



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

Editor: Ana Passos

February 2006

EDITORIAL

Welcome to the first EAWOP newsletter of 2006. I hope you will be viewing the newsletter and this editorial on our re-developed web-site. The website has been redesigned making it more interactive and informative so please take time to explore it. It is intended that each member will have the opportunity to have a web page and e-mail address through the site. If you have by this medium, you can be informed about all EAWOP activities, congresses, books and journals, research and professional groups, and can inform others of your activities and be contacted by other members.

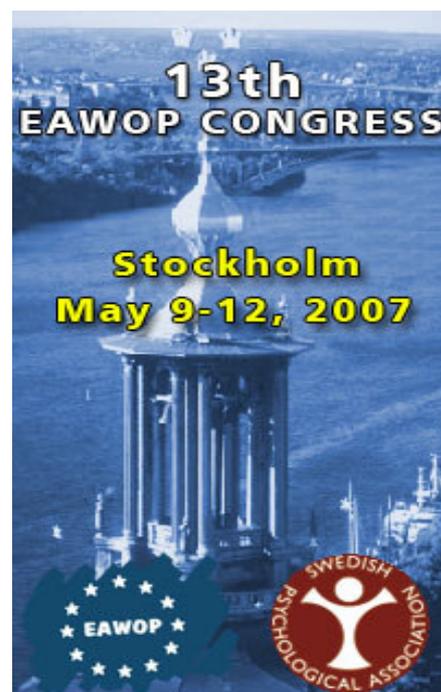
I want to tell you that EAWOP has been developing several new initiatives following acceptance of a new strategy at the congress in Istanbul in May 2005. The initiatives are in research, education and professional practice. Small group meetings focussed on particular topics will be part funded by EAWOP, the first meeting is planned for 2006, and our aim is to have 3 such meetings every two years initially. A new EAWOP taskforce has been agreed to consider Europe-wide developments in the training of Work and Organizational Psychologists and will begin its work in 2006. In late 2005 EAWOP took the lead in developing over the following two years the implementation of European standards in testing.

In addition to the initiatives mentioned above EAWOP is in discussion with the Society of Industrial and Organizational Psychology (SIOP) in the USA, and with the equivalent organization in South Africa with the aim of closer collaboration between us. These discussions are part of our wider aim of promoting European Work and Organizational Psychology both within and outside Europe.

Nik Chmiel, President

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**XIIIth European Congress of Work and
Organizational Psychology
Stockholm, May 9-12, 2007**

**Sustainable Work: Promoting Human and
Organizational Vitality**

Dear Colleagues,

Preparations for the 2007 EAWOP Congress in Stockholm are under way. The Congress will be held at the Stockholm International Fairs, a location which should be familiar to those who attended the World Congress of Psychology in Stockholm in 2000.

The Organizing Committee has held three meetings and are busy finding sponsors and discussing workshop themes. The City of Stockholm has agreed to give a reception for congress delegates in the City Hall. The Program Committee has held one meeting in Stockholm. Six invited speakers have already accepted to speak. Suggestions were collected also from the Advisory Committee and a list of suggested symposium organizers is now being composed. The invited speakers are:

Keynote addresses: Denise Rousseau
Michael West

State-of-the art presentations: Christian Dormann
Ulf Lundberg
Lois Tetrick
Mina Westman

An agreement has been signed by the Swedish Psychological Association and STOCON, an experienced professional congress organizer, who will take care of registrations, abstract submission, and accomodation reservations.

All of this and much more will be presented in the 2nd Announcement and Call for Papers which will be available by the end of March. At that time we will also display congress information on the congress homepage: www.eawop2007.org

The importante dates will be:

30 th September 2006	Deadline for submission of abstracts and proposals
15 th December 2006	Notification of acceptance
31 st January 2006	Last date for early registration fee
9 - 12 May 2007	Congress

Look out for the 2nd Announcement and information on the homepage. We hope to be able to welcome you in Stockholm, one of the most beautiful capitals in Europe.

