

INTERNATIONAL
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Newsletter

International Association of Applied Psychology

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EDITORIAL

This third issue of the IAAP Newsletter for 2005 carries the call for bids for the ICAP in 2014, and announces vacancies on the Board of Directors, to be filled in Athens in 2006, prior to the XXVI ICAP. The venue for the ICAP, and the membership of the Board of Directors both have implications for the growth of the organization. IAAP members would do well to deliberate on both of these upcoming decisions.

President Michael Frese renews his call to the membership to heed policy initiatives, and to attend to applying lessons from our research to solving the myriad human and behavioral issues in the global context. Specifically, he delineates the United Nations Millennium Goals, and exhorts IAAP members to apply their special skills towards fulfilling these goals.

Division 1 shares with us the proud announcement of recognition for Miriam Erez by her country for her contributions towards the successful integration of psychology and management. Division 4, Environmental Psychology, informs us of conference discussions and a new book launched in The Netherlands on “healing architecture” in hospital environments, with special attention to daylight, fresh air, quiet, and nature.

Also in this issue, Treasurer Ray Fowler presents a document hammered out with the International Council of Psychologists, for consideration by IAAP members. It proposes a union which appears to be a no-lose and more likely a win-win situation for all concerned.

Elizabeth Nair
Editor

THE PRESIDENT SPEAKS

Michael Frese, President of the International Association of Applied Psychology

Dear IAAP members,

I would like to discuss one more time IAAP's function as Non-Governmental Organization (NGO) at the United Nations.

In one of my earlier newsletters I talked about policy implications. One of the organizations that we want to direct our thoughts and knowledge about policy implications in psychology to is the United Nations. As you know the United Nations have produced eight Millennium Goals for 2015 and is working very hard to make these Millennium Goals succeed. The Millennium Goals are:

- Eradicate extreme poverty and hunger (reduce by half the number of people living on less than a dollar a day; reduce by half the proportion of people who suffer from hunger).
- Achieve universal primary education.
- Promote gender equality and empower women.
- Reduce child mortality by two thirds among children under five.
- Improve maternal health (reduce by three quarters the maternal mortality ratio).
- Combat HIV/AIDS, malaria, and other diseases.
- Ensure environmental sustainability (integrate principles of sustainable development into country policies, reverse loss of environmental resources; reduce by half the proportion of people without sustainable access to safe drinking water; achieve significant improvements in lives of at least 100 million slum dwellers by 2020).
- Develop a global partnership for development. This implies developing an open trading and financial system, addressing the least developed countries' special needs; address the special needs of landlocked countries and small islands; dealing comprehensively with developing countries and their problems; cooperating with developing countries to develop decent and productive work for youth; cooperating with pharmaceutical companies to provide access to affordable essential drugs; and making available the benefits of new technologies.

It is not difficult to see how these Millennium Goals are related to changes in behavior and therefore it is quite useful to think of behavioral changes in some of these areas. As you know, the American Psychological Society and APA have started to talk about the Decade of Behavior between 2000 and 2010 and have started to think of concrete policy

proposals in this area (compare the site: www.psychologicalscience.org/teaching/hci/index.cfm or www.decadeofbehavior.org/articles.html). It is useful to link the Millennium Goals to the issue of behavior and to provide our expertise to this worthy endeavor.

A major conference of the United Nations for the NGOs concerning the Millennium Goals “The 57th Annual DPI/NGO Conference Millennium Development Goals: Civil Society Takes Action” was held September 8–10, 2004 in New York City (as you know, IAAP is a new NGO with the United Nations and we had succeeded to suggest and implement two well-frequented symposia during the conference; as it turned out, we were the only association that was able to place two symposia at this conference).

The assembly of NGOs that work towards the accomplishment of the eight Millennium Goals and that represent the civil society has been quite impressive. There is an enormous amount of enthusiasm for working in developing countries to improve the lives of women, children, the diseased, of making sure that poverty is reduced, and for strengthening civil society. It was quite an uplifting and at the same time sobering experience. I noticed that psychology has the following functions for the NGOs and for governments (as well as UN-organizations):

