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Newsletter

International Association of Applied Psychology

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EDITORIAL

This is the last issue of the IAAP Newsletter for 2005. It comes with a contribution from Edwin Hollander, commenting on President Michael Frese's continuing call to IAAP members to be policy-oriented, and to attempt to make a difference in the context of the United Nations Millennium Goals. Ed supports this strong initiative, and provides a historical perspective.

Walter Reichman contributed an excellent overview of the main discussion themes and topics at the UN General Assembly Meeting with NGOs in New York in June 2005. Contributions from the Divisions included a research article on Dyadic Coping with Retirement in Elderly Couples, and a provocative compilation by Terry Hartig of views received in conjunction with Environmental Psychology on whether there was too much theory.

This issue also publishes a number of IAAP administration-related documents. These include the Call for Nominations for the election of IAAP Officers, Board Members, and Divisional Officers. It also contains the Call for Bids to organize ICAP 2014, and the revised Manual for organizing ICAP Congresses.

In the President Speaks column, President Michael Frese provides us with an update of the preparations for the XXVI ICAP in Athens in July 2006. He also invites us to participate at the Regional Congress of Psychology in Bangkok, Thailand, in November 2005. This would be a good opportunity for IAAP members to learn within the context of congress papers and workshops, how our Thai colleagues managed to make a contribution to their country during the much discussed Boxing Day Tsunami, December 2004. It would be an on-site occasion to cement friendship and collaboration bonds with Thai psychologists, in academia, and in practice. After all the talk is done, it is the action, or what we actually do, which is going to make any difference in global collaborative endeavours. We know from social psychology and group dynamics research that such efforts need to be based on participation as equals in a team-based effort to make a difference through the application of theory and research from our discipline.

Our congratulations go to two of our stalwart IAAP members, Rocio Fernandez-Ballesteros and Charles Spielberger for the 2005 Aristotle Prize, and Wundt-James Award respectively.

Elizabeth Nair
Editor

THE PRESIDENT SPEAKS

Michael Frese, President of the International Association of Applied Psychology

Dear IAAP members,

In this newsletter I want to concentrate on two upcoming conferences of IAAP. The first conference is the **26th International Congress of Applied Psychology in Athens, July 16–21, 2006**.

The conference in Athens is the big international conference. It is the proud heritage of IAAP to have founded the international congresses of applied psychology and to have organized them since 86 years. As you know, we, as International Association of Applied Psychology, organize the big international congresses of applied psychology every four years; in addition, the International Union of Psychological Science (IUPsyS) organizes the big international congresses of psychology every four years, as well. Thus, every two years there is an important international event with the congresses organized by these two organizations. These international congresses typically draw between 2500–6000 people. They are really important events with invited speeches, invited lectures by the stars of psychology; participants get a good feel for the vibrancy and the new topics that exist in international psychology.

I still remember the trepidation and awe that I had when I went to my first international congress as an undergraduate student and two of the things that I wanted to do were to see Jean Piaget and Leontjev at that conference; I managed to talk to Leontjev. Since then I have gone relatively regularly to the international congresses and I have never regretted it. I also encourage my students to go to these international conferences as often as they can.

The Congress in Athens is organized by the Hellenic Psychological Society and the Association of Greek Psychologists. The theme of ICAP26 is Contribution of Psychology to Problems of the Individual and Society. Many of you have met the two Presidents of the 26th International Congress of Applied Psychology, James Georgas and Marina Manthouli, as well as the Presidents of the Scientific Program Committee, Anastasia Efklides and Thalys Papadakis, and the two Secretary Generals, Elias Besevegis and Vassiliki Boukouvala.

At the ICAP July 2006, there will be more than 50 general invited keynote speakers and among them are some of the most prominent international psychologists like Anders Ericsson, Peter Gollwitzer, Geert

Hofstede, Ruth Kanfer, Shinobu Kitayama, Avraham Kluger, Edwin Locke, Walter Mischel, Frank Schmidt, Benjamin Schneider, Wilmar Schaufeli, Shalom Schwartz, Rainer Silbereisen, Charles Spielberger, Jan Strelau, Harry Triandis, Mike West, Robert Wood, Moshe Zeidner, and more than 40 invited addresses, either Presidential addresses, State-of-the-Art lectures, or keynote lectures that were invited by the divisions and that feature the most prominent scholars of the divisions, for example, Denise Ones, Bernhard Wilpert, Veronique de Keyser, Simca Ronen, Ron Hambleton, Uichol Kim, Charles Vlek, Reinhard Pekrun, Eric de Corte, Rocio Fernandez-Ballesteros, Ralf Schwartz, Erich Kirchler, Friedrich Lösel, Michael Wessells, Dan Gould, Benoit Bardy, Liisa Hakamies-Blomqvist, Friedrich Hesse, Puncky Paul Heppner, to just name a few.

As you know, we have the following sixteen divisions in our association:

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

There are more than 70 invited symposia, with extremely prominent and respected members in applied psychology. So you can see that this will be a spectacular congress and we think it will be the best congress in IAAP's 86 years history.

To increase cooperation between psychology and the United Nations, we have asked Mr. Shashi Tharoor, the Undersecretary-General for Communications and Public Information, to be the invited keynote speaker as well. We are glad that he has accepted our invitation and we hope that in this way, psychology and the United Nations develop a better and more profitable give and take.

The scientific program will be organized in symposia, individual presentations, panel discussions, conversation hours with distinguished psychologists, and films/videos. You are invited to submit a symposia and your presentation in the three official languages of the congress: English, French, and Spanish. The deadlines for submitting abstracts are as follows: Early submission: September 15, 2005 – notification of acceptance until January 15, 2006 (for those who need quick feedback, because it may take some time to arrange for financial support and visas),

and regular submission: November 15, 2005 (for those who don't need notification of acceptance until February 28th).

As always there will be the ARTS (Advanced Research and Training Seminars) workshops. ARTS (organized by Ingrid Lunt and Heidi Keller) brings international scholars from low income countries to the congress to promote the development of the discipline of psychology around the world and to provide young scholars with advanced research training. In addition, ARTS provides an opportunity for interaction and shared experiences among colleagues from similar low income countries.

This congress will also start a new tradition within IAAP congresses by including a number of workshops for practitioners and students. The posters will be upgraded and combined into poster symposia. There are going to be several thousand participants and an enormous variety of international talks and contributions. I really hope that you will be able to come, because it will be a fantastic congress. This is going to be an exciting congress and every psychologist who will not attend this congress will have missed an important opportunity.

We would like to extend a special invitation to students. The Greek organizers have attempted to keep the costs for students and for lower income countries as low as possible (however, low costs exist particularly for those who register until February 28, 2006). Athens has a number of inexpensive hotels and there is even a program for students to invite other students to make it even cheaper.

It makes sense to organize an international congress in Athens/Greece. The very word psychology is, of course, Greek, as are hundreds of terms in our discipline. The history of psychology begins with the systematic study of psychological phenomena in the 7th century BC by Hellenic philosophers and as a result many precursors of many theories in modern psychology are of Hellenic origin.

In addition, Greece is an attractive site because of its rich cultural history with unique archaeological sites, its mosaic of natural beauty, countless islands, and Mediterranean climate. We believe you will find the Congress to be an important international venue to present your work and look forward to seeing you in Athens.

If you have additional questions, please feel free to check the internet site: www.iaapsy.org and www.erasmus.gr or send an e-mail to the International Congress Organizing Committee: icap2006@psych.uoa.gr

The second conference is the **Regional Conference of Psychology in Bangkok, Thailand, November 14–16, 2005**. This regional conference is organized in cooperation with IUPsyS and IACCP. We are very glad that

Professor Ubolwanna Pavakanun has assembled a team of very able people to organize this capacity-building event. She has also asked the Princess of the Thai Kingdom to participate, who has shown an interest in psychology. As always, the major issue of a regional conference is to build capacity, to build the possibility to develop regional networks, to develop regional professionalism and stronger identity with the role of a psychologist doing work in this region. We all think that regional conferences are a major part of the service that we as IAAP (as well as IUPsyS and IACCP) can give to the world. If you want to participate and if you want to be useful, please write to: Prof. Ubolwanna Pavakanun, Psychology Dept., Thammasat University, Faculty of Liberal Arts, Bangkok 10200, THAILAND. Fax: +66/2/963-8433 e-mail: ubolwanna@msn.com or ubolwannapavakanun@hotmail.com, or AAP_IC@yahoo.com, or see the conference site: www.aapic.net.

I hope to see you in Athens and in Bangkok.

Michael Frese, President

APPLYING PSYCHOLOGY TO POLICY ISSUES AT THE UN AND ELSEWHERE: THEN AND NOW*

*Edwin P. Hollander, Ph.D. **CUNY Distinguished Professor of
Psychology Emeritus, Baruch College & Graduate Center*

Our President's (Frese, 2005) call for more applications of psychology to policy issues is commendable. It recalls a time more than forty years ago when contacts with the UN, along with parts of the US Government, was achieved by the APA Committee on Psychology in National and International Affairs, created for this purpose in 1960, and lasting about five years. I was a member of that group, initially serving as its interim Executive Secretary in 1960–61, while on the faculty of the American University in DC, and then was its Chair in 1962–63. My comments here are a brief account of that history, pointing to some major sources and implications.

The predecessor to the APA Committee was a Working Group, set up in 1959–60 by Roger Russell, then APA Executive Officer. After several years of study, he authored a report to the APA Board of Directors in 1959 entitled "Roles for psychologists in the maintenance of peace" (Russell, 1959). As a member of this exploratory group I took part in the discussions leading to the Board's creation of the Committee in 1960,

with Charles Osgood of the University of Illinois as its first Chair. Its mission was "... to provide policy makers with resources from psychology that could aid their decision-making, consistent with scientific evidence and without special pleading." Later, the Board also affirmed a policy statement recommended by the Committee from issues raised at the APA's 1962 Convention that, "The Association should speak for the psychological profession on social and political issues only when psychologists have a professional expertise which is clearly relevant to the issues involved and when there is a substantial convergence of judgment among psychologists on the nature and implications of relevant scientific data" (See APA Committee, 1962, p. 52). Three papers about the Committee's activities were published in the *American Psychologist* (AP): a progress report by the Committee in 1962; a summation of major activities in 1964, authored by Larry Solomon, who was full-time Executive Secretary (1962–64), supported by the Marshall Foundation; and proposals for the UN's 1965 International Cooperation Year (ICY) psychological research, authored by Herbert Kelman and myself.

Our activities at the UN began when we made contact with the Secretary General's Office, where we met with the then Undersecretary-General, Ralph Bunche. We were received in a welcoming atmosphere to discuss ways that psychologists could contribute to the UN's activities. Among the Committee members there were Urie Bronfenbrenner, Morton Deutsch, Otto Klineberg, Charles Osgood and myself. Subsequently we met with senior UN officials on topics of applied research that could be helpful. Mine was on the reporting of UN activities in news stories published in major papers in many nations. Efforts of the UN through its various agencies, such as UNESCO, UNICEF, WHO, and WLO, were unsurprisingly not given as much attention as those involving conflict. Even in peacekeeping functions, conflict was the major theme in many newspaper stories.

Charles Osgood was author of a 1962 book entitled *An Alternative to War or Surrender* (U. of Ill. Press). His "GRIT Strategy" (Graduated Reciprocation in Tension-reduction) is believed to have been part of the actions employed in defusing the Cuban Missile Crisis of 1962. This approach had served as one of the salient bases for seminars and discussions held by us in various governmental places, including Congress, the Arms Control and Disarmament Agency, and elsewhere in the Executive Branch. Evident interest at the UN was facilitated by Undersecretary-General Bunche's broad social science background, as a former professor of political science, who also was a friend of Otto Klineberg, from the Committee. A well-known social psychologist, Klineberg was Director of UNESCO's Applied Social Sciences Division in 1953–55. Long a professor of psychology at Columbia University, he inspired many of us as doctoral students there, and after.