Gunn Johansson
Organization Committee Chair

EAWOP SMALL GROUP MEETINGS

CALL FOR PROPOSALS

EAWOP's mission is to promote and support the development of work and organizational psychology in Europe. One obvious way to do this is to get work and organizational psychologists from all across Europe together to explore mutual interest, and build collaborative networks. In addition to its successful bi-annual congress, EAWOP therefore launches a new initiative to stimulate, through start-up funding, *Small Group Meetings* – small-scale research or practice-oriented conferences (20-25 participants) with an international group of delegates, and with the explicit aim to stimulate contact between EAWOP members and the development of crossnational collaborative networks within Europe. EAWOP members interested in organizing such a meeting are invited to submit a proposal for such a Small Group Meeting to the EAWOP executive committee.

EAWOP offers a start-up budget of 3500 euro per meeting. This budget is intended for organizational costs. It is not meant to cover all costs – organizers are expected to actively seek additional funding. Moreover, it is explicitly meant for not-for-profit meetings only – funding is meant to keep costs to participating EAWOP members at a minimum.

The aim of this EAWOP initiative is to stimulate the organization of meetings that advance the international position of work and organizational psychology in Europe (i.e., build international visibility, collaboration, and research networks). We therefore solicit proposals for intensive, multiple-day conferences with an international range of delegates in which members of EAWOP play an active part. Following from the aim of the meeting, funding is contingent on meeting the following conditions:

- Multiple day meeting focused on a specific and important theme in work and organizational psychology
- Maximum of 20-25 participants, so that all participants can actively participate and present
- At least 50% of the participants are EAWOP members
- Participants are from at least four different European countries
- Lowest possible costs to EAWOP members
- Proposals for Small Group Meetings can be submitted by EAWOP members or EAWOP constituents
- The responsibility for the organization lies with the local organizers, not with EAWOP

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- Participation in the meeting is in principle open to all EAWOP members (with the restriction that the maximum number of participants is 25): there is an open call for papers that is announced internationally (e.g., via the EAWOP website and newsletter); the meeting will be announced as “EAWOP Small Group Meeting on ...”
- Even though the actual participation in the small group meeting is restricted to 20-25 people, the meeting should yield a product available free of charge to the EAWOP membership such as a special issue of *European Journal of Work and Organizational Psychology*, a position paper published in *EJWOP* or via the EAWOP website, or a digest of the meeting's presentations that moves beyond a compilation of (extended) abstracts published via the EAWOP website

EAWOP members or constituents that are interested in organizing a Small Group Meeting are invited to submit a proposal to the EAWOP executive committee (c/o Daan van Knippenberg, dvanknippenberg@rsm.nl). First deadline for submissions is **May 20, 2006** (proposals received after that date will be discussed at a later meeting of the EAWOP Executive Committee). The proposal should contain the following:

- Title and description of congress theme, including a rationale for its importance in European work and organizational psychology
- Dates and place of the meeting (NB: please note that the distribution of the open call for papers requires substantial lead-time for interested parties to respond well in time for the meeting)
- Organizing committee and contact person
- Budget, including plans to secure additional funding
- Plan for the distribution of the call for papers, as well as the proposed call for papers
- Names of 10 EAWOP members from four different countries committed to participating in the meeting (NB: this is to assess the viability of the meeting; the remainder of the available slots should be competitive)

For further information, please contact Daan van Knippenberg (dvanknippenberg@rsm.nl).

Digest from the EXECUTIVE COMMITTEE (EC) Meeting in Istanbul in May 2005

Report on the Istanbul Congress. The most recent report sent by the Organization Committee puts the number of participants at around 760.

The preparations for the Constituent Council (CC) and the General Assembly (GA) meeting. Discussion of meeting arrangements. Considering the absence LM, it was decided that the Constituent Council will be run by WS. Also defined were the roles of EC members during the meetings and the general assembly. Discussed in detail were the various points on the assembly's agenda and listed below (next points 5-15).

Reports. Description of the report by the president – strategy, relationships with external bodies, taskforces (GA 3). Reports by members of the EC (GA 4)

Finance. It was decided to keep to the principle of linking the two-yearly subscription to the congress, and to examine ways to make the solution operational. It was decided to keep the 2006-2007 subscription rates the same as at present.

Strategy and Statutes. The main changes in the strategy paper were discussed. Approval was given to the proposal of coopting a member of the organizing committee for the future congress into the EC for two years. Examined and approved were the main changes to the statutes and rules.

Election of new EC members. Three candidacies were announced. If the cooption rule is approved (see the previous point), there will be two new elected members of the EC. The vote will be made with preprinted slips and a final count.