- Psychology is a science of implementation. We know how to do things, how to get people to sign on and to become committed to goals and to work towards them on their own. In contrast, a large part of the discussions at the NGO meeting was to reiterate how important the goals per se were. I assume that people reiterated the importance of the goals so that both governments and civil society would increase their motivation to work for these goals with added enthusiasm. I am sure that reiterating is important. However, my hunch is that psychology can contribute to knowledge of how to change attitudes, behaviors, and commitments to make these changes lasting and sustainable. Thus, one of our functions as IAAP is to propose how to improve implementation of worthy goals.
- A second big point of discussion at the conference was how to get governments to conform with the Millennium Goals. Again, I think, we could help in principle. It would be interesting to do some case studies on governments as organizations and how they pursue goals (such as the Millennium Goals) and how goals are aligned within these organizations. Thus, we could look at those governments that are most successful in pursuing the Millennium Goals and describe them from an organizational point of view. There are success stories among some countries and not so successful governments and some of these success stories are from poor countries with underfunded governments. Thus, we would get a case study in which a government,

although underfunded, can produce the alignment, enthusiasm, and commitment to the Millennium Goals. Organizational psychology combined with cultural psychology and political psychology could provide some answers in this area. It would be a worthy project for IAAP members to do this work.

- At the UN conference I also noted that one of the functions of scientific psychology for the United Nations and in general for policy orientation is to reduce a certain amount of naiveté with regard to human nature. Let me explain what I mean with an example (obviously there is more to the example that needs to be said – it is just a sketch of how to deal with one of the most recurrent problems that bedevils societies). Most of us would like to live in a world that is not biased and prejudiced. Unfortunately, we know how widespread prejudices and biases are and Social Psychology has shown how easy it is to develop prejudice as part of ingroup/outgroup differentiations and how easily prejudices get reinforced and how quickly people obey persons high in authority. Moreover, psychology has shown that the way we process information is often related to biases and prejudices. Therefore, it is our role to explain to civil society how we can get nearer to a non-prejudiced world while acknowledging that we have to accept the fact that prejudices and biases occur. There is good scientific work that shows how these “natural tendencies” of developing biases and prejudices can be handled (e.g., Crandall, C. S., & Eshleman, A. (2003). A justification-suppression model of the expression and experience of prejudice. *Psychological Bulletin*, 129, 414–446). One of the most important factors is that people have to suppress their tendencies towards biases and prejudices. Another factor is that society needs to repress the expression of certain stereotypes (for example, against religious minorities).

In this way we can break out of the cycle of reinforcement of prejudice. However, any naïve and easy appeal to people to not be biased and prejudiced will not do. Thus, societies and individuals are not allowed to relax in the will to suppress prejudices – society and individuals have to spend everlasting effort to deal with biases and prejudices, for example, towards minorities.

I think this is a fascinating issue of how we can recognize that though human nature is as it is, we can still achieve important goals. In this way, applied psychology can give good advice to civil society in many areas and this advice will be of the type that a simple appeal to the goodness in humans will not be sufficient without acknowledging that some kinds of problems will persist in spite of these appeals. However, that it is still possible to achieve worthy goals.

- Another issue is the process of alignment of goals within societies and organizations. For example, with regard to the Millennium Goals there must be a massive effort of aligning society's members to these types of goals. Organizational and social psychology have both contributed to how our knowledge of how such an alignment can be made possible (incentives, culture, socialization, training, persuasion, mass media, etc., cf. e.g., Cialdini, R. B. (2001). *Influence: Science and practice*. Needham Heights, Massachusetts: Allyn & Bacon).
- In a number of cases our work at the United Nations will be directly related to some topic of immediate societal interest. One issue is, for example, the UN study on violence towards children in which psychologists from educational psychology and developmental psychology are participating (among others Prof. Harold Cook, who is a representative of APA and IUPsyS).
- IAAP is not alone in the endeavor to help international bodies. There are a number of psychological associations that are active in the United Nations system; of particular importance are: APA (Corann Okorodu and Florence Denmark), IUPsyS (Michel Sabourin and Harold Cook), APA Division 52 (Harold Takooshian), ICP (Edith Grotberg), SPSSI (Peter R.Walker). I find it fascinating how smoothly we can work together with these other associations in our work with the UN.
- Of course, I want to thank our IAAP representatives Judy Kuriansky and Moshe Banai from New York for their continuous work at the United Nations over the year 2004. Moshe Banai has now given over this work to Walter Reichman and I want to welcome him as new IAAP representative at the United Nations. He has already started some new initiatives.

We have received a number of names who would like to participate in UN activities. We would be glad to repeat this call and get additional people into the committee on UN activities. Judy Kuriansky will chair this committee and draw on your expertise (e-mail Judy Kuriansky: DrJudyK@aol.com).

