinical & Community Psychology.),
- G. Salomon (Educational, Instructional & School Psychology.),
- G.W. Evans (Environmental Psychology.),
- B. Oldenburg (Health Psychology.).

The other new column, *In translation: selections from non-English language journals*, has allowed us to taste what is published around the globe in other languages. I would like to thank the following who have contributed to this column:

- A. Avila & A. Giménez de la Peña,
- M.D. Avia & M.L. Sanchez-Bernardos,
- K. Boehnke with H. Merkens & S. Rippl,
- V. del Barrio, R. Fernández-Ballesteros,
- Y. Neria & Z. Solomon.

I would also like to thank the President, Bernhard Wilpert, the Secretary General, Michael Knowles, and the Division Presidents and Newsletter Editors, for their continuous efforts to communicate and update all the members of the Association through the Newsletter. In particular, I would like to thank the officers of the Division of Psychological Assessment: President, Professor Rocio Fernández-Ballesteros and Newsletter Editor, Dr. Esther Diamond, for their continuous collaboration and dedication to the Newsletter.

I am very pleased to announce that the next Newsletter Editor is going to be Dr. Ingrid Lunt. Dr. Lunt is Reader in Educational Psychology at London University Institute of Education where she directs the Centre for Professional Educational Psychology. She is currently President of the European Federation of Professional Psychologists Association (EFPPA) and edits its Newsletter. Please send all future correspondence to

Professor Lunt: Psychology and Special Needs Group, Institute of Education, University of London, 25 Woburn Square, London WC1H0AA. Tel: +44 171 612 6281; Fax: +44 171 612 6304;



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It was a pleasure serving you as the Newsletter Editor. I am going to continue my service to the Association as the next Editor of **Applied Psychology: An International Review**.



President's Letter by Bernhard Wilpert

The IAAP executive committee has recommended that the 2002 International Congress of Applied Psychology will be convened in Singapore in the 2nd and 3rd week of July. The committee members were impressed with the dedication and commitment of the Singapore group of psychologists, under the leadership of Dr. Elizabeth Nair, past-president of the Singapore Psychological Association. The site visitors were greatly impressed with Singapore's hotel and convention facilities. The officers are convinced that it will be possible to hold an outstanding Congress in Singapore in 2002.



Secretary-General's Report by Mike Knowles

I am pleased to report on a number of important developments leading up to and resulting from the most recent meeting of IAAP's Executive Committee which was held at the time of the 26th ICP in Montreal. The highlights of these developments include

- [the 1996 1+1 Recruiting Drive,](#)
- [1997 Regional of Psychology,](#)
- [Congress Participation from Developing Countries,](#)
- [Sliding Scale for the payment of Membership Dues,](#)
- [Elections to the Executive Committee.](#)
- [Affiliate International Organizations,](#)
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1+1 Recruiting Drive

It is a delight to acknowledge the success of the 1+1 Recruiting Drive whereby IAAP Members were asked to help in recruiting at least one new member to the Association. The achievements of this initiative has been outstanding and has resulted in more members being recruited in 1996 than in any other corresponding year in IAAP's long and distinguished history. The Executive Committee wishes to express its gratitude to all those who helped in such an important effort affecting the Association's viability and future.

In this connection it is also pleasing to report the appointment of James Georgas as Chair of the newly formed Standing Committee on Recruiting. As a result an IAAP booth was set up at the Montreal Congress and this again resulted in a large number of new members applying for membership.

Professor Georgas is keen to keep up the momentum of these successes and, in the October 1996 edition of the Newsletter, he appealed for continuing help from all IAAP members by providing a list of benefits which you may find useful in attracting the interest of prospective members.

1997 Regional Conference of Psychology for Professionals in the Americas, México

As mentioned previously in the Newsletter, IAAP and [the International Union of Psychological Science \(IUPsyS\)](#) have created a joint venture to plan Regional Conferences of Psychology with each body having alternating primary responsibility for organizing such Conferences. IUPsyS organized the first Asia-Pacific Conference of Psychology which was held in Guangzhou in 1995 and this made an invaluable contribution to the development of psychology in China and its neighbouring countries.

Similarly, IAAP now has primary responsibility for organizing [the first Regional Conference of Psychology in Latin America](#). This will be held in Mexico from 27 July - 2 August 1997 and will be organized by Susan Pick. The Organizing Committee and Scientific Program Committee have been active and all IAAP Divisional Presidents have been asked to help develop the Scientific Program which will be built around IAAP's 13 Divisions. The Program will include workshops, invited addresses, symposia, thematic sessions and poster interactive sessions.

Congress Participation from Developing Countries

Another relative recent IAAP project has been the Action 100 initiative which was launched to increase IAAP membership from countries with developing economies. One of the main ways of doing this was to waive the annual membership dues for an initial period of three years.

In this context, a further major step forward occurred at the recent Executive Committee meeting in which it was decided that, in budgeting for future Congresses, 7.5 per cent of the Congress budget will be reserved to promote

participation of psychologists from countries with low income economies. This will be used to lower the Congress fees of participants.