Report of the Test User Task Force and approving the future objectives in standards development.

Report of the EAWOP Journal and approval of new procedures for appointing the editor.

Founding a new Applied WOP e-Journal and appointing the first editor.

Next congress 2007 in Stockholm. The EC formally and unreservedly approved Stockholm's candidacy for the 2007 EAWOP congress, along the general lines described by the organizing committee in the previous presentations. Collected on the occasion of the General Assembly will be the Statements of interest in organising the **2009 congress**

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Accepting new constituents and members. Taking a stand on the possible application by Ukraine.

EFPA Granada Congress. Henry Honkanen was nominated as EAWOP's official representative in EFPA's Granada Congress 4-7 of July 2005.

Digest from the EXECUTIVE COMMITTEE (EC) Meeting in London in July 2005

Nomination of the co-opt member of EC. Gunn Johansson was nominated as a EC member for the period of two years.

Executive Committee members roles. EC agreed on the roles of each EC member:

Nik Chmiel (UK) as the president represents EAWOP to the outside world, both in Europe and beyond, officiating at ceremonial functions and presenting awards; leads the development and delivery of EAWOP's goals within the framework of the statutes and rules; chairs the EC and GA; is involved in financial decisions with the treasurer; and, is involved in writing the strategy and activity documents with members of the EC.

Henry Honkanen (Finland) as the general secretary organises and administers the machinery of EAWOP and liaises with outside institutions and members.

Franco Fraccaroli (Italy) as the treasurer facilitates the EC to carry out activities and the strategy of EAWOP; advises the EC and GA on financial matters of all kinds; produces a budget and audits accounts; oversees membership issues and the collection of subscriptions.

Lourdes Munduate (Spain) as the constituents coordinator chairs the constituents council and coordinates constituent liaison and activity.

Ana Passos (Portugal) as newsletter/ website coordinator manages the website including updating, edits the newsletter, e-mails members with new developments and initiates a membership list.

Gunn Johansson (Sweden) as congress coordinator monitors and evaluates progress towards the EAWOP Congress 2007 and liaises with congress organisers.

Daan van Knippenberg (The Netherlands) as the special projects coordinator develop and coordinates projects aimed at furthering EAWOP strategic aims and objectives.

Special attention was given to the role of special project coordinator. EC agrees on the importance to develop new research activities in between EAWOP congresses, namely small group meeting. Constituents should be involved in these new activities.

Stockholm Congress

Two proposals of professional congress organizers for the Stockholm Congress were presented.

Deadlines:

- March 2006 – call for papers;
- 30 September 2006 – Abstract submission.

Contract with the Swedish Psychology Association will be sign in October 2006.

Test User Task Force. The work of the new EAWOP-EFPA European Working Group on the development of a European standard for test user should be organized in the following way:

- Steering group (5-6 members) – 1 chair; 1 liaison EAWOP; 1 liaison EFPA; 2-3 members (invited).
- Reference group – members of the steering group plus all those who are interested.

Members of the steering group are invited. Constituents will be asked to test and discuss the work produced by the European Working Group.

EAWOP Journal

Christian Dormann (Germany) was nominated the new Editor of EAWOP journal for the next 4 years. The president of EAWOP is on the Editorial Board. Taylor & Francis Group continue to be the publisher.

Relationship with the constituents

EC considers that the relationship with the constituents is extremely important and should be enhanced. EAWOP should develop new forms to communicate more often with constituents.

Advanced EDP

EAWOP should develop a model for the Advanced Euro Diploma program for the W/O Psychologist. EC agreed in creating a new task force to work on this subject. Lourdes Munduate will be responsible for this new task-force.

Honorary and Retired Members

EC proposal to the GA to create a new category of Honorary Retired Member, for a period of 5 years with all of the EAWOP on-line services.

Digest from the EXECUTIVE COMMITTEE (EC) Meeting in Lisbon in January 2006

External relations, marketing, and membership

EC decides to fund EAWOP President visit to SIOP to explore collaboration with SIOP.

The EAWOP President was invited by SIOP South-Africa to visit conference, and will go to explore potential collaboration. Exploring other potential collaboration (e.g., Australia) is postponed until after SIOP and SIOP-SA.

