

IAAP, Newsletter

International Association of Applied Psychology

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Editorial

Ingrid Lunt

This issue of the Newsletter comes out just before we meet at the Congress in San Francisco where the IAAP Divisions have contributed to a substantial and exciting programme. One of the particular benefits of our Association, and in particular the Congress is the opportunity it provides to get to know colleagues from all over the world with similar interests and working on the same topics. An added benefit is the chance to explore topics and research in adjacent fields, and to get to know other colleagues researching different fields with the possibility of making new connections, contacts, and possible collaboration.

Another of the benefits of an association like IAAP is that this Newsletter carries articles which report on a periodic basis of continuing Divisional activities and other matters of current interest to the wider Association's membership, thus enabling all members to have some contact with each other's Division activities and issues. Different Divisions approach this task in different ways. For the larger Divisions such as Organizational Psychology and Psychological Assessment and Evaluation, each has its own editor who subscribes to the Newsletter keeping up a commentary on the life of the Division in between congresses and conferences. Other Divisions, such as Psychology of Law or Traffic and Transportation Psychology, put their energies into organizing focused conferences catering for their specialised interests, and sometimes working in collaboration with other institutions with overlapping professional agendas (an example may be found in this Newsletter of the Traffic and Transportation Divisions activities and collaboration, and the collaboration of the Division of Assessment and Evaluation collaborating with the European associations, EAPA and EFPPA). These are important links to develop and foster in the interests of research and development in the different fields across the world.

I very much look forward to meeting colleagues in San Francisco, both for professional exchange of a general kind, and specifically to discuss Newsletter issues, and to build up a healthy supply of short articles which report on current or crucial issues in different fields. In this way we hope we can make the Newsletter a lively and dynamic publication. Members will notice that this issue has a changed format. I am working with the publishers to make the format attractive for the reader, and to produce an even more informative and interesting newsletter for the Association. I welcome feedback of any kind on the Newsletter, and of course

any items of news, developments, information and exchange for inclusion in this publication.



President's Letter

Dear IAAP Members,

This will be my last letter as President of IAAP to you, because Charles Spielberger will take over the office of IAAP President after our 24th International Congress of Applied Psychology (ICAP), San Francisco, 9 - 14 August 1998. I shall deliver a comprehensive Report on the work during the past four years of my tenure to our International Executive Committee, which meets prior to the forthcoming ICAP. This Report will, in due course, also be available to you in our IAAP home page in the Internet. However, this last President's Letter of mine to you offers a good opportunity to look back on achievements and a look forward to future challenges. Both looks feed on each other, i.e. they overlap and reinforce each other.

Looking Back

Two issues linger prominently on my mind as important problems we addressed: (1) the need to expand IAAP's presence and representation in Third World and East/Middle European countries, and (2) the conviction that IAAP needs to increase efforts to track its own history.

Third World & East/Middle Europe

Recognising the tremendous barriers which psychologists in economically disadvantaged countries face to join IAAP, and to pay the traditional membership fee, we initiated two methods to help overcome these barriers: the institution of "Action 100 members", and a gliding fee structure according to personal income levels. "Action 100" allows up to one hundred colleagues to join IAAP free, without paying membership dues for two years, with the possibility to renew that form of membership. As a *quid pro quo*, these members are asked to submit annual reports on the state of psychology in their country, which is also a way to better understand their situation. The gliding dues structure allows members to self-evaluate their income level and pay membership dues according to their possibilities. Both measures were made possible thanks to the generosity of members in economically advanced countries who agreed to raise their contribution to IAAP.

In addition, two further initiatives were designed to help to integrate colleagues from disadvantaged world regions in the international network of IAAP and our discipline's activities. One was the institutionalisation of Regional Conferences of Psychology, (the first was held in Guangzhou, China 1995, the second in Mexico City 1997), and the other was the conduct of Advanced Research Training Seminars (ARTS). Both these initiatives were conceived and implemented in close cooperation with the International Union of Psychological Science and the International Association of Cross-Cultural Psychology. IAAP members played critical roles in their success, notably Cigdem Kagitcibasi, John Adair (in co-ordinating ARTS) and Susan Pick (President of the Regional Conference in Mexico). Reports on these important and most successful events have been, and are, published in our *Newsletter*.

IAAP History

IAAP, the oldest and largest international psychological association with its broad scope of covering the whole discipline of psychology, has in the past neglected its own past. Leading personalities who influenced and marked the progress of IAAP and thus of psychology in the world, have already died, and IAAP had not taken care to collect their materials and documents, which could enlighten posterity. In an attempt to mitigate this undesirable situation, we established official IAAP Archives within the Passau University's Institute of the History of Psychology in Germany. Peter Merenda and Helio Carpintero, both IAAP members and reputed historians of psychology, were important helpers in this venture. The appointment of Helio Carpintero as 'resident IAAP historian' is hoped to promote research efforts into IAAP's history. The link with the Passau Institute and the valiant efforts of its director, Dr Gundlach, already resulted in a major achievement: all proceedings of IAAP congresses during the first forty years of our existence are in the process of being published as facsimiles by Routledge. The volumes will be available at our 24th ICAP in San Francisco. Here is a case in point where looking back spills over into:

Looking Ahead

Two years ago, IAAP changed its Constitution with the intention to enable new membership categories to participate in our activities. Two new individual membership categories and an Affiliate International Organisation Member (AIOM) category were created. Graduate students of psychology may now become individual Full Members, as well as non-psychologists working in an applied field of psychology, may become individual Associate Members. AIOMs are world-wide international associations of

psychology with a particular thematic focus. Fifteen such associations have now joined forces with IAAP to co-ordinate international efforts, exchange information and cooperate in harmonising congress dates and venues. A 'First World Forum of International Psychology' will meet during the forthcoming ICAP in San Francisco, and will unite them with several others who are invited. The constitutional change thus broadens the scope of IAAP in two ways. I sincerely hope that IAAP will be able to live up to the concomitant challenges to keep this integrative momentum going.

Membership attrition rate is high in IAAP. While in years of an ICAP we drastically increase membership, during the years to the next ICAP, we lose many again. This illustrates the need to conceive of a comprehensive strategy for member recruitment and member maintenance. I see here to be a major task for the coming years. A special task force (James Georgas as chair, Ingrid Lunt, our Newsletter Editor, and Jose Maria Prieto, our specialist in new communication technology) are working towards such a comprehensive strategy, which should encompass activities on many levels: Internet services, personalised approach to new members, special recruitment drives, personalised contacts through activities of our 13 divisions, tracing drop-outs, close cooperation with the publisher of *Applied Psychology* who keeps membership records, are among the items to be addressed.

Last, not least: Eastern/Middle Europe. International psychology has suffered a tremendous loss due to the fact that the great psychological traditions of many countries have been kept by the long decades of the iron curtain to exchange with and fecundate psychological traditions in other parts of the world. IAAP has an important role to play in making up for these losses. It will take the imagination and creativity of all of us, to find ways to compensate for the cleavage that kept us apart from each other.

