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**Task Force on Terms of Office, Renewal, Succession and Rejuvenation
of the Executive Committee and the Board of Directors**

REPORT TO THE BOARD OF DIRECTORS

JUNE, 2014

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TABLE OF CONTENTS

1. TERMS OF REFERENCE.....	4
1.1 MANDATE	4
1.2 TASKS	4
1.3 MEMBERS	4
2. METHOD.....	4
2.1 PROCEDURE.....	4
2.2 SAMPLE	5
3. RESULTS	6
3.1 COMPOSITION OF EXECUTIVE COMMITTEES.....	7
3.2 COMPOSITION OF BOARDS OF DIRECTORS.....	8
3.3 COMPOSITION OF STAFF	8
3.4 DURATION AND RENEWAL OF TERMS OF MEMBERS OF EXECUTIVE COMMITTEES.....	9
3.5 DURATION AND RENEWAL OF TERMS OF MEMBERS OF BOARDS OF DIRECTORS	10
3.6 ROTATION BETWEEN OFFICES AND PATH TO PRESIDENCY	11
3.7 ROLE OF PAST-PRESIDENT	12
3.8 MEASURES TO PROMOTE CONTINUITY	12
3.9 MEASURES TO PROMOTE RENEWAL (INVOLVEMENT OF NEW PERSONS)	13
3.10 MEASURES TO PROMOTE REJUVENATION (INVOLVEMENT OF JUNIOR COLLEAGUES)	13
3.11 SUCCESSION PLANS	14
4. DISCUSSION.....	14
4.1 COMPOSITION OF IAAP EXECUTIVE COMMITTEE	14
4.2 COMPOSITION OF IAAP BOARD OF DIRECTORS	15
4.3 COMPOSITION OF IAAP STAFF.....	15
4.4 DURATION AND RENEWAL OF TERMS OF MEMBERS OF IAAP EXECUTIVE COMMITTEE	16
4.5 DURATION AND RENEWAL OF TERMS OF MEMBERS OF IAAP BOARD OF DIRECTORS	17
4.6 ROTATION BETWEEN OFFICES AND PATH TO PRESIDENCY	18
4.7 ROLE OF PAST-PRESIDENT	20
4.8 MEASURES TO PROMOTE CONTINUITY	20
4.9 MEASURES TO PROMOTE RENEWAL (INVOLVEMENT OF NEW PERSONS)	21
4.10 MEASURES TO PROMOTE REJUVENATION (INVOLVEMENT OF JUNIOR COLLEAGUES)	22
4.11 SUCCESSION PLANS	23
5. PROPOSALS FOR AMENDMENTS TO THE CONSTITUTION OR RULES OF PROCEDURE	23
6. LIST OF APPENDICES	24

LIST OF ACRONYMS USED IN THE REPORT

BOD = Board of directors

EC = Executive Committee

IAAP = International Association of Applied Psychology

P = President

PE = President-Elect

PP = Past-President

SG = Secretary-General

S/T = Secretary/Treasurer

T = Treasurer

VP = Vice-President

1. TERMS OF REFERENCE

1.1 Mandate

In July 2012, the Board of Directors of the International Association of Applied Psychology (IAAP) established a Task Force to consider whether revisions of the IAAP Constitution are needed with regard to terms of office, renewal, succession and rejuvenation of the Executive Committee (EC) and the Board of Directors (BOD).

A copy of the Terms of Reference, as reflected in the motions adopted by the BOD with regard to the creation of the Task Force in Cape Town in July 2012, is attached to this report (see Appendix 1).

1.2 Tasks

The Terms of Reference approved by the BOD charged the Task Force with the following tasks:

- 1) To review and critically examine the pathways through which officers enter the EC, the length of the terms of the different offices within the EC and the number of times their terms can be renewed, the composition of the EC (officers only or officers plus other members), the rules regarding rotation among officer positions on the EC, and means of promoting renewal or rejuvenation of the EC.
- 2) To review and critically examine the length of the terms of the members within the BOD, the number of times their terms can be renewed, and means of promoting renewal or rejuvenation of the BOD.
- 3) To formulate proposals to present to the EC and BOD regarding possible amendments to the Constitution that would address problems identified in the foregoing critical examination. Possible amendments will concern the Constitution whether it stands alone or is integrated with the Rules of Procedure.

1.3 Members

The following persons were appointed by the BOD in July 2012 to complete these tasks:

- Janel Gauthier, President-Elect and Chair of the Standing Committee on the Constitution and rules of Procedure;
- Terry Hartig, Member-at-Large of the BOD and Chair of the Task Force on Divisional Governance (which is currently resting pending work to reconcile the Constitution and Rules of Procedure); and
- Fanny Cheung, Member-at-Large of the BOD.

2. METHOD

2.1 Procedure

As a first step, the Task Force set out to review the by-laws and other governance documents of a large sample of international and regional organizations in psychology and related sciences with a view to organizational structure; terms of office for the different members of the governing bodies (e.g., officers of ECs and members of BODs); functions

delegated to full-time or part-time, salaried staff versus volunteers; and how they cultivate the involvement of junior colleagues in organizational governance. In this work, we focused on that information available to the general public via the internet.

As a second step, the information gathered through the review was summarized in tables.

As a third step, the information in the tables was examined to identify trends in governance structure and practices across international and regional organizations of psychology.

As a fourth step, using the results of the review, IAAP's governance structure and practices were critically examined.

As a fifth step, suggestions or proposals regarding possible amendments to the IAAP Constitution or Rules of Procedure were formulated.

As a sixth step, this report was drafted.

2.2 Sample

The organizations were selected for review as follows:

- a) The Task Force consulted the International organizations of psychology listed in the APA's Directory of International and Regional Organizations of Psychology (<http://www.apa.org/international/directories/international-orgs.aspx>) to identify the main international organizations of psychology in existence. The Directory contains the information to contact 148 organizations. Most of them have a website. Upon examination, however, we found that four of them did not have a website; three had an invalid http; and one had a domain name which had expired.
- b) The Task Force visited the website of the 140 organizations of psychology which had a valid URL to identify all the organizations which were truly international or regional and for which governance documents were available to the general public on the internet. The aim, the mission and the membership of the organizations were also taken into consideration. For example, organizations which were networks or foundations were screened out. So were organizations which were institutes or centres rather than organizations such as IAAP. Organizations whose membership consisted of students only were also screened out. A total of 69 organizations listed in the APA's Directory met the criteria for inclusion in the review.
- c) Each member of the Task Force reviewed 15 of the organizations that met the inclusion criteria, with the set of organizations selected in consultation with the other task force members. This means that 45 international and regional organizations of psychology were the focus of this review. As 8 organizations listed in the APA's Directory are not truly international or regional in their scope of activities or composition of their governance body (e.g., they always hold their conference in the same country or all the Officers of the governing body are from the same country), this represents 30.4% of the total number of international and regional organizations, and 65.2% of the sample meeting the criteria for inclusion in the review.

A list of the organizations which met the criteria for inclusion in the review is attached to this report (see Appendix 2). The organizations which were selected by the members of the Task Force for review are also identified.

It will be noted that one selected organization was found later to be inappropriate to review because it differed in kind from the IAAP. It was the World Health Organization. Consequently, the results presented below are based on a review of 44 organizations, not 45.

3. RESULTS

The review was articulated around 11 parameters which were delineated from the Terms of Reference. Those parameters were:

- Number of EC members (including officers, non-officers, staff persons);
- Number and titles of officers (e.g., President, President-Elect, Past-President, Vice-President, Secretary-General, Treasurer);
- Terms of office for officers: duration of terms, limits on number of terms for re-election
- Rules or policies regarding rotation among the officers (yes or no; what rules or policies);
- Path for succession to President: from President-Elect or Vice-President (direct or additional vote), or other (specify);
- The role of Past-President;
- Number of BOD members (or, for example, council members where a board is called a council), duration of their terms of office and limits on number of terms for re-election;
- Measures to promote continuity (e.g., board experience as an eligibility criterion for election to an office, staggering of terms to ensure overlap of terms among BOD or EC members);
- Succession plans;
- Number of salaried staff, their titles and their functions;
- Measures to cultivate the involvement of junior colleagues in organizational governance (yes or no; what measures).

The information regarding those parameters is summarized in a series of tables attached to this report (see Appendix 3).

Looking across the tables summarizing the information gathered from various organizations, several general points can be noted:

- The organizations varied in the amount of information made available on the internet, from just a list of EC members (International Psycho-Oncology Society: member login required for further information) to the complete set of by-laws and other foundational documents. Quite often, little or no information was given on whether the organization had a paid staff, though when this information was not made explicit, it could be deduced from other information.
- The organizations varied in the name, size and composition of those organs with leadership functions. The structure comprising an EC and a separate BOD as found in IAAP was also found in other organizations, but numerous organizations had other naming conventions, though functions were allocated to bodies and individuals that could be identified as counterparts to the bodies and officers of the IAAP EC and BOD.
- While by-laws generally gave a clear indication of the duration of terms for different offices and descriptions of how elections should be conducted, it was often not clear for just how many terms/years individuals could serve. When looking for such information, it was interesting that it so frequently was not to be found or was hidden in cloudy formulations.
- A similar lack of clarity characterized information regarding rotation and succession. The lack of explicit specifics with regard to succession plans may reflect implicit assumptions that succession occurs with elections, and that new people are regularly

elected to posts. Thus, the succession plans are implicit in the description of nominations and elections.

- Few organizations indicated in their by-laws that they had instituted specific measures to promote rejuvenation. Some organizations did, however, have one or more members on the BOD (or its equivalent) who were drawn from student membership (and nominated by a body of student members).
- With regard to promoting continuity, it was common that organizations staggered terms for BOD members and even for some officers (particularly treasurer and secretary). In at least one case, BOD experience was given as a criterion for election or appointment by the BOD of a member to office. Aside from the president-elect becoming president and the outgoing president becoming past-president, specific patterns of rotation among offices did not occur.

While it was quite difficult at times to find the information we were looking for, we were able to find useful and valid information, which was quite informative and revealing. There are some inherent limitations to a review such as this one, but there are also some strengths. The number of documents reviewed is definitely one of them. The size of the sample is also large enough to identify patterns of practices in organizational governance and how other international and regional organizations go about addressing some issues that the Task Force was charged to address.

We will now examine this information. It will help to put IAAP's governance practices into perspective. In addition, it will provide a context for proposals to the Board of Directors regarding possible amendments to the IAAP Constitution or Rules of Procedure.

3.1 Composition of Executive Committees

There were instances in which the number of members in each category (officers, elected members, appointed members) was somewhat difficult to specify exactly because of variations in nomenclature, conditions of election or appointment, and terms of office. In those instances, we have provided the most accurate estimate possible. As demonstrated below, even with approximate numbers, we can see where there are clear majority arrangements and where there is none.

- **POINT 1**

Examination of Table 1 in Appendix 3 (N = 44) reveals that:

- 22 organizations have a PP in addition to a P and a PE;
- 2 organizations have a P and a PE, but no PP;
- 4 organizations have a P and a PP, but not PE;
- 15 organizations have a P and one or several Vice-Presidents (VPs);
- 33 organizations have a S;
- 36 organizations have a T;
- 5 organizations have a S/T.

This information shows that the model "PE-P-PP" is the most common one, and that the model "P-VP" is the second most common. When organizations choose between having a PE or PP, it appears that there is a slight preference for having a PP instead of a PE. Most organizations have a S and a T. Few of them have an officer assuming both offices (S and T).

- **POINT 2**

Examination of Table 1 in Appendix 3 also reveals that:

- 19 organizations have an EC consisting of Officers and other elected members (e.g., Members-at-Large);

- 15 organizations have an EC consisting of Officers and appointed members;
- 7 organizations have an EC consisting of Officers as well as of elected and appointed members;
- 14 organizations, at least, have an EC consisting of Officers without additional elected or appointed members.

This information shows that two-thirds of the organizations have an EC consisting of Officers and additional members, either elected or appointed.

- **POINT 3**

Furthermore, examination of Table 1 in Appendix 3 reveals that:

- 19 organizations have an EC consisting of 5 members or less;
- 12 organizations have an EC comprising from 6 to 9 members;
- 13 organizations have an EC consisting of 10 members or more.

While the number of members composing an EC varies tremendously across organizations, going from as few as 3 to as many as 36, this information shows that 31 organizations have an EC consisting of 9 members or less.

It will be noted, however, that, in some organizations, the body functioning as the “Executive Committee” (though not necessarily under that title) also acted as the Board of Directors. Care was taken in this review to differentiate these roles with the evidence available to the public on the internet. The information needed to do so was not available in all cases.

3.2 Composition of Boards of Directors

- **POINT 1**

Examination of Table 2 in Appendix 3 (N = 43) reveals that:

- Most organizations are governed by a BOD or an equivalent body. The name of the governing body varies across organizations, which creates some confusion. Sometimes, the confusion is enhanced by the fact that some organizations have an EC which acts as BOD.
- 39 organizations have a BOD with elected members sitting as individuals;
- 14 organizations have a BOD with elected members sitting as representatives;
- 23 organizations have a BOD with co-opted or appointed members.

This information shows that the composition of BOD is primarily made of members sitting as individuals. However, one-third of the organizations include members sitting as representatives. At least, half of them include co-opted or appointed members.

- **POINT 2**

Examination of Table 2 in Appendix 3 also reveals that:

- 2 organizations have no BOD or any equivalent (ISPA and MEPA)
- 2 organizations have a BOD consisting of more than 40 members (IAIP and ICE)
- 28 organizations have a BOD consisting of 10 up to 40 members

While the number of members composing a BOD varies tremendously across organizations, going from 6 (EABCT) to more than 90 (ICE), this information shows that 63.3% of them have a BOD with 40 members or less. The members of the largest BODs appear to have particular representative responsibilities (e.g., serving as the representative to the BOD from a training institute or national association).

3.3 Composition of Staff

Examination of Table 3 in Appendix 3 (N = 43) reveals that:

- 18 organizations seem to have hired staff (e.g., secretary, executive director, administrative or executive secretary, staff coordinator, web master) or to be allowed to hire staff as needed.
- 6 organizations appear to have a Head or a Central Office.

This information shows that one-third of the organizations have administrative staff. However, it is not clear from the information available on the website of those organizations just how many are dedicated to full- and part-time work for the organizations alone (versus staff formally employed by a university or other institute/agency but serving the organization within their formal position), and whether they are paid or non-paid positions. As to the organizations which have a Central or Head Office, it is not clear what hired personnel they have. However, there was one organization which provided a detailed list of the administrative positions in its Head Office, the Association for Childhood Education International (ACEI). This organization has 12 staff positions:

- Administration: Executive Director, Accounting Manager, Operations Manager
- Editorial: Editor/Webmaster, ACEI Exchange Editor/Publications Production Editor
- Membership and Marketing: Membership Assistant, Member Relations and Communications Manager
- Advocacy, Public Affairs, and Outreach: Director of Advocacy and Outreach
- Professional Development: Professional Development and Research Specialist
- Communications: Communications Manager
- Development: Director of Development, Development Coordinator

3.4 Duration and Renewal of Terms of Members of Executive Committees

Table 4 in Appendix 3 provides information about duration and renewal of terms of EC members (or the equivalent) for 42 organizations. Examination of Table 4 reveals the following:

- For the President (P):
 - 8 organizations have 4-year terms;
 - 5 organizations have 3-year terms;
 - 24 organizations have 2-year terms;
 - 4 organizations have 1-year terms;
 - 12 organizations allow a President to be re-elected at the end of a term as P (actually, there is even one organization that allows re-election as long as the retiring member is member in good standing and aged under 75 years of age).
- For the President-Elect (PE):
 - 1 organization has 4-year terms;
 - 0 organizations have 3-year terms;
 - 19 organizations have 2-year terms;
 - 4 organizations have 1-year terms.
- For the Past-President (PP):
 - 3 organizations have 4-year terms;
 - 0 organizations have 3-year terms;
 - 17 organizations have 2-year terms;
 - 5 organizations have 1-year terms.
- For the Secretary or Secretary-General (SG):
 - 1 organization has 6-year terms;
 - 12 organizations have 4-year terms;
 - 9 organizations have 3-year terms;
 - 9 organizations have 2-year terms;

- 25 organizations allow renewals;
- 13 organizations have no clear limitations on number of renewals;
- 4 organizations prohibit renewals
- For the Treasurer (T):
 - 1 organization has 6-year terms;
 - 1 organization has 5-year terms;
 - 12 organizations have 4-year terms;
 - 10 organizations have 3-year terms;
 - 9 organizations have 2-year terms;
 - 27 organizations allow renewals;
 - 14 organizations have no clear limitations on number of renewals;
 - 3 organizations prohibit renewals
- For the Secretary/Treasurer (S/T) (few organizations combine the two offices into a single office):
 - 1 organization has 4-year terms;
 - 3 organizations have 3-year terms
 - 3 organizations allow renewals;
 - 2 organizations have no clear limitations on number of renewals;
 - 1 organization prohibits renewals.
- For Other Elected EC Members:
 - 1 organization has 6-year terms;
 - 1 organization has 5-year terms;
 - 7 organizations have 4-year terms;
 - 2 organizations have 3-year terms;
 - 9 organizations have 2-year terms;
 - 17 organizations allow renewals;
 - 10 organizations have no clear limitations on number of renewals;
 - 1 organization prohibits renewals.

This information shows that few organizations assigned 4-year terms to their presidential officers (i.e, P, PE, and PP). Actually, 2-year terms are far more prevalent. About two-thirds of the organizations have 2-year terms or shorter for their P. Furthermore, 95.8 percent of the organizations elect a PE for one or two years. Finally, 88 percent of the outgoing presidents are assigned terms of one or two years as PP. Some organizations allow their P to run for the presidency again at the end of a term as P, but it rarely involves an organization that elects a PE who will automatically succeed an outgoing P.

The information also shows that the SG and the T of international or regional organizations are often assigned terms of 3 years or longer, with 4-year terms being quite common. Furthermore, 80.6 percent of the organizations allow their SG to stand for re-election, and 90 percent allow their T to do the same. About half of them do not have clear limitations on the number of renewals.