Another outcome of this meeting was to anticipate how psychologists could be of aid in the UN's upcoming 1965 International Cooperation Year (ICY). Three of us from the Committee, Urie Bronfenbrenner, Herbert Kelman, and myself, were appointed a subcommittee, joined by Eugene Jacobson from the APA Committee on International Relations in Psychology (CIRP), to study the implications of this special occasion and to propose psychological research internationally. As its convening members, Kelman and I published a paper in the AP in 1964 on this topic (see References), based on a two-day meeting at Ann Arbor of the four of us, with suggestions from others. Our paper specified a range of research topics suitable for the ICY, which even now seem relevant.

Morton Deutsch, who succeeded me as Chair, established and directed the International Center for Cooperation and Conflict Resolution at Teachers College, Columbia, which did a "considerable amount of training of UN personnel in conflict resolution, negotiation, and mediation"(personal communication, April, 2005). He also gave talks on these themes at the UN and participated in a lunch with U Thant, then Secretary-General.

A fuller account of this extensive program, including raising funds from Brookings to hold a conference on the UN and the media, and cooperation with numerous organizations, was reported as accomplishments by Larry Solomon with the Committee (Solomon, 1964). Many of us maintained strong interest in this activity, though the Committee's functions went into the APA Committee on International Relations in Psychology (CIRP) in the mid 1960s. While a member of CIRP in the 1980s, some interest was shown in policy issues, such as a CIRP-sponsored symposium at the 1982 APA Convention on "The role of psychological factors in outbreaks of war," with Irving Janis, Herbert Kelman, Ralph White, Morton Deutsch, as Discussant, and myself as proposer and Chair.

There also was a proposal in 1969 within the Society for the Psychological Study of Social Issues (SPSSI, APA, Div. 9) for a program dealing with conflict resolution to be established in a proposed Washington Office. It did not materialize, but SPSSI did move its central office to Washington from Ann Arbor in recent years. The proposal was supported by Robert Chin, its President-elect, Kenneth B. Clark, soon to be APA president, among others including myself who were SPSSI Council members. Some of us had been on the APA Committee, including Ralph White and myself. Issues faced in this kind of effort still concerned APA, which established an ad hoc Committee on Public Affairs, chaired by Leona Tyler, who later was APA President in 1973. She presented the ad hoc Committee's report to the Board, subsequently published in the AP (Tyler, 1969). It may be said that the aspirations of

the original Committee became incorporated in the establishment at APA of the Public Interest Directorate (Harold Takooshian, personal communication, May, 2005).

Having been an IAAP Board Member committed to such applications (see Hollander, 1979), I am heartened that our association has two representatives at the UN with non-governmental organizational (NGO) status, since February 2003. Other psychology associations had achieved such status, not least APA in 2000, and the International Council of Psychologists (ICP), since 1981.

In conclusion, the admirable intention to contribute to policy has to be enriched by an awareness of the goals and realities of policy prescriptions. It should be clear that more than conducting empirical and conceptual study is involved, given that even the best scientific evidence still needs bolstering for application. In this unstable equilibrium, it matters who opens the way, and can pass on or decline proposed applications from such evidence, in determining the fate of their policy implications (Hollander, 1979, pp. 96–97). In short, access is obviously important in the first place, but then requires persuasibility, and persistence of support from those in charge, if a larger contribution by psychology to policy issues is to be achieved.

* Presented in part at the APA Division of International Psychology (Div. 52) Symposium at the Pace University Psychology Conference, New York City, May 7, 2005.

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SUMMARY OF COMMENTS MADE AT THE INFORMAL INTERACTIVE HEARINGS OF THE GENERAL ASSEMBLY WITH NON-GOVERNMENTAL ORGANIZATIONS, CIVIL SOCIETY ORGANIZATIONS AND THE PRIVATE SECTOR – JUNE 24, 2005 AT THE UN IN NEW YORK

Walter Reichman Ed.D

The hearings began on June 23 and continued on June 24. I was able to attend only on June 24th. There were two sessions that day. The first was “Freedom from Fear” and the second was “The Imperative for Collective Action: Strengthening the United Nations. The topics came from the Secretary-General’s report, “In Larger Freedom.”

A running comment from almost all participants was the desire for closer collaboration between the General Assembly and Non-governmental Organizations (NGO) and Civil Society. Many of the UN delegates echoed this desire but indicated that NGOs must be aware of the realities that UN delegates face.

Themes

There is an interconnection between freedom from fear, peace, and economic and political security. The UN cannot deal with only one part of this complex system at a time.

There is a necessity to shift from a balance of power to mutual accommodation to achieve the goal of improving health and wellbeing.

The UN must emphasize prevention of conflict through early warnings of conflict. Civil society can monitor and report early indications of impending conflict. The UN has been focused on reaction rather than prevention.

However, when prevention fails, the UN has the responsibility to protect.

There is a need to bring back the emphasis on disarmament.

The speakers were all supportive of the Peace Building Commission to operate in the immediate aftermath of war to plan for recovery from conflict.

The private business sector should be included in peace building operations. The biggest economies were reported to be in companies and not in countries. The UN needs agencies to deal with businesses. UN members and employees should be trained to work with businesses. The UN should reduce the red tape involved in reaching out to businesses.

There were many statements on improving the role of women in the world and within the UN. The UN was cautioned that in the aftermath of wars and in the process of peace building, crimes against women should not go unpunished in the name of reconciliation. There were suggestions for the development of agencies to prevent gender violence and prostitution. The marginalized role of women within the UN, within NGO organizations and the poor financing of commissions and associations in the UN that deal with the needs of women was alluded to by many speakers.

The need to protect children was also emphasized. It was pointed out that children were often in the front line of battle as children soldiers and as dupes of terrorists. They are also in the front line of peace. It was pointed out that the reconciliation between Israel and Germany was accomplished in part by exchanging visits between children and young people. At the present time there are one and a quarter million school aged children not attending school. They comprise a high proportion of refugees. Children and their mothers comprise 80% of the world refugees. Children are forced into prostitution. The peacekeeping missions must protect children as part of their duties.

The UN was asked to pay more attention to the disabled. It was pointed out that few of the disabled are working in the UN or are represented among the attending NGO representatives. Many of the disabled became so as a result of war.

The UN was asked to pay more attention to indigenous populations. They were asked to strengthen and enlarge the nuclear free zone where indigenous people live and to refrain from exploiting their resources.

A plea was made from an NGO in the Caribbean to end the drug transfers in that area. It was leading to crime and corruption and affecting the population in terrible ways.

Human Rights

The question of Human Rights and the establishment of a Human Rights Council were important issues in both sessions. Among the comments were:

The UN must make people aware of their human rights through education. Too many people are not aware of them and so cannot take any action to prevent their violation.

The Human Rights Council should have representatives from each region of the world.

Civil Society should participate in the Human Rights Council.

All member of the Council must ratify UN legislation on human rights.

Members of the Council must be the first to have the human rights in their own country investigated.

Western countries should not be exempt from having their human rights investigated.

The Council should be located in NYC at the UN headquarters rather than in Geneva.

Experts should review the human rights in each country and report to the Council.

Every nation should have an opportunity to be a member of the Council.

Clarification is needed as to the role of the current subcommittees and working groups of the Human Rights Commission and of the High Commissioner for Human Rights.

It was stated by one NGO participant that it wasn't the form of the commission or council that was in question but the willingness of the member states to take appropriate action.

One member state stated that democracy can only be brought about by countries in their own way and by following their own rules and not through occupation.

Security Council

The participants spoke about the suggested changes in the Security Council.

There were pleas to include Civil Society to a greater extent in the deliberations.

There were voices to end permanent representatives and the veto.

There were suggestions that the Security Council implement new approaches to revenue generation.

There was a call to have membership on the Council by regions of the world.

In the discussion on ECOSOC (Economic and Social Council) it was suggested that they control the World Bank, International Monetary Fund and other world wide financial institutions. It was suggested that they take over the work of the G-8.

There were strong voices from international labor organizations. One representative reminded the audience that you can't eliminate poverty if you can't create work and jobs. It was suggested that the "right to work" be added to the Millenium Goals.

In the discussion of the Secretariat it was stated that there is an atmosphere of mistrust both of the Secretariat and within the Secretariat. Speakers representing international civil service associations said the members of the Secretariat must have security in their employment, need to be independent of states, maintain a high level of integrity and be free to assert themselves.

Conclusion

The speakers from civil society and NGO spoke with passion, emotion and great concern for human suffering. More than one speaker cried and aroused tears in their listeners. One UN delegate welcomed this display and said all too often this sense of concern and feeling is absent from discussions among UN delegates, and that this was a good reminder to them that they are dealing with people and their lives. Another UN delegate, while welcoming the emotion pointed out that it must be accompanied by realistic plans for implementation. An NGO speaker enlarged on this statement with a comment that resounded throughout the hall among UN delegates and NGO representatives. "Vision without implementation is hallucination."

There was only one representative from a psychological organization that was scheduled to speak, but was dropped because time ran out. Too many of the speakers took more than their allotted time. Most spoke eloquently and fairly when it came to sensitive issues. Only one speaker, the representative from Oxfam International took the opportunity to insinuate blame by citing examples of living in fear by only one side of a complex conflict.

DYADIC COPING WITH RETIREMENT IN ELDERLY COUPLES¹

Christine Schwarzer and Britta Busch

Introduction

Societies in all continents will fundamentally undergo dramatic changes over the next five decades. The number of older people in industrialized nations as well as in developing countries will be increased considerably. It is even predicted that, in the European Union alone, the quotient of older persons will nearly double by the year 2050 (Hauchler, Messner and Nuscheler, 1999; Schulz, 2000, Statistisches Bundesamt, 2000). These societies are often called graying societies or aging population. In the light of these dramatic changes, stress, as well as how these elderly people cope will become a very important subject (Lehr, 2003; Tews, 1999). It seems useful therefore to do an in-depth, as well as extensive research on coping with stressful demands in later life and its significance for life satisfaction and health.

There exists as at now, only a few or a handful of studies which deal with stress and the ability to cope in elderly couples (Bodenmann and Widmer, 2000; Saup, 1988; Schulz and Schwarzer, 2004). That is very surprising, because elderly couples are exactly in the period in one's life in which drastic changes and demands coupled with stressful life events like loss of dear ones or transition to retirement become very important.

One important critical event in later adulthood is the entry into retirement. Retirement or the transition into older age accentuates in industrialized nations like no other physical, social or psychological event (Faltermaier, 2002; Kiefer and Briner, 1998; Saup and Mayring, 1998). The transition to retirement means much more than just leaving one's job, because the retiree has to cope with changes and restructuring in a lot of areas of his or her life. Retirement therefore is a life transition that can be characterized as stress. The stress is due to a lot of changes, like reduction of income, potential loss of identity, reduction of the social network, loss of a valuable role in society and role changes within the relationship of couples.

The adjustment to and coping with these changes has been usually seen as an individual task. But most people live within a social context – especially within a relationship – and therefore the changes associated

¹ Article contributed by IAAP Division 7, Applied Gerontology.

with the transition to retirement concerns both lives not just one of them or retiree alone. Coping with the stressful life event 'retirement' can be seen not only as an individual demand but also as a communal or dyadic one. The idea of dyadic or communal coping with stressful life event is discussed in the work of Hobfoll (1989, 1998) and Bodenmann (1995, 2000b). Their research shows that social dimensions have a very important impact on coping with stress.

Theoretical background

The theoretical underpinnings of the present study on couples coping with retirement are the conceptualizations of coping as a communal and dyadic process by Hobfoll (1988, 1998) and his colleagues as well as the work of Bodenmann (1995, 2000a, 2000b).