Sliding Scale for the Payment of Membership Dues

A further innovation decided upon in Montreal was the adoption of a sliding scale to apply to the way membership dues are calculated. This is an honour system whereby members calculate their own membership fee according to their self-assessed gross annual income. This is yet another way in which IAAP is adjusting its activities and operations in order to cater for its members varying capacities to pay.

Elections to the Executive Committee

It is also a pleasure to announce that the following have been elected to the Executive Committee:

- Helio Carpintero (Spain),
- Frances Culbertson (USA),
- Jitendra Mohan (India),
- Bame Nsamenang (Cameroon)
- Euclides Sanchez (Venezuela)

. We offer them our warmest congratulations on their success.

Affiliate International Organization Membership Drive

In addition to the 1+1 membership drive, mentioned above, IAAP has also been active in launching a second membership initiative involving other international psychological associations. Here the aim has been to expand the membership base of our Association to include other international associations which share common interests with IAAP. By exchanging information initially and then progressing to holding meetings and undertaking joint projects, the spheres of influence of all affiliated organizations will be considerably broadened and each will become aware of each others diverse range of activities.

IAAP President Bernhard Wilpert has been successful in the past year, supported by other members of the Executive Committee, in inviting the following to become foundation members:

- [International Ergonomics Association \(IEA\)](#),
- [International Society for Traumatic Stress Studies \(ISTSS\)](#),

- International Association for the Psychology of Food and Nutrition (IAPFoN),
- International Academy of Family Psychology (IAFP),

- [International Association of Cross-Cultural Psychology \(IACCP\)](#),

- International Society for Health Psychology (ISHP),
- International Society for the Study of Behavioural Development (ISSBD),

- [International Society for Political Psychology \(ISPP\)](#),

- [Society for Stress and Anxiety Research \(STAR\)](#),

- International School Psychology Association (ISPA),
- International Council of Psychologists (ICP),
- International Test Commission (ITC)

Already we have begun an exchange of Newsletters and further ways of increasing cooperation are being developed. One such plan is to hold a World Forum of Psychology where all these international psychological associations could meet.

IAAP and the International Union of Psychological Science could serve as facilitators of such a forum which would always meet on the occasion of their respective Congresses. IAAP will organize the first of the fora at the next 24th International Congress of Applied Psychology in San Francisco in 1998, collect addresses, offer invitations to the meeting, and generally provide administrative services.

Call for Assistance

The enigma in all this is that no-one seems to know how many international psychological associations exist, and thus this is an appeal for assistance to all IAAP members. If you belong to an international psychological association, I should be grateful if you would write to me providing me with the name and address or contact numbers of that association. In this way, we may be able to attract new members and thus enhance the role of Affiliate International Organizations in IAAP's program of activities. My own address is:

M.C. Knowles, Monash Mt Eliza Business School, PO Box 2224, Caulfield Junction, Victoria, Australia.



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Crucial Issues in the Field of:

Health Psychology by Brian Oldenburg

Prevention of disease and promotion of global health: The role and contribution to be made by health psychologists.

Over recent years there has been tremendous growth and development in the related fields of health psychology and behavioural medicine; a growth matched by that in the other related fields of public health and health promotion. This growth is not only reflected in the number of journals which publish scientific papers in the area of health psychology, and as a consequence the number of articles being published each year, but also in the number of scientific conferences and other meetings which pursue topics related to this area.

For the majority of professionals trained in psychology, clinical psychology in particular, the focus remains primarily on the well-being and adjustment of individuals or small groups. However, health psychology is distinguished from most other fields of psychology by the overexpectation that the research and work in this field will contribute to improving the health of not only individuals, but also, health outcomes at a population level. The widespread application of psychological methods, theories and intervention strategies has a very important contribution to make to the major health problems facing both developed and developing countries.

An overview of the world's major health challenges

There has been a very marked change in patterns of disease in developed countries over the past 100 years. There has been a steady decline in the proportion of deaths due to communicable and infectious diseases (such as tuberculosis, smallpox and cholera) and a marked increase during the second half of this century in chronic diseases such as cardiovascular disease, a variety of cancers and diabetes, accidents and injuries, and suicide as the major causes of death. Analysis of those diseases causing years of life lost up to 65 years, however, reveals that while cardiovascular disease and cancer cause the most deaths overall, accidents and injuries, and more recently, the communicable disease, AIDS, make a substantial contribution to the loss of years of life because they predominantly affect younger people (Oldenburg, 1994). These changing patterns of disease notwithstanding, most developed countries have also experienced a significant decrease in all-cause mortality, a significant portion of which can be attributed to effective public health and preventive strategies.

The picture of health challenges in the developing world is more complex. In its most recent World Health Report, published in 1996, the World Health Organisation notes that infectious disease remains the world's leading cause of premature death. Of an estimated 52 million deaths from all causes in 1995, more than 17 million were due to infectious diseases, including about 9 million deaths in young children. This same report has estimated that almost half the world's population of 5.72 billion are at risk of many endemic diseases, including respiratory infections, diarrhoeal diseases, tuberculosis, malaria, HIV/AIDS, measles and so on. This picture is contrary to the situation of only a few years ago, where a number of these communicable and infectious diseases were close to being under control.

