

SPSP Meeting Minutes
From Sunday, February 16, 2014
Austin, Texas

Attendees:

Executive Committee Members: Beer, Funder, Gable, Leary, Pennebaker, Pietromonaco, Schmader, Srivastava, Vescio (absent), Wood, Zárate

Committee Chairs, Members, other Representatives: Adler, Bosson, Fitzsimons, Kaiser, Keneski, Lowery, Mackie, Munoz, Nussbaum, Payne (absent), Plaut, Reis, Schneid, Vazire

Executive Office: J. Dovidio, L. Dovidio, Rummel, Schroeder, Wambold

The meeting was convened at 8:55 AM.

Introductions and Agenda

Jamie Pennebaker welcomed new attendees and thanked those who will be rotating off. He asked all attendees at the meeting to introduce themselves, including a brief description of their roles at the meeting and their scholarly interests. He explained who was eligible to vote.

Meeting Minutes

The minutes from the Summer 2013 Executive Committee (EC) Meeting were approved, without amendment, by a vote of 10 in favor, 0 opposed, and 0 abstentions.

President's Report

Jamie Pennebaker encouraged the Society to consider change, particularly in terms of embracing the opportunities offered by new technology and re-thinking models of publication (such as the model for rapid publication employed in computer science).

Executive Officer Report

Jack Dovidio reviewed his Agenda Book report, highlighting new challenges and opportunities for SPSP, Inc. He commented that although a new and expanded Executive Office will provide needed infrastructure for Society initiatives, it will take some time to establish the office and train the personnel. He further observed that SPSP, Inc. should take advantage of this period to engage in strategic planning. Due to the major structural changes in the next couple years, which have budget implications, the Society should weigh new initiatives and make wise decisions.

Jamie Pennebaker mentioned that our volunteer-based structure had limited continuity, and the move to a professional office with full-time staff devoted to the more administrative tasks for SPSP should be a significant improvement.

Executive Director's Report

Chad Rummel introduced Nate Wambold, SPSP's new Executive Office Program Manager. Chad provided some the background on why he chose to come to SPSP, including its energetic, passionate members. He mentioned that his goal was to reposition SPSP, Inc. to reduce "management minutia" for the Executive Committee and enhance forward-thinking, to offer more administrative support (along with Nate) to the committees, to create a more streamlined and efficient organization, and to spend money wisely while improving the efficiency of the organization. Chad explained that he has spent considerable time since he was hired "getting up

to speed,” identifying priorities and organizational best practices, and coordinating the physical transition of the Executive Office to Washington, DC.

Membership

Jack Dovidio reviewed the Membership Report, noting that membership appears to have remained stable, but that a substantial number of people have lapsed memberships and need to be reminded or encouraged to become active members again. Continued issues related to the annual Membership Form are the electronic versus paper journal options and that only a fraction of the diversity questions are completed by members.

Wendy Wood proposed that the Society should think more deeply about whom SPSP, Inc. would like to have as members. For example, the Society might try to expand beyond scientists to include consumers. The EC discussed ways of making the Society more attractive to members of allied fields. Mark Leary expressed interest in taking the lead on this issue next year.

Budget

Wendy Wood and Jack Dovidio described the new Budget format, which indicates both income and expenses for different central activities of the organization. Susie Schroeder, who developed the new budget format, explained the rationale behind it. It was noted that the 2014 budget projects a deficit. However, Jack indicated that a substantial portion of the expenses are “one-time only” transition expenses related to the Executive Office restructuring and that the Society budgets conservatively, consistently underestimating revenues over expenses.

CFO Report

Susie also explained how our current financial holdings are in much better allocations with all monies now in insured accounts or in investments. The finances of the Society are now managed, and she highlighted the Society’s financial reserves. Susie observed that the Society should consider what it might do with these funds, including what activities it might want to endow and what new initiatives it might want to pursue. She will also be working with Chad to set up internal accounting controls for the new Office.

Convention Committee Report

Brian Lowery reviewed the report of the Convention Committee. Brian mentioned that the 2015 convention will be in Long Beach, the 2016 convention will be in San Diego, and the 2017 convention will be in San Antonio. He noted that there were still some problems with the Graduate Student Travel Awards portal this year.