3.5 Duration and Renewal of Terms of Members of Boards of Directors

- Elected Members Sitting as Individuals

Table 5 in Appendix 3 provides information about duration and renewal of terms of elected BOD members sitting as individuals for 33 organizations. Examination of Table 5 reveals the following:

- 1 organization has 6-year terms;
- 1 organization has 5-year terms;
- 12 organizations have 4-year terms;
- 8 organizations have 3-year terms;

- 11 organizations have 2-year terms;
- 30 organizations allow renewals;
- 14 organizations have no clear limitations on number of renewals;
- 3 organizations prohibit renewals.

This information shows that elected BOD members sitting as individuals are assigned terms of four years or less in 93.9 percent of the organizations, with 4-year terms in a little more than one-third of them. Furthermore, 90.9 percent of the organizations allow their elected BOD members sitting as individuals to stand for re-election, and 46.7 percent of those do not have clear limitations on the number of renewals.

- Elected Members Sitting as Representatives

Table 5 in Appendix 3 provides information about duration and renewal of terms of elected BOD members sitting as representatives for 12 organizations. Examination of Table 5 reveals the following:

- 1 organization has 6-year terms;
- 1 organization has 5-year terms;
- 3 organizations have 4-year terms;
- 1 organization has 3-year terms;
- 6 organizations have 2-year terms;
- 12 organizations allow renewals;
- 9 organizations have no clear limitations on number of renewals;
- 0 organizations prohibit renewals.

This information shows that elected BOD members sitting as representatives are assigned terms of three years or longer in about 50 percent of those organizations that have such BOD members. Furthermore, 91.6 percent of those organizations allow their elected BOD members sitting as representatives to stand for re-election, and 81.8 percent of those do not have clear limitations on the number of renewals.

- Co-Opted or Appointed BOD Members

Table 5 in Appendix 3 provides information about duration and renewal of terms of co-opted or appointed BOD members for 12 organizations. Examination of Table 5 reveals the following:

- 1 organization has 5-year terms;
- 1 organization has 4-year terms;
- 4 organizations have 3-year terms;
- 6 organizations have 2-year terms;
- 11 organizations allow renewals;
- 8 organizations have no clear limitations on number of renewals.

This information shows that co-opted or appointed BOD members are assigned terms of three years or longer in two-thirds of the organizations, with 4-year terms in about one-third of them. Furthermore, two-thirds of the organizations do not have clear limitations on the number of renewals, and 25 percent of them limit the number of renewals to one.

3.6 Rotation between Offices and Path to Presidency

- Rotation between Offices

Table 6 in Appendix 3 provides information about rules and policies regarding rotation between offices for 42 organizations. Examination of Table 6 reveals the following:

- 40 organizations have no rules or policies restricting rotation between offices (it may be that outgoing P who are not eligible for re-election as P are not expected to run for another office, though very few organizations have an explicit rule regarding this matter);
- 1 organization (World Institute of Pain – WIP) has a rule prohibiting rotation between EC offices and it reads as follows: “The Immediate Past President may not seek election to any other WIP Officer’s position for a minimum of two (2) years from the end of his/her period of office.”
- 1 organization (EAWOP) has a rule that indirectly limits rotation between offices because the number of years during which an individual can be a member of the EC is limited to 6 years.
- 1 organization (ITC) is considering the adoption of a rule limiting the number of years during which an individual can be a member of the EC, which would indirectly limit rotation between offices.

This information shows that rotation between EC offices has not been the focus of rules or policies among most of the sampled international and regional organizations. In nearly all of them, an individual may seek election to another EC office if not eligible for re-election to the same office. The extent to which this occurs has, however, not been addressed by this Task Force.

- Path to Presidency

Table 6 in Appendix 3 provides information about path to Presidency between offices for 42 organizations. Examination Table 6 reveals the following:

- 26 organizations elect a president who serves as PE or VP before serving as P;
- 16 organizations elect a president who serves as P soon after the election.

This information shows that the most common path to Presidency is the one which involves serving as PE before becoming P. Some 61.9 percent of the organizations use it.

3.7 Role of Past-President

Table 7 in Appendix 3 provides information about the presence and role of PP on the EC of 42 organizations. Examination of Table 7 reveals the following:

- 28 organizations have a PP;
- 10 organizations assigned specific duties to their PP (e.g., Chair of Elections Committee, Chair of Awards Committee);
- 11 organizations assigned only general duties to their PP (e.g., assists P or PE, serves as advisor, chairs meetings in absence of P or PE);
- 7 organizations assigned no duties whatsoever, specific or general, to their PP.

This information shows that two-thirds of the organizations have PP on their EC, and 64.3 percent of them assigned either general or no duties to their PP. Only 35.7% assigned specific duties to their PP.

3.8 Measures to Promote Continuity

Table 8 in Appendix 3 provides information about measures used by 42 organizations to promote continuity on EC and Board of Directors. Examination of Table 8 reveals the following:

- 19 organizations (i.e., 45.2%) stagger terms of members serving on the governance body and 3 of them stagger also the terms of EC officers (ISSPP staggers the terms of its 3 VPs; ICP and IBNS stagger the terms of its SG and T);

- 40 organizations (i.e., 95.2%) support the renewal of terms for some of their officers or directors at the end of their term, with nearly half of them without clear limitations on the number of renewals for some positions;
- 1 organization requires BOD experience to be eligible to an office (ISSP);
- 1 organization requires EC experience to be eligible to an office (ICPSR);
- 27 organizations (i.e., 64.3%) have a track whereby the outgoing P becomes PP at the end of office;
- 10 organizations, at least, have staff positions (the actual number may be significantly larger because this type of information is not always available on the web).

This information shows that organizations are using mainly four different measures to promote continuity. First, they allow the renewal of terms for some of their officers or directors, though limiting at times the number of renewals. Second, they have an office which allows the outgoing President to become PP at the end of his or her term. Third, they stagger terms. Fourth, they hire administrative staff.

3.9 Measures to Promote Renewal (involvement of new persons)

Table 9 in Appendix 3 provides information about measures used by 42 organizations to promote renewal on their EC or Board of Directors. Examination of Table 9 reveals the following:

- For the EC:
 - 9 organizations (i.e., 21.4%) have limitations on the number of consecutive terms or the number of consecutive years that an individual may complete as EC member;
 - 3 organizations (i.e., 7.1%) have restrictions on rotation between offices.

This information shows that the number of organizations that have developed measures to promote EC renewal is relatively limited. The measures used so far include limiting the number of consecutive terms or the number of consecutive years that an individual may serve on the EC and restricting rotation between offices.

- For the BOD:
 - 9 organizations (i.e., 21.4%) have limitations on the number of consecutive terms or the number of consecutive years that an individual may serve as BOD member.

This information shows that the number of organizations that have developed measures to promote BOD renewal is relatively limited. The measures used so far include limiting the number of consecutive terms or the number of consecutive years that an individual may serve on the BOD.

3.10 Measures to Promote Rejuvenation (involvement of junior colleagues)

Table 10 in Appendix 3 provides information about measures used by 42 organizations to promote EC or BOD rejuvenation. Examination of Table 10 reveals the following:

- 2 organizations call for nominations of junior colleagues (ICP and IARR);
- 2 organizations have seats reserved for junior colleagues (e.g., Early Career Representative, New Professional Representative) (ICP and IARR);
- 1 organization seems to have mentorship for junior colleagues (ICP).

This information shows the number of organizations that have developed measures to promote EC or BOD rejuvenation is relatively small. The measures used so far include

reserving seats for junior colleagues, calling for nominations of junior colleagues, mentoring junior colleagues, and specifying age representation as an election criterion. Also, at least three organizations have a BOD which includes 1 or 2 student representatives (ICP, ISAE and ISDP).

3.11 Succession Plans

Table 11 in Appendix 3 provides information about 42 organizations regarding their succession plans for EC or BOD members. Examination of Table 11 reveals the following:

- For the EC:
 - 26 organizations have succession plans for the presidency, using primarily the “PE-P” model;
 - 1 organization has a succession plan for the office of SG, using the office of SG-Elect as a prerequisite for becoming SG (IPRA);

This information shows a large number of organizations have succession plans for the presidency, and rarely any for the office of SG and that of T. Some organizations stagger the terms of some EC officers (ISSPP staggers the terms of its 3 VPs; ICP and IBNS stagger the terms of its SG and T), but those measures are used primarily to ensure continuity rather than succession.

- For the BOD:

No organizations have specific succession plans for BOD members. A few organizations stagger the terms of BOD members, but those measures are used primarily to ensure continuity rather than succession.

4. DISCUSSION

4.1 Composition of IAAP Executive Committee

IAAP has an executive committee (EC) called “Board of Officers”. As reflected in the name, EC membership is limited to the Officers of the Association. It has no other members. On the recommendation of the Board of Officers, the Board of Directors may appoint one or more additional members to the Board of Officers to carry out specific functions needed by the Association. Such additional officers will serve for the period approved by the Board of Directors (Section 8.02 of the Constitution). In 2006 and 2010, for example, the Board appointed an outgoing EC member as Communication Officer. As described in the Constitution, IAAP has five Officers. Those are the President (P), the President-Elect (PE), the Past-President (PP), the Secretary-General (SG) and the Treasurer (T).

COMMENT

The composition of the IAAP EC Committee is comparable to that of many other international or regional organizations. As shown in this review, the model “PE-P-PP” is the most common one, perhaps because the combination “PE-P” provides smooth succession and the combination “P-PP” provides continuity. Most organizations have a S and a T. Few of them have an officer assuming both offices (S and T). It should be noted, however, that two-thirds of the organizations have an EC consisting of Officers and additional members, either elected or appointed. Perhaps the IAAP Board of Directors could examine the desirability of adding members to the EC, either members-at-large or members with specific portfolios or responsibilities. This review shows that about three-quarters of the organizations have an EC consisting of 9 members or less. It would keep the size of the EC comparable to that of other ECs if IAAP was to have a few more EC members. If it were to have an EC with Offices and members, there would be a need to change the name “Board of

Officers” for “Executive Committee” in the IAAP Constitution so as to reflect clearly the fact that the body consists of Officers and Members, not Officers only. One should not be called “officer” merely because he or she is a member of the EC. This could additionally help to resolve occasional confusion among members concerning the difference between the Board of Officers and the Board of Directors.

4.2 Composition of IAAP Board of Directors

As described in the Constitution, IAAP has a Board of Directors (BOD) consisting of 5 officers, no less than 24 and no more than 45 Members-at-Large (Constitution, Section 7.02), 18 Division Presidents, and 17 Division Presidents-Elect for a total ranging from 64 to 85.

COMMENT

As shown in this review, the number of members composing a BOD varies tremendously across organizations, going from 6 (EABCT) to more than 90 (ICE). However, it also shows that all but two of the sampled organizations have a BOD with 40 members or less. It goes without saying that IAAP has a BOD which is much larger than the ones found in other international or regional organizations. Moreover, in apparent contrast to the other two organizations with unusually large BODs, members of the IAAP BOD do not function as representatives of particular organizations or institutes, though they may function informally to represent different countries or regions.

A larger BOD provides more opportunities for IAAP members to become BOD members. Actually, the number of nominations for Member-at-Large seats is always inferior to the number of seats available. In 2010, the BOD approved a motion to include Division Presidents-Elect in the BOD so as to provide them with the opportunity to become more knowledgeable about IAAP affairs before becoming Division Presidents and to enable them to make more contributions to IAAP as Division Presidents. Whether or not this has worked so far is open to question because BOD meetings are rarely attended by both Division officers (i.e., the President and the President-Elect). Most Divisions send either its President, or President-Elect. Occasionally, they even send a representative who is neither P nor PE. Perhaps the Board of Directors should amend the Constitution and have the Division P as an ordinary member and the Division PE as a substitute. This would help to reduce the size of the Board and make it easier to reach a quorum for BOD meetings. It would also help to reduce the length of time that someone would serve as member of the BOD, particularly if someone became a Division officer while serving as Member-at-Large of the BOD or immediately at the end of an 8-year term as Member-at-Large (more about the duration of terms of BOD members in Section 4.5 of this report).

While there are advantages to having a very large BOD, one should not underestimate the downside. Psychology shows that responsibility becomes diffused when a group becomes too large. In a way, it is better to have a smaller BOD with many members who are committed and active instead of a larger BOD with a sizeable number of members who are not so committed or active. Commitment and activity tend to breed commitment and activity. Thus, a question arises as to whether or not the IAAP Board of Directors is too large. If the composition of the BOD remains the same, perhaps it should be called a “Council” or “General Assembly” instead of “Board of Directors” to reflect better its composition and its role in the Association.

4.3 Composition of IAAP Staff

IAAP has no regular part-time or full-time administrative staff. However, the SG and the T are authorized to hire an administrative assistant. Occasionally, a person appointed by the

BOD to serve as Officer is also authorized to hire an administrative assistant. This is the case with the current the Communication Officer who employs a student as administrative assistant. As an Association, IAAP depends almost entirely on volunteers to do the administrative work, although some services are purchased from Wiley (e.g., updates of membership data base, membership payments).

COMMENT

As shown in this review, at least one-third of the organizations have administrative staff. Perhaps IAAP could hire an administrator or an executive director who could help the Association to fulfill its mission more effectively and efficiently. In our view, it would be worthwhile to explore the following possibilities:

- Administration (e.g., Executive Director, Accounting Manager, Operations Manager, Division Administrative Assistant to support Division ECs);
- Web Editorial (Editor/Webmaster);
- Membership and Marketing (Membership Assistant, Member Relations and Communications Manager);
- Advocacy and Public Affairs (e.g., Director of Advocacy and Public Affairs)
- Communications (e.g., Communications Manager)
- Development (e.g., Director of Development, Development Coordinator)

4.4 Duration and Renewal of Terms of Members of IAAP Executive Committee

As described in the Constitution (Section 8.03), the presidential officers (P, PE, and PP) have 4-year terms and are not eligible for re-election. As to the terms of the SG and T, they are 4-years terms, renewable once.

COMMENT

- The 12-year presidential cycle

As it stands, the person who is elected to lead the Association is committed to serve for 12 years as a presidential officer (4 years as PE; 4 years as P; and 4 years as PP). This is extremely demanding and it makes it more difficult to recruit someone who is willing to stand for election as PE. Also, it does not help with the renewal of the EC.

As shown in this review, 2-year terms for presidential officers are far more prevalent among international and regional organizations of psychology. About two-thirds of the organizations have 2-year terms or shorter for their P. Furthermore, 95.8 percent of the organizations elect a PE for one or two years. Finally, 88 percent of the outgoing presidents are assigned terms of one or two years as PP. So, one way to address the issue of duration of terms for presidential officers (i.e., PE, P, and PP) would be to change 4-year terms for 2-year terms. However, IAAP has its international congress every four years (ICAP) and one could argue that each president must have the honor of presiding over a congress. Consequently, unless IAAP decides to hold its congress biennially instead of quadrennially or relax the assumption that each president must have its conference, this option would not work well for IAAP.

Another way to address the issue of duration of the presidential cycle would be to do away with one of the presidential offices, either the office of PE or that of PP. This would help to reduce the duration of the cycle from 12 to 8 years. While this would solve the problem of duration, it would be done at a cost either way. Indeed, if IAAP decided to abolish the office of PE, the succession plan for the presidency would be lost. In addition, it would put the Association at risk. For example, if IAAP had not had a PE when President Raymond Fowler had a stroke in 2010, IAAP would have been in far more serious trouble. Likewise, if IAAP

decided to abolish the office of PP, continuity in the EC would suffer. In 2014, for example, IAAP will elect a new PE, a new SG, and a new T. This means that 3 out of 5 officers will be new. If there were no PP, it would mean that 3 out of 4 officers would be new. Obviously, this would not serve the Association well. While the loss in continuity associated with the abolition of the office of PP could be partially offset by staggering the terms of the SG and T (more about this in Section 4.8 of this report), continuity in the EC would still suffer because the PP has generally longer and broader experience with IAAP affairs than a SG or a T. For these reasons, the Task Force does not support the idea of abolishing the office of PE or PP. However, should the Board of Directors decide to reduce the duration of the presidential cycle by abolishing either office, we believe that it would be better to sacrifice the office of PP because it is most important for the Association to have a plan for succession.

Still another way to address the issue of duration of the presidential cycle would be to shorten the term of the PE and that of the PP and leave the term of the P as is. So, the outgoing P would become PP for two years and an election for a new PE would be held during the second year of that PP's term. The newly elected PE would assume the office of PE for two years before becoming P, that is, as soon as the PP would step down as PP. This means that a newly elected PE would be PE for two years, then P for four years and PP for two years, for a total of 8 years instead of the current 12. This also means that the EC would be short of one presidential officer at any given time because the terms of the PE and that of the PP would not overlap at any time. Still, we believe that this scenario would be viable, effective, and would work in the best interest of the Association. The combination "PE-P" would provide a smooth transition between presidencies and the combination "P-PP" would provide the desired continuity in presidencies. In our view, this is the scenario that the Board of Directors should adopt for reducing the duration of the presidential cycle from 12 to 8 years.

- Duration and renewal of terms of office for the SG and the T

The current rules regarding the duration and renewal of terms of office for the SG and the T seem to work well because they achieve a balance between continuity and renewal. In our view, there is no need to change them.

The duration of terms of office for the SG and the T of IAAP are comparable to what is commonly found in other international and regional organizations. Furthermore, IAAP allows the renewal of those terms, which is also common in other organizations. Finally, the terms are renewable only once, which is also common in other organizations.

4.5 Duration and Renewal of Terms of Members of IAAP Board of Directors

As described in the Rules of Procedure (Article 1.1), the terms of the Members-at-Large are 8-year terms and are renewable once. As to the terms of the Division Presidents and Presidents-Elect, they are limited to 4 years and are not renewable.

COMMENT

- Members-at-Large

As it stands, a person who is elected to serve as Member-at-Large is committed to serve as Board member for a period of 8 years. The duration of the term makes it more difficult to recruit someone who is willing to stand for election as Member-at-Large. Also, as the term is renewable once for another 8 years, it does not help with the renewal of the Board.