For the year 1990, one death in every three was due to a communicable, maternal, perinatal or nutritional disease, with virtually all of these occurring in developing countries. However, just over a half of all deaths in the world are from non-communicable diseases. So while, communicable diseases remain a very significant problem in developing countries, non-communicable diseases like cardiovascular disease and cancers are increasing in importance. Indeed, only in India and Sub-Saharan Africa do communicable diseases still dominate, accounting for 51 per cent and 65 percent of deaths respectively (World Health Report, 1996). This same report has estimated that by the year 2020, non-communicable diseases will account for seven out of every ten deaths in developing countries, compared with less than half today.

Complicating the picture of the world's health are a number of emerging diseases whose incidence in humans has increased in recent times. The most dramatic example of a new disease is AIDS, caused by the human immunodeficiency virus (HIV), the existence of which was unknown until the 1980's. It has been estimated that over 25 million people will be living with HIV/AIDS by the year 2000.

The contribution of social, behavioural and environmental factors to health

At a global level, there are a multitude of factors which explain changing patterns of morbidity and mortality, and the spread of some diseases between regions. Some of these are related to population growth and others to changes in the local and global environment and social patterns. With the rapid increase in the prevalence of non-communicable diseases in developing countries, it is clear that such diseases are not correctly identified as diseases of affluence. In fact, premature mortality rates from non-communicable diseases are higher in populations with high mortality and low income than in the industrialised countries (Murray and Lopez, 1996).

This complex and challenging picture of global health notwithstanding, there is now a very impressive amount of epidemiological evidence collected over the past 40 years which has identified many of the important determinants and risk factors for chronic diseases such as cancer and cardiovascular disease. Some of the landmark epidemiological studies and their link with a lot of the ensuing social and behavioral epidemiologic research and the emerging field of health promotion, have been summarised previously (Oldenburg, 1994).

In the United States, McGinnis and Foege (1993) assessed the relative contributions of various factors to mortality and morbidity for the year 1990. While the main causes of death were those mentioned previously (that is, cardiovascular disease, cancer, accidents and so on), approximately half of the deaths could be attributed to behavioural factors: in particular smoking, diet/activity patterns and alcohol use. Although difficult to isolate in this study, socio-economic status and access to medical care were also identified as important contributors to causes of death and of course these factors are closely linked to behavioural choices. "Behaviour change is motivated not by knowledge alone, but also by a supportive social environment and the availability of facilitative services" (McGinnis and Foege, 1993:2211)

With the development, implementation and evaluation of a series of major community-based cardiovascular prevention trials during the 1970's and 1980's, widespread use was made for the first time of a variety of strategies well-informed by psychological and social science research. These strategies, however, did not focus exclusively on change in the individual (Puska, Nissinen, Tuomilehto, et. al., 1985; Farquhar and Maccoby, 1977), rather, preventive strategies were directed at the media, legislation and use of restrictive policies, and the involvement of key settings such as schools, the workplace, health care settings and other key groups in the community.

However, as Stokols (1992) has noted there still remains a tendency for the majority of lifestyle change programs directed at disease prevention and/or health promotion to focus primarily on change within individuals rather than the broader environment.

This is rather at odds with the increasing body of research which has not only demonstrated the significance of broader social and environmental factors in health, but which has illustrated the value of environmental interventions (Stokols, 1992).

Moreover, for most of those diseases and conditions which are the major causes of morbidity and mortality in developed and developing countries alike, there is a body of evidence demonstrating the importance played by behavioural, psychosocial and environmental factors.

Health psychology clearly has a very important role to play, not only in conducting research which identifies the linkages between particular behaviours and health outcomes, but also in the conduct of interventions which can make a significant contribution to the health of whole communities.

The individual versus the population focus

The previous section has illustrated the potential for a much more significant role to be played by health psychologists in developing, implementing and researching strategies which might positively impact on the health of large numbers of individuals and whole populations and to consider how lifestyle change can best be promoted within the wider community as a precursor to preventing disease and promoting health. This challenge requires the

identification and development of lifestyle change strategies which can be implemented and used effectively within a variety of health care and other settings in the community. Implicit in this redefining of the nature of lifestyle change, is a shift away from viewing lifestyle change from a purely clinical perspective, towards that of a more public health orientation. Within this broader orientation, intervening with individuals becomes only one part of a more all encompassing and comprehensive population-based approach.

To propose a public health approach to health issues like smoking and nutrition and diet, is not to argue that more clinical approaches are necessarily irrelevant or ineffective, but rather to recognise their significant limitations. In fact, there have been some attempts to develop highly integrated approaches to preventive care, which while using an overarching public health approach, focus on delivering tailored programs to target individuals according to their readiness to. Such approaches to the prevention and delivery of preventive care are receiving significant impetus from the rapid transition of health care delivery in many developed countries, such as managed care, in the United States.

In his book, *The Strategy of Preventive Medicine* (1992), Geoffrey Rose provides an excellent discussion of the relative strengths and weakness of what he calls the high risk vs the population strategy of prevention. Most important in this regard are some of the implications of widespread change at a population level: "moderate and achievable change by the population as problems" (Rose, 1992:68).

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In Translation: Selections from non-English language journals

Rocio Fernández-Ballesteros: The Anatomy of Self-Reports, *Evaluación Psicológica* (Psychological Assessment), 1991, Vol. 7, No. 3, pp. 263-290.

