DIALOGUE

Spring, 2009
Co-Editors: Hart Blanton & Diane Quinn

SPSP Goes to Vegas in 2010

The 2010 SPSP convention will be at the Riviera Hotel in Las Vegas, Nevada, January 28 – 30. This famous hotel, located right on "The Strip," has been featured in a number of films, including *Austin Powers: International Man of Mystery, Casino*, and *Ocean's Eleven*. Its original opening, in 1955, was hosted by Joan Crawford and Liberace, and its owners over the years have included Harpo Marx, Gummo Marx and Dean Martin.

The hotel recently completed a $50 million renovation project that involved upgrading rooms (including the creation of more non-smoking rooms), and improving the sizeable convention space attached to the hotel. The block of rooms for SPSP will be in a tower that is totally non-smoking, and conference goers will not have to walk through the hotel casino when going from the hotel rooms to the non-smoking convention hall (unless, of course, one wants to)! Rooms will be priced lower than in past years (around $160 per night), and the many relatively inexpensive direct flights to Las Vegas from various parts of the country should lower the costs even more.

The 2010 Convention Committee includes Monica Biernat (Chair), Wendi Gardner, and Toni Schmader. Chairing the Program Committee this year are Serena Chen and Will Fleeson. ❖

President's Column: More Than You Wanted to Know about the Founding of SPPS

By Richard E. Petty, 2009 SPSP President

As I write this, our new journal, *Social Psychological and Personality Science* (*SPPS*) has opened its doors (or web portals) for business for two weeks. In just the first week of operation alone, 35 papers were submitted. In the next week, a similar number of papers was added. Clearly, this rate cannot continue, but *SPPS* seems to be off to an exceptionally fast and healthy start. What follows is a brief summary of how our new journal came into being – at least as far as my sometimes faulty memory allows.

    As far as SPSP's involve-
ment in the new journal is concerned, I'll begin the saga with a special publications task force that was charged by 2007 SPSP President Harry Reis to look into changes in publication practices (e.g., "open access") and new publishing opportunities. This task force was chaired by then president-elect Jack Dovidio and included Matt Lieberman, Julie Norem, Nicole Shelton and Eliot Smith as members. David Dunning and Harry Reis served in an ex officio capacity.   The task force made several key recommendations to the SPSP Executive Committee (EC) at its 2008 annual meeting in Albuquerque. Of most relevance here was the recommendation for the society to explore the establishment of a new short reports journal modeled after the highly successful *Psychological Science,* but focusing exclusively on personality and social psychology. Short reports were becoming an increasingly popular format in longstanding social psychology journals with the current wave perhaps being stimulated when Russ Fazio created a special section for brief reports in JESP.

    As many long time members of SPSP might recall, our very first journal, *PSPB*, began as an outlet for short reports with rapid publication.

Call for Proposals: SPSP 2010

The SPSP Program Committee invites proposals for symposia and posters to be presented at the Eleventh Annual Meeting of the Society for Personality and Social Psychology (SPSP), which will be held January 28-30th, 2010, in Las Vegas, Nevada. The submission deadline is July 20, 2009.

Submissions may be in the form of symposia or poster presentations and must be submitted electronically via the conference organizer's website. E-mailed Calls for Proposals will provide the internet site address for submission. Deadline for submission is soon: July 20!

Presentation Formats

Symposia

Symposia will be 75-minute sessions that include three or more talks on a common topic, printed as symposia abstracts in the Proceedings. Symposium proposals must include a title, abstracts of up to 250 words for each talk, and a 250-word (maximum) summary describing and justifying the symposium theme. Please include audio/visual requirements.

Poster Sessions

Poster sessions will involve standard poster presentations, which will also be printed as poster abstracts in the Proceedings. Poster submissions must include the title, the authors' affiliations, and an abstract of up to 250 words.

Submission Content

- Abstracts must contain the specific goals of the study, the methods used, a summary of the results, and conclusions.
- Data must be collected prior to abstract submission. We will not consider abstracts for studies that have not been conducted.
- The title of the abstract should clearly define the work discussed.
- After listing authors' names, give the name of each author's institutional affiliation.
- Use only standard abbreviations.
- Submissions will be reviewed with regard to: scholarly/theoretical merit, soundness of methodology, relevance to social and personality psychology, clarity of presentation, significance, and originality. Final selection among submissions deemed meritorious will be made with an eye toward achiev-

ing a balanced and broadly representative program.

