



IUPsyS PROTOCOL FOR NOMINATIONS AND ELECTIONS

October 16, 2023

1. BACKGROUND

The IUPsyS Executive Committee (EC) agreed on April 28, 2023, to establish a Task Force (TF) to develop a Protocol for IUPsyS Nominations and Election to the Executive Committee, inclusive of Officers. The decision was the result of extensive discussions about the need for mechanisms to address lack of clarity, ensure uniformity and enhance transparency. The members of the TF are:

- Pam Maras TF Chair (PM, Immediate Past President, Chair of the Elections Committee)
- Prakash Padakannaya (PP, EC Member elected for a second term at the 2022 Assembly)
- Gregoire Borst (GB, EC member elected for the first time at the 2020 Assembly, held in 2021)

1.1 Organisation of this Document

This document outlines the IUPsyS Protocol for Nominations and Election for Executive Committee positions. The document reflects comments received with respect to Nominations and Elections, including issues identified by Executive Committee Members. The main purpose of this Protocol is to ensure adherence to the Election Rules and Procedures as outlined in the IUPsyS Statutes and Rules of Procedure (Section III, Nominations and Elections), maximise a uniform, smooth and fair election process across election cycles and to enhance transparency. All components of the Protocol are aligned with the IUPsyS Statutes and Rules of Procedure for the 2024 election cycle and do not require statutory amendments or Assembly approval. Additions and changes to the existing protocol on the organisation of elections are indicated in boxes throughout the document.

The protocol will inform the IUPsyS 2024 Nominations and Elections and must be followed by National Members making nominations. Any nominations that do not follow the Protocol will be excluded.

1.2 Statutes of Policy and Protocol for IUPsyS Nominations and Elections

The draft IUPsyS Protocol for Nominations and Elections was approved by the TF and the Officers. The draft was subsequently circulated to the Executive Committee. One comment was received from an EC member who noted: 'Revisions look really good to me and should streamline procedures and result in a fairer elections process. No issues or concerns from me.' The Executive Committee was therefore invited to approve the IUPsyS Protocol for Nominations and Elections at the July 11-12, 2023, EC Meeting. The Protocol has been amended to reflect the feedback and amendments agreed at that EC meeting.

2. ORGANISATION OF ELECTIONS

2.1 Changes in the Timing of Elections and Nominations

An IUPsyS Assembly occurs every two years. Prior to the 2016 elections for the Executive Committee, Member and Officer elections were only held at the Quadrennium Assembly. From 2016, IUPsyS implemented a staggered election process and elections have been held at both Quadrennial and Mid-Quadrennial Assemblies to reduce the risks to the Union.

The Quadrennium Assembly occurs over two half-day sessions (usually held during an ICP) with a day in between the two sessions. At the Quadrennium Assembly, the President-Elect, Treasurer and seven Executive Committee members are elected. The President-Elect serves in that post for two years, serves as President for four years and then serves two years as Past President. The Treasurer is elected for four years with a possibility of standing for a second four-year term, and seven EC members are elected for four years with the possibility of standing for a second four-year term (since 2016).

At the Mid-Quadrennium Assembly, the Secretary-General is elected for four years (since 2022) with the possibility of standing for a second four-year term, and three EC members are elected (since 2018) for four years with the possibility of standing for a second four-year term. Traditionally¹, the Mid-Quadrennium Assembly has been a one-day Assembly as no elections were held and had remained a one-day Assembly, despite the implementation of Mid-Quadrennium Elections. In order to ensure the same Protocol for elections at both Assemblies and for all positions, it will be proposed that effective 2026, the Mid-Quadrennium Assembly will become a two-day Assembly, consisting of two half-day sessions with a day in between the two sessions.

Change/Modification

From 2026 the Mid-Quadrennial Assembly will consist of two half-day sessions, with a day in between the two sessions.

Rationale

This will ensure that the same Protocol is followed for nominations and elections at both Assemblies and for all positions.