Synthesis:

Nowadays, self-reports are the most widely used procedures for information-collection in Psychological Assessment. Hence, proofs are presented that self-report has been introduced as a method in many diverse areas, such as experimental psychology, developmental psychology, social psychology, personality and emotion, memory and learning. These self-reports have been introduced without this sort of procedure has been studied in itself from the viewpoint of the distinct basic areas of psychology.

A preliminary analysis of self-reports leads us to conclude that they constitute a heterogeneous domain of which it would be impossible to speak as a unit. Moreover, self-reports can include an assessment of practically all of the psychological activity of a subject including his/her motor, physiological, and cognitive behavior. Based on the above, we will attempt to analyze what the fundamentally differentiating relevant dimensions are, which would permit us, at a future date, to carry out a classification of those self-reports according to their operative description and according to the organization of the research domain.

Accordingly, in the first place, we analyzed the contrastability of the event being reported, emphasizing that those self-reports which refer to internal events which are not amplifiable through electronic or mechanical instruments, pose a methodological problem. Secondly, based on Ericsson and Simon's (1984) model, the transformation required by the reported event, depending on distinct levels - from the isomorphism between interior language and its external verbal expression to the transformations which require information codified in the past and which call for elaborations not yet carried out - are examined. Thirdly, the degree to which the information solicited is accessible brings us to conclude that, under no circumstance, should we request a self-report soliciting unattended information or about automatic behaviors. The time at which an event being reported upon occurred appears to be a basic dimension as well; in this case self-reports would be recommended on concurrent internal (cognitive or emotional) events. Self-reports respond to concrete questions and become an important source of information for this type of report. Lastly, a self-report is frequently used by psychologists as an indicator of the existence of a specific internal attribute and, therefore, a final source of variance in self-reports is the level of inference which psychologists use, based on what subjects have expressed.

Since, in the last instance the self-report is a measurement procedure, an attempt has been made to carry out a methodological evaluation, establishing five types of self-reports (based on the contrastability of the information supplied and the level of inference used) in order to judge the difficulty of testing their degree of reliability. Finally, a series of recommendations are given to optimize the scientific guarantees of self-reports.

Alejandro Avila & Almudena Giménez de la Peña: Adjectives in Psychological Assessment Tasks: Instruments and Applications in the Psychology of Emotion and Personality's, Evaluación Psicológica (Psychological Assessment), 1991, Vol. 7, No. 3, pp. 307-331.

In this paper the characteristics and properties of the instruments of psychological assessment which use adjectives as a stimulus are reviewed and methodological propositions for the design of new adjective checklists are formulated. Three types of instruments are considered:

- Checklists for the self-description of the subject (Multi-dimensional; Single Polar One-Dimensional Adjectives; Bi-Polar One-Dimensional Adjectives);
- Checklists for the hetero-description (interpersonal description)
- Checklist for Environmental description.

Some of these instruments are based on theoretical and empirical models concerning emotion and personality, whose conceptual basis and methodological difficulties are discussed in the context of the relationships among the processes: Emotion-Cognition-Behavior.

M.D. Avia & M.L. Sanchez-Bernardos: Self-Monitoring and Cognitive Dimensions for Self-Evaluation, Evaluación Psicológica (Psychological Assessment), 1991, Vol. 7, No.3, pp. 291-305.

Snyder has stated that differences in overt behavior typical of high and low self-monitors could be related to cognitive factors. The aim of this study was to take a first step toward the exploration of this relationship. Differences between high/low self-monitors in the Interpersonal Discrimination Task (IDT: Carr 1980), as well as differences in the content and in the discrepancy among several self-concept measures, were explored. In the same vein, seven blind judges analyzed the descriptive categories self-generated by subjects in the IDT in order to obtain a qualitative depiction of low and high self-monitors. Additionally, the relational pattern of self-monitoring with anxiety and depression was taken into account. Results confirm only partially Snyder's hypotheses. Implications for the conceptualization of self-monitoring in cognitive terms are discussed.



New Books

Earley, P.C. & Erez, M. (1997), The Transplanted Executive - Why You Need to Understand How Workers in Other Countries See the World Differently. NY: Oxford University Press.

This compact volume includes highly useful information and perspectives for any manager anticipating or involved in international assignments outside of their own country. The discussions and guidelines are based on solid research findings, not mere speculation. The authors' framework for analyzing cultures provides particularly helpful insights for the expatriate executive who has to deal with issues of motivation, communication, team formation, and the like. (L.W. Porter, University of California).



Division of Organizational Psychology by Peter Dachler

[A website of the Organizational Psychology Division of the International Association of Applied Psychology](#) was established by Filip Lievens from the University of Ghent. The purpose of this home page of the Organizational Psychology Division is to generate easy access to a wide variety of information about the Division, its membership and services. A plethora of links to several related web domains are also listed. This purpose is reflected in the six main sections presented at the homepage:

- (1) latest news,
- (2) general information about Division I,
- (3) activities of Division I,
- (4) membership information,
- (5) communication and (6) outside links.