General Submission Information

An individual may be first author on only ONE submission (symposium or poster) and may serve only ONCE in a symposium speaking role. Individuals may, however, be co-authors on more than one paper (symposia and posters). Please note that discussants are no longer allowed in regular symposia submissions. It is incumbent on symposia organizers to verify that speakers in their symposia have not submitted their names as speakers in other symposia. Failing to do so may result in a symposia being rejected. Individuals are not allowed to switch who fills the speaker role after submission.

The 2010 Program Committee:
Serena Chen (Co-Chair)
William Fleeson (Co-Chair)
David Amodio
Veronica Benet-Martinez
Lorne Campbell
Melissa Ferguson
Mike Furr
Kate McLean
Stacey Sinclair
Jeanne Tsai
Iven Van Mechelen ❖

State of SPSP: Notes from the Executive Committee Meeting

The SPSP Executive Committee held its bi-annual meeting following the SPSP convention in Tampa Florida, on February 8th and 9th, 2009. Headed by President Rich Petty, the meeting explored new ways of expanding the informational reach of the society by growing membership, improving interactions with media, promoting society publications and on-line forums, and expanding ongoing training efforts. These goals were greatly benefited in the past year from a conservative investment strategy. Monies not hidden under Rich Petty's mattress were placed in accounts with secure returns, and as a result the society maintains broad freedom to pursue its goals in the coming year. Any suggestions for the direction SPSP might take should be forwarded to members of the SPSP Executive Committee (see back of

Dialogue for a listing of current and newly elected members).

Below we mention just a few of the topics covered in the meeting. Please see the more extensive committee reports throughout this issue.

Membership and Treasurer's Report. SPSP membership continues to rise and, as of January 2009, membership was at an all-time high of 5,637. Increased membership, combined with increased income from journals have also provided the society with a buffer it needs to weather short-term downturns.

Convention Committee. Coming off a successful meeting in Tampa, Florida, this year's convention committee is hard at work organizing the 2010 meeting in

Vegas (see the call for submissions above). Also on the horizon is the 2011 conference site, which will be in San Antonio, Texas. The committee is now working on a site for 2012. The committee also expressed a desire to build on some of the strong program coordination efforts of program committee co-chairs, Sam Gosling and Wendi Gardner. The committee felt the emphasis on scheduling debates was a success. One good "problem" the program committee confronts is that the convention is attracting so much high-quality work the there is no good way to feature all of it with symposia. The EC discussed the addition of another day to the convention schedule, but they concluded this was not feasible given the success of preconferences. They concluded that a goal for

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President's Column *(continued from page 1)*

The short report tradition continued until a certain editor of *PSPB* (that was me, I guess) decided to remove the highly restrictive page limits as a requirement for submission. Although this move might have been one small step in the progression of the journal into the high impact outlet future editors brought about, it also (unfortunately) removed from our field a place where brief scientific papers could flourish. As just noted, however, the short reports form did not disappear when *PSPB* abandoned it, but rather it eventually moved to other places.

In any case, prompted by the recommendation from the Dovidio task force on publications, the SPSP EC talked extensively about the need for a new journal, what its possible benefits might be, and what risks might be present. In addition to consideration of the merits of establishing such a journal (versus implementing a short reports section in *PSPB*), a practical consideration was the rumor that one or more other societies and publishers were independently considering establishing such a journal. Thus, a core consideration was whether SPSP should compete with others in a race to initiate a new journal, or whether some sort of cooperative arrangement among societies might be struck. Although it was agreed that as the largest organization devoted to personality and social psychology, SPSP would likely emerge victorious in any horse race to establish a new journal, it was also agreed that the field of personality and social psychology would be best served by a spirit of cooperation rather than competition. After due consideration of the key issues, the EC decided to go ahead with the journal and to explore cooperation with other societies who were simultaneously considering a new short reports journal. To enhance the breadth and appeal of the new journal, the EC also recommended seeking out societies that were not known to be exploring a new journal but would provide better representation for personality psychology.

With a formal motion to explore a new journal in cooperation with other societies in place, the EC appointed me to make connections with specific other societies and report back at the mid-year August, 2008, meeting in Boston. I first set a meeting with Linda Skitka who was representing the Society of Experimental Social Psychology (SESP) in their attempt to start a new journal. Beginning with SESP was ideal because rumor had it that they were furthest along in their planning for a new journal and the SESP co-membership with SPSP is very high.

