



APPLIED PSYCHOLOGY AROUND THE WORLD

Fellows of IAAP
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Editorial

Pr. Dr. Christine Roland-Lévy, IAAP President (2018-2022)

This 4th Volume of Applied Psychology Around the World opens 2022. On behalf of the Executive Committee, I wish you the very best for this New Year, hoping that it will be easier than the previous years, 2020 and 2021.

I toast to you with my warmest wishes which are to be shared with your loved ones, as I really hope that you are all as well as possible.

As we know, the COVID-19 pandemic is still spreading across the planet, but with the vaccines there is hope for the future and the disease is milder for those who are vaccinated - which unfortunately is not the case for everyone.

Indeed, the past two years, which included our Centennial anniversary year, have been very unusual and we have missed most of our normal projects and could not meet in person, but this is only postponed to what we hope to be a near future.

In fact, the future is still quite fuzzy, and this is the reason we have decided to postpone our next ICAP to 2023, July 24-28, trusting that by then, the world will have recovered from the pandemic and that we will be able to meet for real in Beijing, China, for a wonderful 30th International Congress of Applied Psychology with the theme *Applied Psychology for a Better World!* This theme is very appropriate in the context of post-COVID to promote and increase exchange among psychologists from around the globe in their common pursuits of science and science-based solutions to both social and individual problems. While the program will feature the latest developments in basic psychological research that can be applied to “real world” problems, this 30th ICAP will be a memorable platform bridging psychological traditions of the East and the West and



bringing together practitioners and researchers in psychology. It will be an opportunity to reaffirm the importance of applied psychology for society in general and the world as a whole. The ICAP 2023 will indeed contribute to creating a better world for the future. At this ICAP, the first in China and the first since our Centennial celebrations, we look forward to welcoming each one of you along with many new participants joining the international community of psychologists from all over the world.

During the first hundred years, IAAP has been serving society, promoting the benefits of applied psychology to people and societies, and expanding its action all around the world. The year 2020 was a great opportunity to celebrate the achievements of IAAP's first century and to look ahead and build up strategies and actions for applied psychology to strengthen its services and contributions globally and in the different parts of the world.

Editorial cont.

2021 was also great for IAAP, even though we still have not been able to see each other in person. Thanks to your continued contributions, IAAP has gained over 350 new members with our project *Each One, Reach One*, our divisions have hosted four outstanding *Webinars*, four new issues of *APAW* have been published, and we held our first *Early Career Marathon* with great success.

We are looking forward to another great year in 2022!

Now, this first issue of Volume 4 of *APAW* is devoted to our Fellows.

What are IAAP Fellows?

The Fellow membership category is defined in Section 4.03 of our Constitution as follows:

"A Fellow shall be a distinguished psychologist who has made substantial contributions to the field of applied psychology, which can include service to the Association. To be nominated for Fellow status in IAAP, an individual must be a Full Member of the Association for no less than four years at the time of the election and must have at least ten years of experience as a psychologist. A Fellow is a Full Member who has been promoted to the rank of Fellow and, as such, pays the same dues as a Full Member unless the Board of Directors directs otherwise."

How to be considered a Fellow of IAAP?

One needs to be nominated by at least two members of IAAP. For more details on this, [go to the IAAP webpage](#), knowing that this process is closed now and will restart only in 2024, for nominations at the 31st ICAP which will take place in Florence in July 2026.

The Committee on Fellows considers the potential nominations for Fellow status based on a broad range of contributions. As stated on the above webpage, those include the following:

- Publications that report impressive work, have an impact upon the work of others and have been

refereed appropriately (considering publications not only in English but also in other languages).

- Innovations in research and/or practice that have had a notable and documented impact on applied psychology and are in the public domain (this includes symposia, workshops/seminars, invited addresses, and so forth).
- Citation of the nominee's work by others (not only in English but also in other languages).
- National, regional, or international impact through leadership in offices of psychological associations.
- Accumulation of impact over time demonstrated in forms such as the resolution of important issues in the field or opening new and fruitful areas of study or practice.
- Sustained research contributions in refereed journals with favorable citation by other scientists (considering not only publications and citations in English but also in other languages).
- Contributions in publications generally available to the profession or otherwise widely communicated (such as through participation as a presenter in the programs and meetings of professional groups and associations).
- Development of theory or method of other scholarly pursuits.
- Election to a Board of editors or as the editor or associate editor of a major journal in the field (considering journals published not only in English but also in other languages).
- Generation of new knowledge/formulations/programs.
- Outstanding teaching, as evidenced in part by having trained many graduates who themselves have positively influenced the field.
- Demonstration of leadership and initiative in identifying problems, defining goals, formulation methods, and facilitating a productive exchange of ideas in the field.
- Active leadership and participation in relevant professional associations. Creative leadership in programmatic developments in research,

Editorial cont.

- teaching, service, or community activities.
- Outstanding mentoring (e.g., intern supervision) as evidenced in part by having mentored individuals who themselves have positively influenced the field.
- Receipt of awards for research or service contributions (e.g., scientific contributions award, professional contributions award).
- Service as head, chairperson, or director of a department graduate program or agency recognized as outstanding by peers and colleagues.
- Invitations to address national and international conferences or conduct workshops at such conferences.
- Administration of psychological programs through positions involving considerable technical responsibility, effective supervision of professional personnel, or installation of programs in an organization.
- Evidence of favorable psychological impact upon the total program of major organizational units and/or local, national, or international programs.
- Appointment to study sections or other national review bodies; major participation in scholarly reviewing activities.
- Spreading an understanding and application of new knowledge through innovations in teaching and/or practice.
- Evidence or documentation that the person nominated has enriched or advanced the field on a scale well beyond that of being a good researcher, practitioner, teacher, or supervisor.
- Outstanding service on IAAP board of directors or committees, or Division boards or committees, when such service can be shown to have had a positive impact on the field of applied psychology as science or practice.
- Contributions through sustained and influential consultation to governmental bodies.
- Authorship or editorship of major books, including textbooks.
- Invitations to contribute whole chapters or major sections of books, including textbooks.
- Election or appointment to a relevant office based at least in part on technical/professional competence (e.g., national psychology Board).
- Publication of a favorably reviewed and influential film or video series that conveys relevant psychological facts and principles, their application, or both.
- Election to Fellow status in related broad-based scientific or scholarly societies.
- Evidence that the candidate has contributed to the promotion of the status of applied psychology as a force on the social-political scene, especially efforts that enhance the image of applied psychology and its value.
- Other contributions that have served applied psychology and IAAP for many years.

In short, nominations for Fellow membership status in IAAP can be research-based, practice-based, teaching or education-based, service-based, administration-based, or any combination, contributing to applied psychology.

Who are IAAP Fellows?

The first Fellows within IAAP were elected at the ICAPs held in Athens (2006), Melbourne (2010), Paris (2014), and Montreal (2018). As mentioned, the next round will be this year in July, but the certificates will be provided in Beijing at the 30th ICAP in July 2023. The next class of Fellows will be elected for 2026.

Throughout the years, IAAP has elected 170 Fellows ([see the full list here](#)).

Among these Fellows, some have passed away but they are still on our list even though the Fellow membership category implies “paying the same dues as a Full Member unless the Board of Directors directs otherwise”.

Among these Fellows who passed away are some Presidents of IAAP, including Claude Lévy-Leboyer, our first woman President (1982-1990), Edwin A. Fleishman (1974-1982), and Bernhard Wilpert (1994-1998). We also have some well-known colleagues

Editorial cont.

who were Presidents of other associations, such as Robert Roe who was President of the *European Federation of Psychology Associations* (EFPA) and one of the founders of EAWOP, the *European Association of Work and Organizational Psychology*; Fons van de Vijver who was President of the *International Association for Cross-Cultural Psychology* (IACCP); and Cigdem Kagitcibasi who was the first woman president of the IACCP, Vice President of the *International Union of Psychological Science* (IUPsyS) and the President of the *International Social Science Council* (ISSC). It seems to me difficult to just withdraw these names, I believe that we should find a proper way to keep them on

our Fellow list as Honorary Fellows. The BoD will have to discuss this during our next BoD meeting.

As this issue is devoted to our Fellows, let me give them the floor. 43 Fellows will briefly describe what they are doing in their professional life and how they contributed to IAAP; a few of them could not be reached and we have included extracts from the web describing the biographies of seven of our other Fellows.

These contributions constitute a nice tribute to IAAP Fellows, and I warmly thank each one of them for contributing to this project.

Wishing you peace, happiness, and health!



Helio Carpintero

IAAP Fellow, elected 2006

A former professor of psychology at the Universities of Valencia, Complutense de Madrid and UDIMA (Distance University of Madrid). Close disciple of philosopher Julian Marias and psychologist Jose L. Pinillos, Ph.D. from the Complutense University of Madrid.

First Dean of the Faculty of Psychology at the University of Valencia (1983-8). Director of more than ten research projects, and fifty doctoral theses. He has been founder and director of the *Revista de Historia de la Psicología*, and founder and first President of the *Spanish Society for the History of Psychology*.

President of the *Spanish Federation of Psychology Associations* (1994-2004), Member of the steering committees of the *International Union of Psychological Science* (2004-2012), and of the *International Association of Applied Psychology* (IAAP) (1994 -2012), and “fellow” of IAAP in 2006. Founder and first President of the IAAP History of Applied Psychology Division – Division 18 (2010-14).

His books include *History of Psychological Ideas* (1996); *Sketch of a Psychology according to the vital reason* (2000); *History of Psychology in Spain* (2004); *Luis Simarro. Between psychology and citizen action* (2014); *Ortega y Gasset, psychologist*, (2019) He edited, with R. Ardila and A.J acó-Vilela, the *International Association of Applied Psychology. A centennial history 1920-2020* (2020). He is the author of numerous articles in international and national journals on the history of psychology, in particular on the Spanish exiles in Latin American psychology, and on the application of bibliometric methodology to the study of psychological publications. Doctor *Honoris Causa*



by the Universities UNED (Madrid), Valencia, Malaga, and San Luis and Córdoba (Argentina). He is a member of the *Royal Academy of Moral and Political Sciences of Spain* (2000) and of the *Academy of Psychology of Spain* (2015); he is also a foreign correspondent of the *Académie Royale de Belgique* and of the *Academia das Ciências de Lisboa* (2005).

He is currently doing research on the presence and international impact of Spanish psychologists.

Gary Latham

IAAP Fellow, elected 2006

I completed my Master's degree in industrial-organizational psychology at Georgia Tech in 1969. My thesis was on the development of performance criteria for assessing the job effectiveness of pulpwood producers. Upon presenting my results to the American Pulpwood Association, I was hired as their staff psychologist. It was there that my research led to my discovery of the effect of setting specific, high goals on the productivity of pulpwood crews, subsequently published in the *Journal of Applied Psychology* (JAP).

In 1973, I completed my doctoral studies at the University of Akron under the supervision of Gary Yukl. My degree was conferred a year later. My dissertation topic was on the effect of assigned versus participative goal setting on pulpwood crew productivity. I was immediately hired by Weyerhaeuser, a global forest products company, located in Tacoma, Washington. The results of my dissertation were also published in the *Journal of Applied Psychology*.

Gary Yukl urged me to send first drafts of my above two papers to Edwin A. Locke as he was publishing the results of goal setting on task performance in laboratory settings. He responded to my "snail mail" within days of receiving them. That was 1973. We co-authored our first paper together in 1975. We have continued to do so to the present day. Our biggest fights have been over authorship. He has insisted that I be first author while I have insisted that he deserves the honor.

By 1975, I had published five articles (JAP and *Personnel Psychology*). Fred Fiedler invited me to join the psychology department as an adjunct professor. I ended up working four days a week at Weyerhaeuser and one day a week at the University of Washington,



Seattle. In 1976, this was reversed. I worked one day a week at Weyerhaeuser and four days a week at the University of Washington. In 1983, I was invited to join the business school as an assistant professor. In 1986, I was a full professor and department chair of management and organization. In that time period I had developed Behavioral Observation Scales for assessing and coaching performance, situational interviews for selection purposes, and behavioral modeling, based on Bandura's research, for training first line supervisors' ways of working effectively with unionized employees (there had been a wild cat strike). Each of these interventions led to papers published in the top tier journals in my field. By 1976, my

Gary Latham cont.

work was being cited in the *Annual Review of Psychology* and I was being invited to speak at the *Canadian Psychological Association* (CPA) and Division 14, Industrial-organizational psychology, of the *American Psychological Association*. Division 14 was later incorporated as the *Society for Industrial-Organizational Psychology*, more commonly known as SIOP.

I benefited greatly from mentors at the undergraduate, masters, and PhD levels. My research productivity and my presentations at scholarly societies captured the attention of senior people in my field. In addition to Locke and Yukl, my life-long mentors included Ed Fleishman, editor of JAP, when I began publishing my work in 1973, Fred Fiedler, Albert Bandura and of course, Ed Locke and Gary Yukl. All of them gave me life-long coaching skills (Fleishman: Give your drafts to your enemies before you submit your paper; your friends will tell you how good it is while your enemies will gladly point out its deficiencies. Listen to your enemies). To this day I actively solicit critiques of my work before I send it to a journal.

In 1990, I accepted an endowed professorship in the business school with an adjunct appointment in psychology at the University of Toronto. In 1999-2000, I was the first person from a business school to be elected president of CPA. In 2008-2009, I became the first person who lived outside of the US to be elected President of SIOP. While President, Ed Fleishman, a Past President of IAAP, asked me to consider running for President of Division 1 of IAAP, Michael Frese (a Past President of IAAP), Janel Gauthier (a President Elect of IAAP), and Jose Peiro (at that time the current President of IAAP) did likewise. My last day as SIOP President, Virginia Schein (a past president of IAAP, Division 1) and Jose sealed the deal. I agreed to run and was subsequently elected. In addition to serving as Division 1 President, I have published several papers in *Applied Psychology: An International Review*, and I have led a task force on the development of a strategy for IAAP.

Nigel Nicholson

IAAP Fellow, elected 2006

FIAAP, FBPsS, FBAM, FFI,
Emeritus Professor of Organisational Behaviour
London Business School

The IAAP changed my life. It introduced me, as a young scholar, to a truly global perspective on my contribution to science and introduced me to people who became lifelong friends and collaborators. It helped to create and sustain a mindset attaching meaning, innovation, and significance to my work as a thinker, researcher, and educator. How did this come about? I shall briefly tell my personal story about the journey that brought me to this awareness. It was by an unconventional but visionary route.

My parents were what used to be called “bohemian” – both published novelists, living a very free and unstructured life, which led me, the youngest of three, to leave home and school at the age of 16 to seek my fortune as a journalist, taking positions as a reporter on local newspapers in the UK. I loved it but discovered I wanted something more. I didn’t know what, so I drifted off on a 10-month voyage of discovery at the age of 18, hitchhiking a meandering route 32,000 km through Europe, the Middle East, Iran, Afghanistan and the length and breadth of the Indian subcontinent. I returned with a determination to study Psychology, which eventually I did after securing entry qualifications a couple of years later.

I loved the subject but had no idea what I wanted to do with it, until in my second year I attended a talk by an industrial psychology practitioner, who told the story of the famous Tavistock Institute research in 1951 on the issues arising from the introduction of new mechanized methods of coal mining. This revolution initially caused huge problems, until the psychologists figured out that the innovation had decoupled the social and technical systems, which they resolved through their intervention to re-engineer the structure of working arrangements. This was a light bulb moment for me. I knew immediately that my lifetime mission would be to help make organizational and



management systems fit for humans, and to help people adapt to be fit for diverse working environments, as indeed it has been to this day.

It was an easy choice for me on graduating to sign up to a major government commissioned project to investigate the causes of absenteeism, where I learned the hard way about what to do when results contradict the accepted wisdom of the literature. This became a theme of my lifetime in research – to challenge the status quo in theory and let the data speak the truth. Three years later, I joined the legendary Social and Applied Psychology Unit at Sheffield, where I remained as a research team leader for 17 years, pioneering psychological approaches to labor relations, and subsequently work role transitions. The former work never achieved high profile international recognition, but I learned hugely about how to conduct high quality research using interdisciplinary multi-level methodologies and theory.

Nigel Nicholson cont.

It was at this time that I started attending IAAP conferences, first in 1978 where I presented on both absence and industrial relations, and where I formed a lifelong friendship with Michael Frese, who subsequently became one of our most progressive Presidents. A sabbatical year with Lou Pondy, Gerry Salancik, and Keith Murnighan – all now sadly departed – and a host of other front-line scholars at the U of I in Champaign-Urbana – set me on a vital new research path: the study of work role transitions. This became a lifelong project, and it is still at the forefront of my ongoing work on biography. This turned out to intersect with many important areas of study, such as careers, leadership, organizational culture, and interpersonal effectiveness, around which I later developed a suite of executive teaching programs at London Business School.

I joined the School in 1990, which set in train massive and often quite testing learning. It was a revelation to discover how to create a virtuous cycle between research, theory and organizational application, through writing, teaching and consulting. I stayed at London Business School until I retired nearly 4 years ago, but throughout this time the IAAP remained a beacon of light for me. It revealed in how it brought people and ideas together in a uniquely invigorating multicultural marketplace of minds. I presented, appeared on panels, ran workshops, and organized symposia; one of my favorites was with Michael Frese, on *Personality and Work*, at the Madrid 1994 Congress. It was always an unparalleled privilege to soak up the energizing common purpose and fellowship of the Association. My last appearance was in 2010 when it was a huge and humbling honor to be given the Distinguished Scientific Contribution Award; an absolute career highlight for me.

Throughout my career I have maintained a high degree of intellectual mobility – maybe because I have enjoyed over five decades of stable employment in two supportive institutions. In the latter half of this period three other very important areas have dominated my thinking. The first was finance where I led another major interdisciplinary project, this one much more high profile than the labor relations

work, on the challenges of behavioral risk, cognitive bias and management decision-making in investment banking. Our conclusions eerily prefigured the crash of 2008, which followed shortly after.

The second was the life-changing intellectual personal transformation of my awakening to the penetrating insights of the new Darwinism, in 1995. This was momentous for me, and I made it my mission to introduce its powerful truths to the field of organization and management, which I have continuously striven to do ever since in a stream of publications, journalism, teaching and research applications. My work on evolutionary psychology led me – via my interest in the dynamics of kinship – to the third and last main phase of my research career, the spectacular riches of the field of family business, an area in which I continue to teach and practice.

It has been a fabulous privilege to enjoy such a wonderfully varied and gratifying career, full of inspiring people, ideas, and experiences. I have published a great deal – over 20 edited and authored books, around 200 academic and practitioner articles, and lots of journalism, media and conference presentations – please see www.nigelnicholson.com to access many of these. I am currently engaged on two book projects, but recent others that have meant most to me are these:

Nicholson, N. (2013). *The 'I' of Leadership: Strategies for seeing, being and doing*. Chichester: Jossey-Bass.

Gordon, G., & Nicholson, N. (2008). *Family Wars: Classic conflicts in the family firm and how to deal with them*. London: Kogan Page.

Fenton-O'Creevy, M., Nicholson, N., Soane, E., & Willman, P. (2005). *Traders: Risks, Decisions, and Management in Financial Markets*. Oxford: Oxford University Press.

Nicholson, N. (2000). *Executive Instinct*. New York: Crown Business Books. (*Managing the Human Animal*. London: Texere – Paperback edition, 2004 Thomson Learning.)

Thanks for the privilege of letting me tell my story. I wish you all well in this great adventure, where the IAAP remains a home from home.

Glyn C. Roberts, Ph.D.

IAAP Fellow, elected 2006

Professor Emeritus of Psychology

Department of Coaching and Psychology, Norwegian University of Sport Science, Oslo, Norway

Glyn C. Roberts retired from the Professorial Chair of Psychology at the Norwegian University of Sport Science in 2012. Previously, he was Professor in the Department of Kinesiology (1973-1998) at the University of Illinois at Champaign/Urbana.

Glyn Roberts's research has focused on the motivational determinants of achievement and has been particularly concerned with the motivation of children in the competitive sport experience. Of late, he has been more involved in investigating the motivational variables that promote behavior change of obese individuals to persist with exercise regimens. Within motivation research, he has focused on how the achievement goals of individuals affect their cognitive, affective, and behavioral responses in sport and physical activity contexts. He has been on research grants for over 2 million dollars in the US, including being a Primary Investigator on a National Science Foundation grant to investigate research ethics in science. He has been PI on a research grant for 800,000 Euros from the Norwegian Science Council while at Norwegian University of Sport Science (NUSS), and is currently part of a team of investigators using allegiance to sport clubs to attract obese fans to an exercise and diet program titled European Fans in Training (EuroFIT). The team used 15 premier League football clubs in Britain, Portugal, Norway and the Netherlands supported by a research grant from the EU Commission for 6 million Euros.

He has over 300 publications, including 15 books and 78 book chapters, and has made over 350 presentations of his research worldwide. Professor Roberts has over a 100 invited presentations of his research



work, and has also made over 50 invited keynote presentations at International Congresses of Psychology and Sport Psychology. He has several distinguished scholar awards, including the Honor Award of the *International Society of Sport Psychology* (ISSP; 1997), the Coleman Griffith Scholar Award for 2008 of the *Association of Applied Sport Psychology* (AASP), is a named Distinguished Scholar of the *North American Society Psychology of Sport Physical Activity* (NASPSPA; 1998), and was relatively recently awarded the Clark Hetherington Award (2014), the highest award for distinguished scholarship of the US National Academy of Kinesiology.

Dr Roberts was introduced to IAAP by a colleague from Israel (Dr Emma Geron) who had served on the IAAP Board of Directors (BOD) and invited him to represent sport psychology in IAAP. Dr Roberts served

Glyn C. Roberts cont.

on the Executive Committee of IAAP (1986-2002) and served on the BOD of IAAP (2006-2014). While serving, Dr Roberts founded Division 12 (Sport Psychology) in 1994 and was the Founding President (1994-1998). He became a fellow in 2006.

Dr Roberts has had considerable international involvement, he is a Past President of NASPSPA (1981-82), Past President of the *European Federation of Sport Psychology* (1999-2003), and past President of AASP (2008-2010). He has also served as the Secretary-General of ISSP for 8 years (1985-1993). He is a Fellow of the *American Academy of Kinesiology*, and a

founding Fellow of AASP. He is serving or has served as Editor, associate editor, or member of the Editorial Boards of most of the major journals in the area and was Founding Co-Editor of *The Sport Psychologist*.

Dr Roberts is a certified consultant of AASP, was a consulting sport psychologist for the *United States Gymnastic Federation* for 10 years (1983-1993), and presently consults with Olympic and other Norwegian sport organizations, musicians, as well as with individuals in several sports.

Toshio Sugiman

IAAP Fellow, elected 2006

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My research area is group dynamics. It is however quite different from traditional group dynamics which was created by Kurt Lewin amidst the second world war and has been unfortunately declined by a large number of rigorous but infertile empirical studies by his successors, typically small group research in laboratory settings. Lewin's holistic perspective reflected in his theory of social field and his focus on a real world reflected in his action-research have been totally forgotten.

In new group dynamics I proposed, collaborative practice by both researchers and people working in various real fields are emphasized while maintaining social constructionism as its meta-theory. Fields of such a practice are diverse; industrial organization, urban and rural community, healthcare, education, family, environmental conservation, international and domestic conflict and so on.

My publications in English include 'Meaning in action: Constructions, narratives, and representations' (edited with Kenneth Gergen, Springer, 2008), 'Theory in the context of collaborative inquiry' (*Theory & Psychology*, vol. 16, no. 3, 2006), 'Development of a new evacuation method for emergencies: Control of collective behavior by emergent small groups' (*Journal of Applied Psychology*, vol. 73, no. 1, 1988) etc.



I was a president of the Japanese Group Dynamics Association in 1994-98 and a member of the editorial committee of *Applied Psychology: An International Review* and am a member of the editorial committee of *Culture & Psychology* since 2006 and a fellow of the International Association of Applied Psychology since 2006. Beside many friends in the US and Europe, I have strong connections with Asian and African institutes such as Chinese Academy of Social Science, Khartoum University, Sanata Dharma University in Indonesia, etc.

Robert Wood

IAAP Fellow, elected 2006

Professor Wood has held senior appointments at top universities in Australia and around the world, including UNSW's AGSM, Melbourne Business School, University of Western Australia and as a Visiting Professor at the Kellogg School, Northwestern University. He is a Fellow of the Academy of Social Sciences in Australia, the Australian and New Zealand Academy of Management, the American Psychological Association and the International Association of Applied Psychologists.