Division of Psychological Assessment & Evaluation by Esther Diamond

Announcement by R. Fernández-Ballesteros - President 2nd EAPA-AWARD for Distinguished Scientific or Professional Contribution to Psychological Assessment.

The Second European Association of Psychological Assessment (EAPA) Award endowed with 800 ECUs, will be presented to a young European psychologist who, in the opinion of the EAPA Award Committee, has made distinguished contributions to psychological assessment as a science or as a profession. The Award winner will be invited to present an address on some phase or facet of his or her work at the 4th EAPA-Conference in Lisbon.

The Award will be given to a psychologist under 40 years of age. Self-nomination, as well as nomination by others, is possible and have to include, apart from a short statement of reasons, a curriculum vitae and the list of publications of the nominee. Nominations may be directed, until the end of May 1997, to the Award Chair:

Prof. Dr. Eric E.E. De Bruyn, Antoinette van Pinxterenlaan 97, 6532 CV Nijmegen, The Netherlands. Phone: 31-24-361 2137; Fax: 31-24-361 5938.

24th International Congress of Applied Psychology

Division 2 plans for participation in the 24th International Congress of Applied Psychology (San Francisco, USA, 1998) are well under way. With approximately 1800 members from more than 70 countries or nations, the Congress should provide an excellent opportunity for reviewing one's knowledge, acquiring new information and ideas, and enjoying the collegiality of old and new friends. Peter Merenda, one of three Division 2 Scientific Program co-chairs, reports that Dr. Samuel Messick of the Educational Testing Service in Princeton, NJ, will deliver the keynote address.

The co-chairs have also selected 12 invited speakers, 7 symposia convenors, and 2 pre-Congress workshops. A seventh symposium, to be cosponsored by Division 2 and the General Division, is also included. Division 2 President Ballesteros will give the Presidential address. Countries represented so far in the Division 2 program are the USA, the Netherlands, Spain, India, Italy, and Portugal. Submissions will fill 33-36 hours, and 99-108 oral presentations of papers can be accommodated. A sampling of the topics to be covered include

- cross-cultural/multicultural assessment,
- meta-analysis in Evaluation Research,
- Measurement of Interests Across Cultures,
- Adaptation of Multicultural Assessment Instruments,
- International Assessment with the MMPI.

Deadline for submission of papers is May 1, 1997. Official languages for Individual and group submissions are English and French, although submissions in Spanish and Portuguese will also be considered. Submission by E-mail is strongly recommended. Decisions will be made by September 30, 1997.

Generic Eclectic Method (GEM) for Standard Setting

After more than 20 years of standard-setting, nearly 50 methods are documented, with human judgment at the epicenter of most of them. Ronald A. Berk (School of Nursing, Johns Hopkins University), in *Standard Setting: The Next Generation*, (Applied Measurement in Education, 9(3), 215-235) reviews the best testing practices that emerged in the 1990s and combined them with the most promising new techniques into Generic Eclectic Method (GEM) for standard-setting. The TEM provides a structure and a 10-step iterative, behavioral-anchoring judgmental process that can be applied to almost any educational, licenser, or certification test.

Decisions on six issues are required to use GEM in a specific cut-score situation:

- (1) examinee target population;
- (2) unit of judgment (e.g., item, work sample);
- (3) item-scoring format (dichotomous, polytomous, or a combination of both);
- (4) test-centered (unscored unit) or examinee-centered (previously scored unit or item-response theory scale) approach;

- (5) number of achievement levels (cut-scores),
- (6) optional weighing of objectives for decision policy analysis.

The article also discusses various types of reliability and validity evidence of the effectiveness of the judgment process. Internal validity of the process, Berg asserts, hinges on the qualifications of the judges and the procedures used to solicit their judgments. The proposed GEM and the preceding challenges to collecting reliability and validity evidence on the standard-setting process, Berk concludes, may point to a new generation in standard-setting methodology. Use of polytomous item formats and multiple cut scores in the 1990s has forced the measurement community to devise new approaches to standard-setting. The complexity of many of the new approaches has produced a variety of technical questions on the comparability of standards and equating.



International Test Commission (ITC) News

The December 1996 International Test Commissions Newsletter reports that ITC is now an International Affiliate of IAAP. The Newsletter reports an incredible schedule of activity and space restrictions permit only a few nuggets. In an ITC symposium on Ordinal Test Theory, Dr. John Donoghue of Educational Testing Service in Princeton, NJ, reported on research that showed that the number of correct scores on a cognitive test of dichotomous items provided more ordinal information about those tested than any of the IRT models with 1, 2 or 3 parameters. A major activity is a project on achievement test development within Arab countries in the Middle East. Test results showed significant differences in overall performance with the urban areas performing better, except in the sciences. Females had significantly higher achievement scores in all subjects except for mathematics. Lowest achievement scores were found in pupils dependent on others for help in studies, those from lower socioeconomic and educational backgrounds, and those suffering parental neglect, not having access to books, and not having joined kindergartens even for one year.