The conservation of resources theory (COR theory) focuses on resources as a major factor to understand stress (Hobfoll, 1988; 1998). Resources play an important role within the stress and coping processes especially in elderly people (Schmitz-Scherzer et al., 1993; Buchwald and Schwarzer, 2002; Schwarzer and Knoll, 2001). Therefore the conservation of resources theory seems to be the right approach for analyzing the dyadic coping with retirement in elderly couples.

The central tenet of COR theory is that people strive to obtain, retain, and protect that which they value and that they try to avoid losses. Hobfoll (1998) describes that which people value as resources. Hobfoll by so doing divides the resources into four categories or classifies resources into four: Object resources, Condition resources, Personal resources and Energy resources. Object resources include resources that have a physical presence, such as a Home/Houses, clothes or a car. Condition resources lay a foundation for access to other resources. Conditions are resources when they are structures or states that allow access to or possession of other resources. Condition resources include employment, social role, marriage, being healthy or seniority. Personal resources on the other hand include both skills and personal traits such as social aplomb, self-efficacy, self-esteem, optimism or hope. Energy resources derive their value from their ability to be exchanged for resources in the other three categories. Energy resources include money, knowledge or time.

According to Hobfoll, stress occurs when resources of the individual or his family are threatened with a loss. Resources are actually lost when there is a failure to adequately gain resources following significant resource investment. Elderly people are more often threatened of losing special resources for example loss of health, social network or employment (Häfner, 1986; Hobfoll and Wells, 1998; Schwarzer, 1992a, 1992b). Major life events are likely to have significant impact on resource acquisition

and protection, but even minor hassels may collectively act to diminish people's capacity to cultivate and guard their resources.

Retirement is an important life event in later adulthood, which can be seen as a critical transition in the human life cycle. It is associated with a lot of changes and potential resource losses like decrease of income, social status, social network and physical as well as psychological health (Faltermaier, 2002). The adjustment to the new situation of 'being retired' affects the retiree as well as his or her spouse. Münchmaier (1994) for instance found that most of the spouses she asked about their feelings on the forthcoming retirement of their husbands have doubts about this event. This is due to changes in both lives that might be filled with conflicts, role changes and disagreements about the sharing of tasks. Retirement is a critical and stressful life event which requires not only coping efforts of the retiree but dyadic and communal coping efforts as well. The transition and adjustment to retirement should be seen as a process of mutual obligations and supportive actions between the retiree and the partner.

In his COR theory mentioned previously, Hobfoll (1998) developed a multi-axial coping model. This model examines coping's social and communal dimensions by distinguishing between active and passive, prosocial and antisocial, and indirect and direct coping strategies. This communal approach emphasizes the social consequences of coping and that coping is often conducted in a social context. According to Hobfoll, prosocial coping strategies are an important component of successful coping. Monnier, Hobfoll and Stone (1996) could show that antisocial coping is linked with a higher degree of anger and depression and less social support. Interestingly, coping has a broader social impact, that is, how people cope affects their partners, spouses, friends or co-workers. Couples coping with retirement's antisocial coping strategies of the retiree could lead to anger, anxiety or other negative feelings in the partner and vice versa. As partners and spouses are the primary or central social resources of couples' inadequate coping, strategies might exacerbate the actual stress situation or produce further strains and hassles.

Bodenmann (1995, 2000b) conceptualizes coping with stressful events as a communal or dyadic task as well. He demonstrates that in close relationship, stressful events like going to retirement concerns both partners. And not only the person being retired but his or her network in addition. In his theoretical framework, Bodenmann takes three types of coping into consideration namely, individual coping, dyadic coping, and seeking social support outside the dyad. According to Bodenmann, dyadic coping means a systematic interplay of stress regulation between the partners in order to find back to the balance within the partnership.

Signs of stress from one partner leads to positive (supportive, delegated or communal coping) or negative dyadic coping (ambivalent or hostile coping) and thus serve as a crucial moderator between strain and health (Bodenmann, 1997, Weiß, 1999). Adequate dyadic coping can alleviate the negative consequences of stressful events and can support health, otherwise inadequate individual and dyadic coping competences can produce further strain (Bodenmann, 2000a; Schütz and Wiesner, 2000).

The aim of the following longitudinal study on couples with one partner going to retire, is to shed some light onto coping processes during the transition and adjustment to retirement with focus on the communal and dyadic aspects of coping. Figure 1 shows the theoretical framework of the present study.

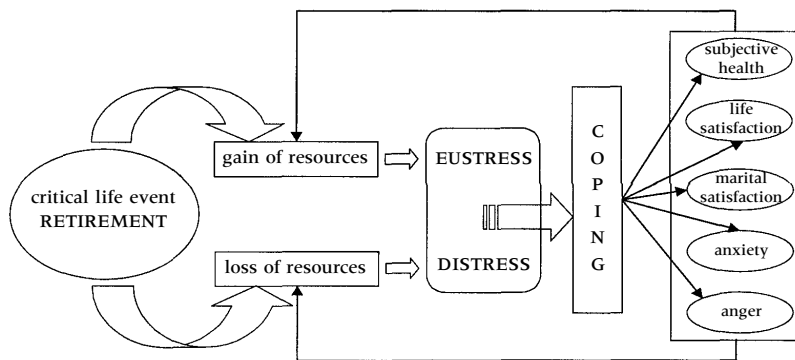


Figure 1: Theoretical framework of the study

Method

Sample and Procedure

The sample consisted of 51 couples being involved in a longitudinal study on 'stress and coping in later life' that started in 2001. The presented data stem from the first and second measurement point of three planned ahead measurement points. The couples were asked to complete a standardized questionnaire three times from half a year before retirement (2001) to two years after retirement (2002 and 2003). These couples were recruited by call-ups in different newspapers at the Internet sites of the Heinrich-Heine-University Düsseldorf and as well as by direct contact of the authors.

The mean age of the retirees was 60.8 years (SD = 3.6 years), the youngest being 47 years and the oldest being 65 years. 26% of them were females

and 74% males. The mean age of the partners of the retirees was 58.5 years (SD = 5.8 years). The youngest was 38 years and the oldest 66 years. The mean duration of partnership was 32.3 years (SD = 9.5 years). The shortest duration was 1 year and the longest 47 years. Majority of those interviewed worked at private enterprise (44%) and 42% worked as teachers or university lecturer. 10% worked at the public sector and 4% worked at social services. 78% of the retirees worked over 30 years in their profession.

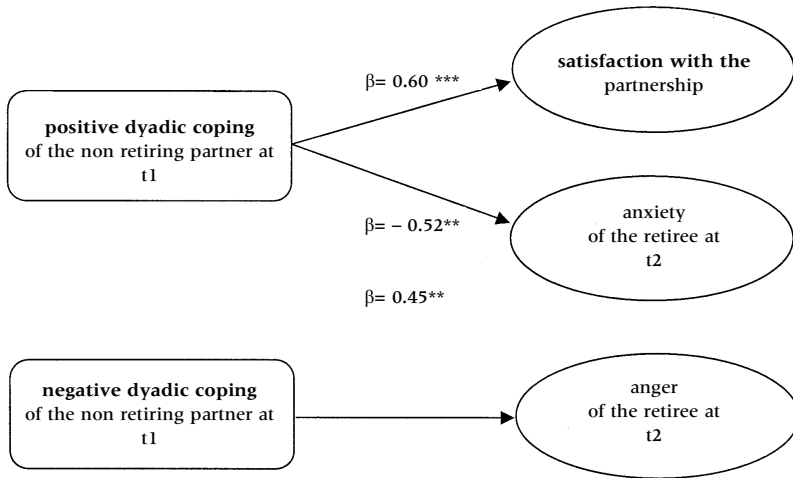
Instruments

The 51 couples were asked to complete a questionnaire consisting of the Conservation of Resources Evaluation List (COR-E; Hobfoll and Lilly, 1993) which measures the gains and losses of resources. The Strategic Approach to Coping Scales (SACS; Hobfoll, 1998) measures the individual as well as communal aspects of coping. The Questionnaire for Assessing Dyadic Coping (QADC, Bodenmann, 1995) measures how couples attempt to manage their stress; the concept which is called dyadic coping. Subjective Health was measured by a scale developed by Schwarzer (GSEL, Schwarzer, 1992c). The Life Satisfaction Scale (SzLB, Ferring, Philipp and Schmid, 1996) should reflect the cognitive part of subjective well-being. It measures at the same time actual life satisfaction that is, retrospective life satisfaction and prospective life satisfaction. Self-efficacy was measured by a scale created by Jerusalem and Schwarzer (1999). Anxiety as a trait (first measurement point) and as a state (second and third measurement point) was measured by the State-Trait-Anxiety Inventory in the German version by Laux, Glanzmann, Schaffner and Spielberger (1981). Anger as a trait (first measurement point) and as a state (second and third measurement point) was measured with the State-Trait-Anger Inventory in its German version done by Schwenkmezger, Hodapp and Spielberger (1992).

Results

Stepwise regression analyses to predict satisfaction with partnership, anxiety and anger of the retiree at measurement point two with the independent variables positive and negative dyadic coping as well as signalization of strain of the non retiring partner at the first measurement point emerged the following results which can be seen in figure 2.

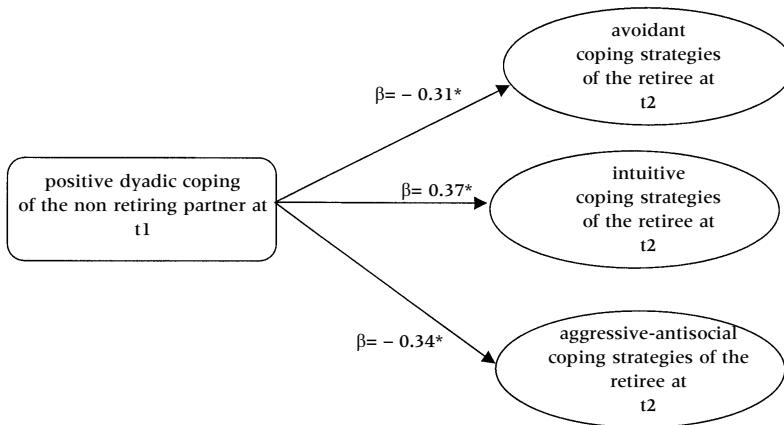
Positive dyadic coping of the partner seems to be linked to lower degrees of anxiety and higher satisfaction with the partnership of the retiree one year later. Negative dyadic coping of the partner is associated with significant rise in anger of the retiree.



* $p \leq 0.05$ ** $p \leq 0.01$ *** $p \leq 0.000$

Figure 2: Links between different types of dyadic coping and satisfaction with the partnership, anxiety and anger.

Another stepwise regression analyses to predict different coping strategies of the retiree at measurement point two with the independent variables positive dyadic coping and negative dyadic coping as well as signalization of strain of the non retiring partner at the first measurement point yielded the following results (see figure 3).

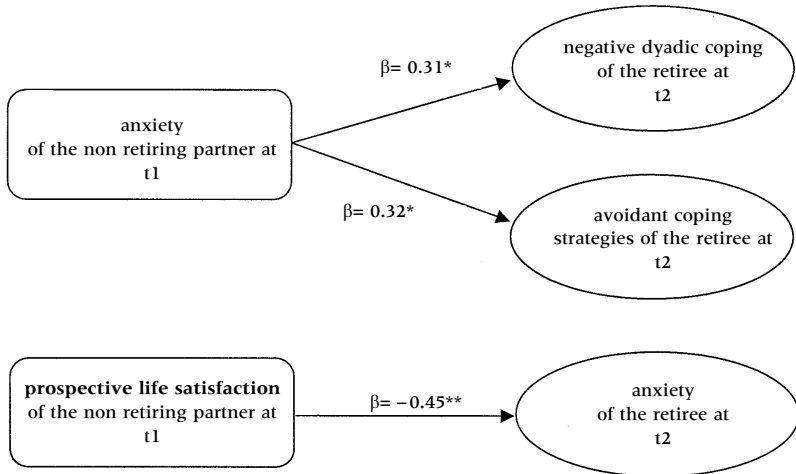


* $p \leq 0.05$ ** $p \leq 0.01$ *** $p \leq 0.000$

Figure 3: Links between positive dyadic coping and different coping strategies

Positive dyadic coping has not only a great impact on emotions and satisfaction with the partnership but has an affect on the coping strategies as well.