I do not want to say good-bye, because I feel very much committed to contribute my share in serving our association, also in the role as Past-President. But I want to thank you all, who have helped me during the last four years. This thank you goes especially to the other officers of IAAP who have most closely worked with me: our present Past-President Harry Triandis, the present President-Elect Charles Spielberger, the treasurer Rita Claes, and the Secretary General Mike Knowles. Similarly, those with important functions in IAAP: Miriam Erez as past editor of the *Newsletter* and present editor of *Applied Psychology*, and Michael Frese, past editor of *Applied Psychology*, and all the Division Presidents and Executive Committee Members. Finally, I am looking ahead and forward to see many of you in San Francisco.

As ever,

Bernhard Wilpert



Secretary-General's Report

Mike Knowles

For IAAP, 1998 is the most important year of the Association's current quaternary calendar. As this, my final report, is going to press it is nearly four years since our last Congress in Spain, and although marvellous memories of Madrid still linger, with only four months to go, pulses begin to quicken as naturally one turns to a virtual tomorrow and our next Congress in San Francisco. This particular point in time, therefore, is an ideal moment to reflect upon the most significant of IAAP's recent achievements and then briefly review what we can look forward to at the forthcoming Congress.

Membership Drives

Since membership is the life-blood of the Association, recruitment is an activity of continuing importance to all of us. In this regard the **1+1** **Recruiting Drive** in which IAAP members were asked to invite a colleague to join the Association has been particularly successful, not only in strengthening the total membership of IAAP but also in broadening the Association's horizon by increasing the number of countries from which its membership is drawn. In similar vein the Action 100 program, which offers free membership to psychologists from developing countries, has also been effective in substantially increasing membership from a group of nations which previously has only been sparsely represented in the Association.

In addition, it is a pleasure to mention two other initiatives which have also been highly effective. The first embraced the recruiting drives Organized by Professor Georgas at both the IUPsyS (International Union of Psychological Science) Congress in Montreal and the EFPPA (European Federation of Professional Psychologists Association) Congress in Dublin. The second was the national recruiting drive undertaken by Professor Takezawa and Professor Fukuhara in Japan.

Together, these four initiatives, one as broadly ranging as possible, the other three specifically focussed, have substantially increased the representation of IAAP world-wide and the contributions of all involved in these highly productive efforts is gratefully acknowledged.

Regional Congress of Psychology for Professionals in the Americas

Another spectacular initiative organized principally under the auspices of IAAP was the Regional Congress of Psychology for Professionals in the Americas held in July 1997 in Mexico. The idea of Regional Conferences of Psychology is to hold meetings in the year in-between major IAAP and IUPsyS Congresses and thus develop programs which are less expensive and more tailored towards the specific needs of particular regions of the world. The first Regional Conference was held in Guangzhou, primarily under the auspices of IUPsyS, and gave an appreciable boost to the development of psychology in the Asia-Pacific region in general and China in particular.

The second regional conference was organized by Susan Pick with its major goal to foster the development of professional psychology in its widest sense throughout Latin America. One of most distinctive features of the conference was the large number of workshops and interactive poster sessions which were scheduled, allowing for maximum participation from the attendance of over 2,600 participants from some 55 countries. Another initiative of Susan Pick, working in collaboration with Mariá Elena Collado, was to incorporate ARTS workshops into the Regional Conference in Mexico, and this also was a highly successful program focussing upon qualitative and quantitative research techniques. Among other things, Dr Pick's achievement has been to elevate a regional conference to the dimensions and status of an international congress, enabling IAAP to extend its activities in a profound and pervasive way into a region of the world which previously it barely knew and in which it was scarcely known.

Advanced Research-Training Seminars (ARTS)

ARTS are another form of joint venture between IAAP and IUPsyS.

Previous ARTS were held in conjunction with the international Congresses in Montréal (1996), Madrid (1994), and Brussels (1992).

These programs have the dual aims of enabling psychologists from low income countries not only to attend international congresses but also to provide them with advanced research and training experiences in the process. Topics are based upon

developments in both the science of psychology as well as its application through the role of the scientist-practitioner model. Both IAAP and IUPsyS subsidise ARTS but funds are also raised from other international and national associations as well as local institutions. In this way, costs to the participants are minimal.

Again, most pleasingly, ARTS will be offered in conjunction with the forthcoming San Francisco Congress. On this occasion John Adair has done an excellent job in organizing an imaginative program encompassing three widely differing seminars.

24th International Congress of Applied Psychology (ICAP)

The forthcoming 1998 Congress in San Francisco on August 9-14 will be the first time ever that an IAAP Congress will have been held in the United States, and following the Montréal Congress in 1974, only the second IAAP Congress offered in North America.

The Congress President is Professor J Matarazzo, and the Congress will be hosted by the American Psychological Association. Working with IAAP President Professor B Wilpert who will deliver his Presidential Address during the Congress, the Organizing Committee chaired by Dr R Fowler and Scientific Program Committee chaired by Professor L W Porter have been very active over recent years creating a rich Scientific Program woven around IAAP's 13 Divisions with keynote addresses, invited speakers and invited symposia within each, as well as a range of professional site visits, tours and social activities. Judging from many things ranging from the imaginative logo depicting the harbour bridge with its embedded psi symbol to the level of professionalism that has been displayed by the innumerable organizing committees which have been meeting regularly, prospects for the Congress are outstanding.

A Final Thank You

As intimated, this is my final report which concludes one of the most rewarding periods in my working life. Not only has it been a privilege to be involved with such a body that IAAP is with the vast scope of its activities and the contagious enthusiasm of those who work in and for it, but it has been through the Association that I have met so many people and made so many valued friendships. Thus, it is indeed of the utmost pleasure for me in the act of writing this, the last sentence of my last report, to warmly and gratefully thank the innumerable people whom I have got to know and have so profoundly enjoyed working with.



IAAP AFFAIRS

About IAAP - its Nature and Ways of Working

The International Association of Applied Psychology is the oldest international association of psychologists. Its official languages are English and French. Founded in 1920, it now has more than 2,000 members from more than 70 countries. Its aims are succinctly stated in **Article 1** of its Constitution:

"... to establish contact between those who, in different countries, devote themselves to scientific work in the various fields of applied psychology, and to advance the study and achievement of means likely to contribute to the scientific and social development in these fields."

The Association distinguishes five membership categories:

- (1) Full Members
- (2) Student Members
- (3) Honorary Members
- (4) Associate Members (non-psychologists working in fields of applied psychology)
- (5) Affiliate International Organisation Members (international psychological societies/associations in a sub-field of applied psychology.)

Officers of IAAP (President, President-Elect, Past-President, Secretary-General, Treasurer) are elected by the Executive Committee, which meets bi-annually

Members of the Executive Committee are elected on the basis of their scientific achievements, commitment to IAAP, and their dispersion over the world's regions. Hence, they also serve as main contact persons for members in their region.

