

INTERNATIONAL
ASSOCIATION OF
APPLIED PSYCHOLOGY

Newsletter

Volume 15 Issue 4 October 2003

ASSOCIATION
INTERNATIONALE
DE PSYCHOLOGIE APPLIQUÉE



Blackwell
Publishing

Newsletter

International Association of Applied Psychology

CONTENTS

Editorial	Elizabeth Nair	1
The President Speaks	Michael Frese	2
Obituary: Paul R. Pintrich	Monique Boekaerts	7
NGOs and applied psychology – 2 briefs	Susan Pick	9
IAAP Awards Citations 2002	Edward A. Fleishman	12
MENA Regional Congress: Dec 2003	Mike Knowles	16
ARIPT: Psychology and Tourism studies in Italy	Pino Fumai	18

NEWS FROM DIVISIONS

Division 1: Work and Organizational Psychology	21
Division 15: Students	23

ANNOUNCEMENT

AP:IR Special Issue	25
---------------------	----

USEFUL ADDRESSES

26

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 16 Divisions.

- Organizational Psychology
- Psychological Assessment & Evaluation
- Clinical & Community Psychology
- Psychology & National Development
- Environmental Psychology
- Educational and School Psychology
- Political Psychology
- Traffic & Transportation Psychology
- Applied Gerontology
- Health Psychology
- Economic Psychology
- Psychology and Law
- Sport Psychology
- Applied Cognitive
- Students
- Counselling Psychology

All members receive the quarterly journal *Applied Psychology: An International Review* free of charge (\$150/£99 to non-members in 2003). Members also receive the *IAAP Newsletter* 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 student members and for members from low income countries.

Dues for 2003: there is a graded scale of dues based on self-evaluated yearly income. Student Members will pay \$20/£13 (\$10/£7 for 1st year). For further information visit <http://www.iaapsy.org>

Application for IAAP Membership

Please write to the Secretary General, José Maria Prieto, Complutense University of Madrid, Faculty of Psychology, Somosaguas, Madrid 28223, Spain, Fax: 34 1 3510091; Tel: 3943236, email: jmprieto@psi.ucm.es

EDITORIAL

This final and fourth issue for 2003 brings breaking news. IAAP is with effect from 30 June 2003 associated as a non-government organization (NGO) with the Department of Public Information of the United Nations. President Frese outlines this in the opening paragraphs of his column. Then follows an interview conducted by the President of the Students Division, Pedro Neves, which helps us to understand the thoughts, inclinations and passions of the President of IAAP.

It was also breaking news to witness at the 8th European Congress of Psychology, Vienna, 7–12 July 2003, Past President Bernhard Wilpert delivering a Keynote Address, following on from his receipt of the President's Award on the occasion of the 10th European Congress of Work and Organizational Psychology, Lisbon, 13–17 May, 2003, "for development and structuring of European Work and Organizational Psychology".

Ed Fleishman brings to this issue the text of the citations for the IAAP Awards presented to Fred Fiedler, Miriam Erez and John Adair, on the occasion of the XXV ICAP in Singapore in July 2002. These citations now become part of our documented history.

Mike Knowles, President-Elect, alerts us about the developments leading up to the Regional Congress in Dubai in December 2003. Susan Pick contributed two briefs: on the role of NGOs in applied psychology, and on poverty and health. Pino Fumai wrote a piece informing us about the commendable multi-disciplinary cooperative research undertakings since 1983 in Italy, in relation to development of the tourism industry. News from the divisions features Divisions 1 and 15.

This issue also brings sad news of Paul Pintrich, who assumed the appointment of President of Division 5 in July 2002. The last issue of this newsletter featured his contribution on his division's work plan. Monique Boekaerts, Immediate Past President of Division 5, eloquently pays tribute to the work and life of our colleague.

Elizabeth Nair
Editor

THE PRESIDENT SPEAKS

Michael Frese, President of IAAP

Dear members,

It is with great pleasure that I can inform you that the Committee on Non-Governmental Organizations of the Department of Public Information (DPI) of the United Nations approved the NGO (Non-Governmental-Organizations)-status of IAAP, effective immediately. I want to take this opportunity to thank all of those who have helped in the process and I am quite delighted, as you know. I want to particularly thank the following people for their commitment with regard to the application process: José Prieto, Mike Knowles, Ray Fowler, Mirilia Bonnes, Susan Pick, Florence Denmark, Peter Walker, and our colleagues of IUPsyS (especially Michel Sabourin and Pierre Ritchie).

I think it is particularly useful to work together with IUPsyS and with APA and ICP on psychological issues and, of course, it is very important that we take a common stand at the United Nations. I am particularly pleased with the fact that Michel Sabourin of IUPsyS has been so enthusiastic in offering us support and help in this issue and I am looking forward to working with him and others on the issue of the United Nations.

We are all delighted that our new student division is up and running and quite active. Some time ago Pedro Neves, President of the new student division, interviewed me for the website of the student division. I thought it might be interesting for other members as well.

Pedro Neves: Can you tell us something about your career as psychologist?

Michael Frese My career is actually quite straightforward. I studied at University of Regensburg, went on to be an exchange student at University of Colorado/Boulder, and finished off my studies at the Free University in Berlin. After that I became an assistant (in Germany the MA is the terminal degree and you do your Ph.D. while you are an assistant working at the university) at the Technical University in Berlin and earned my Ph.D. two years after my diploma. Then a string of good fortunes started. I was offered a position as a non-tenured associate professor one year after my dissertation at the University of Bremen, and was then offered a position as non-tenured associate professor at the University of Pennsylvania, Philadelphia, in the United States. As you can imagine, this was a time of great challenge and it indeed changed the

way I am thinking about psychology. I had the good fortune of being connected to people like Martin Seligman, John Sabini, Rob DeRubeis, Henry Gleitman, Randy Gallistel and a few others. All of these were people who were not in the field of work and organizational psychology but who shaped and influenced my thinking, particularly my thinking of how to do psychology. From then on I loathed the idea of taking one part of psychology and distinguish it with force from the rest of psychology. Since my time at University of Pennsylvania I saw psychology as a unitary enterprise. After my time at the University of Pennsylvania, I quickly became a professor at the University of Munich, and 5 years later at the University of Giessen. I left the University of Giessen for a while to go to the University of Amsterdam, to come back later to the University of Giessen (again, I left Giessen half-time to go to London Business School). As you can see, I have been both stable in Giessen but I have also moved around quite a bit. Every one of these international experiences has been invaluable in terms of shaping my outlook, in terms of making my thinking broader and deeper.