No action has been taken yet re contact with EU. Ideally, EAWOP would for instance participate in agenda-setting for research programs. Decision is to set up an advisory group to increase EAWOP visibility and influence within EU.

Stockholm Congress

Three committees have been installed (program, organizing, advisory), and a coordinating cte representing all three. The contract with the congress bureau has been signed. The second announcement and call for papers are scheduled to appear soon.

Formal agreement between EAWOP and SPA (Swedish association) is discussed:

Test user task force

Reports on Helsinki meeting of task force were presented. Main differences between models are whether they see tests/assessment as the exclusive domain of psychologists or not, and whether they target only psychometric tests or assessment more broadly. Somewhere in the process feedback from constituents should be solicited. Next meeting will be March, Stockholm.

Website

The new EAWOP website is ready. The structure of the website back-office has changed such that all EC members can access back-office and are co-responsible for keeping own areas up to date.

Journals

EJWOP editor consults EC on two counts: new set-up editorial board and PhD award. EC notes that key point is that editor is independent of EC. That being said, EC likes the proposals, and sees no reason to combine the award with a cash prize.

Schmidt-Brasse's proposal for the e-journal is discussed. Feeling is that it should not be a *practitioner* journal but a *practice* journal not to promote the divide between academics and practitioners. EC proposes name *In Practice*. EC also proposes that the journal is available to EAWOP members only.

Relationship with constituents

EC proposes a strategy paper for constituents that identifies four main issues: a) website opportunities for constituents; b) possibility to propose SGMs; c) active role of constituents in partnering with developing constituents; d) availability of funding for task forces proposed by constituents.

EDP and Advanced EDP

Jose Maria Peiro agreed to chair group consisting of Marco Depolo, Robert A. Roe, Branimir Sverko, Matti A. Vartiainen, and Lourdes Munduate (EC liason).

EAWOP Small Group Meetings

Decision is to fund 3 meetings per two year, at euro 3500 per meeting. The first call for proposals (outlining the conditions for funding) will go out together with the newsletter.

Congresses and conferences

EC will not send a representative to the German conference – EC lacks resources to attend national conferences. Because this also means missing an opportunity to engage with a representative of the French association, proposal is to invite a French representative for part of the Seville meeting (October 2006).

Honorary and retired members

General assembly has to agree to new membership categories. EC will present a proposal for honorary and retired members to next general assembly: Members can stay on as retired member if they have been a member in at least 6 out of the last 10 years, and have access to EAWOP's web-based services.

MINUTES OF THE CONSTITUENT COMMITTEE

Summary of the CONSTITUENT COMMITTEE (CC) Meeting in Istanbul in May 2005

Eawop strategy paper

The strategy paper was presented in outline, with particular reference to the changes made with respect to the Utrecht CC. The strategy paper was approved by the CC with the following decisions: include student involvement; add to point (14) on the ethical code delegating the details to the EC.

Statutes and Rules

The statutes and rules were presented in outline, with particular reference to the changes made with respect to the Utrecht CC. The documents were approved and the EC was mandated to insert the two changes proposed.

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Membership payment.

Linking membership to conference. Approval was given to the general principle and the solution of specific problems for each congress. Wide-ranging discussion took place on the principle and its implementation. The principle of linking EAWOP membership with two-yearly conference attendance was approved.

Journal and e-journal.

E-journal: presentation of a proposal by Ute S-B to set up an e-journal dedicated in particular to the activities of practitioners.

New EC-members

Three candidacies were presented. Probably, only two positions are vacant if the proposal of co-optation is accepted by the General Assembly

New constituents

Ukraine had sent an application to become a constituent. Presentation of the association by Lyudmila Karamusha.

Future congress

Announcement of the EC's formal decision to accept the Stockholm candidacy for 2007. For 2009, candidacies are awaited for the GA.

MINUTES OF THE GENERAL ASSEMBLY

Summary of the GENERAL ASSEMBLY (GA) Meeting in Istanbul in May 2005

Opening

President Nik Chmiel welcomed the participants. Since more than 25 ordinary members and more than one-third of the representatives were present, legitimate decisions and votes could be taken. Franco Fraccaroli and Christine Goffinet were selected as counters of votes. The proposed agenda for the meeting was accepted without changes.

Approval of the minutes of the last assembly

The minutes of the General Assembly meeting held in Lisbon May 15th 2003 was accepted without changes.