The General Meeting of the Association takes place every four years in connection with each International Congress of Applied Psychology.

Most of the Association's work is achieved through its Divisions, Standing Committees, and Task Forces. The Divisions pursue the scientific concerns of IAAP members working in various sub-fields of applied psychology. In 1994 IAAP had recognised thirteen Divisions (for their respective current Presidents see back page):

- (1) Division of Organisational Psychology
- (2) Division of Psychological Assessment and Evaluation
- (3) Division of Psychology and National Development
- (4) Division of Environmental Psychology
- (5) Division of Educational, Instructional and School Psychology
- (6) Division of Clinical and Community Psychology
- (7) Division of Applied Gerontology
- (8) Division of Health Psychology
- (9) Division of Economic Psychology
- (10) Division of Psychology and Law
- (11) Division of Political Psychology
- (12) Division of Sport Psychology
- (13) Division of Traffic and Transportation Psychology

Three discussion lists are located at:

- **PSYLAW-L** located at PSYLAW-L@UTEPA.BITNET devoted to discussions on Psychology and Law co-sponsored by Division 41 of APA (also known as the American Psychology and Law Society) and the Psychology and Law Division of the IAAP.

- **IAAP Traffic (Division)** located at iaap_traffic@rug.nl is devoted to issues of interest for members of the Traffic Psychology Division.
- **IAAP-L** located at IAAP-L@UCMAIL.ES devoted to issues of common interest for members of the IAAP.

Further discussion lists and web pages are being developed by individual Divisions and this is clearly an important and significant area for development in our international collaboration and contact.

Standing Committees are concerned with aspects and recurrent problems which affect the Association as a whole:

- Publications Committee
- Training Committee
- Membership Committee
- International Relations committee
- Dues Committee
- Finance Committee

Task Forces deal with urgent but time-limited strategic issues in need of action by the Executive Committee or the Officers of IAAP such as:

- Task Force on the History of IAAP which will encourage studies of the history of IAAP
- Task Force on Constitutional Issues such as the question whether IAAP should have a Students' Division
- Task Force on IAAP awards
- Task Force on IAAP Representation in Less Developed Countries (IAAP has not enough members per country from less developed parts of the world)

Some History

Psychology as a formal discipline is now well over 100 years old, having been recognised officially with the establishment of Wundt's experimental laboratory in Leipzig in 1879. The centennial was celebrated in 1980 at the International Congress of Psychology in Leipzig in honour of this great event in the history of psychology.

The International Association of Applied Psychology (IAAP) or Association Internationale de Psychologie Appliquée (AIPA) is the oldest international association of psychologists. It was founded in 1920 as the International Association of Psychotechnology or Association Internationale de Psychotechnique. The association was known by this name until it was changed to the current name in 1955 during the Presidency (1953-58) of Clifford Frisby, who was the first non-French speaking president. Frisby, incidentally, was also a non-psychologist; he was a business man and is the only such president to have served in that office in IAAP. He was the head of the once-great National Institute for Industrial Psychology (NIIP) in Great Britain, which, in the 1920s, led the world in industrial psychology and vocational guidance.

The past **International Congresses of Applied Psychology** are listed with the city, country and year in which each was held and the name of the organiser of the congress:

I	Geneva, Switzerland	1920	E. Claparede
II	Barcelona, Spain	1921	E. Claparede
III	Milan, Italy	1922	G. Ferrari
IV	Paris, France	1927	E. Toulouse
V	Utrecht, Holland	1928	N. Roels
VI	Barcelona, Spain	1930	E. Mira
VII	Moscow, USSR	1931	N. Spielrein
VIII	Prague, Czechoslovakia	1934	R. Seracky
IX	Bern, Switzerland	1949	H. Pieron
X	Goteborg, Switzerland	1951	J. Elmgren
XI	Paris, France	1953	R. Bonnardel
XII	London, UK	1955	C. Frisby
XIII	Rome, Italy	1958	T. Cancstrelli
XIV	Copenhagen, Denmark	1961	R. Tranekjaer
XV	Ljubljana, Yugoslavia	1964	Z. Bujas
XVI	Amsterdam, Holland	1968	N. Wijngaarden

XVII	Liège, Belgium	1971	R. Piret
XVIII	Montreal, Canada	1974	L. Dorais
XIX	Munich, Germany	1978	R. Amthauer
XX	Edinburgh, Scotland	1982	G. Randell
XXI	Jerusalem, Israel	1986	Y. Amir
XXI	Kyoto, Japan	1990	J. Misumi
XXIII	Madrid, Spain	1994	J.M. Prieto
XXIV	San Francisco, USA	1998	J. Matarazzo

Beginning with the IUPsyS Congress in Paris in 1976, IAAP Congresses started to be organised on a four year cycle.

The IAAP was organised primarily to establish contact and communication among psychologists on an international scale. For the first 50 years of its existence, the Association, although international in nature and in scope, was dominated by European psychology and psychologists. This fact is emphasised by noting who its principal officers were, where its congresses were held, and the nationalities of the organisers of those international meetings. While many Americans and other non-Europeans were members of the Association in those early days, they did not assume major leadership roles. Perhaps much of this was due to the earlier emphasis in psychology outside of Europe on experimental and theoretical psychology rather than clinical, counselling and industrial psychology.

All of this seems to have changed with the Montreal Congress, the first to be held outside of Europe, and the extension to the Far East with the XXII ICAP in Kyoto.



24th International Congress of Applied Psychology (ICAP)

The Challenge for Applied Psychology: Bridging the Millennia.

As mentioned already by the Secretary-General, the 24th ICAP is hosted by the APA and will take place in the Hilton Hotel and Towers, San Francisco August 9-14, 1998. It needs very little further introduction and announcement, and by the time that

members read this Newseltter, summer plans will be well in hand and registrations already made for the Congress.

Friday August 14 will be an overlap day, with the APA Convention which follows immediately after the ICAP in San Francisco; thus the Closing of the ICAP will coincide with the Opening Ceremony of the 1998 APA Convention. Congress registrants will be able to attend the APA program and exhibits on the overlap day free of charge, though there are also very good rates for joint registration for both Congresses. There will also be several special activities on the overlap day, including a World Fair, organized in collaboration with the International Union of Psychological Science (IUPsyS) where national psychological associations from all over the world will be represented.

The Registration forms are now available with an excellent joint registration rate (for both ICAP and APA). This promises to be an excellent opportunity to prepare for the millenium, and to join with colleagues from all over the world.

Note details and web address: [for the 24 ICAP and the 106 APA Annual Convention](#)



25th International Congress of Applied Psychology (ICAP)

The Singapore Psychological Society will be organizing the 25th International Congress of Applied Psychology from 7-12 July 2002. The Conference will be held at Suntec City which has excellent facilities. There are several hotels within walking distance of the conference venue, connected by covered walkways. Hotel rates are competitively priced for Conference packages.