Pedro Neves: What motivated you to get involved in international psychology?

Michael Frese: If you are from Germany, you are really worried about purely national orientations in the science. We had that during fascism in the thirties: German Science (Deutsche Psychologie), and it is exactly the opposite of good science. Good science needs to be international, good science relies on free interactions across borders and this is particularly true for something like psychology. Therefore, the step to become internationally involved was very easy. I also love to think back to my first international conferences which I visited as a student, for example in Paris, where I saw and partly met Piaget, Bandura, Seligman, and the Russian psychologist Leontjev. But the real motivation to be active in IAAP is related to the issue of cognitive focus and humans as cognitive misers. We are cognitive misers and we usually concentrate on those things that are most important, right now. Those things are usually not related to international matters (at least as long as we do not do cross-cultural research), but it is related to doing a study and finishing it, writing a paper, and teaching students. As compensation to this short-term focus, we need to be reminded from time to time that there is a life outside our narrow focus. Being a member of IAAP helps me (and others) to refocus from time to time on international matters. Being an active member of IAAP really helps me to think of the international dimensions in everything I do.

Pedro Neves: How did that lead to your candidacy and election for IAAP Presidency?

Michael Frese: Actually, I did not make a conscious, clear decision to become President of IAAP. Rather, more and more people suggested to me to run for presidency and after a while I believed that I would be needed. There were three candidates at the time of my candidacy and I would have been happy with every one of them as president. It just happened that I was the one elected, which was probably related to the fact that I had been the editor of our journal *Applied Psychology: An International Review* where I had the good fortune to be able to continue the path originated by Bernhard Wilpert as editor: He improved the journal and made it a very reputable one and I followed his path and produced eventually a much more highly cited and reputable journal (which Miriam Erez and Bob Wood then continued as well).

Pedro Neves: In your opinion, what are the major trends nowadays in both international and applied psychology?

Michael Frese: I think that is a difficult question. I perceive the following trends: The first trend is towards a higher degree of internationality. Because of globalization, because of a higher degree of contact with other countries, because of a higher necessity to communicate across cultures and national borders, we need something like an international approach to psychology. Quite clearly, if you study a phenomenon only in your own country, you don't really know what you have studied. Have you studied the phenomenon itself or have you studied just one culture or is it a phenomenon in the context of one culture? Have you actually understood a phenomenon correctly if you just studied it within your own culture? These are important questions and people are more and more worried about them. There is a second major trend: The various sub-disciplines of psychology move apart more quickly than ever before. We have a proliferation of areas of psychology (just think of the more than 50 divisions of APA). These different areas of psychology talk less and less with each other, partly because they don't understand the other parts of psychology, and partly because there is too much information already within your own area that needs to be mastered. I find this an unfortunate tendency. I think it is one of the tasks of IAAP to bring together the various parts of psychology again and to make it possible that they talk to each other and learn from each other. However, I am more and more worried that this may be a losing battle. But anyhow, as long as I am President of IAAP, I will understand this tendency, but at the same time, work to enhance the communication between the areas of psychology again. Third trend: Application becomes more and more scientific. There is an inherent tendency towards a higher degree of professionalism in the application of psychology. This is an inherent trend because psychologists need to differentiate themselves from charlatans who lack the scientific base of psychology but who might be quite good in their

marketing skills. I am quite glad about this trend, because I think it will lead to a higher degree of cross-fertilization between practice and theory.

A final trend may be that psychology will become more policy oriented. We should understand how knowledge accrued in psychology has implications for government policies, for policies in education and health care, for policies in companies, and for policies in the United Nations and similar international organizations. I think psychology has not been very successful in this area in comparison to medicine, economics, and sociology. I would hope that there is a trend towards a higher degree of working on policy-oriented issues.

Pedro Neves: And what can be IAAP contributions for those trends?

Michael Frese: I already gave a few answers. Obviously, IAAP should help to produce networks of people who do research across borders. IAAP should help to make sure that people know every day that there is more to psychology than exists in one's immediate surroundings and the immediate tasks and I hope that IAAP will help to keep psychology together and to professionalize applications of psychology. I also hope that we will be part of a movement towards a higher policy orientation and that we become better in how we publicize our findings.

Pedro Neves: You were one of the people who most supported and actively worked towards the creation of a Student Division in IAAP. What were the main ideas behind all that work?

Michael Frese: I was actually amazed about the fact that we did not have a student division. I think any vigorous organization needs to nurture youth in its ranks and frankly IAAP had become too old, too much of an old boys/girls network. So I am delighted with the invigoration of the student division and with the fact that the number of students in IAAP has nearly quadrupled within one year. I know how much you and Ray Fowler have worked for that and I am very glad about that. As you know, students are thinking quite frequently about their career. Careers are usually done nationally or at most in a European context (if you are European). Since career is of utmost importance, the national and maybe European associations become most important in the minds of students. This is the place where they should position themselves to find job and career possibilities. All the more it is important that people don't lose sight of the fact that knowledge, research ideas, and development of knowledge is to a very large extent internationally driven. Therefore, I think it is so important that IAAP exists and that there is an active student division in IAAP.

Pedro Neves: What do you think can be the role of such a student division in a scientific worldwide association?

Michael Frese: I know that you have thought about the role of such a division in a scientific worldwide association a lot. The most important issue is that you develop a good network of international students who will work together, who will party together, and who will help each other. Another issue is that it gives the students a chance of relating to many good scholars around the world (in the divisions that make up IAAP). Finally, I think that the function of such a student division is to work against parochialism, nationalism, and simple-minded orientations that do not take other cultures, other ideas, and other approaches into account.

Pedro Neves: In order to motivate a first contact between psychology students and IAAP, the Executive Council made a special promotion for the year 2003, with a membership fee for students at half price (10 US\$). That produced more than 200 new associates.

Michael Frese: Yes, that really was great. It is great that we were able to use some of the money that we had saved to make this special promotion for students and it is great that it worked. But we should not sit still now; we have to work harder to get student participants in Asia and Latin America as well as in Europe. Similarly, we have to get more people to be active from Africa.

Pedro Neves: Do you have any message you would like to pass on to those new members?

