

International Association of Applied Psychology (IAAP)

Division 1.

Work and Organizational Psychology

Newsletter # 1

June, 2016



The Newsletter is issued by
Division 1 (Work and Organizational Psychology)
of the International Association of Applied Psychology (IAAP)
(web-page: www.iaapsy.org/division1)

EDITORIAL

Dear members of IAAP Division 1,

I am pleased to present you the 2016 first issue of *Division 1: Work and Organizational Psychology* electronic Newsletter. It provides information about Division 1 activities in the period from October 2015 to May 2016.

The Newsletter includes the traditional Presidential Column and reports about the meetings of CoCo, Division 1.

In this issue you will find information about the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP.

Special attention is given to IAAP Division 1 Activities.

Many thanks go to the colleagues who kindly submitted their contributions to this issue. We hope that this cooperation will continue in the future.

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Kyiv, June, 2016

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1. Presidential Column



As you are about to read, Division 1 members in Europe in general and Poland in particular have been active in meaningful and memorable ways. We are especially blessed to have a highly energetic and effective President-Elect, Dr. Barbara Kożusznik.

The Alliance for Organizational Psychology, under the leadership of the Past President of SIOP, Dr. Jose Cortina, has tackled a troublesome topic in science, unethical research practices. The AOP, as you will read in this issue, has generated workable, effective guidelines for practice.

On the plus side, you will be pleased to read that our Past President of IAAP as well as Division 1, Dr. Jose Maria Peiro has been elected President of the European Network of Organizational and Work Psychologists.

On the downside, I am so sorry to report that my personal friend and our long-time colleague and supporter of work and organizational psychology has lost his fight with cancer, Dr. Robert Roe.

Rob is the founding president of the European Association of Work and Organizational Psychology. He developed an active role in the European Network of Organizational and Work Psychologists especially with regard to the development of the European Reference Model and Minimum standards for Work and Organizational Psychology. He was recently involved in the development of EuroPsy, the European Diploma for Psychologists. As an academic, his most recent work focused on theoretical and methodological innovations for enhancing the effectiveness of organizational knowledge and its applications. I will miss him at a personal level and I will miss him on a professional level. Work and Organizational Psychology has lost a great scientist-practitioner.

2. Information from the Executive Committee of IAAP Division 1

2.1. President of Division 1 Gary Latham visited Poland and participated in Meeting of the Executive Committee of IAAP Division 1 (24 – 31 October 2015, Katowice, Poland)

24 – 31 October 2015 **Gary Latham** President of Division 1 IAAP visited Poland and the University of Silesia in Katowice. Prof. Latham gave two talks: “The effects of consciously set goals on job performance” and “The effect of priming goals in the subconscious on job performance”. The students and academic staff of the Institute of Psychology of the Faculty of Pedagogy and Psychology participated in the lectures and following discussion.

Professor Latham met the academic staff from the Institute of Psychology and discussed the contemporary problems of Work and Organizational Psychology.

On October 30, 2015 the University of Silesia (Katowice) was the venue of the meeting of the Executive Committee of IAAP Division 1 which was attended by Gary Latham, President of Division 1 IAAP, and Barbara Kożusznik, President-Elect of Division 1. The meeting discussed the strategy of Division 1 development.



2.2. Meeting of the Executive Committee of IAAP Division 1

(March 17, 2016 Paris, France)

A meeting of the Executive Committee of IAAP Division 1 took place on March 17, 2016 in Paris. The meeting was attended by Barbara Kozusznik , President-Elect of Division 1, and Liudmyla Karamushka, Secretary of Division1. The meeting discussed a number of topical issues of IAAP Division 1 activities (Newsletter publication, web-site development, surveys among Division members, writing the history of Division 1, etc.).



