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EDITORIAL



This issue of the Newsletter is somewhat thinner than usual, perhaps because it comes fast on the last issue, perhaps because colleagues are busy after the festive season in December, or maybe other unknown reasons. For whatever reason, it will be important to see whether the Association can sustain three newsletters a year. I would be interested to hear from members what they would like from the Newsletter and also the frequency which they appreciate receiving and contributing to the Newsletter. Life seems to get only busier and busier, with more and more demands on time, more and more to read, and more deadlines and requirements for writing. Please let me know your views on this.

An important issue is the call for nominations for our Executive Officers for the next period. Past President Bernhard Wilpert has included the call in this issue.

We have also included a report from the European Union funded project which has been working over the past two years to develop a European Framework for Psychologists Training. The status of this report is as a consultation document which is being disseminated widely in European countries with a view to constituting the final report of the project and forming the base for a future European qualification for psychologists.

Ingrid Lunt

Editor

Copy for the next issue of the Newsletter should be sent to Ingrid Lunt by 30 April, 2001.



PRESIDENT'S MESSAGE



Dear IAAP colleagues:

The dawn of the New Millennium has inspired numerous reviews of the highlights of the 20th Century, and stimulated me to reflect on some of the important developments in applied psychology. Given the breadth and diversity of our field, it is obviously not possible for me to comment on topics for which I have only limited familiarity. However, I would like to share with you my reflections on those areas of special relevance to my research on emotions, personality, psychopathology and psychological assessment.

At the beginning of the 20th Century, as psychology in the US was struggling to establish itself in university settings, William James' 1890 textbook and the writings of John Dewey emphasized the importance of psychology for education. From the perspective of my own research interests, Freud's articulation of psychoanalytic theory based on his treatment of patients suffering from mental disorders was perhaps most important. Anxiety emerged in psychoanalytic theory as a major determinant of psychopathological symptoms, and provided the motivation for the operation of defense mechanisms that protect us from the pain associated with intense negative emotions.

The beginning of the 20th Century also witnessed significant advances in the evaluation of intelligence by Alfred Binet in France and Lewis Terman at Stanford University in the USA. The Army Alpha Test developed by Terman and his colleagues, which was used in 1917 to evaluate more than 2 million Americans to determine their suitability for military service, was clearly one of the most important contributions to stimulating interest in psychological assessment and testing for selection and screening purposes. The development of the Rorschach Inkblots Test and the Minnesota Multiphasic Personality Inventory had a similar impact on personality assessment.

In the aftermath of World War II, the 20th Century was called "The Age of Anxiety" by W. H. Auden in his epic poem that examined how individuals search for security in their effort to understand what life is about. Auden's work inspired Leonard Bernstein to use "The Age of Anxiety" as the title for his 2nd Symphony, composed in 1949, which stimulated Jerome Robbins, best known for his choreography of *West Side Story* and *Fiddler on the Roof*, to develop a ballet with this same title based on Bernstein's music.

Theory, research, and the treatment of anxiety were examined by Rollo May in his classic 1950 book, *The Meaning of Anxiety*. In contrast to the widespread and growing international recognition of the importance of anxiety in contemporary life, May quoted O.H. Mowrer, a leading experimental psychologist at Yale University, who concluded that there was no experimental psychology of human anxiety at that time, and that he (Mowrer) doubted that this would ever be developed.

When May's book was published at mid-century, there were no generally accepted measures of anxiety. However, the Manifest Anxiety Scale (MAS), which was developed at about that time by Janet Taylor, dramatically increased research on anxiety and learning during the next decade. The MAS was used in numerous studies as a response-defined measure of drive level to test predictions derived from Hull's theory of the

...ive level to test predictions derived from trait theory of the effects of motivation on learning and performance. Research on human anxiety was also stimulated by Cattell's construction in the late 1950's of the Anxiety Scale Questionnaire, and his conceptual distinction between anxiety as an emotional state that varies in intensity and individual differences in anxiety as a personality trait. Cattell's ASQ correlated .8 or higher with the Taylor MAS, and both appeared to measure individual differences in anxiety as a personality trait. Although Cattell was not successful in developing a self-report measure of state anxiety, Zuckerman brought the state-trait distinction to anxiety research in the early 1960's, with instructions to respond to his adjective checklist according to how you feel today, or how you generally feel.