Task Force on Statistical Significance

Value of the null hypothesis statistical test (NHST) has become a highly controversial issue. Recent literature on psychological research has pointed out the deficiencies of the emphasis on statistical significance. Some have charged that sampling error is a major problem, and that the error rate in significance tests may run as high as 95 percent. Others claim that the null hypothesis is rarely true. Eight leading medical journals bar the use of significance testing. On the other hand, some supporters claim that significance tests serve a useful function and that confidence intervals provide helpful information. The test, they maintain, should be reformed, not eliminated. Bruce Thompson, in the Research News and Comment section of the March 1996 Educational Researcher, recommends that authors of articles and conference papers be encouraged to correctly interpret statistical tests, always interpret effect sizes, and always explore result replicability. APA's Board of Scientific Affairs (BSA) has approved the mission of the Task Force on Statistical Inference. The Task Force

goal is to evaluate the methodology of significance testing and its alternatives. It will describe the different types of statistical practices and outline the advantages and disadvantages of each. It will not set guidelines to be followed in journals or elsewhere. Instead, it may produce reports that will illuminate the issues psychologists face in statistical practice and explain the reasons researchers and methodologists do not always agree on these matters.

Test User Qualifications

A task force will address the question of who is qualified to perform psychological assessments -- a concern in all nations, developed and developing -- is being assembled by APA. The Joint Committee on Testing Practices (JCTP) has for years been emphasizing the importance of adequate training to avoid test misuse. Particularly threatening has been a situation in a number of states where the State Boards of Examiners are challenging psychologists and members of kindred professions to prevent them from performing specified psychological assessments.

Peter Merenda of the University of Rhode Island reports that the challenge was successful in Louisiana and that Georgia, Indiana, and California have also been targeted. The specifics, Merenda says, relate predominantly to psychological testing as part of the provision of clinical health services by third-party providers. Most affected are licensed mental health counselors and similar professionals who otherwise appear to be qualified.



Division of Political Psychology by Klaus Boehnke

Division of Political Psychology Executive Board Meeting, Sunday, August 18, 1996.

On the occasion of the XXVIth International Congress of Psychology in Montreal, Canada, in August 1996, the Executive Board of the Division of Political Psychology of IAAP met for a business meeting. Present were Board Members Brewster Smith (President), Carmi Harari (President-Elect), Klaus Boehnke (Secretary-Treasurer) and Ruben Ardila (Representative for South America). Members Erica Frydenberg (Representative for Australia) and Vid Pecjak (Representative for Europe) were excused. Toshio Iritani (Representative for Asia) and Herb Kelman (Past-President) were not present at the conference. President Brewster Smith formally opened the meeting at 12 a.m.

The board meeting was open to members and guests; 10 non-members of the Executive Board (mostly members of the division) attended the meeting, among them Michael Wessells and Deborah DuNann Winter, who serve as co-chairs of the divisional program committee for the 24th International Congress of Applied Psychology in San Francisco, August, 1998.

Two Main points were on the agenda, namely activities of the division during the San Francisco congress and during the 27th International Congress of Psychology in Stockholm in the year 2000. Drs. Wessells and Winter reported

that the Division of Political Psychology has allocated 30 program hours plus a Keynote Address (to be delivered by Hlengiwe Mkhize, a member of the South African Truth and Reconciliation Commission) and an unlimited number of poster presentations. Approximately half the hours will be for invited events, many of which are co-sponsored with other divisions.

Besides the two chairpersons, Ed Cairns, Hector Betancourt, and Cristina Montiel serve as members of the program committee. Deadline for submissions for all types of presentations is April 30th, 1997. Email submission is welcome. Email forms can be requested from icap@apa.org. The second point on the agenda was plans for the next International Congress of Psychology in Stockholm in the year 2000. Present at the meeting were Helena Bering, Ingegard Morvik, and Marta Weston, who are engaged in preparations for that congress. The three guests agreed that Peace Psychology and other domains of political psychology should have a prominent part in the Stockholm congress. The possibility of combining the usual time given to Political Psychology with a one-day satellite activity on psychological aspects of war and peace was briefly discussed.

Before adjourning, the Executive board agreed (to attempt to) have its next meeting on the occasion of the Fifth International Symposium on the Contributions of Psychology to Peace which takes place in Melbourne, Australia, organized by Di Bretherton, and co-organized by Executive Board member Erica Frydenberg.



Obituary

Peter Weissenberg (1930 - 1996), President & Editor, IAAP Newsletter, Division of Applied Gerontology

Professor Peter Weissenberg died suddenly from a heart attack on October 5, 1996, while attending a conference in Pawling, N.Y., at age 66. He was an active member of the I.A.A.P. for over 20 years and served in a variety of capacities. He was Secretary-Treasurer and Newsletter Editor (1976-86) and Treasurer, 1986-1990, of the Division of Organizational Psychology. He became president in 1994 of the Division of Gerontological Psychology and chaired its international membership and finance committees.

As a member of the I.A.A.P. Executive Committee, since 1982, he served as U.S. co-treasurer and member and chairperson of the international membership and finance committees. He was also active, since 1979, on committees of the International Council of Psychologists becoming Treasurer in 1993. He was active, since 1967, in Division 14 of the American Psychological

Association, the Academy of Management, the Association of Management and the Organizational Development Institute. He was President of the New Jersey Collegiate Business Administration, 1983-5.