It is exciting to participate in the UN as psychologists. One general goal is to make ourselves as psychologists more policy-oriented and the second goal is to make civil society and the United Nations as well as local governments and companies more interested in psychological issues that relate to their goals and to use psychological knowledge in a better, more professional way. To increase cooperation between psychology and the UN, we have asked Mr. Shashi Tharoor, the Undersecretary-General for Communications and Public Information, to be the invited keynote speaker at the **26th International Congress of Applied Psychology in**

Athens, July 16–21, 2006. We are very proud that he has accepted our invitation and we hope that in this way psychology and United Nations develop a better and more profitable give and take.

Let me tell you more about the conference in Athens. The organizers and the scientific committee under the leadership of James Georgas, Marina Manthouli, Anastasia Efklides, Thalís Papadakis, Elias Besevegis, and Vassiliki Boukouvala are working extremely hard and well in their preparation of the Athens conference. This will be an exciting event. Remember that you have to submit a conference contribution by September 15, 2005 (early submission of abstracts) or November 15, 2005 (regular submission of abstracts) – as indicated on the congress site: <http://www.erasmus.gr/web/pages.asp?lang=2&page=212>. As indicated, there will be symposia, thematic presentations, poster symposia, and video presentations. This will be an exciting and overwhelming event and I hope you will be there. Please prepare for this conference already now.

Regarding our **regional conference in Bangkok, Thailand, November 14–16, 2005**, 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. This is an event that the organizers, IAAP and the IUPsyS and IACCP participate as well. We all think that regional conferences are a major part of the service that we as IAAP 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, conference site: www.aapic.net

Michael Frese, President

Submission of bids to organize the 2014 ICAP

José M Prieto, Secretary General

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 given network of psychological associations or societies in a given country may proceed to submit a proposal.
2. Board of Directors and members of IAAP are encouraged to favor, whenever possible, an ICAP bid, submitted in cooperation with a national psychological association, society or network.
3. Any IAAP full member, student member, honorary member, or Fellow may submit an ICAP 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 at the email or postal address.
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, 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 BOD meetings scheduled 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 occurs and bids are submitted as firm proposals about eight years before the intended date for the opening ceremony. In our experience ICAP requires about six years to organize.

IAAP also co-sponsors with the International Union of Psychological Science (IUPsyS, <http://www.iupsys.org/>), Regional Congresses, and in our experience such an activity requires at least two years to organize.

Steps needed for planning 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 activate a scenario 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 the interface between the international community of applied psychologists who decided to meet in a given city and country as guests and the national or regional community of applied psychologists who decided to act as hosts.

2. ICAP promoters and bids

IAAP is an organization based on individual membership but regarding the organization of ICAP it deals mainly with psychological associations or societies at the national level or with a network of psychological associations or societies in a given country. ICAP will be held under the auspices of the IAAP, which will delegate the organization of each ICAP to the National Psychological Organization or Network (local organizer) once an agreement has been reached. A Professional Convention Organizer (PCO) may assist the local organizer to submit a proposal or a bid.

IAAP favors 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. IAAP appreciates individual initiatives but favors institutional initiatives. The purpose is promoting bilateral agreements between leading psychological organizations inside and abroad. The local organizer must show experience in the organization of congresses at the national level or by field of 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 are employed. The purpose is to ensure a climate of autonomy in the decision making process. By contrast, BOD members are encouraged to favor the submission of ICAP from countries where they are employed or 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 when an ICAP will be held and a Board of

Directors meeting is scheduled to study ICAP proposals in the agenda. Soon afterwards the national association or society should fill in 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 and a Board of Directors meeting is scheduled to study ICAP proposals in the agenda. IAAP officers should get a copy of the bid by June 1st, they will review the material and make recommendations to the BOD members of IAAP.
- 3.3. Local organizers should arrange a temporary homepage to make available documents and references regarding organizations and institutions that might 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 on the day the meeting take place. It is suggested that the local organizer contacts 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 or a CD.
- 3.4. Representatives of each bid will 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. The First-past-the-post voting system will be used for the choice of ICAP sites. All votes are counted and the proposal with the most votes is declared the winner. The Secretary General notes down the results.
- 3.5. At least four of the current officers, at the expense of the applicants, visit the winner site to determine if it is suitable and provide preliminary advice to the organizers concerning the preparations needed for a successful organization of a Congress.
- 3.6. If the winner site proves unsuitable, the same Committee visits the next site according to the number of votes obtained, and the procedure is repeated until a site is selected.
- 3.7. The decision concerning the selection of a particular site will be based on 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, if possible.