When using anxiety and prospective life satisfaction of the non retiring partner at measurement point one as independent variables in a regression analyses, the following results with respect to anxiety and coping emerged and can be seen in figure 4.



* $p \leq 0.05$ ** $p \leq 0.01$ *** $p \leq 0.000$

Figure 4: Links between anxiety and coping as well as links between prospective life satisfaction and anxiety

Negative feelings of the non retiring partner about the prospective life satisfaction is able to blow up the anxiety of the retiree one year later and in addition anxiety of the partner triggers negative and avoidant coping styles of the retiree.

In sum the first results show that within the coping efforts between couples it seems as if emotions play an important role. Especially negative emotions like anxiety or the negative feelings about the prospective life satisfaction can lead to effects, which can be called as ‘stress and strain crossover’. The anxiety and negative judgement of the prospective life satisfaction of the non retiring partner triggers the anxiety of the retiree and that reduces positive coping efforts and produces negative and avoidant coping strategies.

On the other hand positive dyadic coping of the non retiring partner seems to have a positive effect on negative emotions like anxiety and

anger of the retiree and in addition it boosts satisfaction with the partnership. Positive dyadic coping efforts of the partner can diminish avoidant and aggressive-antisocial coping strategies of the retiree one-year later as well.

Discussion

The results of the two measurements within 51 couples show that dyadic coping plays an important role within a stressful transition period like retirement. The dyadic coping efforts of one partner have an effect on the coping strategies of the spouse and in addition on the satisfaction with the partnership and on emotions like anxiety or anger. Positive dyadic coping of a partner seems to have a highly positive effect on negative emotions like anxiety of the spouse and it boosts satisfaction with the partnership as well. In addition positive dyadic coping efforts of the partner can diminish unhealthy coping strategies of the spouse like avoidant or aggressive-antisocial ones. When coping with stressful events negative emotions and negative dyadic coping efforts seem to produce negative feelings and inappropriate coping strategies.

Within the coping efforts of couples there seem to exist cumulating as well as compensating effects of dyadic coping, both negative and positive ones. In addition the results could show that couples do not only cope individually but also instead influence each other in a remarkable way. The partner seem to be a very important part within the stressful life situation of retirement and the way of individual and dyadic coping has a tremendous influence on the successful adjustment to it.

In sum the results demonstrate the importance of dyadic and communal coping efforts considering stressful life events like retirement. In addition future prevention programs should be especially designed to foster dyadic coping competencies in order to support a successful transition and adjustment to retirement of couples.

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INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY CONSTITUTION : DRAFT REVISION JULY 2005²

ARTICLE 1: MISSION

Section 1.01: The mission of the International Association of Applied Psychology (IAAP) shall be to promote the science and practice of applied psychology and to facilitate interaction and communication among applied psychologists around the world.

ARTICLE 2: ACTIVITIES

Section 2.01: The activities of the Association shall include sponsoring periodic international and regional congresses, establishing committees or working groups for the study of particular problems, disseminating information through printed and electronic communication, and such other activities as may be approved by the Board of Directors or the Board of Officers.

² Revised version (July 2005) that will be submitted to the BOD during the meeting scheduled 15–16 July 2006. Amendments must be submitted at least one month in advance of the BOD meeting, that is before June 15th 2006, to the SG. The definite text will be presented to an up or down voting procedure during the General Meeting that will be held during the 26 ICAP (16–21 July, 2006).

Section 2.02: The administrative language shall be English, but with the approval of the Board of Officers, additional languages may be permitted for presentations at the IAAP Congresses and regional conferences at the discretion of the local organizing committee.

ARTICLE 3: GOVERNANCE

Section 3.01: The Board of Directors, broadly representative of the membership, determines Association policies and has final authority over the affairs of the Association.

Section 3.02: The Board of Officers, which serves as the Executive Committee of the Board of Directors, administers the operations of the Association under the oversight of the Board of Directors.

ARTICLE 4: MEMBERSHIP

Section 4.01: Membership categories. The Association shall consist of four categories of members: (1) Full Members; (2) Fellows; (3) Student Members, and (4) Honorary Members.

Section 4.02: Full Members of the Association shall be psychologists who are eligible for membership in their national or regional psychological organizations.

Section 4.03: A Fellow shall be a distinguished psychologist who has made substantial contributions to applied psychology. Candidates for Fellow status must be qualified for Full Member status in IAAP and must have at least five years of professional experience. A Fellow is also a Full Member and pays the same dues as other Full Members unless the Board of Directors directs otherwise.

Section 4.04: A Student Member shall be a student in good standing in an appropriate academic program.

Section 4.05: The Board of Directors may designate, as an Honorary Member, an individual who, although not a psychologist, has made outstanding contributions to applied psychology.

Section 4.06: All new applications for Membership will be processed by the Secretary General. The annual dues for membership shall be fixed by the Board of Directors.

ARTICLE 5: TERMINATION OF MEMBERSHIP

Section 5.01: Membership in the Association shall be brought to an end by (a) resignation, (b) non-payment of dues for three consecutive years, or (c) by a decision of the Board of Directors in the best interests

of the Association. A member terminated may appeal that decision in writing to the Board of Directors.

ARTICLE 6: AFFILIATE ORGANIZATIONS

Section 6.01: The Board of Directors may accept, as an Affiliate Organization, any national, regional, or international psychological organization with purposes consistent with those of IAAP. Affiliate organizations may, with the approval of the Board of Officers, participate in IAAP activities.

ARTICLE 7: BOARD OF DIRECTORS

Section 7.01. The Board of Directors shall have final authority over the affairs and funds of the Association. Members of the Board of Directors must be Full Members in good standing, except that the President of the Student Division shall serve ex officio on the Board of Directors.

Section 7.02. The Board of Directors shall consist of the Officers of the Association: President, the President Elect, the Past President, the Secretary General, the Treasurer, and the any additional officers approved by the Board of Directors; the Presidents of the Divisions; and not less than 24 and not more than 36 Members-at-large.

ARTICLE 8: BOARD OF OFFICERS

Section 8.01: The Board of Officers shall consist of the President, President Elect, Past President, Secretary General, and Treasurer and any additional officers approved by the Board of Directors for specific functions. Members of the Board of Officers shall be ex-officio voting members of the Board of Directors.

Section 8.02: On the recommendation of the Board of Officers, the Board of Directors may appoint one or more additional members to the Board of Officers for a limited term to carry our specific functions needed by the Association.

Section 8.03: The terms of office are as follows: The President, President Elect, and Past President serve for 4 years and are not eligible for re-election. The Secretary General and the Treasurer serve for 4 years, and may be re-elected for one additional 4-year period. Additional officers shall serve for the period approved by the Board of Directors.

Section 8.04: The Board of Officers, serving as the Executive Committee of the Board of Directors, shall exercise general leadership and administrative management of the affairs of the Association.

Section 8.05: In the intervals between meetings of the Board of Directors, the Board of Officers shall have the authority to take such actions as are necessary for the conduct of the Association's business. Actions taken on behalf of the Board of Directors between regular meetings shall be reported to the Board of Directors at the next regular meeting and are subject to confirmation by the Board of Directors.

ARTICLE 9: ELECTIONS

Section 9.01. Board of Officers. The Board of Directors shall elect, according to rules of procedure that it shall determine, a President Elect, a Treasurer and a Secretary General. Those officers, along with the President and Past President and any additional officers approved by the Board of Directors for specific functions shall comprise the Board of Officers. The President Elect cannot be from the same continent as the president.

Section 9.02: Board of Directors: New Members-at-large of the Board of Directors shall be chosen from among Full Members and Fellows of the Association and elected by the current members of the Board of Directors. The Board of Directors may also select one or more Student Members to serve on the Board of Directors in addition to the President of the Student Division.

Section 9.03: Rotation. One-third of the Members-at-large of the Board of Directors or if their number is not a multiple of three then the number nearest to but not exceeding one third, shall retire from office at each IAAP congress. Retiring members of the Board of Directors shall retain office until the conclusion of the Board of Directors meeting at which they are due to retire. The members of the Board of Directors to retire shall be those who have been longest in office since their last election. As between members of equal seniority, members to retire shall (unless such members of equal seniority shall agree among themselves) be selected from among them by lot. A retiring member of the Board of Directors may, upon the recommendation of the Board of Officers, be considered for one re-election.

Section 9.04: Nominations. It shall be the duty of the Board of Officers to prepare for the Board of Directors a list of nominees who are Full Members or Fellows of the Association to replace retiring members of the Board of Directors. This list shall include nominations made by members of the Board of Directors, the Presidents of IAAP Divisions, and Full Members or Fellows of the Association. The Secretary General shall announce the call for nominations at least 90 days prior to the election. Each nomination for the Board of Directors must be endorsed by two other Full Members and forwarded in writing to the

Secretary General of the Association at least 45 days before the IAAP congress at which the election is to take place, together with the consent, in writing, of the nominee.

Section 9.05: Voting. The vote for the election of members of the Board of Directors shall be by secret ballot at a regularly scheduled meeting of the Board of Directors. Such meeting shall normally take place at the time and place of the International Congress of Applied Psychology.

Section 9.06: Additional Members. The Board of Officers may, at any time, recommend to the Board of Directors the election, via mail or electronic vote, of any Full Member or Fellow of the Association as a temporary Member-at-large of the Board of Directors, either to fill a vacancy or as an addition to the Board of Directors, provided always that the total number of members of the Board of Directors does not exceed the maximum specified above. Any member so elected shall serve only until the next Board of Directors meeting, but shall then be eligible for regular election. A temporary member of the Board of Directors who retires shall not be taken into account in determining the number of members of the Board of Directors who are to retire at such Meeting.

ARTICLE 10: DIVISIONS

Section 10.01: Divisions may be organized to represent major scientific and professional interests that lie within the association. Each Full Member is entitled to join two divisions. Student Members are entitled to join two divisions in addition to the Student Division.

Section 10.02: A division may be established whenever 50 or more members petition for it and the Board of Directors approves. A division may be dissolved by the Board of Directors when the number of members in the division falls below 25 members or when the division votes to recommend dissolution. Divisions must comply with the IAAP Constitution and Rules of Procedure.

Section 10.03: A division shall have a President and a Secretary and such other officers as it may determine. Each division may draw up and maintain its own Bylaws and Rules of Procedure as long as they are consistent with IAAP's Constitution and Rules of Procedure.

Section 10.04: Each division is entitled to receive, from the IAAP general dues, funds to be allocated by the Board of Directors for each member of the division in good standing with the Association. These funds shall be distributed to the divisions by the Treasurer.

Section 10.04: In each even numbered year, and no later than April 1, each division shall submit to the Board of Directors a report that covers the activities of the Division during the preceding two years. The Secretary General shall notify all divisions of the report deadline no later than January 10. No distribution of funds from the IAAP general dues shall be made to a division that has not submitted its report for the previous two year period except by specific authorization by the IAAP President.

ARTICLE 11: MEETINGS

Section 11.01: The Board of Directors shall meet regularly at each IAAP congress. Special meetings of the Board of Directors may take place at the occasion of the International Congress of Psychology or at such other times determined by the Board of Officers, but no elections shall take place unless a quorum exists. If a special need arises, the Board of Directors may take action by mail or electronic communication in the interval between congresses, but such actions must be ratified at the next regularly scheduled meeting.