Michael Frese: Whenever something new develops, this is the time to introduce your interests. This is the time to become active, and this is the time to help to advance a youthful agenda. Please do. We want to listen, we want to hear, and we want to act. IAAP is not the biggest association in psychology. Far from it. But I think we are the type of organization that may be needed more than many national associations. Obviously, we also do not have the resources and the manpower to do everything that we would love to do. But I think the structure is open enough so that people can take action. I have done a lot of studies on personal initiative. I find personal initiative exciting because it implies that one does not wait for others to act but that one acts to a large extent self-determined. We hope that students will show such personal initiative and run with it.

OBITUARY: PAUL R. PINTRICH

Monique Boekaerts, Immediate Past President, Division 5, IAAP

On July 12, 2003 International Applied Psychology lost one of its prominent leaders in the field of Educational Psychology when Paul Pintrich died unexpectedly from a massive stroke at the age of 49 while cycling on a tour to the little town of Hell (California) with friends. At the time that his life was terminated so prematurely, Pintrich was the president of Division 5, Educational, Instructional, and School Psychology, for the International Association of Applied Psychology. Paul Pintrich gained a reputation as a passionate and knowledgeable advocate of Educational Psychology on the international scene and he helped to raise educational psychology to new levels.

Pintrich began his undergraduate work at Clark University and completed his MA in developmental psychology at the University of Michigan in 1979. Three years later he received his Ph.D from the same university and joined the School of Education and Psychology faculty at Ann Arbor, where he remained for the duration of his too short career. During his early years in Ann Arbor, Paul worked together with Bill McKeachie, Phyllis Blumenfeld, and Judith Meece. He published on different research topics, including self-perceptions of ability in the elementary classroom, educational applications of technology, learning to learn, cognitive strategies, skill development, and students' reasoning about morals, conventions, and achievement. At a time when educational psychology was still dominated by researchers who focused on the effect of cognitive strategy use on achievement, without taking motivational processes into account, Pintrich sought alternative ways to assess true learning in adolescents. In 1990, he co-authored with his wife, Liz De Groot, a much cited paper entitled: "Motivational and self-regulated learning components of classroom academic performance". Together with Theresa Garcia, he further developed the Motivated Strategies for Learning Questionnaire (MSLQ), which has been translated in many different languages. From that moment onwards, Paul directed his attention to Learning as a "hot" process. In 1993, he published a best seller in the review of Educational Research together with Marx and Boyle: Beyond "cold" conceptual change: The role of motivational beliefs and classroom contextual factors in the process of conceptual change.

In the last decade of his life, Paul Pintrich's scientific work was guided by his conviction that there are multiple pathways to learning and achievement. Through his own work and through his generous promotion of the

work of others in the influential volumes that he edited or co-edited, such as the *Advances in Motivation and Achievement* series, he moved the field important steps forward on the path to fostering adaptive motivation, affect, and learning.

Over the course of his career, Paul established himself as an outstanding theorist and researcher, a talented speaker, an inspiring teacher and mentor, a lucid writer, and a great editor. He published over 110 scholarly publications in three main areas of educational psychology, namely (1) the development of motivation, (2) epistemological thinking and (3) self-regulated learning in adolescence. The centrality of Pintrich work in motivation and self-regulation is widely acknowledged and several signals of recognition have come his way. He was the editor of the *Educational Psychologist*, the APA journal for Division 15: Educational Psychology. He served on the editorial boards of several leading journals, including *Psychological Bulletin*, *Child Development*, *Journal of Educational Psychology*, *Contemporary Educational Psychology*, *Applied Psychology: An international Review*, and *Learning and Individual Differences*. He also was the co-editor of *The Handbook of Educational Psychology*, and one of the editors of *The Handbook of Self-Regulation*. In 1999, he won the Best Research Review Article Award from the American Educational Research Association for an article on the development of epistemological thinking that appeared in *Review of Educational Research*. He also won the Class of 1923 Award from the College of Literature, Science, and Arts and the School of Education at the University of Michigan for excellence in undergraduate teaching.

Paul Pintrich was also a much sought after speaker. He received invitations to present keynotes and invited addresses from all over the USA, Europe, South America and Asia. As a colleague, Paul was unpretentious, he had a delightful sense of humor and was great fun to be with. Yet, he was also a man of principle, social responsibility, and courage. Everybody who had the pleasure to work with him can give evidence of his gracious personality, his sharp mind, his genuine warmth and affection for others that so much inspired his students and colleagues. All the students, friends and colleagues who interacted with him will cherish the priceless relationship they had with him and will keep many happy and stimulating conversations in memory for years to come. Paul was one of these academics that one encounters only once or twice in a lifetime. The loss for the field of education in terms of international leadership, innovative scholarship, teaching and mentorship that he would have continued to provide is inestimable.

THE CRITICAL ROLE OF NGOS IN APPLIED PSYCHOLOGY

Susan Pick, IAAP Board Member

In the field of applied health psychology, non-governmental organizations (NGOs) serve as links between the public and private sectors and are actively involved in the promotion of human development and well-being. Important not only because they coordinate and facilitate research, NGOs also formulate, implement and evaluate successful, innovative programs designed around the needs of individuals, specific communities as well as national and international populations. Within their roles as program developers, implementers and evaluators, NGOs raise general awareness about specific issues, review and support ongoing activities, initiate new projects and help to strengthen local NGO capacities and activities.

NGOs' success in research as well as in program development, implementation and evaluation derives from their small size and adaptable structures. Significantly less bureaucratic than government agencies, NGOs are flexible enough to respond to specific needs in prompt and innovative ways, facilitating the rapid testing of new approaches to service delivery and the adoption of interventions previously proven to be successful. Their small size and structure also lead to greater trust between providers and clients, thereby increasing overall effectiveness and efficiency. When developing effective health interventions, NGOs ought to consider the following factors: (i) base all activities, educational training programs, and materials on needs assessments; (ii) develop interventions with theoretical research and evaluation components; (iii) integrate interventions into both the individual and the social and cultural contexts in which people live; and (iv) link specific problems to a broader concern for total human development (i.e. realize that it is not enough to change social norms about a subject, its also important to change norms about asking questions, disagreeing with health workers, and explaining needs).