- Availability of satisfactory facilities, such as convention halls, hotels ranging from luxurious to inexpensive, 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 PCOs who can support the Congress
 - Availability of interesting tourist 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.
- 3.8. The President of the National Psychological Association, Society or Network and the IAAP President will sign a Letter of Agreement. Signing of this letter will imply agreement with financial provisions and the IAAP membership requisites. 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. Two years before the ICAP takes place a specific appendix will be added. It must specify 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. Those who are members in good standing of IAAP will get a reduction in the standard registration fee as agreed by IAAP officers and local organizers.

4. General Organization

- 4.1. *President of the Congress.* It will be a psychologist and the choice shall be made after consultation between the national organization promoting the ICAP and IAAP officers. This will be the chief

executive officer of the congress and the counterpart of the IAAP president with regard to the ICAP. In case of disagreement, the views of IAAP president must prevail, because this is an IAAP Congress. The president of ICAP will report periodically to IAAP at BOD meetings scheduled to do the follow up for 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 take 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 the 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 pertaining to 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*: It bears the responsibility for the content of the scientific programme, the refereeing of abstracts and the adequacy of 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 the 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 lastly 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 for 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 Executive Committee (including spouses) to be given a tour of the city, and a dinner (Saturday or Sunday lunch) out of the Congress budget.

A General Meeting will be scheduled during the ICAP.

IAAP Officers, IUPsyS Officers and EFPA officers have agreed to supply free of charge an exhibition booth for at least one ICAP, one International Congress of Psychology and one European Congress of Psychology.

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

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 favors contributions from colleagues across countries. Abstracts must be written always in English for their inclusion in the scientific programme.

IAAP Board of Directors Vacancies 2006–2010

José M. Prieto, Secretary General, IAAP

IAAP Rules of Procedure in force indicate that, one year in advance, the SG must inform a) retiring members of the BOD that they are due to retire, b) all members about the number of positions in the BOD that will become open at the 26th ICAP congress to be held in Athens July 16–21 2006. BOD meetings will take place on July 15 and 16 at least.

This table indicates the present composition of the BOD and this is the meaning of acronyms used under the column titled status.

OK = continuing member. ER = eligible for re-election, NE = not eligible, RE = resigned, MTS= Mid-term substitutes, in 2004.

IAAP Board of Directors (BOD) (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
Erez, Miriam	Israel	1994–2002; 2002–2010	OK
Fernández Ballesteros, Rocío	Spain	1990–1998; 1998–2006	NE
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

Name	Country	In office	Status
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
Wiliiams, Allan P.O.	UK	1990–1998; 1998–2006	NE
Wood, Robert	Australia	2002–2010	OK
Zhang, Kan	China	1998–2006	ER
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	
Volet, Simone	Australia	Div. 5: Educational, School & Instructional Psychology	MTS
Sánchez-Sosa, Juan José	México	Div. 6: Clinical & Community Psychology	
Fernández-Ballesteros, 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	

Name	Country	In office	Status
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	

It means that, at present, there are 20 vacancies, 7 from colleagues who cannot be re-elected and 13 who can apply for a second term. Each term is eight years. This table also indicates that 15 persons remain in office.

Article 6 of the present IAAP Constitution, available at <http://www.iaapsy.org/iaap6.html> indicates that the BOD is composed of not less than 24 and not more than 45 members-at-large elected by the Board of Directors from among Full Members of the Association, the exact number to be determined by the Board of Directors. In addition, the Divisional Presidents are members of the Board of Directors while in office.

Also this table indicates the composition of Executive Officers and the following posts are vacant: President Elect, Treasurer and Secretary General.

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	1998-2002
		General	2002-2006

Charles Spielberger, past president of IAAP, is the person in charge of elections for membership to the Board of Directors. José M. Prieto, as SG, coordinates elections for each Division but each division has autonomy to

organize the process after procedures made public at <http://www.iaapsy.org/ruleselecdivoff.html> under the past president as chair of the election committee of the division.