Liudmyla Karamushka and Barbara Kozusznik at the meeting of the Executive Committee of IAAP Division 1

3. Information about activity of the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP

3.1. First Small Group Meeting of the Alliance for Organizational Psychology: “Fostering Ethical, Rigorous and Relevant Research: The Contribution of Work and Organizational Psychology” (Zurich ETH Zurich, 12-13 February 2016)

12-13 February 2016 at ETH Zurich, Switzerland First Small Group Meeting of the Alliance for Organizational Psychology was organized entitled “Fostering Ethical, Rigorous and Relevant Research: The Contribution of Work and Organizational Psychology”. **Jose Cortina** (George Mason University) and **Gudela Grote** (ETH Zurich), as organizers, invited participants who are interested in active debates in applied psychology, management, and academia to attend. During the meeting, participants discussed the common roots of ethical scientific conduct as well as ways of balancing academic rigor and relevance. Outcomes of the meeting will be a *Memorandum* of understanding to be endorsed by scientific associations, journal editors and university departments in the field of work and organizational psychology, and an action plan in order to promote change in our discipline. Among the participants were Past President of IAAP and Division 1, **Jose Maria Peiro**, and President Elect of Division 1 **Barbara Kozusznik**.

Alliance for Organizational Psychology
Memorandum of Understanding
on Fostering Ethical, Relevant and Rigorous Research

This Memorandum of Understanding on fostering ethical, rigorous, and relevant research has been developed during the first Alliance for Organizational Psychology (AOP) Small Group Meeting held in Zurich, Switzerland on February 12 and 13, 2016, with several representatives of the three founding organizations of the AOP – Division 1 of IAAP, EAWOP, and SIOP – participating.

There currently are two very active debates in academia concerning (un)ethical scientific conduct on the one hand and (re)balancing academic rigor and relevance on the other. There are common root causes for the problems discussed in both. Agreement was reached that the **most pressing problems** that impede the conduct of ethical, rigorous and relevant research in Work and Organizational Psychology specifically and in psychology and possibly other sciences more broadly are the following

1. Research quality, impact and reputation are compromised by publication policies that
 - place too little emphasis on cumulative theory building and testing and by contrast place too much emphasis on empirical studies having to test novel theory.
 - place too little emphasis on real-world importance of the problems addressed in research.
 - encourage authors to produce Results sections that are flattering to Introduction sections.
2. Common academic systems share some of the blame by incentivizing quantity (rather than quality) of individual output, which leads to an overloaded review and publication process and encourages unethical behavior (among those so inclined).
3. Academic systems promote theory novelty rather than major innovation and the use of a small range of scientific methods, both of which hamper research relevance.
4. There are few if any institutional mechanisms for influencing policy makers.

There is also agreement that **some effective solutions** to these problems already exist:

1. Regarding publication policies, we can begin by redefining theoretical contribution and empirical contribution so that there is room for theory trimming, theory refining, constructive replications, intervention studies, null findings, and multidisciplinary and multi-method research.
2. The burden on reviewers can be reduced by more desk rejections and by standardized reporting methods for empirical results.
3. Academic departments should use multiple quantitative and qualitative assessment criteria, including but going beyond publication/citation counts based on fixed journal lists, in hiring, tenure and promotion decisions.

Promotion of existing solutions and development and implementation of new measures will happen according to the following agreed upon action plan:

Task forces from among the participants of the Small Group Meeting (and possibly additional individuals) will

- work on developing the repository of detailed checklists and practical guidance for reporting of quantitative and qualitative data analyses and results.
- write a position paper on redefining theoretical and empirical contributions to be submitted to a leading journal in psychology/management.
- develop guidelines for multiple (and not solely quantitative) assessment criteria for hiring, tenure and promotion decisions.
- write a short statement based on this memorandum of understanding for publication in several of the leading psychology and management journals.

The governing boards of AOP, IAAP Division 1, EAWOP, and SIOP will be encouraged to take the necessary steps in their associations to