I used the MAS in my early studies of anxiety and learning, and found that high anxiety could either facilitate or impair performance, depending on the complexity of the task and the intelligence or aptitude of those who performed on it. However, if the learning task was not demanding or at least somewhat stressful, anxiety as measured by the MAS had no effect on performance. Recognizing the importance of both task-related stress and Cattell's distinction between state and trait anxiety, my students and I developed the State-Trait Anxiety Inventory (STAI), which was published by Consulting Psychology Press in 1970 and substantially revised in 1983. During the past 30 years, the STAI has been translated and adapted in 65 languages and dialects, and used in more than 10,000 studies.

In our recent research, we have found that it is important to distinguish between the presence and absence of anxiety or depression, as measured by items that describe the experience of these emotions and reverse-scored items that indicate their absence. The empirical importance of this distinction has been demonstrated in factor analyses of measures of anxiety and depression that have identified positive and negative affectivity. The influence of cultural differences on items that describe the presence or absence of anxiety and depression are also clearly reflected in findings that persons from Eastern countries, such as Japan and Korea, inhibit the positive feelings described by the reverse-scored items, which causes them to appear to be more anxious or depressed than their Western counterparts.

Your indulgence in following this brief review of the evolution of theory and research on anxiety and psychological assessment is greatly appreciated. We plan to devote considerable space to the historical evolution of applied psychology in the IAAP *Encyclopedia of Applied Psychology* that will be published by Academic Press. The past and present officers of our Association, the presidents of most of our Divisions, and a majority of the members of our Executive Committee have agreed to serve on our International Advisory Board. The *Encyclopedia* will provide a unique opportunity to map and describe the wide-ranging areas of applied psychology to which the members of our Association have contributed. Identification of the topics to be covered is nearly complete, and we will soon be inviting our members to contribute articles in their particular areas of expertise.

By the time this issue of our Newsletter arrives, most of you will be planning to attend and participate in the exciting international and regional conferences that will be held this spring and summer. I am looking forward to participating in the 10th European Congress on Work and Organizational Psychology that will be held in Praha, May 16-19; the VIIth European Congress of Psychology in London, July 1-6, which coincides with the Centenary (1901-2001) Convention of the British Psychological Society; and the XXVIII Congress of the Inter-American Society of Psychology that will take place in Santiago, Chili, July 29- August 3. The International Stress Management Association will convene its 7th International Conference in the UK at the University of Warwick, July 4-6; the site of the 10th biannual meeting of The International Society for the Study of Individual Differences will be in Edinburgh, Scotland, July 7-11; and the Stress and Anxiety Research Society (STAR) will host its 22nd annual meeting in Mallorca, July 12-14. In addition, there will be conventions and meetings of a number of the international societies that are affiliated with the IAAP, which will make it very difficult for you to choose the venue for your enlightenment during the next several months!

During the past seven year, the IAAP has worked with the International Union of Psychological Science and the International Association of Cross-Cultural Psychology in sponsoring conferences to facilitate dissemination of knowledge

about scientific and applied psychology in regions of the world that have infrequently hosted international conferences. Beginning in 1995, biannual regional conferences were held in Beijing, Mexico City, and Durban, South Africa. For the past 18 months, we have been working with colleagues in Mumbai (Bombay) to develop the South Asia Regional Conference on Scientific and Applied Psychology. Given the adverse weather conditions in India during the summer months and the many competing conferences that take place at that time, the South Asia Regional Conference will be held in Mumbai, December 17-20, 2001. Please review the Conference announcement in this issue of the Newsletter, and make plans to attend!

