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The

IAAP Bulletin

The International Association of Applied Psychology

Special Issue for new IAAP Members



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In this issue: “Warm Welcome to New Members!” from IAAP’s Past-President, Michael Knowles; “President’s Corner” from our Esteemed President, José M. Pieró; “The Mandela I Knew” by Saths Cooper, President of IUPsyS; Interview with Albert Bandura highlighting Prof. Bandura’s forthcoming book, by IAAP’s President-Elect, Janel Gautier; Nevele Blampied’s thoughtful and provocative article; Report on our intrepid United Nations Team; and last but never least: Commentary by our very clever Robert Morgan, who has decided to switch in the issue from comedian to wise professor for our edification. And more!



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Editorial



–Valerie Hearn

Greetings and a warm welcome to all of you who are new IAAP members! Our Past President, Mike Knowles, has written you a special letter of welcome (found below) which includes a quick description of the workings of IAAP, so you will be able to understand our wonderful Association far more quickly. The President's Corner from our President, José M. Peiró describes some of the recent history of IAAP and gives you more information about our Association.

We trust that you will take advantage of all of the opportunities that IAAP membership offers. Right now you are participating in one of the most enjoyable benefits of membership, the current ICAP. In this case it is the 28th International Congress of Applied Psychology: From Crisis to Sustainable Well-Being. Everything you ever wanted to know about this ICAP can be found here: (<http://www.icap2014.com/>)

IAAP has eighteen Divisions. They are listed, along with their Presidents and contact information, on the inside cover of this *Bulletin*. Take a look at the ones which represent your interests. You may join as many as four Divisions. To join Divisions or to discuss any other membership matter, contact Stephen Smith at +44 (0)1865 476 016 or ssmith2@wiley.com

This issue of the *Bulletin* is exceptional because we not only have the usual important, informative articles describing Division activities, conferences, IAAP's wonderful work at the United Nations, a prestigious award given to one of our members, a new Association (PAPU), and a message from our President, but we also have provocative and intriguing articles written by some of IAAP's shining stars. How can an article be informative, interesting, provocative and funny at the same time? Neville Blampied has written just such an article. Our faithful Commentary contributor, Robert Morgan, usually our comedian, has dished out food for thought for this edition with just a dash of humor. Saths Cooper has given us a rare look at one of the world's shining stars, Nelson Mandela, made possible because Saths and Mandela spent some years in prison together. And, our President-Elect, Janel Gauthier has contributed a tremendously interesting interview with the psychology world's brightest shining star, Albert Bandura.

Correction: The year on the cover of the January *Bulletin* was incorrect. It said 2013. No worries. It really is 2014.

–Valerie Hearn, Editor, IAAP Bulletin

President's Corner



José M. Peiró,
President, IAAP

Presidential term 2010–2014: Dreams, plans, realities, realizations and gratitude.

Dear IAAP members:

This is the last message that I will address to you in my capacity as President of IAAP. If everything had happened as it was planned at the time I was elected as President-Elect, my first message as President of IAAP would reach you in the next IAAP Bulletin. As most of you know, a very unfortunate event,

the stroke our President Ray Fowler had, at the end of 2010, brought me into office for the rest of the 2010–2014 period. Now, at the end of it, I want to share with you some reflections and to express my gratitude for the support I received. During this period, I experienced something that I never did so clearly before: the importance of being ready to serve the association as it is required, according to the circumstances, even if it implies changing the plans, program and timing submitted for the President's election.

Dreams and Plans

When, at the end of 2009, I accepted the nomination as candidate for the position of President-Elect of IAAP, I had to prepare a document called ***“What I want to achieve as President-Elect and President of IAAP”*** (see the IAAP Bulletin, num. 23). It was a time when I had to analyze the opportunities and threats for IAAP in the global environment in which it operates and the strengths and weaknesses of our Association. It was a time to think and dream about how IAAP could effectively fulfill its mission and promote the contributions of applied psychology to the societies and people in different parts of the world during the second decade of the present century. I intended to offer a vision of IAAP and a project that could arouse the interest and support of the membership. I had in mind that IAAP would celebrate its first centennial in 2020, and it was important to promote its renewal and update. At the end of my document I said “This is my vision for what I want to achieve as president of IAAP if you elect me. I am ready to put my energy, will, and capacities towards the realization of these aims, but I am aware that they will only be achieved if they are shared and collectively undertaken. If you vote for me I will work during my time as President-Elect with the President, Ray Fowler, the Executive Committee (EC), and the Board of Directors (BOD) to achieve our goals and to enrich them with these ideas. During my presidency I will strive to create the climate, conditions, and leadership to collectively achieve the goals I propose to you. To do it, I need your support. It has to be a collective task!”

Reality and circumstances

I started to work closely with our President, Ray Fowler, and he, taking into account my previous experience, asked me to coordinate the Divisions. He also asked me to cooperate with the IAAP United Nations (UN) team. Moreover, working with the EC at that time was an excellent preparatory learning process.

Unfortunately, the situation dramatically changed on December the 1st, 2010. Our President, Ray Fowler, suffered a serious stroke. At that time, I took over as Deputy President while wishing and expecting Ray's recovery. In August 2011, I was warmly welcomed by Sandy and Ray when I visited them in their home in La Jolla, California. During my visit Sandy announced that Ray wanted to hand over to me his resignation as President of IAAP. He then signed a letter stating, “It is with deep regret that I resign the Presidency of the International Association of Applied Psychology due to the severe brain injury suffered during my recent stroke. I have asked my wife, Sandra Fowler, to add a few words.” It was a highly emotional experience that will always remain in my memory.

Ray had been really active during the first months of his presidency. Among other activities, he undertook changes to secure the administrative support and bookkeeping. He was preparing the proposal for the Regional Congress of Psychology to be held in Uganda, he was working with the chair of the Publications Committee in the search for a new editor of Applied Psychology: An International Review, and he was paying attention to the potential bids that would be submitted for hosting the ICAP 2018. All these activities and other work in progress became a “new reality”

for me as President of IAAP. New needs also required urgent attention in those circumstances, such as asking the chair of the election committee, Mike Knowles, to initiate the process to fill the vacancy of the President-Elect and, as a result of that election, a second one to fill the vacancy of the IAAP Secretary General.

I was really fortunate because I soon realized that part of the “new” reality was also the excellent support and cooperation I got from the Officers of IAAP, Janel Gauthier, Mike Knowles, Elizabeth Nair, Jose Maria Prieto and our new Secretary General Milton Hakel. I want to acknowledge their support as well as that received from Michael Frese, former Past-President of IAAP and chair of the publications Committee, the BOD members and all those who served in the different functions and activities of our Association.

Realizations and achievements

The new election system initiated by IAAP in 2010 requires each candidate to submit a one-page statement pointing out what he or she wants to achieve as President-Elect and President of IAAP. This document fulfills important functions. It outlines the vision and strategy for the future of IAAP aiming to raise the support of the members. Second, it becomes a guide for the actions to be undertaken during the period of the elected President and third, it may be considered as relevant input for the evaluation and accountability of the achievements during that period. During the past three years I took into account my program but I also considered the new reality and projects initiated by our former president, Ray Fowler.

Let me now point out some of the realizations attained concerning the services to the members, the international cooperation, the governance of the association, the strategic planning for the coming future and the membership follow-up.

Services to the members promoting Applied Psychology. During this period, IAAP was the lead sponsor of the **East African Regional Conference of Psychology**, held in Kampala last November and wonderfully organized under the leadership of John Munnene, member of IAAP’s BOD. **IAAP Journals** have continued achieving excellent results. ***Applied Psychology: An International Review*** has celebrated its 60th Anniversary and ***Applied Psychology: Health and Well-Being*** has been included in the Journal Citation Reports with an excellent impact factor. During this period, 10 issues of the ***IAAP Bulletin*** have been timely and regularly published conveying information and articles for our membership. The **IAAP webpage** and, recently the **IAAP e-News**, have kept our membership informed. The cooperation with the organizers of the **28th ICAP**, to be held this July in Paris under the leadership of Christine Roland-Levy, has been productive and fruitful and we are confident that this ICAP will be an excellent and unforgettable one. Moreover, the BOD has decided to grant to the Canadian Psychological Association the final approval for hosting the **29th ICAP in Montreal** at the end of June 2018. Concerning the Divisions of IAAP, a system has been established and a yearly call opened to provide **economic support for their activities**. A number of Divisions have benefited in recent years. Two **Advanced Research Training Seminars (ARTS)**, to be held in Paris before the ICAP, have been organized for young researchers mainly from countries with developing economies. The **awards and fellow committees** have also been working to grant the most important recognitions of our Association to the excellent and prestigious members.

International cooperation. The **IAAP team in the United Nations (UN)** has been very active and highly successful in bringing the voice and inputs of IAAP and Psychology to the UN and in informing the IAAP membership and Divisions of their activities and achievements. IAAP has also participated in the General Assembly of the **International Social Sciences Council** and in

the World Forum of Social Sciences (Montreal, 2013). **The cooperation with other International Associations** and organizations has been enhanced. The cooperation has been regularly maintained with the **International Union of Psychological Science (IUPsyS)**, the **International Association of Cross-Cultural Psychology (IACCP)**, the **International Council of Psychologists (ICP)**, the **International Test Commission (ITC)** the **European Federation of Psychologists' Associations (EFPA)**, the **Sociedad Interamericana de Psicología (SIP—**the Interamerican Society of Psychology), the **ASEAN Regional Union of Psychological Societies (ARUPS)** and the **Pan African Psychology Association (PAPU—**in formation). Moreover, IAAP supports the International Project on Competence in Psychology (IPCP) and has promoted the Psychology Coalition at the UN and the Alliance for Organizational Psychology.

Governance. The activity of the IAAP governance bodies has been intense during this period. The **BOD** held its ordinary Assembly in Cape Town (July, 2012) with the integration and update of the Bylaws and Rules of the Association an important output. Moreover, several important decisions and elections of officers were carried on electronically during this period. The **EC** has met yearly and several meetings have been held during Congresses and other events where two or more members of the EC were present. In addition, frequent cooperation has been maintained via email. The **elections of the Divisions' President-Elects** have been supported with an electronic voting system.

Strategic planning for the coming future. Our Association is operating in a time and a context that poses new challenges and requires systematic efforts of strategic analysis and planning for the coming years. The development of a strategic plan requires dedicated work from quite a number of people and input from the membership, the governance bodies, the divisions and other committees and groups. To this end, the BOD established a number of **Task forces** aiming to 1) **develop potential strategic goals for IAAP** for the next quadrennium, 2) carry on a **strategic review and analysis of IAAP communication**, 3) identify and implement new strategies to **increase IAAP membership** and 4) review the **terms of office, succession, and rejuvenation** of the EC and the BOD. As a part of the work done by these task forces, an important consultation process has taken place with 15 oral interviews to the members of the BOD, 10 written interviews to the Presidents of the Divisions, an electronic survey to the whole membership of the BOD and an electronic survey to all the members of IAAP. In addition, the members of the task forces have carried on the analysis of a number of relevant documents, web pages, statutes and rules of quite a large number of international associations with similar aims and functions. The reports produced will be discussed by the BOD in the General Assembly of Paris, next July and afterwards the membership will be informed about the results and outputs.

Membership. IAAP members are the essential asset of our Association. Both membership quantity and quality matter. We aim specially to attract those psychologists interested in contributing to the international cooperation and networking to promote and develop psychology in the global and international scene. During the past quadrennium, thanks to the support of the staff from Wiley and the work of our Secretary General, the **monitoring of the membership update** has been carried on regularly and every member in good standing has been invited to become a **member of up to four divisions**. This has increased the membership of the Divisions, showing the interest of IAAP members to participate in the activities and exchange of information in the different disciplinary areas.

We are aware that the most important source of **enlarging and renewing IAAP membership** is the ICAP held every four years. Most participants have chosen the registration-fee option that

includes the IAAP membership fee for 2015. This represents a great challenge for all of us. We should offer the new members good reasons to renew their membership in the coming years and to participate in the activities of IAAP. In the current issue of this Bulletin, the Past-President has written a **welcome letter to the new members**, and we invite them to visit the IAAP booth in the exhibition area to know more about IAAP.

Gratitude and thanks.

The above-mentioned achievements during these four years are the result of the work of a large number of members on a pro-bono basis. I want now, on behalf of IAAP, to express my gratitude for all those who have worked for IAAP in any of the projects and activities. I also want to thank you personally for all the support and cooperation I have received from many members, the EC, the BOD and all those who have served in different functions and activities carried on in IAAP. Let me also express our recognition and admiration to Ray Fowler who made a huge contribution to IAAP for many years. Last but not least, thanks to the IAAP members for giving me the opportunity and the honor of serving all of you as President of IAAP. It has been a wonderful experience.

Jose M. Peiró, President, IAAP

Welcome to New Members of IAAP

It is a pleasure to be asked by our President, José María Peiró, to write this letter welcoming you into the fold of our Association. We hope your membership with us will be long, enjoyable and productive, and have one of the most influential impacts of all upon your life both personally through the friends you will make and professionally through the opportunities that lie ahead in a bright and expanded future.

As you know, your current membership is the result of your wise decision to take advantage of the policy adopted by Christine Roland-Lévy, the Paris Congress President, and her Organizing Committee of incorporating the Association's membership fee into the Congress' registration fee. So you will immediately be intimately involved with one of IAAP's principal activities, that of sponsoring large major congresses in which international applied psychology displays its wares. We hope that at this Congress you will attend at least one or more Keynote Addresses which will excite and enthuse you, others that will enrich your knowledge and understanding of your discipline, and sessions which will enable you to start establishing a network of colleagues that will form a platform and springboard which will prove to be invaluable.

After the Congress you will want to know more about IAAP, this the oldest association of individual psychologists in the world. So please let me introduce you in brief to our Association and its ways of working, and having already mentioned our congress, to do this under the following headings; brief history, divisions, congresses, publications, training, governance, and international cooperation, with a final note about your membership added.

Brief History

Founded in 1920, IAAP now has more than 2,500 members from more than 70 countries. Its aims are succinctly stated in Article 1 of the Constitution: “. . . to establish contact between those who, in different countries, devote themselves to scientific work in the various fields of applied

psychology, and to advance the study and achievement of means likely to contribute to the scientific and social development in these fields.”

For the first 50 years of its existence the Association, although international in nature and in scope, was dominated by European psychology and psychologists. This is emphasised by noting who its principal officers were, where its congresses were held, and the nationalities of the organisers of those international meetings. While many Americans and other non-Europeans were members of the Association in those early days they did not assume major leadership roles. Perhaps much of this was due to the earlier emphasis in psychology outside of Europe on experimental and theoretical psychology rather than clinical, counselling, and industrial psychology.

All of this changed with the XVIII Congress in Montréal in 1972, the first to be held outside Europe, and the extensions to Asia with the XXII ICAP in Kyoto in 1990 and to the Southern Hemisphere with the XXVII ICAP in Melbourne in 2014.

Divisions

Concomitant with the expansion of its congress locations externally there has been a diversification of its divisions internally. Currently these are; Organizational Psychology, Psychological Assessment and Evaluation, Psychology and Societal Development, Environmental Psychology, Educational and School Psychology, Clinical and Community Psychology, Applied Gerontology, Health Psychology, Economic Psychology, Psychology and Law, Political Psychology, Sport Psychology, Traffic Psychology, Applied Cognitive Psychology, Students, Counselling Psychology, Professional Practice, and History of Applied Psychology.

As may be seen this range caters widely for those with applied interests, and please note that IAAP’s membership entitles members to enrol in up to four divisions at no extra charge.

International Congress of Applied Psychology (ICAP)

Every four years IAAP organizes a world congress of applied psychology which serves as a review of advances in applied psychology and unites several thousand psychologists from all over the world. For example, the 2006 ICAP in Athens counted more than 2,600 participants, the 2010 ICAP in Melbourne over 3,400, and the present Paris ICAP is well over these figures. These congresses belong to the main responsibilities of IAAP inasmuch as they are particularly well-suited instruments to pursue the Association’s mission of bringing applied psychologists in worldwide contact with each other. In addition, the ICAP offers the unique opportunity to demonstrate the societal significance of applied psychology.

Regional Conferences of Psychology

IAAP, in cooperation with the International Union of Psychological Science (IUPsyS), organizes regional conferences of psychology (RCPs) every two years by nominating members to the local scientific and organizing committees, recommending key-note and other speakers, and contributing to the funding of such conferences. These regional meetings are especially important for younger psychologists and colleagues from less developed countries who may not be able to afford the travel cost and congress fees for world congresses. They help to bridge the periods between two major congresses, those of IAAP and IUPsyS which are held in even numbered years and thus facilitate continuity of contacts and cooperation in uneven numbered years. Regions in which the RCPs have been held in the past decade include Bangkok (2005), Amman (2007), Sofia (2009), the Bahamas (2011) and Uganda (2013).

Publications

IAAP has two flagship journals, *Applied Psychology: An International Review (AP:IR)* and *Applied Psychology: Health and Well-Being (AP:HWB)*.

Applied Psychology: An International Review has a broad coverage as well as a strong and steady impact factor of 1.533 which places it among the top third of the best scientific periodical journals in applied psychology. The Editor in Chief is Vivien K.G. Lim at the National University of Singapore.

[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1464-0597](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1464-0597)

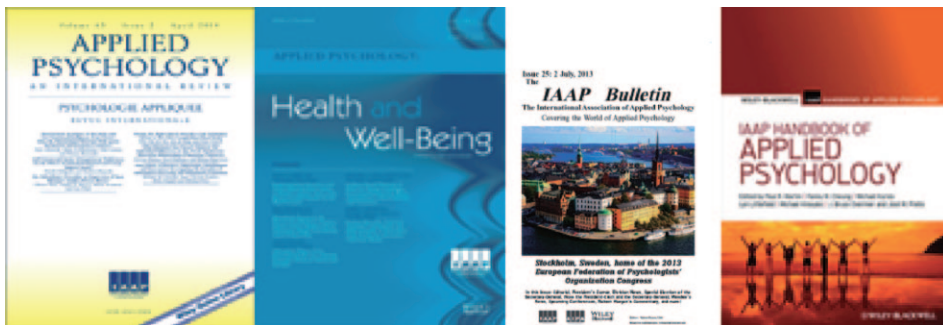
Applied Psychology: Health and Well-Being is now in its 6th volume and last year received its first impact factor of 1.75 which ranks it in the top 20 journals in applied psychology in the world. The Editor in Chief is Ralf Schwarzer at the Freie Universität Berlin, Germany.

[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1758-0854](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1758-0854)

The journals are available in more than 9,000 libraries worldwide, including free or low cost access to thousands of institutions in the developing world.

In addition we have an in-house *Bulletin* which provides current news about Divisional activities as well as other articles of topical interest. The Editor is Valerie Hearn from San Francisco who ensures that the *Bulletin* is both lively and colourfully presented as may be seen from the example of its cover below.