While NGOs play integral roles in applied health psychology research and program development, even the best research programs are of little use without political atmospheres conducive to the implementation of these programs. Thus, NGOs also play other equally critical, though often ignored, roles as advocates and disseminators. NGOs advocate and encourage cooperation at many levels by focusing on needs-oriented

policies, providing governments, communities and other organizations with non-judgmental feedback, information, and technical support, and by interpreting the needs of communities to other actors.

The following are key characteristics of successful advocacy and communication: (i) negotiate by compromise – start by proposing programs with more innocuous topics, for instance focus on gender roles and HIV/AIDS prevention, instead of homosexuality, masturbation and/or abortion; (ii) collaborate and negotiate with individuals and organizations at different levels – policy change is almost always the result of cumulative efforts on the part of many organizations and individuals and the diverse expertise of several NGOs often creates a strong system for local, national and international consultation and/or exchange of information; (iii) involve other stake-holders, including parents, teachers and mid-level civil servants, in negotiations; (iv) establish representatives and allies in different parts of the country; (v) use opinion polls in countries where they are uncommon and make the results of such polls available to decision makers; (vi) meet one to one with opponents and emphasize common goals; (vii) win the support of moderate opposition first; (viii) rigorously evaluate programs and disseminate results at all levels; and (ix) realize that cross-cultural differences often mask the commonalities in the every day life of the poor and powerless in this world, particularly women and children, and consider the replication possibilities of successful interventions (Pick, Givaudan, Brown, 2000).

While NGOs play critical roles in applied health psychology, their success is limited by their financial reliance on historically distrustful governments, health sectors and/or national and international organizations. However, it is important to realize that many NGOs have the ability to initiate projects that governments can use to create larger national and international programs. A greater appreciation of the current and potential roles of NGOs will help maximize the contributions of national programs and international efforts. Thus, NGOs with a foundation in applied health psychology play essential roles not only in research and program development and implementation, but also in advocacy and information dissemination, providing a starting point for the large-scale international efforts needed to raise standards of public health and education worldwide (Pick, et al. 2000).

Pick, S., Givaudan, M., & Brown, J. (November 2000). "Quietly Working For School-Based Sexuality Education in Mexico: Strategies for Advocacy. *Reproductive Health Matters*, 8(16), 92–102.

POVERTY AS A HEALTH FACTOR

Susan Pick, IAAP Board Member

Traditionally defined as a lack of income or financial resources, poverty is increasingly viewed as a multi-dimensional problem involving health, nutrition and education in addition to a lack of purchasing power. One of the first efforts to redefine poverty as a multi-dimensional concept was the World Bank's 2000/01 World Development Report. According to the 2000/01 Report, improving the Health, Nutrition and Population (HNP) status of the poor is as important for poverty reduction as enhanced income (World Bank, 2001). Today, the relationship between poverty and health can be seen as a downward spiral with poverty causing ill health and ill health increasing poverty.

Ill health is a result of poverty. In addition to lacking income knowledge, impoverished families and communities often lack strong institutions, strong community social norms, information and education. In rural communities, these circumstances are compounded by largely inaccessible areas with no electricity or running water and poor sanitation. Such situations impede poor communities' access to health services, while the health facilities that do exist are often of low quality and used infrequently. All of these factors lead to poor health outcomes such as ill health, infant mortality, high levels of morbidity, malnutrition and high fertility. Currently, over 1.3 billion people (approximately 20% of the world's population) live in absolute poverty, making less than US\$1 per day. Those living in absolute poverty are five times more likely to die before the age of five, and two and a half times more likely to die between the age of 15 and 59, than those in higher income groups (World Health Organization, 2000). Among these 1.3 billion people, communicable diseases cause over 58.6% of deaths, with respiratory and diarrheal diseases each causing more than 10% of total deaths and perinatal and childhood diseases responsible for almost 8% of deaths (Gwatkin & Guillot, 2000). Additionally, HIV/AIDS, malaria and maternal morbidity all disproportionately affect the poor. Finally, poverty translates into vulnerability and a lack of representation. Women are particularly affected by poverty as clearly defined gender roles and low levels of control over household resources often limit their decision-making capacity with regard to their own bodies and those of their children.

Ill health also produces poverty and keeps poor people poor. Illnesses and high fertility rates dramatically affect household income as infections lead to poverty, which often leads to further infections. For instance, in

the case of AIDS, reoccurring illnesses prevent HIV positive adults from working, reducing income available to families. Without disease, the poor can gain greater control of their lives and improve their ability to overcome poverty. Good health not only increases household income but also increases national economic growth. A gain of five years in life expectancy can increase rates of economic growth by .3% to .5% per year (World Health Organization, 2000).

Thus, poor health contributes to poverty while good health is a means of preventing or overcoming poverty. By controlling diseases like HIV/AIDS we can remove significant obstacles that keep people in poverty. However, while health care is an essential part of efforts to combat poverty, we must realize that substantial improvements in human well-being are not simply the result of better health care, but require a wide range of social, economic, political and cultural activities, all of which must be integral parts of the overall development of societies.

Human Development Network: Health Nutrition and Population, World Bank. (2000). *The Burden of Disease among the Global Poor*. New York World Bank. 2000/2001 *World Development Report: Attacking Poverty*. New York.

World Health Organization (2000, July). Ministerial Round Table: Health and Poverty WPR/RC52/10. from <http://www.wpro.who.int/pdf/rcm52/docs/RC52-13.pdf>

IAAP DISTINGUISHED SCIENTIFIC AND PROFESSIONAL AWARDS

Edwin A. Fleishman, IAAP President (1974–82) and Chair, IAAP Awards Committee

Every four years IAAP presents special awards for distinguished scientific and professional contributions to the international advancement of applied psychology. These honors are presented to the recipients during the opening session of the International Congress of Applied Psychology held in the year of the award. The criteria for the award include scientific or professional impact of the nominee's work "reflecting international influence and transferability of knowledge and application in several countries."

The Awards Committee consists of past presidents of IAAP and currently includes Ed Fleishman, Chair, Claude Levy-Leboyer, and Harry Triandis.

Previous awards have included those presented to Donald Super (USA), Gunnar Borg (Sweden) and Cigdem Katgıtcıbası (Turkey), for their scientific contributions, and to Yehuda Amir (Israel), Jyji Misumi (Japan), and José Maria Prieto (Spain) for their professional contributions. At the Singapore Congress, the two scientific awards were presented to Fred Fiedler (USA) and Miriam Erez (Israel). The professional practice award was presented to John Adair (Canada). We are pleased to share the full citations of these awards as they were read to the recipients at the opening session of the Congress when the award certificates and the citations were presented to them.