The Singapore Psychological Society will work closely with the countries within the regional grouping known as the Asia Oceania Psychological Association which was inaugurated in Singapore in 1992 on the occasion of the First Asian Conference in Psychology. The initial signatories of this grouping included the national psychology associations of Malaysia, Indonesia, Philippines, Hong Kong, Taiwan, Korea, Australia, New Zealand, India, and of course Singapore. Other national psychology associations have since been invited and expressed a desire to join in this regional grouping. The Singapore Psychological Society looks forward to welcoming international psychologists from IAAP to our part of the world.

Elizabeth Nair.



APA CONVENTION: Joint American-European Symposia on Work & Organizational and I/O Psychology, 106th A.P.A. Convention, San Francisco, August 14-15, 1998

The Society for Industrial-Organizational Psychology (SIOP) and the European Association of Work & Organizational Psychology (EAWOP) announce a series of four European-American symposia which will take place during the 106th Annual Convention of the American Psychological Association in San Francisco, August 14-18, 1998.

The symposia are scheduled for Friday, August 14 and Saturday, August 15, 1998. European W&O psychologists and American I/O psychologists intending to come to San Francisco for the 24th International Conference of Applied Psychology (ICAP) are encouraged to attend these symposia. They are suggested to register for the combined ICAP/APA package at the attractive special rate of \$395 by filling the appropriate section of the ICAP application form.

The symposia will contrast American and European approaches to theory, research, and practice as well as cover more specific topics such as person-organization fit and the creation of desirable work environments in Europe and the United States. These joint symposia will represent an initial step toward cooperative efforts between the respective associations and their members.

Trends in Practice: European and American Perspectives

Chair: James L. Farr, Pennsylvania State University, USA

Around the world, there are profound changes such as global economic competition and rapid advances in technology affecting organizations and the practice of work and organizational psychology. These changes have important implications for the science-practice nature of work and organizational psychology, graduate school training, the roles of psychologists in organizations, and the dissemination of information concerning advances in the science and practice of work and organizational psychology. This symposium will provide a discussion of the past and present changes and how these changes are shaping the field of work and organizational psychology in Europe and the United States.

JOSE PEIRO, University of Valencia, will summarize the status of work and organizational psychology in Europe and how changes in Europe are affecting the training and practice of European work and organizational psychologists. In addition, he will discuss opportunities for improving mutual knowledge and cooperation among European and American work and organizational psychologists and their professional associations.

NANCY TIPPINS, GTE, will discuss changes in the American environment and the implications of these changes for the training and practice of industrial and organizational psychologists in the United States. In particular, her presentation will identify key skills and competencies organizational psychologists will need to demonstrate in order to be successful in U.S. organizations.

Theory and Research: European and American Approaches

Chair: Michael Frese, University of Amsterdam, the Netherlands

There have been substantial advances in theory and research methodology in postwar Europe and the United States. This symposium will highlight the respective theoretical and methodological advances in Europe and the United States and discuss potential means for advancing the scientific status of work and organizational psychology.

ROBERT ROE, Tilburg University, will present an overview of theory and research in European work and organizational psychology, identify examples of successful theories and research programs not well-known outside of Europe, and discuss the potential for future collaborative European-American research efforts.

LARRY JAMES, University of Tennessee, will discuss advances in theory and statistics over the last 40 years and call for a concerted effort to develop new measurement systems. His presentation will focus on a discussion of potential sources of new measurement systems.

The Five Factor Method (FFM) in Personnel Selection and Testing: International Perspectives and Practices

Chair: Neil Anderson, University of London, United Kingdom

This symposium addresses the validity, psychometric integrity, and pragmatic concerns over the use of 'Big Five' or Five Factor Model (FFM) derived measures of personality in personnel selection and assessment. There has been growing consensus

amongst researchers that the FFM represents a comprehensive and parsimonious model of the structure of personality and that it is robust cross-nationally.

Despite continuing debate over certain aspects the model has received widespread patronage amongst personality and I/O psychologists throughout the world. Much of the research has been directed toward 'pure' and 'structural' issues of the FFM as a generic taxonomy of human personality. Comparatively fewer studies have been conducted into 'applied' issues of the use of FFM-derived measures for specific assessment purposes. Yet existing meta-analyses indicate some moderately strong criterion-related validities for FFM dimensions with job performance, and more recently, with absenteeism. To redress the imbalance between pure and applied research, this symposium brings together researchers from the USA and Europe, all of whom will present unpublished, applied studies into the FFM in personnel selection and assessment.

NATHAN KUNCEL, FREDERICK OSWALD & JOHN CAMPBELL, University of Minnesota, will present a paper on item level latent structures.

DENIZ ONES, University of Minnesota & NEIL ANDERSON, University of London, will report on the construct validity of three FFM-measures.

IVAN ROBERTSON, University of Manchester, will present a theoretical framework to interpret personality research findings. JESUS SADALGO, University of Santiago de Compostella, will compare American and European meta-analyses with regard to predictive validities of FFM and non-FFM measures.

A general commentary will be given by RICHARD ARVEY, University of Minnesota.

Creating Work for People: European and American Experiences

Chair: Donald D. Davis, Old Dominion University, USA

Economic, political, and technological changes have contributed to not only new types of work and new methods for managing work, but have also led to a growing awareness of the need to increase our understanding of the impact of these changes on worker health, well-being, and performance. This symposium will provide an overview of European and American approaches to the design of health-promoting and efficient work.

GUNN JOHANSSON, Stockholm University, will discuss the role of psychological and social science contributions to the development of Swedish approaches to the design of healthy work environments. PETE R RICHTER, University of Technology Dresden, will discuss the role of Action Regulation Theory and design-oriented software (REBA) on the design and evaluation of health-promoting jobs.

LOIS TETRICK, University of Houston, will present a theoretical framework for matching organizational restructuring requirements with individual's needs, values, and skills to create desirable work.

Finally, LAWRENCE MURPHY, National Institute for Occupational Safety and Health (NIOSH), will discuss longitudinal research conducted by NIOSH and a corporate partner that links key characteristics associated with both worker 'good health' and organizational effectiveness.

Robert A. Roe, Work & Organization Research Centre (WORC, Tilburg University, The Netherlands, phone +31.13.4662493, fax +31.13.4662053, e-mail: rroe@kub.nl



STANDING COMMITTEE FOR MEMBERSHIP

James Georgas, Chair

The goal of the Standing Committee for Membership is to coordinate efforts toward recruiting new members for IAAP and to encourage inactive members to renew their membership.

Many psychological associations, both national and international, are presently actively involved in the recruitment of new members or the attempt to convince old and nonpaying members to become active again. This competition for new members requires developing strategies which differentiate IAAP from other associations. A number of members of the Executive Committee, Bernhard Wilpert, Harry Triandis, Charles Spielberger, Mike Knowles, Rita Claus, Jose Prieto, and others have been thinking about and working on the issue of recruitment of new members for a number of years. We believe that one of the key issues in recruitment depends on our projecting to psychologists throughout the world a clear image of the identity of IAAP and what it has to offer potential members.