Report of the president – strategy, relationships to external bodies, taskforces

President Chmiel gave an overall report on the activities of the association.

Reports of members of the EC

The reports of the Executive Committee members were presented: Treasurer: finance, budget; General Secretary: administration, congress best practice; Communications: website and newsletter; Constituent liaison: Constituent Council, EDP; Membership and special projects: congress liaison, French connection, developing new constituents, student members.

Approval of the strategy paper

President Chmiel presented the EC's proposal for "EAWOP Strategy paper to 2007. The strategy paper was approved by the Assembly unanimously (Voting by hands. Votes pro: 48 members, 6 constituents. Votes con: none).

Approval of the financial report and budget

Financial reports of the years 2003 and 2004 and the budget for the year 2005 was presented by the Treasurer. The reports and the budget were approved by the Assembly unanimously (Voting by hands. Votes pro: 48 members, 7 constituents. Votes con: none)

Approval of linking fees to congresses and methods of payment

The proposal for a new membership payment system was presented by Treasurer. During the discussion it was agreed that Assembly will decide only on the principle and the practical considerations should be discussed always in the Constituent Council meeting before every Congress. The principle of linking fees to congress payments was approved by the Assembly (Voting by hands. Votes pro: 41 members, 8 constituents. Votes con: none)

Subscription rates 2006-2007

EC proposed that the subscription rates will not be changed. The membership fee is 75 EUR per year for the ordinary members, 100 EUR per year for the associate members and 380 EUR per year for the constituents. The subscription rates were approved by the Assembly (Voting by hands. Votes pro: 43 members, 8 constituents. Votes con: none).

Approval of changes to the constitution of the EC and co-opting one position

EC's proposal to revise statutes and rules includes a proposal to change the constitution of the Executive Committee as follows: "The Executive Committee has 7 members, including the President. The Assembly can decide that one member of the Executive Committee is a co-opt member, who is elected by the Executive Committee. The co-opt member nomination is in force the period of two years maximum and terminates always till the next General Assembly meeting".

The proposal was approved by the Assembly (Voting by hands. Votes pro: 43 members, 8 constituents. Votes con: none).

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Approval of changes to statutes and rules

The EC's proposal to revise statutes and rules was presented by General Secretary. During the discussion some minor changes to the EC's version were proposed and EC changed its proposal accordingly.

The proposal for the new statutes and rules was approved by the Assembly (Voting by hands. Votes pro: 37 members, 8 constituents. Votes con: none).

Election of new EC members

According to the statutes two of the EC-members (Antonio Caetano and Wilmar Schaufeli) had to step down because of the max six years limit time. EC had received 3 nominations for the candidates of EC members. The Dutch constituent (WAOP) had nominated Mr. Daan van Knippenberg, the German constituent (WP/BDP) had nominated Mr. Ulrich Winterfeld and the Portuguese constituent (APP) had nominated Ms. Ana Passos. EC's proposal was that there is only two vacant places because the third will be nominated as co-opt member by EC. The voting by poll was arranged and the results were the following:

Daan van Knippenberg - 26 members' votes and 7 constituents' votes.

Ana Passos - 33 members' votes and 7 constituents' votes.

Ulrich Winterfeld - 14 members' votes and 2 constituents' votes

Ana Passos and Daan van Knippenberg were elected as new members of the Executive Committee. Thus the composition of EAWOP Executive Committee is as follows: Nik Chmiel (president), Franco Fraccaroli, Henry Honkanen, Daan van Knippenberg, Lourdes Munduate and Ana Passos; besides EC will later nominate the co-opt member representing the next congress organizer.

Report of the Test User Task Force and approving the future objectives in standards development

The report of the European Working Group was presented by General Secretary. The report and the future action plan was approved. The final decision making about test user standards will take place in the next Assembly meeting 2007.

Report of the EAWOP Journal and approval of new procedures for appointing the editor

The report of the editor, Fred Zijlstra, was presented. Future plans to develop and administer the Journal was discussed. Fred Zijlstra has informed that he will not continue as editor. It was included in the revised Rules already approved in point 10 a new section concerning the Journal (Rules, section 7). According to the new Rules EC will nominate a new editor and approve associate editors, too.