Our colleagues in the international community of psychologists congratulate them on this honor.

**INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY
AWARD FOR DISTINGUISHED SCIENTIFIC CONTRIBUTIONS
TO THE INTERNATIONAL ADVANCEMENT OF APPLIED
PSYCHOLOGY
2002
Presented to
FRED E. FIEDLER**

For his 50 years of significant, creative, and sustained scientific contributions to our understanding of leadership and group behavior. He has attempted to define the nature of situational variables that interact with certain attributes of individuals in leadership roles to produce effective performance of work groups. Before his work, the search for general, pervasive characteristics of leaders was dominant. His research changed this limited focus forever. His Contingency Theory of Leadership and his more recent work in cognitive resource utilization have emerged via the interaction of ideas and data, in a wide range of settings, utilizing a diverse set of dependent group effectiveness measures, including profits in industrial organizations, accuracy of survey teams, safety in mines, and performance of athletic teams, military units, open-hearth steel shops, and boards of directors. He has also contributed significantly to several other areas of psychology, including the prediction of clinical effectiveness, management of stress, improving intergroup relations, and the psychology of safety management. His findings have been used for designing training, selection, and leader development programs. He is

the author of eight books and more than 300 scientific papers, and is listed as one of the 100 psychologists most frequently cited in the scientific literature of psychology and management. Now Emeritus Professor at the University of Washington, he has been a Fulbright Research Professor at the University of Amsterdam, a Visiting Professor at Universities in Belgium and England and has been invited to lecture in Australia, Thailand, Spain, Hong Kong, and China. He has conducted cooperative research with colleagues around the world and helped design the “Culture Assimilator” training programs for Americans working in Central America, Iran, Greece, and Thailand. He was an invited speaker at various NATO conferences held in London, Portugal, Paris, Toulon, and Munich, as well as, at other scientific conferences and Congresses around the world. He also served in the IAAP Executive Committee and served as President of its Division of Organizational Psychology. He has received numerous honors for his contributions. His career is an outstanding example of one which has had international impact on the science and practice of applied psychology.

**INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY
AWARD FOR DISTINGUISHED SCIENTIFIC CONTRIBUTIONS
TO THE INTERNATIONAL ADVANCEMENT OF APPLIED
PSYCHOLOGY
2002
Presented to
MIRIAM EREZ**

For her outstanding research in two major areas: work motivation and cross-cultural organizational behavior. Her research has led to her goal-setting theory of motivation. Her work demonstrated that the goal-performance relationship occurs only when feedback is provided and when there is a high level of commitment to the goal. Her research has advanced our knowledge of the roles of the various forms of participation in improving performance and job satisfaction. Dr. Erez is among the “pioneers” who introduced cross-cultural issues to the study of work motivation and organizational behavior. She has studied the congruence of goal setting strategies with social-cultural values and its effects on human behavior. She and her colleagues developed a theoretical model that explains the casual links between culture, motivational approaches, and behavioral outcomes. Dr. Erez currently holds the Mendes France Chair in Management and Economics at the Technion–Israel Institute of Technology, where she was formerly Dean of the Faculty. She has

worked collaboratively with colleagues through various invited appointments she has received to universities around the world. She has been a visiting professor at many universities in the U.S. and, as a visiting scholar at universities in Europe, Canada, Japan, Hong Kong, and China, she established collaborative relationships and influenced many colleagues and students there. Her keynote address at the Interamerican Congress in Chile resulted in additional collaborative relationships in Mexico. She is a participant in Project Globe, a multi-nation study of organizational practices and has studied cultural factors in international mergers and acquisitions. Among her many publications are eight books and 16 invited book chapters, including her influential chapter, "Toward a model of cross cultural industrial and organizational psychology," in the *Handbook of Industrial and Organizational Psychology*. She served as the Editor of the journal *Applied Psychology: An International Review* and was President of IAAP's Division of Organizational Psychology. Through these various efforts, Miriam Erez continues to make distinguished international contributions to research, education, and communication in applied psychology.

**INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY
AWARD FOR DISTINGUISHED PROFESSIONAL
CONTRIBUTIONS TO THE INTERNATIONAL ADVANCEMENT
OF APPLIED PSYCHOLOGY
2002
Presented to
JOHN G. ADAIR**

For his outstanding contributions in organizing efforts to facilitate communication among psychologists around the world, and for his leadership in the development of the discipline of psychology in developing countries. Dr. Adair is currently a Professor Emeritus of Psychology at the University of Manitoba, Winnipeg, Canada, where he had been head of the Department of Psychology and a member of the University Board of Governors. He was President of the Canadian Psychological Association, the Social Science Federation of Canada, and the Canadian Association for the Advancement of Science. His research and writing has focused on the psychology of science, specifically the science of psychology, addressing such topics as the social nature of human research methodology, ethics of research with human subjects, social science research policy and the indigenization and development of the discipline of psychology in developing countries. He has served on the Executive Committees of

both the International Union of Psychological Science, and the International Association of Applied Psychology. He also has served as President and Executive Secretary for the U.S. and for Canada of the Interamerican Society of Psychology, and has represented Canada on the Executive Committee of the International Federation of Social Science Organizations, and the Intersciencia (An Association of Scientific Associations in the Americas). On behalf of three international associations (IAAP, IUPsyS, and IACCP) he has developed and administered a program of Advanced Research and Training Seminars (“ARTS”) for psychologists from low-income countries. He was the first recipient of the Gold Medal for Lifetime Contributions to Canadian Psychology, and the recipient of the biennial Inter-American Psychology Award. In addition to his contributions to particularly all international congresses of psychology, held since 1982, he has given invited addresses to many smaller regional Congresses and many national psychological society meetings in developing countries. He has mentored and trained students from many different countries. John Adair has been a tireless and effective ambassador of psychology and his work has made a significant and distinguished contribution to the profession of psychology internationally.

MIDDLE EAST AND NORTH AFRICA REGIONAL CONFERENCE OF PSYCHOLOGY (MENA RCP)

**Mike Knowles, IAAP President Elect and IAAP Liaison Officer for
MENA RCP**

It is a pleasure to provide advanced information about the forthcoming Middle East and North Africa Regional Conference of Psychology to be held in Dubai, United Arab Emirates, 13–18 December 2003.