As shown in this review, elected BOD members sitting as individuals are assigned terms of four years or less in most international and regional organizations of psychology, with 4-year

terms in a little more than one-third of them. The majority practice is, of course, not necessarily the best practice, but this distinction is worth consideration. However, it raises a question as to whether it advances the interests of the IAAP that BOD members are seated for a relatively long time.

In our view, the Board of Directors should seriously consider reducing the duration of terms of Members-at-Large from 8 to 4 years, and maintain the existing rule about renewal, which allows re-election only once. This would help with the renewal of the BOD. In addition, it would bring those seeking re-election to renew earlier their commitment to serve as Board member. It could make the option of serving more attractive to those who do not wish to commit for a term as long as 8 years, or those who would otherwise choose to not do so when considering retirement from their university or other employer.

- Division Presidents and Presidents-Elect

The issues identified above with regard to the 12-year presidential cycle also hold for all IAAP divisions, but one (the Students Division). With a view to their participation in the BOD, the duration of the terms of the Division Presidents-Elect should be changed. In our view, change in the duration of terms for the Division PE and PP could be made in tandem with change in terms for the PE and PP of the organization as a whole. Should this happens, a Division PE would represent his or her Division for 2 years as PE followed by 4 years as Division P, for a total of 6 years instead of the current 8 years.

4.6 Rotation between Offices and Path to Presidency

- Rotation between Offices

There is no rule in the IAAP Constitution or Rules of Procedure which prohibits rotation between the office of SG and T, nor is there any rule prohibiting rotation between SG and PE or T and PE.

In 2006, Past-President Bernhard Wilpert introduced a motion to amend the newly adopted Constitution so as to prohibit the rotation from one office to another among the officers. The Board of Directors decided to deal with the motion at a future meeting. However, the motion was never re-introduced.

In 2012, Communication Officer José M. Prieto brought back the motion introduced earlier by Bernhard Wilpert and moved “That the Constitution be amended so that the rotation of Officers from one office to another office be prohibited.”

It was noted during the BOD meeting in Cape Town that the approved Minutes of the 2006 Board Meeting read as follows: “Bernhard Wilpert introduced a motion to amend Article 8, section 8.03 of the new Constitution: “that rotation of Officers from one to another Officer function be prohibited”. It was determined after discussion that we should not vote on this issue and that interesting parties should introduce this motion as an amendment to the constitution at a future meeting.”

The motion introduced by José M. Prieto was debated, but was eventually found *not to be in order* because it implied changing the Constitution and that, according to Section 14.01 of the Constitution, amendments must be submitted to the office of the Secretary-General at least one month before a meeting of the Board of Directors (see Section 7.5.4 of the Draft Minutes of the Board Meeting held in Cape Town in 2012).

José M. Prieto then moved “That the Rules of Procedure be amended so that the rotation of the Officers from one office to another office be prohibited.” The motion was seconded by

José M. Peiró to allow a debate on the motion. The motion was discussed and eventually a vote on it was taken. The motion was defeated (see Section 7.5.5 of the Draft Minutes of the Board Meeting held in Cape Town in 2012).

In its wisdom, recognizing the need to examine the issues concerning the terms of office, the renewal, the succession and rejuvenation with regard to the EC and the BOD, the BOD voted to establish a task force to review the Constitution and the Rules of Procedure and to formulate proposals regarding possible amendments to them that would address these issues. Hence the present Task Force.

COMMENT

As shown in this review, international and regional organizations of psychology prohibiting rotation between offices are extremely rare. Actually, we found only one that prohibited rotation and the rule aimed to prevent a PP from seeking election to another office at the end of his/her period of office as PP. Why rotation between EC offices has not been the focus of rules or policies among international and regional organizations is unclear. However, this is an undeniable fact.

In our view, the BOD should resist the temptation of prohibiting rotation between offices, including rotation between the SG and the T office because the potential costs outweigh the potential benefits. While prohibiting rotation between offices can help to promote the renewal of the EC, it also makes it impossible for an officer serving as SG or T to run for another office at the end of his or her first term as SG or T. For various good reasons, an officer may wish to continue to serve the Association at the end of his or her first term as SG or T. However, he or she may wish to do so as SG instead of T or as T instead of SG. Instead of prohibiting rotation between offices (namely SG and T), IAAP should limit the number of consecutive years or consecutive terms during which a person can serve as SG or T. This measure would accomplish the same objective as prohibiting rotation between SG and T, but it would do so without preventing an outgoing SG from running for T at the end of his/her first term, or vice versa. In our view, there is no compelling need to prohibit rotation between offices to promote renewal. Arguably, such a measure has the potential to deprive the Association of the nomination of a capable colleague for either office.

No international or regional organizations have rules prohibiting an officer, be it a SG or T, to run for PE or P. Actually, one can find some organizations that emphasize Board or EC experience for running for President. In our view, the Board of Directors should not prohibit a SG or T from running for PE. Experience as SG or T should be considered as an asset to the presidency, not an obstacle. It is important to balance the need for renewal and the need for experience.

- Path to Presidency

According to our Constitution and Rules of Procedure, one must run for PE before becoming P of IAAP and, at the end of the term as PE, the PE becomes automatically the new P who becomes the immediate PP.

COMMENT

The current path to presidency works well. Our review also indicates that the most common path to Presidency is the one which involves serving as PE before becoming P. Actually, this is the path to presidency for 61.9 percent of the international and regional organizations. In our view, the Board of Directors should leave it unchanged. It is a path that has served the Association well.

4.7 Role of Past-President

According to the IAAP Rules of Procedure (Section 2), “The Retiring President shall fulfill such duties as may be delegated by the other Officers.” In practice, the PP of IAAP is usually asked by the President to serve as Chair of the Elections Committee and Chair of the Awards and Fellows Committee. So, the PP of IAAP has both general and specific duties.

COMMENT

As shown in this review, two-thirds of the organizations have a PP on their EC, and 64.3 percent of them assigned either general or no duties to their PP. Only 35.7 percent assigned specific duties to their PP. It is fair to say the role of PP is similar to those of other international or regional organizations.

Should the Board of Directors choose to abolish the office of PP in its attempt to optimize the renewal of the EC membership (see Comment in Section 4.4 of this report), the most immediate past-president of the Association could still be appointed by the President to chair the Elections Committee and the Awards and Fellows Committee. One does not exclude the other.

4.8 Measures to Promote Continuity

IAAP uses various measures to promote continuity. First, it allows the renewal of terms for some of the EC officers (namely, the SG and the T). Second, it allows Members-at-Large of the Board of Directors to stand for re-election. In each case, the number of renewals is limited to one. Third, it has adopted the practice of staggering the terms of Members-at-Large so that about one-third of them retire from the Board of Directors at each IAAP congress. Forth, as the outgoing President becomes PP at the end of his or her term, continuity is also promoted by IAAP through the office of PP.

COMMENT

As shown in this review, international and regional organizations use mainly four different measures to promote continuity. First, they allow the renewal of terms for some of their officers or directors, limiting at times the number of renewals. Second, they have an office which allows the outgoing President to become PP at the end of his or her term. Third, they stagger terms. Fourth, they hire administrative staff.

In our view, there are two measures that IAAP could take to promote continuity further without impeding renewal. First, IAAP could stagger the terms of the SG and T to avoid situations in which both offices are renewed at the same time. When this happens, it is terribly disruptive for the functioning of the Association. Second, IAAP could hire permanent administrative staff instead of relying solely on volunteers who come and go. In addition, there are some tasks performed by EC or BOD members that would be better done by professionals who have the knowledge and the experience needed to do them. If the Officers had staff support, it would most certainly free them to do more of what they ought to do as Officers.

It should be noted that the practice of staggering the terms of the Members-at-Large of the Board of Directors is an informal practice because the IAAP Constitution, as adopted in 2006 and as ratified in 2012 by the Board of Directors, does not include any rule regarding the staggering of terms for Members-at-Large. Whether or not the IAAP Constitution should be amended to include rules regarding the staggering of terms for Members-at-Large is a question that the Task Force members have considered. In our view, there is no compelling need to formalize the current practice. First, the main purpose of staggering terms is to

facilitate continuity, not renewal. As far as we know, continuity is not an issue with the Members-at-Large and there is no indication that it will become one in the event that the BOD decides to reduce the duration of the terms of the Members-at-Large from 8 to 4 years while continuing to allow re-election only once as proposed in Section 4.5 of this report. Should continuity become an issue, however, the BOD will have the leisure to look at different ways to address it in due time. Second, if the terms of the Members-at-Large are reduced from 8 years to 4 years, the only way to stagger formally those terms will be to hold an election for half of the Members-at-Large during the year of the IAAP Congress and another election for the other half between two IAAP congresses. This would mean holding an election for Members-at-Large every two years because half of the seats (i.e., no less than 12 seats and up to 22 or 23 seats) would become vacant every two years. It would be simpler to have one round of election for the Members-at-Large of the BOD every 4 years.

4.9 Measures to Promote Renewal (involvement of new persons)

IAAP has rules limiting the number of renewals to one for the SG and the T as well as for the Members-at-Large. While IAAP has no rules prohibiting an outgoing PP to run immediately for president again (or any other office for that matter) immediately at the end of his or her term, the practice and the expectation has always been that the PP graciously retires and abstains from running for office again.

COMMENT

As shown in this review, the number of organizations that have developed measures to promote EC or BOD renewal is relatively limited. However, the review has made it possible to identify additional measures that the Board of Directors may want to consider to promote the renewal of the EC and the BOD. One of these measures involves limiting the number of consecutive terms a person may have as member of the EC or the BOD. Another one involves limiting the numbers of consecutive years a person can serve on the EC or the BOD.

In our view, the BOD should amend the IAAP Constitution so that EC members can serve a maximum of 8 consecutive years or two consecutive terms as EC members, not counting the years or the terms as presidential officers. As pointed out in Section 4.6 of the present report, this measure would accomplish the same objective as prohibiting rotation between the office of SG and T extending over more than two terms, but it would do so without preventing an outgoing SG from running for T after one term, or vice versa. As explained in Section 4.6 of this report, there is no compelling need to prohibit rotation between offices to promote renewal. Actually, such measure has the potential to deprive the Association from an interesting nomination for either office or to prevent someone from continuing to contribute to the Association in a different way.

Also, in our view, the BOD should amend the Constitution so that a member of the BOD can serve a maximum of 10 consecutive years. This rule should apply to Members-at-Large, Division Presidents and Division Presidents-Elect and should be used to determine eligibility for election or re-election to those positions. Assuming that the BOD reduces the duration of the Division presidential cycle (PE-P-PP) from 12 to 8 years as proposed in Section 4.5 of this report, this means that an outgoing Member-at-Large could run for Division President-Elect immediately at the end of his or her first term as Member-at-Large, but would not be allowed to do so at the end of a second term as Member-at-Large. The proposed change would provide balance between the need to promote the renewal of the BOD and the need to allow a BOD member to serve in a different role at the end of a term (e.g., sitting initially as member-at-large and subsequently as representative of a division). This is sometimes a path to Division presidency. It is not a formal path, but it is useful to have this possibility

because it is sometimes difficult to find someone who is willing to be nominated for Division PE.

With regard to renewal, we believe that age and gender as well as division and nation/region should also be considered when encouraging colleagues to stand for election.

4.10 Measures to Promote Rejuvenation (involvement of junior colleagues)

The IAAP Constitution allows the Board of Directors to select one or more Student Members to serve on the Board of Directors in addition to the President of the Student Division (see Section 9.02). Until now, this has been rarely used by the Board to rejuvenate its membership. Besides, this does not serve the purpose of engaging those junior colleagues who are no longer students. Strictly speaking, IAAP has no measures in place to involve junior colleagues in the governance of the Association. Some students who have served on the Board may have joined the BOD as member-at-large or representative of one of the IAAP Division after graduation. However, it seems that they are rare and, therefore, valued as it is, their involvement has not contributed significantly to the rejuvenation of the BOD or the EC.

COMMENT

As shown in this review, very few international or regional organizations have developed measures to promote EC or BOD rejuvenation. In our review, however, we have come across three measures worth discussing here.

First, some organizations have created a seat which is reserved for a junior colleague. For example, ICP has created a seat for an Early Career Representative and IARR has created a seat for a New Professional Representative. In our view, while this may have some merits, it cannot do much to rejuvenate a governance body as large as the Board of Directors of IAAP. Besides, this approach misses the point: the problem is not that junior colleagues are unsuccessful in their elections, but rather that they are rarely nominated to stand for election or think to put themselves forward for nomination. If they were nominated, the odds are that they would be elected because the number of nominations rarely exceeds the number of seats available.

Second, one organization uses calls for nominations of junior colleagues to recruit younger members to serve its governance body. In our view, IAAP needs to reach out to junior colleagues. This means contacting them, tapping into their networks, encouraging them to run for election. For example, IAAP could contact the members of its Students Division who have graduated and become junior psychologists and encourage them to stand for election to the BOD as Member-at-Large. Furthermore, if IAAP is to be successful in its quest for junior colleagues, it has to make the Association far more attractive to them and provide the services and challenges which will get them interested in joining IAAP and becoming involved with the Association's affairs. The composition of the current EC and BOD reflect IAAP's general membership. IAAP has many members who are senior psychologists and few who are junior psychologists. EC officers and BOD members are recruited among Members and Fellows in good standing. It goes without saying that it would be easier to recruit junior colleagues to serve if more of them were members of IAAP.

Third, one organization has developed a mentorship program for junior colleagues to rejuvenate and retain younger members who become involved in governance. In our view, this is something that IAAP should do. It would enable them to make contributions to the Association and they would be more likely to run for EC positions.

None of the measures described here to promote rejuvenation would require amending the Constitution or the Rules of Procedure.

4.11 Succession Plans

IAAP has a succession plan only for the presidency.

COMMENT

In our review, we came across an organization which has a succession plan for the office of SG, using the office of SG-Elect as a prerequisite for becoming SG. In our view, however, this is not necessary for IAAP because the Constitution allows the SG to stand for re-election once. We see no need for succession plans for positions other than the presidency because IAAP has already several measures in place to promote continuity, which helps with succession.

5. PROPOSALS FOR AMENDMENTS TO THE CONSTITUTION OR RULES OF PROCEDURE

Following a comprehensive review of the by-laws and other governance documents of several international and regional organizations in psychology and related sciences, and having critically examined IAAP's Constitution and Rules of Procedures with regard to terms of office, renewal, succession and rejuvenation on the Executive Committee and the Board of Directors as per the Terms of Reference given to us in July 2012, we respectfully submit for consideration to the Board of Directors the following proposals for amendments to either the Constitution or the Rules of Procedure as deemed appropriate:

1. To reduce the duration of the presidential cycle (PE-P-PP) from 12 to 8 years by electing a PE for two years instead of four and reducing the term of the PP from four to two years so as to have the following 8-year cycle: 2 years as PE, 4 years as P, and 2 years as PP.
2. To reduce the duration of the Division presidential cycle (PE-P-PP) from 12 to 8 years by electing Division Presidents-Elect for two years instead of four and reducing the term of the Division Past-Presidents from four to two years so as to have the following 8-year cycle: 2 years as Division PE and Member of the BOD, 4 years as Division P and Member of the BOD, and 2 years as Division PP.
3. To stagger the terms of the SG and T to improve continuity in the EC.
4. To limit the number of consecutive years or terms one can serve as EC member as proposed in Section 4.9 of this report, that is a maximum of 8 consecutive years or two consecutive terms, not counting the years or the terms as presidential officers (be it as PE, P or PP).
5. To reduce the duration of terms of Members-at-Large from 8 to 4 years, while maintaining the rule limiting the number of renewals to one.
6. To limit the number of consecutive years one can serve as BOD member as proposed in Section 4.9 of this report, that is a maximum of 10 years, including years of service as Member-at-Large, Division President and Division President-Elect (this proposal assumes that the Division presidential cycle will be modified as proposed above and in Section 4.5 of this report).

7. To allow the EC and the BOD to hire permanent staff to support the EC and the BOD in their work.

In addition, we propose the creation of a Task Force or Working Group to develop effective and efficient measures to rejuvenate the composition of IAAP's main governance body, including the governance of IAAP's Divisions, with a focus on young psychologists or junior colleagues.

Finally, we invite the BOD to consider the desirability of increasing the size of the EC and decreasing the size of the BOD as discussed in Section 4.1 and Section 4.2 of the present report, respectively. Consideration should also be given to specifying portfolios for additional EC members and representation functions for BOD members.

6. LIST OF APPENDICES

APPENDIX 1

Terms of Reference of the Task Force on Terms of Office, Renewal and Rejuvenation of the Executive Committee and the Board of Directors of the International Association of Applied Psychology as Reflected in the Motions Adopted by the Board of Directors in Cape Town in July 2012.

APPENDIX 2

List of International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

APPENDIX 3

IAAP Task Force on Terms of Offices, [...] of EC and BOD: Tables Summarizing the Information from the Review.

Janel Gauthier, Chair
Terry Hartig
Fanny Cheung

June 2014

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APPENDIX 1

Terms of Reference of the Task Force on Terms of Office, Renewal and Rejuvenation of the Executive Committee and the Board of Directors of the International Association of Applied Psychology as Reflected in the Motions Adopted by the Board of Directors in Cape Town in July 2012

Mandate

On behalf of the Board of Directors of the IAAP, to consider whether revisions of the Constitution are needed with regard to terms of office, renewal, and rejuvenation on the Executive Committee (EC) and the Board of Directors (BOD).

Tasks

- 4) To review and critically examine the pathways through which officers enter EC, the length of the terms of the different offices within the EC and the number of times their terms can be renewed, the composition of the EC (officers only or officers plus other members), the rules regarding rotation among officer positions on the EC, and means of promoting renewal or rejuvenation of the EC.
- 5) To review and critically examine the length of the terms of the members within the BOD, the number of times their terms can be renewed, and means of promoting renewal or rejuvenation of the BOD.
- 6) To formulate proposals to present to the EC and BOD regarding possible amendments to the Constitution that would address problems identified in the foregoing critical examination. Possible amendments will concern the Constitution whether it stands alone or is integrated with the Rules of Procedure.

Procedure

Exchange by email or other electronic means (e.g., Skype).

Members

Janel Gauthier, president-elect and chair of the standing committee on constitution and rules of procedure.