2.2 Elections Committee

The Elections Committee is chaired by the Immediate Past President and includes two further members who are elected at the preceding Assembly. The process for the election of these two members was not defined and typically nominations for the Elections Committee have been made in an *ad hoc* manner from the floor of the preceding Assembly to serve for the forthcoming Assembly. To ensure that due consideration is given to the election of the two Election Committee members, nominations for the two Election Committee Members will be sought from National Members in advance of the Assembly.

Change/Modification

A call for two members of the Elections Committee will be made to National Members, after the Call for Nominations for Executive Committee and Officer positions has been made.

Rationale

This will allow the Assembly to fully consider nominations for the two Election Committee members in advance of the Assembly at which they are elected. A reserve list, based on number of votes received by nominees for the Election Committee, will be held to allow for the replacement of an Election Committee member, should the replacement of an Election Committee member become necessary.

Requirements for Election Committee members are undefined. In order to ensure transparency and avoid potential conflict of interest, the following changes were made:

Change/Modification

Elections Committee members (including the Chair) are:

- required to sign IUPsyS' Conflict of Interest and Confidentiality Policy; and
- required to declare any conflicts when nominations for any positions have been received;
- prohibited from submitting nominations or writing supporting letters for any Candidates whilst serving as an Election Committee Member.

Election Committee members will **not be eligible** for continued membership if there is a conflict of interest such as:

- Being a member of the same institution or university as a Candidate.
- Having a professional relationship with a Candidate (e.g., research, publication, funding, etc.)

¹ The first Mid-Quadrennial Assembly was held in 1998.

- Having been or being a dissertation supervisor or student of a Candidate for one of the EC positions for election.
- Having close familial ties or a personal relationship with a Candidate for election.

Rationale

These changes will ensure transparency and avoid potential conflict of interest with respect to the Elections Committee members and nominees for IUPsyS positions.

3. NOMINATIONS²

Nomination Documents: All nominations must be made by National Members holding voting rights in the Assembly. Nominations and correspondence must be on official stationery, indicate the position of the person signing and provide a signed declaration that the person signing has the official authority to do so for the National Member. National Members may only nominate members of their organisation(s) and may only nominate one candidate for each position.

Change/Modification:

Materials for nominations will be standardised. Each nomination must be submitted by the Nominating National Member as a single email that consists of the following documents:

- Nomination form from the nominating National Member.
- A one-page statement from the nominating National Member (NM) addressing the nominees' specific experiences and skills relevant to the position.
- A cover letter by the Nominee (not exceeding one page) addressing their specific experiences and skills relevant to the position and why they would want to serve.
- A one-page *curriculum vitae* of the Nominee.
- A signed statement expressing the Nominee's agreement to be nominated and serve if elected.
- One-page statement from another National Member holding voting rights at the Assembly seconding the nomination.
- One-page supporting statement from a third National Member holding voting rights at the Assembly.

Rationale:

Standardisation of materials will allow for all nominations to be considered on an equal basis.

Number of Candidates per Position: The Union's Nominations and Election Rules of Procedures (Section III.5) require that there are at least two candidates for each position to be filled in an election. Currently, the Statutes and Rules of Procedures are silent on the process, except to state that additional nominations can be sought from the floor of the relevant Assembly. As a result, the process has not been managed uniformly across election cycles and additional candidates are considered at the last minute. This leads to unfairness in the election process, as nominees during the Assembly are not afforded the period of evaluation as those nominated months prior to the Assembly. This situation can also have implications for governance of the Union. Consistent with the Statutes and Rules of Procedures, where there are not two candidates for each position, additional nominations will be sought from National Members in advance of the relevant Assembly.

² A proforma outlining requirements will be provided to National Members at the first and any subsequent Calls for Nominations

Change/Modification:

Should the First Election Report indicate a need for additional nominations to ensure there are two candidates for all positions, the Chair of the Elections Committee shall write to National Members to make a Second Call for additional nominations in writing for those positions where there are less than two candidates. This Call would have a deadline of six months before the Assembly, in order to provide equal time to evaluate all candidates and to allow the Elections Committee to issue a Second Report.

Rationale:

This will go some way to ensuring that there are at least two candidates in a timely manner for each position, reduce uncertainty at the Assembly and ensure quality candidates for each election.