Background

By way of background, these Regional Conferences of Psychology are a joint venture between the International Association of Applied Psychology (IAAP) and the International Union of Psychological Science (IUPsyS). They were initiated in 1995 when the first one was held in

Guangzhou, and subsequent conferences have been held in Mexico (1997), Durban (1999), and most recently in Mumbai (2001). As the pattern of dates indicates the conferences are held in between the major congresses of both IAAP and IUPsyS, and their principal aim is to stimulate the growth of psychology in developing countries whose members may find the cost of registration, travel and accommodation for the larger congresses impossibly expensive.

Since IAAP and IUPsyS alternate their responsibilities for coordinating the organisation of the Regional Conferences, Charlie Spielberger coordinated the last Conference in Mumbai for IAAP, and now Michel Sabourin is coordinating the next Conference in Dubai for IUPsyS.

Date and location

As mentioned above, the date of the Conference is 13–18 December, 2003, and its location is Dubai in the United Arab Emirates.

Call for Papers

The First Announcement and Call for Papers is available on the Web Site of the Conference which can be accessed at the following address: www.menarcp.net

Cost of registration

This information is being currently prepared and will be included on the web site as soon as it has been finalised.

Local organization and support

Dr. Hamden is the Chair of the Organizing Committee and Dr. Hassan Kassim Khan is the Chair of the Scientific Program Committee. The Conference will be held under the High Patronage of Gen. Sheikh Mohamed Bin Rashid Al Maktoum, the Head of State of the Emirate, with the support of the Dubai Tourism and Commerce Marketing Department. This indicates the high degree of interest and the strong local support from the country in which the event will be held.

Regional support

Three National Associations of Psychology, of the United Arab Emirates, Yemen and Egypt, are collaborating closely to make the MENA RCP a truly regional event, and the conference has been widely publicised in a recent meeting of the Arab Federation of Psychologists. In addition, Dr. Hamden will be travelling to Algeria, Morocco and Lebanon in late

July and early August, as well as attending the Sudan Psychology Conference, all to promote the Conference.

International support

As mentioned above, MENA RCP is being jointly organized under the auspices of IUPsyS and IAAP, and recently the International Association for Cross Cultural Psychology has also decided to actively support the Conference with Dr. Klaus Boehnke, their Secretary General, appointed as their Liaison Officer. In the context of this high degree of international support for MENA RCP, the Conference is an excellent opportunity for IAAP members not only to learn about psychology in this region of the world but also to contribute to its progress and development.

ARIPT – ASSOCIATION INTERDISCIPLINARY RESEARCHES PSYCHOLOGY OF TOURISM: A BRIEF REPORT

Pino Fumai, Scientific Committee of ARIPT, Rome, Italy
Roberto Viridi, Foreigners University of Perugia, Terni, Italy

This is a description of the most important aspects that, in 1984, led to the establishment of a group to study the psychology of tourism in Italy; a group that during these years has got a more and more interdisciplinary character into the field of research and application in the ambit of ARIPT.

For about twenty years, a group of scholars from different disciplines have been studying the several areas connected with tourism. The following report describes in brief the history of this group.

In 1984, the day after the close of the XX Congress of SIPs – Italian Society of Psychology, in Bergamo, at the end of the presidency of Pino Fumai (first author), a “post-congress day of study about Psychology and Tourism” was held in San Pellegrino Terme, presided by Prof. Marcello Cesa Bianchi (Director of the Institute of Psychology of the Faculty of Medicine at the State University of Milan), proposed by Prof. Guglielmo Gulotta (Turin University), who started the psychological studies in the

area of Tourism. That was the beginning of many successful studies in later years. At the end of that unforgettable “day”, CNPT – National Committee Psychology of Tourism was founded. It was presided by Prof. Marcello Cesa Bianchi, who appointed Prof. Antonietta Albanese (Milan University) to the scientific secretariat. The first volume was published in 1986, with a “preface” by Pino Fumai and an “introduction” by Marcello Cesa Bianchi and Giacomo Corna Pellegrini, Prof. of Geography at the State University of Milan. Many successful annual meetings followed in which scholars from various professional fields participated. Since 1984 this Committee has increased its importance within the psychological world in Italy. It was legally founded as ARIPT (Association Interdisciplinary Researches Psychology of Tourism) and organizes national congresses every two years.

That first day in San Pellegrino Terme (1984) was followed by other meetings. Those meetings promoted the publication of the following volumes: Traini A. (1986) *Psychology and Tourism*; Viridi R., & Traini A. (1988) *Psychology of Tourism: Tourism, Wealth, Culture*; Ferrari C. (1991) *Psychology and Tourism: Reflections in Sardinia*; Grandi G. (1994) *Natural and Human Resources in Tourism*; Cinanni V., Viridi R., & Fumai P. (1995) *Environment Wealth and Culture*; Albanese A., & Citarella F. (1995) *Science and concern for Tourism as Culture of Meetings*; Albanese A., & Grandi G. (1997) *Tourism Human and Environment Resources*; Albanese A. (1996/97) *Science and concern for Tourism as Culture of Meetings*; Albanese A., & Togni M. (1997) *Group Tourism and Workers Training*; Albanese A., & Corna Pellegrini G. (1999) *Group Tourism and Workers Training*.

The following meeting Proceedings of Catania (2000), Bari (2001), Cagliari– Isili (2002) are in process for publication.

The IX CNPT Congress – National Committee Psychology of Tourism and the 1st ARIPT Congress were held in Bari from 27–30 September 2001, about “The Mediterranean, a Place of Travels and Cultures meeting: Memory, Identity, Mutual Discovery”, organized by Prof. Carmencita Serino, Prof. of Social Psychology at the Bari University. If we look through the titles of the meetings, we can imagine the study area research and see the growth, that, since that first meeting in 1984, has been constant: the Mediterranean culture and tourism; psychology and tourism; formative profiles and human resources for the Mediterranean area; sustainable green tourism and tourism; the travel culture; the meeting with the world of production and with the territorial realities; psychology of communication and marketing in the tourist ambit.