Terry Hartig, member of the BOD and chair of the task force on divisional governance (which is currently resting pending work to reconcile the Constitution and Rules of Procedure)

Fanny Cheung, member of the BOD

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
1	Name of Organisation	Remarks	International / Regional (I / R)	Relevant (Y / N)	Review (Y / N)	REVIEWER
2	International Association for Correctional and Forensic Psychology	By-Laws	I	Y	Y	F
3	International Society for Research on Aggression	By-Laws	I	Y	Y	F
4	World Institute of Pain	By-Laws	I	Y	Y	J
5	Cheiron: The International Society for the History of Behavioral and Social Sciences	By-Laws	I	Y	Y	T
6	International Council of Psychologists (ICP)	By-Laws	I	Y	Y	T
7	International Association for Relationship Research (IARR)	By-Laws	I	Y	Y	T
8	International Behavioral Neuroscience Society	By-Laws	I	Y	Y	T
9	International Society for Research on Emotion	By-Laws	I	Y	Y	
10	Childwatch International Research Network	By-Laws	I	Y	N	
11	International Psychogeriatric Association (IPA)	By-Laws	I	Y	Y	
12	International Society of the Rorschach and Projective Methods (ISR)	By-Laws	I	Y	N	
13	International Transactional Analysis Association	By-Laws	I	Y	Y	
14	Jean Piaget Society	By-Laws	I	Y	Y	
15	International Society of Behavioral Medicine	By-Laws & Charter	I	Y	Y	J
16	World Futures Studies Federation (WFSF)	Constitution	I	Y	Y	F
17	International Council of Ethologists (ICE)	Constitution	I	Y	Y	F
18	Association for Childhood Education International	Constitution	I	Y	Y	F
19	International Society of Political Psychology (ISPP)	Constitution	I	Y	Y	F
20	International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	Constitution	I	Y	Y	F
21	International Association for Cross-Cultural Psychology (IACCP)	Constitution	I	Y	Y	J
22	Stress and Anxiety Research Society (STAR)	Constitution	I	Y	Y	J
23	International Society for the Study of Behavioural Development (ISSBD)	Constitution	I	Y	Y	J
24	World Health Organization	Constitution	I	Y	Y	T
25	International Society for Developmental Psychobiology (ISDP)	Constitution	I	Y	Y	T

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
26	International Society for the Psychological Treatments of the Schizophrenias and Other Psychoses	Constitution	I	Y	Y	
27	International Group for the Psychology of Mathematics Education (PME)	Constitution	I	Y	Y	
28	International Society for Psychophysics	Constitution	I	Y	Y	
29	International Association for Jungian Studies	Constitution	I	Y	Y	
30	International Association for Cognitive Education and Psychology	Constitution & By-Laws	I	Y	Y	F
31	International Association of Individual Psychology	Constitution & By-Laws	I	Y	Y	F
32	International Society for Comparative Psychology	Constitution & By-Laws	I	Y	Y	F
33	International Test Commission (ITC)	Constitution & By-Laws	I	Y	Y	F
34	Collegium Internationale Neuro-Psychopharmacologicum (CINP)	Constitution & By-Laws	I	Y	Y	J
35	International School Psychology Association (ISPA)	Constitution & By-Laws	I	Y	Y	J
36	International Society for Interpersonal Acceptance and Rejection (ISIPAR)	Constitution & By-Laws	I	Y	Y	J
37	International Association for the Psychology of Religion	Constitution & By-Laws	I	Y	Y	J
38	Inter-University Consortium for Political and Social Research (ICPSR)	Constitution & By-Laws	I	Y	Y	T
39	International Psycho-Oncology Society	Constitution & By-Laws (available only to members)	I	Y	Y	T
40	International Association of Forensic Mental Health Services	Constitution & By-Laws (Policy & Procedure available to members only)	I	Y	Y	J
41	International Society for Affective Disorders	Constitution & Operating Policies	I	Y	Y	F
42	International Society for Applied Ethology (ISAE)	Constitution & Procedural Guidelines	I	Y	Y	T
43	International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	Constitution & Regulations	I	Y	Y	T
44	International Association of Applied Psychology	Constitution & Rules of Procedure	I	Y		
45	International Association for Research in Economic Psychology (IAREP)	Rules (~by-laws)	I	Y	Y	T
46	International Psychoanalytical Association (IPA)	Rules (~Constitution) & Procedural Code & Policies	I	Y	Y	J
47	International Peace Research Association	Statutes	I	Y	Y	J
48	International Society of Sport Psychology (ISSP)	Statutes	I	Y	Y	T

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
49	International Union of Psychological Science (IUPsyS)	Statutes & Rules of Procedure	I	Y	Y	review as part of unions
50	European Association of Social Psychology (EASP)	Articles & Standing Orders (~Statutes)	R	Y	Y	T
51	European Association for Aviation Psychology	Articles (~by-laws)	R	Y	Y	
52	Middle East Psychological Association (MEPA)	By-Laws	R	Y	Y	J
53	Human Factors and Ergonomics Society	By-Laws	R	Y	Y	T
54	European Federation of IASP Chapters (EFIC)	By-Laws (multidisciplinary I the field of pain research)	R	Y	Y	
55	European Brain and Behavior Society (EBBS)	Constitution (available only to members)	R	Y	N	
56	Asian Association of Social Psychology (AASP)	Constitution	R	Y	Y	F
57	InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	Constitution	R	Y	Y	J
58	European Association for Body Psychotherapy	Constitution	R	Y	Y	
59	European Association of Psychology and Law (EAPL)	Constitution	R	Y	Y	
60	European Society for Cognitive Psychology (ESCoP)	Constitution	R	Y	Y	
61	European Association of Developmental Psychology	Constitution & By-Laws	R	Y	Y	F
62	European Association for Behavioural and Cognitive Therapies	Constitution & Rules	R	Y	Y	J
63	Association de Psychologie Scientifique de Langue Française (APSLF) / French Language Association of Scientific Psychology	No website	R	Y	N	
64	European Federation of Psychologists Associations	Statutes	R	Y	Y	T
65	European Association for Counselling	Statutes	R	Y	Y	
66	European Association for Transactional Analysis	Statutes	R	Y	N	
67	European Association of Psychological Assessment	Statutes	R	Y	Y	
68	European Federation of Sport Psychology (FEPSAC)	Statutes	R	Y	Y	
69	European Psychiatric Association	Statutes	R	Y	Y	
70	European Association of Personality Psychology	Statutes	R	Y	Y	
71	European Association of Work and Organizational Psychology (EAWOP)	Statutes & Rules	R	Y	Y	F
72	European Forum of Psychomotricity	Statutes (French & German)	R	Y	N	
73	Society for Judgment and Decision Making	By-Laws (interdisciplinary, but not international. It is USA)		N	N	

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
74	Association for Behavioral and Cognitive Therapies (ABCT)	By-Laws, but not truly international. It is U.S.A.		N	N	
75	Association for Conflict Resolution	By-Laws, but not truly international. It is U.S.A.		N	N	
76	Cognitive Science Society	By-Laws, but not truly international. It is U.S.A.		N	N	
77	Society for Research in Child Development (SRCD)	Constitution & By-Laws (interdisciplinary, but not international. It is U.S.A.)		N	N	
78	European Academy of Occupational Health Psychology(EA-OHP)	No doc				
79	Asian Professional Counselling Association	No doc				
80	Asian-South Pacific Association for Sport Psychology (ASPASP)	No doc				
81	Association for Psychological Type International (APTi)	No doc				
82	Comparative Cognition Society	No doc				
83	European Assertive Outreach Foundation	No doc				
84	European Association for Cognitive Ergonomics (EACE)	No doc				
85	European Health Psychology Society (EHPS)	No doc				
86	European Society for Philosophy and Psychology	No doc				
87	European Society for the Cognitive Sciences of Music (ESCOM)	No doc				
88	Federación Iberoamericana de Asociaciones de Psicología (FIAP)	No doc				
89	International Arab Psychological Association	No doc				
90	International Association for Analytical Psychology	No doc				
91	International Association for Cognitive Psychotherapy (IACP)	No doc				
92	International Association for Conflict Management	No doc				
93	International Association for People-Environment Studies (IAPS)	No doc				
94	International Association for Suicide Prevention	No doc				
95	International Association for the Study of Dreams	No doc				
96	International Association of Muslim Psychologists	No doc				
97	International Association of Relational Transactional Analysis	No doc				
98	International Center for Cooperation and Conflict Resolution	No doc				
99	International Early Psychosis Association	No doc				
100	International Ergonomics Association (IEA)	No doc				
101	International Family Therapy Association (IFTA)	No doc				
102	International Imagery Association (IIA)	No doc				

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
103	International Network on Personal Meaning (INPM)	No doc				
104	International Neuropsychological Society (INS)	No doc				
105	International Organisation of Psychomotricity and Relaxation (IOPR)	No doc				
106	International Social Cognition Network (ISCON)	No doc				
107	International Society for Cultural and Activity Research (ISCAR)	No doc				
108	International Society for Ethical Psychology & Psychiatry	No doc				
109	International Society for Existential Psychology and Psychotherapy (ISEPP)	No doc				
110	International Society for Human Ethology (ISHE)	No doc				
111	International Society for Self and Identity (ISSI)	No doc				
112	International Society for the Study of Trauma and Dissociation (ISSTD)	No doc				
113	International Society for Traumatic Stress Studies	No doc				
114	International Society on Infant Studies (ISIS)	No doc				
115	International Stress Management Association	No doc				
116	Social Psychology Network	No doc				
117	South Asian Psychological Networking Association	No doc				
118	The International College of Psychosomatic Medicine	No doc				
119	World Association for Infant Mental Health	No doc				
120	World Association for Psychosocial Rehabilitation	No doc				
121	World Federation for Mental Health (WFMH)	No doc				
122	International Society of Critical Health Psychology (ISCHP)	No doc				
123	Institute of Ergonomics and Human Factors	No doc - not relevant		N	N	
124	Association for Behavior Analysis International	No doc (but clear organisation structure)				
125	European Association for Consultation Liaison Psychiatry and Psychosomatics	No doc (constitution not on-line, but forthcoming)			N	
126	International Positive Psychology Association (IPPA)	No doc (however, similar to IAAP because their Constitution was drafted by Ray Fowler)				
127	International Society of Clinical Psychology (ISCP)	No doc (look like abandoned website)				
128	Psychology Beyond Borders	No doc (not relevant)		N	N	
129	Society for the Advancement of Behavior Analysis	No doc (not relevant)		N	N	

APPENDIX 2

List of the International and Regional Organizations of Psychology Meeting the Criteria for Inclusion in the Task Force Review.

	A	B	C	D	E	F
130	Society for the Psychological Study of Social Issues (SPSSI)	No doc (not relevant)		N	N	
131	International Network of Integrative Mental Health, Inc. (INIMH)	No valid http				
132	International Society for Health and Human Rights	No valid http				
133	The International Society for Bipolar Disorders	No valid http				
134	ASEAN Regional Union of Psychological Societies (ARUPS)	No website				
135	International Society of Handwriting Psychology (ISHP)	No website				
136	International Organization for the Study of Group Tensions	No website				
137	Transnational Family Research Institute (TFRI)	Not international, not regional		N	N	
138	Asia Pacific Rim Confederation of Counsellors	Not relevant		N	N	
139	Asia-Pacific Development Center on Disability	Not relevant		N	N	
140	Association for Child and Adolescent Mental Health (ACAMH)	Not relevant		N	N	
141	European Association of Psychology and Law: Student Society (EAPL-S)	Not relevant		N	N	
142	European Network for Positive Psychology	Not relevant		N	N	
143	European Network for Social and Emotional Competence	Not relevant		N	N	
144	Society for Latin American Psychology Students / Sociedad Latinoamericana de Estudiantes de Psicología (SOLEPSI)	Not relevant		N	N	
145	International Foundation for Children's Education	Not relevant (it is a foundation)		N	N	
146	Asian Psychological Association (APsyA)	The domain name has expired on Jan 25, 2013				
147	Academy of Psychological Clinical Sciences (APCS)	This is a USA / Canada organisation		N	N	
148	Association for Humanistic Psychology Practitioners	UK organisation. Not truly international or regional		N	N	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 1. EXECUTIVE COMMITTEE - COMPOSITION (officers and other EC members)														REMARKS ON COMPOSITION OF EXECUTIVE COMMITTEE
	Total	ELECTED OFFICERS									OTHER ELECTED MEMBERS		APPOINTED MEMBERS		
	N	N	P	PE	PP	VP	S	T	S/T	Other (title?)	N	Title (if any)	N	Title (if any)	
World Institute of Pain (WIP)	14*	5	X	X	X		X**	X**			2	"Member-at-Large from the Advisory Board" "Member-at-Large from the Chairpersons of the Sections."	3	Editor-in-Chief of Journal Chair of Board of Examination Executive Secretary (no voting rights)	*The EC also comprises all Founding Members of WIP (n = 4). All officers and "other elected members" of the EC are elected by the Council (= IAAP BoD). **The S is called "Honorary Secretary", and the T, "Honorary Treasurer".
International Society of Behavioral Medicine	5	5	X	X	X		X	X			0		0		ISBM has a <u>Council</u> composed of one voting representative from each ISBM accredited Member Societies; an <u>Executive Committee</u> composed of the ISBM Officers; and a <u>Board</u> composed of the Officers and the Committee Chairs. All the Officers are elected by the Council.
International Association for Cross-Cultural Psychology (IACCP)	7	5	X	X	X		X	X*			1	Deputy Secretary-General	1	Communication & Publications Committee Chair	* The Treasurer is appointed by the Executive Council, which acts as Board. IAACP has no formal EC. However, it has seven "officers".
Stress and Anxiety Research Society (STAR)	5	5	X	X	X		X	X			0		0		STAR has a "Board" and an "Extended Board". The "Board" consists of the P, PE, PP, S and T. The Journal Editors (n = 2) and the Webmaster form the "Extended Board". STAR has no formal EC. The "Board" acts Board of Directors.
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	7	7	X	X	X	2*	X	X			0		0		*There are 2 VPs.
International School Psychology Association (ISPA)	5	5	X	X	X		X	X			0		0		
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	5*	5	X	X	X		X**	X**							*ISIPAR has no formal EC. The governance body is called "Executive Council" and is the Board of Directors. **The S and T Office may be combined in one office as S/T.
International Association of Forensic Mental Health Services	5	5	X	X	X		X	X			0		0		The offices of S and T may be combined in one office known as S/T.
International Psychoanalytical Association (IPA)	6	3	X			X		X			3*	Representatives	0		These Representatives (1 from each geographical area) are elected by the Board among those serving on the Board.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

International Peace Research Association	7	2*					X			1 SG-Elect	5*		0		*IPRA has no presidential officers. The SG is elected by the General Assembly. The EC members are elected by the "Council" from its members (n = 33).
International Society for the Study of Behavioural Development (ISSBD)	6*	6	X	X	X		X	X		Membership Secretary	0		0		*The ISSBD governance body is called the "Executive Committee". The name is misleading. Actually, the EC acts as Board. The ISSBD has a committee which acts as EC. It is called the "Steering Committee" (SC) instead of "EC". The 6 Officers constitute the SC.
International Association for the Psychology of Religion	3	3	X			X			X		0		0		The P is called Chair; the VP, Vice-Chair; the S/T, General Secretary and Treasurer. The IAPR has no formal EC.
InterAmerican Society of Psychology / Sociedad Interamericana de Psicologia (SIP)	4	3	X	X	X						0		1	Secretary-General	The SG is appointed by the President upon assuming the Presidency, with ratification by the Board of Directors.
European Association for Behavioural and Cognitive Therapies	3	3	X					X	X		0		0		An officer may hold more than one office.
Middle East Psychological Association (MEPA)	5	5	X			X	X			Social Chair*					*The Social Chair is responsible for organizing refreshments for meetings and MEPA functions and other similar duties as needed.
World Futures Studies Federation (WFSF)	11	2	X			X		*			8	3 directors & 5 members	1	Director of Secretariat, ex officio member	* The WFSF governance body is called "Executive Board" (EB). It acts as Board. WFSF has no formal EC. One member of EB is appointed by EB as Treasurer.
International Association for Cognitive Education and Psychology	16	12	X	X	X	6*	X	X		Membership Secretary	0		3	1 "permanent" member and 3 "external" members (numbers from current composition)	The IACEP governance body is called the "Executive Committee". The name is misleading. Actually, the EC acts as Board. * Number from current composition The number of Regional VPs is not specified in Constitution and By-Laws.
International Association of Individual Psychology	4	4	X			X	X	X			0		0		IAIP has a "Delegate Assembly", a "Board" and a "Council". The "Board" consists of the P, VP, SG and T. The name is misleading as its duties are those of an EC. The governance body is the "Delegate Assembly". The "Council" is an advisory body and assists in preparing international congresses.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

International Society for Comparative Psychology	12	5	X	X	X		X	X			6	Members-at-Large	1	President Emerita (he is a founding member and a permanent member of the Committee)	ISCP has an "Operations Committee", which acts as Board. The Officers consists of the P, PE, PP, President Emerita, S, T, and six at-large members from the membership. All of them are called "officer".
International Test Commission (ITC)	4	4	X	X			X	X			0		0		
International Society for Affective Disorders	5	2	X					X			3*	Members	0*		*Up to three members (or greater) may be elected or co-opted by the EC. EC consists of at least 3 individuals, all of whom (other than the P) must be aged under 75 years at the date of appointment. The EC has no official S.
International Association for Correctional and Forensic Psychology	4	4	X	X	X				X		0		0		*The IACFP governance body is called "Executive Board" (EB). It acts as Board. IACFP has no formal EC.
International Society for Research on Aggression	6	6	X	X	X		X	X		Archivist	0		0		
International Council of Ethologists (ICE)	7	7	X*	X*	X*		2**	X		Vice-Treasurer	0		0		*Official titles: Secretary-General (P); Secretary-General-Elect (PE); Past Secretary-General (PP). **Official titles: Recording Secretary (S); Corresponding Secretary (S).
Association for Childhood Education International	10	4	X	X*	X*		X	X			5	Members-at-Lage	1	Executive Director (ex officio)	*Either PE or PP on board. The ACEI governance body is called "Executive Board" (EB). It acts as Board. ACEI has no formal EC.
International Society of Political Psychology (ISPP)	10	7	X	X	X	3		X*			0		3*	Councilor; Editor of <i>Political Psychology</i> ; Executive Director (ex officio)	* Elected / appointed by Governing Council upon recommendation of the EC
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	6	5	X			2	X	X			1	Chair of the Extended Executive Committee	0		ISPPM has an "EC" and an "Extended EC" which works in mutuall cooperative consultation with the EC. Each member of the Extended EC is entrusted with the responsibility for a concrete field of activity. ISPPM has no formal Board of Directors. The EC acts as Board.
Asian Association of Social Psychology (AASP)	11	5	X	X	X		X	X			4	Regional Representatives (East Asia, Southeast Asia, South Asia and Insular Pacific)	2	Chairpersons of the Publication and Research Committee and the Education and Training Committee	The AASP governance body is called "Executive Committee" (EC). The name is misleading. Actually, the EC acts as Board of Directors.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