We are also proud to announce another major achievement which was the recent publication of the *IAAP Handbook of Applied Psychology*. This Handbook was prepared by 78 authors and editors from 11 countries. Each of the 33 chapters provides an excellent combination of historical overview, practical examples and state-of-the-art findings with the aim of giving the reader a stimulating overview of the field highlighting key research findings. The Handbook received a Citation from Division One of the American Psychological Association for “excellence in integrating and applying knowledge across diverse subfields of psychology”.



Training

IAAP also organizes “Advanced Research Training Seminars - ARTS”, especially for colleagues from countries with developing economies. They normally consist of two to three workshops dealing with topics such as research methods, human development and assessment, cross-cultural perspectives on personality and the family, and similar topics.

These Seminars are carried out in connection with international congresses and focus on particular themes such as cognitive psychology, developmental psychology and research methods. They are led by renowned colleagues chosen from around the world.

Governance

The administrative and executive powers of the Association are vested in two bodies, the Board of Directors which is broadly representative of IAAP's General Membership and determines Association policies as well as having final authority over the affairs of the Association, and the Board of Officers which serves as the Executive Committee (EC) of the Board of Directors and administers the operations of the Association under the oversight of the Board of Directors.

The EC comprises the President, the President-Elect, the Past President, the Secretary General and the Treasurer. Election to the office of President-Elect is chosen by IAAP's General Membership and to the offices of Secretary General and Treasurer by the BOD.

The Board of Directors consists of the EC, the Presidents and Presidents-Elect of all Divisions, and no less than 24 and no more than 45 Members-at-large.

International Cooperation

With the aim of promoting the world-wide growth and significance of the discipline of psychology IAAP cooperates closely with other major international organizations of psychology, particularly:

- the International Union of Psychological Science (IUPsyS), the federation of national psychological associations, which also organizes quadrennial international congresses of psychology every second year after an ICAP
- the International Association of Cross-Cultural Psychology (IACCP)
- the International Council of Psychologists (ICP)
- the European Federation of Psychologists' Associations (EFPA)
- the Sociedad Interamericana de Psicología (SIP – the Interamerican Society of Psychology).
- Pan African Psychology Association (PAPU – in formation).

This cooperation takes the form of joint sponsorships and organization of regional conferences or training seminars, the harmonization of congress planning, and active involvement in each other's congresses.

Furthermore, IAAP keeps close contact with international organizations of the United Nations family, e.g., as Affiliate Member of the International Social Science Council (ISSC) of UNESCO it maintains and expands direct contact with the International Labour Office (ILO) and the World Health Organization (WHO). In addition IAAP has been granted Special Consultative Status as an NGO by the Economic and Social Council as well as the Department of Public Information in the United Nations.

Your Membership

Please note that your provisional membership of IAAP starts now, and from September 2014, Wiley, who is our esteemed publisher, will be setting up your free online access to both Journals for the remainder of 2014.

In the interim you will be able to access the *Bulletin* which is available through the IAAP website at www.iaapsy.org

Your official membership of IAAP will start in January 2015 at which time you will have online access to both our Journals and print access to one of these as well as the *Bulletin*, and you will be asked to choose which four Divisions you wish to belong to.

In Summary

In summary, on behalf of President José María Peiró, the Officers of IAAP, and our Board of Directors, we welcome you to our Association. We hope that you enjoy the Paris Congress now, your provisional membership for the remainder of 2014, and from January 2015 onwards a full membership in IAAP which will be long, fruitful and rewarding.

—Michael Knowles, IAAP, Past President

Division News

Division 1—Organizational Psychology

—Gary Latham, Acting President, Division 1

Unlike other scientific associations such as the American Psychological Association, Division 1 (Organizational Psychology) members have long had a great deal of influence in IAAP. Among IAAP's early Presidents are Morris Viteles and Ed Fleishman. Among IAAP's more recent Presidents are Michael Frese, Mike Knowles, and our current President, Jose Maria Peiro. IAAP's current Secretary General is Milton Hakel. Recent editors of our flagship journal, "Applied Psychology: An International Review" include Michael Frese, Miriam Erez, Bob Wood, and Sabine Sonnentag. Gary Latham, who is Acting President of Division 1 and will become President as of our conference in Paris, July 2014, has been selected to chair the task force for developing a strategy for IAAP. Our congresses meet every four years in highly attractive cities such as Paris, Melbourne, Istanbul, and Stockholm. With 2000 or so people in attendance, there is ample opportunity to interact with colleagues from countries in Africa, Asia, Europe, North America, and South America. Doing so typically leads to a global perspective in our research. Symposia and quality papers submitted by Division 1 members are typically accepted. Acquiring an international reputation, a criterion in many universities for promotion to full professor, can be obtained through active participation in our society.

Of the Division 1 members, 54% of us are academics and 46% are practitioners (consultancy, industry, and the service sector). We are relatively evenly split, depending on the year, between male and female members. We have more Fellows than any other Division.

Benefits of joining IAAP and Division 1, in addition to those listed above include a reciprocal reduction in fees with SIOP, an electronic newsletter twice a year, a discounted registration fee at our Congress (including SIOP workshops and placement center), discounted publications through SIOP's on-line store, and inclusion in the SIOP online directory.

Division 2—Psychological Assessment and Evaluation

Gender Differences in Mathematics and Science Performance in Malawi

Ella Banda

Malawi National Examinations Board (MANEB)

Malawi

The difference in levels of achievement between boys and girls in mathematics and science is an issue that has generated a great deal of concern and debate over the past few years. The Science and Technology policy for Malawi (2001) acknowledges that although 52% of the Malawi population is female, the participation in and utilization of Science and Technology by women has not received the attention it deserves. Efforts have been made to encourage girls' enrollment and participation in the sciences both by the government and the private sector. In 1986 a National Commission on Women in development was set up with the aim of coming up with strategies that would help change the attitudes of teachers, parents and the community at large about girls' education and to motivate girls to study Mathematics and Science subjects (Kadzamira, 1986). Female scientists and educationists are also actively involved in highlighting the gender disparities in the Science and Technology disciplines with the view to influence policy direction in favor of women and girls.

This paper discusses the impact of such interventions in closing the gap in the performance of girls in mathematics and science. This is done by identifying the extent and prevalence of differences in performance between girls and boys in relation to subject areas and type of school.

Aims—The purpose of the study was to find out if there are any significant differences in performance between girls and boys from the different school categories in science and mathematics at the MSCE (i.e. senior secondary school) level.

Participants—Scores of all internal candidates in 2004 MSCE were used. The scores were for Agriculture, Biology, Mathematics and Physical Science. Performances of girls from three categories of secondary schools were compared. These were Community day (CDSS), private (PS) and conventional secondary school (CSS).

Procedure—The scores of both boys and girls from the three types of schools were extracted and compared using t-tests. Cohen D statistic was used to determine the effect size. Cohen D value of 0.2 is said to be small, of 0.5 is said to be moderate and of 0.8 is said to be large (Howell, 2002). The null hypothesis was that there would be no difference between the mean scores of the candidates from these three types of schools.

Girls from the Conventional schools are doing better in all the science subjects while those from CDSS are doing worse in all subjects. A major discrepancy is observed in Physical Science. The pattern of the performance of boys across the school types is similar to that of girls in that boys from CDSS perform worse than those from the other schools while boys from conventional schools are performing better than the rest. The differences are however larger for girls than for boys.

Differences in performance between boys and girls within a school are generally moderate except in Physical science. The achievement gaps are relatively higher between boys and girls in the CDSS's in all the subjects. One explanation of this observation could be the effect of the girls' attitude, motivation and self-perception in relation to these subjects. Studies have shown that girls do not see the usefulness of mathematics and science for their future lives and are therefore not motivated to work hard in these subjects. This may be true for the girls in CDSS's because these schools are characterized by mostly underqualified teachers, inadequate resources, and larger proportions of students from a low socio-economic status. The conventional schools, however, are relatively better equipped and have more qualified teachers than the CDSS's. The private schools are mixed in terms of resources and teacher qualifications. There is a strong relationship between the characteristics of a particular school and achievement. This could also explain the relatively low performance of all students in the CDSS's considering their poor characteristics.

Most of the students who go to the conventional schools are those that did well at the PSLCE i.e *the cream*, while the rest are selected for CDSS's and those that can afford to pay higher school fees go to the private schools. Ideally the students from the CDSS's are the ones that would require more resources and increased efforts by the government and the NGO's to motivate and help them to catch up with their counterparts in the conventional schools.

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Division 4—Environmental Psychology

Division 4 aims to facilitate communication among IAAP members, potential members, and the public, and to facilitate international research collaborations in the area of environmental psychology. Important activities in this respect are: (1) the further development of the division homepage, (2) encouraging environmental psychologists to organise high-quality symposia and to present their work at the International Conference of Applied Psychology (ICAP) and other relevant conferences, and (3) encouraging environmental psychologists to submit publications to the IAAP *Bulletin*. Division 4 particularly aims to promote the active involvement of young researchers in the division. For this purpose, we established the best paper award for PhD students in environmental psychology (which is awarded each year), we encourage young researchers in environmental psychology to participate at ICAP conferences, and we facilitate the organisation of the Summer School on Theories in Environmental Psychology (STEP) for PhD students in environmental psychology. Furthermore, Division 4 aims to promote exchanges between the Environmental Psychology Division and other IAAP Divisions, like economic psychology and traffic psychology, for example, by co-sponsoring symposia at the ICAPs.

President: Linda Steg, University of Groningen, e.m.steg@rug.nl

President-elect: P. Wesley Schultz, California State University San Marcos, psch@csusm.edu

Winner IAAP best student paper award (Environmental Psychology)

We are happy to announce the winner of the IAAP best student paper award (2012): Reuven Sussman, PhD candidate at the University of Victoria, Canada. Reuven won with his paper 'Please turn off the lights: The effectiveness of visual prompts'. He wrote the paper together with Robert Gifford and it was published in *Applied Ergonomics*.

The committee particularly praised his paper for the methodological design of the field study on this classic topic in environmental psychology. Reuven studied the effect of visual prompts on turning off the lights. He conducted his study in 17 washrooms for 11 weeks. Visual prompts were found to be effective in encouraging people to turn off the lights, particularly when signs were large and when there were windows present.

Reuven received an official certificate and a free membership to IAAP for one year, including all the associated benefits of this membership.



The committee would like to thank all the PhD students who send in their papers. We received many interesting papers of high quality and very much enjoyed reading them.

The IAAP Best Student Paper Committee

Christine Kormos (University of Victoria, Canada)

Ellen van der Werff (University of Groningen, the Netherlands)

Magnus Bergquist (University of Gothenborg, Sweden)

PhD Thesis: Sustainable mobility with limited resources

On January 31st, Thomas Franke successfully defended his PhD thesis '*Sustainable mobility with limited resources: Experience and behavior in dealing with electric vehicle range*' at the Technical University in Chemnitz, Germany.

A short summary:

How do users interact with the limited range resources of electric vehicles (EVs)? Do they frequently experience range anxiety (i.e., range stress)? Is it easy for them to interact with the limited resources in an optimal (i.e., sustainable) way? And which factors can account for individual differences in range-related user experience and behavior? These are central questions addressed in the dissertation.

Based on 400,000 km of electric user experience, gathered within the field study 'MINI E Berlin powered by Vattenfall' Thomas Franke has worked towards a theory-driven understanding of users' interaction with limited energy (i.e., mobility) resources in the context of EVs. Within the dissertation the adaptive control of range resources (ACOR) model is developed and tested. A key point of this model is the concept of a comfortable range (i.e., the preferred range safety buffer) which accounts for the pattern that interaction with EV range is rather characterized by the avoidance and not the experience of range stress.

Furthermore, the user-battery interaction style (UBIS) concept is developed in analogy to the conception of coping styles and driving styles.

The dissertation shows that a substantial share of the technically available range resources are lost due to psychological factors (e.g., sizeable safety buffers). However, several of the revealed relationships (e.g., the relationship of daily practice to range utilization) point to possible strategies that could be applied to enhance the efficiency and effectiveness of behavioral adaption to EV range and therefore lead to a better user experience and more sustainable interaction with limited range resources of EVs.



Full text available at <http://nbn-resolving.de/urn:nbn:de:bsz:ch1-qucosa-133509>

Contact information: thomas.franke@psychologie.tu-chemnitz.de

Kick-off Meeting of the "GLAMURS" Project

University of A Coruña (Spain), 30–31 January 2014

Last 30–31 January, the kick-off meeting of the European Consortium carrying out GLAMURS (Green Lifestyles, Alternative Models, and Upscaling Regional Sustainability) was held at the University of A Coruña (UDC) in Spain. GLAMURS aims at identifying the best strategies to

support sustainable changes in lifestyles and decouple growth from intensive resource use. The consortium, formed by 35 researchers from 11 European universities and 7 EU countries is coordinated by Prof. Dr Ricardo García Mira, who has recently received a grant for carrying out this project from the 7th Framework Programme of the European Union, under the Socioeconomic Sciences and Humanities call.

For more information, please contact: glamurs@udc.es

Division 5—Educational and School Psychology

In this Division, our interest is the application of psychology in educational settings. We examine how and why humans learn and achieve and we seek to maximize the effectiveness and quality of educational interventions through the development of scientific models. This also encompasses related factors and processes such as motivation and engagement and their measurement and assessment. Educational, instructional and school psychology are scientific and evidence-based disciplines concerned with the development, evaluation, and application of principles and theories of human learning and achievement. As such, our discipline draws on knowledge across educational, medical, psychological, sociological and cognitive science fields.

Work by our Division members aims to help practitioners to make effective decisions about the best instructional strategies to meet the specific needs of their diverse learners. Researchers and practitioners in our field contribute to a wide variety of specialties, such as instructional and curriculum design, organizational learning, classroom management, psycho-educational counseling, educational interventions—all aimed at achieving a better understanding of students and their learning.

Our Division serves as a central and effective platform for educational practitioners, researchers and scholars from different backgrounds and cultures to communicate and exchange their ideas and experiences in various Educational, Instructional and School Psychology studies. It also encourages collaborations with researchers and practitioners in other Divisions of the Association—and beyond.

Currently, members in this division come from : Argentina, Australia, Austria, Belgium, Botswana, Brazil, Canada, China, Croatia, England, Finland, France, Germany, Greece, Hong Kong, India, Indonesia, Italy, Japan, Latvia, Macau, Malaysia, Malta, Mexico, Moldova, New Zealand, Nigeria, Norway, Philippines, Poland, Romania, Russian Federation, Saudi Arabia, Singapore, Spain, South Africa, Sweden, Switzerland, The Netherlands, Turkey, United Arab Emirates, Uruguay, USA.

I. Future conferences:

31st International Congress of Psychology 24—29 July, 2016; Pacifico Yokohama, Yokohama, Japan (<http://www.icp2016.jp/index.html>)

America

- **American Society for Research in Child Development (SRCD) Biennial Meeting** 19—21 March, 2015; Philadelphia, PA, USA (www.srcd.org)
- **Biennial Meeting of the Society for Research in Child Development (SRCD)** 19—21 March, 2015; Philadelphia, Pennsylvania, USA (www.srcd.org)
- **76th Annual Convention of the Canadian Psychological Association** 4—6 June, 2015; Ottawa, Ontario, Canada (<http://www.cpa.ca/convention/>)
- **123rd Annual Convention of the American Psychological Association** 6—9 August, 2015; Toronto, Ontario, Canada (<http://www.apa.org/convention>)

- **77th Annual Convention of the Canadian Psychological Association** 9—11 June, 2016; Victoria, British Columbia, Canada (<http://www.cpa.ca/convention/>)

Europe

- **International Convention on Psychological Science** 12—14 March, 2015; Amsterdam, The Netherlands (<http://www.psychologicalscience.org/index.php/convention/icps>)
- **14th European Congress of Psychology (ECP 2015)** 7—10 July, 2015; Milan, Italy (<http://www.ecp2015.eu>)

II. Funding/Grants

The following links provide information about resources available for secondary-analyses of PISA data. Contact the institutions providing these resources directly if you wish to find out more about these opportunities. While some of these resources may not be currently available, these are programs that are likely to continue in the future.

- **OECD, Thomas J. Alexander fellowship programme** (www.oecd.org/edu/thomasjalexanderfellowship.htm)
- **Chile**
 - Ministerio de Educación (www.mineduc.cl)
 - Primer Concurso Extraordinario FONIDE-DATOS PISA 2009 (www.mineduc.cl/index2.php?id_contenido=14528&id_portal=1&id_seccion=9)
- **Colombia**
 - Instituto Colombiano para la Evaluación de la Educación (www.icfes.gov.co)
 - Programa ICFES de Fomento a la Investigación sobre la Calidad de la Educación (www.icfes.gov.co/investigacion)
- **Italy**
 - Istituto nazionale per la valutazione del sistema educativo di istruzione e di formazione (<http://www.invalsi.it>)
 - Contributi di approfondimento sui risultati di PISA (www.invalsi.it/invalsi/contributi_pisa2006.php?page=contributi)
- **United States**
 - National Center for Education Statistics (NCES) and National Science Foundation (NSF) (nces.ed.gov) and (nsf.gov)
 - American Educational Research Association (AERA) Grants Program (www.aera.net/grantsprogram)

III. What Works

- New Reports at the What Works Clearinghouse (ies.ed.gov/ncee/wwc/)
- Study of Performance-based Scholarships is Well Implemented (*Jun 4, 2013*) (<http://ies.ed.gov/ncee/wwc/SingleStudyReview.aspx?sid=20002>)
- Saxon Math Has Potentially Positive Effects for Elementary School Students (*May 29, 2013*) (<http://ies.ed.gov/ncee/wwc/interventionreport.aspx?sid=447>)
- Scott Foresman–Addison Wesley Elementary Mathematics Has Mixed Effects for Elementary School Students (*May 29, 2013*) (<http://ies.ed.gov/ncee/wwc/interventionreport.aspx?sid=456>)
- Study of School Vouchers and College Enrollment is Well Implemented (*May 14, 2013*) (<http://ies.ed.gov/ncee/wwc/SingleStudyReview.aspx?sid=218>)
- WWC Reviews Study of Teacher Incentives and Math Achievement (*May 14, 2013*) (<http://ies.ed.gov/ncee/wwc/SingleStudyReview.aspx?sid=219>)

IV. Board Members

PRESIDENT

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PRESIDENT-ELECT

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PAST PRESIDENT—Peter Nenniger, University of Koblenz-Landau

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Division 7—Applied Gerontology

—Florence L. Denmark, Ph.D., President

One major concern for the committee has been working on the establishment of a human rights convention for older persons. The committee is also interested in making sure older persons are included in the post 2015 plan of action. The Committee on Ageing sponsored the following programs during the 2013–2014 year:

- International Day of Older Persons: The Future We Want: What Older people are Saying
- Bringing Older People in to the Post-2015 Agenda
- Ageing in Prison: A Human Rights Agenda
- Intergenerational Relationships in the Changing Family: Impact on Society
- Parallel Event for CSW at Fordham University: Eliminating all forms of violence against older women
- Technology and Older Persons
- Non-communicable Diseases and Older Persons
- Committee on Ageing members attended OEWG sessions at the Commission for Social Development

I gave a talk that was presented at the Global Population Council meeting in Washington, DC. Here is the abstract:

For a long time, it was commonly held that the simple act of ageing was synonymous with both physical and psychological deterioration. This belief, though not totally universal, was wide spread enough that in many areas of the world older individuals as a whole were considered a “burden” to society. It was assumed that individuals would be most productive during their early years, followed by a period of lesser growth and stagnation in middle age, and eventual decline in the later years. As such, older individuals were often stereotyped as unintelligent and unproductive, passive individuals who were physically and financially dependent on others. However, more recent findings suggest that contrary to stereotype, many older people are active, physically fit, and financially independent.