Further details will follow in the next newsletters and the homepage of IAAP, that is, <http://www.iaapsy.org/>

NEWS FROM DIVISIONS

Division 1. Work and Organizational Psychology

Dick Ritchie, Div 1 Newsletter Editor

Invited Symposium

This year looks like it will be a great one for our division. Our activities got off to a fast start in January with an invited symposium sponsored by the International Relations Subcommittee of the Division of Occupational Psychology of the British Psychological Society and presented at their annual conference. IAAP members who presented included Barbara Kozusznik from Poland, Felipe Lievens from Belgium, Jose Maria Peiro from Spain, Handan Kepir Sinangil and Dick Ritchie and Virginia Schein from the United States. BPS member Rebecca Port of City University did an outstanding job of organizing the session and serving as Chair.

The theme of the symposium was occupational psychology around the world, with an emphasis on cross-cultural issues. The presenters shared research studies and practice experience that spanned a variety of areas that are the focus of work and organizational psychologists. Felipe Lievens described a study of the validity of several selection tools for predicting cross-cultural training performance. Jose Maria Peiro reported results from a longitudinal study on the influence of intra-team conflict on work teams' affective climate. Barbara Kozusznik's research study looked at the influence tactics of female and male managers in Poland. The research study reported by Handan Kepir Sinangil looked at leadership and authoritarianism in Turkey. The last speaker, Dick Ritchie, shared some of the cross-cultural lessons learned in the role of international consultant. Virginia Schein was a discussant, adding valuable insight to cross-cultural research and practice. If you are interested in learning more about any of the presentations, contact the presenter.

Keynote Speaker

Invited to be a keynote speaker at the annual meeting of the Division of Occupational Psychology of the British Psychology Society, Virginia Schein, President of Division 1 and a Professor at Gettysburg College in the USA, stimulated an incredible amount of interest in gender stereotyping. Citing results from her three decades of research on the stereotypes generally attributed to women as compared to the stereotypes generally attributed to managers, she suggested that the slow rate of progress of women in management roles is a result of the belief that women lack the characteristics needed to be successful managers. Her comments were widely reported in the popular press and professional publications.

XXIIth European Congress of Work and Organizational Psychology

One of the highlight events of the year will be the XIIth European Congress of Work and Organizational Psychology scheduled to be held May 12–15 in Istanbul, Turkey. Handan Kepir Sinangil is in the Organization Committee. Handan and her colleagues have organized a great program. More news will follow in a later newsletter.

Award Winner

Congratulations to Miriam Erez of the Technion's Faculty of Industrial Engineering and Management. She has been named this year's Israel Prize winner for management science. She will receive the prize for her research in management and organizational behavior and for her contribution towards integrating psychology and management.

Planning for IAAP Athens 2006

The 26th International Congress of Applied Psychology will be here sooner than we think. If you have not made your plans to attend yet, now is the time to do so. As with any conference, one can be there as a presenter, as a reviewer, to just be there to learn, or to renew old friendships or form new ones.

Information should be coming to you soon about the opportunities available in our division. We hope you are able to attend the conference.

Division 4: Environmental Psychology

Terry Hartig, Secretary and Newsletter Editor, IAAP Division 4

International Human Dimensions Programme on Global Environmental Change Recognizes the Value of Environmental Psychology

The International Human Dimensions Programme on Global Environmental Change publishes a news bulletin called *Update*. Its December 2004 issue is devoted to the topic "Psychology and the Challenge of Global Environmental Change." The issue can be downloaded from the following website: <http://www.ihdp.uni-bonn.de/>

Advisory Report on Nature and Health by the Health Council of The Netherlands Now Available in English

What knowledge about possibly beneficial influences of nature on our health and well-being has so far been obtained through scientific research? This is the central question addressed in an advisory report issued by the Health Council of The Netherlands and the Dutch Advisory Council for Research on Spatial Planning, Nature and the Environment. The report reviews direct evidence on health benefits of contact with nature, as well as research on the impacts of nature on five intermediary mechanisms: 1) recovery from stress and attention fatigue, 2) encouragement of exercise, 3) facilitating social contact, 4) stimulation of development in children and 5) stimulation of personal development and a sense of purpose.

The review was carried out by a committee of Dutch scientific experts from different disciplinary backgrounds. The committee noted that most evidence from empirical research relates to the effects of nature on recovery from stress and attention fatigue. Much less is known about the other mechanisms. Taken together, however, it was concluded that existing research provides consistent clues for assuming a positive link between nature and health. If further research confirms these results, this will underline the importance of incorporating green strategies that many people experience as good for their health into policy and decision making.