- evaluate and facilitate access to online tools for methods training (e.g. CARMA) for the members of their organizations.
- support building of a repository of detailed checklists and practical guidance for reporting of quantitative and qualitative analysis and results.
- promote knowledge of and training for new methods through earmarked workshops at the associations' conferences.
- promote training for advocacy through earmarked workshops at the associations' conferences.
- promote multiple (and not solely quantitative) assessment criteria for hiring, tenure and promotion decisions through providing resources for academic departments/boards on their associations' webpages (e.g., collection of positive examples, proposal for balanced scorecard for academic performance, arguments against journal list).
- inform each other and where possible coordinate activities aimed at policy makers (e.g., contacts in Washington DC, Brussels and UN on cross-cutting topics; white papers on highly visible work practices; continuous overview of activities at the level of constituent organizations).
- push for reference models for teaching in work and organizational psychology and inclusion of work and organizational psychology in curricula and textbooks at the Bachelor level.
- lobby for adequate representation of work and organizational psychology in funding bodies and earmarked funding.
- explore costs and benefits of collaboration with "behavioral insights" initiatives rooted in behavioral economics.
- explore expansion of translational publication outlets.
- reach out to engineering and economics associations for possible collaboration.

The editors of Journal of Applied Psychology, Leadership Quarterly, European Journal of Work and Organizational Psychology, Journal of Business and Psychology (and possibly further journals) will be asked to

- encourage replication, consolidation of constructs, intervention studies, and problem-driven research, possibly through special issues and special calls for participation from a wide range of countries.
- promote an understanding of and encourage paradigmatic theory building and testing based on compelling and sound research designs (e.g., good use of the breadth of psychology as a natural and social science, sensible trade-offs regarding endogeneity problems).
- encourage and incentivize continuous reviewer training, including specialized methods reviewers, and monitor and reward review quality in order to build and publicize reviewer credentials.
- strengthen editors' role as educators rather than police with respect to academic misconduct.
- establish accountability among authors to act as reviewers also (e.g., introduce "pubcoins", which would provide a transparent account of review activity and might be used to prohibit submission in case an author has not been active as a reviewer).
- require proof of at least one friendly review before submission.
- provide access to a repository of detailed checklists and practical guidance for reporting of quantitative data analyses and results for both authors and reviewers.
- provide practical guidance for reporting of qualitative research.

All participants of the Small Group Meeting in their various roles (e.g., as heads of department, board members of funding agencies, executives of professional organizations) will

- promote a broad set of assessment criteria (including expert assessment of the quality, relevance and impact of the candidate's research and dissemination activities) for hiring, tenure and promotion decisions.
- increase incentives in academic departments for creation and documentation of practical impact within and beyond single organizations.
- lobby for funding of systematic reviews / white papers aimed at policy makers.
- promote multi-disciplinary and problem-driven research and the systematic combination of descriptive, normative, and prescriptive research in own work, through training and mentoring of others and through thematic research centers ("think big").
- promote open source methods, resources, and training.
- devote time to contact with policy-makers and potential users of own research.
- devote time to membership in professional and research decision-making bodies.
- lobby for resources and opportunities for outreach (e.g., press work, media training, practitioner conferences).
- explore new channels of communication.
- explore cooperation with local / "grass-root" groups.

- provide opportunities for PhD students for academic exchanges within and across disciplines and for internships in practice.
- submit roundtables/symposia with content from this Memorandum of Understanding to relevant conferences.

The organizers of the Small Group meeting will set up a mechanism for regular communication among the participants of the Small Group Meeting and progress reports on the implementation of the action plan.

The participants of the Small Group Meeting agree to this Memorandum and have declared their signature of the document.

Zürich, February 13, 2016

John Antonakis, University of
Lausanne

John Arnold, Loughborough
University

Felix Brodbeck, Ludwig-
Maximilians-Universität Munich

José Cortina, George Mason
University

Kevin Daniels, University of East
Anglia

Franco Fraccaroli, University of
Trento

Gloria Gonzalez-Morales,
University of Guelph

Vicente Gonzalez-Roma,
University of Valencia

Gudela Grote, ETH Zürich

Deanne den Hartog, University of
Amsterdam

Gerard P. Hodgkinson, University
of Warwick

Tine Köhler, University of
Melbourne

Steve Kozlowski, Michigan State
University

Barbara Kozusznik, University of
Silesia

Malgorzata Kozusznik, University
of Valencia

Ron Landis, Illinois Institute of
Technology

Ioannis Nikolaou, Athens
University of Economics and
Business

Ernest O'Boyle, University of Iowa

José Maria Peiró, University of
Valencia

Ramon Rico, Autonomous
University of Madrid

Rosalind Searle, Coventry
University

Silvia Silva, ISCTE-IUL Instituto
Universitário de Lisboa

Donald Truxillo, Portland State
University

Fred Zijlstra, Maastricht
University

3.2. Local Group Events, SIOP 2016

A meeting specifically for Local I-O Group Leaders was held on Thursday, April 14 2016 from 4:00 PM to 5:30 PM, Room 202B. – Anaheim