Professor Weissenberg is survived by his wife, Laura, two children, Adam and Ariel, and two grandchildren. He was a truly international figure. He was born in Germany in 1930 and came to the United States as a child but remained fluent in German. He earned a Bachelor's Degree from Syracuse University in the subject. He also earned a Bachelor's Degree in Industrial Engineering from Georgia Institute of Technology and a Ph.D. in Organizational Psychology from the School of Industrial and Labor Relations of Cornell University in 1968. Professor Weissenberg joined the faculty of the School of Management at the State University of New York at Binghamton in 1967 and reached the rank of full professor before moving in 1982 to the School of Business, Rutgers University - Camden in 1982, where he served as Associate Dean (1982-1988) and taught management, leadership and organizational behavior until his death. In 1973 and 1974 he was visiting professor at the University of Konstanz, Germany and visiting associate professor at the Technion and Haifa University in Israel. He completed over 100 presentations and publications at regional, national and international meetings.

I am writing this at the desk and in the office Prof. Weissenberg occupied while he was at SUNY-Binghamton where, in 1977, he was instrumental in my appointment to SUNY. His enthusiasm was persuasive and matched his wide range of interests. He was active in the U.S. Army Reserve for 30 years following his service during the Korean War and retired as a colonel. He acted in numerous plays in various theaters in New York and New Jersey and also frequently served as an official referee for soccer matches. His exuberance and contributions will be missed at the future I.A.A.P. congresses. *Bernard M. Bass, Distinguished Professor Emeritus, Director, Center for Leadership Studies, Binghamton University, State University of New York, USA.*



Forthcoming Conferences

- April 2-5, 1997, Verona-Bussolengo.

8th European Congress on Work and Organizational Psychology.

*Contact: EAWOP, Coosemansstraat 100, B-3010, Leuven, Belgium.
Telfax/Phone: +32-16-25.78.15;*



[Email: Karel.de.witte@psy.kuleuven.ac.be](mailto:Karel.de.witte@psy.kuleuven.ac.be)

- May 17-25, Odense University, Denmark.

The Cultural Dimension of Business Research II

The Second Doctoral Seminar on the Cultural Embeddedness of Marketing, Consumer and Organizational Research. The seminar secretary is:

Trilingual Secretary Christina Langkilde, Department of Marketing, Odense University, Campusvej 55, DK-5230, Odense M, Denmark. Phone: (45) 6615 8600 ext. 3264; Fax: (45) 66 15 51 29;



[E-mail: ccl@busieco.ou.dk.](mailto:ccl@busieco.ou.dk)

- June 4-6, 1997, Leuven, Belgium.

Organizing in a Multi-Voiced World: Social Construction, Innovation and Organizational Change.

The present conference focuses on a new range of theory and practice on the construction of meaning, particularly applicable to the emerging context of complexity. In this context, we especially encourage contributions concerned with organizing under conditions of multiple realities, centering around topics such as Innovation, Dilemmas in change projects, Diversity in organizing, Collaboration in decision-making, Postmodern organization theory and practice, Democratization of the workplace, Multinational team-building, Relational theory and practice.

The purpose of the present conference is to bring together scholars and practitioners wishing to explore these and related issues in an atmosphere of learning, sharing and innovation. The conference also intends to engage in dialogue with the art community by providing examples of multi-voiced theater and poluphonic music. For further information, contact:

Ms. Graziella Michelante, EIASM Conference Manager, Rue d'Égmont-straat 13, 1000 Brussels. Tel: 32-2-511.9116; Fax: 32-2-512.1929;



[E-mail: michelante@eiasm.be.](mailto:michelante@eiasm.be)

- June 28-29, 1997, Melbourne, Australia.

Australia's Second Industrial and Organizational Psychology Conference.

Contact: Prof. Phyllis Tharenou, Conference Chair, Dept. of Business Management, Monash University, PO Box 197, Caulfield East Victoria 3145, Australia. Ph: 03 9903 2933; Fax: 03 9903 2718;



[E-mail: phyllis.tharenou@BusEco.monash.edu.au.](mailto:phyllis.tharenou@BusEco.monash.edu.au)

- June 29 - July 4, Tampere, Finland.

IEA97

Contact: Prof. Markku Matilla, PO Box 541, Tampere Univ. of Technology, FIN-33101, Tampere, Finland. Fax: +358 31 3652 671;



[email: mattila@butler.cc.tut.fi .](mailto:mattila@butler.cc.tut.fi)

IEA97 homepage: <http://turva.me.tut.fi/iea97>

- July 6-11, 1997, Sao Paulo, Brazil.

XXVI Interamerican Congress of Psychology.

The Interamerican Society of Psychology announces the organization of the XXVI Interamerican Congress of Psychology, to take place at the Pontificia Universidad Catolica in Sao Paulo, Brazil. We invite psychologists from the various countries in the Americas and beyond to send us their suggestions regarding goals and objectives for the program, themes to be emphasized, invited speakers, program formats, and so on. For information, please contact:

Eduardo Nicenboim, SIP Secretary-General Fax: (54 1) 784-3563.



[email:nuno@pccp.com.ar.](mailto:nuno@pccp.com.ar)

July 6-12, 1997, Dublin.

- July 6-11, 1997

V European Congress of Psychology.