In Cagliari (on 26th September 2002) and in Isili (on 27th and 28th September 2002) the X CNPT and the 2nd ARIPT Congress on the matter

“For a Total Quality of Tourist Management” was held, which dealt with some interesting scientific subjects: tourism and university training, a geography for tourism, environment education and training for tourism, local realities and prospects of tourist development, prospects beyond the Mediterranean: for a deontology of global tourism, etc.

From 18–20th September 2003, an ARIPT national congress has been arranged that will be held in San Miniato (Pisa) with the aim to go deep into the studies about: knowledge of the tourist environment, the enjoyment of the tourist environment, the preservation of the tourist environment, etc. As we can see there is the aim to think over the relationship between tourism and environment (both naturalistic and anthropic), as per its knowledge, enjoyment and preservation.

Since the first day of studies on tourism (1984) there has been a developing stream of studies that, because of its complexity, has an interdisciplinary character, including psychologists, geographers, sociologists, anthropologists, economists, experts of marketing and all the workers in the field of tourism.

This main-track stream has been split into several paths: psychologists applied to the studies of psychology, for instance those on perception and motivation; the cognitive style of the exploration of the environment and of the memory of travel experiences. Then there were the psychoanalysis studies that deal with the motivation of the tourist choice; the analysis of the needs and the economical programming of tourism. Also applied to the area of tourism were the studies of social psychology, referring to the handling of group relations and ways of behaving towards other people on the ground of personal values and feelings. To these tracks we have to add the studies mentioned at the meetings of Bari, Cagliari, San Miniato.

Generally speaking these initiatives signified meaningful researches of general and social psychology in the field of tourism. There were studies on perception and motivation dealing with the choice of the kind of holiday, as well as dynamic aspects of needs and attitudes were investigated. Moreover, the relationship between groups of tourists and their travel experiences and travelling considered as a privileged occasion for an exchange between different cultures characterized another stream of interventions. Also of great interest are the studies on workers training, on the tourist marketing’s management and its programming, on the relationship between tourism and environment, on the way of knowing and preserving it.

This brief report about the birth and developing of a psychology of tourism promoted by ARIPT in Italy, in an interdisciplinary dimension, was written with two aims: to let a new study address be known and

socialized, even at an international level, and at the same time to stimulate the interest of psychologists and specialists of other scientific doctrines from all over the world, in several ways interested in studying the tourist behaviour, to make them work in this field of study, to promote together a larger participation.

NEWS FROM DIVISIONS

Division 1: Work and Organizational Psychology

Richard Ritchie, Division 1 Newsletter Editor

Division 1 IAAP Roundtable at SIOP

Virginia E. Schein, Division 1 President, hosted a Roundtable at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP) in Orlando, Florida, April 11–13. IAAP President Michael Frese got the session off to a great start by providing the audience with an introduction to IAAP and getting the audience's attention by describing the dangers of provincialism in work and organizational psychology. The audience demonstrated a strong interest in global issues and many were interested in IAAP membership. Other IAAP members who participated in the discussion were Miriam Erez, Milt Hakel (newly elected to the IAAP Board of Directors), and Dick Ritchie.

A number of other IAAP members presented papers or participated in symposia at SIOP, including Harry Hui from Hong Kong, and Filip Lievens from Belgium. The SIOP program listed many events specifically related to Global HR/International I-O.

Division Roundtable At EAWOP

Division 1 hosted a Roundtable, *“Expand your Global Networks: Link with W & O Psychologists Through the International Association of Applied Psychology* at the European Congress on Work and Organizational Psychology in Lisbon, Portugal on 16 May, 2003. Virginia E. Schein, Division 1 President, chaired the session. Participating members of the Division 1 Executive Committee were: José Maria Peiro, Miriam Erez, Rene Bouwen, and Barbara Kozusznik. Handan Kepir Sinangil arranged for the Roundtable session to be on the EAWOP Program.

Virginia presented an overview of Division 1 and IAAP activities. Miriam discussed her Division 1 sponsored Workshop at EAWOP on publishing in scientific journals. She also described the IAAP journal, *Applied Psychology: An International Review*. José talked about his work with Young Psychologists. Rene led a discussion on “What are the global values of W & O psychology?” and “What does organizational psychology mean locally and globally?”

Barbara presented an overview of the results of the early returns of the Division 1 Membership Survey. Roundtable participants shared their views of these initial outcomes and added their own ideas as to opportunities Division 1 can provide for its members around the world. Sixteen people from eight different countries attended the one and one half hour session.

Publishing In International Scientific Journals. A Workshop For Doctoral Students And Junior Researchers.

Miriam Erez gave a four-hour workshop on: “Publishing in International Scientific Journals” as part of the of XI European Congress of Work and Organizational Psychology that was held in Lisbon the 14–17th May, 2003. The workshop intended to provide doctoral students and junior faculty with the tacit and explicit knowledge that is instrumental for developing their research program and help them publish it.

About twenty-seven doctoral students and junior researchers in organizational psychology participated in the workshop. The workshop consisted of three parts: a) *The Spirit*, which is about the research questions, the added value of the research, and its potential contribution. This part directed the participants towards asking meaningful research questions. b) *The Body*, which is about the body of the paper – research literature, hypotheses, method, findings, and discussion. c) Context – The journal format, differences among journals, and the need to fit the paper to the journal.

Erez used her experience as Editor of *Applied Psychology:An International Review*, and as a member of the editorial board of numerous other journals to build the workshop. She brought examples from journal papers to demonstrate her points. She reviewed common errors in rejected papers, and she illuminated aspects of tacit knowledge that do not appear in the books and papers on how to publish in refereed journals.

Participants provided a very positive feedback. Some of them even came to the afternoon workshop after participating in the morning workshop. There was a request to repeat this workshop in other occasions and places to the benefit of doctoral students and junior researchers.

Division 15: Students

Students' vision over the 25th ICAP

Shahiraa Hameed, Member, Division 15

July 2002 was a busy and exciting time for psychologists in Singapore as the 25th ICAP was being held at the Suntec City Convention Centre, right in the heart of Singapore. In total, more than 1500 participants from all over the world arrived here to participate in this conference. The week long conference saw around 465 oral presentations, as well as 458 poster presentations, 27 1-hour long symposiums and 99 2-hour long symposiums. As this was the first time that such a conference was held in Singapore, the whole psychological community in Singapore (academicians, professionals and students) was excited and keen to get involved in ensuring the 25th ICAP was a success ... which it was!

