



European Association of Work and Organizational Psychology

GENERAL ASSEMBLY

Thursday 21th May 2015, 17.15-19.15 p.m.
Oslo Kongressenter (Hall A), Oslo, Norway

MINUTES

In the General Assembly (GA) there were 107 EAWOP members with voting rights, 21 of them were also representatives of Constituent members. The detailed list of meeting participants is included at the end of these minutes.

On April 6-7 (2015), the Executive Committee (EC) sent a letter to full members and constituents. In this letter the EC invited the members to the GA; sent a first version of the Agenda for the GA; requested additional items/proposals for the Agenda before April 16 (2015); and informed that the final version of the Agenda would be published on the EAWOP website by April 22 (2015). In accordance with notice requirements in the EAWOP statutes, the final version of the Agenda for the GA was published on the EAWOP website by April 22 (2015).

The members of both the Audit Committee and the team of External Examiners for the period 2014-2015 are:

Acting as representatives of constituents:

Henry Honkanen (representing the TOP-Forum, Finland)

Ole Tunold (representing the Norwegian Psychological Association, Norway)

Acting as full members:

Franco Fraccaroli (Italy)

José Ramos (Spain)

1.-Opening

President Gudela Grote welcomed the participants and, as chair of the Assembly, explained the rationale of the GA, including an overview of the topics of the GA and time management.

2.-The Report of the President about the course of the events

President Gudela Grote gave a summary verbal report about the course of the events for 2014. A written report was distributed to participants in the GA (see Annex 1) that had previously been approved by Audit Committee according to the EAWOP statutes. To facilitate an efficient management of time of the GA, the report by Gudela Grote also

covered items 10 (report about the Small Group Meetings) and 11 (report about the website) of the Agenda. The report for 2014 was welcomed by the GA participants and approved unanimously.

3.-The new legal status of EAWOP

General Secretary Vicente Martínez-Tur informed GA participants about the legal situation of the new statutes. The 2013 GA of EAWOP (Münster, May 23) approved the new EAWOP statutes. Following this the EC successfully submitted the new statutes to the legal authorities in the Netherlands. Since November 2013 the EAWOP is registered as an association with “full jurisdiction” in the Netherlands, providing a stronger legal basis for the organisation.

4.-Election of new EC members

One of the current EC members, Silvia Silva, has finished her initial term of 4 years on the EC. The EC proposed to the GA that her term on the EC be extended for 2 further years as allowed in the statutes. The GA approved this proposal unanimously.

Two EC members (Salvatore Zapallà and Vicente Martínez-Tur) stood down from the EC having completed the maximum 6-year period allowed. The EC received three nominations for these two vacancies (see below). Their CVs (see Annex 2) were made available to representatives of Constituents and full members in advance (April 6-7, 2015). Printed copies of their CVs were distributed to GA participants.

-Balducci, Cristian. Proposed by the Association of Italian Psychology (AIP) and the Società Italiana di Psicologia del Lavoro e dell'Organizzazione (SIPLO).

-Iliescu, Dragos. Proposed by the Asociatia de Psihologie Industriale si Organizationala (APIO) Romanian Industrial and Organizational Psychology Association.

-Ramos, José. Proposed by the Consejo General de Colegios Oficiales de Psicólogos (COP) - Spanish Psychological Association.

After the candidates presented themselves to the assembly, a written ballot was taken with each member allowed up to two votes since there were two vacancies. The votes were computed according to the EAWOP statutes, with the following outcome: Balducci, Cristian (108 votes); Iliescu, Dragos (100 votes); and Ramos, José (152 votes). Accordingly, José Ramos and Cristian Balducci were elected as new EC members for the next 4 years. The EC thanked the three candidates for their interest in EAWOP and congratulated the new EC members. GA participants welcomed the new EC members.

5.-Approval of changes in the statutes

Two changes to the statutes were proposed by the EC (see Annex 3). Notice of the proposed changes had been provided in a letter to Constituents and full-members sent on 6-7 April (2015) with a summary of the two changes together with details of how to access the new versions of the EAWOP statutes on our website, in English and Dutch. Printed copies of the changes were distributed again among GA participants during the GA General Secretary Vicente Martínez-Tur explained the proposal. The GA approved

the two changes unanimously.

6.-Approval of the financial report of EAWOP

Treasurer Helen Baron presented the Financial Report (2014) based on the document about the “Balance sheet and statement of income and expenditure, 2014”. The accounts corresponding to this document were externally reviewed in advance by Mr Salvador Silvestre Casas, Registered Auditor of ACR BGV Auditores, S.L., Valencia, Spain. A printed copy of this document was distributed among GA participants (see Annex 4). The GA of EAWOP approved this document unanimously.

7.-Approval of budget and fees

Treasurer Helen Baron presented the proposal for the EAWOP fees (2017-2019) and the budget (2015-2016). Regarding the EAWOP fees, the EC proposes to maintain the current fees:

CONSTITUENTS:

- Regular fee: 380 euros per annum
- Discounted fee: EC decision based on individual case
- Annual payment: may-to-may

INDIVIDUAL MEMBERS:

- Full and Associate Members: 75 € per annum
- Students and Senior: 35 € per annum
- Members of IAAP and/or SIOP 65 € per annum

A discussion among GA participants was opened on fees. One of the participants requested that members of both IAAP and SIOP should receive a further reduction in fees. Treasurer Helen Baron informed that this was an issue for the Organizational Psychology Alliance. President Gudela Grote indicated that a possible further reduction in the fees could be explored and the EC will report back on this issue during the GA in Dublin (2017).