Professor Wood gained his PhD at the University of Washington and undertook post-doctoral studies at Stanford under the guidance of Albert Bandura, the most famous architect of Social Cognitive theory. The author of many scholarly journal articles, books and book chapters, Professor Wood has made contributions to a wide range of research fields throughout his career. He was founder of the Centre for Ethical Leadership at the University of Melbourne, and has served on the Executive Boards of the Academy of Social Sciences Australia and the International Association of Applied Psychology.



Neil Anderson

IAAP Fellow, elected 2010

I am Professor of Human Resource Management and Director of the People, Organizations and Entrepreneurship Research Centre at the Bradford School of Management from September 2018.

I obtained my PhD in Industrial-Organizational Psychology from Aston University in 1989, and have previously held chairs at the University of London (Goldsmiths College) and the University of Amsterdam (The Netherlands). Having published in several areas spanning HRM and Organizational Psychology over a number of years. I am Fellow of the British Psychological Society, a Chartered Occupational Psychologist, Fellow of both the American Psychological Association and Division 14 of the APA (the Society for Industrial-Organizational Psychology), Fellow of the IAAP (2006), and an Academic Fellow of the CIPD.

Having published over 100 refereed papers, 20 books, and over 60 book chapters, my scholarly work has appeared in a number of the top-tier journals in the field including the *Academy of Management Journal*, *Journal of Management*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Personnel Psychology*, *Human Relations*, *Human Performance*, and the *Journal of Occupational and Organizational Psychology*. In addition, I have also co-edited a number of major handbooks including the Blackwell Handbook of Selection (2005) and the Handbook of Industrial, Work, and Organizational Psychology published by Sage (2001/2017). As a former Editor and Associate Editor, I continue to serve on the international editorial boards of several other scholarly journals including the *Journal of Management*, *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Journal of Occupational and Organizational Psychology*, *International Journal of Selection and Assessment*, and the *European Journal of Work and Organizational Psychology*, amongst others.

I have built up wide experience of departmental and university management roles, and over the years I have won funding from research councils and



third-wave foundations in three countries, including a Leverhulme Trust funded center into innovation research in the workplace, and, most recently, NASA (the MARS mission project). In total, I have won in excess of 3 million pounds of research support from a wide range of funding bodies in several countries.

Having previously been Visiting Professor to several universities in the UK, China and the USA, I am currently Visiting Professor at the University of Maastricht (The Netherlands) and the University of Valencia (Spain). Retaining a close interest in the practical application of scientific research in human resource management practices in organizations, I have also consulted to numerous organizations in the UK, Europe, and the USA on issues relating to personnel psychology and organizational performance, including British Aerospace, the British Army, Shell, Saville Consulting, and NASA in the USA (Jupiter and MARS Missions).

Rabi Bhagat

IAAP Fellow, elected 2010

Rabi S. Bhagat University of Memphis, USA

Rabi S. Bhagat (PhD, Business Administration, University of Illinois at Urbana-Champaign) is a Professor of Organizational Behavior and International Management at the Fogelman College of Business and Economics of the University of Memphis.

Prior to his appointment at the University of Memphis in 1990, he was a Professor of Organizational Behavior and International Management at the University of Texas at Dallas. In addition to several visiting professorships in the U.S., he has been a visiting scholar at Korea University Business School in South Korea, University of Sao Paulo in Brazil, Indian School of Business in Hyderabad, and City University of Hong Kong in China. In 2006 he was one of the co-recipients of the W. Scott Myers award for applied research in the workplace from the Society for Industrial and Organizational Psychologists (Awarded to the GLOBE international research team being led by Robert House from the Wharton School of the University of Pennsylvania).

His current research interests are focused on cross-cultural variations of organizational behavior with special emphasis on the interaction of cultural variations in the era of globalization. His work has appeared in the *Academy of Management Review*, *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of International Business Studies*, *International Journal of Intercultural Relations*, *Journal of Vocational Behavior*, and *International Journal of Cross Cultural Management*, as well as in numerous chapters and monographs in advanced research volumes.

He served on the editorial board of *Journal of Organizational Behavior*, *Journal of Management* and *The Journal of International Business Studies*. Currently he is on the editorial board of the *Asia Pacific Journal of Management*, *Journal of International*



Management and the *Samara Journal of Cultural Studies* published by the University of Samara in Russia (from 2011). He has previously been on the editorial boards of *Academy of Management Review*, *Journal of International Business Studies*, *Journal of Cross-Cultural Psychology*, *Journal of Occupational Health Psychology*, *Journal of International Management*, and *International Journal of Cross-cultural management*.

He has co-edited the special issue of the *Journal of International Business Studies* (April 2010) on the theme of The Rise of Asia and Global Corporations in the 21st Century: Strategic, Institutional, and Cultural Implications. He also edited the special issue of the theme of Megatrends in World Cultures and Globalization for the *Journal of International Management* (June, 2006) and the *International Review of Applied Psychology* on the theme of workforce diversity in the international context (July, 2003).

Rabi Bhagat cont.

Rabi Bhagat co-edited (with Richard M. Steers of the University of Oregon -Eugene) the Handbook of Culture, Organizations, and Work published by Cambridge University Press in UK in June, 2009. He has published the following two books and is working on a third book on the topic of global mindset to be published by Stanford University Press:

1. Work Stress and Coping in the Era of Globalization (with James C. Segovis and Terry Nelson (Psychology Press/Taylor & Francis—2012)
2. Managing the global organization: A cultural perspective with Harry C. Triandis and Annette McDevitt entitled, (to be published by Edward Elgar Publishing in January 2013).

He co-edited the Handbook of Intercultural Training (with Dan Landis, Sage Publications, 1996). He also co-edited Human Stress and Cognition in Work Organizations: An Integrated Perspective (with Terry A. Beehr, John Wiley Inter-Science, 1985) and Work Stress: Health Care Systems in the Work Place (with James C. Quick, Jonathan D. Quick, and James Dalton, Praeger Publishing, 1987). He co-authored International Management: Managing in a Diverse and Dynamic Global Environment (with A.V. Phatak and R. J. Kashlak, McGraw-Hill-Irwin, 2005). The second edition is published in January 2009 by McGraw-Hill Irwin Publishing.

Rabi has presented over 109 papers in American and international conferences and various leading universities in the US, U.K., Canada, Australia, New Zealand,

Japan, China, Russia, South Korea, Taiwan, Hong Kong, Sweden, Turkey, Israel, India, Italy, Spain, Malaysia, Singapore, Indonesia, Poland, Greece, France, Switzerland, and Brazil (over 25 countries since 1986 until 2010). Recently, he was invited to New York Institute of Technology, at Abu Dhabi, U.A.E. to guide junior faculty to conduct more rigorous research in the area of international and cross-cultural management.

Dr. Bhagat is a Fellow of the International Academy of Management (Head office in Barcelona, Spain), American Psychological Association (APA), the American Psychological Society (APS), the Society for Industrial and Organizational Psychologists (SIOP), the *International Association of Applied Psychology* (IAAP - 2010), the International Academy for Intercultural Research (IAIR), and is a member of several professional associations.

His research has been funded by the University of Memphis, the University of Texas at Dallas, and by the National Science Foundation. For his research design, he was awarded the James McKeen Cattell Award in 1979. In 2006, he was the co-recipient of the W. Scott Myers Award for applied research in the workplace from the Society of Industrial and Organizational Psychologists (SIOP).

David Chan

IAAP Fellow, elected 2010

Professor David Chan received his PhD in Industrial and Organizational Psychology from Michigan State University. He is Professor of Psychology and Director of the Behavioural Sciences Initiative at the Singapore Management University (SMU) and Adjunct Principal Scientist and Scientific Advisor at the Agency for Science, Technology and Research (A*STAR) in Singapore. He is a recipient of the Lee Kuan Yew Fellowship Award for Research Excellence. He was formerly Co-Director of the Centre for Technology and Social-Behavioural Insights jointly established by A*STAR and SMU. He was also formerly Deputy Provost of SMU, Deputy Director of Wharton-SMU Research Centre, and the founding Interim Dean of the SMU School of Social Sciences.

Professor Chan's research includes areas in behavioral sciences and public policy, research methods and data analyses, longitudinal modeling, multilevel issues, personnel selection, adaptation to changes at work, and subjective well-being. His works have been published in top psychology, management, and methods journals such as *Annual Review of Organizational Psychology and Organizational Behavior*, *Applied Psychological Measurement*, *Cognition*, *Journal of Computational Social Science*, *Current Directions in Psychological Science*, *Human Performance*, *Intelligence*, *International Review of Industrial and Organizational Psychology*, *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, *Multivariate Behavioral Research*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Personality and Social Psychology Bulletin*, *Personnel Psychology*, *Professional Psychology*, and *Social Indicators Research*. He has authored or edited 14 books published by Routledge, SAGE, and World Scientific in various areas of social and behavioral sciences as well as on social, political, and psychological issues in Singapore.



In 2000, Professor Chan was ranked 9th world-wide in the Top 100 most published researchers of the 1990's in the top journals of Industrial and Organizational Psychology. In 2020, a Stanford University global study of researcher impact named him in the top one percent worldwide among all scientists across all disciplines. Currently, his works have been cited over 13,000 times in various disciplines. He has received numerous international scholarly awards including the Dissertation Research Award from the American Psychological Association and the Scientist-Practitioner Presidential Recognition Award, the Raymond Katzell Award for Industrial and Organizational Psychology, the Distinguished Early Career Contributions Award, the Edwin Ghiselli Award for Innovative Research Design, and the William Owen Scholarly Achievement Award from the Society for Industrial and Organizational Psychology.

David Chan cont.

He has served as Senior Editor of the *Asia Pacific Journal of Management*, Associate Editor of the *Journal of Organizational Behavior*, Advisory Editor for *Oxford Bibliographies (Management)* published by the Oxford University Press, member on editorial boards of several journals and reviewer for several grant agencies in United States, Hong Kong, and Singapore.

Professor Chan is consultant to numerous public, private and people sector organizations in Singapore. He currently serves as a member of the Social Science Research Council, the National Taskforce on Diabetes Prevention and Care, and the Singapore-Japan Joint Committee on Science and Technology; a director on the Board of the National Parks (NParks) Board; and Chairman of the Selection Panel for the A*STAR's Social Sciences Innovation Seed Fund. He has also previously served as a member of Public Hygiene Council, the National Council on Problem Gambling (NCPG), the International Panel of Experts and the Research and Development Advisory Panel for the Urban Redevelopment Authority, the International Advisory Panel for the SkillsFuture Singapore and the Workforce Singapore, the Governing Board for the Workplace Safety and Health Institute, the Research Advisory Panel for the National Population and Talent Division; a director on the Board of the Agri-Food and Veterinary Authority, the Board of the Singapore Corporation of Rehabilitative Enterprises, and the Board of the National Volunteer and Philanthropy Centre; and Chairman of the International Advisory Panel to the NCPG.

He is a recipient of the Long Service Volunteer Award and the Outstanding Volunteer Award from the Ministry of Social and Family Development, the Long Service Volunteer Award and the Special Recognition Honour by the Ministry of Home Affairs for outstanding contributions to the Home Team in the field of psychology, the Medallion Award for Distinguished Service from the Ministry of National Development,

and the Public Administration Medal (Silver) which is a National Day Award presented by the President of the Republic of Singapore.

Professor Chan writes op-ed articles in *The Straits Times'* by Invitation Series, which is a regular newspaper column on social issues. He appears regularly on *Channel NewsAsia* current affairs television programs, and he is the consultant to the *Channel NewsAsia's* "Social Experiment", which is a 5-part program series that examines human behaviors and social phenomena using scientific experiments, as well as "Days of Disasters", which is an award-winning 5-part documentary series that examines the lessons learned from previous disasters in Singapore.

Together with Economics Nobel Laureate Professor Daniel Kahneman, Professor Chan served on an international committee who authored a report for the United Nations on measures of national well-being across countries that was subsequently incorporated in its UN Human Development Report. He is the first scientist in the world to receive Elected Fellow status of all six international psychological organizations namely, the American Psychological Association, the Association for Psychological Science, the International Association of Applied Psychology, the Society for Industrial and Organizational Psychology, the Society for Personality and Social Psychology and the American Psychological Association's Division for Personality and Social Psychology.

Prior to entering academia, he was a police officer in the Singapore Police Force (SPF). In addition to serving in various operational and staff roles, he designed the SPF Assessment Centre and served as its Chief Administrator, and he also assisted the SPF to conceptualize and set up its police psychological unit.

Esther Greenglass

IAAP Fellow, elected 2010

Professor Greenglass is professor of psychology at York University. She has published widely in the area of gender roles, work-family issues, burnout and stress, health psychology and economic psychology. Her most recent research is in the area of COVID-19, stress and coping with the pandemic's effects. Her work appears in a wide variety of academic journals. She has written or edited 5 books including volumes on emotion and stress and she has contributed over 40 invited chapters to several volumes and encyclopedias in the areas of teacher stress, work and family conflict, gender, anger, health-related issues, burnout, and economic psychology. She has served as guest editor of journals for special issues including *Applied Psychology*. She is an author or co-author of over 160 refereed published articles in scientific journals. She has co-authored *The Proactive Coping Inventory*, currently on the Internet, which has been translated into 12 languages and is being used internationally to assess coping skills.

Professor Greenglass has presented papers at international psychology conferences on a variety of subjects including SARS, job burnout, worker rage, stress, well-being, longevity, coping, social support, and gender. She has been invited to give keynote addresses in Montreal, Japan, Australia, and Singapore, Tokyo, Seoul and Beijing. She frequently organizes symposia for international conferences. She has participated in research conferences in countries in Asia, Eastern and Western Europe as well as in North and South America.

Professor Greenglass is a Fellow of the *International Association of Applied Psychology*, *American Psychological Association*, and the *Canadian Psychological Association*. She organized and convened the first meeting of the *International Society of Health Psychology* in Montreal in 1996 and is an executive member. Professor Greenglass serves on numerous academic journal editorial boards. She has served on the Program Committee of the Health Division of the *International Association of Applied Psychology* (IAAP) for the IAAP meeting in Singapore 2002. She has served as President of Division 8 (Health psychology) of the IAAP (2006-2010). Since 1988 she has regularly



contributed papers to the journal *Applied Psychology: An International Review* (AP:IR).

Since 1988, she has served as Editorial Consultant, *Applied Psychology: An International Review* (AP:IR) and since 2007 she has served on the Editorial board of *Applied Psychology: Health and well-being* (AP:HWB)

Since 2002, Professor Greenglass has served on the Program Committee of Division 8 of IAAP for international meetings in Singapore, Berlin, Athens, and Melbourne.

In 2015, she served on the IAAP Task Force looking into IAAP Congresses to critically evaluate their congresses and recommend ways of improving them

To summarize, since 1988 I have been active in IAAP and regularly participated in their congresses, presenting papers, organizing symposia, and serving in administrative positions. IAAP represents one of the best ways for us to meet psychologists from other countries, share research ideas and collaborate on topics of mutual interest.

Paul R. Martin

IAAP Fellow, elected 2010

I am a clinical and health psychologist, and currently hold Adjunct Professor appointments at Monash University and Griffith University, in Australia. I completed my doctorate, clinical training, and post-doctoral research appointment in the UK at Oxford during the 1970s, before taking up a Lectureship at Monash University in Melbourne in 1979. Over the years I have held positions at six Australian universities including being Head/Director of the Department/School of Psychology at three of them, most recently, Director of the Research School of Psychology at The Australian National University. Throughout this period, I have also been involved in the professional practice of psychology. My main research interest has been headache and migraine, with subsidiary interests in depression, anxiety, stress, and social support. I have authored/edited eight books and 160 journal articles and chapters. My contributions have been recognized in various ways including award of a Centenary Medal "For service to Australian society and medicine" in 2003, and award of a Medal of the Order of Australia "For service to medicine in the field of psychology" in 2015.

My involvement with IAAP began shortly after my election to the office of President of the Australian Psychological Society (APS), a position I held from 2000 to 2004. One of my goals in this role was to make the APS less inward looking and more international in its focus. Initiatives related to this goal included visits to national societies around the world to learn from their experiences, and the signing of memorandums of understandings with other national associations related to cooperation and support. Early in my Presidency, Mike Knowles, a Past President of IAAP, suggested that the APS bid to hold an International Congress of Applied Psychology (ICAP) in Australia. This suggestion was very much in keeping with my international initiatives and hence we worked on submitting a bid. The bid was presented to the IAAP Board at the 25th ICAP held in Singapore in 2002 and



was successful. I was subsequently appointed President of the 27th ICAP which was held in Melbourne in 2010.

The Congress had over 3,000 registrants from 67 countries despite the Global Financial Crisis (GFC) from 2007 to 2009 resulting in the withdrawal of approximately 1,400 submissions. The GFC took its toll in various ways including cash-strapped universities withdrawing financial support for conference attendance and the Australian dollar rising against most other currencies (e.g., during the lead up to the Congress the Australian dollar was as low as 50 US cents at one point and as high as 93 US cents at another point).

A novel feature of this ICAP was that a handbook was published in association with the Congress (Martin, P.R., Cheung, F., Knowles, M., Kyrios, M., Littlefield, L.,

Paul R. Martin cont.

Overmier, B., & Prieto, J.M. [Eds.]. [2011]. *IAAP handbook of applied psychology*. Oxford: Wiley-Blackwell). This handbook was designed to provide a critical review of applied psychology and consisted of 33 chapters prepared by 78 authors and editors from 11 countries. The Handbook received a Presidential Citation from Division One of the American Psychological Association, "For excellence in integrating and applying knowledge across diverse subfields of psychology".

My role as Congress President led to me serving on the IAAP Board of Directors from 2006 to 2014, and

to being elected to an IAAP Fellowship in 2010. I am also a Fellow of the British Psychological Society and an Honorary Fellow of the APS.

I have thoroughly enjoyed my association with IAAP and participating in ICAPs held in wonderful cities around the world. I have presented at several ICAPs including giving a couple of Keynote Addresses of which the most recent was at the 29th ICAP in Montreal in 2018. I do hope IAAP continues to go from strength to strength.

Virginia E. Schein

IAAP Fellow, elected 2010

I attended my first International Congress of Applied Psychology in 1978 in Munich to present my research on the psychological barriers to women in management. Seated at the podium, I looked out over a large crowd of people, many of whom were wearing headphones to listen to my English presentation in French or German. As I stood up to speak, a four-week-old infant, held by his father in the back of the room, let out a loud wail. All heads turned to the infant and then swung back to the podium in surprise as I declared, in three languages, "That's my son." It was a proud moment for me and at the time quite a unique one, as 40 plus years ago the topic of work-family interface, much less an illustration of such, had yet to be part of our professional conversation.

Since that memorable first ICAP I have participated actively in the academic and leadership aspects of the International Association of Applied Psychology. In 1998 I was one of the four Scientific Program Review Chairs for the first ICAP held in the United States. At that 1998 ICAP in San Francisco I was elected President-Elect of the Division of Work and Organizational Psychology (Division 1). In 2002 at the Singapore ICAP, I was elected President of Division 1.

As President, I was fortunate to have an enthusiastic and committed Executive Committee. Together we introduced several new features, such as the first electronic division newsletter and the first membership survey. We also held IAAP joint symposia at other professional associations, such as SIOP and EAWOP, perhaps a foreshadowing of the Alliance for Organizational Psychology. I am grateful to have had such a dedicated group of people to work with, several of whom went on to be president of Division 1.

At the 2014 ICAP in Paris I was invited to give a Transversal Keynote Address, *Women, Work and Poverty: Using Research for Social Change*, based on my



research on low-income women and work issues in the US and Nicaragua. At the same ICAP I also delivered an invited Divisional Keynote Address, *Gender Stereotyping and Requisite Management Characteristics: Implications of Gender Balance*, based on my widely cited *Think Manager, Think Male* research spanning four decades and five continents.

I received my undergraduate degree from Cornell University and Ph.D. in Industrial-Organizational Psychology from New York University. My early career years were spent as an in-house I-O psychologist for the American Management Association and the Life Office Management Association (LOMA) and as Director of Personnel Research for Metropolitan Life Insurance Company in New York City. I then moved into the academic world, holding professorial

Virginia E. Schein cont.

positions at the Wharton School of the University of Pennsylvania, Baruch College of the City University of New York, Case Western Reserve University and Yale University.

I am Professor Emerita of Management and Psychology, Gettysburg College (USA) and lecture worldwide on gender and leadership, most recently in the UK, Poland, Turkey, South Africa and at the United Nations. My publications include *Working from the Margins: Voices of Mothers in Poverty* and *Power and Organization Development* (co-author). I am a founding

member of the Global Organization for Humanitarian Work Psychology and a United Nations/NGO representative for the Centre for Socio-Eco-Nomic Development, based in Geneva.

Participation in IAAP activities has informed my research and provided me with opportunities to link with colleagues globally. Many of the people I have met over the years have become personal friends. Thanks to IAAP we have wonderful reunions in exciting places around the world.

Heikki Summala

IAAP Fellow, elected 2010

- Researcher University Helsinki, 1971-1975
- Junior lecturer, 1981-1985
- Acting professor general psychology, 1986-1989
- Professor traffic psychology, since 1989
- Junior researcher The Finnish Academy, Helsinki, 1975-1981
- Recipient Traffic Safety medal of honor Ministry of Transport and Communications, Finland, 1995
- Golden medal of honor for science research City of Kerava, 1999.

He became a Fellow of the *International Association of Applied Psychology* in 2010.



Felix C. Brodbeck

IAAP Fellow, elected 2014

I am currently Chair of Organizational and Economic Psychology at Ludwig-Maximilians-University (LMU), Munich (since 2007). From 2000-2007, I held the Chair of Organizational and Social Psychology, and from 2002-2007, I also served as Head of the Work and Organizational Psychology Group, at Aston Business School, Aston University, UK (the former 'Aston Group', headed by D.S. Pugh between 1961 and 1970). I received my PhD from University of Giessen in 1993 and my habilitation doctorate (Dr. Habil.) from LMU Munich in 1999. I finished my diploma studies in Psychology with a major in clinical psychology (Dipl. Psych.) from LMU Munich in 1987.

Let me describe briefly how I became interested in psychology, in applied psychology, and in particular in applied social, work and organizational psychology as well as in cross-cultural psychology. As a late teenager, right after having received my high school diploma (Abitur), I had to serve as a conscript for the German army. After 6 months, I could switch to the civil service, where I worked for a year in a residence for delinquent juveniles and young people in education. While working there, I became more and more interested in the systematic study of human experience and behavior. Thus, after my military and civil service duties, I started studying psychology, philosophy, and sociology, but also communication science and computer science at LMU Munich. Parallel to studying, I worked as a student assistant in a university hospital (LMU) for psychiatry and psychotherapy in Munich. There, I assisted during day care at the locked ward psychiatry and during night shifts recording and evaluating EEG sleep research data. I became also involved in some neuro-cognition research, which I thereafter studied with a fellowship from the Fulbright Commission at CUNY and Columbia University, NY, NY, during the years 1983 and 1984. Part of my PhD studies was a two-day a



week internship at Mount Sinai Hospital, NY, where I conducted neuropsychological research and pre/post neuro-surgery testing. More and more I realized that I was not so much interested in the behavior of neurons (and much more in human behavior and relations), nor did I feel competent or mature enough to deliver psychotherapy for fellow humans. Thus, I left New York City, headed back to LMU Munich, finished my diploma in psychology and wrote my diploma thesis on computer-supported education and collaborative work. During that time, I met Michael Frese, former president of IAAP (2002 to 2006), who just had started at LMU as Professor of Work Psychology. He not only introduced me to the fascinating domain of work and organizational psychology, but he also inspired me to collaborate on a variety of

Felix C. Brodbeck cont.

research, teaching, and writing projects. He hired me as research and teaching assistant and involved me in research projects about errors at work, software ergonomics at the workplace, and many more projects, that followed from there. When he became Chair at University of Giessen, I joined his work group, where I conducted my PhD thesis on group performance in software development projects. Michael was the best mentor I could have had during my first career steps as a researcher, teacher, and author. He also introduced me to the IAAP community, its Journal "*Applied Psychology: An International Review*" and the International Conferences of Applied Psychology. The first ICAP conference I attended took place in Madrid 1994, the year when my first son was born, and the year when Michael and I joined the GLOBE project (Global Leadership and Organizational Behavior Effectiveness, Wharton School of Management), founded by Robert J. House. Since then, I worked with GLOBE in different roles, as a country-co-investigator, as a member of the global coordination team, as an author and editor of GLOBE books and paper publications and, until today, on the board of

directors of GLOBE. The GLOBE research adventure is truly international and global in its approach, as is IAAP, since its foundation in 1920. IAAP's cross-cultural and global spirit and the vision of bridging the gap between psychology, as a scientific and as an applied discipline, is what appeals to me very much, and this is what I am trying to live in my everyday work as a lecturer, researcher and author in applied psychological science and consultancy work.

