



EAWOP CC meeting minutes May, 2010 – Maastricht, Netherlands

Meeting place: Work & Social Psychology, Universiteitssingel 5A, 6229 Maastricht
Timetables: 20 May from 10:00 a.m. to 16:00 p.m.

Participants:

EC Members

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| Arnold Bakker | Netherlands |
| Angela Carter | UK |
| Ann-Louise Holten | Denmark (apologies) |
| Henry Honkanen | Finland |
| Vicente Martínez-Tur | Spain |
| Ana Passos | Portugal (apologies) |
| Salvatore Zappalà | Italy |

Constituents

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|------------------------|----------------------------------|
| Daniela Andrei | Rumania |
| Helen Baron, | UK |
| Barbara Kozusznik | Poland (apologies) |
| Mare Teichmann | Waiting for constituent, Estonia |
| Luidmyla Karamushka | Ukraine (apologies) |
| Janis Denzis | Latvia |
| Guido Hertel | Germany |
| Jose M. Peiró | Spain (apologies) |
| Persronson Straumsheim | Norway |
| Karel de Witte | Belgium |
| Kristina Fromholz-Mäki | Finland |
| Michaela Cortini | Italy |
| Annemie van Zijl | Netherlands |
| Fred Zijlstra | Netherlands |

Minutes Keeper: Vicente Martínez-Tur

1. Introduction

Angela Carter asked Constituents and EC members for a short presentation and description of their professional associations and the situation of W&O Psychology in their countries. Each Constituent described the size of their association and relevant activities they are developing (challenges, educational efforts). Helen Baron (UK) described a consultation about the ISO standards for testing. Unfortunately the consultation period has now ended.



2. EAWOP strategy

Arnold Bakker presented a paper describing the strategic challenges for the EAWOP. It included the following areas:

MISSION

To promote and support the development and application of Work and Organizational Psychology in Europe and to facilitate links between scientists and practitioners working in this field across Europe.

HISTORY OF EAWOP

STRATEGIC AIMS

- Increasing political influence of EAWOP at the European level
- Engaging in innovation and development of W&O Psychology in Europe
- Enhancing communication between EAWOP members, and with external organizations
- Improving operation and services to EAWOP members.

OBJECTIVES

- To enhance services to members
- To maintain and enhance the success of the biennial EAWOP congress
- To increase the membership and involvement of Constituents
- To increase contact with relevant European bodies and institutions
- To ensure EAWOP maintains a healthy financial situation
- To operationalise strategic initiatives
- To nurture and develop emerging Constituents (e.g., the Baltic Area Alliance)
- To provide support for groups of Work and Organisational Psychologists in countries where there is no national association
- To foster student involvement in EAWOP
- To promote practitioner involvement in EAWOP
- To develop organizational involvement in EAWOP.

OPPORTUNITIES: European diploma, the Alliance of SIOP, IAAP and EAWOP, and development of the new EAWOP website.

After the presentation, Constituents discussed some issues: it would be helpful if the economic situation of each country could be described in the newsletter, involvement of bachelor and PhD students in the EAWOP could be stimulated, information from the EAWOP conferences could be registered in the web of knowledge, actions to stimulate the political impact of EAWOP could be implemented (e.g., by closer ties and cooperation with EFPA), the use of the ENOP model of reference for training in W&O Psychology could be



helpful for an integrated educational system, communication among professionals from different countries could be enhanced with the new web site, and clarification of relations and communication with other non-psychologist professionals could be managed within the development of the Advanced European Certificate.

3. The new website

In the absence of Ann-Louise Holten, Arnold Bakker explains the rationale underlying the new web site and the new EAWOP logo. In addition, different subjects are discussed in this section:

- The two profiles of members could be considered in the web-page: individuals and Constituents

- Implementation of automatic payment of Constituent and individual memberships

- Web development:

 - First test period of three weeks with the starting point in Winter 2010

 - Second test period, Spring 2011

 - Feedback from the test period to the EC is welcomed.

- The contract with the web master is explained-Potential characteristics of an active web site:

 - Facilitates exchange of activities and documents

 - Functional forums

 - Exchange of instruments and translations of questionnaires in different language

 - Facilitates uploading and downloading

 - Stimulates student involvement offering specific placements

- It could include:

 - A history of EAWOP (please send pictures to bring this to life)

 - Sending manuscripts to the e-journal

 - Sending information to the newsletter

ACTIONS:

Please send any pictures about the history of EAWOP to Ann-Louise Holten for the web site (alh@arbejdsmiljoforskning.dk)

Send articles or ideas about the application of WOP to Angela Carter (a.carter@sheffield.ac.uk)

Send items and information about the current economic climate in your country to Ana Passos for the newsletter (ana.passos@iscte.pt)

4. Next Congress, Maastricht 2011

Fred Zijlstra explains different aspects related to the organization of the next EAWOP Congress in Maastricht:

- Fred Zijlstra welcomes participants

- The theme of the Congress "Decent work and beyond" is explained as a rationale to organise and understand the congress.
- Activities focused on the practitioner perspective: one-day (Friday) for practitioners
- The e-card of the Congress (dissemination and publicity) is presented. Fred Zijlstra asks for a dissemination effort among Constituents to encourage members to attend the congress
- The web-page of the Congress is totally active in May 2010
- The organization of keynotes and state-of-the-art sessions is in progress
- May 24, 2011, will be the next CC meeting, held at the congress venue in Maastricht

ACTION: all Constituents to inform their members about the Maastricht congress.

After this presentation, Henry Honkanen remarks three important positive efforts regarding the next congress:

- Special price available for PhD students
- Activities for Scholars and Practitioners
- The consideration of the EAWOP Model of Congresses so that the congress will be of a high standard.

