



Summary of Annual GOHWP Membership Meeting
April 25, 2015; 4:15-5:30
Society for Industrial/Organizational Psychology, Philadelphia,
PA, USA

Report from the Board

1. Brief overview of board activities and what we set out to achieve this year:
 - a) Clarity of organizational structure, b) internal networking/resources, & c) advocacy/strategic partnerships (Ashley Hoffman)
Portfolio list: Advocacy, communication, membership/member value, online presence, organizational issues, student representative, networking/recruitment
Ashley: Focusing on narrow goals for the year; primary focus on clarity of org structure, such as registering the org; internal networking and resources, like the networking plugin we're developing, and advocacy and strategic partnerships, like UN-SIOP matrix, GLOW (Global Living Organizational Wage), etc.
2. Membership update (Doug Maynard, on behalf of Tara Behrend)
 - a) Current overview
 - Check these stats: Our membership now includes approximately 295 individuals from 35 countries; 14% are student members (those not yet in a graduate program).
 - We've had a similar rate of growth this year as to last year: 2013 had 51 new members; 2014 had 106 new members; 2015 has had 26 new members so far.

Organizational Structure:

3. Organization registration (Ines Meyer)
 - Brief description of the "MOOC" that did not work out: UCT offers open courses available online and was potentially going to offer an HWP course in a second round of courses. The HWP course made it through multiple rounds, but was ultimately rejected as the university reported different priorities and wanted to showcase programs with advanced schools of research, rather than up-and-coming areas.
 - GOHWP will still try this year to provide teaching resources that can be added to the website. It will not be the same as a MOOC, but still open-access, particularly videos of talks that are already being given; limited effort with maximum returns.
 - Deborah Rupp, from Purdue, will also provide online resources for a class.
 - The goal of this line of activities is to allow educators to spend any time, from one day to a full course, on a well-developed HWP program.
 - Members should have easy access to resources.

Internal networking/resources for members:

4. Networking plugin (Doug Maynard; Drew Mallory)
 - Members will soon have the opportunity to tailor personal profiles that detail their HWP-relevant background, interests, skills, and research. Profiles will be

automatically generated for members, but members will have the option to opt-out of having a public profile.

- Members will be able to search through existing profiles in order to connect to other members in order to increase contact and collaboration.
- This is one effort being undertaken in response to calls from members to engage in immediate HWP projects.

5. Social media presence and communication (Laura Sywulak)

a) Twitter, Facebook, LinkedIn

b) Blog and newsletter

- Laura has continued to run the blogs, social media sites, and newsletter.
- Efforts are being undertaken to keep branding consistent across pages.
- The goal is to keep content fresh and relevant; highlight changes and work undertaken by members and use the blog and newsletter to keep members apprised of HWP activities.

Advocacy/Strategic partnerships

6. Project GLOW and new diplomacies (Stu Carr, Mary O'Neill Berry)

General Advocacy

- Members discussed how to recruit and engage support from outside organizations.
- --from Virginia: Proposed that we do a one-shot email to SIOP members informing them about GOHWP and inviting them to join. Similar efforts should be taken with EAWOP, IAAP.
 - This was agreed upon.
 - Additionally, GOWHP is exploring what it takes to become a standing committee or sub-committee with SIOP;
 - Also working with SIOP to collect information from members on what we can do to support the SDGs as work psychologists; provide link
- --from Mary/Joel: There are various other groups we should reach out to:
 - Metro in NY
 - the California group;
 - Washington groups;
 - Singapore : Applied groups
 - OHC also overlaps;
 - Academy of Management;
 - critical management studies;
 - OB division;
 - Humanistic management group (Academy of Management?);
 - Society for the Psychological Study of Social Issues (SPSSI);
 - international branch of APA;
 - International Association of Cross-Cultural Psychology
- --from Lori: GOHWP could create a small recruitment email that we can provide for people so that if they are visiting events or organizations, they can just send along an email or link
 - Laura and Ashley will develop this.

- A point was made that we must be clear that GOHWP members must be involved in work, not just humanitarian aims, psychology in general, or international groups.
 - We must also make sure that we are not only focusing on American groups; must also think of places where I/O psychologists are (like SHRM, Academy of Management, etc.) but are not I/O-centric.

Project Glow

- (Global Living Organizational Wage) – a new network of teams focused on the business case for living wages, based on org psych of capability enhancement and shared prosperity *(Mary I forgot to mention I will be meeting with IO staff from Baltimore Uni, where the US LW campaign started off in 1994). In this project we need a range of New Diplomacies to complement the existing armamentarium of KSAOs in IO, including the participation of a professional network like GOHWP, whose members through a soon-to-be LW website can contact their country or city team, offer to collaborate in a variety of ways from co-researching to publicising to recruiting samples, etc.
 - ---From Stu on Living Wage: GOHWP should act as a resource/networking hub for living wage projects (similar to the networking space); Stu and Ashley will work on making it accessible for people; create a list of people/partners that are already doing this, so that we don't have to start from scratch—providing descriptions and smaller projects with easy accessibility to help people do the research in their own communities
 - there are already some existing teams in place; wants GOHWP to have volunteer/paid consultants for this initiative; these would be routes for networking in an attempt to expand the GOHWP/GLOW initiative
 - Reference the NYT article on Denmark; raising the living wage--> it doesn't mean that when the lowest level is raised that other things that are negative happen to others in the society; positive effects;
 - Mary thinks that we should be looking for the information that's already been done; we should be collecting information rather than CREATING new information;
 - From Lori: Haroon Bhorat- does work on minimum wage; UN consults on SDGs; might be worth speaking with him to figure out what his thoughts are
 - From Mary: As I/O, we need to build a business case as to why we need to be at the table

- A concern was raised that we need to be careful not bite off more than we can chew; better to triage; pick a couple of SDG arenas and show what we can do; we can also heavily rely on Ishbel/Doug/Mary's book in order to identify some of the people and research related to the MDGs
 - From Ashley: The real motivation is about getting people involved: we need to have tangible projects
 - Mary emphasized that we must focus on quality of work. (Ashley: We have 300 members)
 - from audience: Tasks for average people who want to contribute from what they're doing today
 - Drew responded by discussing the networking space on the GOWHP website introduced earlier, and also discussed the SIOP-UN/GOWHP collaboration via the Sustainable Development Goal collection tool:
 - www.tinyurl.com/SIOPUN
 - Anyone can contribute knowledge on individuals, publications, ongoing research, or ideas on any SDG or sub-goal.
 - This was received well from various members. Comments were made that these types of project should be the key focus at the moment, whereas larger goals should be approached only as real momentum builds from membership activity.
- Agreed that we should write up a summary of the above in a newsletter (from Mary)

Other business

7. Stu Carr and Virginia Schein SIOP fellows induction!

- Thankful for the contributions of Stu and Virginia, and proud of their accomplishments!
 - Stu has contributed so much to this field, and we are so thankful for his continued passion, his energy, and his inspiration. The consistent display of humility is a breath of fresh air, and we are so excited to continue as colleagues well into the future!
 - Virginia is a pioneer as well, and such a strong and brilliant voice, especially in gender research. We so appreciate her experiences and the impact that she has had to prepare the way for HWP to be heard and known. (I especially love the stories of riding donkeys and crawling under barbed wire fences!) Thanks for paving the way!