Linda and I met in Chicago during the MPA meeting in May, 2008. This meeting was a crucial one because if Linda and I could not agree on the basic ground rules of cooperation for the journal, then it was unlikely to go forward – at least as a joint venture. Fortunately, the meeting went very smoothly and Linda and I hammered out the basics of an agreement for sharing costs and revenues. Rather than a traditional approach in which each society might bear the cost of its own members, we concurred on a plan in which societies would buy "shares" of the journal. For example, a society with a 20% stake in the journal would bear 20% of the costs of the journal and earn 20% of the profits regardless of membership size. Linda and I also agreed on other societies to approach about the journal. Next up was the European Association of Social Psychology (EASP).

Taking advantage of an already planned conference in the Netherlands I was attending, Carsten de Dreu, President-elect of EASP, and I met in Amsterdam in June, 2008. Like Linda, Carsten was enthusiastic about a joint venture among several societies and was interested in having EASP purchase shares. With some tweaking of the agreement that Linda and I had struck in Chicago, we were ready to approach one more organization, the Association for Research in Personality (ARP), to ensure that personality was represented. Like the others, Brent Roberts, representing ARP, was interested in collaborating on the project after learning about it via e-mail and in a phone call.

Although there were various other societies that could be approached – and that would be approached shortly

– the four of us decided to have a joint venture agreement prepared that we could pass by our respective societies for approval. The joint venture agreement would specify all of the rules of the consortium and how the journal would be run. In hindsight, it is hard to imagine a better group with whom I could have worked than Linda, Carsten, and Brent. Each of these individuals effectively represented the interests of their own societies but also always had the larger interests of the scientific community in mind. Thus, the articulation of consortium governance and journal policies, rules, and procedures, went very smoothly. With our joint venture details spelled out, the group put together a prospectus for the new journal and began to contact publishers. Four publishers were contacted and each sent in a bid for the journal.

By the Boston mid-year EC meeting in August, 2008, a tentative joint venture agreement among the four societies had been fashioned, and four publisher proposals were in hand. Surprising to me, at least, these proposals differed dramatically in their details and in the potential revenue they would generate for the societies. Notably, two of the proposals were clearly superior to the other two. The two top proposals became finalists and each publisher was asked to prepare a revised proposal that was even better than their first one. The EC endorsed the progress the consortium had made so far and agreed to have its attorney examine both the joint venture agreement and the eventual publishing contract before signing on the dotted line.

Following the Boston meeting, the consortium continued negotiations with publishers and solicited suggestions from society members for editors and the name of the journal. In addition, several other societies were contacted about sponsoring the journal. The following groups heeded the call and also gave input on possible editors: The European Association of Personality Psychology (EAPP), The Asian Association of Social Psychology (AASP), and the

President's Column *(continued from page 3)*

Society of Australasian Social Psychologists(SASP). There were a number of superb nominations for editor including several individuals who had already served as either editor or associate editor of a leading journal. Progress on the journal was proceeding rapidly even though a formal publishing agreement was yet to be signed. By the Tampa SPSP meeting in 2009, the joint venture agreement was translated into legalese, and the first face-to-face meeting of the sponsoring society representatives took place. Vincent Yzerbyt was named as inaugural editor of the new journal and he began immediately to pull his editorial team together.

Shortly after the Tampa meeting, the joint venture agreement was signed by the four founding societies, and Linda, Carsten, Brent, and I were officially named by our respective socie-

ties to the governing board of the journal. There were just a few more critical details to be settled such as the name for the journal. Across the participating societies, there were over 100 different titles that were suggested by over 100 different people. Many of the suggestions had Personality, Social, and Psychology in the title along with a descriptor such as Reports, Advances, Letters, Updates, or Briefs. One of the most popular descriptors was "Science," however, and the governing board ultimately settled on the title *Social Psychological and Personality Science*. Although it turned out that this title was not one of the many nominated by society members, the governing board felt that it was a title that described exactly what the content of the journal would be.

A final step was for the consortium members to sign an official pub-

lishing contract with Sage. The contract is a good one, we think. It will provide all members of the four owning societies (ARP, EASP, SESP, and SPSP) with free access to an electronic subscription to the journal. A print copy will be available at cost. In addition, several co-sponsoring societies will be able to offer the journal to their members at significantly reduced rates – though these arrangements have not yet been formalized. When all is said and done, the journal will have an instant subscription base of over 6,000 personality and social psychologists worldwide. And, in a few years, as library adoptions take hold, it is expected to pay dividends to SPSP and the other owning societies.