5. Small Group Meetings (SGM)

Angela Carter and Arnold Bakker indicate the EC has received seven very good proposals of Small Group Meetings. They focus the attention on the following aspects:

- Because of the quality of the proposals, THREE instead of two meetings will be supported with 3,500 euros being given for each meeting. It is important that tangible outputs of the SGM are published in the EAWOP Journals;
- SGM are not only directed to scholars but also to practitioners.

6. Summer School

Vicente Martínez-Tur (replacing Ann-Louise Holten) updates the situation of the Second Summer School in Valencia, Spain:

- The goal of the Summer School is to foster European research collaborations and to support the development of promising researchers in this field;
- Activities: keynotes, sessions on professional skills, group sessions, poster sessions, company visits, and social activities;
- Participants: young scholars (who have finished their doctoral thesis within the last five years) and PhD students in their last year;
- Themes: Work engagement; Personnel selection; Team organization and team climate; Methodology, diary research; Organizational change; Evidence-Based Management; Workplace safety;

-Senior scholars: Remus Ilies, Martin Kleinmann, Arnold Bakker, Vicente Gonzalez-Romá, Magnus Sverke, Rob Briner, and Nik Chmiel will be taking part;

-Venue: International Centre of Gandía, University of Valencia, Spain.

-Future: The next Summer School will be in 2012; a call will be made for a local organiser in the autumn 2010; information on past and future summer schools will be posted on www.eawop.com

The Swedish constituent reports an experience of a conference or a kind of summer school that was held in Sweden and that could also be considered for professionals involved in EAWOP.

The idea seems interesting and there are some preliminary plans for an EAWOP funded Practitioner Forum to be held in Helsinki in June 2011. This will be organised by Henry, Angela and Kristina (the representative of the Finnish constituent)

ACTION: we welcome your ideas and suggestions for the Forum. Please send these to Angela (a.carter@sheffield.ac.uk)

7. Working with the European Diploma

Salvatore Zappalà describes the work of the task force devoted to the Advanced European Diploma in W & O Psychology. The proposal was submitted to the EFPA and two main requests were made:

-a) to change the name, suggesting "Specialised Certificate in W & O Psychology"; -b) "double counting" has to be avoided (same contents or topics, studied during the five years of the academic curriculum, cannot be considered to obtain the Basic and also the Specialised certificate). .

Next steps include:

- a) achievement of legal status in coordination with EFPA.
- b) organisation of an awarding committee;
- c) implementation of a testing period;

Constituents discussed:

- a) competencies described in EUROPSY are general, and national associations are working to operationalise them keeping into account the national context, but also supervision and evaluation requirements This effort is considered as an opportunity to improve the quality of education;
- b) an info-session about EuroPsy will be held in Brussels on 11 September. This is a good opportunity for information about the Certificate to be heard by a wider audience.

8. Activities of the Baltic Area Alliance

Mare Teichmann (from Estonia) presents work and outcomes made by different countries of the Baltic Area Alliance (Estonia, Poland, Ukraine, Lithuania, Latvia and Finland). It includes the promotion of W & O Psychology; efforts related to the dissemination of a Certificate in W & O Psychology and training of competencies, exchange of information (e.g.,



using e-conferences, e-meetings), networking, and development of shared projects. This work has been supported by the UK educational model (the Qualification in Occupational Psychology) and the Advanced European Diploma in W & O Psychology.

Mare Teichmann also presents a first proposal of scheme for a Master in W & O Psychology based on the ENOP Reference Model of training. Different universities are opened to create a joint curriculum in W & O Psychology (e.g., Latvian University, Tallinn University of Technology, and Vilnius University).

Now that the curriculum is devised it is important to appreciate the gaps between Baltic universities in terms of Educational organization and standards, in order to stimulate convergence in the Baltic area. Mare and Angela describe a survey that will be taking place in the autumn in order to understand what these gaps are and what support is needed to attain a similar standard of education in WOP.

Participants discuss about conceptual issues related to the name of the discipline. It is remarked that work and organizational psychology focuses the attention on profit and non-profit organization and refers to different levels of analysis. Other perspectives (e.g., Industrial or Business Psychology) could be incorporated into the discipline of W & O Psychology.

9. Future Tasks Forces

Salvatore Zappalà presents a list of potential topics to be analysed in future tasks forces, such as:

- Cooperation of practitioners and scholars;
- Increased participation of practitioners in the EAWOP Conferences;
- Involving more types of members (e.g., organizations);
- Continuous Education for members;
- Promotion of knowledge based activities of practitioners;
- Promotion of sponsors for EAWOP activities.

Participants indicate the traditional obstacles in order to connect practitioners and scholars, and difficulties that need to be overcome to bridge this gap. In addition, it is proposed another potential activity related to the involvement of students. With a small fee, bachelor students could become earlier EAWOP members (e.g., creating an "Association of Students in W & O Psychology"). Finally, communication of EAWOP with the society in general and other disciplines is also proposed as a potential activity.

10. Agreement of Congress (2013) and planning of Congress (2015)

The EC of EAWOP signs the agreement with the Münster University to organize the EAWOP Conference for 2013. A preliminary contract was



signed between Guido Hertel (representing Münster University) and Arnold Bakker (President of EAWOP).

Representatives of Estonia, UK and Norway show interest to organize the EAWOP Conference in 2015. A letter is added to these minutes explaining this process.

ACTION: consider if your association would like to hold a congress in 2015.

11. Next CC Meeting

The next CC Meeting will be 24 May 2011 at the next EAWOP Conference (25-28 May 2011).