There were 3 open conference sessions specific to local I-O groups (descriptions follow within this email):

- **Executive Board Special Session:** Growing the Impact of I-O through Local I-O Groups (led by Bill Farmer).
- **Creating US Local I-O Communities:** Tales from the Trenches (led by Anna Erickson).
- **Roundtable discussion:** Growing Local Communities of Work Psychologists Globally (led by Alison Eyring).

NEW! We had a booth in the trade show! People visited the booth and pinned on the world maps. The goal was to provide a fun and informative booth to help increase awareness of and participation in Local I-O Groups, stimulate development of new I-O Groups, increase awareness of available tools and resources, and increase networking of Local I-O groups at the local levels both within the United States and internationally.

- **Selfie Bingo.** People participated in the Selfie Bingo (Bingo card and instructions were distributed with registration materials.) The game involved people who are a member of a Local I-O Group to take your picture with them.
- **Promote your local I-O Group with business cards.** People created a business card for their Local I-O Group and distributed them to potential new members, vendors, speakers, etc. We had a format for people to create Local Group business cards that were handed out at the conference.



Donald Truxillo and Lynda Zugec during Alliance for Organizational Psychology meeting at SIOP 2016



Milton Hakel and Rosalind Serale during AOP meeting at SIOP 2016

3.3. Descriptions of Three Local I-O Group Sessions

Creating US Local I-O Communities: Tales from the Trenches (lead by Anna Erickson).

Thursday, April 14 2016 from 12:00 PM to 1:30 PM, Room 303C.

This session presented practical approaches and lessons learned for establishing local I-O groups in the US, from those who have done it. Panelists discussed successes, failures, and recommendations based on experience in building and maintaining local I-O groups. Questions from the audience were encouraged.

Executive Board Special Session: Growing the Impact of I-O through Local I-O Groups (lead by Bill Farmer).

Saturday, April 16 2016 from 8:00 AM to 9 AM in Room 203B.

Contribute to discussions about current directions taken by SIOP Local I-O Group Relations committee. Recent survey results were presented, followed by breakout groups to discuss key topics. Each group shared insights with the overall audience about how local groups can help SIOP members make meaningful impacts locally, within SIOP, nationally and globally.

Roundtable discussion: Growing Local Communities of Work Psychologists Globally (lead by Alison Eyring).

Saturday, April 16 2016 from 12:00 PM to 1:30 PM, Room 207A.

This Roundtable built on an effort begun in 2013 to help nurture grass-roots, local communities of work and organizational psychologists outside the US. We shared work underway, discussed challenges, and agreed on courses of action for collaboration following SIOP 2016. It aims to support SIOP members outside of the US who wish to start and/or become more involved in such local communities, and to help work & organizational psychologists globally to find their voice and have greater impact locally.



Alison Eyring (right) at the booth of Local Groups at SIOP 2016



Sharon Glazer and Barbara Kozusznik discussing Manifesto Project



Anna Ericson, Barbara Kożusznik and Milton Hakel during the session “Growing the Local Communities of Work Psychologists Globally” (led by Alison Eyring) at SIOP 2016 Anaheim



Participants of “Growing the Local Communities of Work Psychologists Globally” Session SIOP 2016, Anaheim

*Information presented in section 3.1-3.3
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4. Reports from IAAP Division 1 Activities

4.1. Women at the Top.

What Happens When Women Have More Power and Influence:

International conference organized at the University of Silesia,

Katowice, 6 October 2015

This international conference was organized at the University of Silesia in Katowice on 6 October 2015 under the auspices of Division 1 IAAP, University of Silesia, Polish Association of Organizational Psychology and Znane Ekspertki (Famous Experts) Associations. It was the second of the planned events in a series of international meetings in Europe. The first one took place at Coventry University in Great Britain in May 2015. The conference was organized by the Polish Association of Organizational Psychology (PSPO), International Association of Applied Psychology (IAAP) – Division 1 1: Work and Organizational Psychology, School of Management (University of Silesia) and Work and Organization Psychology Chair (Institute of Psychology at University of Silesia). The conference had a honorary patronage of Government Plenipotentiary for Equal Treatment **Małgorzata Fuszara** and Rector of the University of Silesia **Wiesław Banyś**.