With all of the i's dotted and t's crossed, the new journal is off and running. May *SPPS* live long and prosper!

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Publication Committee– End of Year Report, 2008

By Randy Larsen

SPSP's publications continue to flourish even though there have been a number of editorial changes. The most obvious editorial change to readers of this report is the change in editors of the *Dialogue*, commencing with this issue. The editorial team of Monica Biernat and Chris Crandall ended their term on December 31, 2008 (after eight years). Starting January 1, 2009, Hart Blanton and Diane Quinn (both at University of Connecticut) began a four-year editorial term. Over the years *Dialogue* has developed into an informative and entertaining professional newsletter, and we are confident that it will continue along these lines under the new editorial team.

Personality and Social Psychology Bulletin also underwent a change in editor during this period. Judy Harackiewicz' editorship ended September 30th, 2008, and on October 1st Shinobu Kitayama became the new editor of *PSPB*. Shinobu had a crack editorial team in place at the start, and so the journal has experienced a very smooth transition to his editorship. Shinobu has

two Senior Associate Editors, nine Associate Editors, and 90 editorial board members. *PSPB* set a record for new submissions in 2008, with 665 new submissions coming in during the year. Editorial lag time continued to be impressive (at 9.4 weeks for Judy and 4.4 weeks for Shinobu as of Dec. 2008). The impact factor of *PSPB* has continued its yearly increase (rising to 2.58 in 2007, ranking *PSPB* #4 out of 47 journals in Social Psychology). *PSPB* is on very solid footing and in good hands.

One new feature at *PSPB* is that it has transitioned to SageTrack as the web-based manuscript management system. The previous editorial team used RapidReview, but Sage encouraged us to transition to SageTrack. The transition has not been entirely smooth, mostly on the editorial end. The high-volume manuscript flow through PSPB places extreme demands on SageTrack. Since it is a Sage product, they are working with us to improve user experience.

PSPR Editor Galen Bodenhausen reports that the journal received 67 new submissions during 2008, which consistent with previous years. Galen and his associate editors provided authors with timely feedback, averaging an

editorial decision lag of 9.7 weeks. The rejection rate for 2008 was 78.8%, down slightly from 84.7%, the year before. The impact factor of *PSPR* jumped substantially during the 2007 year (4.76, up from 3.35 for the previous year). This makes it the first year that the impact factor for *PSPR* surpassed that of *JPSP* (which was 4.50 in 2007). Congratulations to Galen and his editorial team for this outstanding achievement!

Galen's four-year term as editor of *PSPR* will come to and end on Dec. 31, 2009. Consequently, the Publication Committee initiated a search for his replacement by placing calls for nominations on the SPSP listserve and in the society's journals. This call resulted in 16 persons receiving one or more nominations. After much discussion the Publication Committee forwarded a short list to the Executive Committee, who voted to offer the editorship of *PSPR* to Mark Leary (Duke University). Mark accepted the offer and will begin receiving manuscripts for *PSPR* on Jan. 1, 2010. We wanted to express our gratitude to Mark for taking on this important editorial duty for SPSP and to wish him the best as he prepares to start his editorial term. ❖

DIALOGUE

TRAVEL SECTION

We are happy to announce a new section for *Dialogue*, our Travel Section. The goal of this section is to report on the travel adventures of social and personality psychologists "living abroad." In each edition of *Dialogue*, we will use this section to publish contributions from one or more members who are working outside the boundaries of traditional social and personality training programs. We hope that, with this section, we can help members from traditional training programs learn more about the world around them and the myriad of career paths open to them. If you would like to make a contribution to this section, please contact the editors.

This month, we are publishing an invited contribution from Dr. Kathleen Vohs. Kathleen was trained as a social personality psychologist in the Psychological and Brain Sciences program at Dartmouth College, but her current position is an Associate Professor (McKnight Land-Grant Professor) in the Department of Marketing at the Carlson School of Management (University of Minnesota). We asked her to contribute to our inaugural edition because (1) we knew she would have plenty of sharp insights to share from her life as a social psychologist working in a Marketing Department, and (2) we knew she'd get us 1,000 words of copy on a very tight deadline. She didn't disappoint us, in either respect.

Traveling psychologist: Better Know a Marketing Professor

By Kathleen Vohs
University of Minnesota,
Carlson School of Management

Comparing being a social psychologist in a marketing department versus a social psychologist in a psychology department is a bit like comparing living in Canada versus the U.S. (I did that too): There are a lot of similarities, but those who know both sides see real differences as well. In this Traveling column, I highlight the differences. My impressions have been gleaned through faculty appointments in and visits to marketing departments, which means that my perceptions pertain mainly to marketing departments although probably some apply broadly to behavioral science in business schools.