Identity of IAAP

The identity of IAAP and its services have been clearly stated in the blue information pamphlet, which is an important instrument in recruiting new members. The most important elements of the message are:

- * IAAP is the oldest international association of psychologists that individual psychologists can belong to, founded in 1920, with members from more than 70 countries
- * It currently has 13 divisions, which appeal to more than one scientific interest of potential members.
- * Its membership fee is very reasonable. The cost of membership is one of the lowest of any international psychological association and includes: 1) the journal *Applied Psychology*; 2) the *IAAP Newsletter*; 3) division newsletters; 4) other journals offered at drastically reduced subscription fees; 5) participation in its International Congresses of Psychology and in regional Congresses at reduced fees; 6) drastically reduced membership fees for Student Members and members from low income countries.

In addition, new services have been developed by Jose Maria Prieto which include a worldwide E-network for IAAP members with which:

- * Members are continually and instantly informed regarding IAAP activities, research projects and programs of members, significant international developments in psychology
- * Position openings in psychology throughout the world
- * The opportunity to circulate pre-publication drafts of manuscripts
- * News and reports of regional conferences
- * The opportunity to establish communications with members with similar interests throughout the world

The identity and services of IAAP, projected through the messages indicated above, can be communicated most effectively through *personal communication*, and *communication through e-mail*.

In this period of closer communication between psychologists from throughout the world in common programs, research efforts, and personal communication at international congresses, the Executive Committee believes that IAAP can provide more services to international psychology and can reach out to more psychologists throughout the world, particularly to psychologists from countries which have not had the opportunity for international contacts.

Booths at Conferences.

We set up booths at major international conferences which provided information regarding IAAP. IAAP had a booth at the XXVIth International Congress of Psychology in Montreal, Canada, held in August, 1996, staffed with members of the Executive Committee and of the Divisions. A booth was established at the Fifth European Congress of Psychology in Dublin, in July, 1997, and at the Regional Congress of Psychology for Professionals in the Americas, held in Mexico, in July, 1997.

Personal Communication

We believe that each member of IAAP can aid in expanding its membership by recruiting at least one member this year. We would like to request that you talk to colleagues about IAAP and that you recruit one new member this year.

In addition, as you are aware psychologists with low incomes from many countries throughout the world would like to become members of IAAP, but do not have the financial resources to pay \$40. If you would like to aid in this effort, in addition to your annual dues of \$40, you could contribute \$20 to the fund for the support of new members from countries with low incomes. Thus, you and another colleague would support one new member. We hope you will be successful in recruiting at least one new member of IAAP this year.



Message to all Divisions and Division members from Division Presidents

Dear Colleague,

As you are aware, the International Association of Applied Psychology, founded in 1920, is the oldest international psychological association, with members from over 70 countries. In this period of closer communication between psychologists around the world, with common programmes, research projects, and personal communication at international congresses, the Executive Committee believes that IAAP can provide more services to all members. IAAP can reach out to more psychologists throughout the world, particularly to psychologists from countries which have not had the opportunity for international contacts.

To accomplish this goal, we would appreciate your aid in expanding the members of IAAP by recruiting one member this year.

The advantages of membership in IAAP are many, of which you are aware. It has 13 divisions, which enables members to establish contacts with more than one scientific division. Its membership fee is very reasonable, and includes: 1) the journal *Applied Psychology*; 2) the *IAAP Newsletter*; 3) a *Newsletter* for each Division; 4) other journals offered at drastically reduced subscription fees; 5) participation in the International Congresses of Psychology and in regional congresses at reduced fees; 6) reduced membership fees for Student Members and members from low income countries; 7) a world-wide E-mail network for IAAP members in which members are continually and instantly informed regarding IAAP activities, research projects and programmes of members, significant international developments in psychology, position openings in psychology throughout the world, the opportunity to circulate pre-publication drafts of manuscripts, news and reports of regional conferences, and the opportunity to establish communication with members throughout the world.

If you need further information regarding membership, please contact:

Secretary-General Michael Knowles

Monash Mt. Eliza Business School

P.O. Box 2224, Caulfield Junction

Victoria, Australia 3161



NEWS FROM DIVISIONS



Division of Psychological Assessment and Evaluation

Task Force for the development of Guidelines for the Assessment Porcess (GAP)

Prof. Dr. Rocío Fernadez-Ballesteros (Chair)

Introduction

In recent years interest and involvement in psychological assessment seems to have increased at the international level. Several international organizations are working on developing principles, standards and/or guidelines for regulating the scientific and the practical activity of the assessor. The globalization of our world requires a core of international principles which allow the evaluation of the assessment practice (from the point of view of "clients") as well as psychological assessment teaching and training.

For example, recently, the International Test Commission developed

Guidelines for Adapting Educational and Psychological Tests (Hambleton, 1994). In addition, the same association is working on setting up International Guidelines for the Development of Test-Users (Bartram, 1997). The European Test Group is working on the development of criteria for providing tests in the European context. In 1996, the Joint Committee on Testing practices organized an Invitational Forum on Test-Taker Rights and Responsabilities. Finally, since 1995 the American Psychological Association

(APA) together with other professional and scientific organizations has been working on the revision of the Standards for Educational and Psychological Testing, which are expected to be published in 1998, and which will undoubtedly be adopted internationally.

In order to organize the variety of subjects of each of these standards, several types of guarantees (guidelines, norms, standards or regulations) have been identified , referring to the different tasks and different audiences involved. Standards for psychological testing refer, mainly, to test construction; criteria

for test supplier concern test publication and distribution; guidelines for test translation are related to the utilization of a given test -developed in the domain culture- in another culture (thus, referring to the generalizability of scores); norms for the development of test-user concerns the utilization of tests referring to professional background and accreditation, as well as test-taker rights. Finally, test utilization also refers to test results reports and, therefore, to the rights and responsibilities of test users and test takers.

Although, from a postmodernist perspective, it would be difficult to

establish a separation between science and social values, it should be

emphasized that all these guarantees, in principle, can be divided into two main categories: scientific and ethical. Therefore, in all these standards there can be found a certain overlapping with Codes of Ethics developed for the majority of national and even international professional organizations of psychologists.