One constituent representative requested the continuation of support for small constituents and the exploration of potential extensions, for example supporting constituents in European projects. Treasurer Helen Baron indicated that this possibility would be considered by the EC. After this discussion, the GA approved the EC proposal of fees (2017-2019) unanimously.

Regarding the budget (2015-2016), Treasurer Helen Baron indicated that a reserve of about 250,000 € is appropriate to deal with unforeseen circumstances, such as the potential cancellation of an EAWOP Congress which could disrupt income for two years. A discussion was also opened for the proposed (2015-2016) budget.

One participant suggested the use of a free web tool for congresses because it is simple and functional rather than the proposed expenditure on developing a tailored tool for EAWOP. Ioannis Nikolaou, EC member in charge of the EAWOP website, appreciated the suggestion and explained that the EC is exploring different options for this new EAWOP website for congresses. The discussion continued and another participant proposed to dedicate a significant amount of the budget to increase the political influence of EAWOP in Europe, with a plan for “Campaigning, lobbying, and

influencing”. In the ensuing discussion some members supported the proposal, whereas other suggested that it was too complex a matter to be decided during the GA and could require a very high level of expenditure to be effective. President Gudela Grote described the work that EFPA is doing in this area. A compromise proposal from one participant that the EC prepares a detailed plan for “Campaigning, lobbying, and influencing”, with associated budget, to be authorized by the GA was proposed. The GA approved this proposal. After this discussion, the GA approved the budget proposed by the EC (2015-2016).

8.-The report about the Europsy Specialist Certificate in W/O psychology

Salvatore Zappalà, EC member in charge of the Europsy Specialist Certificate in W/O psychology, described the progress made in this project and next steps for the implementation of the Certificate. The report was welcomed by participants in the GA.

9-The Report of the Journals

Silvia Silva, EC member in charge of the EAWOP Journals, presented the reports about the E-Practice Journal and OPR. The EC thanked Angela Carter for her positive and good job as Editor of the E-Practice Journal. The EC also thanked Kevin Daniels for his decision to accept being the new Editor of the EJWOP. The report by Silvia Silva was welcome by the GA.

Ramón Rico, the current Editor of the EJWOP, presented the report corresponding to this Journal. In general, all the figures (impact factor, time for review, downloads, etc.) were very positive and the report was welcome by the GA. The EC thanked Ramón Rico, recognized his excellent contribution, and gave him a gift in appreciation for his work in developing the journal so well.

A representative of the Center for Creative Leadership, sponsors of the awards for the best papers on Leadership published in EJWOP in 2013 and 2014, delivered the awards. The recipients were:

-2013 “Leaders' emotional expressiveness and their behavioural and relational authenticity: Effects on followers” by Ilies, Remus; Curseu, Petru L.; Dimotakis, Nikolaos; and Spitzmuller, Matthias.

-2014 “Speaking up in ad hoc multiteam systems: Individual-level effects of psychological safety, status, and leadership within and across teams” by Bienefeld, Nadine; and Grote, Gudela.

10.-The report about Small Group Meetings

The information corresponding to this report was presented by President Gudela Grote (see item 2). The report was welcomed by the GA.

11.-The report about the website

The information corresponding to this report was presented by President Gudela Grote (see item 2). The report was welcome by the GA.

12.-Election of new constituents

The EC has received three applications for constituent membership (Annex 5). After the candidates presented themselves to the assembly, the EC proposed that all these three Associations are accepted as Constituent members of EAWOP:

- Turkish Psychological Association (TPA)
- Order of Portuguese Psychologists (OPP)
- Portuguese Association of Organizational Psychology and Organizational Behavior (APPOCO)

The GA unanimously agreed on this proposal. The EC congratulated these new members of EAWOP.

13.-Next EAWOP Congresses

Congress 2017. The EC announced that the next congress (18th EAWOP Congress) will be held in Dublin, Ireland 17-20 May 2017. The organizer is the Psychological Society of Ireland. Joan Tiernan gave a short presentation of the plans.

Congress 2019. The EC announced that the preferred city for hosting the 19th EAWOP Congress is Turin (Italy), with AIP and SIPLO as organizers. Franco Fraccaroli gave a short presentation of the proposal.

14.-Recognition of the contribution by the past Administrative Secretary

President Gudela Grote informed GA participants that Sabina Hodzic (Serbia) has replaced Christine Goffinet (Belgium), as administrative secretary of EAWOP. Christine Goffinet had served EAWOP since 1999 during the period where the organisation had grown considerably and the complexity of the work of administrative secretary. The EC recognized the excellent work of Christine Goffinet. Prof Franco Fraccaroli, on behalf of EAWOP, thanked Christine Goffinet and gave her a gift in appreciation for the work done.

15.-Closing

The EC thanked the two members who have finished their period as EC members (Salvatore Zappalà and Vicente Martínez-Tur) for their excellent contribution to the organization and the work done.