Research: On one hand, business schools have less lab space than psychology departments and what space there is gets shared among faculty and PHD students. Therefore, there is less freedom in terms of space use and scheduling. On the other hand, labs are often run by a full-time staff, which is an enormous help to getting studies completed. Regarding subjects: Some marketing departments have undergraduate subject pools similar to psychology; other marketing departments have only paid subject pools. (This is in part why there's sometimes a sizeable budget given to faculty; see below). Moreover, an emerging trend is to have an online subject pool with a slick setup to supplement the subject

population coming into the lab. So, although lab space is more limited than in psychology departments, collecting data might not necessarily be difficult.

Research funds: Getting a job with a psychology department means a big start-up fund, but then little help from the university or department once those funds dry up. Business schools seem to operate oppositely: Relatively little money is given for start-up but typically there are funds available for faculty (and PHD students) each year. Most schools provide a research/teaching fund for each faculty that is replenished each July. Amounts that faculty receive range dramatically by the school, from $2,000 a year to north of $25,000.

Publishing: There is an emphasis in marketing departments to publish in what are called "A" journals. What counts as an "A" journal varies from school to school with most settling on a core group, which includes marketing outlets such as *Journal of Consumer Research* and *Journal of Marketing Research* but also *JPSP* and sometimes *PSPB* or *Psychological Science*, as well. One striking difference is that the marketing culture seems to favor publishing primarily in these "A" journals. This "A" level emphasis means that there is less acceptance of going to a second-tiered journal that many psychologists would have no qualms about. Marketing faculty publish almost no book chapters; I think this is because there just aren't many edited volumes in the field. The totality of

these various factors is that the number of publications on marketing faculty CVs tend to be fewer than their peers in psychology. With respect to tenure, schools also vary on how many marketing publications they require, with some wanting a predominance of marketing and others happy with people publishing only in basic disciplines. One last comment is that marketing professors coauthor much more with other professors than is true in psychology. The field of marketing does not (by and large) hold the belief that untenured professors should work by themselves or with post-docs/graduate students. This stands in contrast to the preference in psychology that assistant professors not publish with senior professors and especially not with one's mentors. Marketing faculty generally hold the belief that good working relationships are hard to come by and so scholars should nurture those kinds of relationships when they find them; and, conversely, that relationships that are not mutually beneficial will fade with time. Additionally, marketing has smaller PHD programs than psychology (see below) and more interactions with other schools, which engender professor-professor collaborations.

Teaching: Time spent teaching throughout the year is less than in psychology departments but teaching demands are more intense. Marketing classes often use case-based teaching, and there are high expectations about the energy level in the classroom. Good teaching is important and student ratings are held in

high esteem, due to the ranking system of business schools by business magazines. Good teaching means application more than theory because MBA students, whose tuition is a big part of revenue, want news they can use. Performance in research and teaching, at my school, count equally when it comes to determining raises (but not tenure cases: research is more important than teaching).

PHD students: There are fewer marketing PHD students than in psychology departments, and PHD students are funded by the school not the professor. Marketing students work with multiple faculty members (formal rotations that require students to work with different faculty are common), take more classes, and have fewer publications than do psychology PHD students. Marketing students get jobs. This is due to both more resources leading to more positions and a smaller number pool of applicants. Furthermore, there is a strong international focus in business schools that fosters sought-after jobs in Asia and Europe. If students do not get academic jobs and want them, then this is often more difficult than in psychology be-

cause there are very few postdoctoral slots. (But postdoctoral opportunities in business schools are increasing some.)

Colleagues: Working in a business school means that your colleagues will have a wide range of backgrounds. PHDs in engineering, economics, math, sociology, and psychology are common in marketing departments (in addition to marketing PHDs, of course). This range of starting points means that there are more inquiries about basic frameworks and questioning of assumptions. I find that aspect particularly fun, but presenting in a marketing seminar can be a bit challenging because of the breadth of the audience's backgrounds.

Salary: It's true: business school professors have larger salaries, by rank and status, than their peers in psychology. Every year the field of marketing collects information, gathered and offered by the newly-minted PHDs themselves, on rookie salaries (http://docsig.eci.gsu.edu/WWW2008.pdf). For marketing PHD students who graduated spring 2008, the median 9-month salary was $118,000 with 2/9ths summer salary above and beyond this number

and typically guaranteed for the first several years of one's appointment. At some schools, summary salary is guaranteed for all research-active faculty.