Also, it should also be stressed that, up to now, every attempt to regulate psychological assessment refers to psychological or psychometric tests. Is psychological testing equivalent to psychological assessment? This is neither the moment nor the place to deal with this important question, but the main differential characteristics between the two concepts can be listed (for example, see: Cohen et al, 1996; Fernandez-Ballesteros, 1980, 1993;

Maloney & Ward, 1976;): 1) Testing is primarily measurement oriented, while psychological assessment is primarily problem or demand oriented; 2) Testing refers to standardized measurement devices, while psychological assessment refers also to a series of data collection procedures (not only "test"); 3) Testing is primarily concerned with describing and studying groups of people, while psychological assessment focuses on the description and

analysis of a particular individual in a problem situation; 4) Testing

demands specific accreditation in the administered test, while

psychological assessment is a wider field which requires basic psychological knowledge as well as basic expertise, and, finally and most importantly, and 5) Testing involves tools and procedures for data collecting, while psychological assessment refers to a complex process of decision- making --in which data

collection is, obviously, an important step--, and this process starts from a given demand of a given subject or group of subjects.

In any case psychological assessment includes a very wide series of tasks, operations, and actions (conducted in a given sequence) requiring basic knowledge and abilities. This process can be standardized and guided by a core of standards set up by the scientific and professional audiences concerned. In these guidelines, other standards or regulations about tests may be embedded in the corresponding step of the assessment process.

ANTECEDENTS

For the last thirty years, from different conceptual perspectives and

methodologies, several research groups have been devoted to the study of the process of diagnosing, assessing and/or evaluating people. As has already been stated, assessment requires an extremely complex process in which the assessor asks questions, collects relevant data, tests hypotheses through the administration of tests and other observational and measurement devices, analyses and interprets the results yielded, and reports to the subject/s the results of this process making decisions with and about the subject/s and trying to respond to his/her/their demands. This process, close to the hypothetico- deductive method --common in science-- (Fernandez-Ballesteros, 1980, 1993, Sundberg, 1977), is based on the assessor's behavior in assessing a given subject (or group of subjects), and so that some of the standards for test users (see Figure 1) are especially concerned with the assessment process. For example: the responsibility for the choice of tests (e.g.: "Be able to demonstrate the relevance of the tests for the purpose to which they are being put", Bartram, 1997: 2.3), the potential role of testing in an assessment situation (e.g.: "define the precise purpose and the role of testing in the assessment process", Bartram, 1997: 4.1), or the soundness of tests appropriate for the situation (e.g.: "examine the full range of potential relevant tests appropriate for the situation", Bartram, 1997: 5.1), among others.

This process has been investigated from several theoretical perspectives (e.g.: social judgement reasoning theory, decision-making models, artificial intelligence paradigm) via several methodologies (e.g.: experimental laboratory tasks, process analysis of think-aloud protocols, expert systems), and tested in different applied fields (medical, psychological, educational, and work contexts). For example, Dr Brehmer (Uppsala University, Sweden) has linked the fields of assessment and treatment

applying social judgement principles to successive psychological assessment and evaluation processes (e.g.: Brehmer & Joyce, 1988); Dr Johnson (Brunel

University, Division of Cybernetics, United Kingdom) has been working in clinical decisions in clinical settings (e.g.: Johnson, 1982); Dr Clark (Biomedical Computing Unit, Imperial Cancer Research Center, United Kingdom) has applied the artificial intelligence paradigm to medical diagnosis (e.g.: Clark, 1992); Dr. Montgomery has developed a research on a dominance model which has been applied to explain failures in decision making in different types of plants (e.g.: Montgomery, 1993); Dr. DeBruyn (Psychodiagnostic Unit, Faculty of social Sciences, University of Nijmegen, The Netherlands)

has evaluated both individual and group diagnostic decision-making, and is developing computerized diagnostic knowledge based decision aids (e.g.: De Bruyn, 1992); Dr Westmeyer (Psychology Institute, Free University of Berlin, Germany) has developed a computer-assisted psychological assessment system (e.g.: Westmeyer & Hagebock, 1992); and Drs. Adarraga, Zacagnini, and Marquez (Faculty of Psychology, University Autonoma of Madrid), using expert system techniques, have developed computer programs for several psychopathologies, testing the completeness of the hypothetico-deductive assessment process model proposed by Fernandez-Ballesteros (1980, 1993) (e.g. Adarraga & Zacagnini, 1992).

All of these research programs have provided the basic knowledge about the common steps, strategies and heuristics that occur throughout the assessment process. Nevertheless, this basic knowledge is scattered and, moreover, there is a gap between this knowledge and its practical dissemination.

However, the dissemination of basic knowledge on the assessment process through the normative regulation of this process is important. First of all, because this regulation would allow for overcoming the common dissociation between basic knowledge and professional activity. From a practical point of view, it could be helpful in three different ways: professional optimization and efficiency, training improvement, and professional activity evaluation. In other words, a normative regulation of the assessment process will improve professional practice, assessment teaching and training, and

meta-evaluation.

MEANS AND ENDS

Based on this overview, the European Association of Psychological Assessment and Division 2 on Psychological Assessment and Evaluation of the International Association of Applied Psychology, both devoted entirely to the study and practice of assessment, wish to regulate their main scientific object, and have decided to sponsor the development of the Guidelines for the Assessment Process (GAP) (let me emphasize that the acronym GAP is relevant, since we want to overcome the above mentioned "gap") through a Task Force. The goal of this Task Force is to develop guiding principles for the assessment process.

Chaired by Dr. Fernández-Ballesteros (), The first meeting of this Task Force took place during the Fourth European Conference on Psychological Assessment (Lisbon, September 7-10, 1997). Two types of audience were called to this foundation meeting of the task force on the Assessment Process: experts on the assessment process and psychological organizations (mainly international). The first list of Experts () was obtained from among the EAPA members devoted to the assessment process as a main research activity. Several organizations have been invited and have already nominated

representatives: the European Federation of Professional Psychologist

Associations (), the International Test Commission () and the American Psychological Association (). These representatives will join the task force in its second meeting.

The agenda discussed during the first GAP meeting was the following:

1) Objectives; 2) Main assessment process research programs; 3) Principal experts on the field; and 4) Procedures on developing GAP.

Several decisions were taken:

- 1) In principle, the deadline for developing the GAP will be 1999,
- 2) To develop a Glossary for the field
- 3) To list the most important research programs and experts in the field of the assessment process.
- 4) To have six workshops during 1998 and 1999. The final one will be a plenary meeting taking place in Patras (Greece):

September, 1999) during the 5th European Conference on Psychological Assessment.

The procedure for developing the GAP will be via two different strategies:

a) Permanent team of experts (8/10) on the assessment process, as well as representatives of the international psychological associations. They will meet in Workshops. This permanent team will be composed by people working from different theoretical approaches, methodologies and applied fields, and also those representing international associations.

b) Panel group. A panel of 20/30 experts and representatives of psychological organizations will work through "Delphi" methodology, reacting to the input sent by the Permanent team.

The working plan will take 24 months (starting in September 1997), through the following phases:

Phase 1 (three months): To establish a data bank with basic research

programs and main experts in the field.

Phase 2 (two months): To contact relevant audiences, that is, experts and international representatives.