During the last few years, I have been editing an IO-Psychology book series in German language ("*Die Wirtschaftspsychologie*", Springer Publishers) for student, consultant and practitioner audiences, and I continue doing research in the fields of group learning, performance and decision making (e.g. team adaptation), leadership (e.g. paradoxical leadership), moral psychology (e.g., fairness in relationship regulation), cross-cultural psychology (e.g. GLOBE), and organizational culture development (e.g. using employee survey as an OD tool in consultancy work).

Michael J. Burke

IAAP Fellow, elected 2014

I was born and raised in Binghamton, New York, and went to the University of Notre Dame, where I received my undergraduate degree in liberal arts. Subsequently, I attended IUPUI (Purdue University - Indianapolis) and Illinois Institute of Technology, where I received my masters and Ph.D. degrees in psychology, respectively. My wife, Patricia is a school social worker, and we have raised four girls. Two of our daughters, Maura, and Margaret, are industrial and organizational psychologists. Our other two daughters, Kerry and Kathleen, have pursued careers in finance and physical therapy. I have spent my academic career from 1985 to 1991 at New York University and from 1991 to present at Tulane University. Currently, I hold both the Koerner Chair in Strategy and Entrepreneurship and the Lawrence Martin Chair in Business at Tulane's Freeman School of Business. At Tulane, I primarily teach courses in organizational behavior and research methods. I have served in numerous capacities at Tulane and, along with my faculty responsibilities, I presently serve as Vice-Chair of Tulane's Social-Behavioral Institutional Review Board.

My more recent research efforts have focused on learning and the efficacy of workplace safety interventions as well as the meaning of employees' work climate perceptions. I also continue to contribute to the literatures on the statistical properties and applications of meta-analytic procedures and procedures for estimating interrater agreement. My research has been published in numerous leading journals in applied psychology and management, and I have received several honors and awards for my research teams' efforts. Notably, these honors include being inducted as a Fellow of IAAP, a Fellow of Division 5 (Division of Evaluation, Measurement, and Statistics) and Division 14 (*Society for Industrial and Organizational Psychology*) of the *American Psychological Association*, and a Fellow of the *Association for Psychological Science*. Also, in 2006, I was awarded the Decade



of Behavior Research Award for research on workplace safety from a federation of U.S. professional scientific associations. Among my many professional roles, I served as President of the Society for Industrial and Organizational Psychology (SIOP) in 2003-2004 and Editor of *Personnel Psychology* from 2007-2010. I have chaired 29 dissertation committees and my former students have held academic positions in psychology and business around the globe including positions in universities in Australia, Brazil, Canada, Colombia, Ecuador, France, Mexico, Puerto Rico, Spain, Switzerland, and the U.S.

My interest in IAAP began in the mid-late 1990s when I presented a paper on "environmental restoration in the wake of the Cold War and the role of applied psychology" at the 24th International Congress of Applied Psychology (ICAP) in San Francisco. This

Michael J. Burke cont.

congress contributed considerably to my interest in understanding more about applied psychology outside of the U.S. and led to meeting numerous colleagues from around the globe. I realized at the time that outside of the four-year interval that ICAP was on that there was an opportunity for more frequent exchanges between international colleagues and between applied psychological associations. As a result, I led an effort with Jim Farr and Virginia Schein in the U.S., Robert Roe in the Netherlands, and Mark Griffin, Charmine Hartel and Beryl Hesketh in Australia for setting aside conference programming space at the *Society for Industrial and Organizational Psychology (SIOP)*, *European Association of Work and Organizational Psychology (EAWOP)*, and *Australian (APS) Industrial and Organizational Psychology* conferences for joint symposia involving members from the respective associations. In addition, members of IAAP's executive board were asked to participate in the early joint sessions. These joint sessions lasted for over a decade at the APS, EAWOP, and SIOP conferences and promoted awareness of contrasting views, practices, and research traditions relative to common

topics in applied psychology. As for myself, I have continued as a frequent presenter over the last several decades at ICAP and other international venues. I also continue as a co-author and co-editor with my international colleagues in efforts to enhance awareness of broader research and practice perspectives on topics in applied psychology. These efforts have culminated in many successful outcomes such as the special issue of the *European Journal of Work and Organizational Psychology (EJWOP)* that I co-edited with Alessia D'Amato on Contrasting Perspectives and Research Traditions in Psychological and Organizational Climate Research, and the numerous articles on research methodology and workplace safety that I have co-authored with my international colleagues in outlets such as the *Journal of Applied Psychology* and *International Review of Organizational and Industrial Psychology*. In sum, I have learned a great deal and benefited tremendously from collaborations with my international colleagues, a point that I am continually reminded of as I attend ICAP and other international events.

Victoria Del Barrio Gándara

Profesor Emérita of UNED

IAAP Fellow, elected 2014

My relationship with the IAAP has a long way to go. At its Congress in Madrid in 1992 I became a member, and since then my relationship with the society has been constant. I have had the honor of being President of Division 6, Clinical and Community Psychology, from 1994 to 1998. I have also been Treasurer of Division 2 Psychological Assessment which represented an honor that I have received with satisfaction and gratitude.

I am also a member of several Spanish and foreign scientific societies, in which I have held various positions: member of the Executive Committee of the European Association of Psychological Assessment (1999-2014); I have participated in the organization of several congresses; I have been Director of the Care Psychology Service of the UNED that deals with clinical cases; founder and director of the journal Psychological Action. I have also been president of the Resources Committee of the Official College of Psychologists of Madrid (2014-2021). I have been a member of the EUROPSY Committee in Spain since its inception.

I have a degree in philosophy, a degree in psychology, a clinical psychologist and a PhD in psychology. My university career begins at the University of Valencia where I did my doctoral thesis "Psychological Aspects of Myocardial Infarction" (1979), within the framework of research carried out at the General Hospital in Valencia by the *World Health Organization* WHO. In Valencia University I was a full professor of Child Psychopathology. In 1989, I moved to UNED in Madrid as a professor of Psychological Evaluation. I have directed 13 doctoral theses and led 9 research projects supported by the Ministry of Education, 6 by private entities and 6 without financial support.



My field of research is child psychopathology. I have studied childhood emotions, especially Depression Aggressiveness and Anxiety, as well as their most important risk factors: Temperament. Personality and Family. I have also worked on the process of their evaluation, both of negative emotions (anger) and positive emotions (empathy); as is evident in my research projects, articles, and books. The most recent publications were:

Victoria Del Barrio Gándara cont.

Ramirez, I., Gonzáles, M. J., del Barrio, V. y Carrasco, M. A. (2018). Perceived Parental Acceptance-Rejection and Children's Psychological Adjustment: The moderation effects of sex and age. *Journal of Child and Family Studies*, DOI: 10.1007/s.19826-017-0975-25

Gordillo, R., del Barrio, V. y Carrasco, M. A. (2018). Estudio Longitudinal del efecto de primacía entre depresión y agresión física y verbal en una muestra infanto-adolescente. *Revista de Psicología Clínica con Niños y Adolescentes*, 5, 43-48.

del Barrio, V. (2019). Santiago Ramón y Cajal: Retrospective analysis of Schol Harassment. *EC Psychology and Psychiatry*, 8.6(2019): :448-454.

del Barrio, V., Holgado, F., Carrasco, M. A. y González-Calderón, M. J. (2021). An analysis of the comorbidity between children's depression and aggression symptoms: Self-esteem and oppositional misbehavior as mediators. *Current Psychology* (in press).

del Barrio, V. (2014). *Evaluación Psicológica*. Madrid: CEF

Fernández, I., Santamaría, P., Sánchez. F., Carrasco y del Barrio, V. (2015). *SENA. Manual técnico*. Madrid: TEA.

del Barrio, V. (2017). Diagnostic and Statistical Manual of Mental Disorders. In Reference. Module in Neuroscience and Biobehavioral Psychology, Elsevier, 2017. ISBN 9780128093245, ISBN: 9780128093245

del Barrio, V. (2018). Trastornos de depresión en niños y adolescentes, en J.C. Arango, I. Romero, Nohelia Hewitt y Walter Rodriguez, *Trastornos psicológicos y neuropsicológicos en la infancia y la adolescencia*. Ciudad de México: Manual Moderno

I have received several awards: Aitana Award, Elx University, 2013. Award of the Official College of Psychologists of Madrid, as Communicator of Psychology in the media, 2014, Fellow Award of the IAAP, 2014; "Pinillos Award for a lifetime dedicated to Psychology," by Psicofundación, 2016; Medal of the University of Valencia, 2018, Health Psychology Award, Madrid, 2019.

Ian Glendon

IAAP Fellow, elected 2014

School of Applied Psychology, Griffith University,
Gold Coast Campus, Q4222, Australia
i.glendon@griffith.edu.au

Careering between continents

I joined the International Association of Applied Psychology (IAAP) at the 1982 Edinburgh International Congress of Applied Psychology (ICAP). I was then a lecturer in a multi-disciplinary department that was threatened by severe financial cuts (31%) imposed on Aston University after the previous year's government large funding reductions to the UK higher education (HE) sector. During the 1980s Aston staff faced a survival crisis as 24 departments became ten after mergers and closures. In that decade Aston lost 40 percent of its total staff. No professors were appointed in an 8-year period. My then department closed, and most erstwhile colleagues left. However, my career was not at a stage where this was a viable option for me. As a new parent of two boys, the imperative to keep family provided for was paramount. Faced with this scenario, my multi-faceted response to establish some personal control in an uncertain environment involved several components.

One response was to join with some colleagues in 1984 to form a risk management consultancy company – Health and Safety Technology and Management (HASTAM), of which I was a founder director for nine years. The company continues to thrive (<https://www.hastam.co.uk/>). Following my prior very modest consultancy experience the new company provided a platform for me to engage with organizations and apply my knowledge, which, apart from my PhD research, had hitherto been mainly theoretical. More than once I considered joining the company full-time, but each time I reconsidered as my main passion was research, which would effectively have been precluded from within a commercial environment.



These years nevertheless provided important learning experiences. During and after leaving HASTAM I undertook consultancies for 100 clients in several countries.

A second component was becoming active in the Association of University Teachers (AUT) as a committee member and branch vice-president. I had previous experience at union activism during my four years at Edinburgh University, where my first job had been a research associate after my 3-year postgraduate study at the London School of Economics. Together with a colleague at neighboring Heriot-Watt University – Greg Bamber – who became a lifetime friend, we established a new union branch recruiting research staff on short-term contracts. My union activity at Aston enabled me to engage with

Ian Glendon cont.

the management power structure to a greater extent than would otherwise have been possible. I was also in receipt of useful information and could act as a conduit to some extent. While many staff careers suffered, following an AUT initiated injunction no Aston academics were made compulsorily redundant.

A third aspect was for me to find a “safe haven” to address the inevitable closure of my department. I felt privileged to be allowed to join the well-regarded Department of Applied Psychology, which had been highly rated in a recent HE assessment exercise. My new colleagues were a joy to work with and Professor Tom Singleton made me feel especially welcome. Tom had been a prime mover in the 1982 ICAP and had engaged most of his staff in organizing conference streams. My minor role at ICAP 1982 was to be the first of many ICAP involvements. As Aston colleagues continued to leave throughout the 1980s, remaining staff faced increasing difficulties in keeping courses running. While nearly all masters’ programs had been closed – ostensibly for reasons of low numbers (the reality was that it was because they were “unprofitable”) – we managed to retain our undergraduate programs, at one low point with six full-time staff. I also taught a few students from my previous department, enabling them to complete their degrees.

When the then much smaller department was deemed no longer viable as a separate entity, we were absorbed as one of six groups in the prestigious Aston Business School. In this rapidly changing environment, it was evident that I would need new skills. Assisted by Professor John Child, I availed myself of one of a small number of retraining opportunities. I was accepted onto the full-time MBA program at nearby Warwick Business School. Here I acquired skills and knowledge that would not only assist a career change, but also benefit my company director role. Although stringent course demands of this year (1987-1988) obliged me to forego consultancy work, opportunities continued to present.

One exercise required me to submit a project on organizational change. My coursework was based on my recent Aston experience. My mark being one of the lowest that I had received on the MBA course, I complained to the lecturer who had rated my work so poorly. However, she was not to be moved in her decision. Resolving not to let the matter rest, I developed the project as a conference paper, which was accepted for the Fourth North West European Conference on the Psychology of Work and Organization, held in Cambridge in 1989. Further development enabled the paper to be published as a chapter in the collection edited by Dian-Marie Hosking and Neil Anderson (Glendon, 1992). I sent a copy of the chapter to my previous Warwick lecturer and asked what mark she would give it now. She made an amused response. My mood had already been reconciled by being awarded a Warwick MBA with distinction.

I was subsequently appointed as Aston full-time MBA program convener. Exhausted by my heavy teaching and administrative experiences during the turbulent 1980s and early 1990s, after 20+ years in the same institution moving through different departments and faculties, I longed for a respite. In 1994, an opportunity arose for me to take study leave, which was a rarely granted privilege at Aston. I had maintained contact with my good friend from our Edinburgh days. Greg Bamber now ran a research and teaching center in a university in Brisbane, SE Queensland, Australia, and invited me to spend three months there. With generous support from the Queensland state government and from the center’s funds, I arrived in Brisbane in September 1994 – an introduction that was to have far-reaching career – and indeed life – consequences. I was overwhelmed by Australia and made good use of my time there, giving presentations, participating in conferences/seminars, and caught up with a cousin not seen for many years.

My rapid attraction for the Australian lifestyle left me in no doubt that if a job were available, then I would apply for it. I applied for three jobs – one at each of the

Ian Glendon cont.

big universities in SE Queensland – somewhat cheekily all at two levels above my then academic status. The following year – I cannot remember how I managed to swing another three months study leave – I appeared for two job interviews, one of which resulted in an employment offer. This was in the recently established School of Applied Psychology at Griffith University’s then relatively new Gold Coast campus (which did not even have a library at that time!). The enthusiasm of senior staff and other colleagues who I met in those early months convinced me that this would be a worthwhile move. Thus, my family and I arrived in a new continent in October 1996 to begin a life different from the one we had left.

My time at Griffith University has been enjoyable and fulfilling. I have been very fortunate to work alongside a wonderful group of colleagues for the second time in my career. My first task was to introduce a new Master of Organizational Psychology program, which I convened for many years. Other experiences included being head of school (2001-2003). Initial surprises included that tutors were available to run tutorials (at Aston you ran all your own tutorials), and invigilators were hired to invigilate exams (at Aston you did all your own exam invigilation). As I entered my seventieth decade, I had no thoughts of immediate retirement, but subtle pressures existed and so, after taking some long service leave, I moved to a twenty percent contract (1 day per week) in 2017. This worked well as I was able to continue my research without teaching or administrative commitments. However, my 2-year contract was extended for only six months, and I was obliged to retire just after my 74th birthday in December 2019. I was granted a 3-year adjunct position and retain a part-share of my office for one day a week and continue to receive requests to undertake teaching.

The structure of university teaching and research changed dramatically in my 48-year career. At Griffith and many other universities, it is dominated by managerial expectations about student evaluations,

ability to deploy rapidly changing technology, and increased pressure on staff. While part of me was reluctant to move to a new status, another part felt that this was probably a good time to work towards a “new normal”. Just how prescient that phrase would become soon became evident. At this time COVID-19 was still a future issue but as the pandemic unfolded during 2020, with no vaccine yet available, and overseas students effectively excluded from the Australian university system, more radical changes were clearly in the offing. During the 20 months to September 2021, Australia’s public university sector lost an estimated 35,000 staff – one fifth of the workforce. While being generously applied to most private industry organizations the federal government’s Job-Keeper funding support program was willfully denied to HE institutions. Like other universities, Griffith lost its proportionate share of staff.

I became increasingly aware of the parallel with my Aston experiences, which I related in an email to Greg Bamber with a jocular line that I would not be writing this one up! Initially dismissing his immediate response that I should do so I became increasingly intrigued about his suggestion of a comparison case study. My initial presumption was that such a project would be too sensitive for management to permit, so I should not devote much time to pursuing it. An important difference was that while I had been a deeply immersed participant observer of Aston’s downsizing, I was peripheral to Griffith’s job losses. Nevertheless, I considered a project to invite as many of those who had either departed Griffith, or who had been redeployed, to provide me with a narrative describing their personal experience. It was my intention to present a 1-page project summary to Griffith’s relatively new Vice-Chancellor, believing that she would need to assent to any such project. However, her office directed me to my Dean Research, who agreed to show my proposal to the Pro-Vice-Chancellor (PVC). I estimated that the proposal might have little chance of being supported. To my surprise, the

Ian Glendon cont.

PVC was enthusiastic about my proposal, and had conferred with the head of Human Resources (HR), who had indicated provisional support. A week or so later, this became written approval to proceed. I was pleasantly surprised not only at the ease with which my proposal had progressed, but also at the speed at which this had occurred.

I progressed the project through ethics approval and developed a brief online survey. Exchanges with helpful HR staff over the next few weeks enabled me to distribute the survey to all categories of staff who had left Griffith since the start of 2020 for whom email addresses were available. I received over 100 responses, 77 of which provided personal leaving or redeployment narratives – at an average of 300+ words each – a total of over 23,000 words! After closing the survey at the end of September 2021, I provided reports to Griffith HR within a couple of months. The critical theme from the narrative data was personal agency – the more agency a respondent expressed in their narrative, the better their subjectively rated leaving outcome. Several theories describe the importance of individual control in the workplace. Many of my narrative responses dramatically highlighted this. I plan to progress the project to completion in 2022. As the survey was anonymous, I keep respondents and others who are interested in the progress of this project updated via my LinkedIn page.

I have made inquiries among Aston ex-colleagues that I remain in touch with asking if they would be willing to write 300 words on their recalled reminiscences and reflections of their Aston experiences during the 1980s as part of a comparison exercise. Some have already agreed to help in this way – one even provided an advance narrative! I will seek ethics approval for this phase of the project in 2022.

In my career I am delighted to have supervised 24 students to their PhDs, plus more than 100 final year honors and masters' students' projects, many of which we have published jointly. I pay tribute to more than 100 colleagues and students who I have published with, and to many wonderful colleagues and friends who have been part of my career and life journey to date. I have especially enjoyed contributing to eight ICAPs: 1982 (Edinburgh), 1986 (Jerusalem), 1994 (Madrid), 1998 (San Francisco), 2002 (Singapore), 2006 (Athens), 2010 (Melbourne – which I helped to organize), and 2014 (Paris). I felt great pride standing with other recently elected fellows on the stage at the Paris ICAP to receive my IAAP fellowship. My other main IAAP contribution was 12 years of officialdom in Division 13¹ – Traffic and Transportation Psychology – as President-elect, President (2006-2010), and Past-president. This Division, formed by Talib Rothengatter and John Groeger in 1990 at the Kyoto ICAP, continues to thrive. Coterminous with the birth of Division 13 was the journal *Transportation Research Part F: Traffic Psychology and Behaviour (TRF)*, which became the de-facto Division 13 journal. I served as a *TRF* editorial board member from its inception until I retired and continue to review submissions. Like IAAP Division 13, *TRF* has gone from strength to strength, and I am proud to have made modest contributions to these ventures.

Alternating every four years with ICAP is the International Conference on Traffic and Transport Psychology (ICTTP), which is the de facto Division 13 conference. My last conference organizing role was to bring the Sixth ICTTP to Brisbane in 2016, which I jointly chaired with James Freeman. This was the first time that ICTTP had been to the southern hemisphere. However, buoyed by my experience of being part of the organizing team for Melbourne ICAP in 2010, I was confident that a strong local base and people's

1 My other IAAP divisional memberships are: 1 (Work & Organizational Psychology), 2 (Psychological Assessment & Evaluation), and 8 (Health Psychology)

Ian Glendon cont.

eagerness to travel to Australia would ensure success. My confidence was rewarded with a highly successful conference, receipts from which enabled our sponsors to be reimbursed in full. It was fortunate that we had joint chairs because, to avoid the possibility of getting stuck in traffic, I took the train from the Gold Coast on the morning that I was due to open the conference. However, my journey had hardly begun when a bomb scare meant that all passengers had to alight and wait for clearance. I rang James to explain that he would have to open the conference, while I would assume his role of closing the conference. In this capacity I announced that the chosen venue (from three excellent submissions) for the 2020 conference would be Gothenburg, Sweden. The COVID pandemic has so far thwarted attempts to hold the seventh ICTTP.

This selective personal trajectory reveals that someone's career may be at least partly defined by events that they are caught up in and how they respond to them, as well as to available opportunities as much as papers or books published or conference papers and keynotes delivered. The former can in any case be readily accessed these days, inter alia via Google Scholar. Key individuals are highly likely to be influential in your career. For applied psychologists, data are everywhere. You need little more than internet access, data analysis software, willing colleagues to rigorously critique your drafts, and your own time. While "retired" I intend to continue to collect/analyze data and write up research for many years to come.

Glendon, A. I. (1992). Radical change within a British university. In D-M. Hosking & N. Anderson (Eds.), *Organisational change and innovation: Psychological perspectives and practices in Europe* (pp. 49–70). London, UK: Routledge.

Diane F. Halpern, PhD

IAAP Fellow, elected 2014

Claremont McKenna Professor of Psychology, Emerita
Founding Dean, Minerva Schools at KGI
American Psychological Association, former president
Contact information: dianefhalpern@gmail.com

I have listed a sampler of some of my activities for IAAP and other international involvement. I have a life-long commitment to internationalizing the research and teaching of a truly international psychology.

IAAP

I currently serve on the gender equity TaskForce for IAAP

Special presentation: Cheung, F.M., & Halpern, D. F. (2020). How Can International Psychology of Women Advance Gender Equality? Special Presentation. IAAP, November 2020. Numerous presentations at IAAP conferences over the years.

United States National Committee for the International Union for Psychological Science

"The United States is a member of the International Union of Psychological Science through the National Academy of Sciences." Board member and representative from the United States to the International Union 2005-2009.

People's Republic of China

Prepared "expert testimony" for the Hong Kong Department of Education for use in a lawsuit concerning discriminatory use of test scores and grades for placement in secondary schools. Testimony was provided to Hong Kong court. Made recommendations for school change—presentations to numerous groups in Hong Kong, including the Legislative Council, Department of Education, parents, and school administrators. Outcome affects approximately 1 million children every year.



Chinese Research Graduate Council Grant: "Critical Thinking Package for Senior Secondary Students in Hong Kong"

Principal Investigators: Kit-Tai Hau, Irene Ho, and Diane Halpern

In the new Hong Kong senior secondary school curriculum launched in 2009-2010, the teaching of critical thinking is an essential feature of the subject "Liberal Studies," which is compulsory for all students. The project was built upon earlier local studies on critical thinking assessment and produced a teaching and learning package that can be easily reproduced in the classroom.

Chinese Research Graduate Council Grant: "Development of Critical Thinking Modules"

Diane F. Halpern cont.

Principal Investigators: Kit-Tai Hau, Irene Ho, and Diane Halpern

Development of web-based materials for critical thinking instruction. Modules are being used in every high school in Hong Kong.

Chinese Research Graduate Council Grant: "Critical Thinking among Chinese Students: Characteristics, Assessment, and Relationship with Dispositional Factors"

Principal Investigators: Kit-Tai Hau, Irene Ho, and Diane Halpern

Project examined the critical thinking skills of Chinese students and developed appropriate assessment tools for use. This research provided the necessary foundation for the large scale launching of critical thinking skills training and assessment for high school and tertiary students in Hong Kong.

American Psychological Association, Chair, Planning Committee for International Conference on Psychology Education

Conference on redesigning undergraduate education was held in June 2008.

APA Council on International Relations, member (CIRP) 1998-2001

Internationally Focused Publications (see Vitae for complete list)

Cheung, F. M., & Halpern, D. F. (Eds.) (2020). *Cambridge International Handbook on Psychology of Women*.