Jack Dovidio reported that preliminary figures from FASEB was that there was a total of 3,673 people registered for the conference, compared to 3,661 in 2013; in 2014, there were 3,534 paid registrants, compared to 3,549 in 2013. He estimated that about 8% of the registrants did not make it to the convention, primarily due to the east coast weather event. Rummel stated that hotels in Austing would be waiving the usual night’s penalty for people registered at the conference hotel, who were not able to honor their reservation. But the financial hit may still be around \$10,000, related to food and other prepaid services. Discussion of whether SPSP, Inc. should refund conference registrations and how much that would cost followed. Various alternatives were considered.

Brian described the significant demands on the time of Convention Committee members and urged the Society to take the necessary steps to offer more administrative support. Chad

Rummel indicated that this would be a priority for the new Executive Office. The members of the EC expressed their gratitude to the Convention Committee.

Preconference Services Task Force

Jack Dovidio reviewed the Task Force report, explained why the Society employed FASEB to help manage the 2014 preconferences (without any expectation of a continuing arrangement), and noted that Wendi Gardner was taking the lead in an evaluation of how well the central management of the preconferences went. Initial, informal feedback from some preconference organizers indicated that the service was very much appreciated. EC members commented on the advantages of SPSP, Inc. taking more and continued responsibility for preconference management (including registration), but others warned about potential sensitivity from preconferences that feel that it might compromise the autonomy of preconferences. EC members also observed that the number of preconferences may be limited by space restrictions and that some process needs to be established for prioritizing the increased number of requests for preconferences that could occur. The general sentiment was that the Society should move toward providing more direct management of preconferences, but cautiously. Chad Rummel explained the kinds of services that SPSP, Inc. and its Executive Office could offer.

Program Committee

The EC commended Cheryl Kaiser and Eli Finkel for their outstanding work as Program Co-Chairs. Cheryl described how they complemented each other at various stages in the development of the program.

Cheryl recommended that the EC develop a policy regarding the waiver of registration fees for individuals representing agencies who provide presentations at the morning and lunchtime sessions (e.g., APA, NIH, NSF). No action was taken, but the Program Committee was encouraged to develop a formal proposal to be considered at the Summer EC Meeting.

The Members Forum, scheduled in the final time slot of the conference (6:30pm on Saturday), was poorly attended (5 attendees versus about 75 last year). However, those attending provided good input about various topics, such as missing the previous listserv function, the convention app (“good, but a bit slow”), the Data Blitz (“loved it”), the possibility of tagging talks in multiple ways, increasing the variety of SPSP member constituencies, having some policy presence in talks/symposia, and illustrating more how the Society’s science goes from research to everyday implementation and application. At the Forum, Heather Kelly from APA offered to lead a policy-related workshop. Subsequent discussions suggested changing the time for the Members Forum next year to Saturday at noon in a location where attendees can bring in their boxed lunches.

Diversity and Climate Committee

Vicki Plaut described the activities of the DCC at the conference and summarized the Committee’s report. She noted that submissions for Diversity Travel Awards increased from 144 last year to 230 this year, but that the portal opening was rocky. Jamie Pennebaker commended the DCC for a very successful Diversity Reception. Vicki remarked that giving the Diversity Award recipients drink tickets to distribute to mentors worked very well, and next year a bigger room should be reserved for the reception as the attendance number is consistently about 150.

Graduate Student Committee

Erica Schneid described the many activities of the GSC at the convention. Chad Rummel and Nate Wambold commented on how successful the GSC social event was, and they had never observed participants so interactive in similar events.

Erica relayed graduate student interest in having non-academic job information worked into the convention or symposiums. She also mentioned that the GSC had difficulty finding enough PhD reviewers for the poster awards, and she wanted to reduce the number of poster award finalists from 35 to 20. The GSC was invited to present a more detailed proposal at the summer EC meeting.

Jamie Pennebaker praised the GSC and the graduate students attending the conference for the energy they bring to the society, reflected in the quality of their activities.

Training Committee

Jennifer Bosson reviewed the various activities of the Training Committee at the conference. She stated that the videographer would soon have materials online and that the quality looked very good. She asked whether the Society should continue to seek out local videographers or, to ensure consistently high quality, contract with one videographer who would travel to the different sites.

Jennifer and Erica Schneid noted that attendance at the GSC/Training Committee Preconference was down from 60 in 2013 to 31 in 2014. They speculated that the competition from preconferences with more traditional scholarly content might limit attendance. Jennifer suggested that, perhaps every other year, the GSC/Training Committee preconferences may be in the form of workshops, more restricted in size, about statistical or methodological approaches.