This paper will look at some of the beliefs compared to the realities of ageing. As you will see, some of those beliefs will need to be modified.

Division 8—Health Psychology

Health psychology is among the largest divisions of the International Association of Applied Psychology. This fact represents the growing interest in health among psychologists of different areas. The increasing impact of health-related issues is reflected by the new IAAP journal, *Applied Psychology: Health and Well-Being* (for details see <http://www.wiley.com/bw/journal.asp?ref=1758-0846>). The journal is edited by Prof. Ralf Schwarzer and is already included in Journal Citation Reports (2012 IF = 1.75, expected 2013 IF > 2.25).

The Executive Committee of the Division pursues the goals set by our previous presidents, that is: (1) increasing the Division's visibility within IAAP and at the meetings of IAAP, (2) increasing the world-wide representation of the Division's membership, (3) increasing communication and collaboration among health psychologists across the world, and (4) increasing our visibility in the IAAP journals and handbooks. Further, we aim at developing the collaboration with the national health psychology societies across the world. Sharing organizational solutions, training standards, insight into lobbying strategies by the health psychology associations across the world could benefit the development of our organizations, secure more effective training of young health psychologists, and promote the position of the health psychology (and health psychologists) across the areas of our services.

In July 2014, Aleksandra Luszczynska (University of Social Sciences & Humanities, Warsaw, Poland and University of Colorado, Colorado Springs, USA; aluszcz@uccs.edu) will end her term as the president of the division. In turn, Urte Scholz (University of Zurich, Zurich, Switzerland, urte.scholz@psychologie.uzh.ch) will start her presidency of Health Psychology Division. The members of divisional Executive Committee are: Esther Greenglass (Canada), Sonia Lippke (Germany), Rik Crutzen (the Netherlands), Bruno Quintard (France), and Ralf Schwarzer (Germany and Australia).

Best wishes,

Aleks Luszczynska

The European Commission launched a new Joint Programming Initiative, "A Healthy Diet for a Healthy Life" (see: <http://www.healthydietforhealthylife.eu/>). Its first joint action, called Knowledge Hub on the Determinants of Diet and Physical Activity Choice (DEDIPAC KH) will be carried by almost 50 consortium members, reflecting a great variety of disciplines (nutritional, food, health, behavioural and social sciences, psychology, epidemiology, etc.), embedded in 12 European countries. DEDIPAC KH will carry out a programme of joint trans-multidisciplinary activities for a better understanding of how individual, social and environmental determinants influence food and physical activity choices. The team led by Aleksandra Luszczynska contributes to one of thematic areas, focusing on interventions and policies promoting a healthy diet and an active lifestyle.

The IAAP Health Psychology Division Executive Committee (EC) members participated in the 27th European Health Psychology Conference (Bordeaux, France). Bruno Quintard was the Conference President. Other EC members were chairing the following symposia and roundtables: 'Health Action Process Approach and Health Behavior' (Ralf Schwarzer), 'Implementation intentions, planning and behavior change: Proposals for the way forward' (Aleksandra Luszczynska), 'Social support and health-related behavior' (Urte Scholz), 'Social support and cancer: Prevention,

treatment, and survivorship issues’ (Aleksandra Luszczynska), ‘Theory-guided behavior change interventions to improve physical activity levels’ (Ralf Schwarzer), and ‘Culture and health risk behaviors’ (Rik Crutzen).

Aleksandra Luszczynska presented her keynote address (“Health behavior change interventions lost in translations: burning issues and the way forward”) at the Annual Meeting of Australasian Society for Behavioral Health and Medicine. This was the 11th meeting of the society and it took place in February 2014 in Auckland, New Zealand. For more information about the society see <https://www.asbhm.org/about>

On September 1st 2013, Urte Scholz became a full professor of Applied Social Psychology at the University of Zürich, Switzerland.

Since 2014, Ralf Schwarzer is at the Institute for Positive Psychology and Education, Australian Catholic University, Sydney, Australia.

Rik Crutzen has become a Member of The Dutch Young Health Council Committee. The Young Health Council network consists of enthusiastic young scientists who translate scientific developments into policy options across scientific disciplines.

Rik Crutzen was appointed Associate Editor of BMC Public Health.

Sonia Lippke received a travel grant from the German Academic Exchange Service (DAAD) to do research in China. She visited Wuhan and Guangzhou to kick-off the Chinese part of a tri-national research project. The study “Rehabilitation-Aftercare for an optimal Transfer into Autonomous daily life (RENATA)—an international eHealth Intervention Study” was funded by the Wilhelm foundation for rehabilitation research. In the picture Sonia is 2nd from the left with her Chinese collaborators Dr. Guo and Dr. Duan (3rd and 4th from left) in the rehabilitation clinic in Guangzhou in December 2013.



Recent publications of our EC members:

- Berli, C., Loretini, P., Radtke, T., Hornung, R., & Scholz, U. (2014). Predicting Physical Activity in Adolescents: The Role of Compensatory Health Beliefs within the Health Action Process Approach. *Psychology and Health*, 29, 458–474.
- Cieslak, R., Shoji, K., Luszczynska, A., Taylor, S., Rogala, A., & Benight, C.C. (2013). Secondary Trauma Self-Efficacy: Concept and Its Measurement. *Psychological Assessment*, 25, 917–928.
- Crutzen, R., Kuntsche, E., & Schelleman-Offermans, K. (2013). Drinking motives and drinking behavior over time: a full cross-lagged panel study among adults. *Psychology of Addictive Behaviors*, 27, 197–201.
- Fleig, L., Pomp, S., & Schwarzer, R., & Lippke, S. (2013). Promoting exercise maintenance: How interventions with booster sessions improve long-term rehabilitation outcomes. *Rehabilitation Psychology*, 58(4), 323–333.
- Greenglass, E., Marjanovic Z., & Fiksenbaum, L. (2013). The impact of the recession and its aftermath on individual health and well-being. In A.-S. G. Antoniou & C. Cooper (Eds.). *The psychology of the recession in the workplace*. Cheltenham, UK: Edward Elgar, pp. 42–58.
- Fleig, L., Pomp, S., Parschau, L., Barz, M., Lange, D., Schwarzer, R., & Lippke, S. (2013). From intentions via planning and behavior to physical exercise habits. *Psychology of Sport and Exercise*, 14 (5), 632–639.
- Koring, M., Parschau, L., Lange, D., Fleig, L., Knoll, N., & Schwarzer, R. (2013). Preparing for physical activity: Pedometer acquisition as a self-regulatory strategy. *Applied Psychology: Health and Well-Being*, 5, 136–147.
- Lippke, S., Voelcker-Rehage, C., & Bültmann, U. (2013). Assessing your client's physical activity behavior, motivation, and individual resources. In Claudio R. Nigg (Ed.). *ACSM's behavioral aspects of physical activity and exercise* (p. 39–69). Philadelphia: Wolters Kluwer Health/Lippincott Williams & Wilkins.
- Luszczynska, A., de Wit, J. B. F., de Vet, E., Januszewicz, A., Liszewska, N., Johnson, F., Pratt, M., Gaspar, T., Gaspar de Matos, M., & Stok, F. M. (2013). At-Home Environment, Out-of-Home Environment, Snacks and Sweetened Beverages Intake in Preadolescence, Early and Mid-Adolescence: The Interplay Between Environment and Self-Regulation. *Journal of Youth and Adolescence*, 42, 1873–1883.
- Luszczynska, A., Pawlowska, I., Cieslak, R., Knoll, N., & Scholz, U. (2013). Social support and quality of life among lung cancer patients: a systematic review. *Psycho-oncology*, 22, 2160–2168.
- Marjanovic, Z., Greenglass, E. R., Fiksenbaum, L., & Bell, C. M. (2013). Psychometric evaluation of the Financial Threat Scale (FTS) in the context of the great recession. *Journal of Economic Psychology*, 36, 1–10.
- Ochsner, S., Luszczynska, A., Stadler, G., Knoll, N., Hornung, R., & Scholz, U. (2014). The interplay of received social support and self-regulatory factors in smoking cessation. *Psychology & Health*, 29, 16–31.
- Piko, B. F., Luszczynska, A., & Fitzpatrick, K. (2013). Social inequalities in adolescent depression: the role of parental social support and optimism. *International Journal of Social Psychiatry*, 59, 474–481.
- Quintard, B., Constant, A., Lakdja, F. and Labeyrie, H. (2014). Factors predicting sexual functioning in patients 3 months after surgical procedures for breast cancer: the role of the sense of coherence. *European Journal of Oncology Nursing*, 18, 41–45.

- Quintard, B., Gana, K., Constant, A., Quintric, C., Taïeb, A. & Léauté-Labrèze, C. (2013). Social Isolation in Parents of Children with Hemangiomas: Effects of Coping Styles and Emotional Distress. *Psychology, Health and Medicine*, 18, 6, 698–704.
- Rackow, P., Scholz, U., & Hornung, R. (2013). The German psychological needs in Exercise Scale—Validation of a measure of need satisfaction in exercise. *Swiss Journal of Psychology*, 72, 137–148.
- Radtke, T., Kaklamanou, D., Scholz, U., Hornung, R., & Armitage, C. J. (2014). Are Diet-Specific Compensatory Health Beliefs Predictive of Dieting Intentions and Behaviour? *Appetite*, 76, 36–43.
- Scholz, U., Ochsner, S., & Luszczynska, A. (2013). Comparing different boosters of planning interventions on changes in fat consumption in overweight and obese individuals: A randomized controlled trial. *International Journal of Psychology*, 48, 604–615.
- Scholz, U., Ochsner, S., Hornung, R. & Knoll, N. (2013). Does social support really help to eat a low-fat diet? Main effects and gender differences of received social support within the Health Action Process Approach. *Applied Psychology: Health and Well-being*, 5, 270–290.
- Schwarzer, R., Antoniuk, A., & Gholami, M. (2014). A brief intervention changing oral self-care, self-efficacy, and self-monitoring. *British Journal of Health Psychology*.
- Schwarzer, R., Bowler, R., & Cone, J. E. (2014). Social integration buffers stress in New York police after the 9/11 terrorist attack, *Anxiety, Stress & Coping: An International Journal*, 27, 18–26.

Division 9—Economic Psychology

Erich Kirchler, University of Vienna, Austria

Economic psychology investigates human experiences and human behaviour in economic contexts. The discipline functions as a bridge between economics and psychology and dates back as far as 1900. More than a century ago, Gabriel Tarde (1902) coined the term “economic psychology” and pointed to the need to analyse economic behaviour from a psychological perspective.

As described in my first contribution to the *Bulletin* when I became president of the Division, economics studies judgements and decisions on the use of scarce resources for the purpose of satisfying a multiplicity of human needs. People normally find themselves unable to satisfy all their needs, and are forced to choose between alternatives. Their choice of one option out of a set of various alternatives, in turn, involves the pain of renouncing the advantages of all the other options. In economics, decisions on the allocation of scarce resources are described on the premise of rationality and maximization of utility. Economics has constructed highly sophisticated formal decision-making models to explain and predict economic behaviour, based on only a small number of axioms on the logic of human behaviour. These highly sophisticated, mathematical models often do not consider psychology. This lack of consideration/disregard is criticised as an unacceptable limitation by economic psychologists as well as behavioural economists.

Economics and psychology showed an interest in the other discipline early on. It has long been beyond dispute on both sides that psychology and economics not only share extensive common boundaries, but also overlap in the questions they pose. In the last three decades, economic psychology has gained considerable momentum. Major steps towards institutionalisation and recognition in the scientific community have been the founding of the International Association for Research in Economic Psychology (IAREP; see <http://www.iarep.org/>) and the Society for the Advancement of Behavioral Economics (SABE; see <http://www.sabeonline.org/>), which join under the umbrella organization “The International Confederation for the Advancement of Behavioral

Economics and Economic Psychology” (ICABEEP; see <http://www.iarep.org/ICABEEP.htm>). The International Association for Research in Economic Psychology, which was primarily founded by European psychologists and economists, issues the “Journal of Economic Psychology” (http://www.elsevier.com/wps/find/journaldescription.cws_home/505589/description#description). In the United States, the Society for the Advancement of Behavioral Economics issues the “Journal of Socio-Economics” (see <http://www.journals.elsevier.com/journal-of-behavioral-and-experimental-economics-formerly-the-journal-of-socio-economics/>), which will now be entitled “Journal of Behavioral and Experimental Economics”.

Division 9, Economic Psychology, is strongly affiliated with IAREP and many economic psychologists are members of both organizations. At present, the board of Division 9 has nominated outstanding scientists as fellows of IAAP for the first time. I feel honoured and proud to have been given the opportunity to chair Division 9 and would like to thank all members of the division for their contributions; especially Tomasz Zaleskiewicz, for his collaboration and support as secretary of the Division. David Leiser will step in as president after the conference in Paris, July 2014. I wish him and the Division a successful and prosperous future.

Division 10—Psychology and Law

This is my final contribution as President of the Division to this *Bulletin* and it is a great privilege to introduce you to the new President, Dr Colin Tredoux, who is a Professor of Psychology at the University of Cape Town in South Africa. Colin has been the President-Elect since the beginning of the year and has been primarily responsible for setting up the Division’s webpage.

Colin is an internationally renowned researcher in social psychology (contact theory, social influence), cognitive psychology (face recognition) and all aspects of psychology and law, but especially eyewitness research, legal decision making, and detection of deception. He and his research colleagues have, amongst other things produced a useful program, called ID, which is a face composite generator, that is, it can be used to generate photo quality face reconstructions. The main application of the program is to assist eyewitnesses in the task of face composite construction.

Colin is one of the Division’s keynote speakers at ICAP 2014 and the title of his paper is *Synthetic faces for eyewitnesses and face recognition—research and practice*. In case you may have forgotten, Professor Jennifer Robbennolt from the University of Illinois in the United States is the other keynote speaker and the title of her paper is *Psychology, behavioral ethics, and lawyers*. Professor Martine Powell from Deakin University in Australia is another invited speaker and her paper is entitled *Recommendations for improving the competency of investigative interviewers of children*.

Please join us at the conference. There will be a special opportunity for all members to meet in Paris and Colin and I would like to invite each of you join us. We would like to find out how you think we can ensure that Division10, as part of IAAP, can play a role in assisting psychologists from across the world who work in the psycho-legal and forensic areas to communicate, share ideas and data, and to exploit the opportunities that technological developments bring, such as opportunities to undertake joint research projects that go across national boundaries. My vision for Division 10 is that it should serve as an umbrella body that allows psychologists who have psycholegal and forensic interests to communicate and work together more effectively. I believe that we can achieve this to some degree by making use of electronic media and Colin’s skills in this area will come in conveniently, I believe. We need more ideas, however, so please come and tell us what you think we can do and how we can best do it. To repeat what I said in previous

Bulletins, there are wonderful opportunities for Division 10, but to make these opportunities a reality we need an active Committee and active Division members.

Finally I want to thank the three committee members who worked with me, Colin Tredoux, Fanny Verkamp from the Université Toulouse in France and Rebekah Doley from Bond University in Queensland Australia. I know how busy you are and I am therefore very grateful to you for assisting me and working with me to try to put the Division back on its feet and turn it into a body that will enhance members' ability to practise and do research in the psychology and law area. Finally I would like to thank those of you who contacted me during my term as President—I enjoyed communicating with you and only wish more of you had contacted me. Best wishes and I hope to speak to you in person in Paris.

Alfred Allan, President

Division 13—Traffic Psychology

This is my last newsletter before ICAP, at which time the Division Presidency passes to Lisa Dorn of Cranfield University in the UK. The Division will have an exciting program: highlights are at <http://www.icap2014.com/divisional-programs/div-13-traffic-and-transportation-psychology/55>. The invited speakers are:

DORN Lisa (United Kingdom)

Cross Cultural Differences in Driver Behaviour

GLENDON Ian (Australia)

A Multi-Level Model of Driver Behaviour

MACHIN Tony (Australia)

The Importance of Civility in Driving Behaviour

STANTON Neville (United Kingdom)

The Automated Automobile—Distributed Cognition in Driving

STRAYER David (USA)

Towards a Theory of Cognitive Distraction in the Automobile

I will give my Presidential Address on “Distraction, Fatigue and the Automated Vehicle”. We will also have a high quality program of symposia, papers and posters. I hope to meet many of you in Paris; details of registration and all else congress-related are at www.icap2014.com. Other conference news and information is posted below.

You may contact me at gmatthews@ist.ucf.edu if you wish to share your views of the Division, or if you have any content for the next IAAP *Bulletin*. You may also email the incoming President, Lisa Dorn, at L.Dorn@cranfield.ac.uk.

—**Gerald Matthews**, President

Sixth International Conference on Traffic and Transport Psychology

The Sixth International Conference on Traffic and Transport Psychology, jointly hosted by Queensland University of Technology (CARRS-Q) and Griffith University (School of Applied Psychology), will be held at the Brisbane Convention Centre in Queensland, Australia in 2016. Confirmed dates are 2–5 August 2016. The conference website is now under construction at www.icttp2016.

Organising Committee Members are: Barry Watson (Scientific Program Committee Chair), Ian Glendon (Joint Conference Chair), Kerry Armstrong (Joint Conference Chair), Lyndel Bates (Young Scientists and Student Program Chair), Ioni Lewis (CARRS-Q), Bridie Scott-Parker (USCAR), Brenton McNally (GU), Emma Harbeck (GU), Clare Murray (CARRS-Q), Ashlea Haddow (CARRS-Q), James Freeman (CARRS-Q). Inquiries may be directed to Ian Glendon (i.glendon@griffith.edu.au).