Cambridge, MA: Cambridge University Press. Every chapter is written by an international team. We had 100 authors from every continent (except Antarctica)

Halpern, D.F., Flores-Mendoza, C., & Rindermann, H. (2020) Sex, gender, and intelligence" Does XX=XY for intelligence? In F. M. Cheung and D. F. Halpern (eds.) *Cambridge International Handbook on Psychology of Women*. Cambridge, UK: Cambridge University Press.

Halpern, D. F., & Cheung, F. M. (2008). *Women at the Top: How Powerful Leaders Combine Work and Family*. NY: Wiley-Blackwell Publishers. Content based on interviews with women leaders in mainland China, Hong Kong, and United States.

Teaching and Research Around the World (incomplete listing)

Fulbright Scholar Award

Recipient of a Fulbright Scholar Award to Moscow State University in Moscow, Russia. Taught their first class on psychology of women; collaborative research project with Dr. Alexander Voiskounsky at Moscow State University. Portion of collaboration occurred at Rockefeller Foundation in Bellagio, Italy.

Visiting Professor in Psychology (Fall semester) Bogazici University, Istanbul, Turkey

Visiting Professor in Psychology, Department of Psychology, University of British Columbia, Vancouver, B.C., Canada

Visiting Professor in Psychology, Instituto Tecnológico y de Estudios Superiores de Monterrey, Monterrey, N.L. Mexico

Paul J. Hartung, Ph.D.

IAAP Fellow, elected 2014

Paul J. Hartung, Ph.D. is Professor, Department of Family and Community Medicine at Northeast Ohio Medical University where he directs the College of Medicine's first-year course in the psychosocial foundations of clinical medicine. Introduced to IAAP by Profs. Mark Savickas and Fred Leong, he is President, Division 16 (Counseling, 2018-22) of the International Association of Applied Psychology (IAAP) and immediate past editor for *The Career Development Quarterly* (2014-2021). Currently, he serves on the editorial boards for *Journal of Vocational Behavior* (2003-), *Journal of Career Assessment* (1997-), and *International Journal for Educational and Vocational Guidance* (2012-).

Paul received the American Psychological Association (APA) Division 17 John L. Holland Award (2009) for achievement in career and personality research, the National Career Development Association (NCDA) Eminent Career Award (2020), and the APA Society for Vocational Psychology Distinguished Achievement Award (2020). For his outstanding contributions to the science and profession of psychology and the field of career development, he was named fellow of the APA, the IAAP, and NCDA.

His scholarship concentrates work in human life within the disciplines of career development and vocational psychology. Career development (www.ncda.org) comprises a profession of international scope (www.iaevg.org) encompassing practitioners who provide career services to help people across the life span make satisfying vocational choices, adjust to those choices, and develop their lives through work and other domains of human activity. As the core scientific base of career development and counseling and an applied psychology discipline, vocational psychology (www.div17.org/vocpsych) concerns empirical research and theory development to



advance knowledge about vocational choice, development, and adjustment across the life span.

Using the multidimensional lens of career construction theory and practice (Savickas, 2020; www.vocopher.com), Paul's work aims to advance theory and counseling practice about how people construct the personal meaning and role of work in their lives as they explore, choose, prepare for, enter, adjust to, advance in, and retire from work roles. His work in a health professions university makes him particularly interested in studying factors related to medical career development, including specialty choice and satisfaction. A central focus of his work in this regard has concerned the nature, assessment, and counseling use of values in vocational behavior. His

Paul J. Hartung cont.

work, in part, has produced the *Physician Values in Practice Scale* that has become a central part of the Association of American Medical Colleges' Careers in Medicine world-wide-web-based career assessment program (www.aamc.org/students/cim). His research program has also constructed the *Decisional Process Inventory*. This scale measures level of career decidedness, or an individual's cognitive-emotional readiness for and behavioral involvement in making career decisions.

As Division 16 president and IAAP Fellow, Paul remains inspired by the outstanding work of the entire IAAP membership. He is especially proud and honored to work with an outstanding Division 16 Executive Board that includes Lea Ferrari (Italy, and newsletter editor), Zhi-Jin Hou, (China, and Division 16 president-elect), J.G. Kobus Maree (South Africa), Mary McMahon (Australia), and Jiyoung Lee (USA). And he is most grateful for the continuing support and friendship of his colleagues around the world.

James Kagaari

IAAP Fellow, elected 2014

Associate Professor James Kagaari, PhD, is a lecturer at Kyambogo University and Makerere University Business School. He obtained a PhD in 2011 from Makerere University, Kampala, Uganda. He supervises students' research projects at Masters and Ph.D levels.

The International Association of Applied Psychology (I.A.A.P) honored him with an award of "Fellow" for the contributions to the growth and development of psychology locally, regionally, continentally, and globally. In 2013, when the first ever Eastern Africa Regional Psychology Conference was hosted in Kampala, Uganda, James Kagaari was the Chairman of the Organizing Committee (Kagaari, 2014; Nayera et al., 2014). Since then, he has coordinated similar conferences in Nairobi, Kenya (2015), Kigali, Rwanda (2017) and Kinshasa, DRC Congo (2019). He is also a member of various professional organizations such as the Pan Africa Psychology Union (PAPU), American Psychological Association (APA) and Society of Industrial and Organisational Psychology.

James Kagaari is a member of Emerald Publishers Editorial Board and a reviewer for the following journals: *International Journal of educational Management, International journal of Contemporary Hospitality Management Community, Journal of Community Psychology, Measuring Business Excellence and Society of Industrial and Organisational Psychology*. He has also published over 20 articles in Peer-Reviewed journals, received several travel awards and has presented research papers at conferences and other events including four (04) invited keynote addresses. Research interest includes areas such as conflict and peacebuilding and performance management.

To be associated with IAAP, Professor John Munene always encouraged his students to become members. As his student at the time, the author filled the brochure and enrolled as an IAAP member in 2004.



In the same year 2004, further motivation came from IAAP Past IAAP President Professor Michael Frese while in Uganda gave a talk about roles of IAAP.

During my membership, I have made some contributions to IAAP such as:

- Served as IAAP Committee Member on Fellows.
- Member of Centennial celebrations committee.
- Member of Terrorism and Peace building Task force committee since 2016, formed in Yokohama, Japan (see iaapsy.org website). The task force team members have presented Papers at conferences (Gauthier et al., 2017; Kagaari, 2018) in Durban, South Africa (2017), and Amsterdam, Netherlands (2017) and Montreal, Canada (2018) and Baranquilla, Colombia (2019).

James Kargaari cont.

- Nomination and voting for IAAP Executive office-bearers
- Promoting visibility of IAAP at East and Central Africa Regional conferences and West Africa, for instance; Kigali, Rwanda (2017), Nigeria (2018), Kinshasa, DR Congo (2019).
- Nominated and served as IAAP Board Ambassador at the E & C Africa Regional Psychology conference in Nairobi, Kenya (2015).
- These conferences also culminated into networks and collaborations with some IAAP members.
- Attracted members from within and outside Uganda particularly Nigeria.

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Gauthier, J., Garcia-Vera, M.I., Kagaari, J., & Dodgen, D. (2017). Finding more effective approaches to respond to terrorism and its consequences in the era of globalisation. *Bulletin of the International Psychology applied Psychology*, 6(1). ISSN: 2308-6394.

Kagaari, R.K. (2014). The First Ever Eastern Africa Regional Conference of Psychology. *Bulletin of the International Psychology applied Psychology*, 18 (1), 55.

Nayera, I., Namutebi, J., Kagaari, J. (2014). A Poem on the First Ever Eastern Africa Regional Conference of Psychology. *Bulletin of the International Association of Applied Psychology*

Terrorism and Peace building Task force committee membership (2016). <https://iaapsy.org/policies-initiatives/task-force-on-terrorism/>

J. G. Kobus Maree

IAAP Fellow, elected 2014

Prof. Kobus Maree (DEd (Career Counselling); PhD (Learning Facilitation in Mathematics); DPhil (Psychology)) is a Full Professor in the Department of Educational Psychology at the University of Pretoria. His main research interests are facilitating sustainable decent work for all, counseling for self- and career construction, life design counseling, emotional-social intelligence, social responsibility, and learning facilitation in mathematics. Past editor of several scholarly journals, for instance, the *South African Journal of Psychology*, he is the current editor of the *African Journal of Career Development* and the regional editor for Southern Africa: *Early Child Development and Care*. Kobus is the sole African representative on the following core scientific (UNESCO) committees: a. UNESCO Chair on Lifelong Guidance and Counseling, and b. the UNESCO University Network and Twinning (UNITWIN) Chair. In addition, he was elected as a member of the Board of Directors of the International Association of Applied Psychology (IAAP) (Division 16) in 2018. Moreover, he serves as registrar of the South African Career Development Association. He accepted appointments as a Research Fellow at the University of the Free State and as Professor Extraordinaire at the University of Stellenbosch and the University of Southern Queensland.

Kobus has received multiple awards for his research. In 2010, he was, for instance, awarded the Stals Prize for exceptional research and contributions to psychology. In 2014, he was awarded the Stals Prize for outstanding research and contributions to Education, and he received the Psychological Society of South Africa's Award for Excellence in Science in 2014. He also received Honorary Membership of the Golden Key International Honour Society for exceptional academic achievements, leadership skills, and community involvement in 2014. He was awarded the Chancellor's Medal for Teaching and Learning



from the University of Pretoria in 2010 and has been nominated successfully as an Exceptional Academic Achiever on four consecutive occasions. He has a B1 rating from the National Research Foundation.

Kobus has authored or co-authored 70+ peer reviewed articles and 50+ books/ book chapters on career counseling, research, and related topics since 2011. In the same period, he supervised 36 doctoral theses and Master's dissertations and read keynote as well as other invited papers at 40+ international conferences (e.g. Australia, Belgium, Canada, Croatia, Czechia, Egypt, England, France, Hungary, India, Italy, Mauritius, Namibia, Poland, Slovakia, South Africa, The Republic of Korea, Turkey, and the United States of America), and at 20+ national conferences. He has also presented invited workshops at conferences in

J. G. Kobus Maree cont.

40+ countries worldwide on a) integrating qualitative and quantitative approaches in career counseling and b) the art and science of writing scholarly articles in his career lifetime. Over the past seven years, he has spent a lot of time abroad as a visiting professor at various universities. He presented workshops on, for instance, contemporary developments in career counseling, the art and science of scholarly article writing, and research methodology. He was awarded a fellowship of the IAAP in 2014. He received the Psychological Society of South Africa's Fellow Award (Lifetime Award in recognition of a person who has made exceptional contributions to Psychology in their life) in 2017.

Kobus (a member of the Division 16 Executive Board and the IAAP Board of Directors) actively strives to promote the core aims of the IAAP on the African continent. His particular interest relates to the fact that the career-counseling needs of groups of people with marginalization especially have received scant and insufficient attention in the research and literature. This is the case even though people's work-finding or employment prospects situation in Global South and Global North contexts is becoming less favourable and challenging.

On 15 June 2021, Kobus chaired a Division 16 (IAAP) Webinar (titled "Addressing the Career Counseling Needs of People with Marginalization"). This successful virtual event took place and was attended by many association members across the globe.

The presenters were:

1. Prof. Kobus Maree (Chair and Presenter)
2. Prof. Jérôme Rossier (Presenter) (Vice-Rector: Human Resources, Univ. of Lausanne, Switzerland). Also Editor: International Journal for Educational and Vocational Guidance.
3. Prof. Maria Eduarda Duarte (Presenter) (Professor (Counselling Psychology) (Univ. of Lisbon, Portugal. Also Chair: UNESCO Chair (Lifelong Guidance and Counselling).
4. Prof. Meenakshi Chhabra (Presenter) (Associate Dean, Graduate School of Arts and Social Sciences, Lesley Univ., Massachusetts, USA).
5. Prof. Jonas Masdonati (Presenter) (Professor: Career Counseling, Univ. of Lausanne, Switzerland). Also President: European Society for Vocational Designing and Career Counselling).
6. Prof. Marcelo Ribeiro (Discussant) (Associate Professor, Dept. of Social and Work Psychology, Psychology Institute, University of Sao Paulo, Brazil).

Individually and collectively, presenters in the webinar dealt with possible ways to address the career counseling needs of marginalized people, especially those who mostly have no one to turn to for career counseling whose profound sense of hopelessness, desperation, and anxiety, and sadness has touched the presenters deeply.

Sverre L. Nielsen

IAAP Fellow, elected 2014

The psychologists' education and training program of seven years started in Norway at the University of Oslo in 1948. The next program started in Bergen in 1969, and I was one of the first twelve students in that program. What was different in the Bergen program was the heavy influence of American psychology. The program was built on the "Boulder model", scientist-practitioner (generalist). Several professors were visiting from USA, and more than 90 % of our curriculum was in English. This influence made an obvious stamp on me.

I started on the program because I was interested in psychology, not necessarily because I wanted to be a psychologist. Also interested in peace and conflict research, I did my thesis on a project in Northern Ireland in 1972, at the peak of the conflict. After graduation my plans were to continue the research in Lebanon because something was "brewing" there. However, in those days economy in the university sector was very poor and no grants available. The public authorization of psychologists in Norway started when I graduated and suddenly there I was as a clinical psychologist within the addiction field.

Since I was in high-school I have been interested and participated in various organizations. I have easily let myself been talked into leadership roles. It turned out that as a clinical psychologist I ended up with more than 50% organizational tasks. In the end I was asked to become the manager of Norway's first public campaign against drug use. At that time, I was already involved in the Norwegian Psychological Association (NPA), in the county division. And now I was working in the Ministry of health, - in Oslo. As it happened, I was the one that did not say "no" when asked to be president of NPA for one year. As in the Scandinavian countries the president is employed full or part-time by the association. One year! A year that was used for an earlier planned reorganization.



I never got out. After eight years, seven as full-time president, I became the first secretary general, for ten years, then senior adviser. I've "resigned" two times, but it didn't help. I'm still "at it".

The Nordic Psychologists associations have a close cooperation, and the leaders meet twice a year. Usually, but not always, they have one strong voice especially in EFPA. And there I trod my first steps in international psychology. When I became president in NPA the professor who built the program in Bergen (and managed to make the institute into a faculty) told me, or commanded me, to visit APA. One of the visiting professors from the USA was also working in APA and introduced me to the leadership there, on a trip in 1985. The result of this has been participation in over 20 APA convention over the years, many good friends and colleagues and much learning. It

Sverre L. Nielsen cont.

also led to being acquainted with The Association of State and Provincial Psychology Boards (ASPPB) and several joint projects.

Together with colleagues of APA and ASPPB we have done a good number of presentations at Nordic conferences, APA conventions and the ICAP, ICP and ECP. The late ECO of APA, Ray Fowler, was centrally involved in IAAP and spoke highly of this association. While NPA is a member of the IUPsyS, only individuals can be members of the IAAP. Although I've been to the congresses, and seen what IAAP have achieved, it took time before I got directly involved. The first issue was the project lead by Janel Gauthier on ethics. It was just great when *Universal Declaration of Ethical Principles for Psychologists* was endorsed.

Next "encounter" with IAAP, and equally important, was the 5th ASPPB International Congress on Regulations, held as a working conference with only invited attendance, in Stockholm, July 2013, organized by ASPPB and NPA, where I was co-chair. Among the 78 participants from 18 countries and five continents, the whole leadership of IAAP participated. The theme of this conference was quality assurance of competence among professional psychologists. The result, after three days of deliberations, was an almost unanimous recommendation to establish a

working group with the task to recommend international recommendation on core competences in professional psychology. We established the "International Project on Competences in Psychology (IPCP), consisting of ten individual members with different backgrounds from eight different countries. Janel Gauthier, Canada, was invited to participate, not because he then was president of IAAP, but on account of his experience in establishing the Universal Declaration. A lot of important input was the result.

In July 2016, IAAP was the first association to endorse the "*International Declaration on Core Competences in Professional Psychology*". That was a proud moment.

Other proud (and astonished) moments have been when I, in Paris 2014, was appointed fellow in IAAP and when I, in Montreal 2018, received the *IAAP Distinguished Professional Contributions Award*. To be recognized in this way by one's peers in IAAP is something I highly value. It is important for me also to underline that I share these honors with a number of great colleagues that I've worked with on different occasions.

IAAP is an international association within the world of psychology that we need.

With good wishes to all colleagues from Sverre.

Janak Pandey

IAAP Fellow, elected 2014

Janak Pandey, MA of Patna University (1964) and Ph.D. of Kansas State University (1974), a social and cultural psychologist, served for the most extended period as a professor at (1978-2010) Allahabad University.

Field of research

Social motivation, pro-social behavior, environmental stressors, and contemporary social issues relevant for societal development.

Publications

Recent Books only.

Pandey, J. (2022) *Nature and Dynamics of Social Influence: Interpersonal and Organizational Perspectives*. Singapore: Springer.

Pandey, J., Kumar, R. & Thapa K. (2019). (Eds.) *Psychological Perspectives on Diversity and Social Development*. Singapore: Springer Nature.

Silbereisen, R.K., Ritchie, P.L. J. & Pandey, J. (2014). (Eds.) *Psychology Education and Training: A global Perspective*. London Routledge, Taylor & Francis Groups.

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Srinivasan, N., Kar, B.R. & Pandey, J. (2010). *Advances in Cognitive Science*, (Vol. 2) New Delhi: Sage Publication.

Chapters in Edited Volumes

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Research in India. In B. B. Kumar (Ed.) *Understanding India and its problems*. Vol 1. New Delhi: Mcmillan Publisher.

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Girishwar Misra & Janak Pandey (2010). Psychology and National Development. In P. Martin, F. Cheung, M Kyrios, L Littlefield, M Knowles, B. Overmier & J Maria Prieto (Eds) *IAAP Handbook of Applied Psychology*. New York: Wiley- Blackwell.

Adair, J. G., Kashima, Y., Maluff, M. R., & Pandey, J. (2008). Beyond Indigenization: International Dissemination of Research by Majority-World Psychologists. In A. Gari, & K. Mylkonas (Eds.) *Quod Erat*

Janak Pandey cont.

Demonstrandum (Q.E.D.): from Heroditus' ethnographic journeys to cross-cultural research. Atropus Editions: Athens, Greece.

Research Publications in Journals

Pandey, J. & Jain, U. (2017) Worldviews and perception of environmental problems. *Psychological Studies*. DOI 10.1007/s12646-017-0409-7

Janak Pandey, Roomana N Sidiqi, Arjun K Udas & Barry Ruback. (2009). Residents' Reactions to Environmental Stressors in Kathmandu: A comparison of the Inner City versus the outskirts. *Psychological Studies*, Vol.54, No. 3, 202-212.

Singh, P., Pandey, J., Tiwari, S., Pandey, K. & Maurya, P. (2009). Perceived justice of available job opportunities and self-esteem, collective esteem and social exclusion: A study of three religious groups in India. *Psychological Studies*, 54, 124-132.

Ruback, R.B., Kohli, N. & Pandey, J. (2009). Intergroup Perception in India: Religion, Politics, and Prejudice at the Magh Mela. *Journal for the Scientific Study of Religion*. Vol. 48 (2), 375-385.

Jain, U.& Pandey, J. (2008). Cultural context of world views and human-environment relationship. *Psychological Studies*.

Ruback, R.B., Pandey, J. & Kohli, N. (2008). Evaluations of a sacred Place: Role and religious belief at the Magh Mela. *Journal of Environmental Psychology*, 28, 174-184.

Eldering, L. & Pandey, J. (2007) Experiencing Maha Kumbh Mela: The biggest Hindu fair in the world. *Psychological Studies*, 52(4)273-285.

International Presentations

Presidential Address: Evolving Psychological Dimensions and Societal Development Division 3 Psychology and Societal Development, *International Congress of Applied Psychology*, Montreal Canada, June 26th-30th 2018

Emerging trends in basic and applied psychological sciences in India: Agenda for Collaboration. 19th National Conference of the Chinese Psychological Society, Xi'an, China, Oct14-16, 2016.

Limits of Indigenizing Psychology: Indian Context. Presented in a symposium on "indigenous psychologies to increase the efficacy of social development", 31st International Congress of Psychology, Yokohama, Japan, July 24 -29, 2016.

Indigenous psychologies for truly universal psychology. Presented in symposium on "Toward an International Framework of Psychology Education and Training". *International Congress of Applied Psychology*. Paris, July 2014.

Presented Perspectives on Psychology Education and Training. *IUPsyS International Conference* at Old Castle, Dornburg, Germany, 2012.

Presented «Universal Psychological Science Needs Indigenous Psychologies». In the Symposium on "Indigenous Science and Science Education: Does culture matter?" 30th International Congress of Psychology, Cape Town, South Africa, July 20-28, 2012.

Presented "Indigenous Psychologies and Societal Development" Inn the Symposium on "Setting and Situation: Tracing Behavior to where it actually Occurs", 30th International Congress of Psychology, Cape Town, South Africa July 20-28, 2012.

Lead discussant in the session on the future of Universities in the World of Research. "Humboldt's Model: The Future of Research Universities", *International Seminar*, Berlin, Germany, October7-9,2010.

Delivered invited State-of-Art address, «Psychology and Societal Development", 27th International Congress of Applied Psychology, Melbourne, Australia, July 11-18, 2010.

Organizer of Symposia

Co-organizers & Co-Chair with Rolando Diaz-Loving (Mexico). The IAAP Centennial (1920-2020)

Janak Pandey cont.

Symposium with participants from Bangladesh, India, Nepal, Sri Lanka, France, & Mexico: "Hundred Years of Applied Psychology in South Asia: Retrospect and Prospect". The 28th *Convention of National Academy of Psychology*, Delhi University, Dec. 2018.

Chair and Organizer of the Presidential Symposium: «Sustainable Societal Development» Division 3 Psychology and Societal Development. *International Congress of Applied Psychology*, Montreal Canada, June 26th -30th 2018

Co-organized With Diaz Rolando Loving (Mexico) a Symposium of Division 3 of IAAP: Psychology and Societal Development. *Latin American Regional Conference of Psychology*, Armenia, Colombia, Sept 2 - 5, 2015.

Organized and chaired a Symposium: Education and Training of Psychologists, *International Union of the Psychological Sciences (IUPsyS)*, Melbourne, Australia, July 11-18, 2010.

How did you get to know IAAP?

My senior colleague Professor Durganand Sinha, encouraged me to join IAAP. I attended my first ICAP in 1978, and since then have attended most of the congresses organized by IAAP.

What you did for IAAP?

I have served as the President-elect (2010-2014) and President of Division three (2014-2018).

I have served as the members of the Board of Directors from 2006 to 2018.

I have organized a number of symposia in ICAP and organized an IAAP symposium in 2018 focusing Applied Psychology in South Asia, as part of the centenary Celebration IAAP.

I became a fellow of the International Association of Applied Psychology (IAAP) in 2014.



Thomas Li-Ping Tang

IAAP Fellow, elected 2014

Thomas Li-Ping Tang (Ph.D. 1981, Industrial and Organizational Psychology, Case Western Reserve University, Cleveland, Ohio, the USA) has taught I/O psychology in the Psychology Department and OB/HRM/IB in the Management Department, at the Jennings A. Jones College of Business, Middle Tennessee State University (MTSU) in the USA for 39 years (1983-2021) and at National Taiwan University (NTU) in Taiwan for one year (1982). Prof. Tang is best known for his research on the love of money, monetary wisdom, quality circles, leadership, and intrinsic work motivation. He has presented 263 papers at international conferences in 27 countries.

Among his 185 articles/chapters published in 6 languages, 32 are on the FT-50 list (*Financial Times-Top-50-Business-Journal*): *Journal of Management*, *Journal of Applied Psychology*, *Human Relations*, and *Journal of Business Ethics*. His research has appeared in many high-impact academic journals, for example, *Corporate Social Responsibility and Environmental Management*, *Computers & Education*, *Management Decision*, *Personnel Psychology*, *Journal of Organizational Behavior*, *Applied Psychology: An International Review*, and *Public Personnel Management*.

Scholars have cited his research in more than 124 textbooks across 12 different fields (e.g., management, psychology, OB, HRM, compensation, and statistics), popular books, and news media (Bloomberg, CNN, Financial Times, Voice of America, Business Week, USA Today, etc.). Researchers have empirically substantiated his money constructs in more than 50 countries across six continents worldwide.

Since 2003, he has contributed 29 articles to the *Journal of Business Ethics*, making him the second most published author. Based on Google Scholar citations on business ethics (1999-2014), Chan, Fung, Fung,



and Yau (2016, *Journal of Business Ethics*) ranked MTSU faculty the 93rd globally and 40th in the USA. Köseoglu, Yildiz, and Ciftci (2018, *Business Ethics: A European Review*) ranked Dr. Tang 8th in the world for his contributions to business ethics (1960-2015).