Bibliographical information: Health Council of the Netherlands and Dutch Advisory Council for Research on Spatial Planning, Nature and the Environment (2004). *Nature and Health. The Influence of Nature on Social, Psychological and Physical Well-being*. The Hague: Health Council of the Netherlands and RMNO. This publication can be downloaded or ordered via www.gr.nl.

The University Medical Center Groningen, The Netherlands, Presents a New Book on 'Healing Architecture'

The University Medical Center Groningen (UMCG) has launched the international project "The Architecture of Hospitals." In a series of conferences and publications, the project explores the way architecture can contribute to the hospital's primary function: promoting the patient's health and well-being. As part of this project, the UMCG invited Agnes van den Berg, an environmental psychologist at Wageningen University and Research Centre, to write a review of the scientific evidence on health impacts of healing environments.

The review was written to stimulate and deepen the discussion on evidence-based design during the international conference, 'The Architecture of Hospitals', held in Groningen, April 13–15, 2005. It provides a critical review of 97 studies on health benefits of four classical elements of healing environments: nature, daylight, fresh air, and quiet. The review combines previous surveys with new data, and offers a broad overview of relevant themes and topics.

Bibliographical information: Van den Berg, A.E. (2005). Health Impacts of Healing Environments: A Review of Evidence for Benefits of Nature, Daylight, Fresh Air, and Quiet in Healthcare Settings. *Groningen: Foundation 200 years University Hospital Groningen*. The publication can be downloaded or ordered via <http://www.thearchitectureofhospitals.org/> or the personal website of the author, <http://www.agnesvandenbergnl/publicaties.html>.

The Physical Environment and Child Development

Former Environmental Psychology division president Gary W. Evans is working on a chapter for the *Annual Review of Psychology* devoted to the topic of the physical environment and child development. He welcomes you to mail him recent papers on this topic at the School of Human Ecology, Cornell University, Ithaca NY 14853-4401 USA. Those interested in the topic may want to consult his 2004 article, "The environment of childhood poverty" (*American Psychologist*, 59, 77–92).

Division Member Elected President of Environment-Behavior Association

Gabriel Moser, Professor of Psychology and head of the Laboratory of Environmental Psychology, University René Descartes – Paris 5, has been elected president of the International Association of People-Environment Studies.

New Theses

Attitudes towards Environmental Policy Measures: The Role of Value Systems and Norms. Andreas Nilsson, Department of Psychology, Göteborg University, Sweden, 2005.

The major aim with this thesis is to examine the antecedents behind attitudes towards policy measures. Why is it that some people generate a positive attitude towards such measures, while others form negative attitudes? A model comprising the main variables in the Value-Belief-Norm theory (Stern, Dietz, Abel, Guagnano & Kalof, 1999) was applied to examine acceptance of climate policy measures in two studies. The studies examined how values, organizational goals and norms influence willingness to accept climate change policy measures among decision makers within organizations (Study 1) and, excluding organizational goals, among decision makers addressed as private citizens (Study 2). In Study 1, respondents were 356 decision makers in the public and private sectors in a metropolitan area of Sweden. The study assessed the mediating effect of norms on the relationship between values and support of policy measures aimed at reducing green house gas emissions. The results showed that environmental values were important determinants of willingness to accept climate change policy measures for decision makers in the public sector, but not in the private sector. As hypothesized, these effects were mediated by norms. In Study 2, acceptance of climate change policy measures was investigated using a questionnaire sent to a sample of 236 selected decision makers in the private sector, addressed as private citizens. It was hypothesized and found that contrary to decision makers in their professional role, acceptance could be predicted by environmental values mediated by personal norms. These results are in line with earlier findings on public support for environmental policy measures.

Children in the City: Autonomous Mobility and Environmental Accessibility. Sandrine Depeau, CNRS Laboratory of Environmental Psychology UMR 8069, University René Descartes – Paris 5, 2005.

Which are the social and environmental conditions under which autonomous mobility emerges in 10 to 12 year old children? The objective of this thesis was to define environmental accessibility in terms of environmental constraints on the one hand, parental context and children's own experience on the other hand, implementing a transactional approach to children's autonomy, taking into account its social, spatial, behavioral, cognitive and evaluative aspects. A sample of 10 to 12 year old children and their parents living in three distinct urban environments were interviewed. Three sites were selected according to type of urban structure and pedestrian safety design: a district with