Barbara Kożusznik (President of Polish Association of Organizational Psychology and President-Elect of Division 1) opened the conference. Her speech was followed by three key speakers: **Virginia Schein** (Gettysburg College, USA, Past President of Division 1, IAAP), a world renown expert in psychology and management, who has been involved in research on women working in high

managerial positions, **Rosalind Searle** (Coventry University, Great Britain), Director of the Centre for Trust, Peace and Social relations and **Danuta Pieter**, Director of Bernadette Chirac Hôpitaux de Paris - Hôpitaux de France foundation.



Rosalind Searle, Virginia Schein, Barbara Kożusznik, Danuta Pieter during
“Women at the top” conference, Katowice 2015

Submitted by:

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4.2. Professor Jose Maria Peiro, Past President of Division 1, was elected President of ENOP (European Network of Organizational and Work Psychologists)

On March 19, 2016 the ENOP General assembly (Paris) elected Professor Jose Maria Peiro, Past President of Division 1 and IAAP, President of ENOP.

Congratulations to him!



Professor Jose Maria Peiro, Past President of Division 1 (in the middle), Mati Vartiainen (left) at ENOP in Paris, March 2016. Professor Jose Maria Peiro is elected President of ENOP!

4.3. II Congress of the Polish Association of Organizational Psychology

On May 19th and 20th 2016 some of the leading Polish authorities and researchers on Work and Organizational Psychology came together in Sopot, Poland to highlight research findings about organizational behavior, wellbeing, entrepreneurship, recruitment and selection, employee health and leadership in frames of the II Congress of the Polish Association of Organizational Psychology. The host of this event was the University of Social Sciences and Humanities, Faculty in Sopot.



Thanks to excellent organization undertaken by the University of Social Sciences and Humanities, Faculty in Sopot, there were created perfect conditions for presentations and discussions of the research projects,



exchange of information, getting to know each other and establishing scientific contacts. Thirteen thematic sessions were organized which were grouped into 6 areas listed above. There were planned 65 conference presentations in total. Meanwhile, 13 posters were presented during the poster session.



The Congress began with a speech from professor Barbara Kożusznik, President of the Polish Association of Organizational Psychology, who spoke about the present and the future of work and organizational psychology, emphasizing the importance of identity in this field.

There was also a panel discussion: "The Psychology of work and organizations facing the challenges of globalization" with the participation of distinguished guests: professor Augustyn Bańka, professor Adam Biela, professor Czesław Nosal,



professor Zofia Ratajczak and professor Jan Terelak.

At the end of the first day of the conference there was organized the General Assembly of the Polish Association of Organizational Psychology, during which professor Joanna Czarnota-Bojarska recounted the meeting about profession of psychologist, which was held a few days earlier in Warsaw.

Submitted by:

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Photographs by: Klaudia Gutowska

4.4. The workshop “Main trends in Organizational psychology and methods used by organizational psychologists in condition of social tension”

(November 6, 2015, Kyiv)



On November 6, 2015 the G.S. Kostiuk Institute of Psychology of the NAPS of Ukraine hosted a scientific workshop “Main trends in Organizational Psychology and methods used by organizational psychologists in condition of social tension.”

The Workshop was organized by G.S. Kostiuk Institute of Psychology of the National Academy of Pedagogical Sciences of Ukraine, (Laboratory of Organizational Psychology) and the Ukrainian Association of Organizational and Work Psychologists (UAOWP). The Workshop was held *under the patronage of the European Network of Organizational and Work Psychologists (ENOP)*.