The Summer Undergraduate Research Program (SURP) was again discussed. The EC expressed its appreciation to the Training Committee for its hard work on this issue on behalf of the Society. However, there is not sufficient infrastructure to support the program and the cost-effectiveness of the program (for example, compared to SISPP it is out of proportion) was questioned. A decision was made to suspend efforts to initiate SURP.

The five 2014 EASP Summer School recipients, as part the EASP/SPSP Exchange Program, have been selected by the Training Committee from a very strong pool of applicants.

Publication Committee

Diane Mackie summarized key points in the Publication Committee Report. She reported that PSPB, PSPR, and SPPS were doing well, and that the Committee now had more direct communication with the new SPPS Editor.

Diane further explained that in the face of the many ways in which publication was changing, the Publication Committee had developed principles to guide publication related decision making. Publication processes should facilitate 1) reliability and dependability of findings, 2) speed of dissemination; 3) creativity; and 4) broad accessibility (making it easy for all our constituencies to find and use our research).

The EC agreed to empower the Publication Committee to work with Sage to revise the Society's embargo policy, as appropriate. The implication of Open Access publication for SPSP, Inc. and the publications future were discussed.

The journals are getting more submissions from Asia and there are some concerns related to language issues which are contributing to high rejection rates for these submissions.

Diane also raised questions about limiting or eliminating print copies of the journals. Chad Rummel explained that if the Society were to reduce the print copies members receive, Sage would be open to renegotiating the contract to pass on the 30% production cost savings to the Society. Currently, 45% of members are getting paper copies, and 90% of new members do not want paper copies. This might currently be a generational issue. Suggestions were made to make only electronic access available to new members and require continuing members to "opt in" for print. Diane suggested that SPSP, Inc. could decide to discontinue print copies for all members in the near future. The Publication Committee can consider presenting a formal proposal on this topic for a future EC Meeting.

Jamie Pennebaker talked about considering new publication models with other cost/revenue structures than those involved in traditional contracts with publishers. He urged the Society to explore these alternative models and agreed that members of the Publication Committee should be directly involved in these discussions.

Publication and Research Practices Task Force

David Funder reported that despite sustained attempts to obtain further investigation information on Sanna and Smeesters, the parties involved are not divulging additional information. An account of these issues has been published in PSPB and PSPR. A final report was released on Stapel.

David and Simine Vazire will present their final PRP Task Force report to NSF later this month. Chad Rummel will follow-up on the recommendations of the Task Force. The Task Force is not planning to meet in 2014.

FABBS

Harry Reis, a 2009-2013 SPSP Representative to FABBS, described FABBS as "engaging in conversation on the Hill, but not tied to any specific topic or agenda." David Funder asked if there was a better way for SPSP, Inc. to use its money for advocacy. Harry responded that FABBS was "a fabulous concept, but FABBS was not succeeding in recruiting new organizations."

FPSP

Harry Reis noted progress made in the Heritage Fund. These funds will be used to support a dissertation award.

Harry discussed possibilities for funding the Summer Undergraduate Research Program (SURP), but questions were raised by a potential donor and the focus of the proposal on work at R1 institutions, the overall cost, and the inefficient cost structure. Members of the EC recommended that FPSP not pursue funding for SURP at this time. Harry also explained their recent clarification of eligibility for the Sage Young Scholar Awards. Individuals 3-7 years into their first full-time position are eligible candidates for the award.

Harry reported on progress for developing procedures to increase cooperation and coordination between FPSP and SPSP, Inc. He mentioned that a model that received support was one in which FPSP would maintain its “monetary independence,” but that it would be formally governed by the SPSP, Inc. Executive Committee and receive some staff support from SPSP, Inc. EC members expressed support for this plan; Jamie Pennebaker asked Harry, Jennifer Beer, Shelly Gable, and Chad Rummel to present a formal plan for an SPSP EC vote at the Summer EC Meeting. Harry observed that such a plan may require a change in the bylaws of FPSP, but it may not involve a change in the SPSP, Inc. bylaws.