Other forthcoming conferences on traffic and transportation psychology

1. The Applied Human Factors and Ergonomics International meeting, to be held in Krakow, Poland from 19–23 July, 2014 (<http://ahfe2014.org/newsletter.html>). It includes as an affiliated conference the 2nd International Conference on Human Factors in Transportation (<http://ahfe2014.org/conferenceHFT.html>).
2. The 2014 Annual Meeting of the Human Factors and Ergonomics Society (HFES) will take place in Chicago, October 27–31, 2014. HFES has 22 Technical Groups (TGs); most presentations on traffic and transportation issues contribute to the programs of the Surface Transportation, Safety and Aerospace Systems TGs. Further details on the meeting will be posted at <https://www.hfes.org/Web/HFESMeetings/meetings.html>.

Division 17—Professional Practice

International Congress and Update

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Update on the Division

There is some exciting news for our division. First, we welcome Dr. Robyn Vines of Melbourne, Australia as the President-Elect of Division 17. Dr. Vines graciously agreed to serve in the role for the next term. At the end of 2013, Dr. Vines was confirmed by the IAAP board of directors. Dr. Vines is an internationally known psychologist who has done important work in the development and implementation of primary care psychology in Australia. Dr. Vines has also organized and participated in several international symposia on Primary Care Psychology Around the World. She plans to work with us to develop a special interest group within Division 17 on primary care psychology.

Professional psychology is rapidly changing to meet the needs for practice now and in the future. Primary care psychology is a great new opportunity for professional psychologists. Primary care settings are where the majority of people receive their medical care including treatment for mental and behavioral health and substance use problems (AHRQ, 2010; Kessler, et al., 2005; Regier, et al., 1993). Thus, primary care has been labeled the de facto mental health care system (Bray, 1996; Regier, et al., 1993). Primary care is defined by the U.S. Institute of Medicine as “the provision of integrated, accessible health care services by clinicians who are accountable for addressing a large majority of personal health care needs, developing a sustained partnership with patients, and practicing in the context of family and community” (Donaldson, Yordy, & Vanselow, 1994, p. 15).

Primary Care Psychology is the provision of health and mental health services delivered in primary care settings or in collaboration with primary care providers that involves the prevention of disease and the promotion of healthy behaviors in individuals, families, and communities (Frank, McDaniel,

Bray, & Heldring, 2004). Primary care psychologists are generalist providers and are able to diagnose, treat, or refer behavioral health and substance abuse problems that are seen in primary care settings. They have a basic understanding of the common biomedical conditions seen within primary care, the medical and pharmacological treatments of those conditions and how they interact and impact on the psychosocial functioning of patients and their families and communities.

Psychologists are not generally trained to provide medical services, such as taking blood pressures or treating acute illnesses, such as colds. However, we are trained to treat the high prevalence mental disorders such as anxiety and depression, as well as the most common behavioral health and substance use problems that are regularly seen in primary care. Mental health problems such as depression and anxiety often present differently and are seen at earlier stages of development than in secondary or tertiary mental health settings. Many primary care patients have sub-threshold psychological problems that do not meet full diagnostic criteria, however, assessment and treatment is warranted and helpful to the patient (Campbell, McDaniel, & Seaburn, 1992) and can prevent the development of more severe disorders. In primary care settings it is common for someone who is becoming depressed to present with sleep disturbance and fatigue as the major presenting problems. Helping people alleviate the predominant symptoms, such as difficulty sleeping, can stop the progression of the depression. Further, in primary care settings it is common to see people who have had one or two panic attacks, but have not developed a full-blown panic disorder. They come to the primary care provider because they believe they are having a heart attack. Early detection and intervention by a psychologist facilitates appropriate diagnosis and treatment and often prevents development of a panic disorder and reduces unnecessary medical tests and costs. Primary care psychologists also provide behavioral interventions to prevent or ameliorate major health problems that are caused by life-style and other behavioral factors (Bray, 2010; Cummings, Cummings, & Johnson, 1997; Frank et al., 2004). In these cases the patient may not have a mental health diagnosis, but psychological interventions can help with management of the chronic disease.

International Congress of Applied Psychology: Paris, France

We have an exciting group of invited presentations for the ICAP in Paris. Dr. John Norcross, Distinguished Professor of Psychology at the University of Scranton, has agreed to give an invited address entitled, "Tailoring Psychotherapy to the Individual Client: Treatment Adaptations that Work." This presentation will review the meta-analytic research and clinical practices compiled by an interdivisional American Psychological Association task force on effective methods of adapting psychotherapy to individual patients. The task force considered six client dimensions (reactance level, stages of change, preferences, culture, coping style, religion) that can be used to tailor treatment, as well as some promising directions (attachment style, expectations) for doing so. In this way, practice and research converge in evidence-based responsiveness that demonstrably improves treatment success.

I will discuss in my Presidential Address how scientific study has advanced our understanding of families and substance use issues and how this research has facilitated the development of evidenced-based interventions. I will review recent advances in couple, family and substance use research. In addition, this talk will review the status of current evidence-based couple and family therapies and screening, brief intervention and referral to treatment for substance use problems in professional practice (Babor et al., 2007).

We will also have an invited symposium on Primary Care Psychology around the World organized by Dr. Vines and myself. Distinguished psychologists from Australia, Canada, Norway, the United

Kingdom, and the United States will provide updates on opportunities and implementation of primary care psychology in their respective countries.

Our final invited program is on international work conducted by Dr. Regina Colonia-Willner, an applied cognitive psychologist. Her talk is entitled, "From Human-Computer Interaction in a Bank Merger to Sustained Growth." She will report on the application of cognitive psychology to bank mergers. Mergers and acquisitions occur often today as corporations seek to acquire larger market share, improve profitability, and become stronger. A key success factor here, however, is to ensure that current and new clients are happy after the merger. To achieve this objective, companies such as banks, e-commerce or retail point-of-sale businesses need to learn as much as they can about the characteristics and performance of merged customers as they transition to the new company's products and services. This paper will discuss the results of a project in Brazil that provides procedural knowledge on how to successfully apply psychology in these business settings.

We plan to gather a group of thought leaders from across the globe to help IAAP develop new models for professional practice that take advantage of these many changes and opportunities for professional psychologists. We will accomplish this through virtual meetings, online work and at the next IAAP conference in Paris 2014. Please contact us if you would like to be involved in these activities and share your ideas with other members of the Division and IAAP. Let us hear from you—Engage, Get Involved—this is your IAAP and Division of Professional Practice.

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Division 18—History of Applied Psychology

History of Applied Psychology: A Necessary Complement

–Helio Carpintero, President

Theoretical psychology and applied psychology have frequently been considered two completely different ways of approaching and conceiving of mental and/or behavioral phenomena. Their lines of development have met each other from time to time, but most frequently they have remained unrelated as different questions, instruments and methodologies have dominated in each of them, creating two different worlds.

Interest in psychological questions goes back to ancient times, as philosophical reflections and literary creations prove. The diversity of characters and the description of typical reactions to a variety of situations form the core argument of countless literary masterpieces all over the world.

Nonetheless, neither the philosophical reflections nor the literary fantasies enter into our tableau. Psychology conceived of as an empirical science is little more than a century old enterprise. For didactic purposes, W. Wundt's founding of his laboratory at Leipzig University (1879) is credited with the honor of representing the first act in history.

The development of applied psychology has been deeply influenced by national trends. It is not easy to reduce its progress to a single common process covering all countries and movements. At least three main areas gained acceptance among researchers as their problems were found everywhere in well-developed societies. These three areas, or specialties, included problems of development and adaptation of the person to certain typical situations: 1) a child's adaptation to school, 2) a worker's adaptation to job requirements, and 3) a person's adaptation to the requirements of normal life in a social world. They gave birth to 'school and educational psychology', 'industrial and organizational psychology' and 'clinical psychology' respectively. Decade after decade, the mapping of specialties has become more and more complicated up to the present.

Certainly among all these differences there are some traits in all of these applications that may serve to provide the bases for unity and to define the field. Applied psychology remains, after all, a psychological field defined by personal and social utility, the use of scientific methodology, and a strong compromise with the concrete and daily situations of human life. Its interest in present-day phenomena does not prevent it from having certain historical roots, that permit the scientist and the professional to get a deeper understanding of their tasks.

Let me add here the series of reasons that the great clinician and experimentalist Hans J. Eysenck was in favor of the study of the history of psychology. He was mainly interested in the analysis and clinical intervention of personality problems, always under the guidance of the rules of scientific methodology. Nonetheless, he considered the study of the history of psychology an important subject for the integral formation of professionals and researchers. He wrote:

“It is of intrinsic interest in itself, because it shows us how we came to be where we are. It contains important theories and conceptions which we may have to rediscover if we do not take the trouble to unearth them from history. It teaches us that what appeared to be novel and original ideas were in fact elaborated thousands of years ago. It enables us to discover the importance and the disturbing role the *Zeitgeist* may play, and may thus teach us to avoid its influence. It may show us the close relationship between philosophical problems and modern research, and the light each may throw on the other. Extending our study to that of the history of science, we may learn what we as psychologists do wrong, and teach us how to avoid such errors. Last but not least, we may integrate what we can learn from the history of psychology with the philosophy and history of science; here our relative youth is a veritable advantage, because we can study history by making it. All of these are powerful reasons why we should study the history of psychology, and the history of science as well. “(H-J-Eysenck, “Why history of psychology?” *Revista de Historia de la Psicología*, 1988, 9 (2–3), 239–261; p. 256)

A Newsletter on this topic is published periodically, and a variety of topics can be found in its pages. All colleagues are invited to visit it and to ask for a free copy if they want, at this address: <http://www.iaapsy.org/division18/index.php?page=Membership>

You are also warmly invited to contribute articles and information to it. We are looking forward to receiving your mail and news.

Interview with Albert Bandura on his Forthcoming Book: Moral Disengagement: How Good People Inflict Harm without Loss of Self-Regard

Janel Gauthier, President-Elect, IAAP

Valerie Hearn, Editor, IAAP *Bulletin*

We take great pleasure in presenting an interview that Janel Gauthier (IAAP's President-Elect) conducted on behalf of the IAAP Bulletin with Professor Albert Bandura during a recent visit at Stanford University in California. In this interview, Prof. Bandura gives us a preview of his new book which we're sure will be just as fascinating as the interview is. We are the very first ones to be granted an interview about his forthcoming book. This is a rare privilege and a tremendous honor for IAAP.

Janel was a Visiting Scholar at Stanford University in 1982–1983. He has conducted research and published with Prof. Bandura. He has attended many of his lectures and has visited him many times over the last 30 years. He has developed an intimate knowledge of the man, his work, and his theory. In Janel's view, this new book promises to be the best and the most inspiring book that Prof. Bandura has ever written.

INTRODUCTION

Albert Bandura is the David Starr Jordan Professor Emeritus of Social Science in Psychology at Stanford University. He is best known for his work on social learning theory. His theory accords a central role to cognitive, vicarious, self-regulatory and self-reflective processes in human adaptation and change. His best known books include *Principles of Behavior Modification* (1969),

Social Learning Theory (1977), *Social Foundations of Thought and Action: A Social Cognitive Theory* (1986), and *Self-efficacy: The Exercise of Control* (1997).



Professor Albert Bandura

Prof. Bandura's contributions to psychology have been recognized in the many honors and awards he has received, which include the Outstanding Lifetime Contribution to Psychology Award from the American Psychological Association (2004), the Gold Medal Award for Distinguished Lifetime Contribution to Psychological Science from the American Psychological Foundation (2006), and the Lifetime Career Award from the International Union of Psychological Science (2012). In 2008, he was awarded the prestigious Grawemeyer Award in Psychology. Accompanied by a cash prize of \$100,000, the award is designed to recognize a specific idea and the breadth of its impact on the field of Psychology, rather than a lifetime of accomplishment.

He also is the recipient of more than 16 honorary degrees from universities. He has been described as the greatest living psychologist and one of the most influential psychologists of all time (see study published in the July 2002 issue of the *Review of General Psychology*).

When asked in a former interview "What do you consider to be your crowning achievement, and what are you most proud of in your professional life?" he replied, "The crowning achievement is what you do next. That is the challenge that assures continual self-renewal. To hand around a place for over half a century requires a high capacity for self-renewal." Prof. Bandura joined the faculty of psychology at Stanford University in 1953, where he recently completed a half century of academic service.

Prof. Bandura is still saddled up for active duty. His current work centers around moral disengagement, a cognitive process which allows human beings to commit inhuman actions and still feel good about themselves. This occurs when a person thinks about the inhuman act in a way that makes him/her believe that it is justifiable. In his next book, *Moral Disengagement: How Good People Inflict Harm without Loss of Self-Regard*, which will be published sometime this year, he explains his theories about moral disengagement, lists and explains the specific mental processes that allow moral disengagement, and illustrates moral disengagement using industries' memos, statements to the press, and internal documents.

The forthcoming book is divided into nine chapters: (1) Nature of Moral Agency; (2) Mechanisms of Moral Disengagement; (3) Entertainment Industry; (4) Gun Industry; (5) Corporate World; (6) Finance Industry; (7) Capital Punishment; (8) Terrorism and Counterterrorism; and (9) Environmental Sustainability. At the time the interview was conducted, Prof. Bandura had already completed about two thirds of the book. You will find below some excerpts of the interview which will give you an idea of what Prof. Bandura has to say about some of these topics.

INTERVIEW

Janel Gauthier (JG): You're currently writing a book on moral disengagement in the perpetration of inhuman acts. Could you provide us with an overview of the various chapters and topic content?

Albert Bandura (AB): I think what I'll do first is present the eight mechanisms by which people disengage their morality: (1) Moral justification; (2) Euphemistic or sanitizing language; (3) Advantageous comparison (exonerative social comparison); (4) Displacement of responsibility; (5) Diffusion of

responsibility; (6) Disregard or distortion of consequences; (7) Attribution of blame; and (8) Dehumanization. And then, we can get into some applications.

JG: This sounds like a good plan. We're all ears and ready to listen to what you are going to say.

MECHANISMS OF MORAL DISENGAGEMENT

AB: Most of our theorizing in the area of morality really has focused on the acquisition of moral standards and moral reasoning usually disconnected from conduct. It's at a very abstract level. But that's only half the story and the less interesting half. Our problems in humanity are not that people don't have standards; they have the standards but they're faced with conflicting principles. It's easy to explain why people behave in accordance with their standards; it's more challenging to explain how moral people can behave inhumanely and still feel good about themselves. Since they have to live with themselves, the only way they can do that is to disengage moral self-sanctions from their conduct. That's the challenge. In this theory, I'm really extending the area of agency that is concerned with self-regulation of **moral agency**. If you look at theorizing, we talk about stages of moral reasoning and how **individuals** develop their knowledge of rules and moral principles. But if you look at the way in which people navigate their lives involving dilemmas, they can be morally disengaged and engaged at the same time. For example, you have a German head of a camp and this is a Nazi commander. He's dictating a letter to his ailing father full of compassion and empathy. Then he looks out the window and he sees that there's a captive who he thinks isn't working hard enough. So he whips out his revolver and shoots him. In this instance, the person is both remarkably compassionate and barbarically cruel. He achieves that, depending on who he includes and excludes from this category of humanity. The captive is not in his category of humanity; his father is.

In this theory, I outline eight different mechanisms of moral disengagement. These mechanisms operate in four sites in the process of moral control at both the individual and social systems level. You will find in the book a figure showing the sites at which the disengagement can occur and the mechanisms which operate at each site.

[Note: Prof. Bandura has given us permission to reproduce the figure in question to help us to visualize what mechanism operates at what site – See Figure 1.]

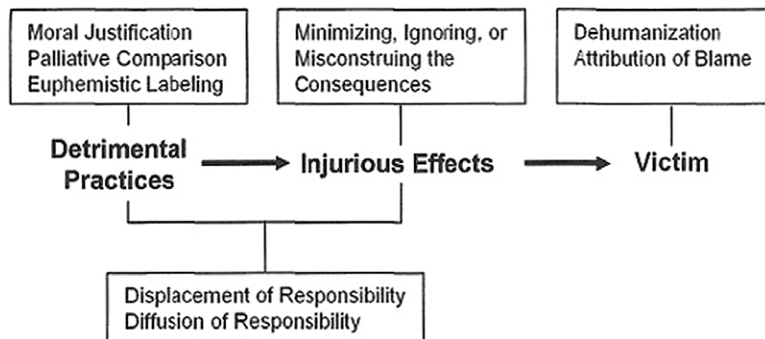


Figure 1. Mechanisms through which moral self-sanctions are selectively disengaged from detrimental practices at different points in the self-regulatory process (Bandura, 1986).

Behavior locus

AB: The first one is designed to turn cruel conduct into good conduct and you do this through **moral justification**, social justification, economic justification and so on. People are killing for their deities; they're killing for ideologies; we're killing for God; we're killing for democracy; we're killing for Islam. I think that Voltaire put it well when he said, "Those who can make you believe absurdities can get you to perform atrocities." A lot of emphasis is placed on providing moral justification for the action. If you're going to go to war, you have to now have a justification in terms of what is the moral and social justification for this.

The second mechanism happens through **advantageous comparison**. Here you say, "Well, the amount of harm that I cause is much smaller than the amount of harm that I'm preventing." If you do that well, you can actually come out looking altruistic.

The third mechanism is **masking inhumanities linguistically, namely through euphemisms**. Every profession and every line of work has their whole separate set of euphemisms. You have something like vertically deployed anti-personnel devices. We usually call those bombs, you see. Then, you have collateral damage. We don't talk about people. We talk about collateral damage. Our planes make surgical strikes. So, here we are using that whole medical metaphor. In the book, I have pages and pages of these. In a way, they're kind of amusing, but also they're tragic. Another form of sanitizing by language is called "convoluted language". It is riddled with extra words, making the language complicated, intricate and difficult to comprehend. You don't know what these people are talking about. A good example I give in my book is "vertically deployed anti-personnel devices." What you do to convolute a language is just keep piling up more and more linguistic stuff on it so that no one can decipher it. There's a professor at the University of Georgia who actually published a manual on the ten ways of how to use euphemism and convolute a language.

These three mechanisms are designed to convert bad behavior into good behavior. They are powerful mechanism because you're using morality in two ways. First, you're using it to justify and gain support for your mission and, second, you're using it to disengage moral sanctions from having to kill a human being. Three mechanisms operate in the process of moral disengagement at the behavior locus.

Agency locus

Then, you have two mechanisms that muck up the sense of agency so that you think that you really are not an agent of that action. That happens through **displacement of responsibility** and through **diffusion of responsibility**. In displacement, you're just following orders; in diffusion, that works in three ways. First, you have group decision-making. Second, you fractionate the task so what you're doing is just a little part of it. You essentially get engaged in doing it efficiently rather than focusing on the morality of what you're doing. You want to be the fast person who produces the best part for a bomb or something like that. Third, you have group action. Many years ago Napoleon said, "Collective crimes incriminate no one." If everyone is guilty then no one is guilty.