Founding a new Applied WOP e-Journal and appointing the first editor

EC presented the plan to found a new Applied WOP e-Journal that will be published on the EAWOP web-pages. As the first editor EC proposed Ms. Ute Schmidt-Brasse. The plan and the nomination of the editor was approved.

Next congress 2007

EC presented the plan that the next EAWOP Congress will take place in Stockholm May 9-12 2007 organized by the Swedish Psychological Association. The Swedish delegation presented the preliminary plan of the congress. The theme of the Congress would be "Sustainable Work: Promoting Human and Organizational Vitality". The plan was approved. However, EC has the final power to make decisions concerning the congress.

Statements of interest in organizing 2009 congress, procedure for deciding congresses

The procedure for deciding congresses was discussed. It was agreed that the decision making of future congress places should be made with a close cooperation and consultation between the Constituent Council and EC. However, EC has always the final decision making power and responsibility. These recommended procedures should be included in the Best Practice Congress Model document. The German (WP/BDP) and the Spanish (COP) constituents renewed their preliminary interest to be the host of 2009 congress. It was agreed that the choice should be made during the next Constituent Council meeting in 2006.

Accepting new constituents and members

New Constituents. EC had received from the Ukrainian Association of Organizational and Work Psychologists (UAWOP) an application for constituent membership (appendix 9). EC had got the statutes and other sufficient accounts of the activities of the UAWOP and assured that UAWOP fulfill all the conditions of the membership. The membership application of the UAWOP was accepted.

New Members. According to the new rules EC will from now on accept the individual members.

EAWOP Working Group on 'European Diploma in Psychology'

The European Diploma in Psychology (EDP) www.efpa.be/start.php aims to certify the qualification and competences required for the professional practice of Psychology in Europe. Given the implications of this project for the different areas of professional practice and for Work and Organizational Psychology as one of these areas, last year the EAWOP Executive Committee (EC) consulted its constituents and previous EAWOP Presidents, about this initiative and asked for comments and suggestions about the principles for a European Diploma in Psychology from an EAWOP perspective.

Following this initiative the EC has decided to create a Working Group with the objective to prepare the proposal of a Reference Model on WOP Training Profile. The proposed Model will represent the EAWOP position for the future identity and training of WOP within the EDP framework. The proposal will be submitted to the next General Assembly meeting in May 2007 in Stockholm.

The EC has asked Jose M^a Peiró, as a previous EAWOP President, to chair this Working Group. Main experts on the topic from different European areas and training traditions have been invited to join this group. The first meeting has been scheduled in Paris on March 22-23, 2006.

This Working Group will among others complete the standards development and definition work, develop a set of rules and regulations regarding European accreditation and European certification and prepare a proposal for how the Standards and the accreditation is administrated and managed at the European level, including a definition of the responsible partners and bodies. The Working Group will produce detailed recommendations on implementation for the EFPA and EAWOP Executive Committees in 2007 with final proposals for the standards and their implementation.

The Working Group will organize in October/November 2006 a workshop, where a final proposal of standards, accreditation procedures and administrative solutions are presented and evaluated. The workshop is open to all representatives of EAWOP and EFPA constituents. The date and place of the workshop will be informed soon by sending a separate call to all EAWOP constituents (check also on EAWOP www-pages).

The Steering Group members are: Andreas Klug (Germany) as Chair/Convenor, Henry Honkanen (Finland) as EAWOP liaison, Dave Bartram (UK) as EFPA liaison, Sverre Nielsen (Norway) representing the work of Sweden and Norway on test user qualification development, Vicente González-Romá (Spain) representing countries that are still considering to adopt such standards

Please, contact to have more information: Andreas Klug (dr.klug@web.de) or Henry Honkanen (henry.honkanen@kolumbus.fi).

Report of the joint EAWOP-EFPA Task Force/Working Group on the Test User Standards

EAWOP and EFPA established a joint Task Force in 2003, whose mission is to define the minimum European qualifications for test users in the field of occupational psychology. EAWOP's and EFPA's role are to define the standards of competence, to facilitate the recognition of qualifications that meet those standards, to assist countries in developing such qualifications and to audit proposed qualifications to see if they are in line with the EAWOP-EFPA standard. In the General Assemblies of EAWOP (2005 May) and EFPA (2005 July) the proposed standards was accepted as an basis for the further development.

Now EAWOP has taken the leading role in implementing a European process for accrediting local national qualifications in test use based on the Standards. A joint EFPA-EAWOP implementation group has been established.