ARTICLE 12: FINANCES

Section 12.01: Payment of expenses shall be made by the Treasurer who shall have the power to receive funds, to open banking accounts, to sign checks in the Association's name, and, with the approval of the Board of Officers, to make appropriate investment of the Association's funds. In the absence of the Treasurer, the President or the Secretary General are authorized to approve payment of funds in the Association's name. In addition, Assistant Treasurers may be authorized by the Treasurer to carry out certain duties, provided that they work under the direction of the Treasurer. The annual dues for membership shall be fixed by the Board of Directors.

ARTICLE 13: LIFE OF THE ASSOCIATION

Section 13.01: The life of the association shall be indeterminate. The association may be chartered, registered or otherwise certified in various countries, but shall have its Secretariat at the address of the Secretary General. The termination of the Association can only be determined by a majority vote of the Board of Directors in a General Meeting attended by at least half of the Board of Directors plus one. The Board, in considering termination, shall seek comments from the general membership at least six months in advance on the advisability of doing so.

Section 13.02: If the Board of Directors should decide to terminate the Association, it may allot the net assets of the Association to one or

more public bodies recognized as being in the public interest and pursuing aims consistent with those of the Association. Such decision must be made to the membership at least 90 days prior to termination.

ARTICLE 14: Amendments

Section 14.01: Amendments to the Constitution may be proposed by members of the Board of Directors, the Board of Officers, or any member of the Association. Amendments approved by a two-thirds vote of the Board of Directors shall become part of this Constitution.

Proposed amendment to Article 9: Elections

Section 9.01 Board of Officers. The Board of Directors shall select a slate of candidates for President-elect to be submitted to the membership for a vote. The Board of Directors shall elect, according to rules of procedure that it shall determine, a Treasurer and a Secretary General. Those officers, along with the President and Past President and any additional officers approved by the Board of Directors for specific functions shall comprise the Board of Officers. The President Elect cannot be from the same continent as the president.

IAAP VOTING PROCEDURES

José M. Prieto, Secretary-General, IAAP

IAAP officers during the meeting held in Granada July 4th, 2005 decided that the *Runoff Voting System*, known also as the *voting system in single seat elections* will be the procedure to follow for the election of a) IAAP Officers, b) divisional officers and c) selection of congress sites. Voters select their preferred candidate. If one candidate reaches the election threshold (fifty percent), this candidate is declared elected. Otherwise, the top two candidates are placed on a secondary ballot. Whoever receives the most votes on the second ballot is declared elected. As a cross-cultural reference it is the procedure used for the election of president in France and for primary elections in the US.

For the Board of Directors, voters select their preferred candidates and they are elected in accordance with the number of votes obtained and the number of vacancies.

CALL FOR NOMINATIONS OF IAAP OFFICERS AND BOARD MEMBERS³

Charles D. Spielberger, Ph.D., ABPP, Chair, Nominations and Elections Committee, IAAP Past President (2002–2006)

At the next meeting of the IAAP Board of Directors, which will take place at our 27th International Congress of Applied Psychology in Athens, July 16–21, 2006, the present BOD will elect the following officers: (1) President-Elect, (2) Secretary-General, and (3) Treasurer. The BOD will also elect a certain number of new BOD-Members and re-elect current BOD Members who are eligible and interested in serving a second term.

It is the tradition of the IAAP for the Past-President to serve as Chair of the Nominations and Elections Committee. Accordingly, I herewith ask all IAAP members to submit names of candidates for the following offices in keeping with the rules stipulated in our Constitution and Rules of Procedure.

President Elect: Candidates for President-Elect are nominated by members of the BOD. However, any IAAP member may submit a nomination of her/his choice through a BOD member, including the Presidents of each Division who serve on the BOD. The nominee for President-Elect cannot be from the same continent as the current President-Elect, Mike Knowles, from Australia. The President-Elect serves in this office for four years and then proceeds to serve as President and Past-President. It is desirable that nominations be made by colleagues from different countries.

Secretary-General and Treasurer: The same rules apply as for President-Elect, except the rule concerning the continental origin of the nominee. The term of office for Secretary-General and Treasurer is four years.

Nominations should provide the nominator's name, address, and the signature of the nominator, and should indicate the merits of the nominee. Your nominations must reach me by Friday, January 27, 2006, at the following address:

Charles D. Spielberger, Ph.D., ABPP, Distinguished Research Professor
Director, Center for Research in Behavioral Medicine and Health
Psychology

³ Final version 2.5

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I will then venture to obtain all requisite additional information from the nominees, including biographical information and the nominee's agreement, if elected, to serve for the full term of office.

Election of BOD Members: The BOD is the central governing body of our Association. It includes each Division President during her/his term of office (four years), plus individual members elected for a term of eight years. Elections to the BOD take place at every International Congress of Applied Psychology (ICAP) organized under the auspices of IAAP. The next election of BOD members will take place at our forthcoming meeting in Athens.

According to our Constitution, the BOD has the responsibility to elect the IAAP Officers (President, Secretary-General, Treasurer). However, individual members of the BOD and the Presidents of the Divisions are the central motor for all IAAP activities. They represent different parts of the world and different sub-disciplines of psychology by virtue of providing personal links to psychologists in their region and subfields.

BOD members hold a particular responsibility for the viability and dynamics of our Association's world-wide network. This is why IAAP must be particularly diligent in selecting highly professional, internationally reputed and service devoted candidates for the BOD. Growth or decline depends on their giving the right examples and enticing new members to join IAAP, the oldest and largest international psychological association with individual membership.

The IAAP Bylaws stipulate that one third of the BOD members must retire at the quadrennial meetings of the Board in order to give opportunities for many IAAP members to share in the work. BOD members may nominate candidates for the Board, but nominations are welcome from all Full members of the Association, provided they are seconded by two other Full Members and forwarded in writing to the Secretary-General of the Association eight weeks before the forthcoming congress, along with the consent in writing of the nominee.

The nominating documentation must include the nominator's name, address, and signature, along with the names of the two Full Members who seconded the nomination. The nomination should also describe the nominee's qualifications, contributions to applied psychology, experience in international organizations, and other relevant information. The nomination must also include a statement indicating the nominee's consent, to be signed by the nominee.

The deadline for receiving nominations is three months before the Athens congress in order to ensure proper preparations of elections. Please send your nominations for BOD members to Secretary-General Jose Maria Prieto to the following address by April 16, 2006.

Prof. Jose Maria Prieto, Universidad Complutense
 Facultad de Psicología, Dpto. Psicologia Diferencial y del Trabajo
 Despacho 2222, Somosaguas, 28223 Madrid, Spain,
 Phone +3491/394-3236, Fax +3491/351-0091, email: iaap@psi.ucm.es

In summary, the necessary documents for the nomination of BOD members are:

- A letter of nomination by a member of the IAAP, who presents the qualifications and merits of the nominee, and a one-page “curriculum vitae”.
- A letter from the nominee, certifying that if elected s/he expects to attend the meetings of the BOD to be held during the International Congresses of Applied Psychology and at the International Congresses of Psychology.
- Two letters of recommendation written by members of IAAP, indicating the merits of the nominee.
- All of these letters should be addressed to the Chair of the Elections Committee, and included with the nomination sent to the Secretary-General.

The following provides information about current status of BOD members and their eligibility for re-election. This information is intended to help you to nominate appropriate candidates who truly represent the needs of the Association and its world-wide commitment. For BOD members, OK indicates continuing service on the BOD, ER indicates eligibility for re-election, and NE indicates not eligible for re-election for those members who are completing their second term.

IAAP Board of Directors (2002–2006)

Name	Country	In office	Status
Abeles, Norman	USA	2002–2010	OK
Adair, John G.	Canada	1990–1998; 1998–2006	NE
Antalovits, Miklos	Hungary	1998–2006	ER
Avolio, Bruce	USA	1994–2002; 2002–2010	OK
Berry, John	Canada	1998–2006	ER
Besevegis, Elias	Greece	2002–2010	OK
Bonnes, Mirilia	Italy	1994–2002; 2002–2010	OK
Carpintero, Helio	Spain	1996–2004, 2004–2012	OK
Drenth, P.J.D.	The Netherlands	1990–1998; 1998–2006	NE

Name	Country	In office	Status
Erez, Miriam	Israel	1994–2002; 2002–2010	OK
Fernández	Spain	1990–1998; 1998–2006	NE
Ballesteros, Rocío			
Fukuhara, Machiko	Japan	1994–2002; 2002–2010	OK
Fumai, Pino	Italy	2002–2010	OK
Gauthier, Janel	Canada	2002–2010	OK
Georgas, James	Greece	1994–2002; 2002–2010	OK
Givaudan, Martha	Mexico	2002–2010	OK
Hakel, Milton D.	USA	2002–2010	OK
Johansson, Gunn	Sweden	1998–2006	ER
Kanungo, Rabrindra N.	Canada	1998–2006	ER
Leonova, Anna	Russia	1994–2002; 2002–2010	OK
Lunt, Ingrid	UK	1998–2006	ER
Malpass, Roy	USA	1998–2006	ER
Maluf, M. Regina	Brazil	2002–2010	OK
McCarthy, Eunice	Ireland	1998–2006	ER
Morgan, Robert	USA	1990–1998; 1998–2006	NE
Moser, Gabriel	France	1998–2006	ER
Munene, John C.	Uganda	1998–2006	ER
Nair, Elizabeth	Singapore	1998–2006	ER
Pick, Susan	Mexico	1990–1998; 1998–2006	NE
Ratajczak, Zofia	Poland	1990–1998; 1998–2006	NE
Thorne, Cecilia	Peru	1998–2006	ER
Tikkanen, Tuomo	Finland	1998–2006	ER
Wiliams, Allan P.O.	UK	1990–1998; 1998–2006	NE
Wood, Robert	Australia	2002–2010	OK
Zhang, Kan	China	1998–2006	ER

Division Presidents		Divisions (2002–2006)
Schein, Virginia E.	USA	Div.1: Organizational Psychology
Van de Vijver, Fons	The Netherlands	Div. 2: Psychological Assessment & Evaluation
Kim, Uichol	South Korea	Div. 3: Psychology & National Development
Canter, David	UK	Div. 4: Environmental Psychology

Name	Country	In office	Status
Volet, Simone	Australia	Div. 5: Educational, School & Instructional Psychology	MTS
Sánchez-Sosa, Juan José	México	Div. 6: Clinical & Community Psychology	
Fernández- Ballestereros, Rocío	Spain	Div. 7: Applied Gerontology	
Schwarzer, Ralf	Germany	Div. 8: Health Psychology	
Roland-Levy, Christine	France	Div. 9: Economic Psychology	
Koehnken, Guenter	Germany	Div. 10: Psychology & Law	
Boehnke, Klaus	Germany	Div. 11: Political Psychology	MTS
Sorensen, Marit	Norway,	Div. 12: Sport Psychology	
Huguenin, Denis	Switzerland	Div. 13: Traffic Psychology	
Lesgold, Alan	USA	Div. 14: Applied Cognitive Psychology	
Neves, Pedro	Portugal	Div. 15: Students	
Leong, Frederick	USA	Div. 16: Counseling Psychology	

Responsibilities of IAAP Officers

- President – Provides leadership and chairs meetings of Officers, BOD, and General Meetings at the Association. Develops and implements plans for major directions and activities of the Association. Serves as the primary liaison of the Association with the Congress organizers and the Congress Chair. Presides at congresses held during the mandate. Calls meetings of the BOD every two years and Officers meetings at his/her discretion. Represents the Association to other groups, associations, and international bodies. The President shall authorize general expenditures according to the budget adopted by the Officers and BOD members, adopt suggested final agenda of business to be transacted at meetings, and call emergency meetings. The President shall also stimulate, coordinate, and receive reports from the various appointed committees, cooperate with the other Officers in the

conduct of the affairs of the Association, and represent the Association as required.