Phase 3 (fifteen months): five 2-days meetings of experts will take place during 1998 and 1999 (approximately, every three months). In principle, various universities have offered their facilities: Autonoma University of Madrid (ES), Twente University (NL), Malaga University (ES), Nijmegen (NL), and Leipzig (G). After each meeting, the Report produced will be sent to the members Panel. The reaction from the Panel will be integrated and discussed during the following meeting.

Phase 4 (two months): Final GAP Report will be sent to all experts. This final GAP Report will be discussed during a plenary session (permanent team and panel group).

Phase 5: Dissemination during the 5th European Conference on psychological Assessment, and publication.

ALL INTERESTED AUDIENCES WILLING TO PARTICIPATE IN THE DEVELOPMENT OF GUIDELINES FOR THE ASSESSMENT PROCESS SHOULD CONTACT:

Prof. R. Fernández-Ballesteros, Autonoma University of Madrid, Faculty of Psychology, 28049-Madrid (SPAIN).

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Division of Clinical and Community Psychology

What do we get from Clinical Psychology?.

Dr. Victoria del Barrio, Facultad de Psicología-UNED, 28040 Madrid. SPAIN

When a decade ends, human beings have a tendency to review the past and make previsions for the future. The end of the century gives us the chance to look at an even longer period of time with an eye toward the future. The approaching change in Millennia provides a rare opportunity to review our past accomplishments and to prepare for future possibilities. Since the beginning of our era the only similar moment took place in the Middle Ages (from 999 to 1000), when people entered, full of fear and suspicion into the year 1000. According to the spirit of that epoch, the reflection was apocalyptic with the only hope of the imminent end of the world that scared population all over the Christian world. □The Fears of Year 1000□ has been used to put a name on the events that occurred preceding the change.

In contrast, our epoch does not fear but feels itself secure and well on firm knowledge. We perceive our goals as achievement, money, health, well-being, and youth are our new gods showing the great change in the spirit of our times. At this time a review of

Clinical Psychology mainly deals with such goals and their ways for implementation.

There is a closed parallelism between the achievements reached in Clinical Psychology and those of other areas of Psychology. One is the rise of cognitive paradigm as our theoretical framework. It has permitted us the study of disturbed behavior from internalized perspectives proscribed under behaviorism, gaining a new look on mental processes and their risk factors. New topics have emerged: emotions, self-esteem, attributions, self-efficacy...providing us with new kinds of explanation.

On the other hand, the gap between scientists and practitioners is shrinking. Academicians are more conscious of the social structure of the social value of interventions carried out by practitioners, while practitioners, for their part, are increasingly interested in basic theory. Congresses for professionals of applied psychology are everywhere full of practitioners interested in science. The strong criticism of research methodology (in relationship to the selection of samples, the statistical characteristics of assessment tools and the transversal studies...) has produced a dramatic improvement in this field.

The consequence of this has been a refined definition of concepts that has permitted a more accurate assessment and a higher convergence of empirical results. Important developments have taken place in areas like epidemiology of different perturbations and also in risk factors research. Anxiety, Depression, Stress, and Schizophrenia are becoming univocal terms.

The transversal studies permit a better and deeper knowledge of risk factors for various kinds of abnormal behavior, and even of their causes in some cases. Our time is now full of transcultural studies that clarify many social factors affecting disorders. This permits more effective interventions, dealing with a variety of causative elements.

Enhanced knowledge of risk factors has made possible many programs in primary prevention. We can now treat the problems before they appear. This possibility saves the state a lot of money as well as mitigating human pain and suffering.

Health Psychology has grown dramatically in the past 20 years. This research has focused on psychological and behavioral factors related to health. This focus overlaps with the goals of Clinical Psychology, but this overlap is only an administrative problem. In our view, health is a very broad concept that comprises mental, physical, social and psychological dimensions and demands an interdisciplinary approach to work. Precisely a goal of Clinical

Psychology in our time is diversity. This diversity affects not only the subjects, but the methods and the theoretical framework of Clinical Psychology.

Taken together, these recent developments suggest we are in a wider and richer period of time in relationship to the possibility of understanding human problems and learning how to cope with them. It is not simply due to chance that books about happiness, success, and facilitating stress continue to proliferate. We considered ourselves prepared not only to deal problems but to promote happiness. All of us know there are limitations in our knowledge base regarding this issue, and that much still need to be done. With all modesty, I feel we may be optimistic about the path that opens before us.



Division of Applied Gerontology

Frances M Culbertson, President and Programme Co-Chair

Robert Morgan, Programme Co-Chair

The Division of Applied Gerontology, Division 7 of the International Association of Applied Psychology, is inviting you to attend its sessions which were planned to expand your opportunities for continuing education, for research collaboration, and for social contacts.

Division 7 has 71 participants in its programming. The participants represent 15 countries (Australia, Canada, China, Germany, India, Italy, Japan, Mexico, Netherlands, Nigeria, Norway, Spain, Switzerland, United Kingdom, and the United States). In addition to the new format of invited symposia by Nations-within-Nations, Division 7 will also offer a Senior Psychologists Council presentation of outstanding psychologists in the field of ageing. The programme has other symposia as well as poster sessions for your interest.

In addition to the business meeting and election of officers, there will be a social hour, where we will honour a member of our profession who is known as one of the outstanding psychologists in the field of ageing. And we will honour you as well, recognising your involvement with the Division of Applied Gerontology. There will be time to forge new friendships, to discuss future programmes and directions, and to develop some ideas for the

conferences in the future. Come with suggestions, ideas, and even dreams.

We are asking you for nominations for Division 7 for President-Elect, Secretary, Member of the Board, and Chair of Committees. Self nominations are welcomed. Elections will be carried out at the business meeting.

Take advantage of the conference, our programme offerings, our activities. I recommend this Sanskrit proverb to you:

Look to this day

For it is life

The very life of life

In its brief course lie all

The realities and verities of existence

The bliss of growth

The splendour of action

The glory of power.

For yesterday is but a dream

And tomorrow is only a vision

But today, well lived,

Makes every yesterday a dream of happiness

And every tomorrow a vision of hope

Look well, therefore to this day

(Most particularly, to our conference)



Division of Political Psychology

Klaus Boehnke

The Division of Political Psychology organizes its first full program

at the San Francisco Congress of the IAAP. There will be a keynote

speech on "Politics of Socioeconomic Reconstruction and Healing"

by Hlengiwe Mkhize from the Truth and Reconciliation

Commission in South Africa. Invited Lectures will be given by Di

Bretherton from the University of Melbourne on "Conflict in Politics,"

and by Herbert C. Kelman from Harvard University on "The Nature of

International Conflict: A Social-Psychological Perspective." Brewster

Smith will deliver his Presidential Address entitled "Political

Psychology and Peace: A Half-Century Perspective."