Awards Committee

Jack Dovidio presented the proposal for the Nalini Ambady Award for Mentoring Excellence for an EC vote. The EC voted, 10-0-0, to approve the award in principle, pending the development of an appropriate deed of gift. It was noted that the current funds collected to endow the award would not fund the award in perpetuity and that a deed of gift should recognize this issue. The Executive Office was charged with developing an appropriate deed of gift for the Ambady Award, as well as establishing appropriate procedures, a timetable for the first award, an Award Nomination Panel, and writing a specific guideline for the selection Panel to use.

The meeting was adjourned at 12 noon.

The meeting was reconvened at 1:15 PM.

Living Luminaries Task Force

Shelly Gable and Michael Zárate, members of this Task Force reported progress on their task. They recommended that “Living” be dropped from the title. They also suggested that a session at the conference be devoted to a presentation by a luminary followed by speakers considering the influence of the work on the field. A straw vote indicated an interest among those present for pursuing this possibility further, possibly including some funds for travel and registration for the luminary. Posters could be linked to the Luminaries research. Concerns were raised about how adding more invited sessions to the program would increase the rejection rate for submitted symposia, unless other accommodations were made.

Jamie Pennebaker remarked that this session might be linked to Heritage Fund activities. EC meeting participants expressed concern that adding more invited symposium would further inflate the submitted symposium rejection rate. Shelly and Michael were asked to work closely with the Program Committee to develop a formal proposal for a vote at the next EC Meeting.

Website

Dave Nussbaum thanked Don Forsyth and Lisa Munoz for the assistance they provided in his transition into the position of Web Editor. Dave announced the soft launch of the SPSP blog (SPSPblog.org). It was recommended that people should first connect to the main SPSP webpage (spsp.org) and then be directed to the blog site through the main webpage. Chad Rummel stated that the goal is to have all connections start at SPSP.org.

Dave encouraged people to participate in the blog to help members develop skills for writing for a popular audience and posting new perspectives from our academic members for the public. It was noted that people attending the Members Forum requested the return of a listserve. Chad Rummel described a “hybrid model.” The EC asked Dave and Chad to work on this issue and report back at the next EC Meeting.

Public Information Office Report

Lisa Munoz briefly reviewed her report, but focused on activities at the convention. She reported that 17 members of the press formally registered for the conference and that press releases are being distributed and picked up by various outlets. She expected more activity after the AAAS meeting, which was concurrently attracting media attention. OpEd placements have increased.

Lisa mentioned that the workshop, which featured “headline writing,” attracted 25 attendees; she had expected 45 attendees. She requested input from the EC about what the Society would want in terms of media training and where it could most effectively be offered (e.g., as a preconference).

The SPSP, Inc. session adjourned at 1:50 PM.
The SPSP, Inc. session reconvened at 2:06 PM.

Governance and Administration Task Force

Jack Dovidio reported that he and Chad Rummel had discussed the bylaw changes considered by the Task Force, but that it was decided that it would be better to wait until the transition to the new Executive Office was further along. The Task Force hopes to have a formal proposal to present at the Summer EC Meeting. Changes in the bylaws require a vote of the general SPSP, Inc. membership.

SISPP Committee

Chad Rummel and Susie Schroeder, who attended the annual SISPP Committee Planning meeting during the Austin convention, reported that an agreement had been reached with Northeastern University in Boston to host the 2015 SISPP. They indicated that the general financial arrangements, including generous support from Northeastern, have been worked out. The EC approved the SISPP site with a vote of 10-0-0.

It was suggested that better marketing could be done for recruiting diversity SISPP applicants and for the diversity of the SISPP workshops. This is a grant requirement, in addition to an SPSP mission. A “SISPP Diversity Outreach Program” was discussed as a firm commitment to this. The Program could entail the collaboration of SISPP, the GSC, the DCC, and the Executive Office. Michael Zárate offered to provide assistance with South American outreach sources. In addition, increasing diversity within the GSC, as well as building diverse student and professional networks, should be explored. David Funder mentioned another area to explore is the Personality Association in Japan.

Better marketing for the SISPP scholarships was proposed. The GSC mentioned that the “need-based” wording in the application had many students feeling that “someone else possibly needed it more,” so they did not apply.

Jack Dovidio noted that the 2015 SISPP is the last SISPP summer school covered by the current grant. He also mentioned that given possible cuts to NSF, SPSP, Inc. should consider ways to support SISPP if NSF funding is restricted.