- **President-Elect (or Vice President)** Supports the President, chairs meetings in the President's absence, assists in the development of new programs or in selected activities such as the IR:AP, and plays a proactive role regarding the ICAP to be held under his or her mandate.
- **Past-President - Chairs the Election and Awards Committees.** Advises the President on long-range planning, parliamentary matters, and matters of precedent. Takes on special assignments from the President, such as the International Forum of Psychological Associations, the final report of the past ICAP, and the follow up of affiliates associations and societies.
- **Secretary-General.** Supports the President in day-to-day operations of the Association. Oversees the official records and historical documents of the Association. Provides guidance to the President on dates and deadlines. Works with the President to arrange agendas for BOD meetings. Provides timely minutes of meetings held by BOD, Officers and the GM. Develops and oversees recruiting drives and deals with informing new members of acceptance. Develops publicity about the Association. Coordinates communication between Divisions. The SG shall authorize particular expenditures in accordance with general instructions from the Officers or the BOD with the approval of the President, the SG calls meetings of Officers, prepares and circulates minutes and agenda for BOD meetings and the General Meeting. The SG also arranges the records of the scientific congresses of the Association, performs the customary duties of the office, and represents the Association as required by the Executive Officers.
- **Treasurer – Administers the financial affairs of the Association.** Prepares the annual budget based on inputs from the Officers and Division Presidents for approval by the Officers. Prepares an annual financial report, subject to audit by the Chair of the Financial Committee. Coordinates with the IR:AP publisher on dues disbursements and collection activities. Prepares a financial plan for the Association. Raises funds for the Association. Approves expenditures in consultation with the President. Approves and pays vouchers for expenses. Pays bills of the Association and Officers. Coordinates negotiation with Congress organizers on budgets. and supervises disbursements of Congress surpluses. Banks all fees, dues, subsidies or donations received by the Association.

IAAP Executive Officers (2002–2006)

Name	Country	Post	Terms in office
Frese, Michael	Germany	President	2002–2006
		President elect	1998–2002
		Past President	2006–2010
Spielberger, Charles	USA	Past President	2002–2006
		President	1998–2002
		President elect	1994–1998
Knowles, Mike	Australia	President elect	2002–2006
		President	2006–2010
		Past President	2010–2014
Fowler, Ray	USA	Treasurer	1998–2002
			2002–2006
Prieto, José M.	Spain	Secretary General	1998–2002
			2002–2006

Necessary documents for Officers nominations

- A letter of nomination by a member of the IAAP, who explains the merits of the nominee, addressed to the Chair of the Election Committee. Best if a member from a different country than the nominee writes such a letter.
- A letter from the nominee, certifying that if elected s/he will serve for one full term, addressed to the Chair of the Election Committee. For President this means a commitment of 12 years, 4 as President-Elect, 4 as President, and 4 as Past President. For Secretary General or Treasurer, a commitment of 4 years that may be renewed for a second term.
- Two letters of recommendation, written by members of IAAP, indicating the merits of the nominee. These letters must be addressed to the Chair of the election committee.
- A full CV (education, publications, offices held, and so on)

Policy concerning officers participation in elections

There is a stated but not written agreement among the Officers that they should not take a public role in Officer and BOD elections, which this has been consistently adhered to for a number of years. This is not to suggest that Officers abrogate their responsibility for ensuring, from a membership point of view, that the best candidates available fill the senior IAAP positions. It is one of their most important functions of the officers to invest a considerable amount of time, thought and effort into

canvassing opinions as to who should be encouraged to stand for election. Rather, the policy refers to the formal support that Officers are seen to give particular candidates and, the intention is that this be as little as possible.

By way of example, it has been agreed that current Officers would refrain from using their office to support particular candidates for the positions of President-Elect, Secretary-General and Treasurer, but they may take a positive role initially in encouraging likely candidates to think about standing for these posts. Once it is apparent that more than one good candidate is willing to stand, the Officer should withdraw from the process. Candidates should be nominated and seconded by other members of the BOD.

With respect to the election of members to the BOD, the same policy applies. Officers may work initially in encouraging suitable candidates regarding the possibility of serving on the BOD, particularly to ensure a wide national or geographic representation. However, once the nominations process is under way, Officers should leave it to others to nominate, second, and advance the case of any particular candidate. The exception to this policy is that, at the time of the election, the current President, speaking from a position of impartiality, could highlight the needs of the Association in introducing the election item on the Board Agenda.

RULES OF PROCEDURE FOR THE ELECTION OF IAAP DIVISION OFFICERS

José M. Prieto, Secretary-General, IAAP

IAAP is structured in divisions and the election of officers for each division is open to all members in good standing. All members may belong to two divisions, at their choice when they become members or renew their membership. Students belong to a third division, that is, the student division.

1. The Division Officers are President, Past-President, President-Elect, Secretary and Treasurer. Divisions with a reduced number of members may merge the offices of Secretary and Treasurer. The secretary may be appointed by the President.

2. The term of office will be four years and will start at the end of each International Congress of Applied Psychology (ICAP). The responsibilities of office will last until the last day of an ICAP.

3. Large divisions may have a Board that will consist of the division officers plus the Newsletter Editor and the chairpersons of standing committees of the Division, namely, the next ICAP Program, membership and recruitment, online communication, and professional affairs.

4. The President, Past-President, President-Elect and next ICAP Program Chairperson will be limited to one term in office. The president of the division cannot be re-elected for a second term. All other offices can be held up to a limit of two terms.

5. Elections will be held to fill the office of President-Elect. The office of Newsletter Editor, and chairpersons of standing committees will be filled by appointment of the President for his or her term in office. The President and President-Elect shall not be nationals or residents of the same country at the time of the election.

6. The President will receive an updated list of division members in good standing from the Secretary General of the IAAP at least once a year and “on request” every six months. For the electoral process, the President and Secretary of the division should use the updated list of division members in good standing at the moment of elections.

7. The Past President as chair, the President Elect and the President of each Division constitute the election committee and will be responsible for developing slates of candidates in a manner that is consistent with the IAAP rules of procedure. Before submitting the slates to division members for voting, the Secretary General of IAAP will be informed of the list of nominated candidates for purposes of verifying their good membership standing. Co-opted members may be appointed if there are vacancies in the election committee. If the Past President cannot participate in the election process, the President of the Division will chair the election committee. The Division Secretary and Treasurer will assist the election as required.

8. Candidates for President, Secretary and Treasurer of the Division must be members of IAAP and the Division in good standing during the past four years as a minimum. Substantial involvement of candidates in the Division activities, journal, newsletter and the previous ICAP will be criteria to be highlighted during the election process.

9. Candidates must be nominated by a minimum of two members of the division in good standing. Each candidate will send to the chair of the election committee a letter of acceptance and willingness for the given

term and a brief resume of about 500 words that will be at the disposal of the division members in the homepage of the division or, by default, in the homepage of the IAAP. Each candidate will receive a list of current members of the division.

10. Elections will be held during the year preceding the ICAP and should be completed at least a month prior to the Congress. As many members of the division as possible must participate in the polls. The election committee will fix how members will cast their votes via post office, fax, email or other electronic means.

11. The *Runoff Voting System*, known also as the *voting system in single seat elections* will be the procedure to follow for the election of divisional officers. Voters select their preferred candidate. If one candidate reaches the election threshold (fifty percent), this candidate is declared elected. Otherwise, the top two candidates are placed on a secondary ballot. Whoever receives the most votes on the second ballot is declared elected. As a cross-cultural reference this is the procedure used for the election of president in France and for primary elections in the US.

12. The Secretary General of the IAAP will be informed immediately. The names of the President, Secretary and Treasurer elected by each Division will be announced during the meeting of the IAAP Board of Directors that takes place the day before the start of the ICAP, and at the IAAP and Division business meetings during the ICAP.

13. In case of death, severe disability, unavailability, or inactivity of a Division President, the Officers of the IAAP will appoint a replacement, if possible from the Officers of that division.

14. IAAP officers will act as external consultants in the election process of divisions and will mediate in case of internal conflicts.

15. If a Division has not been active for a period of 2 years IAAP's President is obliged to write a letter to the Divisional President encouraging the latter to become more active. If this does not lead to a higher degree of activity within the next 12 months IAAP's President is obliged to write a second letter again encouraging the Divisional President to become more active. Upon further failure on the part of the Divisional President to become more active the Board of Officers may remove him or her from office.

16. This is the email address to be used when communicating with the SG iaap@psi.ucm.es

SUBMISSIONS OF BIDS TO ORGANIZE THE 2014 ICAP

José M. Prieto, Secretary-General, IAAP

In this same newsletter the new manual for organizing International Congresses of Applied Psychology (ICAP) under the sponsorship of the International Association of Applied Psychology (IAAP) has been made public, endorsed by IAAP officers. The online version is available online at <http://www.iaapsy.org/> the homepage of IAAP.

1. Any national psychological association or society or a network of psychological associations or societies in a given country may proceed to submit a proposal.
2. Board of Directors members of IAAP are encouraged to favor, whenever possible an ICAP's bid, submitted in cooperation with a national psychological association, society or network.
3. Any IAAP Full member, Student member, Honorary member, or Fellow may also submit an ICAP's bid, preferably in cooperation with a national psychological association, society or network.
4. A formal letter must be sent to the President of IAAP, Michael Frese, before January 1st 2006 expressing the institutional willingness to organize an ICAP for the year 2014. This letter must be signed by the President or the Secretary General of the psychological society, association, network or institution proposing to organize the ICAP.
5. Before January 31st 2006 each organization that has sent an institutional letter must complete an application form that is available in the homepage of the IAAP at <http://www.iaapsy.org/> or on request from the IAAP Secretary-General via iaap@psi.ucm.es or via postal address, that is, José M. Prieto, IAAP SG, Universidad Complutense, Facultad de Psicología, Somosaguas, 28223 Madrid, Spain, Fax +34913943189.
6. A hard copy and complete congress bid pack must be submitted to the Secretary General before May 1st, 2006.
7. Each IAAP officer should get a copy of the bid before June 1st, 2006 sent by the proposed organizing organization.
8. Before June 16th 2006 local organizers should arrange a temporary homepage to make available the dossier to BOD members and let them know the exact URL address where the bid is available online.
9. Printed copies of the bid must be made available to each BOD member at least by July 15th 2006 when the BOD meeting is

scheduled in Athens. Full or abbreviated copies, or printed or CD copies of the dossier may be sent before July 1st 2006 to each member of the BOD. However at least 10 printed and complete copies of the dossier must be available during the BOD meetings scheduled for July 15th and 16th 2006.

Manual for organizing International Congresses of Applied Psychology (ICAP) under the sponsorship of the International Association of Applied Psychology (IAAP)

The purpose of this manual is to provide an operational framework for submitting bids and launching an International Congress of Applied Psychology (ICAP), under the sponsorship of the International Association of Applied Psychology, (IAAP). It will be available in the homepage of IAAP at <http://www.iaapsy.org/> to be used as guidelines.

Every four years an ICAP is held. About eight years before the intended date the ICAP is to begin, appropriate organizations may submit to sponsor an ICAP: these bids are submitted as firm proposals. In our experience it requires about six years to plan and organize an ICAP.

IAAP also co-sponsors regional conferences with the International Union of Psychological Sciences (IUPsyS, <http://www.iupsys.org/>) In our experience planning and organizing a regional conference requires at least two years to organize.

Steps needed for planning an ICAP will be described here, though the process may also be relevant for Regional Congresses.

1. Intended goals of ICAP

- To provide high visibility to sound knowledge and expertise in each division of IAAP as well as a common framework for psychological intervention and action to improve quality of life of citizens and communities.
- To create an opportunity for the presentation and discussion of latest discoveries and advances within the domain of Applied Psychology as well as related disciplines.
- To stimulate collaborative research, development and innovation programs or projects among attendees favoring collaboration across borders and, if possible, across high and low income economic backgrounds.
- To make possible a cross-cultural understanding of psychological processes and outcomes present in human performance as well as in interactions and transactions carried out by individuals, groups or organizations.

- To facilitate interactions within the international community of applied psychologists.