THE EUROPEAN MASTER OF WORK, ORGANIZATION AND PERSONNEL PSYCHOLOGY SELECTED IN THE ERASMUS MUNDUS PROGRAM

http://europa.eu.int/comm/education/index_en.html

The European Commission has awarded the Master in Work, Organization and Personnel Psychology in the framework of the Erasmus Mundus Program. It is the first Master in Psychology in Europe that has been selected in this European program. The Master will be jointly offered by the Universities of Barcelona, Bologna, Coimbra, Paris V, and Valencia and will start from the academic year 2006-07 on. It is directed by Prof. José María Peiró, chair of Organizational Psychology at the University of Valencia, which is the institution in charge of the coordination of the studies.

ERASMUS MUNDUS, is a cooperation and mobility program of excellence in Higher education, promoted by the European Union with a worldwide scope.

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This program has been conceived to support high quality European Masters and to promote the visibility and attractiveness of the European Higher Education in the rest of the world countries.

Scholarships for non European Scholars in the Master in Work, Organizational and Personnel Psychology (WOP-P)

The European Commission will deliver 3 scholarships for the 2006-2007 academic year to scholars from non European countries who would like to participate in the Master in Work, Organizational and Personnel Psychology (WOP-P). Scholars apply to carry out teaching and research assignments and scholarly work in the institutions participating in the course. The grant amount for scholars is a fixed amount (1,000 euros a year) and a monthly amount (4,000 euros per month with a total of 3 months per year). The application deadline for the WOP-Programme is February 1 st, 2006 .The WOP-P Master is one of the 57 supported up to now by the Erasmus

Mundus Programme is the only one in Psychology. A double degree in WOP-P is offered by two of the five European Universities involved in the programme:

Universitat de València (Spain)
Universitat de Barcelona (Spain)
Université René Descartes Paris 5 (France),
Alma Mater Studiorum-Università di Bologna (Italy)
Universidade de Coimbra (Portugal).

More detailed information about application deadlines and procedures can be found in the web page of the programme (www.erasmuswop.org) and in the Erasmus Mundus official web page (http://europa.eu.int/comm/education/programmes/mundus/index_es.html)

Erasmus Mundus scholarships for non-european students to participate in the Master on Work, Organization and Personnel Psychology (WOP-P)

The Erasmus Mundus program opens a call for scholarships. Scholarships are addressed to graduates in psychology who wish to participate in the European Master on Work, Organization and Personnel Psychology for the academic years 2006/07 and 2007/08. The total amount of the scholarships is 21,000 euros/year.

The Master WOP-P is one of the programmes supported by the Erasmus Mundus Programme so far and the only one in this professional and academic area. A double degree in WOP-P is offered by two of the five European Universities involved in the programme: Universitat de València (Spain), Universitat de Barcelona (Spain), Université René Descartes Paris V (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal). The master qualifies for the professional practice of WOP-P and allows access to doctoral studies in this and related disciplines.

FORTHCOMING EVENTS

6th Congress on Work and Organisational Psychology
“Networks and their interconnecting character”,
together with
European WOP Practitioner Conference and Conférence
des Praticiens de la PTO Européenne !

May 22 - 24, 2006, Leipzig, Germany

The 6th Congress on Work and Organisational Psychology will take place from May 22 to 24, 2006, in Leipzig/Germany. It will be organised by „Sektion Wirtschaftspsychologie“ (Work and Organisational Psychology), section of BDP e.V, in co-operation with „Verband zur Förderung der Wirtschaftspsychologie „WiPs e. V.“ (Association for the Promotion of Work and Organisational Psychology „WiPs e. V.“). The motto of the congress this time will be: **Work and Organisational Psychology: Networks and their interconnecting character.**

The trend towards globalisation and internationalisation is continuing. At the same time demands put on quality and efficiency of work are advancing. New concepts with regard to organisation, production and service are emerging.

All these developments tap the full potential of resources and the broad usage of the workers' qualifications, competencies, and motivation. Increasing complexity and dynamics make enterprises prepare for more and faster changing circumstances. This raises the question which structures are apt to enable companies to develop future proof organisations and co-workers to cope with the concomitant requirements.