Congress theme: Dancing on the Edge

For information, please contact:

Secretariat, Fifth European Congress of Psychology, 96, Haddington Road, Ballsbridge, Dublin 4, Ireland. Tel: +353 1 6685442; Fax: +353 16685226;



[Email: psi@iol.ie](mailto:psi@iol.ie)

- July 27-August 2, 1997, Mexico City.

[First Regional Congress of Psychology for Professionals in the Americas-interfacing the Science and Practice of Psychology.](#)

The Scientific program will cover the different areas of psychology and will be made up of Workshops, Keynote Addresses, Symposia, Thematic Sessions and Posters. A very complete calendar of social events and activities has also been planned. For further information, please contact the Organizing Committee at



Congreso@datasys.com.mx

- August 21-23, 1997, Buenos Aires, Argentina,

6th National Meeting of the Argentine Association of Behavioral Sciences.

Contact:

Dra. Ma. Cristina Richaud de Minzi/Dra. Carla Sacchi. Tte. Gral. Perón , 2158, 1040 Buenos Aires. Rep. Argentina. Tel.: 54-1-9531477; Fax: 54-1-9533541;



[e-mail: CIIPME@ssdnet.com.ar](mailto:CIIPME@ssdnet.com.ar). Final dead line; March 31.

- September 7-10, 1997, Lisbon.

The Fourth European Congress on Psychological Assessment.

The gamut of assessment topics in a variety of applied fields will be covered. To propose a symposium or paper: Send a title; an abstract (200-word maximum); name(s) and institutional affiliation(s) of authors; topic keywords; special materials needed for presentation; and a contact address such as a fax number or electronic mail address. Diskettes, if sent, should preferably be IBM PC compatible. Deadline for receipt of proposals is March 15, 1997. Send to

Danilo Rodrigues Silva, 4th ECPA, Faculdade de Psicologia e de Ciencias da Educacao, Universsidade de Lisboa, 1699 Lisboa, PORTUGAL. Phone: +351 1 79334554; Fax: +351 17933408;




[E-mail: capa.conf@lpce.ul.pt](mailto:capa.conf@lpce.ul.pt)

- October 8-12, 1997, Monterrey, Mexico.

The 1997 Annual Meeting of the Academy of International Business.

If anyone is interested in making a joint presentation about some aspect of GLOBE at this conference, please write to Global Leadership and

Organizational Effectiveness Research project.  [Email: LEADER-L@cornell.edu](mailto:LEADER-L@cornell.edu).

Contact:

Mike Kotabe, Program Chair, 1997 AIB Annual Meeting, The University of Texas at Austin, Graduate School of Business, CBA 7.256, Austin, Texas 78712, US. Fax: 512-471-1034;



[email: mike.kotabe@mail.utexas.edu](mailto:mike.kotabe@mail.utexas.edu).

August, 9-14, 1998, San Francisco.

- [24th International Congress of Applied Psychology.](#)

Congress theme: **The Challenge for Applied Psychology - Bridging the Millenia.**

CALL FOR PAPERS.

The Scientific Program Committee for the 24th International Congress of Psychology, taking place August 9-14, 1998 in San Francisco, has issued the call for papers. Hosted by the American Psychological Association (APA) on behalf of the International Association of Applied Psychology, the Congress will feature an array of individual and group presentations on: organizational psychology; psychological evaluation and assessment; psychology and national development; educational, instructional, and school psychology; clinical and community psychology; applied gerontology; health psychology; economic psychology; psychology and law; political psychology; sport psychology; traffic and transportation psychology; and other areas

such as applied social, applied developmental, human factors and ergonomics, and social issues.

Submissions for presentations at the International Congress are due May 1, 1997.

In addition to the scientific program, Congress activities will include: an informational exhibit featuring major publishing, technological, and psychological corporations; continuing education workshops; opportunities for professional visits to nearby research laboratories, clinics, and other facilities; scheduled tourist and cultural events; and opportunities to socialize with prominent colleagues.

To request a copy of the Call for Papers, contact:

Congress Secretariat, APA Office of International Affairs, 750 First Street, NE, Washington, DC 20002-2442. Fax: 202-336-5959;



[e-mail: icap@apa.org.](mailto:icap@apa.org)

Announcements

The General Assembly of the International Social Science Council (ISSC) has, in its last session, Paris, December 1996, declined IAAP's application for full membership which had been submitted by Prof. Claude Levy-Leboyer in 1983, then President of IAAP. IAAP is an affiliate member of ISSC.

[The International Ergonomics Association](#) and IAAP have signed a memo of cooperation.

For more information about the association, please contact:

*Prof. Stephan Konz, Dept. of Ind.and Mfg. Systems Eng., Kansas State Univ.,
Manhattan, KS 66506, U.S.A.*



[E-mail: sk@ksu.edu.](mailto:sk@ksu.edu)

General

I would like to contact people interested in my area of research, Meaning of Working. Reference,links, and ideas in general are also welcome.
Contact: Luiz Ojima Sakuda, Graduate Student,EAESP/FGV, Brazil.



[Email: luizsakuda@cxpostal.com.br](mailto:luizsakuda@cxpostal.com.br)



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Last modified: March 27th, 1997