European Association of Developmental Psychology	5	5	X	X	X		X*	X*			0		0		* The office of Secretary and Treasurer may be held by the same person.
European Association of Work and Organizational Psychology (EAWOP)	7	3	X				X	X			4	Members	0		The EAWOP governance body is called "Executive Committee" (EC). The name is misleading. Actually, the EC acts as Board of Directors.
Inter-University Consortium for Political and Social Research (ICPSR)	12	12								One chairperson, 11 council members	0		?		The ICPSR has a Council with 12 members elected from among the official representatives of the 700+ member institutions. The Council acts as the Executive Committee. There is no equivalent to IAAPs BOD. In addition to the Council, ICPSR has personnel, including an executive director, who are appointed as specified in a memorandum of agreement with the University of Michigan, which is host to ICPSR through the Institute of Social Research. The Chair of the Council liaises with the executive director.
International Psycho-Oncology Society	11	5	X		X	X	X	X			5	Directors	0		In addition to the 5 officers and the 6 directors, the IPOS BOD includes 3 ex-officio members (a research chair, a federation chair, and a fundraising chair) and the 2014 congress chair. In addition there are a number of special interest groups and committees, some of which are chaired by people not on the BOD.
International Society for Applied Ethology (ISAE)	15	13	X			X	X	X		The Council includes a president, junior vice-president, senior vice-president, secretary, assistant secretary, membership secretary, treasurer, communications officer, senior editor, junior editor, ethics officer, education officer, and procedural advisor.			3	Auditor and legal assessor, max. 2 student members (appointed by the president but elected by student members)	From the website: ISAE has a federal international structure, as well as representatives around the world. The ISAE council undertakes the running of the organisation, and is made up of a senior and junior vice-president, the president, and 10 other voting members with unique responsibilities. Additionally, there are several non-voting positions; an auditor and legal assessor, as well as a regional secretary for each of the 11 regions.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	13	12	X		X	9	X	X					1	Honorary officers may be appointed based on service to the field. A secretary is appointed.	Past president is ex officio and not counted as one of the executive committee.
International Association for Research in Economic Psychology (IAREP)	36	6	X	X	X		X	X		Editor of the Journal of Economic Psychology			30	Country representatives	IAREP is normally served by four officials, all Honorary. They are the President, the Secretary, the Treasurer and the Editor of the Journal of Economic Psychology. All are elected by the members at the General Assembly held during the annual conference. The four officials form a Managing Committee (also known as the Executive Committee), together with the Past President (for the year after his or her term of office) or the President Elect (for the year before his or her term of office). According to IAREP rules, each country with members has the right to appoint a country representative.
International Society of Sport Psychology (ISSP)	15	7	X		X	3	X	X			9	Members at large			The ISSP is directed by a Managing Council (MC) of 15 representatives who meet annually, to oversee the business of the Society and to plan for its continual development. The MC is governed by officers, that is, by a president, an immediate past president, three vice presidents, a secretary general, and a treasurer. These officers form an Executive Council
Cheiron: The International Society for the History of Behavioral and social Sciences	6	6	X			X	X	X		Chair and Vice chair rather than president and vice president; other members include an executive officer, newsletter editor, electronic communications coordinator, and an archivist.	0		2		No Executive Committee or BOD; rather, a Review Committee. Members elect the six members of the Review Committee. The Review Committee proposes its own Chair and Vice chair. They nominate the Executive Officer and other officers for election by the membership (it seems by some staggered election arrangement).

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

International Council of Psychologists (ICP)	5	5	X	X	X		X	X			0		0		The President, President-Elect, Past-President, Secretary and Treasurer comprise the Executive Committee of the association. The Board of Directors consists of five Officers comprising the Executive Committee and 12 Directors-at-Large.
International Society for Developmental Psychobiology (ISDP)	3*	3*	X	X	X		X*	X*			0	See remarks.	0	See remarks.	* The EC consists only of the President, President-elect, and Past-President. The officers further include a Secretary, a Treasurer, a Program Officer, a Conference Coordinator, three board Members, a Representative to the Federation of Behavioral, Psychological, and Cognitive Sciences, a Representative to the Association for the Assessment and Accreditation of Laboratory Animal Care (AAALAC) International, one or two student Member Representatives, and, in the years when they have been elected, a Secretary-elect, a Treasurer-elect, a Program Officer-elect, and a Conference Coordinator-elect. It appears that some of these positions are appointive rather than elective.
International Association for Relationship Research (IARR)	9	4	X		X	X			X		5	Two Members-at-Large, one New Professional Representative (student), one Program Committee Chair, and one Publications Committee Chair.			This organization does not have an EC. The officers that commonly constitute an EC are simply members of the BOD.
International Behavioral Neuroscience Society	5	5	X	X	X		X	X							The EC is comprised of the five officers, who are also members of the Council, which includes 11 additional members.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Informatin from Review of International and Regional Organizations of Psychology.

European Federation of Psychologists Associations	3	3	X				X	X		The Executive Board consists of the President, the Secretary General and the Treasurer; the last two serve as Vice Presidents.			Various Boards and Committees - there are many of them and they involve many people.	The Federation includes members that are national psychological associations, each represented at a General Assembly by 1 or more delegates depending on size. In addition to the Executive Board and the larger Executive Council (the BOD, it seems), the organization has a President's Council made up of the Presidents of the national psychological associations that help make up the membership.
European Association of Social Psychology (EASP)	7	3	X				X	X		The Executive Committee consists of the President, the Secretary and the Treasurer.	4	European Liaison Officer, Meetings Officer, Grants Officer, Journals Officer		Seven members are elected to the Executive Committee and then decide amongst themselves who to appoint to the three officer roles.
Human Factors and Ergonomics Society	4	3	X	X					X		1	Member of the Executive Council		An Executive Committee of the Council shall be formed of the President, President-Elect, Secretary-Treasurer, and at least one member of the Executive Council to be elected by a majority vote at the first meeting of the Council.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 2. BOARD OF DIRECTORS - COMPOSITION				
	Total N	Elected & Seating as Individuals	Elected & Seating as Representatives	Co-Opted or Appointed	REMARKS ON COMPOSITION OF BOARD OF DIRECTORS
World Institute of Pain	35*	5 (all officers)	24 (all chairs of Sections)	2 (Editor-in-Chief of Journal & Chair of Board of Examination)	*In addition to the elected and co-opted/appointed members (n = 31), the Council also comprises all Founding Members of WIP (n = 4).
International Society of Behavioral Medicine	19*	5 (all Officers)	0	14 (9 Committee Chairs, Journal Ed., Newsletter Ed. and up to 3 Members-at-Large)	*The Board consists of the Officers (5), the Committee Chairs (9), the Journal Editor (1), the Newsletter Editor (1) and any member(s)-at-large (up to 3). All Members of the Board must be elected or appointed by the Council.
International Association for Cross-Cultural Psychology (IACCP)	17*	5 (all officers)	10 (all regional representatives)	2 (Treasurer and Communicationa & Publications C. Chair)	*The IACCP governance body is called the "Executive Council" and acts as Board of Directors.
Stress and Anxiety Research Society (STAR)	8*	5 (all Officers)		3 (2 Journal Editors & 1 Webmaster)	*STAR has a "Board" and an "Extended Board". The "Board" consists of the P, PE, PP, S and T. The Journal Editors (n = 2) and the Webmaster from the "Extended Board".
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	20	17 (7 officers & 10 councillors)	0	3	The governing body is called "Council" and acts as Board of Directors.
International School Psychology Association (ISPA)	*	*	*	*	*ISPA has no Board of Directors.
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	15	5 (all officers)	10 (all regional representatives)		
International Association of Forensic Mental Health Services	8	8 (5 officers & 3 directors)			"The BoD is comprised of international representatives from universities hospitals and institutions."
International Psychoanalytical Association (IPA)	26	5 (P, VP, T, PE, VPE)	21 (7 from each of the 3 geographical areas)		The governing body is called "Board of Representatives" and is the IPA's Board of Directors. The PE and VPE are <u>non-voting</u> members of the Board and may attend EC meetings without vote only when invited by the EC.
International Peace Research Association	33	24		9* (ex-officio members)	*The governing body is called "Council" and acts as BoD. It is composed of elected & ex-officio members. The elected members are elected by the General Assembly (n = 24). The <u>ex-officio members</u> are the Newsletter Editor, IPRA Foundation President, heads of regional associations (n = 5), SG and SG-Elect. The SG-Elect is elected by the General Assembly.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Society for the Study of Behavioural Development (ISSBD)	15*	15 (6 Officers & 9 "ordinary members")	0	0	The ISSBD governance body is called the "Executive Committee" instead of the "Board of Directors". The EC acts as Board. The committee acting as EC is called "Steering Committee".
International Association for the Psychology of Religion	7	7 (P, VP, S/T & 4 "other elected members")			The Association has a governing body called the Board, but no formal EC.
InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	11	7 (P, PE, PP, T, and 3 VP - Canada/US - South America - Mexico/Central America/Caribbean)		4 (1 SG + 3 Executive Secretaries - one for each VP)	The governing body is called the Board of Directors. The EC consists of the three Presidential Officers and the SG. The Board "may name ad hoc members at its discretion, who have voice but no vote". The Editor of IJP is an ad hoc member of the Board.
European Association for Behavioural and Cognitive Therapies	6	5 (P, S/T, T, Congress Coordinator and Training Coordinator)		1 (Association Manager)	The EABCT is an association of associations and the governing body comprises the members of the BoD + one representative from each Member Association.
Middle East Psychological Association (MEPA)	*	*	*	*	MEPA has a committee of officers called the "Executive Committee", but no board. It has 4 "primary committees" which work with the EC.
World Futures Studies Federation (WFSF)	11	10 (1 P, 1VP, 3 directors, 5 members)		1 (Director, Secretariat)	*The WFSF governance body is called the "Executive Board" and acts as Board of Directors.
International Association for Cognitive Education and Psychology	16	10	6 (all regional representatives)	0	*The IACEP governance body is called the "Executive Committee". The name is misleading. Actually, the EC acts as Board of Directors.
International Association of Individual Psychology	> 50*	4	> 46*		* IAIP does not have a Board of Directors like IAAP. Instead, it has a "Delegate Assembly". Delegates represent training institutes or regional societies. A total of 24 institutes or regional societies are members of IAIP.
International Society for Comparative Psychology	13	11 (all called "Officers")		1 Journal Editor; 1 Web Manager	
International Test Commission (ITC)	15	9 (including 5 officers)		6 (3 co-opted; 1 Journal Editor; 1 IUPsyS and 1 IAAP representative)	The ITC governance body is called "Council" and acts as Board of Directors. The Chair of the next ITC Conference is an observer on the Council.
International Society for Affective Disorders	16	4 (including 1 P, 1 S, 1 T and 1 PP*)	6 (all regional representatives)	6 (up to 3 co-opted by Council; 2 Editors in chief; 1 Publishing Editor)	The AISAD governance body is called "Council" and acts as Board of Directors. All members of Council must be aged under 75 years at the date of appointment. No more than one third of the Council may be co-opted members.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Correctional and Forensic Psychology	> 9*	4 (officers)	? (representatives of Affiliate Organizations)	> 5*	* The Board consists of the Officers of IACFP, representatives of Affiliates (n = ?), the Editor of CJB and the Executive Editor of TCP (2), all Past Presidents as ex officio (n = ?), and up to 3 additional members appointed at the discretion of the majority of the Board.
International Society for Research on Aggression	19*	17 (including 6 officers)		2 (Editor-in-Chief of Journal; Editor of ISRA Bulletin)	* Number from current composition. The ISRA governance body is called "Council" and acts as Board of Directors. It consists of 6 officers and not fewer than 10 nor more than 20 other councilors.
International Council of Ethologists (ICE)	> 90*	> 7 (Officers and all persons who have served has SG, i.e. President)	83		The ICE primary governance body is called "Council" and acts as a General Assembly like the IUPsyS' General Assembly. It consists of representatives from regions (n = 3) and countries (n = 42), all persons who have served as SG (i.e., President of ICE), and all ICE Officers.
Association for Childhood Education International	10	9 (4 officers and 5 members- at-large)		1 (ex-officio)	The ACEI governance body is called "Executive Board" (EB). It acts as Board. ACEI has no formal EC like IAAP.
International Society of Political Psychology (ISPP)	29*	26*		3*	* The ISPP governance body is called "Governing Council". It acts as Board of Directors. It includes all the EC Members (n = 10), the Editors of ISPP publications (n = 3), the Chair of the Program Committee, and 15 members-at-large.
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	6*	5*		1* (ex-officio)	* ISPPM has no formal Board of Directors. The EC acts as Board.
Asian Association of Social Psychology (AASP)	11*	5*	4*	2*	* AASP has no formal Board of Directors. The EC acts as Board. It consists of 5 officers, 4 regional representatives, 2 committee chairs (Publication & Research; Education & Training)
European Association of Developmental Psychology (EADP)	14*	5 (officers)		9	* The EADP governance body is called "General Council". It acts as Board of Directors. It includes all the EC Members and at least 5 and at most 9 persons appointed by the General Assembly. Current number is 13.
European Association of Work and Organizational Psychology (EAWOP)	7*	7 (3 officers and 4 members)			The EAWOP governance body is called "Executive Committee" (EC). The EC acts as Board of Directors. Only one citizen or long-term resident per country can be a member of the EC.
Inter-University Consortium for Political and Social Research (ICPSR)	12		12		Elected from the official representatives of the member institutions.
International Psycho-Oncology Society	15	11 (5 officers + 6 directors)		4	In addition to the 5 officers and the 6 directors, the IPOS BOD includes 3 ex-officio members (a research chair, a federation chair, and a fundraising chair) and the 2014 congress chair. In addition there are a number of special interest groups and committees, some of which are chaired by people not on the BOD.
International Society for Applied Ethology (ISAE)	27	13	11	3 to 4	Also a number of standing committees with members appointed by the president.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	13	13			Officers shall not represent their country or a national member organization, but serve as individuals. No more than two officers should come from the same country, and gender, profession, age and cultural and geographic background are considerations in nominations and elections.
International Association for Research in Economic Psychology (IAREP)	36	6		30	The Managing Committee is composed of the President, the Secretary, the Treasurer, the Editor of the Journal of Economic Psychology, and, when already appointed, the President-elect. The President represents the association; in financial matters he acts in concert with the Treasurer. The Board of the Association is composed of the above mentioned committee, of one representative for each country in which the association has members and of at most four coopted members.
International Society of Sport Psychology (ISSP)	15/16	15/16			
Cheiron: The International Society for the History of Behavioral and Social Sciences	6	6		Local host and program chair for annual meeting	EC/BOD referred to as the Review Committee; they appoint program chair and local host for annual meeting
International Council of Psychologists (ICP)	24	17 (5 officers + 12 members-at-large)		7	The Board of Directors consists of five Officers comprising the Executive Committee and 12 Directors-at-Large. The President, President-Elect, Past-President, Secretary and Treasurer comprise the Executive Committee of the association. It appears that there are in addition 4 other voting members of the BOD appointed by the president: Membership Chair, World Area Chair Coordinator, Graduate Student Representative, and Early Career Representative. Finally, it appears that there are three additional non-voting members of the BOD (also referred to as appointed leaders): UN NGO Chair, International Association Liaison Chair, and USA Long Range Conference Planning.
International Society for Developmental Psychobiology (ISDP)	14(18)	10	4	(4)*	* The BOD consists of the EC (President, President-elect, Past-President) and other officers: Secretary, Treasurer, Program Officer, Conference Coordinator, three board Members, Representative to the Federation of Behavioral, Psychological, and Cognitive Sciences, Representative to the Association for the Assessment and Accreditation of Laboratory Animal Care (AAALAC) International, one or two student Member Representatives, and, in the years when they have been elected, a Secretary-elect, a Treasurer-elect, a Program Officer-elect, and a Conference Coordinator-elect.
International Association for Relationship Research (IARR)	9	9			Past-president, President, Vice-president, Secretary-Treasurer, two Members-at-Large, one New Professional Representative (student), one Program Committee Chair, and one Publications Committee Chair.
International Behavioral Neuroscience Society	11	10		1	10 Regular Members of the Council: 1 from Africa, 1 from Australasia, 1 from Canada, 2 from Europe, 1 from Japan, 1 from Latin America, and 3 from the USA. In addition, a representative of the Student members shall be appointed annually to the Council. This individual shall be nominated by a caucus of the Student members and approved by the Nominations Committee
European Federation of Psychologists Associations	7	3	4		The Executive Council (= BOD) consists of the 3 members of the Executive Board plus 4 additional members. All 7 nominated for election by member country they represent, but not clear if they still represent that country while still a Council member

