Minutes 9/11/14

Previous minutes approved.

Portfolio reports:

Kristen: Reached out to Deborah Rupp re: coursework; additionally will reach out to Stu and Lori for teaching resources; will look at student guide to convert that into something useful for academics/practitioners; follow-up conversation with Michael from Humanistic Mgmt scheduled- concerns re: political nature of FB posts and if we should associate with the org if that is the direction they are headed.

> Ishbel: we might not want to align fully or at all with them; is it just Michael or are there more people involved?
>
> K: Presumably, FB presence managed by him, he is adding his own commentary to news examples of people being marginalized; purpose of org seems divergent from HWP
>
> Ishbel: It becomes a risk of alienating some members if we align with someone who speaks out so strongly, but we need to speak up more about some things
>
> Stu: Everything is political (decent work, etc.) and psych is more conservative in that—but what does affiliation look like? Conversations are good, taking positions on issues are good, but you don't want to get tangled with the out of control stuff; let's have a political agenda we drive rather than getting pulled along with other groups
>
> Ishbel: No resolution re: who we want to align with—originally said no alignment b/c of leaving people out, etc. but not its more of deciding who rather than blanket "no."
>
> Stu: maybe "what" rather than "who"—issues rather than organizations
>
> Ishbel: making this a recommendation to the next board perhaps
>
> Alex: Advocacy goes to our core purpose— if it is to promote HWP, then advocacy is a huge part, but a practical/research advocacy that is evidence-based is crucial; taking a principled stand on something that is value based but evidence supported is "where the magic happens."

Alex: finalized student guide, publicized on FB group, Doug posted on website; shortcomings: limited practical resources and next steps (job and study opportunities); needs to be linked more with curriculum efforts.

Ashley: election update—1 chair, 1 vice chair, 8 general member nominations; 1 student nomination (Chair: Ashley Hoffman; Vice: Doug Maynard; General members: Laura Sywulak, Cristian Caruso, Recia Gomez, Mary O'Neill Berry, Leigh Schmitt, Stuart Carr, Bobbie Murray, Peter Baguma; student: Drew Mallory)

Mary: nothing new to report

Stu: Delphi looking for examples of current partnerships; mapping a way of identifying potential organizations to partner with; perhaps the next step a membership study to follow up with Ines survey – going to the membership to ask them about the other orgs where they are currently involved; will revisit soon

Drew Mallory joined meeting- (Exec board intros): will send a brief outline via email b/c of technical difficulties and we will try to connect again, especially when Doug can be present

Doug (via email to Ishbel): 249 members from 35 countries; our 1st member from Serbia

Ines: member benefits survey summary; emailed everyone who had questions/issues and feedback in more detail than the general membership received, including encouragement to run for the board; Google document will be completed after a few final questions
1. Clarifying what HWP is, and to whom it applies: What is it that we actually want to promote? If our primary goal is to bring about change in IO psych, drawing a clear line between who is and who isn't a Hum Work Psychologist isn't worth it; rather, we should be sure to show that HWP can be incorporated into everything; it's your methods, research, engagement in certain topics. In that way, it's more of a content area or approach than a separate group of people. We should come up with a way of talking about ourselves that is inclusive of a lot of different types of people and work and research; don't be a cult!
    a. Alex: perhaps we can refer to other stories and people who are out there doing this and have been for awhile, and share those as a "who we are" rather than the "same old stories;" bring together what's already been done and put it under a single banner as "HWP" – draw a silo horizontally instead of vertically and start to point out the similarities
    b. Stu: we know we don't own this stuff, but we have a facilitation role to say what we haven't done/where the holes are, and how can we use what has been done to show what hasn't? (Advocacy)
    c. Ines: will propose this as a goal to be more explicit about what HWP is and isn't and promote that as well
    d. Alex: play up how many diverse well-recognized people are involved in order to bring down the hesitancy to get involved
    e. Ishbel: we're already well done the path- we've come far in 2 years! We are an example of how our discipline is expanding in IOP
2. Changing the portfolios around?
    a. Focus on research
        i. Initiating collaborative research, existing research and connecting research
    b. Focus on practice