Jack reviewed the evaluations of the previous SISPP at UC-Davis. He commended the organizers and the instructors for another highly successful SISPP.

Jack presented the SISPP Committee's proposal to offer up to two slots, travel support up to \$750 per student, and registration fee waiver for graduate students affiliated with the Japanese Society of Social Psychology to attend SISPP. Members present at the EC meeting expressed support for the inclusive spirit of the proposal, *but* requested that opportunities be opened up more broadly to students from other countries. Jack was tasked with revising the proposal to be more inclusive for a later vote during Executive Session.

Fellows Committee

Jack Dovidio said there were no additional issues beyond those discussed in the Fellows Committee Report. He commended the Fellows Committee for its excellent and valuable work.

EC Meeting Discussion Groups

Jamie Pennebaker asked the members present to break up into small groups to discuss various issues and questions that arose earlier in the meeting. Those groups were:

1. Membership
2. Financial issues
3. Preconferences future
4. Endowed lecture issues
5. FABBS/advocacy

After approximately 25 minutes, these groups reported back to the group as a whole. Members found these brainstorming discussions to be engaging and productive, and recommended that exercises of this type be included in future meetings. Each discussion group generated several ideas:

1. Membership

- Expand membership categories to include people from other disciplines
- Increase membership among underrepresented groups
- Include other personality and social psychologists who are at "teaching-only" institutions
- Increase membership among PhD's in applied fields
- Establish honorary memberships, for example for policy makers, politicians, and people in the media
- Increase opportunities for people at smaller colleges near the site of the SPSP convention
- Expand the convention program to include other types of sessions
- Have an applied jobs booth at the SPSP convention
- Establish a "1st year free" membership category

2. Financial issues

- Solidify awards by endowing current awards
- For SISPP: match with donors; match individual students with donors
- Set aside a SISPP contingency fund in case NFS funding doesn't come through
- Promote alternative career paths by conducting workshops
- Hire a professional fundraiser
- Buy a building for the Executive Office, instead of renting
- Use half of our current funds and retain the other half
- Establish new grants-in-aid programs

- Cover costs to transition to a new publication model
- Ask Susie Schroeder to seek out and assemble additional ideas

3. Preconferences

- Communicate that SPSP is already subsidizing preconferences, e.g. by providing convention space
- Allow preconferences to maintain content autonomy
- Obtain a letter of intent ahead of time; suggest that the preconferences with similar topics “team up”
- Combine preconference registration with SPSP convention registration
- Determine what to do if preconference attendance is too small

4. Endowed awards/lecture issues/outreach

- Establish an 11th track for experimental sessions
- Try different presentation styles, such as debates
- Include endowed lectures for *outside* speakers
- Consider lectures open to the public, or to local colleges in the convention site city

5. FABBS/advocacy

- Contact other organizations doing their own advocacy
- Hire someone within SPSSI, APA to do advocacy; they have established connections
- Target members to contact representatives in specific state districts, regions, and home offices on social and personality psychology-relevant issues
- Help members make contact with government representatives and provide templates for correspondence and the message
- Find outside donors to fund research

Jamie asked the facilitators of the groups to provide written summaries of the discussions. He urged the EC to pursue several of the issues raised in Executive Session.

The meeting was adjourned at 4:25 PM.

SPSP Meeting Minutes
From Sunday evening session, February 16, 2014
 Austin, Texas

Attendees:

Executive Committee Members: Beer, Funder, Gable, Leary, Pennebaker, Pietromonaco, Schmader, Srivastava, Vescio (absent), Wood, Zárate

Executive Office: J. Dovidio, L. Dovidio, Rummel, Schroeder

The meeting, in Executive Session, was convened at 7:30 PM.

Executive Committee Nominations

Slates for President-Elect and two Members-at-Large are needed for the spring 2014 SPSP election for terms starting January 2015. Jamie Pennebaker, David Funder, and Mark Leary explained preliminary discussion among the presidents about the kinds of representation that would balance out the EC and presented some names to consider. The members of the EC

presented additional names. The discussion on this topic was suspended until Monday morning to give EC members time to reflect on the possibilities.

Case Against C. Talbot and Related Issues

David Funder reviewed the history of the case and new developments, expressing frustration at how slowly the case has proceeded.

Endowment Priorities

The EC discussed alternative sources for fund-raising and the best mechanisms for pursuing it.