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

European Association of Social Psychology (EASP)	7	7 (P, S, T and 4 other "officers"*)			* The other "officers" are: European Liaison Officer, Meetings Officer, Grants Officer, Journals Officer.
Human Factors and Ergonomics Society	12	12			The Officers of the Society shall be the President, President-Elect, Immediate Past President, Secretary-Treasurer, Secretary-Treasurer-Elect, Immediate Past Secretary-Treasurer, and six Members of the Executive Council.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 3. STAFF - COMPOSITION				REMARKS ON COMPOSITION OF STAFF
	Hired Personnel				
	N	Title	Function	Part T (PT) / Full T (FT)	
World Institute of Pain	0				
International Society of Behavioral Medicine	0				
International Association for Cross-Cultural Psychology (IACCP)	0				
Stress and Anxiety Research Society (STAR)	0				
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	0				
International School Psychology Association (ISPA)	1	Executive Secretary	Responsible to the P	PT	The EC appoints the Executive Secretary & approves the terms of employment.
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	0				
International Association of Forensic Mental Health Services	2	Executive Director* Staff Co-ordinator	ED: Directs the day to day activities of IAFMHS; invests the funds of IAFMHS; develops annual financial plan & budget; expends funds in accordance with budget	?	The ED supervises the coordinator in her IAFMHS activities. The ED position is a non-paid position.
International Psychoanalytical Association (IPA)	1	Executive Director		?	
International Peace Research Association	0				
International Society for the Study of Behavioural Development (ISSBD)	0				
International Association for the Psychology of Religion	0				
InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	0				
European Association for Behavioural and Cognitive Therapies	0				
Middle East Psychological Association (MEPA)	0				
World Futures Studies Federation (WFSF)	0				WFSF has a volunteer "Core Supportive Team" (P's Executive Assistant, Director Finance, Director IT Development & Planning)

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Cognitive Education and Psychology	0				Allowed by rule to employ staff as needed.
International Association of Individual Psychology	0				
International Society for Comparative Psychology	0				
International Test Commission (ITC)	1	Administrator		PT	
International Society for Affective Disorders	1	Administrator		FT	
International Association for Correctional and Forensic Psychology	1	Executive Director		Information unavailable	
International Society for Research on Aggression	0				
International Council of Ethologists (ICE)	0				
Association for Childhood Education International	12	See list of staff under "Remarks"		Information unavaible	The Society has a central office. The hired staff includes: Administration : Executive Director, Accounting Manager, Operations Manager; Editorial : Editor/Webmaster, ACEI Exchange Editor/Publications Production Editor; Membership and Marketing : Membership Assistant, Member Relations and Communications Manager; Advocacy, Public Affairs, and Outreach : Director of Advocacy and Outreach; Professional Development : Professional Development and Research Specialist; Communications: Communications Manager; Development : Director of Development, Development Coordinator.
International Society of Political Psychology (ISPP)	N/S	Central Office headed by Executive Director		Information unavaible	The Society has a <u>central office</u> .
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	1	Secretary		Information unavaible	
Asian Association of Social Psychology (AASP)	N				
European Association of Developmental Psychology	N				
European Association of Work and Organizational Psychology (EAWOP)	2	Administrative Secretary and Web Master		Information unavaible	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

Inter-University Consortium for Political and Social Research (ICPSR)	6*				* It is not clear from the information on the website (bylaws, memorandum of agreement, etc) just how many dedicated full- and part-time staff work for ICPSR. Six people are identified as administrative staff. Many others are engaged in other specific tasks related to the data archiving and other functions of the organization. All have "umich.edu" email addresses; they may perform work at the University of Michigan not related to ICPSR.
International Psycho-Oncology Society	0?				* Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	0?				Not clear what hired personnel they have. Many functions covered by elected officers.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	0?				Not clear what hired personnel they have. Many functions covered by elected officers. Reference is made at the website to a Secretariat meant to serve information needs of officers, but I found little information on it.
International Association for Research in Economic Psychology (IAREP)	0?				Not clear what hired personnel they have. Many functions covered by elected officers.
International Society of Sport Psychology (ISSP)	0?				Not clear what hired personnel they have. Many functions covered by elected officers.
Cheiron: The International Society for the History of Behavioral and Social Sciences	0?				Not clear what hired personnel they have. Many functions covered by elected officers.
International Council of Psychologists (ICP)	>0				Not clear what hired personnel they have. Many functions covered by elected officers. The website does however include an organizational chart that refers to contractual administrative services covering the editing of the organization journal as well as dues collection and website management.
International Society for Developmental Psychobiology (ISDP)	>0				The website refers to a <u>Central Office</u> , and the list of members of the Board also includes a webmaster based at the central office.
International Association for Relationship Research (IARR)	>0				Not clear what hired personnel they have. Many functions covered by elected officers. The by-laws refer to employees of the association without specifying who they are.
International Behavioral Neuroscience Society	2+?	Executive Director and an Executive Coordinator	SECTION 2. There will be an Executive Director, who will be primarily responsible for directing the operations of the Central Office, and an Executive Coordinator, who will coordinate all the activities of the Central Office on a daily basis.	?	The Society has a <u>central office</u> and is required by rule to support a central office (SECTION 1. The Society will support a Central Office. The Central Office is charged with the financial responsibilities for dues billing and deposits, IRS filings, and Federal documents. All financial activities of the Central Office will be supervised by the Treasurer. The general responsibilities of the Central Office will be to facilitate communications between the Council and the membership; to provide the day-to-day operation necessary for an efficient Society.)

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

European Federation of Psychologists Associations	3+?	Director and two Management Assistants	Day-to-day business, I suppose.	?	<u>Head office</u> in Brussels
European Association of Social Psychology (EASP)	1+?	Executive Officer	Day-to-day business, I suppose.		
Human Factors and Ergonomics Society	1+	Executive Director	Day-to-day business; implement the policies and procedures established by the Executive Council under the direction of the President and the Secretary-Treasurer.		<u>Central Office</u> in Los Angeles

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 4. EXECUTIVE COMMITTEE - TERMS (duration in years / number of times eligible for re-election)																		
	OFFICERS														OTHER ELECTED EC		APPOINTED EC MEMBERS		REMARKS ON TERMS OF EC MEMBERS
	P		PE		PP		VP		S		T		S/T		D	R	D	R	
	D	R	D	R	D	R	D	R	D	R	D	R	D	R	D	R	D	R	
World Institute of Pain	2	0	2	0	2	0			2	1	2	0			2	0	2	0	
International Society of Behavioral Medicine	2	0	2	0	2	0			4	*	4	*							*There are no rules prohibiting the renewal of terms or restricting the number of renewals for the S & the T.
International Association for Cross-Cultural Psychology (IACCP)	2	0	2	0	2	0			4	1	4	1			2*	1	4	1	*The Deputy SG hold office for 2 years and may be re-elected.
Stress and Anxiety Research Society (STAR)	2	0	2	0	2	0			3	1	3	1							
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	2	0	2	0	2	0	4	*	4	*	4	*							*There are no rules prohibiting the renewal of terms or restricting the number of renewals for the following positions: VP, S and T.
International School Psychology Association (ISPA)	2	0	2	0	2	0			3	1	3	1							
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	2	0	2	0	2	0			4	*	4	*							*There are no rules prohibiting the renewal of terms or restricting the number of renewals for the S & the T.
International Association of Forensic Mental Health Services	2	0	2	0	2	0			3	0	3	0							
International Psychoanalytical Association (IPA)	2	1*	2	1*							2	1			2**	1			*The P and VP may stand for re-election for a 2nd term only if such term is within the quadrennium allocated to the P's and VP's Geographical Area. **The duration of these terms must match the terms for which they were elected to serve as Representatives on the Board.
International Peace Research Association									2	0					2	1			There are no presidential officers and no treasurer. The SG-Elect becomes SG after a term of two years as SG-E.
International Society for the Study of Behavioural Development (ISSBD)	4	0	2	0	2	0			6	*	6	*			6	*			*There a no rules prohibiting the renewal of terms or restricting the number of renewals for the S, T and Membership Secretary.
International Association for the Psychology of Religion	4	1					4	1					4	1					

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	2	0	2	0	2	0			2*	3*									*The SG can serve up to six years (i.e., three 2-year terms). He is appointed, not elected.
European Association for Behavioural and Cognitive Therapies	3	1									3	1	3	1					
Middle East Psychological Association (MEPA)	2	*					2	*	2	*	2	*			2	*			*There a no rules prohibiting the renewal of terms or restricting the number of renewals for any of the offices.
World Futures Studies Federation (WFSF)	4	2					4	2							4	2	N/S	N/S	
International Association for Cognitive Education and Psychology	2	0	2	0	2	0	2	1	2	1	2	1			2	1			
International Association of Individual Psychology	3	N/S					3	N/S	3	N/S	3	N/S							
International Society for Comparative Psychology	2	0	2	0	2	0			4	*	4	*			4	*			* There are no rules prohibiting the renewal of terms or restricting the number of renewals for S, T, and Members-at-Large. Founding member of the Society is named President Emerita and is a permanent member of the Committee.
International Test Commission (ITC)	2	0	2	0					2	4	2	4							
International Society for Affective Disorders	2	*									2	*			2	*			* Re-election allowed as long as the retiring member is member and aged under 75 years of age. No rules limiting number of renewals.
International Association for Correctional and Forensic Psychology	2	0	2	0	2	0							3	*					* There are no rules prohibiting the renewal of terms or restricting the number of renewals for the S/T.
International Society for Research on Aggression	2	0	2	0	2	0			4	*	4	*			4	**			* There are no rules prohibiting renewal of terms for S and T. ** Terms can be renewed. No rules limiting the number of times.
International Council of Ethologists (ICE)	4	0	4	0	4	0			4	*	4	*			4	*			*There are no rules prohibiting the renewal of terms or restricting the number of renewals for these offices.
Association for Childhood Education International	*	*	*	*	*	*			*	*	*	*			*	*			* Information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	1	0	1	0	1	0	3	0			5	1					5*	1*	* This applies to the office of "Councilor". Duration of term and eligibility for renewal of Executive Director is not specified.
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	3	*					3	*	3	*	3	*							* Terms can be renewed. No rules limiting number of renewals.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

Asian Association of Social Psychology (AASP)	2	0	2	0	2	0			2	*	2	*			N/S	N/S	N/S	N/S	* Re-election allowed. No rules limiting number of renewals.
European Association of Developmental Psychology	2	0	2	0	2	0			2	2	2	2							
European Association of Work and Organizational Psychology (EAWOP)	4	1*							4	1*	4	1*			4	1*			* Eligible for re-election only once and only for a consecutive term of 2 years. An individual cannot be a member of the EC for more than six years.
Inter-University Consortium for Political and Social Research (ICPSR)	2	*													4	*			* There are no rules limiting number of renewals. Members of the Council have 4-year terms. A new chair is elected for a 2-year term from among Council members in their third year of office, with voting by that subset of Council members who have already served 2+ years.
International Psycho-Oncology Society	*	*			*	*	*	*	*	*	*	*			*	*			* Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	2?	0					2	0	4	0	4	0			2 or 4				In accordance with the Constitution, the Hon. President, the Hon. Junior Vice-President and the Hon. Senior Vice-President shall serve for a maximum of two years. The Hon. Senior Editor and the Hon. Junior Editor shall normally serve for a maximum of two years. Other office-bearing members shall normally serve for a maximum of four years.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	4	0			4	0	4	0	4	0	4	1					?	?	A retiring President and Secretary-General shall not be eligible for immediate re-election to their previous offices. A Treasurer and Vice Presidents may be re-elected, but may not serve in that office for more than two consecutive terms.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Research in Economic Psychology (IAREP)	2	1	1	0					2	*	2	*			5	1			* There are no rules limiting the number of renewals. One year before the president's term ends, the General Assembly chooses a new president, who first serves a year as president-elect, then two years as president. When a serving president is re-elected, which can be done once, the position of president-elect remains vacant for that year. The Secretary and the Treasurer are elected for a two-year term. They can be re-elected. The Editor (of JEP) is elected for a five-year term at the proposal of the Board. He can be re-elected once, bringing his maximum term in office to 10 years. Up to three co-editors can be appointed for the same term as that of the Editor.
International Society of Sport Psychology (ISSP)	4	1			4	1	4	1	4	1	4	1							
Cheiron: The International Society for the History of Behavioral and Social Sciences	3	*							3	*	3	*							* There are no rules limiting the number of renewals. By-laws refer to election for a minimum of 3 years. Examination of years served by past members of the Review Committee indicate that officers commonly serve more than 3 years.
International Council of Psychologists (ICP)	1		1		1				3		3								
International Society for Developmental Psychobiology (ISDP)	1	0	1	0	1	0													* There are no rules limiting the number of renewals. No member of the EC may succeed himself/herself in the same office without one year intervening between terms
International Association for Relationship Research (IARR)	2	0			2	0	2	0					3	*	2	*			No EC, just BOD. The Vice-President is the President-Elect. * There are no rules limiting the number of renewals.
International Behavioral Neuroscience Society	2	0	2?	0	1	0			3	*	3	*							*There are no rules limiting the number of renewals.
European Federation of Psychologists Associations	4	1							4	1	4	1							No member can serve on the Executive Council for more than eight years (irrespective of office).

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

European Association of Social Psychology (EASP)	3	0							3	2	3	2			3	2			Members are elected to serve for two consecutive intervals which should no be longer than three years each. No member may serve for two consecutive intervals as President of the Association.
Human Factors and Ergonomics Society	1	0	1	0	1	0							1	0	3	*			The term of office of the Secretary-Treasurer-Elect shall be approximately one year, followed by approximately one year as Secretary-Treasurer and then approximately one year as Immediate Past Secretary-Treasurer. * There are no rules limiting the number of renewals.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Reivew of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 5. BOARD OF DIRECTORS - TERMS (duration in years / number of times eligible for re-election)						REMARKS ON TERMS OF MEMBERS OF THE BOARD OF DIRECTORS
	ELECTED MEMBERS (seating as individuals)		ELECTED MEMBERS (representatives)		OTHER MEMBERS (co-opted / appointed)		
	D	R	D	R	D	R	
World Institute of Pain	2	0*	2	**	2	?	*There is one exception: The Honorary Secretary can stand for reelection for a second term of two (2) years. **There are no rules prohibiting a section to re-elect the same representative.
International Society of Behavioral Medicine	2*	**	2	**	2*	?	*The following members have longer terms: Secretary & Treasurer: 4 years; Editor-in-Chief of the Journal: 6 years; Newsletter Editor: 4 years; **Presidential terms are not renewable. However, there are no rules prohibiting the renewal of terms or restricting the number of renewals for the other positions.
International Association for Cross-Cultural Psychology (IACCP)			4	1			
Stress and Anxiety Research Society (STAR)					3*	?	*The Webmaster serves for 3 years. The Journal Editors are ex-officio "officers" and serve for the duration of their editorial responsibilities.
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	4	1*			2	**	* Elected Councillors are eligible for re-election once for another 2-year term. **Co-opted Councilors are elible for subsequent election as Councillors. Whether they can be co-opted for a second term is unclear.
International School Psychology Association (ISPA)							ISPA has no Board of Directors
International Society for Interpersonal Acceptance and Rejection (ISIPAR)			4	*			*There are no rules prohibiting the renewal of terms or restricting the number of renewals for the regional representatives.
International Association of Forensic Mental Health Services	3	0					Where possible, the terms of office for the S, T, and other directors are staggered in such a way as to provide continuity for IAFMHS.
International Psychoanalytical Association (IPA)			2	1			
International Peace Research Association	4	0					
International Society for the Study of Behavioural Development (ISSBD)	6*	**					*One third of the "ordinary members" are elected every two years (terms are staggered). **There a no rules prohibiting the renewal of terms or restricting the number of renewals.
International Association for the Psychology of Religion	4	1					
InterAmerican Society of Psychology / Sociedad Interamericana de Psicologia (SIP)	2	*			2	2**	*The rules state that "the elected officers may be re-elected to office". However, they do not state how many times one may be re-elected. **The rules do not state how many times an executive secretary may be re-appointed, but the the SG can be re-appointed twice.
European Association for Behavioural and Cognitive Therapies	3	1			3	1	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Reivew of International and Regional Organizations of Psychology.

Middle East Psychological Association (MEPA)							MEPA has nothing corresponding to a board of directors in its governance structure.
World Futures Studies Federation (WFSF)	4	2			N/S	N/S	
International Association for Cognitive Education and Psychology	2	1	2	1			
International Association of Individual Psychology							IAIP has no Board of Directors. Its "Board" acts as EC and reports to the "Delegate Assembly".
International Society for Comparative Psychology	4*	*			N/S	N/S	* There are no rules prohibiting the renewal of terms or restricting the number of renewals for S, T, and members elected at large from the membership.
International Test Commission (ITC)	4	*			4	*	*There are no rules prohibiting the renewal of terms or restricting the number of renewals for Council members.
International Society for Affective Disorders	2	*	2	*	2	*	* There are no rules prohibiting the renewal of terms or restricting the number of renewals for Council members.
International Association for Correctional and Forensic Psychology	N/S	*	N/S	*	N/S	*	* There are no rules prohibiting the renewal of terms or restricting the number of renewals for EB members who are not officers.
International Society for Research on Aggression	4	*					* There are no rules prohibiting renewal of terms for S and T. Terms for Council Members can be renewed and there are no rules limiting the number of times.
International Council of Ethologists (ICE)	4	*	6	*			* There are no rules prohibiting the renewal of terms or restricting the number of renewals for delegates to the Council and the ICE officers other than the presidential ones.
Association for Childhood Education International	*	*					* Information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	3*	**			5	1	* This applies only to Members-at-Large. ** There are no rules prohibiting the renewal of terms or restricting the number of renewals for Members-at-Large of the Council.
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)							ISPPM has no formal Board of Directors. The EC acts as Board.
Asian Association of Social Psychology (AASP)	2*	*	N/S	N/S	N/S	N/S	* AASP has no formal Board of Directors. The EC acts as Board. Re-election allowed for S and T. No rules restricting number of renewals for S and T.
European Association of Developmental Psychology	2	2			2	*	* Re-election is allowed. There are no rules limiting number of times.
European Association of Work and Organizational Psychology (EAWOP)	4	1*					* The EAWOP governance body is called "Executive Committee" (EC). The EC acts as Board of Directors. EC members are eligible for re-election only once and only for a consecutive term of 2 years. An individual cannot be a member of the EC for more than six years.
Inter-University Consortium for Political and Social Research (ICPSR)	2	*	4	*			* There are no rules limiting the number of renewals.
International Psycho-Oncology Society							* Perhaps information is available in Constitution, but document is unavailable on the web.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Reivew of International and Regional Organizations of Psychology.