To close, I want to stress that the similarities between being a professor of marketing versus psychology are greater than the differences: We teach, we mentor, we pitch in on service. And our happiness is wrapped up in creating theories, testing them by collecting data, and publishing those findings — we're social and personality psychologists, after all, just like you.

Footnote: Social and personality psychologists could work in either a department of marketing or organizational behavior, the latter sometimes being a unit within a larger management department. Research interests tend to differentiate who goes where: a person who studies (ir)rational decision making, consumption (e.g., spending, eating), utility/happiness, persuasion, or goals would likely be in marketing. A person who studies power, negotiations, perspective taking, stereotypes, or interpersonal relationships would likely be in management. Note, though, that there is much overlap and many social psychologists in business schools easily could work in either department ❖

Report on the February 2009 Meeting of the APA Council

By M. Lynne Cooper

The APA Council of Representatives (COR) met for 3 ½ days in Washington, DC, in February for its regularly scheduled biannual meeting. The meeting was unusually gloomy, however, dominated by budgetary concerns due to the recent economic downturn. A confluence of events, including a 40% loss in the value of APA's investment portfolio, decreasing revenues from dues and print publications, and increasing costs, created a projected deficit of $11.8 million in the 2009 budget. To avoid running a deficit budget next year, the APA central office took drastic steps to reduce expenses in line with projected income. These included a freeze on central office hiring (including in the science directorate), elimination of executive management

staff merit raises, elimination of the APA branding campaign on NPR, a reduction in the public education campaign for psychology practice, a reduction in the APA congressional fellowship program, elimination of discretionary funds for the Board of Directors and the COR, and cancellation of the fall consolidated meetings where APA boards and committees typically meet to work out details of the upcoming year's priorities and programs. In addition, the launch of the Science and Education Directorates' public education campaign was delayed, and funding for several popular grant programs was temporarily suspended. At the same time, central office staff recommended that a 4% raise pool and a 1% merit pool for non-executive staff be maintained, as many of APA's most valued employees might otherwise be wooed away by at-

tractive alternatives in the Obama administration and elsewhere in Washington. Together these actions resulted in a 2009 budget with a "razor thin" surplus of about $300,000. Although the inclusion of such large raises for non-executive staff in the face of so many painful cuts triggered spirited debate on COR, this budget was nevertheless approved by Council.

To help Council and the Executive Office make thoughtful and disciplined decisions in the face of such challenging circumstances, APA has elected to continue work on the development of a new strategic plan. As part of that process, Council approved a vision statement for APA and held break-out sessions to begin translating the vision into goals.

DIALOGUE

Ten Ways to Increase a Paper's Chances
for Success in the Review Process

By Deborah A. Kashy, Richard E. Lucas, & M. Brent Donnellan

There is no single attribute that guarantees that a paper will be accepted for publication at a top journal in social and personality psychology. Journal acceptance rates are typically quite low, but there are a number of simple things that authors can do to improve their chances. In this article we provide some basic recommendations regarding research and writing practices that are intended to increase the likelihood that a manuscript makes it through the review process successfully. These suggestions are designed to facilitate transparent reporting practices, which make it is easier to judge the extent to which a paper can advance the science of social and personality psychology.

Recommendations

1. Proof-read, proof-read, and proof-read again. Papers that have typos and errors are annoying to read. More importantly, they convey a sense of sloppiness that makes editors and reviewers worry that the underlying research might also have been conducted in a similar fashion. One highly effective (and admittedly unpleasant) method for finding errors in a paper is to read the entire final version aloud, with a second person following along with the written text.

2. Ask trusted colleagues to read and critique the paper before sending it out for review. Be open to the feedback you receive and recognize that your friends and colleagues will probably be nicer to you than the reviewers will be. Also, reciprocate the favor – there is much to be learned by reading drafts of other people's work.