Dr. Tang has served on the editorial boards of 14 journals as an associate editor for two and ad hoc reviewer for more than 80 publications. He has collaborated with 127 scholars around the world. He was a recipient of the Outstanding Career Achievement Award (2008), two Outstanding Research Awards (1991 and 1999), the Distinguished International Service Award (1999), and the Distinguished Research Award (2021) at MTSU, the Outstanding Alumni Award of Chung Yuan Christian University (Taiwan), the Outstanding

Thomas Li-Ping Tang cont.

Reviewer Award (Emerald), and the Best Reviewer Awards (Academy of Management).

After completing his Ph.D. degree, Professor Tang immediately joined the International Association of Applied Psychology (IAAP) in 1981. Since 1994, he has attended all IAAP's International Congresses of Applied Psychology (ICAPs). Dr. Tang has organized symposia and invited worldwide authors to present their discoveries at ICAPs. In addition, he has proudly served as an Associate Editor of *Applied Psychology: An International Review* for four years (2010-2014), one of the IAAP's flagship journals. In 2014, he became one of the first four Fellows of Economic Psychology in Paris.

His father, Professor Kuan-Ying Tang, was a principal of three combined high schools for girls during World War II and a professor at Shandong University in Qingdao. He was the Director of Student Enrollment

Management and was one of the four founding fathers who established the Department of Psychology at NTU in 1949. He also taught psychology at three medical schools in Taiwan. His grandfather, Lu Tang, was an educator who passed the civil examination at age 16 in the Qing Dynasty.

Prof. Tang and his wife, Theresa, have two Harvard-educated children—a daughter (pediatrician), a son (senior director of development/international M&A), and three grandchildren. He has retired from his 40-year teaching career at the end of December 2021.

Evert Van de Vliert

IAAP Fellow, elected 2014

Department of Social and Organizational Psychology

University of Groningen, The Netherlands; e.van.de.vliert@rug.nl

Zooming Out on Applied Psychology

Applied psychologists aim to improve the daily functioning of individuals. Some of them zoom in by removing context until neurological interventions become dominant. Others zoom out by adding context until ecological interventions become dominant. I am definitely of the latter kind. While working as an organizational consultant, my focus initially moved from resolving inner role conflict through handling interpersonal conflict to managing intergroup conflict. Back in the 1980s, this resulted in a theory of conflict escalation from individuals toward groups, and in an intervention program for effective conflict stimulation.

As a university professor in organizational and applied social psychology, and more than 200 publications later, I developed an interest in the cultural contexts of individuals and groups across countries. That has led to articles in *Applied Psychology: An International Review* about just world believers in authoritarian cultures, the impact of legitimacy and sanctions among Chinese and Dutch employees, and media bullying around the globe. My zooming out continued from the fruits of culture to the roots of culture, and then to the natural origins of humankind and thus applied psychology (Van de Vliert, 2013, 2020; Van de Vliert & Van Lange, 2019).

Where we are right now? Well, so far, we have shown that average baselines of depression, creativity, happiness, discrimination, aggression, collectivism, hierarchism, gender equality and good governance all vary in opposite north-south directions in the opposite Northern and Southern Hemispheres, and do not noticeably vary from east to west. Baselines are placelines. This is crucially important information because effect sizes of psychological interventions are



inevitably deviations from the average baseline for the targeted phenomenon in a given territorial context. Our ultimate goal is to develop and implement a worldwide system of local baselines of mindsets and practices as a golden standard for the effectiveness of local interventions by applied psychologists.

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- Van de Vliert, E., & Van Lange, P. A. M. (2019). Latitudinal psychology: An ecological perspective on creativity, aggression, happiness, and beyond. *Perspectives on Psychological Science*, 14, 860-884. doi:10.1177/1745691619858067

Fred Van Raaij

IAAP Fellow, elected 2014

Willem Frederik (Fred) van Raaij (1944) is a Dutch psychologist and professor.

He studied psychology and data analysis at the Leiden University and worked at the University of Twente (1970-1972), Assistant professor at Tilburg University (1972-1979) at the founding of the curriculum of economic psychology at the Department of Psychology.

Visiting assistant professor of Business Administration at the University of Illinois at Urbana-Champaign USA (1976-1977). Professor of economic psychology at the Department of Economics of Erasmus University Rotterdam (1979-1993) and professor of marketing management at the Rotterdam School of Management (RSM) of Erasmus University (1993-2000). Since 2000 professor of economic psychology at Tilburg University.

His field of study is economic psychology with a specialization in (marketing-) communication, consumer financial behavior, environmentally friendly consumer behavior and energy saving in households. He is the founder (1981) and first editor of the *Journal of Economic Psychology*. He founded IAAP Division 9: Economic Psychology, and was its president for many years.

He received an honorary doctorate from the Helsinki School of Economics, Finland in 2006.



He was chairman of the GVR (Genootschap voor Reclame - Association for Marketing Communication) and board member of the SWOCC (Stichting Wetenschappelijk Onderzoek Commerciële Communicatie - Foundation for Scientific Research on Commercial Communication) at the University of Amsterdam.

He became a Fellow of the *International Association of Applied Psychology* in 2014.

Robyn Vines

IAAP Fellow, elected 2014

Clinical and Health Psychologist
President, IAAP Division of Professional Practice
(Div. 17)

It's an interesting assignment being asked to write about: *'yourself, your field of research, publications, how you got to know about and what you've done for the IAAP'*. All career journeys are unique (as are our life stories and those of our patients). Mine is a *'long and winding road'* - frequently determined by life events other than work: family, adventure, travel, other commitments and varied interests - and I've been extraordinarily fortunate in the career opportunities that have come my way.

Professional Biography

My professional journey began as an undergraduate Psychology student at the University of Melbourne, where I was originally enrolled in Medicine. Before commencing, I decided that a medical degree was too long and, instead, enrolled in Arts – embracing the joys of liberal arts studies (philosophy, art history, Indian studies) and psychology. Ironically, my psychology training took me much longer than a six-year medical degree, with four years undergraduate Honors (Melbourne and Carleton University, Ottawa); a two-year MSc in Clinical Psychology (Aberdeen University, Scotland) and the equivalent of three years full-time for a PhD (at the University of Sydney).



My first professional job was at the Applied Psychology Unit in Cambridge, UK as research assistant to two greats of experimental psychology: Professors Donald and Margaret Broadbent - exploring aspects of memory (<https://link.springer.com/article/10.1007/BF00308459>).



'The Backs' at Cambridge



The River Cam

Robyn Vines cont.



Notre Dame (as I knew it when a student in Paris)

Returning to the University of Melbourne as a research assistant in psycholinguistics and tutor in the Psychology Department, I completed my Honors research thesis on art perception – then headed to Paris to pursue this interest.

Here, I discovered that writers and novelists (such as Simone de Beauvoir, Herman Hesse and many others) seemed to have a greater understanding of the human condition, without the reductionist methodologies used in some experimental psychology approaches at the time. I have a deep love for my profession, but a reluctance to collude with what I see, at times, as an attempt to oversimplify things in pursuit of an objective ‘scientific paradigm’ – which more recent advocacy of ‘mixed method’ research methodologies has helped to address.

This motivated my desire to study clinical psychology, which allowed more direct engagement with the complexities of human nature. I was fortunate enough to be one of four students offered a place on a BPS-approved MSc (Clinical Psychology) at Aberdeen University and headed up there for two years - from a position in London as ‘front-of-house’ at a publishing company in Baker Street (of Sherlock



King's College (1520), Old Aberdeen



The Eiffel Tower (near where I lived)

Holmes fame). This interspersing of travel and adventure whilst growing professionally, was of great benefit - particularly in later clinical work, where some ‘life experience’ is crucial in understanding our patients’ frequently complex dilemmas and life situations.

The Masters program at Kings College, Aberdeen, whilst new, was brilliant! - with a 12-to-4 staff-to-student ratio (unheard of these days!) – structured on a cognitive behavioral theoretical base and spread across multiple areas and supervision sites (child & adult, in-patient & out-patient, acute & long-stay, disability, research, etc.). It provided a good foundation for my next role as a basic, then senior-grade clinical psychologist in the NHS (UK National Health Service) at University College Hospital during the ‘hay day’ of those wonderful central London teaching hospitals. What better training ground could one ask for as a young psychologist!

I commenced a PhD at the LSE under Professor Hilda Himmelweit on ‘**women in business balancing professional and traditional roles**’ – something equally pertinent forty years on! This full-time degree, however, was not possible to combine with a full-time clinical position at UCH, so I explored a research-based



Dunnottar Castle, Stonehaven (I lived up the hill)

Robyn Vines cont.



The Thames and Tower Bridge

PhD at University College, London to complement my clinical work at the hospital in the treatment of agoraphobia. Again, the UC requirement for purely quantitative measures (averaged across greatly varying individuals), group comparisons and large control groups - when it was clear that evidence-based CBT interventions and an integrative psychotherapy model was working - resulted in me writing a book instead - ***“Agoraphobia: The Fear of Panic”***, Fontana, UK (two editions of the book sold out!).

Returning to Australia, I took up a position as Assistant Director & Head of Clinical Services at a private Psychotherapy Foundation: the Cairnmillar Institute in Melbourne (a private Psychotherapy Foundation), where it became apparent that the lack of public funding for mental health services created huge inequities in service delivery. For those unable to afford services the combined stress of economic/financial deprivation and an inability to access psychological help, became the basis for ongoing advocacy for the integration of mental health services into primary care (enabling early intervention) and inclusion under Medicare funding (facilitating affordability and equitable access). This was eventually achieved by a



Sydney from the air as you fly in



Big Ben and Houses of Parliament

group of us in the profession initially in 2004 – and fully in 2006 - under the *‘Better Access to Mental Health Service Delivery’* initiative in Australia.

Following three years of providing and supervising consumer-funded psychotherapy services, I moved on, as Head of Student Services, to Swinburne University (where an ‘NHS-like equity’ was more available covering: health, counseling, careers and graduate employment services) - and later to Sydney for family reasons, where I worked again worked in the student services sector at the University of New South Wales.

During this time, I began my involvement with the Australian Psychological Society (our peak professional body), firstly on the NSW Executive of the APS College of Clinical Psychology (briefly as National Chair) before becoming Director of Branch and Regional Operations on the APS Board of Directors.

When we moved after seven years to regional NSW, I took up the post of Director, Psychological Services Centre at Charles Sturt University. In this position, it became clear that people in rural Australia were also unable to afford fees for mental health treatment, so the need for public funding was again imperative.



Maroubra Beach - favorite location

Robyn Vines cont.



The Burj Al Arab at Um Suqueim

Our research team (with me as 'Chief Investigator') established the "Clinical Psychology in Rural General Practice Project", enabling service delivery under an Australian Government-funded research trial comparing treatment by GPs/family physicians (mostly involving prescription medication) with 'collaborative co-located care' between GPs and clinical psychology registrars. The positive findings, indicating significantly greater levels of improvement with collaborative psychological care, formed one of the key platforms for lobbying the government for Medicare rebates.

In parallel with this push for early intervention in primary care, I founded the Regional, Rural and Remote Advisory Group to the APS Board of Directors (Chair: 2009-2011), focused on advocacy at a national level to redress rural disadvantage and inequities in service delivery for those living in regional, rural and remote areas of Australia (see: https://doi.org/10.1007/978-981-10-5012-1_9-1)

In amongst all of this, our family moved to Dubai, United Arab Emirates for three years (2004-2007) where I took up the post of Supervisor, Student Services at the Dubai Women's College, wrote my PhD



Bathurst, NSW



Busy downtown Dubai

and lobbied the Australian Government for Medicare rebates from afar, subsequently working as Middle School Counselor at the Dubai American Academy.

I believe strongly in Freud's postulation that 'a life well-lived' has two key components: 'work' (i.e., creativity) and 'love' (i.e., relationships). Family has always come first for me – but a balance between the two is of utmost importance.

Returning to Australia, I resumed clinical work in two key General Practices and in private practice in Bathurst, NSW and completed my PhD at the University of Sydney on the study outlined above (see: <https://ses.library.usyd.edu.au/handle/2123/6640>).

I was also re-elected for a third term to the APS Board of Directors (2008-2011) and, subsequently, the New South Wales Psychology Council (2012-2018) - the state legislative body involved in quality control of psychological services in NSW. In 2014, I was asked to apply for the post of 'mental health academic' at the local Bathurst Rural Clinical School of the Western Sydney University Medical School, to teach psychiatry and biopsychosocial approaches to mental health service delivery to final year medical students – a role which I enjoy as it combines well with my work as a



Surrounding countryside

Robyn Vines cont.



ICAP Montreal (2018)

clinical psychologist in our regional and rural community. I have recently been appointed by the Minister for Health as NSW Practitioner Member of the Psychology Board of Australia (2022-2025) - and look forward to this new national policy role over the next three years.

IAAP Involvement

My involvement with the IAAP began at the ICAP held in Melbourne (2010) where I convened a symposium on **'The role of psychology in integrated primary health care'** with colleagues from the USA, Canada, Norway, the UK and Australia. We have developed an ongoing collaboration and international commitment to advocacy for a more salient role for psychology in integrated primary health care for general and mental health disorders.

This has entailed annual reunions involving presentations and meetings at International Congresses (Capetown: 2012; Stockholm, 2013; Paris, 2014; Milan, 2015; Okinawa, 2016; Amsterdam, 2017; Montreal, 2018; Prague, 2020/2021) under the aegis of the IAAP Division of Professional Practice (Div. 17). Nominated as President-Elect of the Division at ICAP in 2014 (President: 2018-2022), the post has also involved being a Board member of the IAAP.

In addition to annual Congress symposia, our collegial IAAP Division activities include:

- Monthly E-News and Newsletters
- Webinars on integrated care: e.g. [The Critical Role](#)



ICP Okinawa (2016)

[of Psychology in an Integrated Primary Care Model](#) (Inaugural IAAP Webinar, May 2019); *Migraine, A Work in Progress* (Nov 2021)

- Participation in other IAAP Initiatives/activities: e.g.
 - IAAP UN psychology initiative: *"Integrating Mental Health Care into Primary Health Care"*
 - Early Career Marathon: 24-hour global event: integrating research into practice for early career researchers
 - Annual list of member professional achievements (publications & presentations)

IAAP Board meetings, etc.

Involvement with the IAAP has provided unique and rewarding opportunities for professional engagement with like-minded colleagues across the world, all of whom are committed to the contribution that psychology can make to the wellbeing of our international communities. The ability to engage collegially with like-minded friends has been both inspirational and energizing – and I warmly recommend all involved in our profession to participate at this global policy level.

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Robyn Vines cont.

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(2021): supervised projects **submitted for publication:**

"Staff perceptions of the management of mental health presentations to the emergency department of a regional hospital: a qualitative study": Pawaskar, R., Mahajan, N., Wangoo, E., Khan W., Bailey, J., Vines, R.

"Factors affecting willingness to use mental health resources in Central West NSW: A mixed methods study": Bojanic, M., Le, T., Phan, Shah, D., Wu, J., Vines, R., Bailey, J.

Mirilia Bonnes

IAAP Fellow, elected 2018

Professor of Social Psychology (1990-2012), and - since 1996- Professor of First Italian Chair of Environmental Psychology, at the University Sapienza of Rome, Faculty of Psychology.

At this same University, also:

- **President (1991-2010) of Post Graduated Degree Programs**, on Psychology of Work and Organization and – since 2008? - on Psychology of Communication and Marketing.
- **Coordinator of Ph.D. Programs on Social Psychology and on Environmental Psychology (1997- 2012); also, Member of PhD Committees of other European Universities:** University of Paris V (2003, 2006) and University of Paris East, FR (2016); University of Groningen, NL (2012, 2017).
- **Founder and First Director (2005-2012) of CIR-PA: Center for Inter-University Research on Environmental Psychology** (Centro Inter-universitario di Ricerca in Psicologia Ambientale), **linking Sapienza University with several other Italian Universities (Padova, Cagliari, Roma 3, LUMSA).**
- **Longtime Collaborator (since 1980) of UNESCO-MAB Programme of Ecological Sciences**, as Member of Italian MAB Committee (1987-2001), and Coordinator of MAB Rome-Project n.11 on Urban Ecosystems. (1987-2001); **also, as President of Italian MAB Committee (1995-2001) and Member of Italian UNESCO Commission.**

Coordinator of several National and International (Bilateral and Multilateral) Research Projects, on various research topics of environmental psychology:

- The first one on "Organization and Personalisation of Domestic Space" (1981-1983), funded by



Italian CNR and French CNR; then various international multilateral Research Projects, **funded by European Commission : from the early European Project (1992-94)**, on 'Psychological and social determinants of pro-environmental behaviours', with 5 European participating Countries, to the various subsequent Projects : CIVICS Project (Consultative Institution and Values in a Changing Society : 2001-2002), PATH Project (Participatory Approach for Sciences and Technology : 2005-2007), LOCAW Project (Low Carbon At Work: 2010-13); or **by other International Organizations:** i.e.

- The Research Project, **funded by ICSU (International Council for Scientific Unions) and by IUPSYs (International Union of Psychological Sciences)** on "Perceptions and attitudes

Mirilia Bonnes cont.

on sustainable water use, in cross-cultural perspective”, with 4 National participating Research Groups: France, Mexico, India, Italy (2002-2004).

Organizer and Co-Organizer of several International Scientific Events: Workshops, Conferences, Congresses: i.e.:

- the International Workshop on “Psycho-social approaches to home interior”, at Institute of Psychology of National Research Council (C.N.R.), Rome, 1985.
- the UNESCO-MAB International Symposium - Conference on “Perception and Evaluation of the Quality of Urban Environment”, Rome (1991).
- the 20th Conference of IAPS (International Association of People-environment Studies) in Rome, 2008.
- the UNESCO-EuroMAB Conference in Rome (2002), as Member of International MAB-UNESCO Steering Committee and of the Italian Organizing Committee.

Keynote Speaker and Organizer of Invited Symposia at several International Conferences and Congresses, including ICAP Conferences: i.e.

- **Keynote Speaker at:** 15th IAPS Conference, Eindhoven, NL. (1998), at the X Congress of Environmental Psychology, Lisbon, Portugal, (2009); the 1st Heritage International Meeting, Tour, FR. (2015); the EFPSA Conference in Prague, CZ (2019).
- **Organizer and Chair of Invited Symposium**, on ‘Urban Ecosystem and Biosphere Reserves’ at the UNESCO-EUROMAB Conference in Rome, (2002); and at **several IAPS, ICAP and ICP Conferences (in Mexico City, Berlin, Athens, etc.):** i.e., Invited Symposium on “Psychology for sustainable development and environmental sustainability” at the International Conference of Psychology (ICP), Berlin (Germany) July 2008.

Editorial Board Member and Referee of several Scientific Publications: i.e.:

- **Member of the Editorial Board (1983-87) of the first Handbook of Environmental Psychology** (Stokols, Altman, 1987).
- Member of Advisory Board of *Journal of Community and Applied Social Psychology* (1994-2000).
- **since 1998 Member of the Advisory Board of Journal of Environmental Psychology.**
- Referee, also now, of several other Scientific Periodical, such as *Environment & Behavior*, *Sustainability*, *Frontiers on Psychology*, *British Journal of Psychology*, *Psychology*, etc.

Membership, Board Member and Awards of Scientific Associations, and of IAAP in particular:

- Member of the Executive Board of the Italian Association of Psychology, (AIP) (1996-1999).
- **Board Member of the IAPS, International Association for People-environment Studies (1998-2002); IAPS Hall of Fame Award, at the IAPS 25th Conference in Rome (2018).**
- **IAAP Membership since 1978**, with regular attendance to the subsequent ICAPs, since the **XIX ICAP in Munich (1978)**, then in Kyoto, Jerusalem, Madrid, Singapore, Athens, Melbourne, Paris and in Montreal (2018), were received **the IAAP Fellow Nomination, for Environmental Psychology.**
- long time **IAAP Board Member (1995-2010)**, also as **Member of Board Policy Committee**, during the M. Frase Presidency (2002-2006), working **for IAAP becoming accredited to the UN System as NGO of UN Economic and Social Council (ECOSO).**



Author of more than 100 publications, international and national, on the field of environmental psychology; among them:

- **the first introductory volume to the domain in Italy (Bonnes, Secchiaroli, 1992)**, then published in English by Sage, with the title: **“Environmental Psychology: A Psychosocial Introduction”** (London: Sage, 1995).
- **the Chapter in the second Handbook of Environmental Psychology** (Bechtel, Churchman, eds. Wiley, 2002), with the title **“Environmental Psychology: from spatial physical environment to ‘sustainable development’”** (in collaboration with M. Bonaiuto); other various **Chapters , as on ‘ Urban environmental quality’**, in the introductory Volume, by L Steg, De Groot, eds. Blackwell, 2012 and 20017 ; or on **‘Place attachment and environment-related behavior’** (with other Italian colleagues) in the last Volume on Place Attachment by Manzo & Devine-Wright (eds .) 2021.
- **co-editor of the Volumes:** **“Psychological Theories for Environmental Issues”** (Bonnes, Lee, Bonaiuto, eds. Aldershot, 2003); **‘Urban Diversities: Environmental and Social Issues ’**(Hogrefe, 2011) (in coll. with: M. Bonaiuto, A.M. Nenci, G. Carrus).
- **Section Editor (2003-2004) of Encyclopedia of Applied Psychology** (Spielberger, ed. Elsevier, 2004.), **for the Environmental Psychology;** Section, finally composed by 18 different thematic chapters, also author of the **Introductory Chapter to the Section: “Environmental Psychology, Overview”** (in coll. with G. Carrus).
- **co-author** of several other recent papers, i.e., in *American Psychologist*, the paper on **‘Expanding the role of Psychology for addressing environmental challenges’** (Clayton et al., 2016).
- **Invited Author of ‘History of Environmental Psychology in Italy’**, in the **IAPS Bulletin**, n.48, 2020, 8-16.

John B.F. de Wit, Ph.D.

IAAP Fellow, elected 2018

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John de Wit (MSc, PhD) is professor of Interdisciplinary Social Science: Public Health, at Utrecht University (since 2016), and head of department (since 2018). He also is visiting professor with the Centre for Social Research in Health, UNSW Sydney (since 2016), which he previously headed (2008-2016). He has also held the Netherlands Organization for Health Research and Development (ZonMw) special chair in social psychology of health and sexuality, at Utrecht University (2007-2012). John de Wit was trained as a social psychologist at Radboud University Nijmegen (MSc, 1989) and received his PhD (1994) from the Faculty of Medicine, University of Amsterdam. In 2018 he was awarded a fellowship of the International Association of Applied Psychology (IAAP).

John first became engaged with IAAP as a participant in the 28th International Congress of Applied Psychology (ICAP), which was held in Paris in 2014. At this conference, he was invited to give a Divisional Keynote Lecture. In 2020, John joined the board of IAAP Division 8 (Health Psychology) and became the division secretary. In this role, he takes carriage of engaging Division 8 members in information sharing and divisional activities, as well as ensuring regular contributions of Division 8 to the IAAP monthly eNews. In 2021, John started to serve as an associate editor of *Applied Psychology: Health and Well-being*, one of the IAAP official journals. John has also participated in recent IAAP webinars on "Mobility, Migration, and Mental Health: Translation to Action" (2021), and on "Challenges due to the COVID-19 pandemic: Effects on health, health Behavior, developments of Interventions and how to cope - evidences and reflections from health psychology" (October 2020).



John has worked across the social sciences, public health and health promotion for over 30 years. As an expert in health behavior and health behavior change, much of John's work is related to the global HIV response and key affected populations. His current research programs in HIV prevention and sexual health promotion encompass cutting-edge social and behavioral science research into (potential) community trust in, demand for and (unintended) impacts of biomedical HIV prevention based on the use of antiretroviral drugs. He is also involved in research into the extent and correlates of various indicators of HIV-treatment adherence and failure in high income as well as high endemic country settings, with a view to optimizing treatment outcomes and epidemic responses. He is also the social science research of the Dutch research agenda to contribute to the development of an HIV cure, the next frontier in promoting

John B.F. de Wit, Ph.D. cont.

the health of people affected and eliminating new infections. Other themes in John's work include sexual and gender-based violence, sexuality education, sexual and reproductive health and services, and the health and wellbeing of sexual orientation and gender identity diverse communities. He is also engaged in research into sustainability-related behaviors and transitions. His work encompasses scholarly and strategic research; commissioned monitoring and evaluation; capacity building in health promotion program development, implementation and evaluation; and advisory and leadership roles. Cross-cutting issues in John's research include social determinants and social inequality of health, and the development of effective policy and intervention, empowering affected communities, and global health. John's work is situated in a range of countries, including South Africa, Nigeria, Kenya, Tanzania, Thailand, Vietnam, Pakistan, China and Fiji in addition to The Netherlands and Australia where he holds appointments.