Executive Office Restructuring

Chad Rummel presented a preliminary outline of how a four-person office might be configured to meet the needs of the Society. He noted that if the Executive Office assumed more responsibilities for event planning, a fifth staff member would be needed. He also explained how different organizations can share or borrow staff to help in event management activities at different times.

Financial Resources Strategy

The possible future changes in journal revenues within the science necessitate planning for contingencies. Some brainstorming was done regarding long term investment goals and financial strategies. These included TIAA-CREF, the Arvest Bank CDARS program, investment in infrastructure by buying real estate instead of renting a DC office, where SPSP could also charge rent for space not used within the building; consider partnering with SPSSI on the purchase of a new building; cover the cost of SISPP Summer Institute after 2016, if needed; reevaluate the membership dues structure; allow members to target their dues towards various issues/initiatives such as SISPP, awards, and research.

The Executive Session was adjourned at 8:30 PM.

SPSP Meeting Minutes **From Monday, February 17, 2014** Austin, Texas

Attendees:

Executive Committee Members: Beer, Funder, Gable, Leary, Pennebaker, Pietromonaco, Schmader, Srivastava, Vescio (absent), Wood, Zárate

Executive Office: J. Dovidio, L. Dovidio, Rummel, Schroeder

The meeting was convened at 9:15 AM.

Conflict of Interest Forms

Conflict of Interest Forms were distributed, signed, and returned by all members of the EC except Terri Vescio who was absent. (Chad Rummel will follow up with Terri.)

Summer EC Meeting Planning

Jamie Pennebaker reminded EC members and the EO staff that the summer EC Meeting would be held immediately following the APA Convention in Washington DC. The meeting would begin on Sunday morning (August 10, 2014), and Jonathan Adler would try to arrange the Division 8 Program to avoid scheduling conflicts for EC members presenting at the convention. Chad

Rummel requested that the cost of flying in committee members for one day be considered. EC members commented about the value of small-group discussions at the Chicago summer EC Meeting and the 2/16/14 Austin EC Meeting which provided the opportunity for committees with interrelated missions to coordinate their activities. Others brought up the possibility of using the meeting for strategic planning, connecting with APS, or perhaps having a FABBS representative visit. Jamie asked *EC members* to plan on attending through Tuesday morning (August 12), but said that the EC would be notified well in advance if the meeting will be shortened.

FPSP Working Group

Jamie Pennebaker appointed a working group, including David Funder, Shelly Gable, Jennifer Beer, and Chad Rummel (ex officio), to work closely with Harry Reis and FPSP to present a formal plan at the Summer EC meeting for coordinating the two organizations, potentially for a vote (if needed). A suggestion was also made to have some fundraising training at the August EC meeting.

Advocacy

Jamie Pennebaker appointed an EC subgroup to report at the Summer EC Meeting on advocacy alternatives. Paula Pietromonaco and Shelly Gable will serve as members of the subgroup, with Chad Rummel as an ex officio member. The subgroup will consider membership in FABBS or potential new arrangements with similar organizations. Michael Zárate suggested that SPSP talk with SPSSI about possible joint efforts. Chad will set up a meeting with Steve Breckler and Heather Kelly from APA when Paula travels to DC on other business.

Preconference Services Task Force

Jamie Pennebaker asked Brian Lowery, Chad Rummel, and/or a designate (as ex officio members) of the Task Force to serve as additional members of the current Preconference Services Task Force (current members: Wendi Gardner [Chair], Paul Eastwick, Lora Park, Jack Dovidio). The Task Force will assess the way preconferences were managed at the 2014 SPSP Convention and, at the Summer EC Meeting, present a new proposal for providing preconferences management services for 2015. The Task Force was also asked to consider ways of handling registrations for preconferences as part of the 2015 management services. Wendi Gardner will be informed by the Executive Office of the new directive.

The Online Publication Task Force

Jamie Pennebaker established the Online Publication Task Force with the mission to explore alternative forms of publications and emerging publication strategies along with their link to the conference. Sanjay Srivastava was appointed to the Task Force. Jamie will appoint some members of the Publications Committee and some from the Program Committee to the Task Force. The Task Force will present a report at the Summer EC Meeting. The EC voted, 10-0-0, for support for the activities of the Task Force.