I keep mentioning the Milgram (1974)¹ experiment as a classic of displacement of responsibility. That really has no generality on two bases. In Milgram's experiment, the authorizer was in the room riding them if they didn't want to do it, commanding them to do it and indicating they had signed up for it. If they're resisting, they say, "Yale takes full responsibility." That's not the way authority is – no one is stupid enough to authorize

¹Milgram, Stanley (1974). *Obedience to Authority: An Experimental View*. Harpercollins.

inhumanity directly for two reasons. Firstly, if the policy goes awry, they're going to get treated pretty badly; secondly, they have to live with themselves and they don't want blood on their hands. So, the whole idea of authorization and displacement is this – it is done very surreptitiously where the purpose of the higher ups in their hierarchies is to create very 'mazy' chains of command in which you don't know who authorized things and who is responsible. The authorization differs from the Milgram experiment in two ways. First, it's really subtle in that you build a whole system so no one really can be charged with being responsible for it. Second, you have to have good functionaries who are going to do it when you aren't around and, if you convince them of the morality of the cause, they will go out of their way. I'm quite sure, if Milgram had gone out of the room, these guys wouldn't be shocking people. You need people who get converted to the belief, and you need to authorize them. In the book, I point out that this is a facile generalization, but that's not the way authorization works in everyday life. It's insidious and you have to have very committed and dedicated functionaries who are going to do it when you aren't around. That's working on the agency.

Outcome locus

Then the third form of moral evasion works on the effects. At the outcome locus, perpetrators **disregard, minimize, distort or even dispute the injurious effects of their actions**. Moral concerns are not roused by inflicted harm that is out of sight and out of mind. If you don't see or hear the injury you're producing, there's no reason for your morality then to be engaged. For example, in Vietnam the press and the camera crews used to go into the battle area with the soldiers and they were recording what was going on and then they would send it back. You could see all the imagery, all the gore. I think that photograph that won the Pulitzer Prize of that little Vietnamese girl running terrified, her clothes burned off by napalm, probably did more to develop revulsion to the war in Vietnam than all these newspaper accounts. So after Vietnam, the military said, "We aren't going to let the press be hanging around to see what we're doing. In Grenada, in Panama, in Bosnia, in Yugoslavia, in Afghanistan, there were no press. They would have these press conferences in which they would meet in a tent and they would show them the precision of these missiles.

JG: What about the wars in Kuwait and Iraq? Those were heavily televised. People all over the world were able to watch live pictures of missiles hitting their targets and fighters taking off from aircraft carriers and so on.

AB: The problem they had in Iraq was Al Jazeera. Al Jazeera was presenting the gore 24 hours a day. So, we decided, "We've got to pull in the press again," except this time they were embedded with the troops. Here you had a relationship between the troops and the news folks; they were feeding them and protecting them, and the press were writing human interest stories. There was a great effort made to deny the consequences. Now, Al Jazeera has changed the situation.

Victim locus

Then, the final two mechanisms operate on the victim. In one, perpetrators **attribute blame to the victims**. They say, "They brought it on themselves and we were forced into this by their witless behavior." In the other, they **dehumanize and they bestialize them and exclude them from the category of humanity**.

That's sort of the overview of the theory. Then, in the book, I address virtually every social system in society to demonstrate the way in which these mechanisms are used in ways that are harmful to people.

JG: Let's get into some applications to see how these psychosocial mechanisms by which people selectively disengage moral self-sanctions from their harmful conduct operate in real life.

ENTERTAINMENT INDUSTRY

AB: One chapter is devoted to the entertainment industry, particularly the gratuitous use of violence.

GUN INDUSTRY

The second is the gun industry. There they have an argument; it's a stealth argument and it's funded by conservative groups, by the gun industry, by the NRA (i.e., the National Rifle Association) and others. They wrote the model legislation for expanding the public areas in which people can carry concealed weapons. They just wrote it and the NRA is involved in pushing it. There are no profiles of courage; everyone is voting for any gun expansion that is presented. I was amused by the one in Tennessee because they ruled that people can carry concealed weapons in parks and in recreational areas, but then they left it to local option. So you have some cities in Tennessee that banned carrying loaded guns in parks and recreational areas and some schools that have indicated that they are not going to have school events in those parks and recreational areas. Instead, they are going to those areas where they allow people to carry their weapons. Then you have other schools that said, "We aren't going to go to a pro-gun city to play football." It's really totally tearing apart the fabric of society. I have quite a bit to say about the gun industry.

JG: You have told me about recent court rulings on the use of guns that are undermining the U.S. Constitution. How is this happening?

AB: Yes, I pointed out this real disaster of a Supreme Court ruling. You see, the Second Amendment to the Constitution said that people can bear arms as part of a militia. So the term "militia" is in there. Then the NRA picked a very good case which was the guy who was a guard in Washington, D.C., in the Capitol. They used his case to really push the change in the Second Amendment. The District of Columbia (D.C.) had an ordinance that you can't have guns in your home and so the NRA was pushing that you have a dangerous city and that you can't defend yourself because you're prohibited from having guns. The Supreme Court ruled that the Second Amendment encompasses personal rights not just militia, which now gave him the right to have his guns. But they didn't rule where you can go with those. That's for having guns in your home. It was a narrow ruling. But now the NRA is rapidly and systematically expanding where you can carry those guns. Now, in some states, you can carry them in bars; you can carry them in Amtrak with your suitcases in the trains; you can carry them in parks. In Virginia, for example, you can carry them in bars. So you have drunks there with loaded guns.

JG: This is quite scary.

AB: So far – they haven't hit on church yet. However, there was a move recently to arm teachers in schools for self-defense.

JG: I understand from what I have read that they are pushing not only for expanding the areas in which people can carry concealed weapons, but also for expanding the rights to use them whenever they perceive a threat. Is this so?

AB: Oh, yes. What happened is that they wrote that legislation, and the court ruling is that, if you perceive that you're in danger, then you have the right to use lethal force, which means you have the right to shoot the person. As long as you can show that you did it because you perceived a threat, you're protected from legal action. It's a hunting license really. We know the reliability of perceived threat. Twenty-one states have that now. That became the model

and the NRA was pushing as fast as possible to get guns in as many places as possible. The problem that the gun industry has is guns don't wear out. So how do you maintain an industry in which the product doesn't wear out? Gun sales were plummeting and then they introduced the automatics. Suddenly sales went way up. Now, like any other product, you have to keep improving it and changing it. So you make it smaller, you add a cartridge that carries more bullets and has higher firing power. Now you pull a trigger and it's forty shots. The police use guns. They're giving up their revolvers for the automatics. So, if a policeman misjudges, forty bullets go in the innocent victim.

CORPORATE WORLD AND FINANCE INDUSTRY

AB: Then there is an extensive moral disengagement in the tobacco industry. If you want to talk about manslaughter and woman slaughter, I couldn't think of a better option than the tobacco industry, over 400,000 annually.

JG: That's a large number.

AB: All these wars are trivial compared to the tobacco industry. Then you have the asbestos industry and the silicon industry, the dust industry, the vinyl chloride industry. Then from there, I go to the finance industry which just practically wrecked everybody's life.

JG: Are you referring here to the financial crisis of 2008?

AB: Yes. So again, in each of these cases, I take the eight mechanisms of moral disengagement and I look at how otherwise considerate people can behave inhumanely and still feel good about themselves. I'm also using their own memos, their own statements to the press and their own internal documents so that I'm using their own voices. It's not that I'm making interpretations or doing a sort of fancy surgical analyses but rather dramatizing how they're doing it.

TERRORISM AND COUNTERTERRORISM

Then, from there, I go to terrorism and counterterrorism and I analyze the way in which the mechanisms of moral disengagement function in terrorist operations. These mechanisms have been examined most extensively in political and military violence. This limited focus tends to convey the impression that selective disengagement of moral self-sanctions occurs only under extraordinary circumstances. Quite the contrary. Such mechanisms operate in everyday situations in which decent people routinely perform activities that further their interests but have injurious human effects. Public intimidation is a key element that distinguishes terrorist violence from other forms of violence. Unlike the customary violence in which victims are personally targeted, in terrorism, the victims are incidental to the terrorists' intended objectives and are used simply as a way to provoke social conditions designed to further their broader aims. Third-party violence is especially socially terrorizing when the victimization is generalized to the civilian population and is unpredictable, thereby instilling a widespread sense of personal vulnerability. In this chapter, I also do an analysis of how the Bush Administration got us into Iraq.

CAPITAL PUNISHMENT

Then, the next one is capital punishment. It looks as though capital punishment is going to be on the way out. There are more and more states that are doing away with the death penalty.

JG: States such as Texas, Oklahoma, Florida, and Arizona regularly execute convicted murderers. Some states seem to like capital punishment. Furthermore, the U.S. Supreme Court has never ruled the death penalty to be *per se* unconstitutional. Why do you have more and more states doing away with the death penalty? Is this reflecting a change in morality in the U.S.?

AB: They're spending billions of dollars keeping people in prison. However, it turns out that it costs them more to kill a person than to keep him in for life because you have all these challenges to court decisions involving the imposition of death penalty for a crime. The state Supreme Court spends something like 30% of its budget just for reviewing capital punishment cases. They go in with the glamour that you're going to be presiding, and all they're doing is just reading case after case. Also, when we started getting DNA evidence, we suddenly realized that we've been executing and killing a lot of innocent people. Now we can't be cavalier about that fact – and we have – it's really like Russian roulette.

JG: What do you mean by “it's really like Russian roulette”?

AB: If you commit a crime in Dallas you have a lower probability that they'll try it as a capital case than if you kill a person in Houston. In New York, if you kill upstate, then you have I think a seven-fold increase that you're going to be charged with a capital crime than if you do it in New York City. What was really happening, we weren't executing very many except in Texas. That's the capital of executions. What was happening was we were playing this kind of game. Let me explain.

JG: Please do.

AB: You have states that have a number of people who have been convicted of capital offenses and they're on death row. Then the lawyers challenge this because, you see, if you have convicted people whose sentence is execution, there is a chance that you will not get executed. In fact, if you're white, there's only about a 25% chance you're going to get executed after a conviction; if you're black, it's a 70% chance. So they were demonstrating that a black who kills a white woman, he's going to the gas chamber. However, if it's a white killing a black woman, the odds are that the conviction will be reduced to misdemeanor or manslaughter or even no conviction. So what the lawyers were showing is that there was a bias operating. The Supreme Court then ruled that all of those inmates could not be executed because of the bias of the system. However, instead of abandoning capital punishment, some states responded by enacting mandatory death penalty statutes which prescribed a sentence of death for anyone convicted of certain forms of murder. What it meant is “If you're convicted, we're going to wipe you out.” Then the lawyers challenge this because, you see, there were a lot of extenuating circumstances. For example, 40% of the people who are killed were the first to pull the gun. Then you've got to take extenuating circumstances into account. The person may have killed them but there may be a set of conditions you have to take into consideration. You see, this batch that was convicted. Now, their convictions were overturned because they were convicted under unconstitutional conditions.



Prof. Albert Bandura and Prof. Janel Gauthier

JG: This business about capital punishment seems to be going through stages. Isn't it?

AB: Yes. So what happened is Powell, who is on the Supreme Court, said, "I'm no longer going to support this death industry." What happened, I think, was that the DNA evidence shook people's confidence because we were killing innocent people. But the other thing is they're now suddenly realizing that they're spending billions of dollars and they can't afford it anymore.

JG: Now they're looking for moral justification for changing the rules. Are they?

AB: Oh, yes. What they're saying now is that it's so inequitable that it isn't fair. It's a political thing. In the chapter on capital punishment, we study it at three levels.

Public policy level

First, the public policy – "Are you for or against it?" That's an easy one because you don't have to kill anyone. So everybody is enthusiastic – "We've got to put these evil folks away." Yes, you have life imprisonment, but we have to feed them and care for them throughout and we can't afford it. People don't know that it costs more to execute a person than keep them in there for life. In the '40's, only about 40% were in favor of capital punishment. Then, in the Reagan era, it started climbing; it was about 85%. Now, people have not abandoned it, but they're thinking about the DNA evidence. Prison budgets are killing higher education. In California, higher education, colleges and universities, and prisons compete for 22%. Fifteen years ago, prisons got about 2% and higher education got the rest. Last year, the prison budget exceeded the budget for higher education.

There are three ways in which these policies hurt society, two of them are self-inflicted. The first, crime affects society by not only the crime but also the fear that people have of criminals. So they're all arming themselves and living behind locked doors. The second is we want to put them in prison and throw the key away, but we're unwilling to raise our taxes to build prisons. So what we're doing is just taking that out of higher education. The third is we're not using the money for child development. At the elementary and earlier levels, we should be using that money to develop children so they don't get into criminal activities and end up in prisons.

Jury level

Then you have at the jury level – see, here, now they're getting a little closer to having to condemn a person to death. I explain in the chapter how the mechanisms of moral disengagement are used by juries to enable them to condemn a person to death. If you're strongly opposed to capital punishment, you aren't put on juries. So you're starting with those who are already in favor. Then they say, "I didn't have a choice. The instructions were such that, given this evidence, I didn't really make an independent judgment." Then they say, "Besides, whatever decision we make, this is going to go through multiple appellate decisions. So we aren't condemning anyone to death. Besides, they will not kill them. They will just sit there and get older."

Execution level

Then you get to the executioners. These are the ones who have to do the killing. We did our research on moral justification of the executioners in three southern penitentiaries.

JG: In a nutshell, what did you find? Do the executioners use all the mechanisms of moral disengagement like the juries?

AB: What we found is the executioners really had to make maximum use of every mechanism. Also, the execution team is about ten people. One person gets the chemicals; another person

brings them in and then one person is in charge of attaching the electrodes; one straps one leg, the other the other leg; one straps one hand, the other the other hand. The way they set it up is so diffuse that no one feels any responsibility. And it's ironic because you have the guy who is attaching the electrodes who then makes sure that you don't get an infection from the needles. Their feeling is, "It's not our decision, and it saves lives and society wants us to do this. But we aren't enthusiastic about killing him; we're going to do it in the most respectful way."

JG: Most respectful way?

AB: Yes, the most respectful way and they even pray. It's really interesting. After we got through that one study in Louisiana, the warden says, "You want to study the other places? I have a lot of friends. I got one in Alabama, one in Mississippi." Well, it turns out that the guards really got a lot out of this because they have to keep secrets about executions. In talking to an outsider, they really began to open up and they felt this was a great experience. In three penitentiaries, we had 100% participation. Anyway, I have the in-depth analysis there.

JG: Your analysis of capital punishment is fascinating and raises interesting questions about the political support for capital punishment in the United States. Do you have politicians who speak openly against capital punishment?

AB: There isn't a single politician who says they're against capital punishment. Even Dianne Feinstein agrees that it's a deterrent. It's amazing. She says, "No, no, it's a deterrent." The only one who was brave enough to say that death penalty is dead wrong was Mario Cuomo who, for 12 years as Governor of New York, prevented the death penalty from becoming law in New York by his vetoes. But for all that time, there was a strong preference for the death penalty in the general public, and New York returned to the death penalty shortly after he was defeated in 1994. Politicians love it because all they do is pronounce that they're for capital punishment, that it's a big deterrent and that's their crime policy. They don't have to tell you what they're going to have to do to wipe out crime because they have a policy, it's the death penalty. Society wants retribution. Politicians want capital punishment because they can show that they're law-and-order, they're tough on crime.

ENVIRONMENTAL SUSTAINABILITY

JG: The final chapter of your book will deal with a topic that is extremely dear to you. What is it?

AB: Yes, the final chapter of my book is the most important one. That's moral disengagement in sustainability, which is really survivability. The way in which we deal with the environment will determine whether or not we will survive – we no longer have the advantage of time. As the climate gets warmer, it's beginning to thaw the permafrost in Siberia which has stored all of the carbon and methane over the centuries. When that stuff gets released, we start getting the positive feedback (i.e., *A produces more of B which in turn produces more of A*) and there's nothing to stop it. We need to bring this stuff down to stabilize the climate, and we just can't – we aren't going to stabilize it. Now let's look at what we mean by sustainability. The growth of population is continuing and, as India and China start getting refrigerators and cars and so on, we aren't going to achieve sustainability – so what are we saving for future generations? All we're doing is feeding our lifestyle, using efficient light bulbs, more efficient cars and so on.

JG: Not quite enough, would you say?

AB: Yes, these are token gestures. No one will dare say we've got to reduce population. No one is going to say that we have to give up our refrigeration and cars just because some islands are being flooded. It's when Florida goes underwater that people in the U.S. will say, "Hum,

we need to do something about this.” But by then, the permafrost will have released enough carbon dioxide and methane into the atmosphere to make Earth’s climate warm up even more and life on the planet less sustainable.

JG: Is there any hope for humanity?

AB: In each area, in humanity, there is a fantastic effort made to either deny or best not to show the adverse effects. Right now, for example, in the case of global warming, we have forty or fifty years to clean up our act, and if we don’t do that, we’re going to have a very hot planet; we’re going to have a burgeoning population; we’re going to have declining resources and people fighting for those resources as our fossil fuel supplies start declining. I think we’ve already passed the peaks. We’re going to be going down and going to greater limits to try to squeeze out more oil. We practically destroyed the whole Gulf by having to dig two miles down in the ocean. Now, we’re going to be shipping it from the tar sands in northern Alberta in Canada all the way to Houston, Texas in the U.S. This is tougher stuff to send, so they need much more pressure to send it through the pipeline. There are going to be breaks all over, and when they break, then, there goes Nebraska.

AB: Anyway, that is the sweep of the book which leaves any stone that involves inhumanity unturned.

JG: Thank you so much for this interview. I am convinced that your new book will open new areas of research and pave the way for new applications of psychological science. We wish you the very best. Again, our warmest thanks.

Subvert the Dominant Paradigm/What Does It Mean to Be International?

Neville M. Blampied, President, Division 6

Two ideas for this, my last contribution to the IAAP *Bulletin* as Division 6 President, have been contending for the title and subject matter. Not being able to choose between them I thought I would give you a “closing down” special – two for the price of one: hence, the strange title. Each part of the title is best introduced by an anecdote, so please bear with me.

Many years ago I paid my first and only visit to the campus of the great University of California, Berkley. My escort had been a student there in the 1960’s and as we toured, he gave me a lively description of the eventful student protests for which Berkley became (in)famous at that time. After the campus tour we wandered through the student quarter, and there I purchased some t-shirts, including one that had the slogan *Subvert the dominant paradigm* printed on it. The slogan brought a smile to my face then, and it still does now. Furthermore, I have decided it is good advice, so long as you are selective about the dominant paradigms you choose to subvert. Being subversive about the largely unexamined assumptions within which we live our personal, professional, organizational, and disciplinary lives is healthy – it opens the way to reframing, revitalization, and renewal. What paradigms in particular do I currently want to subvert? Well, there are two (in the disciplinary and organizational space, at least) that I want to discuss, but first, the other anecdote.

