

GOHWP EB meeting

13 November 2013

Present: Alexander Gloss, Ashley Hoffman, Doug Maynard, Ines Meyer (minutes), Ishbel McWha-Herman (chair), Kristen Kirkland, Mary O'Neil Berry

Apologies: Stuart Carr, Tara Behrend (both able to participate in meetings from 2014)

Minutes should be accessible to all members; possibilities of how to do so to be investigated

1. Introductions

Alexander Gloss – PhD candidate at North Carolina State University, involved in HWP since 2010 after meeting Lori Foster Thompson, Stuart Carr and Ishbel McWha-Herman

Ashley Hoffman – instructor at Elon University; completing her PhD at North Carolina State University. Got involved with HWP after working for non-profit organisation in Haiti.

Doug Maynard – Professor in the Psychology Department at the State University of New York at New Paltz. Research focus: quality of work life issues (overqualification, underemployment, career development, and marginalization). Member of the GOHWP executive committee since 2012, website manager

Ines Meyer – Senior Lecturer in Organisational Psychology at the University of Cape Town; new to the GOHWP, introduced to HWP by Lori Foster Thompson and Alex Gloss during the ICP in 2012.

IshbelMcWha-Herman – Previously at Cornell University, chair of the GOHWP.

Kristen Kirkland – Was responsible for developing programmes and resources to support GOHWP members and their activities in the executive committee. She is an independent industrial organisational psychology consultant.

Mary o'Neil Berry – Organisational psychologist, retired management consultant, now independent researcher mainly in the non-profit sector; involved in GOHWP since its inception

2. Portfolios

To do by next meeting:

Each portfolio head to develop a strategy for his/her portfolio: What should be achieved in the portfolio over the next year? What can be achieved in the next year?

→ Feel free to email if questions/information needed or request one-on-one phone conversation

It is important to diversify the GOHWP membership. Most drivers come from the US. Low income and non western parts of the world should be considered. This should not be a separate portfolio but should be embedded in all portfolios.

Board members who lead a portfolio are encouraged to draw on members as active helpers to share the load (e.g. more than one person can write a blog; members could identify individuals and organisations that should be approached for advocacy purposes).

1. Membership (Doug) – to be integrated into web manager portfolio

including updating the system for membership and ensuring it is integrated into the website and mailing lists; exploring systems for membership dues

2. Advocacy (Stu)

3. Marketing (Ines)

Initially proposed as one portfolio: identifying organisations to target for HWP and approaching them to provide information about HWP and potentially develop strategic partnerships; this includes being proactive about coordinating members to write journal articles and give conference presentations; raising awareness about HWP amongst psychologists and development practitioners

→ Initially proposed as one portfolio, but decision taken to split them

Advocacy to include what causes we want to support as HWP (research, involvement, partnering with other groups)

Marketing about increasing participation, raising awareness

→ Ines to assist with the Advocacy portfolio until Stu has more time

4. Communications & social media (Ashley)

Communicating with members; managing linkedIn page; managing online forum content

5. Newsletter and blog (Tara)

Taking responsibility for regularly developing and producing these

6. Value for members (Kristen)

Facilitating member collaboration on research projects; methods for obtaining grant funding; producing information on how to "do" HWP for academics, practitioners and students

7. Organisational infrastructure (Mary)

Researching and finalising legal registration of the organisation; code of ethics

8. Webmaster (Doug)

9. Student rep (Alex)

As most members in the Facebook group are students managing the Facebook group will fall under this portfolio

3. Terms for board members

Board members who were part of the previous executive committee will serve a one year term (Kristen, Mary, Stu)

New members will serve a two year term (Ashley, Ines, Tara)

4. General

- (a) Emails still to be responded to will be sent to relevant portfolio holders (some for advocacy and marketing, newsletter + blog (Stylus publishers wanting book reviews on the blog)
- (b) Doug will request information for website updates, including headshots of all board members, plus email list update

5. Next meeting

To be arranged at same time during the second week of December – Ishbel to send Doodle poll.