International Society for Applied Ethology (ISAE)	2 or 4	*	3 to 5	*	*	*	* There are no rules limiting the number of renewals.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	4	*					* There are no rules limiting the number of renewals. but restrictions on EC service are relevant: However, a retiring President and Secretary-General shall not be eligible for immediate re-election to their previous offices. A Treasurer and Vice Presidents may be re-elected, but may not serve in that office for more than two consecutive terms.
International Association for Research in Economic Psychology (IAREP)	2 or 5	1 or more	2	1 or more			
International Society of Sport Psychology (ISSP)	4	1					As for officers in the Executive Council, members-at-large who with EC members constitute the Managing Council are eligible for re-election to one additional 4-year term.
Cheiron: The International Society for the History of Behavioral and Social Sciences	3	1*					* Clearly allowed to stand for re-election, but there are no rules limiting the number of renewals.
International Council of Psychologists (ICP)	3	*			3	?	* There are no rules limiting the number of renewals.
International Society for Developmental Psychobiology (ISDP)	1 to 3	1*					* Clearly allowed to stand for re-election, but there are no rules limiting the number of renewals. No officer of the Society may succeed himself/herself in the same office without one year intervening between terms except for the Representative to AAALAC who may succeed himself/herself for an unspecified number of terms and the Student Member Representative who may succeed himself/herself for a maximum of two additional one-year terms for a total of 3 years.
International Association for Relationship Research (IARR)	2	*					* There are no rules limiting the number of renewals.
International Behavioral Neuroscience Society	3	1*			3	Probably one term	* Clearly allowed to stand for re-election, but there are no rules limiting the number of renewals. Councilors may succeed themselves without interruption. The Student representative presumably is only a student long enough to serve for one term
European Federation of Psychologists Associations							EFPA has not BOD. Its "Executive Council" acts as EC and reports to the General Assembly like the IUPsyS (the EC reports directly to the IUPsyS GA). Whether sitting as individuals or representatives, members of the Executive Council can serve for a maximum of two 4-year terms.
European Association of Social Psychology (EASP)	3	2					EC is BOD.
Human Factors and Ergonomics Society	3	*					* Executive Council is the BOD. There are no rules limiting the number of renewals.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 6. EXECUTIVE COMMITTEE - ROTATION AND PATH					
	ROTATION BETWEEN OFFICES			PATH TO PRESIDENCY		
	Restrictions (Y / N)	RULE/POLICY (if any)	REMARKS ON ROTATION BETWEEN OFFICES	From PE or VP or Other	Direct or Additional Vote or Other	REMARKS ON PATH TO PRESIDENCY
World Institute of Pain	Y	The Immediate Past President may not seek election to any other WIP Officer's position for a minimum of two (2) years from the end of his/her period in office.*	* There are <u>no other restrictions</u> in rotation between offices.	PE	D	
International Society of Behavioral Medicine	N			PE	D	
International Association for Cross-Cultural Psychology (IACCP)	N			PE	D	
Stress and Anxiety Research Society (STAR)	N			PE	D	
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	N			PE	D	
International School Psychology Association (ISPA)	N			PE	D	
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	N			PE	D	
International Association of Forensic Mental Health Services	N			PE	D	
International Psychoanalytical Association (IPA)	N			PE	D	The path to VP is similar: from VPE to VP.
International Peace Research Association	N			PE	D	IPRA has no presidential officer. Instead, it has a SG who acts as President. It also elects a SG-Elect who becomes SG (direct).
International Society for the Study of Behavioural Development (ISSBD)	N			PE	D	
International Association for the Psychology of Religion	N			O	O	The Chair (P) is elected every four years (i.e., at every 2nd conference of the IAPR)
InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	N			PE	D	
European Association for Behavioural and Cognitive Therapies	N		An officer who has held the same office for two consecutive terms can be re-elected to another office immediately.	O	O	The P is elected for 3 years with the possibility of re-election for a further term up to 3 years.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

Middle East Psychological Association (MEPA)	N		An officer may run for another office during the last year of his or her term and hold two offices at the same time if elected (dual offices).	O	O	To become P, one must run for President. There is no other path.
World Futures Studies Federation (WFSF)	N			O	O	No specific path
International Association for Cognitive Education and Psychology	N			PE	D	
International Association of Individual Psychology	N			O	O	No specific path
International Society for Comparative Psychology	N			PE	D	
International Test Commission (ITC)	N			PE	D	
International Society for Affective Disorders	N			O	O	No specific path
International Association for Correctional and Forensic Psychology	N			PE	D	
International Society for Research on Aggression	N			PE	D	
International Council of Ethologists (ICE)	*			PE	D	* Perhaps information can found in Bylaws, but ACEI Bylaws unavailable on ACEI website.
Association for Childhood Education International						* Information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	N			PE	D	
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N			O	O	No specific path.
Asian Association of Social Psychology (AASP)	N			PE	D	
European Association of Developmental Psychology	N			PE	D	
European Association of Work and Organizational Psychology (EAWOP)	N*		* There are no rules restricting rotation between offices. However, an individual cannot be a member of the EC for more than six years.	O	O	No specific path.
Inter-University Consortium for Political and Social Research (ICPSR)	N	The Chairperson will normally be nominated from among the Council members who will be serving the third year of their terms.		O	O	It appears that the path to the chair role starts with election to the Council.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Psycho-Oncology Society						* Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	N	No apparent policy.		O	O	Call for nominations to the membership.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	N*	No apparent policy.	* No explicit rules on prohibition of or provision for rotation.	O	O	Call for nominations to the membership.
International Association for Research in Economic Psychology (IAREP)	N	No apparent policy.		PE	D	Elected officials should be proposed by a member of the association at least two months before the General Assembly by notifying the Secretary. Such proposals must be seconded by at least one other member of the Association.
International Society of Sport Psychology (ISSP)	N	No apparent policy.		O	O	To serve as an officer, such as president, a person must first serve at least one term on the MC as a member at large.
Cheiron: The International Society for the History of Behavioral and Social Sciences	N	No apparent policy.		O	O	No clearly defined path to the presidency (or more correctly to the Chair of the Review Committee).
International Council of Psychologists (ICP)	N	No apparent policy.		O	O	Call for nominations to the membership.
International Society for Developmental Psychobiology (ISDP)	N	No apparent policy.	No explicit prohibition of or provision for rotation, but there are restrictions on EC and BOD service; officers shall not be eligible for immediate re-election to their previous offices.	P	D	Not clear how nominations process is handled. Members are presented with a ballot of qualified candidates for election, but the by-laws do not specify how the ballot is composed.
International Association for Relationship Research (IARR)	N	No apparent policy		Vice-president elect (PE)	D	Call for nominations to the membership. It appears that issues of representation with regard to geographic region and discipline are taken into consideration.
International Behavioral Neuroscience Society	N	No apparent policy		PE	D	Call for nominations to the membership.
European Federation of Psychologists Associations	N*	No apparent policy	* Limit on total years of service implies a limit on rotation.	O	O	
European Association of Social Psychology (EASP)	N	No apparent policy		O	O	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

<p>Human Factors and Ergonomics Society</p>	<p>N</p>	<p>No apparent policy</p>		<p>PE</p>	<p>D</p>	<p>Appears to be a two step process: The election ballot shall include, for president-elect and secretary-treasurer-elect the names of the three persons who received the greatest number of nominating votes and for the two at-large Executive Council positions the names of the six persons who received the greatest number of nominating votes and who are both eligible and willing to stand for the office.</p>
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APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 7. EXECUTIVE COMMITTEE - PAST-PRESIDENT			
	ROLE OF PAST-PRESIDENT			
	Specific or General Duties (SD or GD)	Name of Portfolios (if any)	Other Duties (if any)	REMARKS ON ROLE OF PAST-PRESIDENT
World Institute of Pain	GD			The Immediate Past President shall assist the President-Elect in his/her duties as the President shall request and shall carry out the responsibilities of the President-Elect in his/her absence or disability.
International Society of Behavioral Medicine	SD	Chair of the Awards Committee	The PP will preside at all meetings in the absence of both the P and the PE	No general duties are assigned to the PP.
International Association for Cross-Cultural Psychology (IACCP)	SD	Chair of the Awards Committee	Serve on committees as specified in the Bylaws	
Stress and Anxiety Research Society (STAR)	SD	Chair of the Lifetime Career Award committee		
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	*			* No SD or GD are assigned to the PP.
International School Psychology Association (ISPA)	SD	Chair of the Constitution & Bylaws Committee and the Nominations & Elections Committee	PP serves at the P of the Association should the P and the PE be unable or unwilling to function.	
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	SD	Chair of the Nomination Committee for Elections (the Elections Committee is chaired by the S)	Co-signs all written contracts and obligations authorized by the Council; serves as the corporate historian.	The PP performs such other duties as required by the office, or as properly required by vote of the Council or ISIPAR.
International Association of Forensic Mental Health Services	SD	Chair of the Nomination and Awards Committee		
International Psychoanalytical Association (IPA)	N/A			IPA has no PP.
International Peace Research Association	N/A			IPRA has no PP.
International Society for the Study of Behavioural Development (ISSBD)	GD		The PP will chair all meetings in the absence of both the P and the PE	No general duties are assigned to the PP.
International Association for the Psychology of Religion	N/A			There is no PP.
InterAmerican Society of Psychology / Sociedad Interamericana de Psicologia (SIP)	SD	The PP "receives and count the ballots of the election."	The PP "serves a member of the Board of Directors".	
European Association for Behavioural and Cognitive Therapies	N/A			There is no PP.
Middle East Psychological Association (MEPA)	N/A			There is no PP.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

World Futures Studies Federation (WFSF)	N/A			WFSF has no PP on its Board.
International Association for Cognitive Education and Psychology	*			* No SD or GD are assigned to the PP.
International Association of Individual Psychology	N/A			IAIP has no PP in office
International Society for Comparative Psychology	GD			PP assists the P, assists the T in fun raising activities, and assists membership or other committees in their activities.
International Test Commission (ITC)	N/A			ITC has no PP on its Council.
International Society for Affective Disorders	*			* No SD or GD are assigned to the PP.
International Association for Correctional and Forensic Psychology	*			* No SD or GD are assigned to the PP.
International Society for Research on Aggression	*			* No SD or GD are assigned to the PP.
International Council of Ethologists (ICE)	GD			The Past SG (i.e., PP) serves as an advisor to the International Council.
Association for Childhood Education International	*			* Perhaps information is available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	*			* No SD or GD are assigned to the PP.
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N/A			ISPPM has no PP .
Asian Association of Social Psychology (AASP)	GD			In the absence of the P, PP chairs meetings.
European Association of Developmental Psychology	*			No SD or GD are assigned to the PP.
European Association of Work and Organizational Psychology (EAWOP)	N/A			EAWOP has no PP.
Inter-University Consortium for Political and Social Research (ICPSR)	GD			The immediate past Chairperson of the Council will serve as a non-voting ex-officio member of the Council for a period of one year. No additional information is given in the by-laws.
International Psycho-Oncology Society				Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	N/A			No past-president position.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	SD	Nominating committee		The President shall, two years prior to the next General Assembly, appoint a Nominating Committee consisting of six members. The chair of the Nominating Committee shall be the Past President, representing his/her region of origin.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Research in Economic Psychology (IAREP)	GD			
International Society of Sport Psychology (ISSP)	GD			Member of the Executive Council engaged in transacting the business of the association between General Assemblies.
Psychon: The International Society for the History of Behavioral and Social Sciences	N/A			No past president (or rather past-chair of the Review Committee)
International Council of Psychologists (ICP)	SD	The PP manages the Nomination and Election Process		
International Society for Developmental Psychobiology (ISDP)				It shall be the duty of the Past-President in the absence or incapacity of the President-elect to assume the duties of the President-elect. It shall be the duty of the President-elect in the absence or incapacity of the President to assume the duties of the President. It shall be the duty of the President to preside at all official meeting of the Society, to act ex officio as Chairperson of the Board of Directors, to exercise Supervision of the affairs of the Society with the Approval of the Board of Directors and to perform such other duties as are incident to the office or as may properly be required of him/her by vote of the Board of Directors.
International Association for Relationship Research (IARR)	Both	Elections Committee		The Past-President shall chair the Elections Committee and perform such other duties as may be required by law, by the Articles of Incorporation of the Association, or by these Bylaws, or which may be assigned to her or him from time to time by the Board of Directors.
International Behavioral Neuroscience Society	GD		The Past President shall serve as a member of the Executive Committee and of the Council of the Society, and shall perform other duties as requested by the President and affirmed by Council.	
European Federation of Psychologists Associations				It appears that there is no formal Past-president role.
European Association of Social Psychology (EASP)				It appears that there is no formal Past-president role.
Human Factors and Ergonomics Society	GD			The Immediate Past President shall be a member of Executive Council.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 8. MEASURES TO PROMOTE CONTINUITY							REMARKS ON MEASURES TO PROMOTE CONTINUITY
	Staggering of terms of members (Y / N)	Eligibility for re-election (Y / N)	Board experience as eligibility criterion to an office (Y / N)	EC experience as eligibility criterion to an office (Y / N)	Outgoing President becomes P-P (Y / N)	Permanent staff position (PT or FT) (Y / N)	Other (describe)	
World Institute of Pain	N	Y*	N	N	Y	N	There is only one restriction on rotation between offices and it concerns the PP.	*The Honorary Secretary is the only person who can stand for reelection for a second term of two (2) years.
International Society of Behavioral Medicine	N	Y*	N	N	Y	N	There are no rules in the bylaws restricting the number of renewals.	*As there are no rules restricting the renewal of terms for persons other than the President, it is assumed that all terms but one are renewable.
International Association for Cross-Cultural Psychology (IACCP)	Y*	Y	N	N	Y	N		*One half of the Regional Representatives are elected every two years on a rotation basis.
Stress and Anxiety Research Society (STAR)	N	Y	N	N	Y	N		
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	N	Y	N	N	Y	N	There is a committee called the "Presidents Committee", which consists of the last 4 PPs of CINP. It is chaired by the most senior PP.	
International School Psychology Association (ISPA)	N	Y*	N	N	Y	Y		
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	N	Y*	N	N	Y	N		*As there are no rules restricting the renewal of terms for persons other than the President, it is assumed that all terms but one are renewable.
International Association of Forensic Mental Health Services	Y*	N	N	N	Y	Y	IAFMHS has an Advisory Board (not less than 20 members). Directors move to the Advisory Board upon completion of their term on the BoD.	
International Psychoanalytical Association (IPA)	N	Y	N	N	N	Y	If requested by the P, the outgoing Treasurer may serve as non-voting member of Board and an advisor to the incoming Treasurer for up to one year.	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Peace Research Association	N	Y*	N	N	N*	N		*The EC members can be candidates only for a 2nd term. However, the elected IPRA Council members are not eligible for re-election. There is no P and, therefore, no outgoing P.
International Society for the Study of Behavioural Development (ISSBD)	Y*	Y**	N	N	Y	N		*One third of the members are elected every two years. **As there are no rules restricting the renewal of terms, it is assumed that all non-presidential members are eligible for re-election.
International Association for the Psychology of Religion	Y*	Y	N	N	N	N		*The rules state that "the President and the General S/T should preferably not leave their offices at the same time."
InterAmerican Society of Psychology / Sociedad Interamericana de Psicologia (SIP)	N	Y	N	N	Y	N		
European Association for Behavioural and Cognitive Therapies	Y*	Y	N	N	N	N		*To ensure continuity, no more than two vacancies among the officers are planned to occur in any year. To do this, nominations for officers to serve a shorter term are sought if necessary.
Middle East Psychological Association (MEPA)	N	Y*	N	N	N	N		*As there are no rules restricting the renewal of terms, it is assumed that all the Officers are eligible for re-election.
World Futures Studies Federation (WFSF)	N	Y	N	N	N	N		
International Association for Cognitive Education and Psychology	N	Y	N	N	Y	N		
International Association of Individual Psychology	N	Y*	N	N	N	N		*As there are no rules prohibiting the renewal of terms of office, it is assumed that all terms are renewable.
International Society for Comparative Psychology	N	Y*	N	N	Y	N		*As there are no rules prohibiting the renewal of terms for persons other than the President, it is assumed that all terms but one are renewable.
International Test Commission (ITC)	N	Y	N	N	N	Y		
International Society for Affective Disorders	N	Y	N	N	Y*	Y		The PP has a seat on the Council (Board), but not on the EC.
International Association for Correctional and Forensic Psychology	N	Y*	N	N	Y	Y	All PPs of the IACFP are ex officio members of the Board.	*As there are no rules prohibiting the renewal of terms for persons other than the President, it is assumed that all terms but one are renewable.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Society for Research on Aggression	Y*	Y**	N	N	Y	N		* The term of the T commences on a biennium alternating with the commencement of the term of the S. Councilors' terms are staggered so 5 to 10 are elected every two years. **Re-election is allowed for Council Members, and there are no rules prohibiting re-election for S and T.
International Council of Ethologists (ICE)	Y*	Y**	N	N	Y	N	All past SGs (i.e, PPs) are members of the International Council.	* Where a country has more than 1 delegate to the ICE, the terms of the delegates are staggered. **As there are no rules restricting the renewal of terms for persons other than the President, it is assumed that all terms but one are renewable.
Association for Childhood Education International	*	*	*	*	*	Y		* Perhaps information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	Y*	Y**	N	N	Y	Y		*Terms for Members-at-Large are staggered with 5 of the 15 being elected each year. Moreover, terms of VPs are staggered with 1 being elected each year. ** There are no rules prohibiting the renewal of terms or restricting the number of renewals for Members-at-Large of the Council. Officers other than P, PE, PP and VPs are eligible for re-election once.
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N	Y	N	N	N	Y		
Asian Association of Social Psychology (AASP)	N	Y	N	N	Y	N		
European Association of Developmental Psychology	N	Y	N	N	Y	N		
European Association of Work and Organizational Psychology (EAWOP)	Y*	Y**	N	N	N	Y		* No more than 4 members of the EC can retire at the same time. ** A member of the EC can be re-elected once, but only for a term of 2 years.
Inter-University Consortium for Political and Social Research (ICPSR)	Y	N	Y	Y	Y	Y		Elections for 6 of the 12 Council members every other year for 4-year terms, meaning replacement of half of the members every 2 years. No mention is made in the by-laws of the possibility of re-election.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Psycho-Oncology Society								Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	Y	Y	N	N	N	Not stated		
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	N	Y (limited)	N	N	Y	Not clear		Continuity would seem to be enhanced when much of the membership consists of national member organizations.
International Association for Research in Economic Psychology (IAREP)	Y	Y (limited)	N	N	Y	Not clear		Continuity may be enhanced if countries continue to appoint/elect the same national representative. Every second year the terms of at least one third of the country representatives should expire.
International Society of Sport Psychology (ISSP)	N	Y (limited)	Y	N	Y	Not clear		The President, Vice President, Secretary General, Treasurer, and MC members at large may be elected for two successive terms. One term is four years. An MC member at large may be elected to one of the officer positions after serving a minimum of one term but also after serving two terms. To serve as an officer, a person must first serve at least one term on the MC as a member at large. An MC member may serve a maximum of 16 years not counting the Past Presidents' four years.
Cheiron: The International Society for the History of Behavioral and Social Sciences	y	Y	N	N	N	Not clear		The members of the Society shall elect six members of the Review Committee, each serving for a term of three years. The terms will be staggered so that two new members of the Review Committee are elected each year.
International Council of Psychologists (ICP)	Y	Y	N	N	Y	Not clear		The Secretary and Treasurer are elected for terms of three years. The Secretary and Treasurer are elected in different years so their terms are overlapping but not identical years.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Society for Developmental Psychobiology (ISDP)	Y	Y	N	N	Y	It appears so.		The term of the Secretary shall be three years preceded by one year as Secretary-elect; the term of the Secretary-elect shall be one year; the term of the Treasurer shall be three years preceded by one year as Treasurer-elect; the term of the Treasurer-elect shall be one year; the term of the Program Officer shall be three years preceded by one year as Program Officer-elect; the term of the Program Officer-elect shall be one year; the term of the Conference Coordinator shall be three years preceded by one year as Conference Coordinator-elect. ... the terms of Directors not serving ex officio shall be three years each; except on the first election directors shall be assigned by lot to 1, 2, or 3 year terms, so that thereafter only one such director shall be elected each year.
International Association for Relationship Research (IARR)	Y	Y	N	N	Y	Not clear		The elected Members-at-Large shall each serve two-year staggered terms, with one Member-at-Large elected at each annual election conducted by the Association.
International Behavioral Neuroscience Society	Y	Y	None stated	N	Y	Not clear		Staggered terms for the Councilors, such that three Councilors, each representing a different geographical location, shall be elected annually. The Secretary and Treasurer will serve for approximately three years except for the first election where the treasurer will serve for a one year period in order to establish staggered terms for these two offices.
European Federation of Psychologists Associations	Y	Y	N	N	N	Y		The elections of 3 members of the Executive Council shall preferably take place in a mid-cycle of two years as compared to the elections of the other (4) members.
European Association of Social Psychology (EASP)	N	Y	N	N	N	It appears so.		Although it appears there is not a Past-president role, if a newly elected EC member is appointed to President in his/her first 3-year interval, then he/she apparently would rotate out of the presidency after three years and still remain on the EC for the remaining 3-year interval.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