SPSP Convention Program Expansion

The EC voted 10-0-0 to allow the Program Committee to use an 11th stream/track to experiment selectively with new formats (e.g., roundtables, panel discussions, debates, special symposia) beginning with the 2015 SPSP Convention. The Executive Office will inform the Program Committee of this decision.

SISPP International Student Outreach Proposal

The EC voted, 10-0-0, to support allocation of up to four SISPP slots for students from outside the United States and Canada enrolled in social-personality-related graduate programs in countries that are not currently included in inter-organizational SISPP exchange programs (that is, countries covered by EASP and SASP). Students accepted for these slots will receive up to \$750 in travel funds and a registration waiver.

The SISPP Committee will be asked to develop a plan for outreach to publicize this opportunity to qualified students and for their submission and review process. The Executive Office will contact the SISPP Committee to inform them of this modification of their proposal and the approval.

Endowment Priorities

The EC decided that a 3%, rather than a 5%, return be adopted for endowing future awards or activities.

Payment Timing of EASP and SASP Summer Schools Student Travel Awards

The EC agreed that SPSP would provide payment for the student travel awards to the SASP Summer School (in February) and EASP Summer School *at time of purchase* versus after the event. David Funder noted that this kind of administrative policy can be made by the Executive Director in the future.

Convention Management

Chad Rummel indicated that he will ask FASEB to bid for SPSP's 2016 convention management by June 30, 2014. He noted that the funds SPSP paid to FASEB for identifying and contracting with the San Diego site will be credited to SPSP if FASEB manages the 2016 convention. However, Chad will also consider other alternatives, particularly having the Executive Office handling parts of the convention management (e.g. registration, the convention website). He will report back at the summer EC meeting.

Executive Office Staffing

Chad Rummel reviewed his plan for Executive Office staffing, and the EC discussed various implications of his model. The EC voted, 10-0-0, to support hiring of two additional staff members, within the budget already allocated for Society activities overseen by the Executive Office. The EC expressed its support for Chad to negotiate these changes in staffing.

CFO Position and Extension

Susie Schroeder recused herself. The EC voted, 10-0-0, to extend the full-time CFO position from April 2014 through March 2015 to Susie Schroeder.

Central Office Organization

The proposed Central Office structure that was discussed at the Sunday evening meeting was approved 10-0-0.

2014 Austin - Registration Refund Requests

Chad Rummel explained that the Society would likely incur a penalty for failure to meet its room block because of members who were registered, but did not attend the conference. In addition, Chad negotiated with the hotels that people who planned to attend the conference, but who were unable to attend would not be charged a penalty for cancelling their reservation at a conference hotel. The EC voted, 10-0-0, to offer members who registered for the conference,

but did not attend because of the weather event, a year's membership (for 2015) for free, but not to refund registration fees. Chad agreed to prepare a letter to members informing them of the situation and work with Victoria Claas to extend the memberships of individuals who qualify.

Moving forward to 2015 and beyond, Chad will set up written policy which can be included at time of registration and investigate setting up an "insurance fund" as a longer-term solution.

NITOP

The EC voted 10-0-0 to support travel for three days, including lodging and per diem, in accordance with the normal SPSP policies to support a speaker to attend the 2015 NITOP (National Institute on the Teaching of Psychology) Conference. This promotes social and personality psychology to a somewhat different audience and serves as outreach to advance the science. It was agreed that the President-Elect would be responsible annually to choose a speaker for NITOP. After that is done, the Executive Office will coordinate the details. Mark Leary agreed to identify and recruit a speaker for the 2015 conference. (*Note: Mark subsequently asked Rowland Miller, who agreed.*) The Executive Office will inform the speaker of SPSP's travel reimbursement policies.

Jamie Pennebaker also asked a small EC group to discuss other short term and long term outreach goals, possible activities, and marketing ideas for SPSP to consider. Mark Leary and Shelly Gable will do that and report back at the summer meeting.

Capital One

The EC voted to establish a Capital One account in Washington DC to serve as an imprest (petty cash) account for the DC Central Office. The formal resolution was:

THE SOCIETY FOR PERSONALITY AND SOCIAL PSYCHOLOGY, INC.
EXECUTIVE COMMITTEE RESOLUTION TO OPEN BANK ACCOUNT
Executive Committee Meeting, Austin, TX February 17, 2014

By a vote of 10-0-0, the Executive Committee has approved to authorize Chad Rummel to open a checking account for SPSP at Capitol One Bank in Washington, DC with the following persons included as authorized signers: Chad Rummel, Executive Director, Mark Leary, President Elect, and Wendy Wood Secretary/Treasurer, and that Susie Schroeder, CFO not be an authorized signer, but be allowed full access to information regarding the bank transactions and balance.