The Workshop was attended by over 100 researchers, practitioners and academics from different parts of Ukraine (Bila Tserkva, Zaporizhya, Dnipropetrovsk, Kamyanets-Podilsky, Kyiv, Lutsk, Odesa, Lviv, Poltava, Rivne, Sumy, Uman etc.) who represented psychological services of institutions of secondary and higher education, post-graduate institution departments of psychology, as well as public and volunteer organizations.

The Workshop aims included sharing organizational and other psychologists' experience in situations of social tension and finding psychological and organizational ways to improve organizational psychologists' effectiveness in situations of social tension.

The Workshop was opened by Sergiy D. Maksymenko – academician of the NAPS of Ukraine, Dr. of Psychology, prof., Director, G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine, President of the Association of Psychologists of Ukraine, and Liudmyla Karamushka – Corresponding Member of the NAPS of Ukraine, Dr. of Psychology, Prof., Deputy Director for international relations, G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine, President of the Ukrainian Association of Organizational and Work Psychologists.

The Workshop covered a number of important psychological issues relevant to organizational and other psychologists' assistance to different strata of population in the period of social tension.

The *first group* of the Workshop presentations included those relevant to psychological assistance given to the anti-terrorist operation (ATO) servicemen.



The *second group* of presentations dealt with the problems relating to the psychological support for the forced migrants.

The *third group* of presentations discussed prevention and management of burnout in psychologists in conditions of social tension.



The *fourth* group of presentations was dedicated to the methods used by organizational psychologists to improve psychological culture of employees and individuals in situations of social crisis to improve cooperation between public, volunteer and government organizations in giving psychological assistance to the population.

The Workshop presentations were followed by hot and

emotional discussions of the problems raised.

After the Workshop the participants' general meeting *decided*:

1. To *give a positive evaluation* to the work done by G.S. Kostiuk Institute of Psychology of the NAPS of Ukraine and the Ukrainian Association of Organizational and Work Psychologists (UAOWP) in solving peoples' psychological problems in situations of social tension.
2. To *intensify the study* of psychological problems faced by individuals in situations of social tension and to step up relevant psychological assistance given to different groups of population;
 - To create a special UAOWP workgroup to analyze and solve the problems in question;
 - To compile a book 'Organizational Psychologists' Technologies in Conditions of Social Tension' to reflect the Workshop's work (editors S.D. Maskymenko, L.M. Karamushka);
 - To hold an international scientific-practical conference "Psychology of post-traumatic renewal: legal, organizational and psychological aspects" (June 2016, Odessa; organizers: G.S. Kostiuk Institute of Psychology of the NAPS of Ukraine, the Military Academy (Odessa), the Southern National Pedagogical University named after K.D. Ushinsky (Odessa), and the Ukrainian Association of Organizational and Work Psychologists);
 - To promote cooperation with governmental and non-governmental organizations specializing in the area of interest;

-To attract UAOWP members to the development and implementation of social projects to provide psychological assistance to crisis event victims.

Submitted by:

Liudmyla Karamushka, Oksana Kredentser,

Kira Tereshchenko, Volodymyr Ivkin,

Valentina Lahodzinska, Olexandr Kovalchuk

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6. Future Congresses, Conferences, Meetings (2016-2018)

2016

The 31st International Congress of Psychology (ICP 2016):

Diversity in Harmony: Insights from Psychology

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index.html



The 5th EAWOP Early Career Summer School

September, 12-16, 2016

Birmingham, UK

Web: <http://www.aston.ac.uk/aston-business-school/research/groups/wop/eawop-2016-5th-summer-school/>