This is much more recent. My first task on returning to work in early January 2014 from the Christmas-New Year holidays was to review submissions for the International Congress of Applied Psychology (ICAP) in Paris. I had about 60 to review, and from one perspective this was an

encouraging task. There was an impressive array of topics; a variety of research methods, from advanced qualitative experimentation to qualitative single case studies; and an amazing diversity in the geographic spread of contributors. Much to celebrate in one way, and I do acknowledge that, but there were other aspects that caused me some despair as well. What were these aspects? Well, this involves a dominant disciplinary paradigm I think badly needs subverting, and in the context of what it means to be international, so the two bits of my title can be linked – at least, I hope so.

Readers of the previous articles I have written for the *Bulletin* – and I only know of two, thank you Bill, thank you Mike – may be aware that I am critical of the way that a certain kind of statistical inference dominates research in mainstream psychology (Blampied, 1999; 2013). This is the null-hypothesis statistical testing tradition (NHST) derived (in a very muddled way; Gigerenzer, 1993) from the work of R.A. Fisher, J.Neyman, and E. Pearson. For the past 50+ years this has been the dominant paradigm in psychology (Rucci & Tweney, 1980) and more than 80% of research uses NHST, even though there are extensive, devastating criticisms of it (see reviews by Kline, 2012; Meehl, 1967; 1978; Lambdin, 2012; Nickerson, 2000 for some of the major criticisms) that have never substantively been refuted.

In the quantitative studies I reviewed for the ICAP there was much evidence of NHST's continuing dominance, evidence that many of the same errors as had been documented by Dar, Serlin, and Omer in 1994 – 20 years ago! – were still being repeated (see Fidler, et al., 2005 for more unhappy recent evidence), and, sadly, some pretty egregious errors in the use of NHST were evident in contributions authored in developing countries (for example, using large numbers of t-tests to compare means, with a complete disregard for the cumulating risk of Type I error). What makes me sad (actually, furious would be a better description) is the thought that while Western psychology is beginning to consider alternatives to NHST (see below) our colleagues elsewhere seem destined to repeat our mistakes. In fact, I suspect we offer them training in research methods that ensures that they repeat our mistakes! So there is a disciplinary paradigm that needs subverting, and this has an international dimension. I'll leave you to think about this while going on to consider another case where I think subversion in an international context needs to occur.

This is in the organization we are all part of – IAAP. The President of IAAP has set up a small working group to look at strategic aspects of the IAAP structure, and my modest contribution to this has been to suggest that there is a dominant organizational paradigm at work here that needs subverting. I refer to the way that numerous Divisions dominate the IAAP's structure and constitution. But, as one wit might have said, *Isn't it odd that when psychologists form an Association they immediately create Divisions!* (Catania, 2013) In addition to creating an unwieldy system, the result is that the structure of IAAP does not actually seem to me to align with its core activities. As I see them, these are (a) internationally disseminating knowledge of applied psychology through conventions, journals, books, websites, and other publications; (b) promoting applied psychology to international organizations such as the UN; and (c) up-skilling applied psychologists round the developing world by providing training and professional development opportunities. These are immensely worthwhile activities and are genuinely international in character, but are less central to the organization, less the focus of our energies and efforts than they deserve to be, because of the mismatch between structure and core activities.

If we were to focus the organization and its membership on its core international activities I think that the value of IAAP to its members and others would grow, morale and membership might increase, and its capacity to contribute positively to the world be enhanced. Let me give one, perhaps trivial, example of what I think we could do. It involves alternatives to the dominant NHST

paradigm that I think should be subverted. Some psychological Associations, the Association for Psychological Science (APS) for one, and the American Psychological Association (APA) for another, have taken steps to encourage researchers to move away from the ritual use of NHST. APA supported the Task Force on Statistical Inference (Wilkinson & Task Force on Statistical Inference, 1999) which provided much good advice about the (mis) use of NHST and recommended the invariable reporting of effect size measures. Recently, APS has begun to promote what is termed *the new statistics* (something of a misnomer – it is only new to psychologists, not to statisticians) and strongly encourages the reporting of confidence intervals as well as effect size (Cumming, 2012, 2013; Kline, 2013). APS has also come out strongly in support of the necessity of replication, reflecting what Steiger (1990) said many years ago: *an ounce of replication is worth a ton of inferential statistics* (p176). I think that IAAP should follow APA and APS and endorse the new statistics as a replacement paradigm for NHST. Even more so, I think IAAP could play a vital role in entrenching replication as a dominant strategy in applied psychological research. How so?

In 2010, Heinrich, Heine, and Norenzayan published a controversial paper in *Behavioral & Brain Sciences*. In the opening summary they said:

Behavioral scientists routinely publish broad claims about human psychology and behavior in the world's top journals based on samples drawn entirely from Western, Educated, Industrialized, Rich, and Democratic (WEIRD) societies. Researchers – often implicitly – assume that either there is little variation across human populations, or that these “standard subjects” are as representative of the species as any other population. Are these assumptions justified? Here, our review of the comparative database from across the behavioral sciences suggests both that there is substantial variability in experimental results across populations and that WEIRD subjects are particularly unusual compared with the rest of the species – frequent outliers. (p61)

The routine use of WEIRD samples in research without concern for their representativeness and generality is almost as reprehensible as the ritual use of NHST and is brought into particular focus when we also consider the need for replication of research (Pashler, & Wagenmakers, 2012). It prompts me to ask: What would our science look like if researchers deliberately planned to do replications, rather than leave them to happenstance? And further, what could we do to avoid WEIRDness? Well, consider this: IAAP is an International association of Applied Psychologists. Where better to link the researcher who wants to see her/his research replicated in non-WEIRD folk with psychologists who have ready access to just such participants? IAAP could find a new role acting as a broker for such relationships, everybody involved would benefit, research would be replicated and might demonstrate useful generality, and there would be reciprocal transfer of knowledge across international boundaries that would strengthen the discipline everywhere.

I hope I have said enough to encourage you to consider the utility of reviewing some dominant paradigms and to ask, very seriously, what it truly means to be an international association. If we were to do this while re-focussing IAAP's strategic focus and organizational structure I believe that a stronger and more vital organization would emerge. And given that almost all the important challenges that face humankind are planet-wide and transnational, having an international, unified association effectively representing and promoting robust, interdisciplinary applications of our science to these problems will be very important for our future survival and wellbeing. Best wishes for your endeavours!

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The First Ever Eastern Africa Regional Conference of Psychology

Janel Gauthier, President-Elect

The 2013 Regional Conference of Psychology (RCP2013) was held in Kampala, Uganda on November 6–8, 2013. It was organized by the Uganda Society of Applied Psychologists with the collaboration of the Uganda National Psychology Association, under the sponsorship of the International Association of Applied Psychology (IAAP) and the co-sponsorship of the International Union of Psychological Science (IUPsyS) and the International Association for Cross-Cultural Psychology (IACCP). Prof. John Munene, Makerere University Business School, was Conference President and Chair of the Scientific Committee, while the Local Organising Committee was chaired by Dr. James Kagaari, Kyambogo University. Prof. Michael Frese, a Past-President of IAAP, acted as Primary Liaison Officer to link the Uganda host associations and the international sponsor associations.

The Conference, called “Eastern Africa Regional Conference of Psychology” (EARCP), had five main objectives: 1) build research, practice and training capacity within psychology in Eastern Africa; 2) provide a forum to review the current state of psychology in the region; 3) help provide a vehicle for increasing communication among scientific researchers, professionals and educators; 4) strengthen regional bonds among national organisations within the region; and 5) foster collaboration among psychologists within the region and between the region and the rest of the world.

The overarching theme of the Conference was: “The Role of Psychology in Addressing Societal Challenges”. The conference was attended by over 200 individuals, including 30 students or more. The participants came from 20 countries. In addition to delegates from the Eastern African Region (namely, Burundi, Ethiopia, Kenya, Rwanda, Sudan, Tanzania and Uganda), the Conference attracted participants from other countries such as Botswana, Ghana, Nigeria, South Africa and Zimbabwe, as well as countries further afield, such as Belgium, Canada, Germany, Netherlands, Norway, Spain and the USA.

The international sponsor associations were formally represented by the following Officers: President José Maria Peiró and President-Elect Janel Gauthier for IAAP; President Saths Cooper and Secretary-General Ann Watts for IUPsyS; and Deputy Secretary-General David Lackland Sam for IACCP.

Day 1 was dedicated to training workshops, attracting the highest attendance. These were mainly convened by international invited speakers. Trainers included Gary Latham on designing situational interviews, David Guest covering career research, Chalmer Thompson focusing on peace building and conflict resolution, Neal Schmitt concentrating on developing non-cognitive diagnostic instruments, Michael Frese dedicating his presentation to entrepreneurship, Janel Gauthier discussing ethical principles for psychologists, Mirian Ofonedu on attachment and early parenting, Gerrit Rooks on structural equation modelling, and José Maria Peiró on stress management in organizations.

The workshops were followed by the Conference Opening Ceremony and Reception. The Conference was formally opened by the Ugandan Minister of State of Health, Hon. Dr. Elioda Tumwesigye, with Prof. Gary Latham (Acting President and President-Elect of Division 1 –

Work and Organizational Psychology – of IAAP) addressing his research on motivation as Guest Speaker.

The scientific programme on Days 2 and 3 commenced with a morning plenary session of invited keynote speakers which included IAAP President-Elect Janel Gauthier and IAAP United Nations Representative Judy Kuriansky. The afternoon scientific programme continued with four parallel sessions, and the presentation of 98 selected papers addressing issues pertaining to youth and children, parenting, HIV/AIDS, human trafficking, domestic violence, trauma, mental health, stress management, indigenous approaches to psychotherapy, gender, psychometrics and test adaptation, ethics, research methods, and the application of psychology in the workplace – all topics of particular relevance and paramount importance to the region.

A focus-group discussion on the International Project on Competence in Psychology (IPCP) was held during Day 2. The aim of this project is to develop a global consensus on the competencies required by psychologists across the various fields of professional practice. Work on the project began at the 5th International Congress on Licensure, Certification and Credentialing in Stockholm in July 2013. It is supported by the International Association of Applied Psychology and the International Union of Psychological Science.

Among the highlights of the Conference was the third and final consultative workshop on the creation of the Pan-African Psychology Union (PAPU) which was held on the last day of the Conference. Following the momentous consultative workshop held in Accra, Ghana in April 2013, a second consultative workshop to prepare for the launch of PAPU had been held in Johannesburg in September 2013 during the Annual Congress of the Psychological Society of South Africa (PsySSA). PAPU will be formally launched in Durban, South Africa during the 20th Anniversary PsySSA Congress in September 2014.

At the closing of the Conference, the Conference leadership and delegates indicated that the aims and vision of the conference had been achieved and that their expectations had been met. There are plans to hold a second EARCP.

The International Union of Psychological Science, the International Association of Applied Psychology and the International Association for Cross-Cultural Psychology have been collaborating and sponsoring RCPs to support the development of psychology since 1995. These conferences are held every two years, in odd numbered years, between the International Congress of Psychology (ICP) and the International Congress of Applied Psychology (ICAP) under the lead sponsorship of the International Union of Psychological Science for the ones preceding an ICP, and the International Association of Applied Psychology for the ones preceding an ICAP.

The next RCP will be hosted by the Colombian College of Psychologists and the Colombian Association of Psychology Departments in Bogota, Colombia on September 1–5, 2015, in cooperation with various other Latin American psychology organisations.



Standing from Left to Right; Janel Gauthier; Michael Frese; Judy Kuriansky; Ngoma Ngime; José M. Peiró; John Munene; Gary Latham; James Kagaari; Neal Schmitt; Sarah Nalule; James Pawelski and Chalmer Thompson

The Mandela I Knew

–Saths Cooper, President, International Union of Psychological Science (IUPsyS)

During my incarceration in the same single-cell block in Robben Island Maximum Security Prison with Nelson Rohihlala Mandela (Madiba) between 1977 and 1982, I got to know him intimately and had the advantage of interacting with him on a daily basis.

These were less than ideal conditions, often fraught with the tensions that accompany incarceration, but such hardships provide the opportunity for the best and worst in ourselves to emerge.

The perspicacity of the man was demonstrated the very next day after Aubrey Mokoape, the Late Strini Moodley and I were moved to his B-Section single-cell block from the C-Section isolation block, which was rarely used, save as a punishment and in some instances when specific groups of prisoners were first admitted to the prison after their conviction. Madiba mentioned an incident involving the late Neville Alexander where the latter was accustomed to using first names which had apparently caused resentment amongst peasant inmates. This was Madiba's way of informing us that he preferred to be called Madiba, although we had used the respectful 'Ntate' (Sesotho/Setswana for a male elder). He probably foresaw that as we were urban university-student types in our late twenties and early thirties, we could lapse into using first names.

Our respect for him and the older prisoners and our disquiet with using clan/tribal names, resulted in our continued usage of 'Ntate', until it simply became Madiba. Months later, when Zithulele Cindi and Kaborone Sedibe (also my co-accused in the SASO/BPC trial) replaced Aubrey and Strini in the B-Section cell block, Madiba realized that Zithulele, as a matter of principle, wouldn't use any clan/tribal names. Madiba deftly resorted to calling him 'Ou-Maat', (Afrikaans for 'old

friend’) thus opening the door for Zithulele to reciprocate by calling Madiba ‘Ou-Maat’. Indeed, when certain Stalinists within the African National Congress (ANC) objected to Madiba fermenting ‘puzamandla’ (a protein supplement that was given to black African prisoners) to have with his ‘mealie pap’ porridge each morning, Zithulele – who was beyond the Stalinists’ rein – was the source of Madiba’s fermented breakfast, which he clearly enjoyed.

The generational and political gaps were obvious and it was much easier to overcome the former. We naturally accorded Madiba and the older comrades the respect that we were wont to do our elders, which was part of our upbringing, and indicated to them the many ways in which we perceived the world differently, which Madiba and many of the older leadership acknowledged.

The political differences were much more difficult to resolve. The source of tension was the post-June 1976 aftermath which resulted in the largest influx of political prisoners in the history of Robben Island. This portended a ripe recruitment opportunity for the older sections of the liberation movement which were largely comprised of middle-aged members. Initially, the Pan Africanist Congress (PAC) attempted to avoid recruitment, because of its inherently divisive nature, but the ANC had no such qualms. Madiba and Walter Sisulu – the ANC Liaison with the Black Consciousness Movement (BCM) – decried this situation and only when the BCM had dwindled in size around 1980 did they sign a non-recruitment pact. The PAC, then feeling that it had lost out in the numbers game, balked at signing.

The major political difference between the ANC and us in the BCM was the ANC’s four nations hypothesis; that Africans, Coloureds, Indians and Whites comprised the four spokes that emblazon the ANC wheel. We held that all blacks were oppressed by a phalanx of white racist power and privilege that was apartheid and that our unity as blacks in opposition to apartheid was paramount.

In our first encounter that chilly spring afternoon in 1977, Madiba also invited us to discuss with him when his exams were over (the SASO/BPC trialists were denied study privileges) the question of when it was appropriate for a liberation organization to open its membership to other races. Our response was that the ANC had taken such a decision at one of its conferences in Tanzania and that our BCM was founded on the testimony of all blacks – Africans, Coloureds and Indians – working together in the same formation to actively oppose apartheid. We never traversed this topic again. In many ways, the ANC in Robben Island was different from the ANC outside those prison walls, as most of the information only reached prison much later. The natural tendency in most people – and politicians are no exception – is to retain understandings that we are familiar with.

Although Madiba initially could not understand the birth and growth of the Black Consciousness Movement, he soon began to appreciate our standpoint and accepted the definition of ‘black’ as essentially embracing all those who were not white. I never heard him use the pejorative ‘non-white’ after October 1977. Thus it perhaps is that the Constitution of the Republic of South Africa relies on this generic description of blacks (eschewing the narcissistic and demeaning term ‘non-white’), as opposed to privileged whites who had generally enjoyed and benefitted from the previous apartheid system.

We asked for and got a meeting with all the Rivonia trialists a few days later to make known our strong reservations about their impending meeting with George Matanzima and members of the Transkei Cabinet, concerning their possible release as part of the Transkei Homeland Independence celebrations. This we did the following day, amidst intense but cordial questioning. The meeting with Matanzima was aborted, and the Transkei anniversary celebrations went ahead without anyone being released from prison. I often wonder how someone who had been in jail for some 15 years,

with the harsh prospect of serving life imprisonment would have felt about black hotheads who put principle above all else.

Madiba's initial impression of me as a radical hothead was probably tempered over time and through various interactions of a social, sport and political nature. We used to share early morning runs around the tennis court, have regular tennis matches, and I even learnt to play dominoes which he loved to play almost daily after lunch. He would often share personal and political information, and he felt obliged to inform the leadership of the various political organizations of any developments that may have impacted them. He was adamant that all our organizations had been infiltrated by apartheid agents, which the record confirms. Yet some of his fellow trialists could not accept that Gerhard Ludi (an apartheid agent) had infiltrated Rivonia.

There was no rancor in any of our dealings with Madiba and the older ANC leadership, despite the periods of intense tension caused by the recruitment already alluded to. Our engagements were always cordial and grew to an easy camaraderie and deepening mutual respect. Disagreements on political positions never degenerated into acrimony – which was quite rife with the influx of hundreds of post-June 1976 youth into the rest of Robben Island – but always ended with us agreeing to disagree. This is something that our polity sorely lacks, as is seen in our tense and violence-prone political discourse.

From the time that I first met Madiba in those miserable conditions in prison till the time of his recent illness he exuded a regal demeanor and carriage that infused respect amongst all who came into contact with him. A stickler for custom and pleasantries, he dictated the pace of the ensuing interaction, by careful listening, usually without interruption, and then presenting how he saw the way forward. Very few could refuse to take tea with him, by which time any anger and rancor had dissipated.

When he had made up his mind about a position, he was committed to it despite the howl of protests from others around him. But if you could convince him that his position was flawed, he would not hesitate to acknowledge this. In this way he was able, for example, to move white racists in our midst to accept the inevitability of peaceful transformation in our country. And, he led by example, making extraordinary concessions to reconciliation which, unfortunately, some in our country have taken for granted, ignoring the massive exploitation, oppression and suffering wrought by the erstwhile apartheid system.

During his presidency of our country he was magnanimous to many of his detractors within the ANC who, if they had been in power, may not have been as generous. He went out of his way to accommodate numerous former prisoners from across the political spectrum who owe their positions to his ability to rise above partisanship. Beneficiaries of apartheid owe him a particular debt of gratitude for his reconciliatory approach that has permitted them to continue with their enterprises and positions, in most cases reaping unimaginable profit and personal benefit.