3. Use large samples, even when

Deborah Kashy is senior associate editor for Personality and Social Psychology Bulletin, Richard Lucas just ended a term as associate editor for Journal of Personality and Social Psychology while beginning a term as the editor for Journal of Research in Personality. Brent Donnellan is associate editor for Journal of Research in Personality.

you don't "have to". A study that shows interesting and statistically significant effects with an n = 100 is considerably more convincing than a study that shows similarly interesting and significant effects with an n = 40. Bigger samples provide more precise estimates (i.e., they yield narrower confidence bands). For example, consider the difference in the confidence bands for a correlation of r = .30 when n = 50 versus n = 200. In both cases the correlation is statistically significant, but with the smaller sample the 95% confidence interval ranges from .02 to .53, whereas in the larger sample this range is from .17 to .42. We could "reject the null hypothesis" that the correlation is different from zero in both cases, but in the first case our estimate of the strength of the relationship between the two variables ranges from very small to large, whereas in the second case we know that the strength of the relationship is moderate.

4. Stay close to the data in terms of construct-operationalization correspondence. The notion that manuscripts should "tell a good story" sometimes leads authors to discuss their research in terms of constructs that are only modestly related to the variables actually measured in the research.

5. Use reliable and valid measures for all variables, including control variables. Researchers usually know that they should measure their key constructs using multi-item measures with high reliability. However, they may then throw in brief measures of variables that they want to use to demonstrate that their hypothesized effects emerge even controlling for these other variables. If the measurement characteristics of the control variables are poor, then these sorts of supplemental analyses will not be meaningful or convincing.

6. Include descriptive statistics for all study variables (including means, standard deviations, zero-order correlations, reliability coefficients). Most analyses that are reported in social/personality journals have a set of common alternative interpretations that can easily be ruled out if this information is provided. For instance, the lack of an effect (or more interestingly the lack of an effect in one group but not another) can easily be explained away by ceiling or floor effects (with the accompanying low variability) or poor reliability. Simply reporting that substantial variance exists, that its value is similar across groups,

and that the variance is reliable goes a long way towards ruling out common alternative explanations that will come to reviewers' and editors' minds. Moreover, all papers that use structural equation modeling should report the underlying correlation matrix with standard deviations so that others can reproduce the main analyses and specify alternative models.

7. Report and interpret effect sizes, and use the effect sizes that are most appropriate for the analysis you are reporting. Generally, when comparing means, d-metric effect sizes are appropriate (and this is true whether the analysis is a t-test or an ANOVA); η^2 and especially partial-η^2 are much less intuitive and can be difficult to interpret when a design includes more than one predictor. When examining the associations between two continuous measures, r-metric effect sizes are appropriate.

8. Understand the ramifications of common data transformations. It is often the case that researchers are interested in constructs that can only be assessed by transforming primary data in some way. However, some common data transformations can have unforeseen consequences. For example, difference scores are often used as predictors in relationships research when researchers are interested in whether differences between partners are predictive of some outcome such as relationship satisfaction. Researchers sometimes overlook the fact that difference scores are essentially interaction terms, and that it is therefore essential to include the main effects (i.e., the two variables that were used to create the difference score) in the model. If you create a new variable from other variables (whether by looking at differences between measures, variability across items or measures, or any other related transformation), do not be lulled by the seeming intuitiveness of the transformation. Investigate and report the links

between the new variables and those that were used to construct them.

9. Use multiple regression analyses with care and report results completely. In many cases, authors are only interested in a few of the predictors in their models, and so they only provide results (e.g., bs, βs, ts) for those effects. However, because multiple regression provides conditional estimates of the effects of each predictor that depend on all other variables in the model, it is critical to know

> There is no formula that can guarantee publication -- indeed, all papers are different, and so our suggestions will not apply universally.

what other variables are included and what their effects are. On a related note, be careful when interpreting regression coefficients if predictors are correlated, as it can be deceptively difficult to interpret regression results in the context of moderately correlated predictors. Finally, think carefully about whether an analysis really requires the use of a hierarchical approach to multiple regression. Hierarchical regression should be reserved for occasions when researchers want to know whether a group of predictors significantly adds to the prediction of the outcome over and above another set of predictors, and the change in R^2 is the critical statistic generated by this approach. All too often, when authors report hierarchical regression results it can be unclear whether the reported coefficient estimates come from the final model or an earlier step. Because multiple regression provides estimates of partial relationships, it is important for authors to present all of the coefficients from the final model, regardless of whether they present estimates from earlier

steps.