2. ICAP sponsors and bids

IAAP is an organization based on individual membership, but the ICAPs are organized by national psychological associations or societies or by a network of psychological associations or societies in a given country. The organization or organizations proposing to sponsor an ICAP will be referred to as the Applicant.

The ICAP is held under the auspices of the IAAP, which delegates responsibility for organizing ICAP to the applicant selected by IAAP to be the host organization, also called the local organizer. A professional convention organizer (PCO) may assist the local organizer in submitting a proposal or a bid.

IAAP favours applications evidencing the involvement of many institutions (psychological associations, governmental organizations, city, academic bodies, universities). The encouragement of neighboring national or regional associations or societies will be considered also an added value. The purpose is to promote cooperative agreements among leading psychological organizations. The applicant must show experience in the organization of conferences, and expertise in Applied Psychology.

During their term in office, IAAP officers cannot become actively involved in the submission of proposals made by national psychological organizations in countries where they reside or are employed. The purpose is to ensure a climate of autonomy in the decision-making process. By contrast, BOD members are permitted to favor the submission of ICAP from countries where they are employed or that they know well.

3. Method of Site Selection

3.1. Psychological associations or societies interested in hosting an ICAP must send a letter to the President of IAAP in which the president of the national association or society expresses the institutional willingness to organize an ICAP. This letter should be sent by January 1st of the year in which an ICAP will be held. At that ICAP, a Board of Directors meeting is held to study ICAP proposals that have been submitted in good order within the deadlines. Soon afterwards, the applicant should file an application form available in the homepage of the IAAP at <http://www.iaapsy.org/> or, on request from the IAAP Secretary-General, at the email or postal address.

3.2. A hard copy and complete congress bid pack must be submitted to the Secretary General by May 1st of the year when an ICAP will be held. IAAP officers will receive a copy of the bid by June 1st. The officers will review the material and make recommendations to the BOD members of IAAP.

3.3. Applicants should arrange a temporary homepage to make available documents and references regarding organizations and institutions that will support or recommend the organization of the ICAP. Printed copies of the bid must be available to the BOD members participating in the decision at least the day the meeting takes place. It is suggested that the applicant contact each member of IAAP BOD at least one month before the scheduled meeting informing them where the online version of the proposal is available or sending them an abbreviated document.

3.4. Representatives of each applicant organization will have an opportunity to make a presentation to the IAAP BOD. Some time will be allocated to questions and answers. Afterwards a discussion among BOD members may be held and those BOD members from countries submitting a bid may participate in the discussion but must refrain from voting. They must leave the room at the time of the vote.

3.5 The *Runoff Voting System*, known also as the *voting system in single seat elections* will be the procedure to follow for the selection of a congress venue. Voters select their preferred candidate. If one candidate reaches the election threshold (fifty percent) this candidate is declared elected. Otherwise, the top two candidates are placed on a secondary ballot. Whoever receives the most votes on the second ballot is declared elected. The Secretary General records the results.

3.6. At least four of the current officers, at the expense of the applicants, will visit the site where the ICAP is to be held to determine if it is suitable, and, if they find that it is, provide preliminary advice to the organizers concerning the preparations needed for a successful organization of a Congress.

3.7. If the selected site proves unsuitable, the applicant may propose an alternate site. If no suitable site is found, the bid acceptance may be withdrawn. In that case, the applicant with the next highest number of votes may be selected. The same committee of officers will visit the next site and the procedure is repeated until a site is found.

3.8. The choice of an applicant to organize an ICAP will be influenced by information concerning:

- Free participation of psychologists from all over the world and free expression of opinions. This needs to be confirmed, in writing, by the country's Ministry of Foreign Affairs.

- Availability of satisfactory facilities, such as convention halls, hotels ranging from luxurious to inexpensive, and good communications.
- Availability of transportation (air, train, bus, etc) to the city.
- Availability of outside support (e.g. from industries, universities; it is especially important to obtain funds to bring delegates from the underrepresented parts of the world, such as Africa).
- Availability of manpower (e.g. student volunteers) and institutional support (e.g. universities, city), or of first rate PCO who can support the Congress
- Availability of interesting cultural, historical and educational attractions
- Special arrangements for psychologists from low income countries
- Attention to whether the status of psychology as a science and a profession will be improved if the congress is held in that country, whether there will be substantial participation of local psychologists, whether money can be exchanged from one currency to another fairly easily, and whether inflation rates are manageable.
- Participation should be entirely free from restrictions of gender, race, nationality, social class, religion, ethnicity, or any other demographic categories. Therefore, sites that do not allow individuals from one or more demographic categories to participate, must automatically be excluded from consideration.

3.9. The President of the applicant organization (national psychological association, society or network) and the IAAP President will sign a letter of Agreement. Signing of this letter will certify agreement with financial provisions and other IAAP requirements. Successive appendixes to that Letter of Agreement will include periodically revised budgets as well as details of who will chair the organizing and the scientific committee.

3.10. Two years before the ICAP takes place a specific appendix will be added specifying the new IAAP membership fee that will be a part of the standard registration fee for non-members and a given amount per member, agreed by IAAP officers and local organizers, to be transferred to IAAP treasurer by December 1st after the completion of the ICAP. Members fee will be significantly cheaper than non-members fee as agreed by IAAP officers and local organizers.

4. General Organization

4.1. President of the Congress. The President of the Congress will be a psychologist, and the choice shall be made after consultation between the applicant organization and IAAP officers. The President of the Congress is the chief executive officer of the congress and the individual who

communicates directly with the IAAP president on ICAP matters. In case of disagreement, the views of IAAP president must prevail, because this is an IAAP Congress, but conflicts can ordinarily be resolved by consultation. The president of the ICAP will report periodically to IAAP in BOD meetings scheduled to do the follow up of incoming congresses. Within 120 days of completion of the Congress the president of ICAP will provide to IAAP officers a report on accomplishments and financial status.

4.2. Organizing Committee: This committee will make the major policy decisions of the Congress, with advice from IAAP officers. Suggested office bearers are chairperson, organizing secretary and treasurer. The ICAP treasurer will report to IAAP treasurer periodically and will supply the balance statement and profit and loss statements of the ICAP within 120 days of completion.

The Organizing Committee will appoint several subcommittees such as administration and registration, accommodation, low-income countries, webpage and online services, ICAP proceedings, information and publicity committee, finance committee, social and entertainment activities, workshops, professional visits, external revenue committee, transportation, student recruitment, disabled persons, opening and closing ceremony, mass media.

4.3. Scientific Programme Committee: This committee has the responsibility for the content of the scientific programme, the refereeing of abstracts and developing a timetable that works. All IAAP division presidents must be contacted and each division must have a specific section in the scientific programme, maintaining a cooperative climate in the planning of activities and in inviting keynote speakers. IAAP officers will discuss with scientific committee president or secretary the distribution of programme contents by divisions and world regions to favor a certain balance and internationalism. So, at least the SPC should include representatives of each IAAP division, the IAAP officers and leading figures in Applied Psychology appointed by the local congress organizers.

4.4. Final Programme: An online version of timetables, scientific programme contents as well as book of abstracts will be made available to facilitate the follow up and continuity of activities of IAAP. The availability or the transfer of this information to the IAAP server will be supervised by the chairperson of the organizing or the scientific programme and the secretary general of IAAP.

4.5. Participants database: A printed and an electronic copy of the database of participants must be submitted to the SG and treasurer of

IAAP by the end of the ICAP and about 45 days after the closing ceremony.

5. The role of IAAP Officers

IAAP officers will exercise general supervision of the preparations of the Congress. This will be achieved by visits to the site at least twice, and possibly three times, prior to the Congress, paid by the local organizers. The time of these visits will be determined by mutual agreement, but it is imperative that one of these visits occur at the time the program decisions about symposia, invited speakers, and other sessions are made. IAAP Officers will be especially concerned with the balance between fields of applied psychology and regions of the world.

Local organizers must include in their budget the costs of three visits of the IAAP officers during the period of preparation of the Congress, and the cost of the hotel rooms of the Officers of IAAP, and of an office of the IAAP President and Secretariat (on the Congress site), during the Congress.

In case of disagreement, the views of IAAP president must prevail, because this is an IAAP Congress.

6. Institutional matters

Depending on the circumstances of the local organizers, it may be possible for IAAP to provide some initial funding to the organizers of the Congress. The financial obligations of IAAP are limited to that funding i.e. if the Congress results in a loss of funds, IAAP can only lose this initial payment. If the Congress results in a positive balance, IAAP is to share half of this balance with the local Organizing Committee, to be used for the preparation of future congresses.

The IAAP will have at least two meetings of its Board of Directors during the ICAP. Rooms will be needed, at least, for the whole day Saturday, and half day Sunday before the Congress begins. An office will be provided to the IAAP for the duration of the Congress within the Congress site. It is also customary for the Board of Directors (including spouses or guests) to be provided with a tour of the city, and a dinner (Saturday or Sunday lunch) out of the Congress budget.

A General Meeting of the IAAP membership will be scheduled during the ICAP.

IAAP Officers, IUPsyS Officers and EFPA officers have agreed to supply free of charge a booth for, at least, one ICAP, one international Congress of Psychology and one European Congress of Psychology. So, three booths free of charge must be at the disposal of these organizations.

The registration form to the ICAP must be approved by the IAAP President, Secretary General or Treasurer, paying special attention to the members and non members registration fees. The OK of one of them is enough.

7. Official language

ICAP congresses are held in English but, on request by local organizers, a second or third language may be considered adequate if it encourages contributions from colleagues from other countries. Abstracts must be written always in English for their inclusion in the scientific programme.

NEWS FROM DIVISIONS

Division 4: Environmental Psychology

Terry Hartig, Secretary and Newsletter Editor, IAAP Division 4

DO WE NEED MORE THEORY?

Division President-elect Robert Gifford recently posted a question and a challenge to a list-serve that includes some though perhaps not all members of the Division. The issue addressed is likely to be of interest to all Division members, and it is also relevant to the work of applied psychologists in areas other than environmental psychology. I have gathered together here the initial message and some of the responses, which I have in some cases edited to reduce length and/or increase clarity. I thank the respective authors for giving permission to include their comments here. – Terry Hartig

To Start With ...

Allow me to toss out a question and a challenge.

A colleague suggested that environmental psychology does not need any more theory than it already has. Theory is important, but we simply do not need any more than we already have.

If I understand the statement correctly, the idea is that we already have enough grand, contextual ideas, as well as smaller theories, about both buildings and people, and about people and ecological problems. Sure, a few ambiguities need to be cleared up or the existing concepts might need a little re-arranging to perfect the existing theories, or to apply them to built settings or ecological problems, but essentially we have identified all the necessary variables and concepts needed to get on with the job.

The task of the field, it might be further argued, is more like one of the trades, say accounting or shoemaking: simply to do the needed work. On the architectural side, that task basically is to involve building users and other stakeholders in order to create an optimal structure, considering the individuals, the cultural context, and the constraints. On the ecological side, it is to employ the concepts we already know about to get people and organizations to “do the right proenvironmental thing”.

Certainly, important architectural and ecological problems remain, but the argument is that we don’t need any new theoretical advances to solve these problems. We merely need to implement what we already know ... not unlike accountants or shoemakers ... people need their taxes done and a new pair of shoes, but theory plays no great role in doing those jobs.

The question: do you agree?

The challenge: to support or refute this point of view.

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Following are some of the responses to the question and challenge posed.

Do We Have ‘Good’ Theories?

Although I sympathize with Robert Gifford’s colleague in his/her challenge to our way of theorizing, I find the opposition of “theory” and “action/application” is misleading.

Let me start with an example. A fly bumping against the closed window pane over and over again would undoubtedly benefit from a plan (based on some theory about the conditions that obstruct its flight in one direction) instead of running wild on action (i.e., applying what the animal has in its cognitive/behavioral repertoire).