From the point of view of work and organisational psychologists today's motto is more than ever to go for co-operation instead of confrontation. Formal and informal networks gain in importance and add synergies to mastering the advancingly complex world of work. The number of local and global networks is growing. The economy, too, experiences an age of enhanced partnership. The challenges by the new world of work also offer chances of redesigning work in production and service and of communication and co-operation flow. Work and organisational psychologists are in the front row when it comes to devise suitable and supportive processes.

Like in our past congresses, in our present congress programme we will – additionally to the German speaking part – again present an **attractive and multifarious part in English**, provided by colleagues from different nationalities.

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Moreover, we are pleased with for the first time experiencing a “**French day**”, too, arranged especially by our colleagues from the section’s German-French experience exchange group – once more it comes true: networks interconnect people.

Participants will be from companies and organisations, from science and consultancies. They will offer numerous reports on their practical experience and will come up with many contributions for discussion.

Furthermore, the participants will benefit from the opportunity to – according to the congress motto – network with colleagues.

You are cordially invited – we are looking forward to meeting you in Leipzig!

Dipl.-Psych. Madeleine Leitner and Dipl.-Psych. Arne Germann, Congress leaders
Dipl.-Psych. Ute Schmidt-Brasse,
Organiser of the English and French speaking parts of the congress

In case you want to know more and/or register, please, go to the congress website www.wp-kongress.de and press the **English** (or French) **version button**.

ICAP 2006 - 26th International Congress of Applied Psychology,

16-21 July 2006, Athens, Greece

The Hellenic Psychological Society and the Association of Greek Psychologists, under the auspices of the International Association of Applied Psychology, is organizing "ICAP 2006," the **26th International Congress of Applied Psychology**, which will be held July 16 to 21, 2006 in Athens, Greece.

Please visit the congress web site at:
<http://www.icap2006.com/>

13th European Congress on Personality

22 - 26 July 2006, Athens - Greece

The Department of Psychology of the University of Athens is organizing the 13th European Conference on Personality (ECP13) of the European Association of Personality Psychology in Athens, Greece on July 22-26, 2006.

For more information on the Conference please visit the website: www.ecp13.gr

7th Conference of the European Academy of Occupational Health Psychology

8-10 November 2006, Dublin, Ireland

The 7th conference of the European Academy of Occupational Health Psychology will take place in Dublin, Ireland, 8-10 November 2006.

Scientific contributions (papers, posters, workshops & symposia) addressing all areas of occupational health psychology are welcomed. Scientific submissions are being received from October 2005 at www.ea-ohp.org/conferences/index.asp.

The conference is being held at the spectacular Dublin Castle; a modern, purpose-built, international conference centre built for Ireland's Presidency of the European Union in 1990.

Dublin 2006 promises to be a truly international gathering, offering a global perspective on research, practice and education in occupational health psychology.

For more information please visit the conference website or contact the conference coordination team at dublin2006@ea-ohp.org.

III INTERNATIONAL FORUM CRITEOS 2006
New Challenges in Work, Health, and Effectiveness
23-25 November 2006, Lisbon, Portugal

Call for Papers

The theme for this Forum is **New Challenges in work, health and effectiveness research** and it is our purpose to create a forum for critical reflection about work, health and effectiveness, and the key role of quality of life and organizational competitiveness.

The Program of the Forum will include **invited speakers, presentation of individual papers, symposia and poster-symposia** and aims to promote a meeting point for scholars, researchers and business or public services community related with the work issues.

Thematic track: Organization, work condition and quality of life; Work relationships, flexibility and health of worker; Power in organizations and work organization; Social representation of work; Training, work and effectiveness; New technologies and the future of work; Mental health and work; Research methodologies about work; Work and family; Work and social responsibility; Work and globalization; Gender and work; Work and ergonomic; Work and law; Telework and new jobs; Times, rhythms and work schedules; Work and environment.

For more information please visit the website <http://forumciteos2006.com.sapo.pt/>

PUBLICATION BY MEMBERS: 2005

Like we did before we are calling for our members publications 2005. The aim of this initiative is to increase the sharing among EAWOP members. Please send us your information as soon as possible to ana.passos@iscte.pt, according to the following format:

Last name
First name
Year.
Title
Journal/ Publisher

As soon as we have the publications list, this information will be available on the EAWOP site: www.eawop.org, and will be attached in our next newsletter.

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