Task Force for Publication and Research Practices

The work of the Task Force for Publication and Research Practices has been completed. The EC voted, 10-0-0, to disband the Task Force and suspend any financial support (\$15,000) allocated to support its activities.

SPSP Whistleblower Policy

The EC voted, 10-0-0, to support the proposed Whistleblower Policy:

As individuals performing services for SPSP, whether paid or volunteers, our daily decisions and actions greatly impact the success of the society. Each of us is expected to adhere to the highest standards of honesty, integrity and fairness. These standards are not new to SPSP; they are a part of our longstanding tradition to behave in an ethical manner and in accordance with all laws, applicable rules and regulations, and policies and procedures. It is SPSP's policy to comply with all applicable laws, rules and regulations.

It is the policy of SPSP to encourage individuals to bring to the attention of management, preferably in writing, their concerns regarding any conduct they believe is legally or ethically questionable including possible instances of corporate fraud, unethical business practices, conflicts of interest, or violations of state or federal law (“Unethical Conduct” or “Conduct”). Those with good faith concerns regarding any Conduct they believe is questionable should contact the SPSP Executive Director or any member of the Executive Committee. This policy does not require reporting the Unethical Conduct to any individual who is involved in the Conduct. Once a complaint is registered, the SPSP President or his/her designee will confer with other appropriate individuals and ensure the

No person who has been accused in the complaint will participate in the investigation or resolution of the complaint. If necessary, due to the disqualification of the persons who would normally process the complaint, the investigation and resolution of the complaint will be done by the Secretary-Treasurer of SPSP’s Board of Directors or his/her designee.

SPSP also prohibits any form of retaliation, including discrimination, against any individual who reports any truthful information relating to the commission or possible commission of any crime to an officer or employee of a federal agency. Such retaliation will be considered the basis for disciplinary action, including possible termination of employment, or of any contract for services. In addition, individuals performing services for SPSP risk criminal penalties if they are found to have violated the law prohibiting such retaliation.

SPSP Document Destruction Policy

The EC voted, 10-0-0, to support the proposed SPSP Document Destruction Policy:

Any individual performing services for SPSP who becomes aware of a threatened civil lawsuit or governmental or criminal investigation or proceeding involving SPSP or related entities should immediately contact the SPSP Executive Director or any member of the Executive Committee and should cease destroying any related records or documents (including electronic records or documents), even if such destruction is provided for in the SPSP policies. Failure to do so is grounds for disciplinary action, including possible termination of any contract for services.

It is also unlawful to alter, destroy, conceal, falsify or make a false entry in, any record or document for the purpose of impeding, obstructing, or influencing an existing or contemplated government investigation. Any individual who takes such action regarding a record or document (including electronic records and documents) will also be subject to disciplinary action, including possible termination of employment or of contracts for services. In addition, individuals risk criminal penalties if they are found to have violated the law.

Staff Benefit Plan

Chad Rummel presented a staff benefit plan proposal. The proposal was amended to delay SPSP retirement contributions until three months after the date of hire. However, for both Chad and Nathan Wambold, they will start April 1st for transition logistics. It was also decided that although PTO (Paid Time Off) is not normally rolled over, some can be at the discretion of the Executive Director. The amended proposal passed by a vote of 10-0-0.

Budget Vote

The amended budget, including all changes listed in the Austin 2014 agenda book as occurring since the August 2013 meeting and additional revisions made at the current meeting, was approved by a vote of 10-0-0.

Vote on Election Slates

The EC discussed and voted on slates for President-Elect and two Members-at-Large. Two-person slates for each position and alternates were approved by votes of 9-0-0. (Wendy Wood was absent at the time of the votes).

Acknowledgements

Jamie Pennebaker, members of the EC, and members of the Executive Office expressed their gratitude to Jack Dovidio and Linda Dovidio for their service to the Society and their efforts in helping to re-structure the office to meet the needs and handle the expanding responsibilities required by a complex organization.

The members of the EC expressed their appreciation to Jamie Pennebaker for running an efficient and productive meeting.

The meeting was adjourned at 11:50 AM.