



International Union of Psychological Science

Strategic Plan *Adopted July, 2008*

Preamble

As required by the Rules of Procedure (Section VI, 2), this document presents a Strategic Plan for the International Union of Psychological Science for the 2008-12 quadrennium. As part of the planning process, the Officers, Executive Committee and Assembly have engaged since 2004 in an increasingly focused set of discussions about the Union's mission, priorities, and goals in the context of promoting a broad view of psychology as a central contributor to science, society, and human welfare.

At the time that the Union has been articulating its strategic goals, it finds itself significantly better poised to gather the financial resources to implement programs and activities in the service of those strategic goals. The Union ends the present quadrennium and begins the next with a proposed cohesive strategic plan and new funding that will allow the plan to come to fruition. This dual development provides a unique opportunity to articulate a menu of priority actions based on the Statutes and Mission of the Union and to provide the necessary infrastructure to allow the strategic goals to be realized.

Introduction

At its 2004 meeting, the General Assembly of the Union gave a mandate to the Executive Committee to develop a strategic plan, grounded in the mission of the Union, that would set the framework for the Union's core functions and strategic priorities. As specified by the Rules of Procedure, the strategic plan will guide the Union through the next quadrennium.

The strategic plan to be articulated below is derived from consultations with the Assembly in 2006, from EC strategic deliberations in 2005, 2006, and 2007, from the results of priority setting exercises, and from current targets of opportunity. It begins with general framing statements about the structure, goals, purview, and roles of the Union.

Framing Statements

How is the Union unique?

1. The Union represents some 70 national Psychology organizations and, thus, more than a half million psychologists from every region of the world.
2. The Union's structure and membership make it unique among psychology organizations.
 - IUPsyS is the only organization that can represent the whole of Psychology, basic and applied, in global science, professional and policy venues
 - IUPsyS is the only organization that can represent the whole of Psychology in fostering the development of national member associations
 - IUPsyS is the only organization that can develop and promulgate policy frameworks for psychology as a science and profession at the global level.

Core operating principles for guiding Union Mission activities as articulated in its Statutes:

1. The Union's core goals are to serve the science and the profession at the global level and to serve its national members.
2. Depending on their history and the development of psychology within their country, national members vary in their specific developmental and policy needs.
3. The Union's capacity building efforts focus on both the national and individual levels.
4. The Union's representational and policy activities focus on international overarching organizations rather than at the regional level (e.g., WHO rather than PAHO; ICSU rather

- than regional science organizations), although it can cooperate with such regional organizations to serve the core objectives.
5. Monitoring and evaluation of Union activities, initiatives and outcomes is a necessary vehicle for both accountability and strategic planning.

Basic Principles and Decision Rules used in choosing priorities

- Activities support continuous engagement with national members
- Activities support continuous engagement in international representation
- Activities are important for development of the discipline and of organized psychology
- The Union is uniquely or ideally positioned to carry out the activity ("But for the Union...")
- There are consequences for the discipline of not doing the activity

Strategic Priorities and Strategic Activities

- **Capacity Building**
Engagement and support for scientific underpinning of psychology in less developed parts of the world. through the International Congress of Psychology; regional conferences, and more focused capacity building activities
 - Sustained National Capacity Building: highest priority to those members with the greatest need for the establishment and development of organized psychology
 - Skills transfer: ARTS; Targeted activities at national, regional and international conferences
 - International Research Networks, e.g., participation in ICSU Regional Office Scientific plans, HealthNet
- **International Representation**
Engagement with international overarching organizations, to promote the value of psychology, to include psychological expertise and knowledge in policies pertinent to the psychological science and its applications, and to contribute to complementary activities with other disciplines, such as ICSU, WHO, ISSC, ECOSOC/DPI
- **Service to National Members**
 - Adoption of policies to support the development of psychology as a science and profession
 - Clearinghouse for information of value to National Members' scientists and practitioners and other professionals
 - Clearinghouse for information on targets of opportunity
- **Service to the Discipline: Development of the Discipline's Common Core**
 - Development of standards and discipline-wide guidelines (such as Definition and recognition of psychology and psychologists; Education and training; Curriculum development; Ethics; Responsible conduct of research; Professional Practice)
- **Communications and Dissemination**
Establish the Union as the primary portal (the "go-to" place) for information on the discipline
 - **International Congress of Psychology (ICP):** The Congress remains the flagship vehicle for scientific exchange
 - **International Journal of Psychology (IJP):** IJP is a primary vehicle for the synthesis of new knowledge. Given its unique global position, there will be a shift toward review-based and broadly analytic articles as central to a new strategic publishing program
 - **Psychology Global Resource:** This product will be developed as a web-based Union archival and international documentary source. Contents will include disciplinary and Union archival materials; select other archival materials; current information on standards, regulations and state of the discipline across education, science and practice.
 - **Book series:** A new book series will be launched following a publication-focused strategic planning exercise.

- **Website:** The website will serve as the central vehicle for information dissemination and access to information resources

Implementation: These communication priorities, largely determined by the longstanding core functions of the Union, will be refined through a strategic planning exercise held in collaboration with the Publisher in conjunction with launching new publication arrangements.

Enablers

Achieving the strategic goals and ambitious set of associated activities outlined above is a formidable task for a largely volunteer organization. It requires acting beyond the *status quo*. It requires operating in new ways with new resources. The following is a description of financial and human resources needed to achieve success in the multidimensional organizational space that IUPsyS currently occupies. The Assembly recognized the need for this shift when, in 2004, it instructed the EC to move toward a more professional management model. This requires substantial financial resources beyond the current dues structure and a reorganization of the Union's administration in addition to securing new human resources.

○ Financial resources

The Executive Committee undertook the establishment of new publishing arrangements with the aim of increasing the Union's financial resources. This has been successful, and the new publishing arrangements will allow the Union to increase the funds allocated to the Union's management and the Union's program activities. This revenue stream can provide stability in administration, planning, and the generation of focused activities for capacity building, international representation, service to members and the discipline, as well as communications and dissemination.

○ Human Resources

The Union's programs have historically been carried out by successive generations of EC members and Officers acting on a wholly volunteer basis with modest stipends to cover incurred expenses necessary to meeting their responsibilities. With the new revenue stream in place, it will be possible to shift some of this responsibility to professional management of the Union, with attendant reductions in stipends to the volunteers.

Implementation of the strategic plan calls for two kinds of administrative activities: (1) strategic planning, representation, policy oversight and activity monitoring by Officers and (2) sustained focal attention to the regular activities of the Union, proactive management of Union activities and future programs, maintenance of dissemination and communication activities, and development of representational and policy opportunities

It is envisioned that the Union will hire a part time high level professional to serve with the Officers in structuring and managing the Union's affairs.