i. Initiating collaborative practice, existing practice and
               connecting practice
        c. One single communication/media portfolio instead of spread
           between 3 people
            i. Ashley: seems blog/communication/newsletter could be
               combined but website could be separate
3. Creating a database
        a. Kristen: we already have a list of related orgs; a list of pubs (need
           updated); a list of conferences (continual updates needed);
           placeholders exist for internship and job opportunities; good
           starting place to move forward from
4. Get members to send us abstracts/articles to be put on website/blog
        a. Ishbel: how would we get this information? perhaps create an
           online form that people could fill in and upload articles that
           they've published (give own tags, etc.); how would we encourage
           people to actually do that (sending emails, etc.)
        b. Ines: could we link up with research gate to make these updates
           happen automatically?
        c. We will propose these for the next board and they can do with that
           as they please
5. Start a dedicated HWP journal
        a. Now probably isn't the right time to do it – rather, publish in high-
           impact journals first (via Tara's comment)
        b. Stu: I think it's important for us to pitch stuff at high impact
           journals, but Stu & Mac were discussing dedicated HWP journal
           and talked about having a dedicated state of the art HWP review
           every couple of years, which would make HWP rise in it's impact
           factor quickly; too difficult to get published in mainstream journal
        c. Ishbel: academic psychs are going to go for a 3 or 4 star journal,
           not a low-impact topical journal
        d. Alex: why isn't HWP able to get into high impact journals? They
           already are in many journals, but they aren't publicized in HWP as
           much – need to be publicized more; what are barriers to
           publication? Is it methods, and how do we give ways for people to
           explain threats to validity unique to HWP research and why they
           aren't threats or should be "forgiven" in our work; at least some
           things to account for when you're trying to publish
        e. Stu: implicit bias that HWP isn't "real" IO psych; would it be worth
           testing the waters (4 or 5 papers every 2 years to generate a
           buzz)?
        f. Ishbel: likely to be people later in the careers b/c publishing in
           high impact journals is the only thing that counts academically
        g. Doug: the type of institution matters in regards to the type of
           publication needed, so not everyone needs a top-tier pub; weigh
           this in terms of time and energy against other initiatives, but it
           does seem like something that is more manageable (bi-annual)

and it allows us to be more rigorous in a good way, but still being mindful of challenges of HWP research- make sure we're having good peer-review processes, but also give good feedback, etc.

h. Ines: Should this be presented as a debate to the new board?

i. Alex: Could JPRP focus on this? Do you have to have a focus on the Pacific to publish there?

j. Stu: Global journal designed to appeal to Pacific Rim readers

k. Alex: If JPRP wanted to relax its regional focus for a special issue of just "prosocial IO" then it could serve as a venue for what we're talking about, esp with the fact that JPRP is already established with a variety of indices

l. Stu: special issues already contracted out for the next few years so it'll have to be a discussion with them

m. Ines: capture this discussion and the new board will take it forward

6. Animal welfare issue: Leigh Schmitt asks if animal welfare is something that is HWP?

a. If it is volunteers working in animal welfare, yes. But if animal welfare is the question, then probably not. Leigh Schmitt would like to dialogue about this

b. Ishbel: I'm not sure how "psychology" include animal welfare

c. Mary: Perhaps animal welfare is an example of humanitarian work, not necessarily the animals, but the work is humanitarian in nature- if we're saying that HWP is workers regardless of the field, we'd include animal welfare in that

d. Alex: animal welfare is an integral part of sustainable human development in terms of a shared planet, and so environmental sustainability is related to human sustainability (as highlighted in SDGs), inevitably linking animal welfare into HWP; ultimately, it's how animal welfare benefits human sustainability, particularly in alignment with the UN

e. Ines: perhaps writing a blog entry about that to guide the questions a bit more to make the link between animal welfare and human welfare

f. Ishbel: interim step to ask her what her ideas are—don't promise to write ideas on the blog without identifying intent; maybe not the time to put it on the blog b/c our blog isn't all that well followed

g. Ines: will follow-up with what she actually means and report back

7. Additional questions:

a. Mailer to listserv of psych depts. worldwide?

b. Put new membership locations on the website?

i. Ishbel: do both!

Final report for our term
	Ishbel: everyone send 1-2 paragraphs (max) outlining what you've done
	toward your goals from the beginning of the year

Searchable website option connected to Wordpress
	Ishbel: Drew connected with people in Hawaii, but no way to connect people
	online; has experience doing this, and wants to put the searchable option on
	the website for people/projects/keywords, etc. Free version and a better
	paid version available. Any concerns?
	Doug: Agrees that it sounds like a good idea- Drew is nominated for student
	rep, so he will be able to take that on as a board member.
	Ishbel: find out a bit more before diving straight into a "yes"

Minutes from full membership meeting finalized?
	Ines: No comments except re: Membership survey
	Ishbel: Minutes approved

Remove Global Compact from forum?
	Alex: yes
	Doug: can move thread to main board instead of deleting; will move Steve's
	post to main forum and delete the GC forum entirely

Adjournment