John has a strong track record in attracting research funding (>€28 million), and has published extensively (>300 publications, h-index 61, i10 index 212). He also has extensive governance experience, and is a current or past member of a range of domestic and international advisory and steering committees, boards of governments, community and professional organizations, including advisory committees of the Health Council of the Netherlands, the Scientific Advisory Committee of the Corona Behavioral Unit of the Netherlands Institute for Public Health and the Environment, and the Utrecht University Steering Committee on Equality, Diversity and Inclusion. John also is an experienced educator, teaching courses in undergraduate, graduate, and doctoral degree programs, as well contributing to life-long learning program for academic professionals in social policy and public health. He also has much experience in supervising PhD students (25 current students, 21 completed students).

Rolando Diaz Loving

IAAP Fellow, elected 2018

I obtained my PhD degree in social psychology from the University of Texas at Austin in 1981 and have been a professor at the National Autonomous University of Mexico ever since. Together with my students, our research centers in couple and family relationships, sexual and contraceptive behaviors, health and obesity, development of personality measures, cross-cultural psychology, and ethno-psychology. My research has been influential in studying basic psychosocial process in order to develop and evaluate practical interventions on issues facing Hispanics in the American Continent. My publications centered on personality and social psychological processes, have been a corner stone for the creation of a Mexican ethno-psychology. My bio-psycho-social-cultural theory on human relationships has guided innumerable studies and programs about family and couple's relationships. Our research on sexual behavior, contraceptive behavior, health, HIV, and obesity is the foundation for numerous intervention programs. My research in personality has been the springboard for the development of a variety of valid, reliable, and culturally sensitive and relevant inventories and personality instruments.

Harry Triandis first introduced me to the International Association of Applied Psychology, when I was a PhD student at the University of Texas in Austin. He asked me to collaborate interviewing Mexican-American citizens for a research project he was conducting. As a result of that research venture, we published the following article: Triandis, H. C., Hui, C. H., Albert, R. D., Leung, S.-M., Lisansky, J., Diaz-Loving, R., & Loyola-Cintrón, L. (1984). Individual models of social behavior. *Journal of Personality and Social Psychology*, 46(6), 1389-1404. A few years later, Susan Pick, who was a member of IAAP, suggested we publish an article describing applied psychological work done in Mexico, in their flagship Journal, the result was: Pick de Weiss, S. & Diaz-Loving, R. (1986). Applied psychology in México, *International Review of Applied Psychology*, 35, 577-588.



In 1986, I invited Harry Triandis to give a keynote at the First Mexican Social Psychology Congress, where he suggested I participate in the 22nd. International Congress of Applied Psychology in Kyoto Japan in 1990. I presented a couple of papers at that congress: "Development and evaluation of an integral sex education program" and "Attitudes, knowledge and sexual practices in relation to AIDS in students". I have since attended every IAAP conference. In addition to the presentations made through out the years, I was fortunate to be invited twice as a keynote speaker. First at the 27th International Congress of Applied Psychology held in Melbourne, Australia, 2010, presenting "Couple relationships: From evolution to culture, from theory through research to interventions". Later, at the 29th Conference in Montreal Canada, 2018, presenting Diaz-Guerrero's contributions to the internationalization of psychology.

Rolando Diaz Loving cont.

In addition, to the attendance to the Association's Conferences, I published a second article in the IAAP Journal: Diaz-Loving, R. y Villagran Vazquez, G. (1999). The Theory of Reasoned Action Applied to condom use and request of condom use in Mexican government workers. *Applied Psychology: An International Review*, 48, 139-151. Later, in response to John Adair's invitation, we co-edited a special issue of the Journal centered on the Indigenization of Psychology, where we co-authored the following article: Adair, J. y Diaz-Loving R. (1999). Indigenous Psychologies: The Meaning of the concept and its assessment. *Applied Psychology: An International Review*, 48 (4), 397-402. In the same issue, I published Diaz-Loving, R. (1999). The indigenization of psychology: Birth

of a new science or rekindling of an old one? *Applied Psychology: An International Review*, 48 (4), 433-449.

In recent years, 2013 to be exact, Jose Maria Peiro contacted me during an Interamerican Psychology conference and invited me to collaborate with the Association. In 2014, after the elections, I received the responsibility of becoming President Elect of Division 3. Since then, I have cooperated to the best of my capabilities with the noble activities of the Association. In 2018, the honor of being a Fellow of the Association was bestowed on me, which puts me in the company of a series of remarkable applied psychologists and researchers.

Yiqun Gan, Ph.D.

IAAP Fellow, elected 2018

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ORCID iD: <https://orcid.org/0000-0001-9886-6862>

Yiqun Gan is a professor at the School of Psychological and Cognitive Sciences, Peking University, China. She received her Ph.D. degree from the Chinese University of Hong Kong in 1998. As the winner of the Chinese Psychological Society's title, "Recognized Psychologist," she has been awarded a fellowship of the International Association of Applied Psychology (IAAP) in 2018 and a Distinguished International Affiliate (fellow equivalent) of the Society for Health Psychology (Division 38) of the American Psychological Association (APA) in 2019.

Focusing on the research and application of health psychology, her team addressed key issues such as the exploration of molecular and neurobiological mechanisms and new intervention methods and technologies. These explorations were conducted using a variety of designs, from basic to translation research, and constantly aimed at reducing mental health problems and improving well-being. Her research on future orientation and resilience has embraced numerous state-of-the-art techniques, such as laboratory experiments, molecular genetics, physiological indices, ERP, and fMRI. Her research was conducted in the following three areas:

1. The application of future orientation in the field of stress and coping: this was done by exploring the structure, decision-making, and motivation function of future orientation; proposing the motivation function hypothesis of future orientation; and establishing a behavior evaluation method for future orientation to provide a new method of time management.
2. She proposed the Post Stress Growth Hypothesis after early stress exposure: based on the

relevant theories and hypotheses of post-traumatic growth, the research team combined molecular biology research technology to explore individual differences in trauma resilience, carrying out examinations on the genetic and neural mechanism of stress inoculation. Through these analyses, important progress has been made in comprehending the afore-mentioned individual differences, which provides an important basis for exploring how different individuals actively experience post-stress growth.

3. Translation of the above theoretical achievements: the research team developed a platform and promoted a series of low-intensity digital interventions. They used mobile health technology to improve negative emotions and social contradictions caused by stress, as well as designed and verified various online intervention schemes for depression, anxiety, rumors, stigmatization, and unhealthy behavior with randomized controlled trials. This research provides a new methodology for the research and translation of health psychology theories.

Yiqun Gan has published over 156 peer-reviewed papers in referred journals, was the first or corresponding author in 132 of them. Her academic achievements have been recognized by international scholars and she has made significant contributions to the fields of stress and health psychology. In the past five years, she has published 68 papers (average of 13 articles per year) in highly influential journals, such as *Psychological Medicine*, *Health Psychology*, and *Annals of Behavioral Medicine*.

Yiqun Gan participated various times in the International Congress of Applied Psychology (ICAP). In the 2014 ICAP, held in Paris, she was invited as a transversal keynote speaker, after which she became more involved in the IAAP.

Yiqun Gan began her service for IAAP in 2017 as a

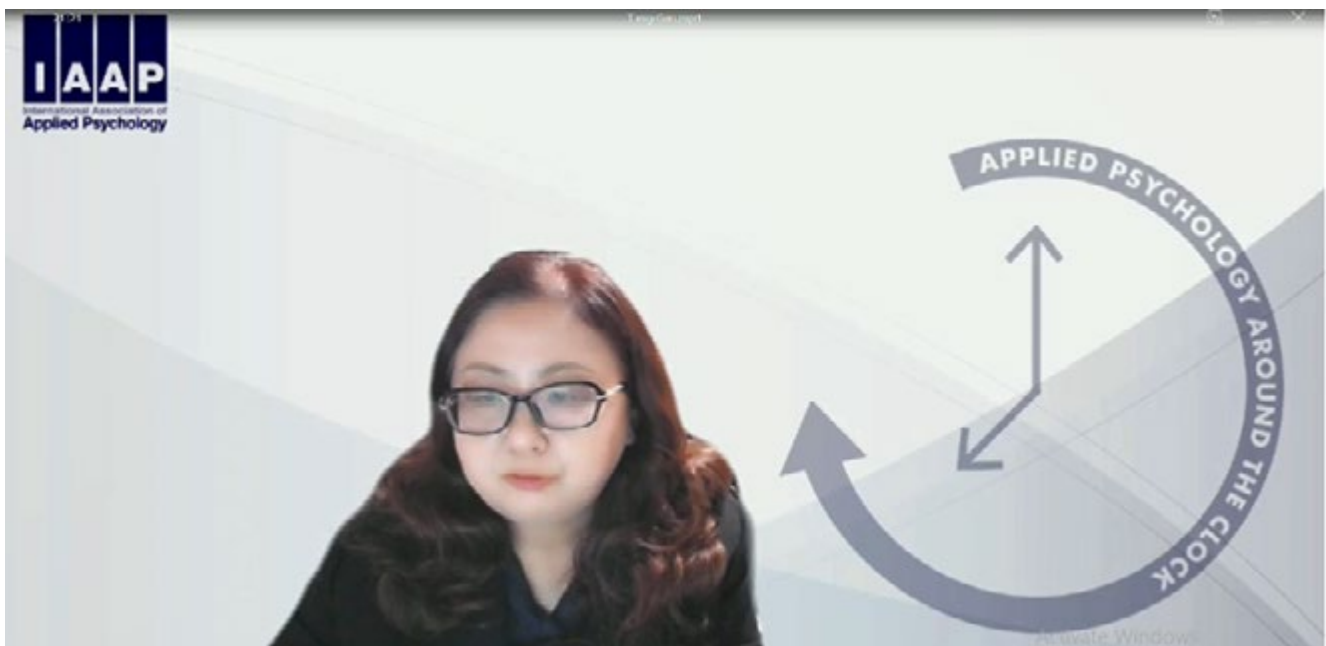
Yiqun Gan cont.

secretary in Division 8, Health Psychology. In 2018, she organized an invited symposium at the ICAP in Montreal. In 2019, she started to serve as an associate editor for one of the IAAP official journals, *Applied Psychology: Health and Well-being*. Since 2020, she has been serving as a co-editor-in-chief for *Applied Psychology: Health and Well-being* and has been elected as the President-Elect of Division 8.

As a board of directors' member in IAAP and "the President-Elect of Division 8, Yiqun Gan has been actively involved in various IAAP activities. For example, she presented the paper "Paradigm Change in Clinical and Health Psychology Triggered by COVID-19: Development and Promotion of Online Digital Interventions" in a IAAP webinar in October 2020.; convened

another IAAP webinar titled "Mobility, Migration, and Mental Health: Translation to Action" in April 2021; and served as a scientific committee member and discussant of the IAAP Early Career Marathon in October 2021.

As a scientific committee member of the ICAP 2023 that will be held in Beijing, Yiqun Gan and her colleagues are actively preparing for this important IAAP event in China. Her roles as the President-Elect of Division 8 of the IAAP and President of Health Psychology Division of the Chinese Psychological Society enable her to be closely connected with the research, practice, and academic activities in health psychology in China and worldwide.



Yiqun Gan making a comment during the IAAP Early Career Marathon 2021

Ricardo García Mira

IAAP Fellow, elected 2018

Some reflections on my experience in IAAP

I have been involved in IAAP's scientific activities for a number of years now, after I decided to become an IAAP member and collaborate in an active way. Truly, I am proud to be a part of the largest and oldest international society of psychology in the world. I am currently a **Professor of Social Psychology** at the **University of A Coruña, Spain**, where I have lead the *People-Environment Research Group* since 1995. I am also a Visiting Professor at the Institute for Policy Research of the University of Bath (2016-2022) and have been a visiting international scholar at the Texas State University (2001), Surrey University (2003-2012), Cornell University (2020), and Tokyo University (2021), among others. Recently, I was awarded a Doctor Honoris Causa by 'Alexandru Ioan Cuza' University of Iasi, the oldest University in Romania, thanks to my collaboration in research activities with the Faculty of Psychology and Educational Sciences after the revolution of 1989. I am the European Editor of the *Journal of Architectural and Planning Research* and a member of the editorial committee of other specialized journals like *Journal of Environmental Psychology*, and *Sustainability*.

IAAP: A commitment to the applied nature of knowledge

I have found in IAAP the most appropriate place to upload the results of the research generated in our group, which uses approaches from applied psychology, focused on a number of theoretical and methodological aspects of environmental psychology. IAAP also favors our work having international visibility, especially now that we work under the sponsorship of the *Horizon 2020* Program of the European Commission in addressing different problems that explore models of social behaviour change towards sustainability, social innovation, social aspects of the



energy transition and models of resilience for coping with a number of climate change impacts.

In August 2017 we organized the *International Congress of Environmental Psychology*, within the framework of Division IV of IAAP. The University of A Coruña in Spain was the place chosen for this event, in which *theories of change and social innovation in the transition towards sustainability* were analyzed. Understanding the relationship between people and their physical environments and the impacts that reciprocally take place can contribute to investments and policies that support environmental conservation, the mitigation of the impacts of climate change and human well-being, in order to harmonize the relationship between social and ecological systems. The congress hosted debates on cutting-edge theoretical

Ricardo García Mira cont.

developments and recent empirical studies on individual and social factors that have an impact on sufficiently fast-paced transitions to sustainability, and on the most promising models of social innovation that can address the wicked problems of change. Climate, inequality, social alienation, and declining human well-being.

My election as an *IAAP Fellow* Member during the 29th International Congress of Applied Psychology, held in Montreal in 2018, has meant for me a reinforcement of the work that we have carried out from my research group over the last 25 years, and I am deeply indebted to the IAAP in general, and with the Division of Environmental Psychology in particular, for this matter.

From the Lab to Parliament

The transfer of knowledge to society has always been one of the goals of our research. Herein lies the applied nature of psychology in the interest that research results should have to improve our quality of life or to formulate policy recommendations on a myriad of social problems. In December 2015 and June 2016, I was elected a *Member of the Parliament of Spain*, where I held the position of *Spokesperson for Climate Change*. It was a magnificent opportunity to channel initiatives based on our research results, as we did with the approval of a parliamentary initiative to promote support for innovative organizations working on the design of sustainable lifestyles. It was the finishing touch to the work that we had been coordinating with ten other European universities around the GLAMURS project, funded by the EU FP7.

My recent projects

Some of the *recent projects* that we have completed are connected to these goals. I am currently the *Coordinator* of the European Consortium of the EN-TRANCES Project (H-2020), concerning the social aspects of the transition to clean energy (2020-2023). I was the *Coordinator* of the European Consortium of the LOCAW Project on reducing emissions in the workplace (2011-2013). I was also the *Coordinator* of the

European Consortium of the GLAMURS Project on sustainable lifestyles and green economy (2014-2016); and a Partner of the Research Consortia linked to the following research projects: TRANSIT (2014-2017) on social innovation; CONNECTING (2017-2022) on nature-based solutions in urban transformations, and SMARTEES (2018-2021) on energy transition and social innovation. I have also carried out social research on the Prestige disaster (2002-2008) and on the fires in Galicia (Northwest Spain) (2006-2007).

Changing our lifestyles, our societies, and our economies in a sustainable direction is possible only if done through broad consensus on goals and pace of transformation. Fast concerted action requires a keen understanding of the role of individual and collective change agents and of the mechanisms underlying success or failure in achieving social transformation. Both sustainable and social innovation initiatives, political actors and science itself are striving to understand the mechanisms for such transformation and to harness their potential. Despite increases in affluence, societies in the global North are confronting the manifold challenges of climate change, and a failure of the modernistic promise of increased well-being, decreasing inequality and meaningful leisure. Increased pressure on natural resources has been a direct result of conceptions of wellbeing that posit a materially rich life as a 'good life' and have contributed to unsustainable cycles of intense resource consumption, decreasing health and wellbeing, while increasing time pressure, and social alienation. Climate change, together with the failure of materialistic lifestyles to deliver wellbeing, has led to a questioning of the assumptions underlying current societal and economic arrangements. Scientific theorizing has also aimed to uncover the trajectories sustainability and social innovation initiatives follow in their efforts to achieve social transformation, the motivations underlying individuals' involvement in environmental action, the patterns of interactions between individual and collective agency on the one hand, and existing systemic factors constraining or facilitating their action on the other.

Ricardo García Mira cont.

The Environmental Psychology Division in IAAP is nowadays a forum that brings together passionate and creative researchers to share ideas and establish innovative research networks. Looking at the great number of people who usually register for recent conferences, it definitely seems like this is an exciting time for Environmental Psychology, as our professional community keeps growing and developing. The world of Environmental Psychology is an exciting field in which to work or study, as the variety of research themes in the latest conferences demonstrate.

A selection of publications derived from all this work

Vita, G.; Ivanova, D.; Dumitru, A.; García-Mira, R.; Carrus, G.; Stadler, K.; Krause, K.; Wood, R. & Hertwich, E. (2020). Happier with less? Members of environmental grassroots initiatives reconcile lower carbon emissions with higher well-being. *Energy Research & Social Science*, 60. <https://doi.org/10.1016/j.erss.2019.101329>

Craig, T.; Polhill, G.; Colley, K.; Carrus, G.; Maricchiolo, F.; Bonaiuto, M.; Bonnes, M.; Dumitru, A.; & García-Mira, R. (2019), Transmission of pro-environmental norms in large organizations, *Sustainable Production and Consumption*, 19, 25-32. DOI: <https://doi.org/10.1016/j.spc.2019.02.010>

García Mira, R.; Uzzell, D.; Real, J.E. & Romay, J. (Eds) (2018). *Housing, Space and Quality of Life*. London, UK: Routledge (2nd Edition). DOI: <https://dx.doi.org/10.4324/9781351156363>

García Mira, R.; Dumitru, A.; Alonso-Betanzos, A.; Sánchez-Marroño, N.; Fontenla-Romero, O.; Polhill, J.G. & Craig, T. (2017). Testing scenarios to achieve workplace sustainability goals using Backcasting and Agent-based Modeling, *Environment & Behavior*, 49(9), 1007-1037. (Publicado primero On-line: Octubre 26, 2016). DOI: <http://dx.doi.org/10.1177/0013916516673869>

Uzzell, D.; Rätzl, N.; García-Mira, R. & Dumitru, A. (2017), Global Challenges for Environmental Psychology: The Place of Labor and Production. In G. Fleury-Bahi, E. Pol, and O. Navarro (Eds.): *Handbook of Environmental*

Psychology and Quality of Life Research (pp. 559-570). AG, Switzerland: Springer International Publishing. DOI: http://dx.doi.org/10.1007/978-3-319-31416-7_31

Frantzeskaki, N.; Dumitru, A.; Anguelovski, I.; Avelino, F.; Bach, M.; Best, B.; Binder, C.; Barnes, J.; Carrus, G.; Egermann, M.; Haxeltine, A.; Moore, M.L.; García-Mira, R.; Loorbach, D.; Uzzell, D.; Omman, I.; Olsson, P.; Silvestri, G.; Stedman, R.; Wittmayer, J.; Durrant, R. and Rauschmayer, F.; (2016), Elucidating the changing roles of civil society in urban sustainability transitions. *Current Opinion in Environmental sustainability*, 22: 41-50. DOI: <http://dx.doi.org/10.1016/j.cosust.2017.04.008>

Dumitru, A.; De Gregorio, E.; Bonnes, M.; Bonaiuto, M.; Carrus, G.; García-Mira, R. & Maricchiolo, F. (2016), Low carbon energy behaviors in the workplace: A qualitative study in Italy and Spain. *Energy Research & Social Science*, 13, 49-59. DOI: <http://dx.doi.org/10.1016/j.erss.2015.12.005>

Ruepert, A.; Keizer, K.; Steg, L.; Maricchiolo, F.; Carrus, G.; Dumitru, A.; García-Mira, R.; Stancu, A. & Moza, D. (2016), Environmental considerations in the organizational context: A pathway to pro-environmental behavior at work, *Energy Research & Social Science*, 17, 59-70. DOI: <http://dx.doi.org/10.1016/j.erss.2016.04.004>

Alvarez-Suárez, P.; Vega-Marcote, P. & García-Mira, R. (2014), Sustainable consumption: a teaching intervention in higher education. *International Journal for Sustainability in Higher Education*, 15(1), 3-15. DOI: <http://dx.doi.org/10.1108/IJSHE-06-2011-0044>

García Mira, R. & Dumitru, A. (Eds.) (2014). *Urban Sustainability: Innovative Spaces, Vulnerabilities and Opportunities*. A Coruña, Spain: Deputación Provincial & Instituto Xoa Vicente Viqueira. ISBN: 978-84-9812-243-5.

García Mira, R. (Editor) (2013). *Readings on the Prestige Disaster, Contributions from the Social Sciences*. A Coruña: Instituto de Investigación Psicosocial Xoa Vicente Viqueira.

García-Mira, R.; García-González, C.; Dumitru, A.; & Barreiro-Rivas, XL (2012), The social dimension of forest fires: Risk, responsibility, and participation. En S. Kabisch, A. Kunath, P. Schweizer-Ries, and A. Steinführer (Eds.), *Vulnerability, Risks, and Complexity. Impacts of Global Change on Human Habitats* (pp. 103-119). Cambridge, MA: Hogrefe.

Richard Griffith, Ph.D.

IAAP Fellow, elected 2018

I received my academic appointment as an Assistant Professor and Program Chair of the Industrial Organizational Psychology program at the Florida Institute of Technology (FIT) following my graduation from the University of Akron in 1997. When I was beginning my academic job search, the opening at FIT was appealing to me because it afforded an opportunity to lead a program directly out of graduate school. During my recruitment, the search committee expressed an interest in hiring someone to found a Ph.D. program. I often look back on my decision to take the FIT job with amusement. As an assistant professor, I should have been focusing on my publications and preparing for promotion. However, I saw an opportunity to build a program, and knew the same opportunity might not come for many years. I like to lead and I have always enjoyed taking on challenges. So on a Friday I defended my dissertation, and the next Monday I was the chair of a small program.

The program has since hit a stage of maturity and has had some degree of success. I hope that I have helped to shape the professional climate and organizational culture of the FIT I/O program. I have always viewed it as our strength. As a complement to our hard work, the environment has maintained an atmosphere of collaboration and collegiality. In a study of student satisfaction, our organizational culture was ranked number one in the United States¹. I am also proud of the internationalization efforts of the program, which allowed me to see the world, and make many wonderful friends. As part of that effort, I founded the International I/O Ph.D. concentration at FIT, the first in the U.S.



I am currently the Executive Director of The Institute for Culture, Collaboration, & Management (ICCM) at the Florida Institute of Technology, a partner in the Erasmus Mundus Work and Organizational Psychology consortium. I have more than 20 years of expertise in talent management research and consulting. I have been an author (or co-author) of over 150 publications, presentations, and book chapters. In addition, I have served as the editor of the books *Internationalizing the Organizational Psychology Curriculum*, *Critical Issues in Cross Cultural Management*, and *Leading Global Teams*. In addition, I served as a

¹ Kraiger, K. & Abalos, A. (2004). Rankings of Graduate Programs in I-O Psychology Based on Student Ratings of Quality. *The Industrial-Organizational Psychologist*, 42 (1), 28-43.

Richard Griffith cont.

guest editor of the journals *Human Performance*, *International Journal of Cross Cultural Management*, *Military Psychology*, and *Organizational Development*, and associate editor of the *European Journal of Psychological Assessment*. I have also conducted funded research for the U.S. Department of Defense for more than a decade. I am honored to have been recognized as a Fellow by the International Association of Applied Psychology (IAAP), the Society for Industrial Organizational Psychology (SIOP), and as a Senior Research Fellow by the Army Research Institute.

Jose Maria Peiro, whom I consider my mentor, and one of my closest friends, introduced me to IAAP. Jose Maria was incredibly generous with his knowledge and his network, and helped me get involved in the Advanced Research Training Seminar (ARTS) program, a committee that I now chair. Being involved with IAAP has been an incredible experience, and I appreciate the opportunity to serve, and help shape the careers of talented young professionals.