Following this Second Call, the Election Committee shall issue a Second Report, at least three months before the relevant Assembly. "Should additional nominations still be required, these shall be from among [National Member] Delegates in the Assembly and must be nominated by an Assembly Delegate [of a National Member in good standing] and seconded by at least one further Assembly [National Member in good standing] Delegate at the first session of the Assembly". Candidates nominated in this way must provide the same information as required at the First and Second Call for Nominations. This information must be provided to the Chair of the Elections Committee by a time to be announced at the first session of the Assembly with the requirement that Delegates to the Assembly must receive the nomination package at least 24 hours before the beginning of the second session of the Assembly.

The Elections Committee will consider nominations received in this way and those meeting requirements will be circulated to Assembly National Members in good standing. Where additional nominations are required and received in this way, the election for those positions will take place on the second day of the Assembly. As per Section III.5, the Elections Committee shall present an Updated Second Report to the Assembly at the beginning of its second session.

4. CONFLICT OF INTEREST, DUAL ROLES AND EXCLUSIONS

The Protocol on Dual Roles and Exclusions, as well as the Policy on Conflict of Interest, appear to be contradictory and thus do not provide sufficient guidance on these issues. Specifically, while the Statutes and Rules of Procedure allow for dual roles in psychology organisations, serving as an Officer in IUPsyS and an Officer in any other organisation "with which IUPsyS has substantial shared commitments to collaborative activities" is precluded by Article 25 of the IUPsyS Statutes and Rules of Procedure. While "substantial shared commitments to collaborative activities," have not been operationalised, the intent suggests its relevance to Officers in National and Regional Members, as well as international Affiliates and other psychology organisations. Similarly, the Conflict of Interest (COI) Policy provides numerous definitions and examples of COI situations, highlights the ethical imperative of avoiding COI, provides admonitions about being "put in a position of competing goals, responsibilities, and loyalties", notes the organisational impact of COI and stresses the importance of disavowing COI, including competing interests. However, it does not provide further guidance on preventing, identifying and managing COI in the nominations and elections process.

As result, explicit guidelines were developed to provide clarity, ensure that no nomination receives unfair preferential treatment and that candidates for the IUPsyS Executive Committee avoid positions of "competing goals, responsibilities and loyalties" to minimise the impact of COI on the Union and the global psychology leadership landscape.

Changes/Modifications

The Elections Committee shall evaluate all nominees on the basis of Dual Roles and Potential Conflict of Interest, in compliance with the Union's policies.

Candidates for all positions are prohibited from:

- Submitting nominations or writing supporting letters for another candidate; and
- Communicating with the Elections Committee (except in writing through the Chair of the Elections Committee).

Recognising that nominees may be Officers in other psychology organisations at the time of the nominations, with terms to expire prior to IUPsyS Elections, the elected Officers:

- May not serve as an Officer in an IUPsyS National or Regional Member or International Affiliate, as the Union has shared commitments to collaborative activities (as per Article 25 of the IUPsyS Statutes and Rules of Procedure).

Elected Executive Committee candidates including Officers:

- May not hold a position in an international psychology organisation with a similar or competing mission to the Union (as per the Conflict of Interest Policy) or that has substantial shared commitments to collaborative activities (as per Article 25 of the IUPsyS Statutes and Rules of Procedure).

IUPsyS EC Members, including Officers, are prohibited from:

- Submitting nominations or writing supporting letters for a candidate; and
- Communicating with the Elections Committee (except in writing to the Chair of the Elections Committee).

Rationale:

These changes provide clarity and ensure that nominees and EC members are not compromised with respect of their IUPsyS elected position. They will also ensure that no candidate will have an unfair advantage in the elections.

5. ELECTIONS

Where sufficient nominations are received for particular positions, elections for these will be held in the first session of the Assembly. Where additional nominations are required for particular positions elections for these will be held in the second session of the Assembly.

The mechanics of the elections process will also be established in the next part of the TF's work. Technical guidelines and arrangements for electronic voting will be refined and will be in place for the 2024 Assembly.

Declaration of Results

The results of elections, including the number of votes for each candidate, will be provided at the relevant Assembly and recorded in the Minutes of the Assembly.