In other words, application/action can only bring the results the fly aspires to (i.e., escape from the room), if it has a “good” model of how to escape. Otherwise, it only wastes energy at the window pane. Effective action requires a good understanding of what is going on (i.e., it requires valid models). Obviously, the question is not whether we already have enough theory or not, it is rather what makes “good” theories? (And do we have “good” theories?)

Let’s have a look at what kind of theories, we, in psychology, traditionally cherish. Since our quest is, of course, for truth, we wish to know how things really are, how people really think and feel, and,

nowadays, how people really process information. By doing so, psychological science mimics physics and follows Kurt Lewin's advice from more than 50 years ago. Not surprisingly, the substantiation of new concepts and novel relations is particularly esteemed.

By contrast, we should also know that the theories from physics in use in engineering are almost inevitably wrong in an ontological sense (for example, bridges are constructed by using Newton's mechanics and not Einstein's relativity theory). The dated models are, however, useful, because they are simple, reliable, and possess sufficient explanatory power (so that the bridges generally do not collapse for some time at least).

In other words, I agree with Bob's skeptical colleague, and I also believe that we actually have enough of a particular kind of theory in psychology; namely, theories that are complicated, mostly narratives that try to fully understand all aspects of human cognitive and affective and behavioral functioning.

I believe that a psychology that aspires to be used needs to learn from engineering and not from science. As an applied discipline we should aspire to simple (i.e., manageable), reliable (i.e., robust), and powerful (i.e., predictive, in terms of effect sizes) models, irrespective of their ontological status. We should abandon our disciplines overappreciation for truth, new concepts, relations, and, thus, complexity, how people really think and really are. Rather, we should cherish reductionism more. It's enough to possess the means for change.

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We Desperately Need Better Theory

I have some sympathy for what I take to be the intent of the question, "Do we have enough theory in environmental psychology?" Environmental psychologists do not want to devote their energies solely to theoretical and conceptual concerns. Not only are there unending, pressing problems and questions to address, but significantly, confronting the world as it is forces us to try to keep our theories straight. The former assertion should be self-evident, but the latter is not often as obvious. That it is not may be a legacy from our roots and ongoing ties to theory in experimental psychology, where environmental considerations historically played little role in driving how psychological processes are conceptualized.

Further, the question seems to embrace a distinction reminiscent of, though not identical to, that often drawn between science and technology. It

suggests that just as technology can take its terminology, its way of identifying the stuff of the world, as self-evident – so too the “enough theory” position assumes that our present formulations are adequate for the time being, and that we should just get on with their implementation as tools for inquiry and application. Theories are tools, it is true; but that analogy has its limitations. Tools do not refashion themselves as they are employed so as to better fit the task at hand. But theories should. Our current theories structure what we identify as critical, they carve up the world in certain ways. And many in environmental psychology – I include myself here – have argued for years that the field does not do this adequately as yet. There remains far too much conceptual baggage from traditional patterns of psychological theory that pay little attention to the environment in an ecological (versus a physical) sense, and along these lines that treat “context” as a nuisance, or at most, as an additional factor to consider, rather than as being integral to the phenomenon in question. Theories with this pedigree are often employed uncritically. In short, I propose that we don’t have enough theory. To the contrary, we desperately need better theory to guide us in thinking about the world in its full complexity – which returns me to an earlier point.

Critically assessing the adequacy of our theories against the dynamic complexity that is the world will help us to refashion our theoretical tools, which in doing so will guide us in our efforts to reveal the world’s dynamic structure. That understanding is essential for making positive change. After all, what is “more practical than a good theory?”

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Theory is Dead when Static

Yes, this theory business. I think I speak for many whose training firmly underscored the fundamental importance of theory and theory development a la Mead, Lewin, Kuhn, Popper, and many others – with this faith in its fundamental importance vindicated and validated, time and again, by long experience and the collective judgment of most contemporary scholars.

Whether one’s involvement is teaching, research, journal editing, thesis examining, problem solving, or application, theories provide some frameworks, direction, analytic clarity, critical and reflective intellectual purchase and perspective, and the credibility of having touched base with the thinking and reflection of those who have gone before. Without a theoretical framing and context it is very difficult to put things on the

table, discuss matters with students or colleagues, situate a research grant application or journal article or book chapter, or think critically about underlying processes, mediating and moderating variables, interrelationships, and so on, be these theories of the micro, macro, or middle range. Environmental psychology has not been quite as atheoretical as its applied origins might suggest, as many if not most of those individuals working in 'the field' have been reasonably if not strongly influenced by classic, often institutionalised, theoretical assumptions, paradigms, and criteria, if not specific theoretical models. Theory is very much there, however implicit and detached from its initial intellectual moorings it may be.

The challenge in environmental psychology has been, and remains, to develop and progress viable integrative perspectives which can span disciplines and levels of analysis in a meaningful way in addressing the transactional, ecological, cybernetic character of environment-behavior phenomena and linkages. Until this is achieved, in some modest way, we will not achieve the interdisciplinary exchange and collaboration critical to understanding and addressing many environmental problems.

Certainly in psychology, theory is one of the things we say we have to offer, what constitutes and coheres our discipline's body of knowledge and expertise, what promotes a modicum of cross-disciplinary exchange. To say we have enough theory is to not appreciate what theory is and does, nor its living, ever changing, ever questioning, sense seeking and conferring character. Theory, like culture, and life itself, becomes denatured and dies when static, too paradigmatic, or 'sufficient'.

It is, of course, trite, but what theoretical inquiry drives is not so much the answers we find, though it strongly colors them, but the questions we ask and empirically interrogate.

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Academia and Industry – Distinct Worlds Largely Naive About Each Other

I have a somewhat unique perspective in that after many years in academia, I moved to a corporate/consulting role where I have been ever since. These are two very different, distinct worlds, and they are largely naive about each other. That's bad for both of them. There are libraries of information and knowledge – mostly churned out by brilliant university professors and their students – that nobody but other university professors and students read. Of course there are exceptions, but I can

attest that in response to almost every problem with which I am faced in a corporate environment, I can think of many pertinent journal articles (and/or peer-reviewed books or monographs) that speak to that problem but which no one in the practical, day-to-day (so-called “real”) world seems to be aware of.

I would argue that psychology as a particular discipline and environmental psychology more specifically do not represent an exception to my general critique outlined above. I would like to suggest that there is a huge hole to be filled by competent scientist-communicators who do nothing but provide translations of scientific research to various lay constituencies. I’m not talking about science writers for the New York Times (although they are important and relevant to my observations). But I am talking about similar kinds of roles for communicating on a day-to-day basis with architects, engineers, consultants, project managers, middle managers, industrial designers, policy makers, and other decision-makers who could benefit from the high quality original research being churned out by excellent minds seeking tenure daily, weekly, monthly, bi-monthly and beyond. If you think it’s difficult trying to keep up with all the relevant peer-reviewed information as a university professor when you’re studying something as narrow as, say, attention, try taking on the challenge of keeping up with all the information potentially relevant to a typical corporation – across disciplines that would span an entire university campus – and with a team of two or three people! That’s not uncommon in corporate R&D departments – with the exceptions of high technology, telecommunications, pharmaceuticals, chemicals & biochemistry, and perhaps the automotive industry.

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Building Portable Models

The issue of whether or not the field has enough theory makes it sound as if theory is something lodged somewhere in a reference book that one consults should a problem occur. Perhaps there are times when the process works that way. We suspect many have found, however, that theory and application are inextricably linked and each benefits from the interaction.

In our experience the theory/research process goes something like this:

1. Identify a domain that is interesting and/or responsive to a request or need.

2. Generate a sort-of-theory, based on prior work and context-specific issues. This is often quite vague and general at this point, but sufficient to do some initial empirical work.
3. Puzzle over the results. Often these have some surprises, but understanding them is nonetheless greatly aided by the theory we started with.
4. With a now improved theory, do more empirical work.
5. The interactive feedback between theory and research continues to improve both.
6. Attempt to make this body of work accessible and useful to practitioners. No matter how much data one has, since every situation is different, data rarely apply to new situations. What the practitioner needs is an understanding that is broad enough to generalize while at the same time focused on the relevant class of contexts or situations. This understanding has to become a part of the practitioner's model of the world, something the practitioner carries around and can call upon without looking it up. For this reason we have called this version of the theory a "portable model" (Kaplan & Kaplan, 1982, p. 181). It rarely involves the entire theory with all its lovingly generated detail. It must contain only what the practitioner needs in order to understand, own and use it. It must become intuitive, second nature. As such it is available as needed, even though we might not be.

Thus a debate about whether new theory is needed or not seems beside the point. Whenever one tackles a new problem, if the practitioner is to be a partner and the ultimate user of the new knowledge, then theory development will necessarily be involved and will always be a part of a larger process.

Kaplan, S., & Kaplan, R. (1982). *Cognition and environment: Functioning in an uncertain world*. New York: Praeger. Republished by Ulrich's Books, Ann Arbor, MI, 1989.

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New Dissertation

Wernher M. Brucks (2004). *Kollektive Ressourcenbewirtschaftung aus sozialpsychologischer Perspektive [A social psychological perspective on resource management]*. Lengerich, Germany: Pabst Science Publishers. Dissertation submitted at the Department of Psychology, University of Zurich, Switzerland.

Abstract in English:

In the collective management of common pool resources, a decision-maker is often confronted with different kinds of information. For understanding or changing individual decisions, it might be crucial to know what kind of information is important to a specific person in a particular situation. The Social-Ecological Relevance model (Mosler & Brucks, 2003) assumes that individual motives determine whether information on the resource or information on others' behavior will more strongly influence consumption. Empirical testing of the model's assumptions showed that (a) information about the resource increases in importance with decreasing resource availability and simultaneously increasing ecological uncertainty; (b) proselves, especially individualists, find the behavior of others to be more important than prosocials when resources are getting scarce; and (c) decision-makers attributing the availability of the resource to the group attach more importance to others' behavior, while decision-makers attributing to natural forces find resource information to be more important. These cognitive effects are further supported by behavioral data.

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Upcoming Conferences

- People in Place in People, the 1st International Symposium on Environment, Behaviour and Society, February 9–11, 2006, University of Sydney, Australia. For more information, see <http://www.arch.u-syd.edu.au/web/research/ebs/ebssymposium.html>.
- HB 2006: Healthy Buildings, 4-8 June, 2006, Lisboa, Portugal. HB 2006 is the 8th in a series of Healthy Buildings Conferences. The issues addressed relate to indoor air quality and its impact on health. For more information, see www.hb2006.org.
- Housing in an Expanding Europe: Theory, Policy, Implementation and Participation. A conference of the European Network for Housing Research, organized in cooperation with the Urban Planning Institute of the Republic of Slovenia. Ljubljana, Slovenia, 2–5 July 2006. For more information, see Enhr2006-ljubljana@uir.si.

Notes

If you have not been receiving periodic e-mail messages regarding developments within the Division, please send your e-mail address to Terry.Hartig@ibf.uu.se. We welcome newsletter items and website addresses of interest to those working in environmental psychology.

ANNOUNCEMENTS

ARISTOTLE PRIZE 2005

The 2005 Aristotle Prize recipient was Professor Rocio Fernandez-Ballesteros (Autonomous University of Madrid, Spain).

The criteria for the award were:

- to be a European psychologist or a group of European psychologists
- to be recognized internationally as having made a substantial and original contribution to psychology as a science or a profession.
- this will be demonstrated by international recognition which includes publications in scholarly journals, presentations at national and especially European conferences
- a substantial contribution to European psychology through leadership, or the promulgation of psychology as a science and a profession.

WUNDT-JAMES AWARD 2005

The 2005 recipient for the Wundt-James award was Charles Spielberger. The citation reads:

“Through your research, publications in scholarly journals, presentations at international congresses, and leadership in national and international psychological organizations, you have made substantial and enduring contributions to psychology as a science and a profession.”

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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.

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All members receive the quarterly journal *Applied Psychology: An International Review* free of charge (\$150/£99 to non-members in 2005). 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.

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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