Erich Kirchler

IAAP Fellow, elected 2018

Economic psychology is the most interesting interdisciplinary field in applied psychology. Well, I know, this is my personal opinion since almost four decades.

It was in Summer 1983 when I first met the international community of economic psychologists and behavioral economists. Enzo Spaltro had organized the Annual Meeting of the International Association for Research in Economic Psychology (IAREP) in Bologna, Italy. I remember delicious lunches and dinners and long evenings together with the founding fathers of economic psychology: Gery Van Veldhoven, the first president of the association, Piet Vanden Abeele, Hermann Brandstätter, Folke Ölander, Fred Van Raaij, Karl-Erik Wärneryd. Together with colleagues at the Psych-Department of the University of Linz, Austria, I presented a study on financial decisions in the household: "To buy or not to buy, that's the question? Marital relationships and purchase decisions". The first presentation to experts had to relate to William Shakespeare – later I became more humble.

Two years later, in 1985, Hermann Brandstätter took over responsibility for organizing the annual conference in Zell an der Pram, Austria. As his assistant and close collaborator I got to know the crowd studying economic psychology and the specific research topics. Since then my interest in this field has grown, and we have built close relationships with many colleagues.

A few years later, Fred van Raaij, Professor at Tilburg University and the first editor of the Journal of Economic Psychology, informed the attendees of the annual conference about IAAP and Division 9 "Economic Psychology" and proposed close cooperation. I became a member of IAAP and Division 9, which I am "in good standing" ever since.

While IAREP assembles scholars of various disciplines (e.g., psychology, economics, marketing, sociology,



anthropology) with joint interest in economic behavior, IAAP has the advantage of bringing together scholars of various applied sub-disciplines of psychology. Both associations together offer the unique opportunity to exchange knowledge from various disciplines and to learn from the application of psychological theories in various fields of application.

I am grateful for the inspiring contributions I have received over the years from many colleagues that helped improving my research on unemployment and well being, household financial decisions, and tax behavior. In particular, the diary studies of unemployed and married couples and their daily interaction dynamics and financial decisions benefited from the innovative suggestions of many colleagues at the events organized by IAAP and IAREP. In addition to the inspiring input for my empirical studies,

Erich Kirchler cont.

the research fields of my colleagues motivated me to write a book about the many topics of economic psychology. The first edition was published by Hogrefe in 1995, in German. The initial 350 pages grew to over 900 pages in 2011, when the 4th edition appeared. In 2018, Cambridge University Press published the English book: *Economic Psychology: An Introduction*, which Erik Hoelzl from the University of Cologne wrote together with me. I regard the book as a homage to the friends and colleagues at IAAP and IAREP, to whom I owe my passion for economic psychology.

My interest in tax behavior was undoubtedly piqued by my mentor Hermann Brandstätter and the colleagues in UK and the Netherlands, who conducted sophisticated laboratory experiments in which participants made money and paid tax under different experimental conditions, such as changing audit rates or fines in case of detected evasion. Later, the integration of knowledge accumulated in economics and in psychology led to the development of the “Slippery Slope Framework”, which attempts to

explain cooperative behavior as a function of authorities’ power to enforce compliance and their trustworthiness. The framework aroused interest in the academic world, but is also used by practitioners in finance ministries, such as the IRS, HMRC, the Dutch Belastingdienst or the BMF in Austrian, and by international organizations, such as the OECD, or the US-Taxpayers Advocate Service (TAS). In particular, Nina Olson, head to TAS, made it possible to expand our research from the laboratory to the field, where “real” data of “real taxpayers” are collected and analyzed.

In addition to the stimulating meetings organized by IAAP, some joint activities and organizations of symposia with Christine Roland-Lévy, I had the opportunity to serve as treasurer and president of Division 9, and I am proud to have been assigned the status of “Fellow of IAAP” in 2018.

Cornelius König

IAAP Fellow, elected 2018

My name is Cornelius König, and I have been a full professor of work and organizational psychology at Saarland University, a university in the South-West of Germany, right at the French border and also close to Luxembourg, since 2010. At my university, I am currently also the Vice-President for Internationalization and European Relations. I have also held a position (“Adjunct Professorship”) at the Graduate School of Business, University of the South Pacific, Fiji, since 2019.

My research covers four areas. The area I have contributed most to is personnel selection. In particular, my research tries to understand personnel selection not as a psychometric situation where the goal is to diagnose certain characteristics of applicants, but rather as a social situation with exchanges between applicants and the organization. This perspective opens many new avenues for research. For example, many social situations are governed by social rules and norms, and my research shows that this is also true for personnel selection situations, and these rules exist for both sides, the applicants and the recruiters (e.g., Jansen, König et al., 2012). Those applicants who are able to better understand these rules have a higher probability of getting jobs (e.g., Kleinmann, ... König, 2011; König et al., 2007). This perspective also allows the study of behavior of applicants and the recruiters (e.g., Langer, König et al., 2019). These social rules might also cross-culturally differ (e.g., König, Langer et al., 2021) and will likely change over time as more practitioners start using new technologies in selection stemming from computer science (e.g., interviews evaluated with the help of artificial intelligence, see, e.g., Langer, König et al., 2018).

My second research area is job insecurity. My research tries to go beyond typical stressor-strain approaches by, for instance, explicating performance effects of job insecurity perceptions (e.g., Debus, ... König, 2020; Staufenbiel & König, 2010) as well as



understanding predictors of job insecurity perceptions (e.g., Debus, König et al., 2014). In recent years, I have complimented this stream of research with studies that look at the end of jobs from an organizational perspective (e.g., studies on firing like Richter, König et al., 2016, or on outplacement counselors like Richter, König et al., 2020, or exit interviews, König, Richter, et al., 2021).

My third area of research focus is time management, which continues to fascinate me because it has so many factors that are involved but are often overlooked. I started relatively broadly (e.g., Koch & Kleinmann, 2002) and then moved on to study time management phenomena separately – such as multi-tasking (e.g., König et al., 2005, 2010), meetings (e.g., Odermatt, König et al., 2017, 2018), quiet hours (e.g., König et al., 2013), and misestimating task duration

Cornelius König cont.

(e.g., König et al., 2015).

A fourth area is research about the research process itself. The longer I have been a professor, the more I have stumbled on questions related to being a researcher and educator for which I can only find anecdotal answers. As a researcher by conviction, anecdotal evidence rarely satisfies my curiosity. Instead, I believe that systematic empirical evidence is critical even though it might require learning more about fields outside of psychology. For example, I started to wonder about gender differences in our field, and I therefore delved into scientometrics, the study of systematically characterizing science and research to find answers. For these analyses, my colleagues and I (König et al., 2015; Fell & König, 2016) analyzed gender differences in interests and in collaboration patterns among work and organizational psychologists. Another example is the research about the way research is conducted in our field is written – research where my colleagues and I have applied ideas from applied linguistics (e.g., Bajwa, König et al., 2016, 2019, 2020). For instance, our 2016 paper shows that hedges (words reducing commitment to claims) are particularly often used by authors from the U.S. compared to European or Indian researchers.

I have also strived to showcase psychology for other domains. In particular, I have targeted the fields of entrepreneurship and cybersecurity as opportunities to find connections with research from psychology. Regarding entrepreneurship, my colleagues and I have successfully obtained three large grants that aim at using psychology to support international universities' attempts to become more

entrepreneurial-minded: "Developing Jordanian Universities' Innovation Capacities and Entrepreneurship Education" (JUICEE, see <https://juicee.eu/>), "Transforming Academic Knowledge to Develop Entrepreneurial Universities in Pakistan" (TAKE-UP, see <https://takeup.eu/>), and "Developing Entrepreneurial Universities in Kenya" (DEPUK, see <http://www.depukenya.com/>). Another project ("Women EntREpreneurs IN Action!", WE'RE IN) supports women's entrepreneurship activities by applying psychology knowledge. Regarding cybersecurity, my colleagues and I have pushed for including a psychological perspective when trying to understand users' cybersecurity concerns and behavior. This has resulted in two Erasmus+ projects: "Rethinking Cybersecurity in Pakistan - Human factors' Essential Role" (ReCyPHER, see <https://recypher.eu/>) and "Cyber Security for Psychology" (CySec4Psych, see <https://cysec4psych.eu/>). Given the increasing relevance of cybersecurity challenges for society, I believe it is crucial that psychologists get involved because it seems unrealistic that these challenges can be solved solely by technological solutions. Our project lays the groundwork for more engagement by psychologists.

Much of my research is situated in an international context, and I truly enjoy working with such wonderful international colleagues. And for international networks, it is great to have an international association that supports us applied psychologists: *The International Association of Applied Psychology!* I am honored to be one of IAAP fellows and very thankful for all the colleagues and their continued engagement for the IAAP.

Filip Lievens

IAAP Fellow, elected 2018

Filip Lievens is the Lee Kong Chian Professor of Human Resources at the Lee Kong Chian School of Business of Singapore Management University (SMU) in Singapore. He obtained his PhD from Ghent University, Belgium (1999).

Research Focus and Interests

The research program of Filip Lievens is situated in the field of Human Resources Management (HRM). Although he published papers about all HRM domains (work analysis/ competency modeling, recruitment, selection, training and development, performance management, and compensation), his main contributions converge on two themes: talent acquisition and talent assessment

In the field of *talent acquisition*, Filip Lievens has been addressing the broad question: Which factors make organizations attractive employers? He was one of the first to adopt a marketing lens as a conceptual framework in recruitment and employer branding. An important game changer was that he introduced the instrumental-symbolic framework. This implies that (potential) applicants are attracted to an employer not only on the basis of traditional instrumental job and organizational attributes (e.g., pay, location) but also on the basis of symbolic attributes (personality trait inferences such as competence and innovativeness).

In the field of *talent assessment*, Filip Lievens has been trying to answer the major challenge in high-stakes selection of finding reliable and valid selection procedures that can be used in large applicant pools for assessing interpersonal skills (aka “21st century” skills). Therefore, he set up a longstanding research program on the effectiveness of Situational Judgment Tests (SJTs) as measures of interpersonal skills. He developed a theory of how and why SJTs assess interpersonal skills. In addition, he introduced a modular approach for determining which factors make SJTs more effective interpersonal skill assessments. In particular, he examined the impact of building blocks such as stimulus format (written



vs. video-based), response instruction (“would do” vs. “should do”), and response format (MC vs. open-ended). Apart from SJTs, he is also well known for his work on assessment centers. He was a catalyst for a reconciliation of issues related to the assessment center construct-related validity debate: He relied on person-situation interaction research (trait activation theory) and proposed a mixed model approach in which both exercises and dimensions are considered. In addition, he identified various design considerations (e.g., assessor training, assessor type, situational stimuli) under which assessment center ratings can be better measures of dimensions. In recent years, he has been exploring how a multiple, speeded assessment approach can permit to examine adaptability and learning agility.

Productivity and Impact

Recently, Filip Lievens was ranked among the top 1% of scientists in the world in the field of Business & Management. As an internationally recognized

Filip Lievens cont.

scholar, he has published over 60 papers in top-tier journals (e.g., *Annual Review of Psychology*, *Journal of Applied Psychology*, *Personnel Psychology*) and 200+ papers in general. His Google Scholar h index is 83. He has been serving for many years in the editorial board of *Journal of Applied Psychology* and *Personnel Psychology*. As a thought leader and worldwide authority in the field of talent acquisition and talent assessment, he has been invited as keynote speaker at many renowned international conferences (e.g., American Psychological Society, Society for Industrial and Organizational Psychology, British Psychological Society). Generally, he has given over 300+ presentations, workshops, and invited keynote presentations across the globe. Finally his research has been featured in well-known press outlets (e.g., New York Times, Wall Street Journal).

Awards

Filip Lievens received several career-related and research-related awards. For instance, he was the first European winner of the Distinguished Early Career Award of the Society for Industrial and Organizational Psychology. He is a multiple winner of the Jeaneret Award and the Douglas Bray and Ann Howard Awards, which recognize outstanding contributions in the assessment domain. He also won the Joyce and Robert Hogan Award related to personality assessment. He was a recipient of the Friedrich Wilhelm Bessel-Forschungspreis of the Alexander von Humboldt- Foundation and laureate of the Royal Flemish Academy of Sciences and Arts, an award to value substantial contributions in any discipline in social sciences. He is a fellow of the Society for Industrial and Organizational Psychology (SIOP), the American Psychological Association (APA), the Association for Psychological Science (APS), and the International Association of Applied Psychology (IAAP).

International focus

Currently, Filip Lievens is working at Singapore Management University in Singapore. He always had an international orientation by building bridges and establishing collaborations with scholars from Europe,

USA, South Africa, China, and Singapore. To this end, he was a visiting professor at University of Minnesota, Bowling Green State University, University of Georgia, Nanyang Technological University, University of Valencia, University of Zürich, Justus-Liebig University Giessen, Saarland University, Ludwig-Maximilian University München, and University of Stellenbosch. He also guided PhD students from all over the world and published with them. Some of them (e.g., Frederik Anseel, Greet Van Hoye, Francois De Kock, Eveline Schollaert) have also become university professors.

Professional experience

Filip Lievens has consultancy experience in private, public, and military sector. He also serves as “meta-consultant” on selection-related topics for national and international consultancy firms.

Leisure time

Filip Lievens is a music and movie aficionado, foodie and avid runner, biker, and swimmer (often combined in Ironman triathlons).

Involvement in IAAP

Filip Lievens started being involved in the International Association of Applied Psychology (Organizational Psychology Division) in 1998 as webmaster. So, he created the very first webpage of the Organizational Psychology Division. In 2002, he became secretary of this division’s executive committee. From 2006 to 2010, he then served as treasurer. Apart from these functions in the Organizational Psychology Division of IAAP, he was also involved as Program Committee Member in the international conferences of the International Association of Applied Psychology in 2006 and 2018. At the Montreal conference, he became Fellow of the International Association of Applied Psychology.

WWW site

More information can be found on <https://www.filiplievens.com>

Gerald Matthews

IAAP Fellow, elected 2018

Professor of Psychology
George Mason University

I began my academic career as a postgraduate student at the University of Cambridge with an interest in the theory of individual differences in personality. As fortune would have it, my first faculty position was at Aston University, in Birmingham, England, where I was lucky to work with applied psychologists for the first time, investigating issues including driver stress and performance (Ian Glendon), human-machine interaction (Rob Stammers), and the vigilance decrement (Roy Davies). In my next appointment at the University of Dundee, my research shifted further towards the applied end of the spectrum. I built a driver simulation lab to investigate stress and fatigue effects on both performance and subjective response and validated the Driver Stress Inventory to measure individual differences. I also began work on the Dundee Stress State Questionnaire as a measure for evaluating a range of applied environments relevant to human factors. My theoretical articles focused on cognition and emotion; Adrian Wells and I published our book on *Attention and Emotion*, which provided the conceptual framework for his novel metacognitive therapy for emotional disorders.

When I moved to the University of Cincinnati in 1999, I was lucky enough to work with the late Joel Warm who introduced me to transcranial doppler sonography and the psychophysiology of vigilance. Our data supported multivariate modeling of performance data that differentiated subjective and objective predictors of vigilance. I also continued my driver performance research, focusing especially on the interplay between fatigue and distraction in driver safety. We were fortunate to have an exceptional cadre of graduate students, many of whom went on to high profile positions in academia and in research for the US Air Force. With Moshe Zeidner and Rich Roberts, I also published the first comprehensive critique of the



then-new construct of emotional intelligence. Moving onto a Research Professor position at the University of Central Florida's Institute for Simulation and Training, I was able to develop my interests in multivariate models for human factors still further, challenging simplistic notions of stress and workload. With Lauren Reinerman-Jones, I contributed a book on workload assessment to the Human Factors and Ergonomics Society series for the practitioner. I also worked with ex-military researchers on the use of simulated environments for skills training, including applications of Virtual Reality. Most recently, I joined the Psychology faculty at George Mason University, where I plan to continue my research on stress, workload and performance using complex task simulations.

Some of my colleagues at Aston University belonged to IAAP, notably Ian Glendon who became a leading

Gerald Matthews cont.

light in Division 13 (Traffic and Transportation Psychology). The first IAAP meeting I was able to attend was the 1990 International Congress of Applied Psychology in Kyoto. The opening reception surrounded by the wooded hills and temples of the city has always stayed in my memory. I remain grateful to my Japanese colleagues Yuji Hakoda, Akira Tsuda, and Michiaki Kondo who kindly hosted a post-convention stay for me in Kyushu. I have attended every ICAP since that time, except in 2002. The meeting has for a long time been an important forum for traffic psychologists, and I was honored to be elected President of Division 13 for 2010-2014. I am happy that the Division continues to thrive under the capable leadership of Kazumi Renge.

Selected Publications

Matthews, G. (2016). Multidimensional profiling of task stress states for human factors: A brief review. *Human Factors*, 58, 801-813.

Matthews, G., Neubauer, C., Saxby, D. J., Wohleber, R. W., & Lin, J. (2019). Dangerous intersections? A review of studies of fatigue and distraction in the automated vehicle. *Accident Analysis & Prevention*, 126, 85-94.

Matthews, G., & Reinerman-Jones, L. (2017). *Workload assessment: How to diagnose workload issues and enhance performance*. Santa Monica, CA: Human Factors and Ergonomics Society.

Matthews, G., Warm, J.S., Reinerman, L.E., Langheim, L., Washburn, D.A., & Tripp, L. (2010). Task engagement, cerebral blood flow velocity, and diagnostic



monitoring for sustained attention. *Journal of Experimental Psychology: Applied*, 16, 187-203.

Matthews, G., Zeidner, M., & Roberts, R. (2002). *Emotional intelligence: Science and myth*. Cambridge, MA: MIT Press.

Wells, A., & Matthews, G. (1994). *Attention and emotion: A clinical perspective*. Hove: Erlbaum.

Julie McCarthy

IAAP Fellow, elected 2018

I am proud to be a member and Fellow of the IAAP. Currently, I am a Professor in the Department of Management at the University of Toronto Scarborough where I am the Associate Chair of External Relations and Strategic Initiatives. I serve on the editorial boards of the *Journal of Applied Psychology*, *Personnel Psychology* and the *Journal of Business and Psychology*. My work is supported by funding from the Social Sciences and Humanities Research Council and has been featured in several media outlets, such as Harvard Business Review, the Wall Street Journal, the Financial Times, and Macleans.

My primary area of research is the scientific study of workplace stress and wellbeing, a topic that is more relevant than ever given the onset of Covid-19. Across the globe, employees, job applicants, and leaders are grappling with how to manage both themselves and others in the midst of this unprecedented time. While I have numerous studies in this area (e.g., Cheng & McCarthy, 2018; Heskiu & McCarthy, 2021; McCarthy et al., 2018; 2019; 2017a; 2017b; 2016), three of the most recent have directly focused on the management of anxiety and stress in the midst of Covid-19 (McCarthy et al., 2021; Trougakos et al., 2020; Yoon et al., 2021). My studies highlight the complex nature of work-related stress and anxiety, elucidating the determinants, underlying mechanisms, and outcomes for both employees and job applicants. This is important, as one of my primary research objectives is to conduct work that has a direct, documented, and significant impact on practice. This is in alignment with the IAAP's goal of '*promoting the science and practice of applied psychology*'. As a result, the majority of my studies are field-based projects that result in evidence-based organizational change that has improved both employee well-being and organizational functioning. I have found IAAP to be an invaluable source for forming connections with partner organizations and in this regard, I have been fortunate to partner with numerous public and private organizations.



Further, in alignment with the IAAP's distinction as the 'oldest and largest international association', my work has a strong international focus. I have been fortunate to form strong research collaborations with international teams of coauthors. IAAP has enabled me to meet scholars from across the globe and has facilitated forming and solidifying research collaborations. These have led to a number of exciting projects that include international coauthors and incorporate the collection of data from across the globe. Examples of studies with IAAP collaborators are a recent study of interview anxiety in the midst of COVID-19 which included 93 countries (McCarthy et al., 2021), a study on job applicant anxiety and fairness that included data from North America, South America and Europe (McCarthy et al., 2013), and a conceptual review paper on job applicant reactions with an international team of co-authors (McCarthy et al., 2017b).

Julie McCarthy cont.

I would like to thank the IAAP for all of the incredible work that they do and look forward to attending future IAAP conference and meetings in person when this pandemic is over.

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Ann Marie O’Roark, PhD, ABAP

IAAP Fellow, elected 2018

Active Retired: Organizational Consulting: Executive Development

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Fleet Landing CCRC: Inspired Living

University of Florida PhD 1974 NDEA Fellow Phi Kappa Phi

University of Kentucky ABJ 1955 PhiBetaKappa Algernon Sydney Sullivan Outstanding Graduate

Nürnberg American High School, Nürnberg Germany 1951 Valedictorian Army Brat Editor

Since 1978, IAAP’s quadrennial congresses have been shaping, enriching and challenging my professional thinking. During my first IAAP Congress, in Munich, I met both Bernhard Wilpert, and Bernard Bass, whose lectures and writings were the “leading edge” that influenced my career as an organizational consulting psychologist. That same year, I heard presentations by Charles Spielberger and Robert House, lasting influences on my research and writing.

I attribute my development of the Invitational Leadership Approach (ILA) to the ideas, the dedication and the collegiality I experienced in Munich and during seven quadrennials. Forty-five years of active involvement with professional associations, international and national, was inspired by encouragement and mentoring in Munich and continued across years and miles.

One of my most enjoyable professional projects was collaborating with Ray Fowler to develop a Tandem Alliance Agreement between the International Council of Psychologists (ICP, INC.) and IAAP.



As liaison representative from ICP to IAAP, while Ray was liaison from IAAP to ICP, we discussed ways to economize on administrative costs for ICP. While that initial document and agreement did not endure, the four-year innovative pilot test eventually led to more effective agreement formats, such as Memorandum of Understanding (MOU). The two associations continue to enjoy tandem arrangements for conference sites and mutual representation at Board meetings which started as long ago as the 1970s.

As ICP Liaison to the IAAP board, I organized five of ICP’s Invited/Symposium for IAAP’s quadrennial congresses. I presented 13 papers on leadership, decision making and personality assessment, subsequently

Ann Marie O’Roark cont.

published in proceedings books.

I participated in IAAP Divisions 1 (Work and Organizational Psychology) and 2 (Psychological Assessment and Evaluation) and was appointed for a term on the Division 2 Board. I was also affiliated with Divisions of History and Health. I contributed regularly to the IAAP newsletter and included news about IAAP in the *International Psychologist*, during my ten years as editor of ICP’s newsletter.

Nominating talented IAAP leaders for awards for Distinguished Contributions to International Psychology allowed me to honor creative thinkers who advanced international collaboration and psychological science: Bass, Knowles, Piero, Spielberger, Fowler, all early pioneers in developing international relationships and psychological concepts.

I value my IAAP association and mentors and realize the “critical point” influence of my fortunate decision to attend the 1978 congress while visiting family in Germany and making a trip to Nuremberg to see the place I completed my high school years.

DR. O’ROARK’S CONSULTING INCLUDED individuals and organizations interested in management and leadership development. In addition to organizational consulting clients, primarily financial, governmental, educational, and healthcare, Ann served 15 years as on-call instructional faculty for the American Management Association’s *Executive Effectiveness Course*, was the consultant who helped establish the Leadership Development Institute at Eckerd College and served as faculty and Assessment Director for Center for Creative Leadership’s *Leadership Development Program* offered in Florida. She received Consulting Psychology Division Awards for Distinguished Contributions to Consulting Psychology and the Division and the Exemplary Impact Commendation; and from the International Council of Psychologists, Inc., the



2016 Frances Mullen Award for Distinguished Contributions to International Psychology and the Association.

She is author of *The Quest for Executive Effectiveness: Turning Vision Inside Out* (2000/2012); editor of *Bearding the Lion That Roared. The Levinson Cornerstones of Organizational Consulting Psychology: Immersion & Diagnosis, Courage, Leadership* (2012); co-editor of *Stress and Emotion*, Vol. 15 & 16 (Taylor & Francis); co-editor of *The Society of Personality Assessment Fiftieth Anniversary History and Directory* (LEA); and co-editor of *The International Council of Psychologists 67th, 68th, and 69th Conference Proceedings: International Developments in Scientific Psychology* (Shaker Verlag); *Psychological Values Around the World* (U. of Padua); and, *Integration of Health and Mental Health in the Context of Culture: Providing Comprehensive Services in Partnership with Allied Professionals* (U. of Padua); ICP INC 71st and 72nd Proceedings (U. of Sevilla). She is lead author of the Guidelines for Education and Training at the Doctoral and Postdoctoral Level in Consulting Psychology / Organizational Consulting Psychology. *APA Policy, February 19, 2005*. A.M O’Roark, P.J., Lloyd, S. Cooper (Eds.).