Charles D. Spielberger

President 1998-2002

(contact details on back page of Newsletter)



IAAP AFFAIRS



Membership Drive for IAAP

Dear members,

*The new year has come and it's time that we recruit a new member for IAAP. I suggest that every member should solicit the membership of one more person – a colleague, a Ph.D.-student – for IAAP. **YOU CAN DO IT!** Please participate in this recruitment drive!*

WHY?

IAAP is an enormously important organization. It is truly international with individual membership. Without such organizations we will not overcome prejudice, parochialism, small-scale thinking and inward focusedness.

It is also an association that embraces all the relevant sub-disciplines of applied psychology. There are so many common threads across the sub-disciplines of applied psychology and there are so many lost chances because these threads are not really developed. Our association has the mission to make such threads visible, to foster and develop them.

Members get a number of advantages by becoming a member:

10 Arguments for becoming a member of IAAP:

1. Become a member of the oldest and largest international association for applied psychology with individual membership and participate to make applied psychology stronger in today's world.
2. Receive a worldclass-journal free (APPLIED PSYCHOLOGY: An International Review)
3. Receive other journals at a substantial rate decrease, i.e. *The European Work and Organizational Psychologist*, the *International Journal of Human Resource Management*, *Human Relations*.
4. Become a member of an exciting group of international scholars, scientists, and practitioners who are interested in advancing applied psychology, and who want to cooperate with scientists from around the world.

5. Support IAAP's efforts internationally to help make applied psychology accepted in various countries.
6. Support IAAP's efforts with international organizations to help them to use psychological knowledge more efficiently.
7. Support cross-fertilization across the subdisciplines of applied psychology.
8. Receive a newsletter free of charge that keeps you knowledgeable of new events in other parts of the world
9. Pay reduced fees for the international congresses that are organized by IAAP, e.g. the International Congress of Applied Psychology in Singapore in 2002 and the one in Athens in 2006.
10. Pay reduced membership dues for student members and members from low income countries.

THUS, MAKE IT YOUR TASK TODAY AND ENLIST A NEW MEMBER FOR IAAP AND BE PROUD TO BELONG TO THIS ORGANIZATION.

and the second page should be a membership application form (please take the current application form from the the online

application under <https://www.cop.es/docsegur/iaap/>.

IAAP and NGO status

Important question to our members

In our last meeting at the International Congress of Psychology in Stockholm, 2000, IAAP has decided to become more actively involved with international organizations and has therefore taken steps to become registered as NGO with the United Nations (we are already an NGO with the International Social Science Council (ISSC) of the UNESCO).

We are currently in the process of applying for an NGO status with the United Nations and we would very much like to be able to tell them what kind of activities our members have done or do with **ANY** of the UN-organizations. We would also need some information on whether any of the divisions have done any work with the UN-organizations.

Any other information, e.g. press reports on IAAP activities or individual activities, that you think might be useful in this application would also be appreciated.

If you have any information, please write to:

Prof. Michael Frese

President Elect IAAP

University of Giessen

Department of Psychology

Otto Behaghel-Str. 10

35390 Giessen /Germany

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Michael Frese

President Elect

Call for Nominations for Executive Offices of IAAP by Bernhard Wilpert, IAAP Past President

The next meeting of the Executive Committee of IAAP will take place at the occasion of our forthcoming 26th International Congress of Applied Psychology, to be held in Singapore July 7-12, 2002. The Executive Committee will then have to elect members to the following executive offices: (1) President Elect, (2) Secretary General, (3) Treasurer. It is the tradition of IAAP that the Past President of IAAP is in charge of the election process. I herewith ask all IAAP members to submit names as candidates for these offices.

The following rules must be observed in nominating a member as they are stipulated in our Constitution, our Rules of Procedures and our traditional way of handling the process:

(1) President Elect

Candidates for President Elect are nominated by members of the Executive Committee. Any member of IAAP may submit a nomination through a member of the Executive committee of their choice (best if it is by a member from a different country

than the nominee) by a member from a different country than the nominee).