modern layout, a traditional district and a district with “traffic calming” design in Paris and its near suburb. Each interviewed child was asked to sketch-map his home-school journey, then to draw it on a city map and finally to fill in a questionnaire on independent mobility in the city, the social representation of danger, parental guidelines, environmental evaluation and persons escorting him. For each child, the distance and the difficulties of road-crossings were assessed by inserting the drawing of the home-school journey into a Geographical Information System (GIS). Parents were interviewed separately by way of a questionnaire on the same issues as their children. Results show distinctive types of emergence of autonomy according to the urban structure of environments. In traditional environments where pedestrian safety design is lacking, spatial, cognitive and behavioral dimensions of autonomy are more developed. Moreover, children who are the least experienced in crossing the road during home-school journeys, those living in a modern town layout, are more confined to their home-district and more centered on peer groups. The experience of autonomous mobility during the home-school journey contributes to general access to autonomy in the city. Furthermore, access is differently encouraged and directed for boys and for girls. Finally, results concerning the relation between representations of danger and independent mobility allow us to discuss two premises for the development of children’s autonomy in urban environments: a territorial versus a “trajectory” logic.

Upcoming Conferences

- 6th Biennial Conference of the Environmental Psychology Division of the German Association of Psychology, 19–21 September, 2005, Bochum, Germany. The conference will include the following topics: Conservation Behaviour, Environmental Decision Making, Environmental Risks, Living in Built Environments, Methods in People Environment Studies, Mobility Behaviour, the Psychology of Noise Annoyance, and the Psychology of Sustainability. Papers from all areas of environmental and conservation psychology are welcome (deadline for submissions: April, 30th, 2005; deadline for early registration: June, 30th, 2005). Three renowned scientists in the field of Environmental and Conservation Psychology (Tommy Gärling, Liisa Horelli, and Paul Stern) will give keynote addresses. The conference host is the Workgroup of Cognitive and Environmental Psychology at the Department of Psychology of the Ruhr-University Bochum. For more information, see ochum.de/conference
- The Society for Human Ecology (SHE) will hold its 20th Anniversary Conference in Salt Lake City, Utah on 13–15 October. A Conservation Psychology (CP) track is planned for the conference. See

<http://www.societyforhumanecology.org/20thAnniversary.html> for more information.

- 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

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.

ANNOUNCEMENT

PROPOSED TANDEM ALLIANCE AGREEMENT BETWEEN THE INTERNATIONAL COUNCIL OF PSYCHOLOGISTS

AND

THE INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY

March 17, 2005

Whereas, the International Council of Psychologists (ICP) and the International Association of Applied Psychology (IAAP) represent the two longest standing international associations comprising individual members, and;

Whereas, ICP and IAAP represent broad constituencies but are somewhat different in composition: more ICP members are primarily clinical, counseling, academic, and general practitioners and more IAAP members are organizational and occupational psychologists, and;

Whereas, both associations wish to broaden their respective constituencies and strengthen the voice of individual psychologists worldwide, and;

Whereas, both associations provide similar services to members, such as, but not limited to, annual conferences, regional meetings, newsletters, professional publications, websites, award recognitions for early career and distinguished international contributions, administrative services including tiered dues adjustments to respect national economic conditions and students, and;

Whereas, both associations are interested in offering a full range of membership services and reaching a full range of psychologists of all specializations and all areas of psychological expertise, and;

Whereas, rising administrative costs and increasing numbers of specialty interest associations are impacting the financial status of broad-based professional associations and their activities, and;

Whereas, closer collaboration between the our two organizations might reduce duplication and enhance services to members;

THEREFORE, IAAP AND ICP have entered into discussions of ways to increase administrative efficiencies by working in tandem while permitting both organizations to function, as they have historically, as independent, autonomous associations. The following principles would form the basis for a tandem alliance.

1. ICP members become members of IAAP. Blackwell collects the ICP dues and deducts a total amount equal to \$25 per member from the ICP total dues income, (for example: for 200 members this comes to \$5000.) Blackwell forwards the remainder of the ICP dues collected to the ICP treasurer or to whomever ICP designates.
2. IAAP members are given an option of membership in ICP by paying an additional \$25 above their usual IAAP dues of \$60, thus bringing IAAP total individual dues payment \$85. Blackwell forwards the \$25 ICP dues directly to ICP.
3. Blackwell forwards \$5 of the \$25 per member to IAAP for IAAP dues. \$20 per ICP member is used by Blackwell for services to ICP. Blackwell's services will include, but not be limited to: sending ICP members copies of the IAAP journal, which will begin to include a section on clinical, health, counseling, et al. In addition, Blackwell will provide ICP administrative services associated with dues collection: membership data base management; billing, dues collection and distribution of IAAP member-dues paid for membership in ICP to the ICP treasurer or bookkeeping agent.
4. Other office activities for ICP and IAAP not covered by Blackwell are sorted out and assigned by each association to their own elected, appointed, or contracted individuals: correspondence, internal budgeting and accounts payment, convention management, board meeting management; newsletter production; awards; etc.
5. Agreements will be made that the ICP conference held the same year as the congresses of the IAAP and the IUPsyS will be conducted in the general vicinity of those congresses held every two years in even numbered years. These ICP conferences will be scheduled soon before or after the international congress.