In 2021 Dr. O’Roark updated her 75th Anniversary History of the International Council of Psychologists, *Footprints and Visions: 80 Years of the International Council of Psychologists. A History of the First*

Ann Marie O’Roark cont.



Professional Psychology Association Established By Women.

Ann Marie served the Society of Consulting Psychology [American Psychological Association (APA), Division 13] as President, Treasurer (2-terms), Fellows

Chair, as the first Organizational Renewal/Development Chair, and representative to APA Council of Representatives. She was Board Member, Fellows Chair and Long Range Planning Chair for APA’s International Division. She served five years on the American Psychological Association Fellows Committee, and chair in 2010.

She served as President of *The International Council of Psychologists, Inc.* after completing 2-terms terms as Director-at-Large, one-term as Secretary, and five years as Liaison to the International Association of Applied Psychology (IAAP). Ann Marie was named to the Psychological Assessment Division Board of IAAP. She also served on the Board of The Society for Psychologists in Management.

Ann is recognized as a Fellow in Divisions 1, 13, 32, 49, and 52, as well as being elected to Fellow status in the Society for Personality Assessment, Inc. She is a Diplomat of the American Board of Assessment Psychology (ABAP) and served on the editorial review board for *The Journal of Consulting Psychology: Practice and Research* and *World Psychology*.

Saba Safdar

IAAP Fellow, elected 2018

Psychology Professor, University of Guelph, Canada

I am a Full Professor of psychology at the University of Guelph in Canada where I am also Director of Centre for Cross-Cultural Research (<https://cccr.uoguelph.ca/>). The Centre was established in 2004 after receiving funding from Canada Foundation for Innovation. I received my Ph.D. in 2002 from York University in Toronto and have been a full-time faculty member since my graduation. I have been holding annual academic fellowship at the University of Barcelona, Spain since 2016 (with the exception of 2020 and 2021 due to the pandemic). In addition, I have been Visiting Professor in Russia (2017), Spain (2016), U.S. (2015), Kazakhstan (2013 & 2014), India (2012), France (2009), and U.K. (2008).

I am an active researcher with scholarly publications ranging from books (N = 6), book chapters, (N = 13), journal articles (N = 45), and research reports (N = 15). Please see selected publication list below. My research is regularly funded by national and international grants. I am currently a grant holder from Social Sciences and Humanities Research Council of Canada. I am also collaborator on two international research projects, one funded by the Polish National Science Foundation, examining characteristics of femininity and masculinity in 60 countries (2018-2022) and the other by the Australian Research Council, examining policies and practices that shape the settlement experiences of refugee and migrant youth (2020-2024).

My research focus is the examination of adjustment of newcomers including immigrants, refugees, and international students in their country of settlement. I am interested in psychosocial factors such as social support, identity, discrimination, and characteristics of the host society that are relevant in adjustment of newcomers.



I have delivered over one hundred conference presentations (N = 140) to audiences in five continents. In addition, I have given numerous invited talks as keynote speaker at national and international professional associations (N = 57). My work also has been featured in popular media ranging from local newspapers to national radio shows. In addition, I have delivered two TEDx talks in 2012 and 2019 with over 400,000 views.

My involvement with the International Association of Applied Psychology (IAAP) started shortly after I began my academic position as a cross-cultural psychologist at the University of Guelph in Canada. In 2006, for the first time, I presented at the 26th International Congress of Applied Psychology, (ICAP) in Athens/Greece and organized a symposium. I attended ICAP partly because it was after the International

Saba Safdar cont.

Association for Cross-Cultural Psychology (IACCP) congress which was held in Spetses/Greece. Subsequently, in 2010 I participated in a symposium at the 27th ICAP in Melbourne/Australia. As a cross-cultural psychologist, I value my affiliation and membership with the IAAP as this has led to collaborations with delegates, I have met at the ICAP. I am honored that in 2018 I became a Fellow of the International Association of Applied Psychology, when ICAP was held in Montreal/Canada.

Selected Publication List

Books Authored

Mio, J.S., Barker, L.A., Domenech Rodriguez, M., D., Gonzalez, J., & Safdar, S. (In Press). *Cross-Cultural Psychology: Understanding Our Diverse Communities* (1st Canadian ed.). Toronto: Oxford University Press.

Safdar, S. & Sanderson, C. (2021). *Social Psychology* (2nd Canadian ed.). Toronto: Wiley.

Journal Articles (Since 2020)

Hosseininezhad, S., Safdar, S., & Nguyen Luu, L.A. (in press) In a Marathon, Iranians Start at 300 Meters Behind the Starting Line: Psychosocial Adaptation Trajectory of Iranian International Students in Hungary. *Journal of International Students*.

Safdar, S., Ray-Yol, E., Reif, J., & Berger, R. (in press). Multidimensional Individual Difference Acculturation (MIDA) Model: Syrian Refugees' Adaptation into Germany. *International Journal of Intercultural Relations*

Torres, C., Safdar, S., Oliveira, S.E., Adaid-Castro, B.G., Faiad, C., Rodrigues-Marçulo, A.O. & Nofal, B (in press). Refugees in Brazil: An investigation of Syrian refugees' psychological experiences. *International Journal of Psychology*

Bosson, J., Jurek, P., Vandello, J., Kosakowska-Berezecka, N., Olech, M., Besta, T., Bender, M., Hoorens, V., Becker, M., Sevincer, T., Best, D.L., Safdar, S., & 150 more authors (2021). Psychometric properties and correlates of precarious manhood beliefs in 62 nations. *Journal of Cross-Cultural Psychology*, 52(3), 231-258. DOI: 10.1177/0022022121997997

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acceptance. *Canadian Journal of Behavioural Science*, 53(4), 433-444. <https://doi.org/10.1037/cbs0000199>

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The article also featured in the *Global Governance Programme (GlobalCit Network)*, *European University Institute*, Florence. <https://globalcit.eu/category/citizenship-literature/>

Safdar, S., Goh, K. & Choubak, M. (2020). Clothing, Identity and Acculturation: The Significance of Immigrants' Clothing Choices. *Canadian Journal of Behavioural Science*, 52(1), 36-47. <http://dx.doi.org/10.1037/cbs0000160>

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Christoph Steinebach

IAAP Fellow, elected 2018

My personnel background

After finishing my studies at the University of Trier, Germany I have been working at a child guidance clinic for some years before I became head of a center for early education. For about ten years I worked with the focus of psychological diagnostics and counseling as well as the management of an interdisciplinary team. I completed my doctoral thesis at the University of Konstanz and have a training as a licensed psychotherapist for Germany and Switzerland. Later, I became professor at the Catholic University of Applied Sciences in Freiburg, Germany where I served as vice-president for research and later as president. Starting in 2007 I became professor at the Zurich University of Applied Sciences, director of the School of Applied Psychology, director of the Institute of Applied Psychology in Switzerland, and in addition in 2013 adjunct professor at Ryerson University, Toronto (CA). Currently I am member of the Executive Committee of the Swiss Psychological Society (SPS) and president of the European Federation of Psychologists' Associations (EFPA).

My research

My research focuses on three interconnected triangles: (1) One is about mindfulness, empathy, and well-being. (2) The second triangle is about well-being and empathy along with generosity. (3) And then it's about generosity, self-efficacy, and resilience. I am particularly interested in the relationship between these three triangles and the contribution of the social environment, as well as the physical environment, to the positive development of the various elements of these three triangles. During various international research projects, we were able to establish an international network that deals with questions of promoting mindful peer support across the lifespan. Projects have focused on fostering a positive peer culture, caring communities in diverse living environments, or characteristics and effects of mindful leadership.



My Publications

Over the years, I have published or conducted more than 20 books and over 100 articles, conference papers, and research projects. Here I would like to mention just two examples of publications. One is the book edited with Alvaro Langer on mindfulness-based interventions in positive environments [Steinebach, C. & Langer, A.I. (eds.) (2019). *Enhancing Resilience in Youth. Mindfulness-Based Interventions in Positive Environments*. Berlin, Cham: Springer Nature Switzerland <https://link.springer.com/book/10.1007/978-3-030-25513-8>].

On the other hand, the Congress Report on ECP 2019 edited with Yuri Zinchenko [Zinchenko, Y. & Steinebach, C. (2020). Special Issue "XVI European Congress of Psychology". *Behavioral Sciences*. Vol. 10(1) https://www.mdpi.com/journal/behavsci/special_issues/XVI_European_Congress_Psychology#info].

Christoph Steinebach cont.

My connection to IAAP

I have always been interested in psychological practice, the transfer of psychological theory and research into practice, and research as the foundation of evidence-based practice. Thus, I also see myself as an applied developmental psychologist. It was clear to me early on that psychology is and must be internationally networked to meet the demands of a globalized world. IAAP provides ideal opportunities for this concern. But there are also other reasons for my close association with IAAP:

For one thing, as director of the IAP Institute for Applied Psychology Zurich, I have a connection to this association from “within the office”. The IAP, founded in 1923 as the “Psychotechnical Institute Zurich”, is today the largest psychological service provider in Switzerland with well over 100 psychologists. The IAP is responsible for many offers and further education in all fields of applied psychology. In addition, more than 100 psychologists work in research and teach in the BSc-, MSc-, and Ph.D. programs. Together they form the School of Applied Psychology. The history of the IAP goes back to Iwan Bally, who was fascinated by the early work of Hugo Münsterberg. Iwan Bally wanted to introduce Münsterberg’s methods in his factory. Dr. Jules Suter (1882-1959), a lecturer at the University of Zurich, took up Bally’s request and began the first occupational psychological screening tests in the Bally shoe factory. He soon extended the test-diagnostic serial examinations to school classes. In 1923 the psychotechnical testing center at the Cantonal Youth Office became the Psychotechnical Institute Zurich, which was renamed the IAP Institute for Applied Psychology in 1935. The idea of “psychotechnics” was in the air. The first initiatives joined together as early as 1919 to form the Association Internationale de Psychotechnique. In 1955, it was renamed the International Association of Applied Psychology (IAAP), the world association for applied psychology. Thus, the roots of IAAP as the oldest international professional association for psychology also reach back to my institute.

On the other hand, there is another close connection through the ongoing intensive cooperation between IAAP and the European Federation of Psychologists’ Associations (EFPA). As the current president of EFPA, I am particularly interested in this cooperation. EFPA represents more than 350,000 psychologists in 38 member countries of the European continent. We have had a reliable partnership with IAAP for many years. Together we are dedicated to promoting psychology from an international and global perspective. In doing so, we commit ourselves to contribute to the positive development of society and promotion of psychology and to serve our colleagues. As Executive Council of EFPA, for example, we have discussed at the ICAPs in Paris (2014) and Montreal (2018) as part of our EFPA symposia what contribution psychology can make to support the UN SDGs, what professional competencies and standards should apply internationally, or how the profession of psychology can be protected by national and international law. In doing so, we understand applied psychology as an evidence-based practice that serves human dignity in freedom and self-determination, a practice that is compassed by human rights and the UN Sustainable Development Goals.

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Ute Stephan

IAAP Fellow, elected 2018

Professor Stephan's Background

Ute Stephan is Professor of Entrepreneurship at King's Business School, King's College London, as well as TransCampus Professor (Organizational Psychology) at TU Dresden, Germany; Honorary Professor at Aston Business School and at University College London (Psychology), and a Fellow of the International Association of Applied Psychology. She holds a PhD in Psychology from the University of Marburg, Germany. Ute is an Editor at [Entrepreneurship Theory and Practice](#) and Consulting Editor at the [Journal of International Business Studies](#). From 2015-2019 she was Editor-in-Chief of [Applied Psychology: An International Review](#) (AP:IR). She publishes in leading journals such as the *Journal of Management*, *Journal of International Business Studies (JIBS)*, *Journal of Business Venturing (JBV)*, *Entrepreneurship Theory & Practice (ETP)*, *Management Science*, *Strategic Entrepreneurship Journal*, *Academy of Management Perspectives*. Ute serves on the editorial boards of the *Academy of Management Journal*, *JIBS*, *JBV* and *ETP*.

Ute's research has won multiple international awards, attracted over £3 millions in funding from the European Commission, the UK Government, UK research councils, charities and German government institutions; and has been featured in the media including the *Financial Times*, *The Guardian*, *Wall Street Journal*, *Forbes*, *WIRED*, *BBC*, *AlJazeera*, *Bloomberg* and others. Ute led projects commissioned by UK Government Departments on [social entrepreneurship](#) and [entrepreneurial aspirations](#). She currently leads a 30 country study on [Entrepreneurship & Covid-19](#) focusing on entrepreneurs' well-being and resilience, she is also a lead investigator of the 10-country [SEFORIS](#) project which stands for Social Enterprises as a Force for Inclusive and Innovative Societies, and its predecessor the SELUSI project. She is an elected board member of the [GLOBE project](#) (Global Leadership and Organizational Behavior Effectiveness project) and the IAAP.



Professor Stephan's connection to the IAAP

Ute's connection with the IAAP includes being the past Editor-in-Chief of AP:IR, serving as an IAAP board member, chairing the IAAP's publication committee, and most importantly being a member of IAAP (since 2006). It is inspiring to be a member of a truly international and global association of psychologists who are committed to insightful research, practical impact, and excellent education.

Professor Stephan's Research

Professor Stephan is passionate about applying psychology to help individuals and societies thrive through entrepreneurship. Her research field is the Psychology of Entrepreneurship. She explores (1) culture and institutions and how they constrain or enable entrepreneurial action, (2) social entrepreneurship, how entrepreneurship can help to address

Ute Stephan cont.

societal issues from climate change to poverty to build inclusive societies, and (3) entrepreneurial well-being and health to help entrepreneurs navigate the stresses of entrepreneurial work to thrive rather than burn out.

(1) Culture, Institutions and Entrepreneurship

The importance of context is often overlooked in favor of a focus on 'heroic' entrepreneurs who succeed seemingly against all odds. Adopting a comparative entrepreneurship perspective, she explores why and how entrepreneurial processes differ across countries and regions. She integrates psychology and cultural theory with economic and sociological institutional theory to advance a deeper understanding of how informal and formal institutions shape entrepreneurship (Stephan et al., 2015; Stephan & Uhlaner, 2010 also Bergmann & Stephan, 2013; Estrin et al., 2013, 2016; Stephan & Pathak, 2016) in order to generate value, social entrepreneurship requires different configurations of human capital than commercial entrepreneurship. We develop a multilevel framework to analyse the commonalities and differences between social and commercial entrepreneurship, including the impact of general and specific human capital, of national context and its moderating effect on the human capital-entrepreneurship relationship. We find that specific entrepreneurial human capital is relatively more important in commercial entrepreneurship, and general human capital in social entrepreneurship, and that the effects of human capital depend on the rule of law. We model and test the relationship between social and commercial entrepreneurship drawing on social capital theory. We propose that the country prevalence rate of social entrepreneurship is an indicator of constructible nation-level social capital and enhances the likelihood of individual commercial entry. We further posit that both social and commercial entrepreneurial entry is facilitated by certain formal institutions, namely strong property rights and (low and the individual-factors through which cultural influences flow (Gorgievski et al., 2018; Iakovleva et al., 2011; Moriano et al., 2012).

Her research has advanced the understanding of culture and its impact on entrepreneurship (for overviews Stephan, 2020, 2022). It highlights the importance of differentiating cultural norms (also called cultural practices) from cultural values (e.g., Stephan & Uhlaner, 2010). Cultural norms influence behaviors more directly, while the impact of values is more indirect (e.g. mediated by attitudes or implicit leadership expectations, Stephan & Pathak, 2016). Contrary to the popular belief that individualistic cultures drive entrepreneurship, we find that mainly so-called 'socially supportive' cultures facilitate entrepreneurship including different types of commercial (Stephan & Uhlaner, 2010) and social entrepreneurship (Stephan et al., 2015).

(2) Social Entrepreneurship and Inclusive Businesses

How can organizations generate wider societal change? In an interdisciplinary review, we map the mechanisms and practices that organizations mobilize to create social impact, identify **deep- and surface-level social change strategies**, and three change levers (Stephan et al., 2016). Organizations engage inclusive practices to create sustainable, deep-level social impact and such practices may be a 'crisis-resilient' way of organizing (Stephan & Huisentruyt, 2016). Pursuing social goals can also benefit mainstream organizations. It allows them to be more effective in mobilizing collaborative, open innovation practices, and in turn to generate more successful innovations (Stephan et al., 2019)

She also investigates context and individual antecedents of social entrepreneurship. National context matters: Cultural postmaterialism values, socially supportive norms, active governments, and a strong rule of law enable individuals to become social entrepreneurs (Estrin et al., 2013, 2016; Stephan et al., 2015) in order to generate value, social entrepreneurship requires different configurations of human capital than commercial entrepreneurship. We develop a multilevel framework to analyse the commonalities and differences between social and commercial

Ute Stephan cont.

entrepreneurship, including the impact of general and specific human capital, of national context and its moderating effect on the human capital-entrepreneurship relationship. We find that specific entrepreneurial human capital is relatively more important in commercial entrepreneurship, and general human capital in social entrepreneurship, and that the effects of human capital depend on the rule of law. We develop the institutional configuration perspective to understand which national contexts facilitate social entrepreneurship (SE). In a systematic review we find evidence for a 'social entrepreneurial personality' (Stephan & Drencheva, 2017), in experimental work we establish the causal influence of prosocial motivation and traits on related behavior (Andersson, Huysentruyt, et al., 2017; Andersson, Miettinen, et al., 2017), and qualitative work unpicks how social entrepreneurs identities and psychological distance to the social issue guides how they navigate their entrepreneurial journey (Drencheva, Stephan, & Patterson, 2021; Drencheva, Stephan, Patterson, et al., 2021).

(3) Entrepreneurial Well-being and Health

Among other outcomes, entrepreneurs strive for personal well-being through their work (Wach et al., 2016, 2018). Entrepreneurs' work is self-determined, autonomous and meaningful benefitting their well-being (Stephan, Tavares, et al., 2020). Yet it is also intensely stressful work. My systematic review of entrepreneurs' well-being (Stephan, 2018) motivation and action. Yet relevant knowledge is dispersed across disciplines, which makes it unclear what we currently understand about entrepreneurs' MWB. In this systematic review I integrate insights from 144 empirical studies. These studies show that research is focused on three research questions: (1) revealed many well-being resources but also unique stressors that are still poorly understood. In a meta-analysis (Stephan et al., 2022), we find that there are well-being-benefits of being an entrepreneur relative to being an employee, but these benefits are not large, and depend on where one is an entrepreneur. In

countries with weak institutions, entrepreneurs had worse well-being than employees. Moreover, these well-being benefits may wear-off over time (Stephan, Li, et al., 2020).

Thus to help individuals thrive in entrepreneurship, we need to support them to deal with the stresses of their work, for instance by crafting stress-recovery interventions tailored to their work-life settings (Williamson et al., 2021). In diary studies, they find that entrepreneur who engage in recovery had better well-being (Wach et al., 2021) and they were more creative in their work (Weinberger et al., 2018). This is important, as it gives entrepreneurs another reason to engage in self-care to recover from their work stress, which they can view as taking time away from the business. Insights on entrepreneurs' well-being are important for entrepreneurs' businesses and the jobs they create, because entrepreneurs who feel well lead more productive, innovative and successful businesses and are more persistent (Stephan, 2018) motivation and action. Yet relevant knowledge is dispersed across disciplines, which makes it unclear what we currently understand about entrepreneurs' MWB. In this systematic review I integrate insights from 144 empirical studies. These studies show that research is focused on three research questions: (1) Moreover, entrepreneurs today grapple with navigating uncertainty, dynamic environments, and heightened responsibility, i.e., with features that are predicted to characterize the future of work (Gorjievski & Stephan, 2016). Thus, by studying entrepreneurs, we gain insight into the future of work and how to navigate it.

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Rolf van Dick

IAAP Fellow, elected 2018

I studied Psychology at Philips-University Marburg and earned my PhD at the interfaces of social, organizational and health psychology in 1999. I was Professor of Social Psychology and Organizational Behavior at Aston University, Birmingham and, since 2006, I work at Goethe University (Frankfurt, Germany) as Professor of Social Psychology. At Goethe University, I served as Dean of the Department of Psychology and Sports Sciences, and I was member of the university's executive board as Vice President for International Affairs, Equal Opportunities and Early Career Researchers.

My research interests are social identity processes in organizations applied to phenomena like diversity in teams, health and well-being, leadership, or mergers and acquisitions. On these and other topics, I published widely (about 10 books, 100 chapters and 200 articles in academic journals). I also served as editor of the *British Journal of Management* and the *Journal of Personnel Psychology*, and I was associate editor of the *Leadership Quarterly* and the *European Journal of Work & Organizational Psychology*. I have also always tried to interact with organizational practice and in 2011 together with colleagues from psychology, economics, and sociology founded the Center for Leadership and Behavior in Organizations (CLBO) at Goethe University in which we bring together science and practice in for of panel discussions and other events.

I have always been interested in international collaboration and had the privilege to be visiting professor in Tuscaloosa (USA, 2001), Rhodos (2002), Katmandu (2009), Rovereto (2016), Beijing and Shanghai (2016) and at the Work Research Institute, Oslo (2016-2018).

My interests in both application of scientific knowledge and international collaboration have found their ideal home in IAAP. I regularly attend the ICAPs and ICPs since 2000 and have been asked to organize invited symposia or to give keynote presentations at its meeting in Montreal (2018), Yokohama (2016) and



Prague (2021). In 2018, I was hugely honored to be awarded IAAP fellowship.

Being a member of IAAP and attending its meetings has always been a great inspiration for my own research and it helped me building bridges and form collaborations around the world. One of my current projects, for instance, the Global Identity Leadership Development (GILD) project covers 30 countries on all inhabitant continents. This is an ongoing project assessing identity leadership and it's correlates with now two phases of data collection in 2016/17 and in 2020/21 with more that 7,000 participants in each phase. This is only possible because we have formed a close network of more than 50 researchers who trust each other and whose goal is the advancement of science and practice. Creating this network was largely supported by the visibility of our project on the ICAP and ICP meetings.

APAW Mission Statement

Applied Psychology Around the World (APAW) is one of three official publications of the International Association of Applied Psychology (IAAP). We have two academic journals - *Applied Psychology: An International Journal* (<http://bit.ly/IAAPintl>) and *Applied Psychology: Health and Well-Being* (<http://bit.ly/IAAPhealth>). Our e-News is published once a month with a series of regular information about Applied Psychology and our community.

Applied Psychology Around the World (APAW) is our newest publication; APAW ISSN registration number is: 26939-6521. The APAW is only distributed online, with three thematic issues per year.

The purpose of APAW is to share news and reports about applied psychology, through theme-based articles. The themes are determined in advance so that one can prepare a paper in relation to the theme of the issue.

APAW welcomes submissions of papers addressing the themes of each issue; one can include scientific research projects, data analysis, information of various kinds (books on the topic, conferences, etc.), and practice related to applied psychology around the world on the theme of the concerned issue.

Submissions are encouraged from members in all regions of the world. Articles should be written to be understood by a diverse range of readers with differing levels of expertise in psychology (undergraduate students, postgraduate students, practitioners or Professors), in correct English (using the US spell check).

How to Prepare Articles for APAW

Authors may correspond with the Chief-Editor, Christine Roland-Lévy at president@iaapsy.org. In the subject line of your email, enter the subject: "**Submission for Publication in APAW**". All articles and news items for consideration should be submitted in electronic form only in a Word compatible file. Short papers are preferred.

Requirements:

- Written in North American English (use US spell check)
- A short title
- Authors and their e-mail address and institutions
- An abstract of no more than 200 words and up to five keywords
- References should follow the style of the American Psychological Association
- All works cited should be listed alphabetically by author after the main body of the text.
- Single space between paragraphs, no indentation, font should be Arial, size 10, section heads/subhead should be bold.
- Figures (including photos), should be at least 300 dpi resolution, and saved as a TIF, EPS, PNG, JPG, or PDF

By submitting a an item for consideration, authors imply confirmation that all listed authors have approved the text. Every submission is reviewed by the Editors for conformity to the overall guidelines and suitability for APAW. The copyright of all papers published in APAW is held by the IAAP.

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