Since his release from prison, his accession to political power as our nascent democracy's Founding President and his retirement, my interactions with him were infrequent. I avoided being intrusive. When we did meet, it was always with great fondness and he had the knack of saying the right thing, whatever the circumstances, especially to those I was with, whether family, friends or colleagues. This quality will endear him to all those people that he has interacted with in South Africa and abroad. Each will have their memories of being touched by a 'saint' in his lifetime. Madiba was the first to disavow that he was a saint, but he was far from being a sinner either. There will be other occasions to dissect his foibles. Now is the time for South Africans to acknowledge

the debt of gratitude that we owe to his singular contributions. Pity it is that there will be constant squabbling about his legacy. He deserves better. Unfortunately, greatness in public life is not a guarantee of equanimity in private life.

His ability to relate to all sectors of society, his sense of humor and quiet dignity has enamored him to people all over the world who have had the fortune to interact with him. History will record in detail his role in shaping our country. His lengthy illness has allowed most of us to grieve and accept his passing. It's now time to celebrate his life and times that we have been so much a part of, and ensure that what he and we have struggled for will not be in vain.

For information about Saths Cooper, see <http://whoswho.co.za/sathasivan-cooper-2880>



The Inaugural Pan-African Psychology Union (PAPU) Assembly will be held on Monday 15 September 2014 at the International Convention Centre, Durban, South Africa. PAPU will be formally launched at a Gala Reception on 16 September, preceding the 20th Anniversary Congress of the Psychological Society of South Africa (PsySSA).

PAPU's advent arises directly from the successful 30th International Congress of Psychology (ICP 2012), held for the first time on African soil in Cape Town in July 2012, where the leadership of African psychology announced the Cape Town Declaration.

Consultations held in various parts of the African continent have resulted in unanimous support for the formation of PAPU, which caters for national, category, university, individual, student and elder membership.

Be part of history and Submit an Abstract for the Inaugural PAPU and 20th PsySSA Congresses at: www.professionalhosting.co.za:8080/PsySSA20Conference/

Professor Jitendra Mohan Receives Award

Magadh University, Bodh Gaya, Bihar. 29th March 2014.

At the inaugural session of the UGC Sponsored International Conference of the Indian Psychological Association from 29th to 31st March 2014, Professor Emeritus Jitendra Mohan, Panjab University, Chandigarh, India received a rare honour of being awarded the Very First Lifetime Achievement Award by the Indian Psychological Association, in the august presence of Professor Md. Ishtyiaque, Vice-Chancellor, Magagadh University, Gaya; Professor R.C.Sobti, Vice-Chancellor, Central University Baba Ambedkar University, Lucknow; Professor Md. Azhar Hussain and psychologists from all over. Professor Tarnijee, the President of the Indian Psychological Association read the following citation in honour of Professor Jitendra Mohan. This is the greatest recognition by The First Professional body of Indian Psychologists established in 1924.

CITATION

Professor Jitendra Mohan, Professor Emeritus of Psychology, Panjab University, Chandigarh, India and the President of the International Society of Mental Training for Excellence is hereby awarded the very first Lifetime Achievement Award on behalf of the Indian Psychological Association for his extraordinary contribution to the discipline of Psychology in India, raising its stature by achieving International Recognition.

In the history of an organization, there comes a juncture when it pauses to recognize the contribution of an individual who stands apart to raise its standard and carry forward the mission of the founding fathers and stalwarts.

Professor Jitendra Mohan has been associated with the Indian Association of Psychology (established in 1924) as a life member. He was elected its President in 1998 and was nominated as the Editor-in -Chief of the Indian Journal of Psychology in 2011. That's precisely a turning point in our great institution. It is heartening to appreciate and recognize his academic leadership and organizational excellence by awarding him the very first IPA Lifetime Achievement Award.

Professor Jitendra Mohan started teaching in 1965 at Chandigarh , rose to the level of the Dean of the Faculty, and was finally nominated as Professor Emeritus in Panjab University, Chandigarh (which was recently recognized as the top University of India) for supervising about 80 Doctoral Theses, producing 27 scholarly books, publishing about 300 scientific papers, completing 20 sponsored research projects, being on the editorial Boards of about 20 academic Journals and having research collaborations with international experts like Professor H.J.Eysenck, Professor Merenda and Professor Migliorino.

He was the founding President of the Sports Psychology Association of India, President of the Indian Academy of Applied Psychology, President of the Asia Pacific Association of Psychology, Vice-President of the Asia Pacific Association of Sport Psychology on the Boards of Directors of the International Society of Sport Psychology, the International Association of Applied Psychology and the Indian Council of Social Science Research .

Professor Mohan has delivered keynote addresses, organized symposia, and presented individual papers at international conferences in the U.K., U.S.A., U.S.S.R., China, Canada, Greece, Italy, Spain, Portugal, Belgium, Holland, France, Sri Lanka, Malaysia, Singapore, Australia, Nepal, Iran and Pakistan.

The Indian Psychological Association, by awarding this special honour to Professor Jitendra Mohan, has started a tradition of recognizing the best and thereby motivating the coming generations of psychologists of India!

–Professor Tarnijee, President, Indian Psychological Association

IAAP at the United Nations: Reports of the IAAP UN Team Representatives

– submitted by IAAP UN main representative Judy Kuriansky

The IAAP UN team representatives continue to be exceptionally active at the three UN headquarters – New York, Geneva and Vienna – focusing on issues related to the final year of achieving the Millennium Development Goals and setting the new post-2015 agenda on the Sustainable Development Goals. The team is also very active in the newly formed Psychology Coalition at the UN, serving on the executive board, chaired by Judy Kuriansky with Corann Okorodudu as past Chair, Mary O’Neill Berry as Advocacy chair, Florence Denmark as Programming co-chair and Martin Butler as liaison to the Department of Public Information.

The IAAP UN team has taken the lead in highly successful models for the Psychology Coalition at the United Nations (PCUN) advocacy campaign. For example, meetings were held with the Nigerian UN Mission resulting in a new partnership with a Nigerian NGO focused on disabilities under the leadership of IAAP professional affiliate Grace Charrier. See: <http://www.ngrguardiannews.com/index.php/life-magazine/spotlight/152568-eke-charrie-a-passion-for-people-living-with-disabilities>.

Further, meetings were held with various UN missions (Brazil, Spain, Portugal, Chile and Mexico) in collaboration with the **Federacion Iberoamericana de Asociaciones de Psicologia (FIAP)** and the Portugal Psychological Society, represented by President Telmo Baptista and Vice President Samuel Antunes. Multiple psychological issues and projects were discussed for partnerships.

The IAAP UN team contributed significantly to advocacy statements written and distributed at important UN Commissions on Social Development and the Commission on the Status of Women, as well as at the International Day of the Cultures of Peace and to the UN General Assembly High-level Meeting on “Disability and Development.”

CoNGO (the Committee on NGOS at the UN) of which IAAP is an elected member, held its annual meetings in New York April 2–3, attended by Judy Kuriansky, Walter Reichman and Wolfgang Beigleboeck, the VP in Vienna.

Wolfgang Beigleboeck participated in the High Level Segment of the Commission on Narcotic Drugs for the Commission on Narcotics and Drugs held at the Vienna UN headquarters from 13 to 21 March, to which he contributed psychological issues to the written statement. He also met with the ambassador of Oman about the treatment of addicts using illegal drugs, especially in Austria.

IAAP is among the sponsors of the first-ever Pan African Health Summit organized by U.S. Doctors for Africa, held in Addis Ababa, Ethiopia, 21–23 May 2014. IAAP was also a co-sponsor of the

second International Day of Happiness, held at UN headquarters 20 March 2014. IAAP UN rep Judy Kuriansky served on the planning committee (her speech on last year's panel is on a video at: http://www.youtube.com/watch?v=DD_2wWZvy8c). IAAP is also a co-sponsor of Psychology Day at the UN, 24 April 2014 (see video: <http://www.youtube.com/watch?v=FrfoWq7OfE>).

The Department of Public Information NGO section will hold its annual meeting in New York this September, focused on the new post 2015 agenda on Sustainable Development Goals. All IAAP members are invited to attend.

The IAAP UN team has set up a new twitter account (@IAAPUN) and a Facebook account. (www.facebook.com/laap.un). Please "Friend us" at laap UN to build a communication network.

At ICAP 2014, Make a Difference in the New Global Agenda at the United Nations

Your voice in setting the new global agenda at the United Nations is welcome! At ICAP 2014, the IAAP representatives to the United Nations will present a Symposium (on July 13, 11:30am–1pm) and a Round Table Discussion (on July 11, 4:15pm–5:45pm) to report on UN activities and invite your participation. The symposium, "Doing Global Good: Psychologists at the United Nations Impact on International Issues and Invitation to all for Involvement," will describe activities at the UN by IAAP team representatives: Judy Kuriansky, Walter Reichman and Florence Denmark from the New York team, Raymond Saner and Lichia Saner-Yui from Geneva and Wolfgang Beigleboeck from Vienna. Activities include bringing psychological science and practice to policy and deliberations at the UN, advocating for the inclusion of psychological principles in UN conventions and assisting committees and commissions of the UN in fulfilling their mandates. Involvement of all IAAP members in these efforts is extremely important.

The Roundtable will show how IAAP membership plays an important role in the development and fulfillment of the Sustainable Development Goals, which will be the UN global agenda after 2015. Panelists include IAAP UN team members, as well as former IAAP President Michael Frese and IAAP Division Presidents: Henden Kepir Sinangal (Div 1, Organizational Psychology); Cigdem Kagiticibasi (Div 3, Psychology and Societal Development); Linda Steg (Div 4, Environmental Psychology); Erich Kircher (Div 9, Economic Psychology) and Irena Todorova (Div 8, Health Psychology). Everyone is invited to come and participate in bringing theories, practices, research and experiences of psychology that bear on developing and implementing the three pillars of sustainable development: social, economic and environmental.

IAAP interns will present their poster at ICAP2014 on "Entrepreneurial Training for Girls in Africa: Outline and Outcome of a Model Programme" as the important example of the multi-stakeholder partnerships encouraged by UN officials. The project exemplifies a collaboration of the IAAP UN team with the First Lady's Office, other NGOs and local organizations.

A new book debuts at ICAP2014: *Industrial and Organizational Psychology Help the Vulnerable: Serving the Underserved*, edited by Walter Reichman, with contributions by several IAAP members. It will be featured at the Macmillan publisher's booth. Chapters are all by psychologists who applied I-O procedures, techniques and theories to help vulnerable people around the world, from those surviving a devastating hurricane in the United States to those committing and surviving tribal murders in the Rift Valley in Kenya and the IAAP UN team's partnership in the Girls Empowerment Programme in Africa. The authors share their experiences, frustrations, success and failures, leading to important overall messages: I-O psychology and I-O psychologists can valuably help

populations around the world most in need; I-O psychologists have a choice of venues in which to practice their profession; and the boundaries of I-O psychology have been broadened.

IAAP at the United Nations Commission on the Status of Women: First Ladies of Africa Progress towards the MDGs

The Commission on the Status of Women, a major annual two-week conference at United Nations New York headquarters was held 10–21 March 2014 on the topic, “Challenges and achievements in the implementation of the Millennium Development Goals for women and girls,” bringing together thousands of female and some male delegates representing Member States, UN entities, ECOSOC-accredited non-governmental organizations (NGOs) and other stakeholders from around the world.

On 11 March, IAAP sponsored a parallel event addressing the major theme, entitled, “Accomplishments of NGOs of the First Ladies of Africa towards the Advancement and Achievement of the MDGs: Psychosocial and Human Rights Projects and Perspectives,” building on collaborations, partnerships and projects involving IAAP team members. Co-sponsors were the Psychology Coalition at the UN, SPSSI (Society for the Psychological Study of Social Issues) and WCP (World Council for Psychotherapy). The event elucidated the many projects of First Ladies of Africa related to the MDGs, including eradicating poverty, improving access to education, empowerment of women and girls, and maternal and child health.

The venue of the Chapel of the UN Church center provided an elegant and sacred space for this important and engaging event which consisted of addresses enhanced by a choir and a video showing.

The UN Chapel’s Reverend Dionne Boissiere welcomed the full capacity crowd and invited everyone to write a message about peace on a sheet posted on the side wall. A choir then performed the original song “Every Woman Every Child” – written by Judy Kuriansky and IAAP professional affiliate and music director Russell Daisey – especially to commemorate the UN Secretary General Ban Ki-moon’s initiative of the same name. Soloist, 15-year old Sheimyrah Mighty, was backed up by a choir of children (the Hunter College Elementary School Chorale) and adults (IAAP NGO colleague Dr. Nyjeri Norman and her Singers).

Moderator Dr. Judy Kuriansky then presented an original video of First Ladies of Africa describing their efforts to achieve the MDGs through their NGOs, foundations and national campaigns launched in their countries about education, HIV prevention and maternal and child health. The First Ladies had been honored by two IAAP NGO partners, i.e., at a health summit in February 2013 by U.S. Doctors for Africa, which IAAP co-sponsored, and at a gala in May 2013 organized by Voices of African Mothers, which Dr. Judy hosted and/or gave awards. (See the video at: https://www.youtube.com/watch?v=s2k7BvxtnbI&feature=em-upload_owner and press coverage at: http://blacktiemagazine.com/society_march_2014/commission_on%20_the_status_of_women.htm.)

The importance of multi-stakeholder partnerships for project success was emphasized, in the example of the Girls Empowerment Programme (as an IAAP collaboration with Lesotho’s Office of the First Lady, Global Camps Africa and other organizations on the ground), and in another example, the First Ladies Community Initiative, founded by its Executive Director Nicole Field Brzeski, that is building birthing shelters in Namibia.

Given that (1) the date 3/11 was the third anniversary of the tragic tsunami/earthquake in Japan; (2) many First Ladies are involved in peace campaigns, and (3) disaster relief is a major issue



IAAP UN rep Judy Kuriansky at podium moderating CSW2014 event

addressed at the UN (see <http://www.unisdr.org> and <http://www.iaapsy.org/uploads/file/newsletters/July2012.pdf> Part 22), Japanese opera star Tomoko Shibata performed “Towers of Light” (written by Kuriansky and Daisey) in Japanese, sung at 9/11 and 3/11 memorials.

After resounding applause, Nana Fosu-Randall, Founder of Voices of African Mothers, spoke about the new collaboration between her NGO and CANIGE, an NGO of the First Lady of Equatorial Guinea. Representatives of the latter, who had traveled from the nation, expressed their appreciation.

Dr. Ada Okika, Executive Director of the UNESCO Club for Global Education, in headquartered in New York and Nigeria, discussed the conference she recently organized, “First Ladies of Africa Forum: Building Bridges for Peace and Health Disparity,” at which Kuriansky had presented.

A reprise of “Every Woman Every Child,” with participation by audience members, closed the event, considered a major success.



CSW 2014 event with soloist Sheimyrah and choir

*(The following two photos can be next to each other with the caption©
Caption: CSW 2014 event participants, including speakers, musical performers, and representatives from First Lady of Africa offices*



Projects of First Ladies of Africa: Advancing the MDGs

Panel at the 58th Session of the Commission on the Status of Women (CSW 58)



TUESDAY 11 MARCH 2014

12:15 P.M. - 2:00 P.M.

Church Center for the United Nations
(Corner: 44th Street & First Avenue)

Program:

Moderator: **Judy Kuriansky**, International Association of Applied Psychology (IAAP) & the Psychology Coalition at the UN

Welcome: **Reverend Dionne Boissiere**

Opening Address: **Ambassador Anwarul K. Chowdhury**, former Under-Secretary-General and High Representative of the United Nations

Music Performances:

- ❖ "Every Woman Every Child" **Sheimyrah** (soloist), Hunter College Elementary School Chorale (**Ayana Lowe**, H.C.E.S. Music Director), **The Dr. Nyjeri Norman Singers & Russell Daisey** (Music Director)
- ❖ "Towers of Light" **Tomoko Shibata** (Soloist), **Russell Daisey** (Piano)

Panelists:

Ted Alemayhu, Founder, U.S. Doctors for Africa
Nana Fosu-Randall, Founder, Voices of African Mothers with **CANIGE** NGO Representative of the **First Lady of Equatorial Guinea**
Ada Okika, US Federation of UNESCO Clubs, Centers and Associations New York State
Nicole Field Brzeski, The First Ladies Community Initiative

Co-Sponsors:



IAAPUN



@IAAPUN



CSW 2014 IAAP sponsored event flyer



Dr. Judy giving Voices of African Mothers Award to the First Lady of Equatorial Africa

Briefing on “Partnering with the United Nations: The role of civil society in scaling up efforts to meet UN goals”

The briefing by the Department of Public Information on 14 November 2013 at UN headquarters focused on the role of civil society in achieving the goals of the UN agenda. A concept note by the Executive Office of the Secretary General was distributed. Assistant Secretary-General for Strategic Planning Robert Orr spoke about difficulties posed by increasing mandates on the UN and the limited available budget. MDG initiatives need to be scaled up, with insurance of coherence across stakeholders. Further partnership is essential, particularly multi-stakeholder partnerships which include civil society, the private sector, philanthropists and knowledge institutions. The UN must find a modality to bring all partners together. Good partnership is about mobilizing the networks of organizations as well as including small and large scale advocacy efforts. The role of civil society must be recognized due to the vast information and support they provide the UN.

Three highly successful multi-stakeholder partnership initiatives during the UN Secretary-General’s tenure are (1) The “*Every Women Every Child*” global health movement, with 290 partners, aimed at improving maternal and child health; (2) “*Sustainable Energy for All*,” that acknowledges energy access as key to development for all people on the planet by 2030; however, there are not many energy-related NGOs at the UN; and (3) the “*Zero Hunger Challenge*” where government, civil society, businesses, consumer groups and the scientific community aim to increase food security around the world and prevent stunting in children.

Orr proposed a new UN Partnership Facility to strengthen the UN’s ability to engage with civil society, the private sector and philanthropists while being accountable, efficient and transparent. This model with independent governance would create a network system of partners that shares common services and encourages coordination and increased accountability and transparency.

Attendees showed appreciation and support for the UN’s efforts to engage with civil society and for the execution of this partnership facility.

–Submitted by IAAP UN interns: Meaghan LeMay & Nora Aldhuwaihi, MA students in clinical psychology, Teachers College, Columbia University.

DPI/INGO Youth Led Briefing: Educating and Employing Youth: The Influence of the Public-Private Partnerships in a Technological Era

Youth and adults from different universities and organizations turned out in impressive numbers for the Department of Public Information (DPI) NGO Youth-Led Briefing held on 7 November 2013 on “Educating and Employing Youth: The Influence of Public-Private Partnerships in a Technological Era”.