6. ICP's long range planning task group will collaborate with IAAP's long range planning committee to consider sites for the odd numbered years. Special efforts will be taken to schedule ICP's annual conference, and or ICP Regional Conferences in tandem with the IAAP Regional Conferences organized by IAAP and IUPsyS. The IAAP and IUPsyS Regional Conferences held in odd numbered years, like ICP Annual and Regional Conferences, are conducted in developing nations to promote psychology and it's role in strengthening individual and collective well being.
7. Special registration rates will be accorded to members of ICP and IAAP for their respective conferences.
8. A regular, published exchange of association information will include association activities, including conference materials such as the call for papers, registration and hotel information, and eligibility for awards. IAAP and ICP will keep each other informed about conference and congress plans.
9. A liaison from ICP will sit with the IAAP board and a liaison from IAAP will sit with the ICP board.
10. Every four years, prior to the ICAP conference, these tandem association agreements will be reviewed by each association and amended by mutual authorization, if needed.

Submitted by:

Ray Fowler, IAAP Treasurer

Election of IAAP Officers and Members of the Board of Directors

Charles D. Spielberg, Ph.D., ABPP, IAAP Past-President, 2002–2006

The 26th International Congress of Applied Psychology that will be held in Athens next July promises to be the most outstanding meeting of our Association. The Congress organizers have been working very hard for the past five years to ensure the success of our forthcoming Congress, as was observed by your officers who have enjoyed meeting with them in Athens on two occasions during the past year. Attendance at the Congress and the quality of the program will be enhanced by the fact that a number of affiliated organizations will convene their conventions in close proximity to Athens, and will be given time to include symposia and paper sessions at our Congress.

A major responsibility of the IAAP Board at the Athens Congress will be to conduct the elections of your new officers and board members. We will need to vote on nominees for the office of President-Elect, Secretary General and Treasurer. José Prieto and Ray Fowler, who have made outstanding contributions to our Association during the past 7 years, will be completing their second terms in their respective offices. According to the bylaws of our Association, they are not eligible for re-election, but will be eligible to be nominated for other offices.

In addition to the election of President-elect, Secretary-General, and Treasurer, we will also elect 8 to 12 new Members at Large of the Board of Directors at the Athens Congress. The bylaws of our Association require that one-third of our Members at Large shall retire from office at each International Congress. New candidates for Members at Large may be nominated by the Board of Directors, the Presidents of IAAP Divisions, and by full members of the Association. Each new nominee for the Board must be endorsed by two other full Members. Nominations for Members at Large must be submitted to the Secretary General of the Association at least 45 days before the IAAP Congress at which the election will take place, along with the names of the endorsers and the consent, in writing, of the nominee.

The Officers and Members at Large of the Board of Directors are currently elected by Board members at our Congress meetings in accordance with our bylaws. During the past several years, the Board has discussed the possibility of modifying the election procedures so that the President-elect can be nominated and elected by the membership of the Association. The possibility that other Officers and Members at Large can be elected in this manner is also under consideration. However, for the coming year, we are bound by our present bylaws and the election procedures that have been briefly described.

The main purpose of this announcement is to stimulate our members to begin thinking about your nominations of the Officers and Members-at-Large of the Board of Directors of our Association. As the time for our elections approaches, you will be hearing in greater detail from our Secretary General, and there will be further announcements in this Newsletter. In the meantime, please give thought and consult with your colleagues regarding your nominations for our Association's Officers and Board members. It is also time to begin making plans to join us for an outstanding Congress in Athens, July 16–26, 2006!

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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.

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

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

Dues for 2005: there is a graded scale of dues based on self-evaluated yearly income. Student Members will pay \$20/£13 (\$10/£7 for 1st year). For further information visit <http://www.iaapsy.org>

Application for IAAP Membership

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