Sixteen Symposia and two poster sessions will take place. The symposia are concerned with trauma in post-war Bosnia and Croatia (Chair: Inger Agger), memories in ethnic conflict (Ed Cairns), cultural

contexts of peace (Daniel Christie), children's understanding of

peace (Ilse Hakvoort/Solveig Hägglund), terrorism and peacemaking

(Carmi Harari), psychological research on terrorism (Toshio Iritani),

women and peace (Cristina Montiel), psychology and global

transformation (Corann Okorodudu), personality and political

belonging (Vid Pecjak), intergroup communication (Itesh Sachdev),

social identity and political action (Heather Smith), the UN Human Rights Declaration (Nova Sveaass), attitudes toward democracy (Judith Torney-Purta), political leaders (David Winter),

ethnopolitical war (Peter Suedfeld), and socio-political conflict and stress (Cristina

Montiel). The poster sessions will be chaired by Brewster Smith/Erica

Frydenberg and by Carmi Harari/Klaus Boehnke.

The Division of Political Psychology is also proud to announce that a

special issue on Political Psychology has appeared in Issue 1 of

Volume 47 of Applied Psychology--An International Review. The issue

was edited by Klaus Boehnke and Daniel Bar-Tal. It contains seven

contributions of authors from four continents.



Division of Traffic & Transportation Psychology

John Groeger

The Division's new World Wide Web pages have now been established, and can be accessed at [Traffic & Transportation Psychology Home Page](#).

The pages are currently undergoing a redesign, and we would be happy to consider any suggestions members of the Division might wish to make about their contents and layout. Similarly, if members wish to use the Web pages to make announcements of future events likely to be of interest to other Division members they are most welcome to do so. Comments and announcements should be sent to [John Groeger](#)

The Division is also pleased to note the progress being made towards establishing a journal which will publish psychological research in Traffic & Transport. Further details of the journal (Transportation Research, Part F: Traffic Psychology and Behaviour) which will be published by Elsevier. The first issue of the journal, which is supported by IAAP, is on schedule to appear in Summer 1998. Further details are available from the editors

University, Department of Psychology, 5 Cayir, Istinye, Istanbul, 80860 Turkey. Fax: (90)(212) 229 0680; e-mail: zaycan@ku.edu.tr.

Registration, membership application and association news are now on internet: [6th INWV&B](#).

July 14-17 , 1998, 15th Congress of International Association for People-Environment Studies (IAPS), Eindhoven, The Netherlands

Shifting Balances: Changing Roles in Policy, Research and Design

The aim of the International Association for People-Environment Studies (IAPS) is the improvement of human well-being and the physical environment. Its bi-annual conferences provide an excellent opportunity to meet with researchers, designers and other professionals engaged in the field of interaction between people and their physical environment.

Correspondence Address: IAPS 15 , EIRASS, Eindhoven University of Technology, P.O. Box 513, mailstation 20 , 5600 MB Eindhoven, The Netherlands, Tel: +31 40 247 2594 , Fax: +31 40 212 8222 or +31 40 245 2432 , E-mail: eirass@bwk.tue.nl

WWW: [15th Congress IAPS](#)

August 1-5, 1998, 56th Annual Convention of the International Council of Psychologists, Melbourne, Australia

Contact: ICP Secretariat, Psychology Dept, Southwest Texas State University, San Marcos, TX 78666, tel +1 512 245 7605, fax +1 512 245 3153, email jd04@academia.swt.edu

August 3-8, 1998, 14th International Congress of IACCP, Bellingham, Washington, USA

Congress web page: [14th IC of IAACCP](#)

Contact Walter J. Lonner, Centre for Cross-cultural research, Western Washington University, Bellingham WA 98225

June 9-11, 1999, Second International Conference on the (Non)expression of Emotions in Health and Disease, Tilburg University, The Netherlands

The conference will offer a broad scope of topics for professionals in the field of clinical and fundamental research on the way people express their feelings and on factors inhibiting the display

of emotions. The emphasis will be on research and theory relevant for clinical practice and applied research in health psychology, behavioral medicine and psychosomatics.

For more information, call Dr. A. Vingerhoets, chair, +31 13 466 2087, fax +31 13 466 2370 or email Emotions@kub.nl

June 27-July 2, 27th Interamerican Congress of Psychology, 1999, Caracas, Venezuela

Contact SIP-99

Joint ITC and IACCP Regional Conference on Cultural Diversity and European Integration, June 29-July 2, 1999, University of Graz, Austria

The conference will cover topics relating to cultural diversity and integration as well as validation of methods and instruments used for cross-cultural research. Further details from conference chair, Norbert Tanzer, phone +43 316 380 5131, fax +43 316 380 99808. email [Prof. Norbert Tanzer](mailto:Prof.Norbert.Tanzer)

July 4-9, 1999 6th European Congress on Psychology, Rome Italy.

Contact: EuroCong, c/o INPPA, via Arenula 16, 00186 Rome, Italy

July 23-28, 2000 27th International Congress of Psychology, Stockholm, Sweden

Contact:

4th International Ergonomics Association (IEA) Congress, 30 July-4 August 2000, San Diego, USA

This will probably be the largest ergonomics congress ever held, with an anticipated 430 technical sessions, and 2500 participants. People interested may visit [the IEA 2000 website](#). The secretariat is headed by Lynn Strother, HFES, PO Box 1369, Santa Monica, CA 90406-1369, USA, fax +1 310 394 2410, email [Lynn Strother](#)

[Useful Addresses](#)



International Association of Applied Psychology

The International Association of Applied Psychology (IAAP) is the oldest international psychological association. Established in 1920, it now has individual members in more than 80 countries, and holds an international Congress every four years in different cities of the world.

The major fields of activity within IAAP are reflected in its 13 Divisions.

1. * Organizational Psychology * Applied Gerontology
2. * Psychological Assessment & Evaluation * Health Psychology
3. * Psychology & National Development * Economic Psychology
4. * Environmental Psychology * Psychology of Law
5. * Educational, Instructional and School Psychology
6. * Political Psychology * Sport Psychology
7. * Clinical & Community Psychology
8. * Traffic & Transportation Psychology

All members receive the quarterly journal *Applied Psychology: An International Review* free of charge (\$89 to non-members in 1997). Members also receive the IAAP Newsletter twice a year, free of charge. Additional journals are offered to IAAP members at substantially reduced subscription rates (*European Journal of Work and Organizational Psychology*, *International Journal of Human Resource Management*, *Human Relations*, *Journal of Organizational Behaviour*). There are also substantially reduced membership fees for students Members and for members from low income countries.

Dues for 1998: there is a graded scale of dues based on self-evaluated yearly income, which will vary from person to person. As a guide, many Full Members and Associate Members are likely to pay around US\$40.00, although Members from low income countries will pay correspondingly less. Student Members will pay \$4.00

Application for IAAP Membership

Please write to the Secretary General, M.C.Knowles, Monash Mt. Eliza Business School, PO Box 2224, Caulfield Junction, Victoria, Australia 3161.



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José M. Prieto

jmprieto at psi.ucm.es -- Universidad Complutense

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