Nominations should provide the nominator,s name, address, signature, and indication as to the merits of the nominee

The nominee cannot be from the same continent as the President (Michael Frese, our incoming President, is European)

Nominations must reach me by January 1, 2002

I shall then venture to obtain all requisite additional information from nominees (biographical information, agreement of the nominee that if elected s/he will serve for one full term: that is actually a commitment of 12 years: 4 as President Elect, 4 as President, 4 as Past President)

(2) Secretary General and (3) Treasurer

The same rules apply as for (1) President Elect, except the rule concerning the continental origin of the nominee.

Furthermore, the Executive Committee (EC) will also have to elect a certain number of new EC-Members or Members to be re-elected. The call for nominations for EC-Membership will be published in the next forthcoming

Newsletter.

Prof. Bernhard Wilpert

Past-President

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Bombay Regional Congress, December 2001

The Bombay Psychological Association is hosting the SOUTH ASIA REGIONAL CONFERENCE ON SCIENTIFIC AND APPLIED PSYCHOLOGY: ENHANCING HUMAN POTENTIAL on 17th December to 20th December 2001. The conference is sponsored by International Association of Applied Psychology (IAAP), International Union of Psychological Sciences (IUPsyS), International Association of Cross Cultural Psychology (IACCP), and the SNDT Women's University, Mumbai.

The sub- themes are:

- Cross cultural Issues in a dynamic society.
- Futuristic Vision of cognitive sciences
- Impact of globalization on human Behavior
- Health and Community Psychology
- Gender and Parity

- Cognitive science interface Applied Psychology
- Cognitive Neuroscience
- Psychotherapies in the East and the West
- Human Resource Management: a cross-cultural perspective,
9) Psychopharmacology
- Experimental Methodology
- Assessment and Outcome
- Stress adjustment and Mental health.

Call for paper abstracts by 30th July 2001 and full scientific papers by September 15th 2001. A pre conference workshop will be organized from 12th December to 22nd December 2001, except on the dates of the conference.

India is a historical place with scenic beauty and numerous monuments. Tours will be organized for the delegates as per their choice and requirement. Registration fees by August 15th 2001 are US \$200 and late fees after August 15th are US \$ 250. Accommodation fees along with the list of hotels will be given in the Brochure

Contact Address: Prof B.L.Barnes, President, BPA, SNDT Women's University,

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**25th International Congress of Applied Psychology,
Singapore July 7-12 2002**

The first call for papers appeared during 2000. IAAP members have been invited to start thinking about symposia topics and APA accredited workshops that they may wish to offer. There is a hugely motivated group of practitioners and academics in the southern and eastern hemispheres, who would find it easier to participate in the XXV ICAP in view of its geographical location. It would be a good occasion for psychologists from the north and the west to plan to make the trip away from home base, to dialogue with colleagues who have read and been examined on your work, and have in some instances, developed it further with their own contributions. Many academics in the region have collaborated with colleagues thousands of miles away, and with the present state of Information Technology, this trend is likely to grow exponentially. It is the intention that the XXV ICAP would be an occasion for fostering more international collaborative research and dialogue, across diverse cultures and backgrounds, and literally crossing geographical boundaries.

In particular, inputs for the Scientific Programme are welcomed at this stage. You could e-mail the joint Co-Chairs, Prof Ramadhar Singh (swksingh@nus.edu.sg) and Dr Elizabeth Nair (swkenair@nus.edu.sg) with your suggestions and comments. The Congress web-page address is <http://www1.swk.nus.edu.sg> and the secretariat address for administrative enquiries is cemssvs@singnet.com.sg, fax (65) 278 4077.

Satellite conferences in our neighbouring countries will permit you the latitude to visit and experience the cultures in the region, either en route to Singapore or on the return leg. And yes, we are planning to invite you to join a Singapore family for dinner on a Home Hospitality Night for delegates who would like to get to know the real Singaporean at home, and have a taste of home-cooked food.

Elizabeth Nair

Organizing Chair &

Scientific Co-Chair

XXV ICAP Singapore 2002



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