Olga Mun, UN Youth Representative for Lehigh University, moderated the discussion with panelists Alex Wirth, Harvard University junior and Chair of the Youth Working Group (a U.S. National Commission for UNESCO) and Chair of the Campaign for a Presidential Youth Council; Jamira Burley, Executive Director of the City of Philadelphia Youth Commission and a member of the UN Global Education First initiative, Youth Advocacy Group (and the first of 16 siblings to graduate from high school and go to college); and Gretel Truong who manages multi-media projects and digital partnerships for the Global Business Coalition for Education. Panelists recognized UN efforts to engage youth in the discussion of education and emphasized access to education as a human right and its important relationship to employment, given statistics.

With 7,000 youth dropping out of high school a day, classroom education should be more relevant through project-based and vocational learning. Also, with 57 million children out of school in the world today due to cultural, institutional or economic reasons, education must solve vulnerabilities and health and economic issues. Inter-generational dialogue can create change. Corporations should be engaged, given that support for global health is 16 times higher than for global education.

Panelists encouraged dialogue, as well as online presence and an interactive community incorporating technology and web-based education. Successful examples are Khan Academy and Tech4Ed. In smaller groups, attendees discussed: access to education for youth, Information Communications Technology, ways youth can educate one another, the definition of being “educated,” and how attendees and their respective NGOs can further the ideas discussed, including further advocacy on universal education as well as incorporating technology in already existing frameworks.

Ahmad Alhendawi, the first-ever UN Secretary-General’s Envoy on Youth, stressed the importance of informal educational systems (e.g., vocational training and volunteer opportunities), and making education more relevant for students today. Reforms should introduce innovation and teach youth how – not what- to think, e.g., producing “job inventors” (entrepreneurs) and not only “job seekers,” with legal frameworks and coaching resources that provide financial services and help start-ups scale up.

The briefing can be watched at: <http://webtv.un.org/meetings-events/watch/youth-led-briefing-2013-dpingo/2816478030001>

– Submitted by IAAP Interns: Meaghan LeMay and Nora Aldhuwaihi, MA Clinical Psychology, Columbia University Teachers College

COMMENTARY: Unopened Gifts

–Robert F. Morgan

At the end of a long life, many express regrets. Less for things they wish they had not done, they regret more things they wish they *had* done. “Sins” of omission rather than commission. As their

scope of opportunities narrowed with age or physical limitation, it is missed options that come to mind. If asked what age they would be if they could return to any age, a frequent response is to be forty or fifty again: young enough to do anything, but old enough to choose wisely.

International psychologists often live long lives, full of productivity to the end, retirement untouched. Yet, regrets exist for us too and they include unopened gifts of professional opportunity. It may be useful for those of us not yet at an end time to reflect on what we are overlooking or postponing. We can identify these better choices now while it's not yet too late, rather than postponing them to those shadows of later. We might, with or without the aid of auto-hypnotic trance, imagine we are in our final hours and allow the images of what we wished we had done to emerge.

When I tried this exercise, I recalled five categories of possibilities that had some psychological application.

1. Hypnotic anchoring as a prescription drug substitute

A few decades ago, Arthur Hastings and other psychologists were excited about the therapeutic potential of MDMA for clinical change. Combining mood elevation with hallucinogenic insights, it had the potential for clinical healing within a protected professional setting, more effective than the earlier use and misuse of LSD and, clearly, an approach to dealing with trauma—something increasingly important today. However, MDMA (aka “Adam” or “Ecstasy”) was also sold, possibly adulterated, on the street for enhanced pleasure and exploration. Whether in the spirit of Mencken’s definition of Puritanism, “*the haunting fear that someone, somewhere, may be happy*”, or because of concern for the unprotected safety of buyers, MDMA was classified in the United States as a dangerous drug. One consequence: most research and application came to an immediate halt.

In 1994, Arthur first published a way to replicate the effects of MDMA, ethically and legally, without actual use (re-use) of the substance. If MDMA had been used at least once in the past, Arthur’s approach via hypnosis reproduced the effects. (See more recent work from Farber in 1999 and Hastings in 2000.)

After reading the 1994 article, I went to see Arthur, who I had met once before, to explore the broader impact of his approach. Above and beyond MDMA, *any* drug might be replicated via this hypnotic technique. The pharmaceutical companies need only supply a prescription once and after that they would no longer be needed, possibly without the dangerous side effects common to the psychiatric drugs of our day (Breggin, 2007; Morgan, 2005). It was clear that the drug corporations would not welcome profit losses, but the savings to the patient, including autonomy, could be immense. We were not sure if the original drug’s physiological response was being replicated or only the memory of it. Clearly this deserved further research. I joined Arthur then at what is now Sofia University in Palo Alto. But there his path and mine both diverged from this research and its potential application.

Arthur’s research accomplishments are legendary from that time to now (Hastings *et al*, 2002), but we left the full implications of this specific drug substitution hypnotic application unrealized. At this writing Professor Hastings is terminally ill and already much mourned by his peers and friends. My hope is that his work, including this application, can continue beyond his time with us and find fertile soil in many countries.

2. A non-invasive human aging measurement tool available for autonomous self-discovery

Many of us have heard our physician tell us that we had the body of a much younger or older person. Those doctors not just speculating may be referring to the carefully collected norms many countries have developed.

As a student in my first psychology course back in 1960, I realized that norms for measures systematically advancing as adults grow older could yield an estimate of individual body age. My instructor, Stanley C. Ratner, was encouraging. He suggested I develop a formal procedure for gauging this along the same lines of rigorous standardization, reliability, and validity demonstrated in our better psychological tests. I chose to forgo the more time consuming or ponderous measures (dark adaptation was one) or measures requiring specialized expertise (many blood aspects might fit here). I chose brief non-invasive measures that individuals might safely and simply do for themselves, consistent with the view that autonomous responsibility for one's health and longevity is best made available to all those who want it. The first article (Morgan, 1968a) was followed by more research and publications on the subject (Morgan, 1969–1994) and books (Morgan, 1976, 1981a, 1981b; Morgan & Wilson 1982, 1983, 2004) that included a standardized test manual complete with a procedure and norms for a brief set of body age measures: the Adult Growth Examination (AGE).

The decades following these publications saw various practitioners applying this methodology in specific psychological settings. The impact of dietary, exercise, or health changes on aging could now be evaluated on an individual basis. Prevention and wellness campaigns in Australia, Singapore, and other countries made some use of the test. One university used it to show the positive impact on aging of meditation (Wallace *et al*, 1989, 1986, 1982). Alternative age measurement approaches without the strong procedural reliability and validity of the AGE began to appear in commercial exercise programs and were popular.

At the University of Southern Colorado, I developed an aging research lab. A prototype for a portable AGE measurement instrument to assess the non-invasive near vision, high frequency hearing, and (an average of three) systolic blood pressure measures were used to determine individual aging, particularly in response to health interventions. An issue might not only be whether or not a specific vitamin combination or smoking cessation would reduce measured body age in general, but how this might impact the specific person being measured. In deference to the focus of individual differences so important to applied psychologists, each person using this tool had important information to steer their own specific care, a better existential choice than relying on generalities from population samples.

Still, the mass production of a portable test instrument, to go with the manual, has not yet occurred. Most of our colleagues have no idea this option exists, particularly without the portable instrument. In these days of better informed self-help and prevention, there is an opportunity to make this steering mechanism available on an international scale. But not so far.

3. Alternative applied research outcome measures

I suppose these are sometimes called “hit-and-run” publications because, having published them once, the author abandons them and moves on. Many of my own hit-and-runs were done in graduate school or shortly after.

-Efficiency Percentages (Morgan, 1968b). Often psychological and other scientific results are reported in the press as a significant effect, usually at the 5% level. Rarely is the percentage of this effect that applies to the population sample given. This can be very misleading. If country A has a significantly higher rate of alcoholism than neighboring country B, the public assumes country A is abundantly supplied with alcoholics. But what if country A has an incidence reflecting 5% of the adults while country B has 1%? If the sample is sufficiently large this could be a significant difference, meaning that we estimate more alcoholics can be found in country A than country B. But the public, without being told that 95 % of the adults in country A are *not* alcoholics, assumes that country A is an inebriant's paradise. From this may come a sad national stereotype. Some very disappointed but undesirable tourists could result. The serious point, of course, is that we need to be very clear in our communications that a significant difference is not necessarily a majority description. From today's perspective, we might not choose to call this 'efficiency percentages', as 'efficiency' may be more commonly applied to statistical power. I suppose we could better refer to it as 'validity percentages', inferring our goal from the sample is an accurate description of a population.

-M/I Frequencies (Morgan, 1964a). A technique for choosing the best items in standardizing a psychological test by weighing median scores over means: medians per item (M/I) may often be the more suitable approach.

-Effective verbal adaptation (also 1964). While a graduate student attempting to secure as many side jobs as possible to support my family, I was approached by an associate professor in the business leadership department. He was being considered for promotion but needed at least one visible publication or test. In particular he was looking for something that businesses could use in hiring or personnel screening. He would supervise from afar, giving me full flexibility and creative freedom. He would provide volunteer groups to take the test once I had it developed. I decided to have some fun and still develop a strongly grounded innovative test. First I wrote nine challenging or embarrassing scenarios ("*This is your first day at work and the boss, who had you stay at your desk alone after hours, enters, locks the door behind him, and swallows the key. What would you do?*") I also recall a pedestrian in trouble with a traffic cop because of an insulting parrot). After each scenario, the volunteer had three minutes to write as many responses as they possibly could. Then they turned to a second page and had three minutes more. By using the Bousfield-Sedgewick (1944) word association tables, we could calculate how many responses the test-taker would make if they had an infinite amount of time. This number, called a "*BS #*" for Bousfield and Sedgewick, would be summarized for each of the nine vignettes as an overall median. And now for the empowerment of the individual business test reviewer: this employer would cross off all responses seen as less than effective or not what they were looking for in the person to promote or hire. Then the new scoring's overall median would fit the individual expectations of the specific business. I developed two parallel forms of the one-hour test and otherwise standardized it. The business professor, still afar, did set up a reliability testing for two groups of volunteers: one from staff of the department of motor vehicles, one from an order of Catholic nuns. (The nuns had fewer responses than the DMV people but showed more humor. One, in response to the key swallowing vignette, wrote: "*I would say: 'That will hurt more coming out than it did going in'.*") In the end, the reliability and validity studies were robust and the test was done. Our professor was promoted and turned over all rights to the test to me, possibly not wanting to be associated any further with it. The test was called EVA for Effective Verbal Adaptation. I had always meant to use it in some personnel screening way, but the years turned into decades with my attention elsewhere. My copies

of test and manual burned up in May 2013 in an apartment complex fire. EVA may still be out there somewhere, waiting to be discovered.

-The Auto-kinetic Effect (Schweitzer 1857, Adams 1912, Sherif 1935) as a projective test. In a dark room, a small stationary pinpoint of light appears to move but this illusion is only a reflection of movement from the observer. In my pilot study at Michigan State University in 1963, specific instructions to say what was being spelled out by the light led undergraduate volunteers to discern whole illusory sentences, occasionally of some significance (or embarrassment) to them. I wrote a research plan for testing this as a psychological projective procedure and submitted it to the National Institute of Mental Health for a clinical research graduate fellowship. They turned me down on the grounds that this work had never been done before. Instead they suggested I submit a proposal that fell more properly within the published expertise of my major professor, a very supportive but non-clinical animal behaviorist. In the end I got the full fellowship, making my family financially secure during my graduate education, but the research NIMH approved involved earthworm perception (they can see white light but not red) using a lie detector (GSR) component (Morgan 1964b, Morgan *et al* 1965). The earthworms produced no evidence of auto-kinesis.

-Sensory Deprivation Hallucinations as a therapy or growth opportunity (Morgan 1965, Morgan & Bakan, 1965). We discovered that the three key elements needed to produce visual hallucinations within an hour were an ambiguous perceptual field, a reclining position, and securing the head in a fixed position. For one subject this turned out to be a clinical opportunity. The study provided evidence that such hallucinations (no conscious control of an externally perceived event) were situation-specific waking lucid dreams and not a response to stress. The utility of this as a catalytic clinical or transformative experience in the moment was apparent: an immediate hallucinated dream rather than memory of distant dreams or memories. The equipment was unobtrusive and inexpensive. Possibly someday it will be used in this way. Note: The Arthur Hastings *et al* (2002) "Psychomanteum" research may use some of these components but for the very different purpose of grief resolution. CF. Morgan (2012) and Neimeyer (2012).

4. Impertinent questions

-A large San Francisco mental health center in the 1970s specialized in work with drug addicted clients. Almost all the medical staff were psychiatrists and psychiatric nurses. In addition, I supervised a group of psychology interns while a similar cohort of social workers rounded out the treatment staff. The staff had their own (legal) addictions, particularly to strong coffee which was consumed throughout the day. The one non-psychiatric physician decided to add a non-smoking program as an addition to the client drug addictions already treated. He asked me to develop an inviting form to solicit staff involvement. Beyond demographic and other information requested, I added these two yes-or-no questions: "*Do you smoke?*" and "*Do you believe smoking is hazardous to your health?*" The physician thought these were not useful since all the health staff must know smoking was addictive and hazardous. But he reluctantly agreed. It turned out that he was correct about responses from psychology and social work staff. On the other hand, all the nurses and all the psychiatrists turned out to be smokers and denied this was hazardous to their health. The frustrated physician abandoned his plans and had some coffee.

-In one of our studies involving stress measurements (Morgan & Bakan, 1965) we used GSR, the Taylor Test of Manifest Anxieties (TTMA), and a simple question with a 5 point scale: "*Are you anxious?*" The multiple paged TTMA psychological test did not correlate with the physiological GSR stress measure as highly as did the simple anxious question results, a significant difference both at the 5% level and the time-saving level.

-In a consultation with 13 universities with predominantly Black student populations, Robert Lee Green and I, working with Dr. King's SCLC, agreed to evaluate a summer program designed to bring open-admission entering students up to college entrance performance levels (about a two year jump). The teachers were given a questionnaire before they began their training and their program. At the end of the questionnaire I added this question: "*What % of the students in your class will reach college entrance levels by the end of this summer program?*" At the close of the summer we tallied up the success rates. The Rosenthal effect was in full force. Those predicting failure were obliged by their students; those predicting success had successful students. (The other robust predictor, based on graduation from college success was measured motivation by the student: when teacher and student both reached for the same goal it was usually successful.)

5. Empowerment methods

Professor Eugene Jacobson, a political psychologist, told us graduate students in 1963 that he defined democracy as "*Those most directly affected by a decision make that decision*". This form of democracy might not fit all situations (convicted felons choosing their own punishment would be one such error) but its power, often overlooked, has the potential to be very helpful.

In 1974, the most distressed community in California was slated to receive a substantial federal Children's Mental Health grant to establish a program, contingent on an acceptable grant proposal. Leonard Elkind and I agreed to develop the proposal with the local physicians. The community had great resistance to any outsiders or intervention programs, and with good reason. Their financial poverty and hopelessness had been exploited by various waves of external patronizing professionals, not to mention outright crooks or gangs, and what they reported as hostile police. Authorities with the best of intentions were not welcomed, never trusted. The few surviving physicians wanted this grant to succeed but needed a structure that the granting agency would accept.

We wrote a proposal that stressed empowerment through the Jacobson perspective. Twelve single parent mothers of preschool children would be hired at a substantial salary to staff the program, all under the supervision of a Director (an expert in early childhood education and health). Each day a third of the mothers cohort would be trained in the most powerful methods of human potential and education for their children; a third would be working directly with all their own children applying these methods, and a third would be out in the community sharing their knowledge with other parents. In this way trust was immediate and the information appropriate/engaging. Then a very key empowerment point: while being supervised all year by the Director, that Director would only be rehired if at the end of each year the majority of the mothers agreed to it in a formal confidential vote. They were most directly impacted by the Director's leadership and in this way would have the mental health boost of some control over their work environment. (In a nod to positive psychology and human potentials, our private fantasy was that if the children's abilities accelerated the way we hoped, in a few years the children would be running the program.)

The federal agency loved this proposal and the program was funded. Then, unfortunately, the doctors in the community diverted the money entirely to a different program for distressed adults which seemed to them of higher priority. This proposal though is still out there somewhere and may someday be used.

At universities in Canada, Guam, and another in California, I recommended a different approach to electing faculty to the respective Faculty Senate or Union. Why not let representatives be elected by petition? Let's say we have 100 faculty with a goal of up to 10 Senate seats to be filled. To be

elected, a Senator would only need to present a petition signed by 10 faculty (no more, no less). Nobody can sign more than one petition. Once the signatures are validated, we have representatives. This was also a way to move away from colleges or department regional representatives so as to foster cross-disciplinary representation. With each signatory endorsement so essential, representation would be strengthened. There was no interest in this idea and to my knowledge it has never been tried.

In Guam at the close of the 20th century, there was a university president who was in opposition to almost all the faculty. His former administrative experience had been in the Navy and he ruled his office as a command position. The phrase he preferred for disparaging the faculty he supervised was “*herding cats*” which, presumably, would be difficult if not unprofitable. So it was that the faculty realized that cats should not be herded and neither should they. Being on the faculty at that time, I suggested to the Faculty Union that they do an evaluation of this president as a sort of ‘no-confidence’ vote. They agreed but only on condition I do the evaluation. “*Who will bell the cat?*” was another feline phrase that came to mind. But the faculty were not mice or cats and we proceeded. The evaluation was expanded to every university administrator from Dean on up. I made the evaluation question very simple and direct: “*Should this person continue in their present position?*” with a yes or no response option and a space for comment. This was a deliberately stark question. For anybody to say no- lose your job, given the inherent sense of fairness of most people (particularly in Guam), would mean that some supervisor was beyond redemption. The responses were confidential, universal, and carefully tabulated: almost all respondents wanted him to leave. The easily understood results were distributed to faculty and Board. He left. The evaluation was continued, at least during my time there, on an annual basis and submitted to the Board. The next President and Vice President, despite their prior uneasiness with this approach, were evaluated very highly and morale improved all around. In this way, democracy as Jacobson defined it worked. The people directly affected were empowered.

I had done this in earlier years (1971–1975) while a Dean at the California School of Professional Psychology, San Francisco. Everybody, including all administrators, staff, and faculty, were evaluated annually as to their continuity with the results publicly available to the community. Overall the reviews were highly positive and morale improved. These days it is now normal for faculty to be evaluated by their students but at a different level supervisees evaluating supervisors, when done at all, is often spotty, secret, overly intricate, and hard to interpret. An annual concise direct review of supervisors by supervisees can improve morale, enhance productivity, and solidify a healthy work environment. It would be good to see more of this.

Finally: an unpublished survey of psychologists done by Gene Orro found that of 32 possible applied functions we can do, the most satisfying was to supervise. The least satisfying? As you might have guessed: to *be* supervised. No point trying to herd psychologists either.

Note: I would be remiss in this exercise if I did not also personally thank our Editor, Valerie Hearn, for her encouragement, leadership and inspiration since 2007. She welcomes new ideas, international collaborations.

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