In his opening address, Rear Admiral (National Service) Teo Chee Hean, the Singapore Minister for Education who was also the congress patron stated that the 25th ICAP provided psychologists with an important avenue for sharing and building on new research findings and approaches in psychology which will benefit human kind. He also said that it would provide psychologists with an opportunity to communicate to others the relevance and benefits of their individual work.

But what exactly does the ICAP mean for students like us? Firstly, for those who have an opportunity to present a paper at a conference, it provides us with good training ground as on how to best present our research findings. It is really the best time to learn. In addition to that, it also provides us with an excellent opportunity to interact with other psychology students from all around the world, to forge new relationships and to learn from and grow with each other. I actually know of people who met at the 25th ICAP from different parts of the world and who have now become good friends! Another benefit of attending an international conference like ICAP is the opportunity to meet some of the more famous researchers whose articles you have been reading and whose theories you have been citing all these years, face-to-face and to actually talk to them about it! You will be surprised at how warm and happy they are to discuss their theories with students.

More relevant for students, is that the 25th ICAP was the birth site for the 15th Division of the IAAP (that's us!). It was during this conference that the idea for a students division was presented to students attending the conference. As the idea received enthusiastic support from everyone, and students were willing to volunteer their time and energy towards making

this venture a success, we became a reality . . . and that was the beginning of the processes that brought this news letter to you!

Young psychologists forum

Pedro Neves, President, Division 15, IAAP

Between the 14th and 17th of May of 2003 the XIth European Congress of Work and Organizational Psychology, took place in Lisbon, Portugal. Hosting around 1000 participants and focusing some of the major trends in IO psychology, it was considered by all a huge success.

Contributing to its success was the participation of students. The congress organizers asked students to make a proposal to make the congress more attractive to future psychologists. The result of that was a joint venture between 3 student organizations: IAAP Student Division, EFPSA (European Federation of Psychology Students' Associations), and ANEP (Portuguese Association of Psychology Students).

This joint venture was very fruitful, not only because one of its points was the 50% discount rate for student members of IAAP, EFPSA and ANEP, courtesy of the organizers, which resulted in the presence of students from several different countries at the congress, but also because it gave place to the Young Psychologists Forum.

The Young Psychologists Forum was meant to be a place for debate, not only for matters concerning IO psychology, but also important issues related to the practice of Psychology, both in Portugal and in Europe. These topics were the chosen bearing in mind the specific audience we expected.

Four renowned speakers helped us in achieving our goal: Prof. Dr. Robert Roe (Universiteit Maastricht, European Diploma of Psychology Project); Prof. Dr. Jorge Vala (ICS/ISCTE, Associação Portuguesa de Psicologia); Prof. Dr. José Maria Peiró (Universitat de Valencia, International Association of Applied Psychology) and Prof. Dr. Telmo Baptista (FPCE-UL, Associação Pró-Ordem do Psicólogos).

The forum had around 40 participants and among students there were some experienced psychologists as well, showing that the themes we proposed are relevant for all those working in psychology. The most debated issue was the European Diploma for Psychology, that hottest topic in European Psychology nowadays.

These activities create very important places for discussion, promoting the development of international connections, vital for the prosecution of the Division 15 goals. In this direction, we are planning future activities,

in international/regional congresses in which we hope to see students more and more involved.

If you have any proposals for cooperation in a congress or activity you would like to promote in your region/country do not hesitate to write us, since we are here precisely for that purpose ...

CALL FOR PAPERS

Applied Psychology: An International Review
Psychologie Appliquee: Revue Internationale

Special Issue on:

Value of children and intergenerational relations in times of social change:
Analyses from psychological and socio-cultural perspectives

Deadline for submission:

January 1, 2004

Guest Editors:

Gisela Trommsdorff, Uichol Kim, and Bernhard Nauck

Applied Psychology: An International Review invites papers for a SPECIAL ISSUE on "Value of children and intergenerational relations in times of social change". Whilst life expectancy is generally increasing, some countries are seeing a decline in their population (Japan and Western Europe) as others experience continued population growth (developing countries in South America, Asia, and Africa). Such demographic and related economic changes contribute to changes in the family and intergenerational relations. The special issue will focus on the factors contributing to these changes and their impact on child development, relationships in the family, education, health and welfare, societal institutions, and political changes. The special issue will focus on how psychological and cultural research can contribute to a better understanding of these processes. Manuscripts that provide theoretical and empirical perspectives, including psychological, indigenous or cross-cultural studies, are welcome.

Submissions will be blind peer reviewed. Papers should be written in English. Style guidelines for submitting manuscripts can be found in the Notes for Authors section on the inside back cover of *Applied Psychology: An International Review* and on the journal homepage located at <http://www.iaapsy.org/>

Interested authors should initially submit a brief outline of their proposed paper to Gisela Trommsdorff at Gisela.Trommsdorff@uni.konstanz.de. File formats should be MS Word or WordPerfect and must be PC compatible. If using other packages, the file should be saved as Rich Text Format or Text Only.

The deadline for submission of the final paper is January 1, 2004. Please direct all correspondence and submissions for this special issue to Gisela Trommsdorff at the address noted below.

Professor Dr. Gisela Trommsdorff
Department of Psychology,
University of Konstanz
D 78457 Konstanz
Germany
Tel: +49 7531 88-2911/2917
Fax: +49 7531 88-3039
E-mail: Gisela.Trommsdorff@uni.konstanz.de

USEFUL ADDRESSES

President, IAAP,
Michael Frese, PhD
Department of Psychology, Justus-Liebig University of Giessen, Otto-Behaghel-Str. 10F, D-35394, Giessen, Germany Tel: 49-641-9926220;
Fax: 49-6419926049E-mail: iaap-presidency.frese@psychol.uni-giessen.de

Secretary-General, IAAP,
José M. Prieto, PhD
Colegio Oficial de Psicólogos, Cuesta de San Vicente 4, 5, 28008 Madrid, Spain, Tel: 34-91-3943236 ; Fax: 34-91-3510091
E-mail: iaap@psi.ucm.es

Editor, IAAP Newsletter,
Elizabeth Nair, PhD
National University of Singapore,
Department of Social Work and Psychology,
11 Law Link, Blk AS6, Singapore 117570
Tel: 65-6874 3654; Fax: 65-6778 1213
E-mail: swkenair@nus.edu.sg

IAAP web address

<http://www.iaapsy.org>