<p>Human Factors and Ergonomics Society</p>	<p>Y</p>	<p>Y</p>	<p>N</p>	<p>N</p>	<p>N</p>	<p>Y</p>		<p>The terms of office of the six Members of the Executive Council elected as such shall be approximately three years; the terms of two of these members shall expire at each Annual Meeting of the Society. The Executive Director appointed for a term not to exceed 5 years, with possibility for renewal, thus bringing him/her past the term of office of members of the Executive Committee and Executive Council</p>
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APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 9. MEASURES TO PROMOTE RENEWAL (INVOLVEMENT OF NEW PERSONS)							REMARKS ON MEASURES TO PROMOTE RENEWAL
	EXECUTIVE COMMITTEE				BOARD OF DIRECTORS			
	Limited number of terms as Officer (Y / N)	Limited number of years as Officer (Y / N)	Restrictions on rotation between offices (Y / N)	Other (specify)	Limited number of terms as Board member (Y / N)	Limited number of years as Board member (Y / N)	Other (specify)	
World Institute of Pain	N	N	Y*	*PP may not seek election to any Officers' position for a minimum of 2 yrs from end of term in office. There are no other restrictions on rotation between offices.	N	N		There are almost no opportunities for re-election for the same position. However, there are almost no restrictions on rotation between offices.
International Society of Behavioral Medicine	N	N	N	The presidency will normally rotate among biomedical and behavioral sciences. A country can only be represented once among the P, PE & PP.	N	N		
International Association for Cross-Cultural Psychology (IACCP)	N	N	N		Y*	Y*		*Regional Representatives may serve no more than two consecutive 4-year terms.
Stress and Anxiety Research Society (STAR)	N	N	N		N	N		
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	N	N	N		Y	Y		
International School Psychology Association (ISPA)	Y*	Y*	N					*Officers may serve a maximum of six consecutive years in one or more elected offices. They may be nominated and stand for office again after not serving as an officer for 3 or more years.
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	N	N	N		N	N		
International Association of Forensic Mental Health Services	N	N	N		Y	Y		

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Psychoanalytical Association (IPA)	N	N	N	The positions of PE, PE and T rotates every 4 years among the IPA's 3 Geographical Areas (North America, Europe & Latin America).	Y*	Y*	An Officer or Representative is eligible to serve only two full consecutive terms in the same office. There are no rules prohibiting rotation between offices.
International Peace Research Association	Y*	Y*	N		Y*	Y*	EC members cannot serve more than two 2-year terms. Council members who have served 4 years (i.e., one full term) are not eligible for immediate re-election.
International Society for the Study of Behavioural Development (ISSBD)	N	N	N		N	N	One individual may occupy any two of the offices of Treasurer, Secretary and Membership Secretary simultaneously.
International Association for the Psychology of Religion	Y*	Y*	N		Y*	Y*	*At the end of a 2nd term, one may only stand again for office after at least one election period out of office.
InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	N	N	N	The position of President-Elect rotates among the 3 regions (Canada/U.S., Mexico/Central America/Caribbean, South America).	N	N	
European Association for Behavioural and Cognitive Therapies	N	N	N*		N	N	*The rules state that an officer who has held the same office for two consecutive terms can be re-elected to another office immediately.
Middle East Psychological Association (MEPA)	N	N	N		N	N	
World Futures Studies Federation (WFSF)	N	N	N		N	N	
International Association for Cognitive Education and Psychology	N	N	N		N	N	
International Association of Individual Psychology	N	N	N		N/A	N/A	The President and the Vice-President may not come from the same continent.
International Society for Comparative Psychology	N	N	N		N	N	
International Test Commission (ITC)	Y	N	N		N	N*	Limitation on number of years is being proposed by Council, to be voted at next AGM (2014)
International Society for Affective Disorders	N	N	N		N	N	
International Association for Correctional and Forensic Psychology	N	N	N		N	N	

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Society for Research on Aggression	N	N	N		N	N	
International Council of Ethologists (ICE)	N	N	N		N	N	
Association for Childhood Education International	*	*	*		*	*	* Perhaps information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	N	N	N		N	N	
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N	N	N		N/A	N/A	
Asian Association of Social Psychology (AASP)	N	N	N		N/A	N/A	
European Association of Developmental Psychology	N*	N	N		N	N	Limited number of renewals only for the same office.
European Association of Work and Organizational Psychology (EAWOP)	Y*	Y*	N*		Y*	Y*	* The EAWOP governance body is called "Executive Committee" (EC). It acts as Board of Directors. An individual cannot be a member of the EC for more than six years.
Inter-University Consortium for Political and Social Research (ICPSR)	Y*	Y*	Y*	* The affirmative answers here seem to be implied by the information provided in the by-laws.	N	N	
International Psycho-Oncology Society							Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	Y*	Y*	Y*	* The affirmative answers here seem to be implied by the information provided in the by-laws.	N	N	
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	N	N	N				
International Association for Research in Economic Psychology (IAREP)	N	N	N		N	N	Not clear how many terms or years a country representative can serve.
International Society of Sport Psychology (ISSP)	N	Y*	N		Y*	N	* A Managing Council Member may serve a maximum of 16 years, not counting the Past-President's four years (there is no PE, but the P becomes PP at the end of his/her term).

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

Cheiron: The International Society for the History of Behavioral and Social Sciences	N	N	N		N	N	No EC or BOD; rather, a Review Committee.
International Council of Psychologists (ICP)	N	N	N		N	N	
International Society for Developmental Psychobiology (ISDP)	N	N	N		N+F28	N	
International Association for Relationship Research (IARR)	N	N	N		N	N	
International Behavioral Neuroscience Society	N	N	N		N	N	SECTION 7. Councilors (Note: BOD members not officers, I assume) may succeed themselves without interruption.
European Federation of Psychologists Associations	Y*	Y*	Y*		Y*	Y*	* "No member can serve on the Executive Council for more than 8 years. Former members of the EC may, however, be electe P, SG or T for another maximum of 8 years, provided that they have served in theses functions before." The Executive Council = BOD. The EC is called "Exectuive Board". Other restrictions follow from efforts to ensure representation of member countries. For example, no member country can have more than one person on the Executive Board/Executive Council.
European Association of Social Psychology (EASP)	N	N	N				Members are elected to serve for two consecutive intervals which should no be longer than three years each. No member may serve for two consecutive intervals as President of the Association.
Human Factors and Ergonomics Society	N	N	N		N	N	No individual may hold more than one elective office concurrently. However, an incumbent Immediate Past President, Immediate Past Secretary-Treasurer, or at-large Member of Executive Council in the final year of their three-year term is eligible to stand in nomination for another office. Any officer of the Society must be in the final year of the three-year term of office to be eligible to stand in nomination for reelection to the office currently held.

NAME OF ORGANISATION	Table 10. MEASURES TO PROMOTE REJUVENATION (INVOLVEMENT OF JUNIOR COLLEAGUES)				
	Call for Nominations for junior colleagues (Y / N)	Seats reserved for junior colleagues (Y / N)	Mentorship for junior colleagues (Y / N)	Other (describe)	REMARKS ON MEASURES TO PROMOTE CONTINUITY
World Institute of Pain	N	N	N		
International Society of Behavioral Medicine	N	N	N		
International Association for Cross-Cultural Psychology (IACCP)	N	N	N		
Stress and Anxiety Research Society (STAR)	N	N	N		
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	N	N	N		
International School Psychology Association (ISPA)	N	N	N		
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	N	N	N		
International Association of Forensic Mental Health Services	N	N	N		
International Psychoanalytical Association (IPA)	N	N	N		
International Peace Research Association	N	N	N		
International Society for the Study of Behavioural Development (ISSBD)	N	N	N		
International Association for the Psychology of Religion	N	N	N		
InterAmerican Society of Psychology / Sociedad Interamericana de Psicología (SIP)	N	N	N		
European Association for Behavioural and Cognitive Therapies	N	N	N		
Middle East Psychological Association (MEPA)	N	N	N		
World Futures Studies Federation (WFSF)	N	N	N		
International Association for Cognitive Education and Psychology	N	N	N		

International Association of Individual Psychology	N	N	N		
International Society for Comparative Psychology	N	N	N		
International Test Commission (ITC)	N	N	N		
International Society for Affective Disorders	N	N	N		
International Association for Correctional and Forensic Psychology	N	N	N		
International Society for Research on Aggression	N	N	N		
International Council of Ethologists (ICE)	N	N	N		
Association for Childhood Education International					* Information available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	N	N	N		
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N	N	N		
Asian Association of Social Psychology (AASP)	N	N	N		
European Association of Developmental Psychology	N	N	N		
European Association of Work and Organizational Psychology (EAWOP)	N	N	N		
Inter-University Consortium for Political and Social Research (ICPSR)	N	N	N		No explicit measures mentioned in the by-laws.
International Psycho-Oncology Society					Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	N*	N*			* Election by student members of student representatives to the Council
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	N	N	N		Age a consideration in nominations: "Officers shall be drawn with regard to gender, professional background and age as well as to the principal cultural and geographic regions of the world."
International Association for Research in Economic Psychology (IAREP)	N	N	N		
International Society of Sport Psychology (ISSP)	N	N	N		Regional representation an issue in recruiting, but no mention is made of age in the statutes.

IAAP Task Force on Terms of Office. [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

Cheiron: The International Society for the History of Behavioral and Social Sciences	N	N	N		
International Council of Psychologists (ICP)	Y	Y	Y		I note that the BOD includes a Graduate Student Representative and Early Career Representative appointed by the President.
International Society for Developmental Psychobiology (ISDP)	N	N*	N		* The BOD includes one or two student Member Representatives.
International Association for Relationship Research (IARR)	Y	Y	N		The BOD includes a New Professional Representative who is a student member.
International Behavioral Neuroscience Society	N	N	N		A representative of the Student members shall be appointed annually to the Council. This individual shall be nominated by a caucus of the Student members and approved by the Nominations Committee. For a student to become the Student Representative to Council, the student must attend the Society meeting at which s/he is nominated.
European Federation of Psychologists Associations	N	N	N		
European Association of Social Psychology (EASP)	N	N	N		
Human Factors and Ergonomics Society	N	N	N		If rejuvenation is not a theme in the by-laws, it is nonetheless acknowledged as an issue through the Student Chapters.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

NAME OF ORGANISATION	Table 11. SUCCESSION PLANS				
	Succession Plans for EC (Y / N)	Succession Plans for EC (describe)	Sucession Plans for BOD (Y / N)	Succession Plans for BOD (describe)	Other Sucession Plans (describe)
World Institute of Pain	Y	There is a succession plan only for the presidency.	N		
International Society of Behavioral Medicine	Y	There is a succession plan only for the presidency.	N		
International Association for Cross-Cultural Psychology (IACCP)	Y	There is a succession plan only for the presidency.	N		
Stress and Anxiety Research Society (STAR)	Y	There is a succession plan only for the presidency.	N		
Collegium Internationale Neuro-Psychopharmacologicum (CINP)	Y	There is a succession plan only for the presidency.	N		
International School Psychology Association (ISPA)	Y	There is a succession plan only for the presidency.			
International Society for Interpersonal Acceptance and Rejection (ISIPAR)	Y	There is a succession plan only for the presidency.	N		
International Association of Forensic Mental Health Services	Y	There is a succession plan only for the presidency.	N		
International Psychoanalytical Association (IPA)	Y	There is succession plan for the office of P, PE and T.	N		
International Peace Research Association	Y	There is a succession plan only for the office of SG (SG-Elect).	N		
International Society for the Study of Behavioural Development (ISSBD)	Y	There is a succession plan only for the presidency.	N		
International Association for the Psychology of Religion	N		N		
InterAmerican Society of Psychology / Sociedad Interamericana de Psicologia (SIP)	Y	There is a succession plan only for the presidency.	N		
European Association for Behavioural and Cognitive Therapies	N		N		
Middle East Psychological Association (MEPA)	N		N		
World Futures Studies Federation (WFSF)	N		N		
International Association for Cognitive Education and Psychology	Y	There is a succession plan only for the presidency.	N		

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association of Individual Psychology	N		N/A		
International Society for Comparative Psychology	Y	There is a succession plan only for the presidency.	N		
International Test Commission (ITC)	Y	There is a succession plan only for the presidency.	N		
International Society for Affective Disorders	N		N		
International Association for Correctional and Forensic Psychology	Y	There is a succession plan only for the presidency.	N		
International Society for Research on Aggression	Y	There is a succession plan for the presidency. Terms of S and T are staggered.	Y	Councilors' terms are staggered.	
International Council of Ethologists (ICE)	Y	There is a succession plan only for the presidency.	N		
Association for Childhood Education International (ACEI)	Y	There is a succession plan only for the presidency.	*		* Perhaps information is available in Bylaws, but ACEI Bylaws unavailable on ACEI website.
International Society of Political Psychology (ISPP)	Y	There is a succession plan for the presidency. Terms of VPs are staggered.	Y	Terms of Members-at-Large are staggered.	
International Society of Prenatal and Perinatal Psychology and Medicine (ISPPM)	N		N/A		
Asian Association of Social Psychology (AASP)	Y	There is a succession plan only for the presidency.	N/A		
European Association of Developmental Psychology	Y	There is a succession plan only for the presidency.	N		
European Association of Work and Organizational Psychology (EAWOP)	N		N		
Inter-University Consortium for Political and Social Research (ICPSR)	Y	As indicated in the responses on the foregoing pages; the Chair is chosen from among senior Council members.			
International Psycho-Oncology Society					Perhaps information is available in Constitution, but document is unavailable on the web.
International Society for Applied Ethology (ISAE)	N		N		No clear description of succession plans.
International Association for Child and Adolescent Psychiatry and Allied Professions (IACAPAP)	N				No clear description of succession plans, except for the case when the president is incapacitated.

APPENDIX 3

IAAP Task Force on Terms of Office, [...] of EC and BOD: Summary of Information from Review of International and Regional Organizations of Psychology.

International Association for Research in Economic Psychology (IAREP)					One year before the president's term ends, the General Assembly chooses a new president, who first serves a year as president-elect, then two years as president. When a serving president is re-elected, which can be done once, the position of president-elect remains vacant for that year.
International Society of Sport Psychology (ISSP)	Y	Officers should have experience as members-at-large in the Managing Council.	N		
Cheiron: The International Society for the History of Behavioral and Social Sciences	Y	There is a succession plan only for the presidency.	N		No clear description of succession plans.
International Council of Psychologists (ICP)	Y	There is a succession plan only for the presidency.	N		No clear description of succession plans.
International Society for Developmental Psychobiology (ISDP)	N		N		No clear description of succession plans.
International Association for Relationship Research (IARR)			Y		No EC, just BOD. Officers shall represent a variety of disciplines and successive incumbents for each office shall have different disciplinary affiliations.
International Behavioral Neuroscience Society	Y	There is a succession plan only for the presidency.	N		No clear description of succession plans.
European Federation of Psychologists Associations	N		N		No clear description of succession plans.
European Association of Social Psychology (EASP)	N		N		No clear description of succession plans.
Human Factors and Ergonomics Society	N		N		No clear description of succession plans.