2016 APS Congress

13 - 16 September 2016

Melbourne Convention and Exhibition Centre

Web: <http://www.2016congress.com.au/>

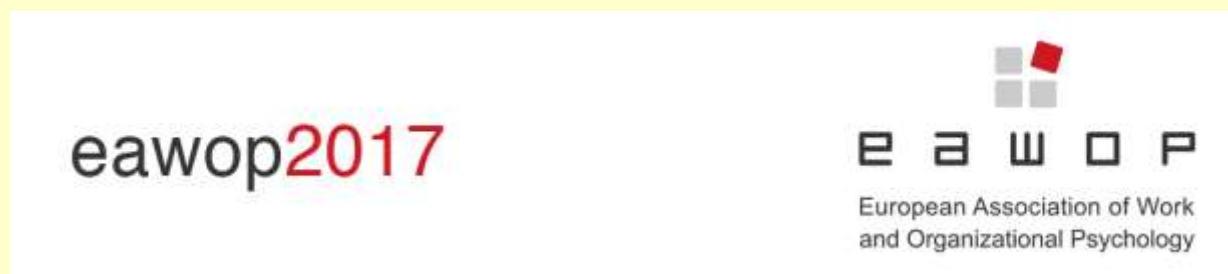


12th Annual River Cities I-O (RCIO) Psychology Conference
«Leadership: Theory, research, and...practice»
October 21-22, 2016.
Chattanooga, TN, USA
Web: <https://www.utc.edu/psychology/rcio/>

2017



**32nd Annual Conference
of the Society for Industrial and
Organizational Psychology (2017 SIOP Conference)**
2017 April 27-29
Orlando, Florida at the Walt Disney World Swan and Dolphin
Web: <http://www.siop.org/conferences/17con/>



18th EAWOP Congress:
Enabling Change through Work and Organizational Psychology:
Opportunities and Challenges for Research and Practice
May 17-20, 2017

Dublin, Ireland

Web: <http://www.eawop2017.org/>

15th European Congress of Psychology (ECP)

July 11-14, 2017

Amsterdam, the Netherlands

2018

**33rd Annual Conference
of the Society for Industrial and
Organizational Psychology (2018 SIOP Conference)**

2018 April 19-21

Chicago, Illinois, at the Chicago Sheraton



The 29th International Congress of Applied Psychology (ICAP 2018)

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com

Submitted by:

Prof. Liudmyla Karamushka

Oksana Kredentser, PhD

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7. IAAP MEMBERSHIP APPLICATION FORM

IAAP Membership Application Form

I wish to join the International Association for Applied Psychology

Please enroll me in the following Divisions (no more than two):

- | | |
|---|---|
| <input type="radio"/> Organizational Psychology (1) | <input type="radio"/> Economic Psychology (9) |
| <input type="radio"/> Psychological Assessment and Evaluation (2) | <input type="radio"/> Psychology and Law (10) |
| <input type="radio"/> Psychology and National Development. (3) | <input type="radio"/> Political Psychology (11) |
| <input type="radio"/> Environmental Psychology (4) | <input type="radio"/> Sport Psychology (12) |
| <input type="radio"/> Educational, Instructional and School Psychology (5) | <input type="radio"/> Traffic and Transportation Psychology (13) |
| <input type="radio"/> Clinical and Community Psychology (6) | <input type="radio"/> Applied Cognitive Psychology (14) |
| <input type="radio"/> Applied Gerontology (7) | <input type="radio"/> Student Division (15)* |
| <input type="radio"/> Health Psychology (8) | <input type="radio"/> Counseling Psychology (16) |
| | <input type="radio"/> Professional Practice (17) |

***Note:** Students can sign up for two divisions in addition to the Student Division

IAAP ANNUAL MEMBERSHIP FEES*

Please tick the relevant circle below:

- ☐ **STANDARD DUES** - \$60.00 U.S. £40.00 (UK)
- ☐ **REDUCED DUES** - for members for whom paying the Standard Dues is a hardship \$40.00/£26.00 (UK)
- ☐ **SUBSIDISED DUES** - for *members* in developing countries as well as students \$20.00/ £13.00(UK)
- ☐ **REDUCED DUES** -for EAWOP *members* \$50.00 US
- ☐ **STUDENT DUES** - \$10.00/ £7.00(UK)

ACTION 100: IAAP offers exemption of membership dues only to 100 cases. For further information, contact the Secretary *General* by email: iaap@psi.ucm.es

MEMBER DETAILS :

Last Name: _____ First Name: _____
Position: _____ Department: _____
Establishment: _____
Street Address: _____
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