10. Think carefully about the value of mediation analyses given the data that are available. Although there are many issues to consider when conducting mediation analyses, one of the most common that we see occurs when the hypothesized mediator could be interpreted as an alternate measure of either the predictor or the outcome. In such cases, partial mediation is almost guaranteed to be found (particularly if the mediator is measured more reliably than the predictor). Yet such analyses tell us very little about the underlying process. When considering mediation analyses, ask yourself whether the mediator and the outcome variable are conceptually distinct constructs, whether a meditational model that switches the mediator and the outcome might also be plausible, and whether the underlying theoretical model guiding the meditational hypothesis is compelling. These are questions that editors and reviewers will ask, and therefore, they are questions you should consider before conducting these analyses and reporting their results.

There is no formula that can guarantee publication -- indeed, all papers are different, and so our suggestions will not apply universally. Nevertheless, our experience suggests that papers do better when authors anticipate and address the kinds of questions that arise in the review process (e.g., what is the zero-order correlation between predictors, what are the reliability coefficients for the measures, what variables were included in a regression model) before they even submit the paper for review. To be sure, the primary consideration for whether or not a paper should continue in the review/publication process should be the empirical and theoretical contribution that the paper makes. Attention to the details we have described makes it much easier for reviewers and editors to recognize a paper's positive qualities. ❖

Report from the APA council (*continued from page 7*)

The statement (produced in its entirety within this report) begins with an affirmation of APA's core identity as a science-based organization, and is generally seen as highly supportive of the role of science in APA. The next step, which will be undertaken at the August Council meeting in Toronto, involves translating this vision into more concrete goals and objectives aimed at realizing APA's vision. We encourage Division 8 members to share with us (Janet Swim at jks4@psu.edu or Lynne Cooper at CooperM@missouri.edu) any thoughts you have about goals and objectives you would like to see APA pursue as part of their strategic plan.

Incoming president Dr. James Bray provided an overview of the presidential initiatives that will guide his efforts as president. These include: (1) delineating the future of psychological practice; (2) obtaining recognition of psychology as a STEM discipline; (3) identifying psychology's role in ending homelessness; and (4) holding a "convention within a convention" at this year's APA convention in Toronto. Of central importance to Division 8 members are Dr. Bray's efforts to have psychology recognized as a STEM (Science, Technology, Engineering, and Mathematics) discipline. Dr. Bray has established a task force, headed by Jack Dovidio, to document the many ways in which psychology *is* a STEM discipline, and

to develop strategies leading to its inclusion among the ranks of STEM disciplines. Gaining recognition as a STEM discipline would

open the door to new sources of funding currently reserved or prioritized for STEM.

Council also accepted or approved a number of task force reports and resolutions during its February meeting, including a resolution supporting ethnic minority training in psychology; a resolution promoting healthy, active lifestyles; and two task force reports, one on Sexual Orientation and the Military and a second on Increasing the Number of Quantitative Psychologists. Council also approved the formation of a Committee on Human Research, whose responsibilities will include (a) facilitating the conduct of and training in scientifically and ethically responsible research involving humans, and establishing and maintaining cooperative relations with organizations sharing common inter-

ests, (b) examining issues related to the ethics of and regulatory requirements for research involving humans and disseminating accurate information about such research, and (c) developing and disseminating guidelines for protecting the rights and welfare of humans involved in research, and consulting on the implementation of these guidelines.

I would like to end on a more personal note by saying that the February council meeting was not nearly as much fun as usual. In addition to the gloomy economic news, my fellow Division 8 representative, Janet Swim, was absent due to the sudden and unexpected death of her father just days before the meeting. I'm sure I speak for all Division 8 members in extending my sympathies to Janet, as well as our thanks for her tireless efforts to represent the interests of the Division 8 membership on the COR. ❖

APA Vision Statement

The American Psychological Association aspires to excel as a valuable, effective and influential organization advancing psychology as a science, serving as:

A uniting force for the discipline;

The major catalyst for the stimulation, growth and dissemination of psychological science and practice;

The premier innovator in the education, development, and training of psychological scientists, practitioners, and educators;

The leading advocate for psychological knowledge and practice informing policy makers and the public to improve public policy and daily living;

A principal leader and global partner promoting psychological knowledge and methods to facilitate the resolution of personal, societal and global challenges in diverse, multicultural and international contexts; and

The application of psychology to promote human rights, health, well being and dignity.

The SPSP Training Committee has created a new website with many useful links for those considering applied career moves: http://www.spsptrainingcommittee.org/index.htm. Members are encouraged to give the site a look!

DIALOGUE

Tastes from the table of the training committee

By Jamie Arndt, Chair of the SPSP training committee

Often those of us with ideas about basic psychological processes are searching for a ballpark to play in. What should we measure, or how might we operationalize the psychological constructs we examine when we study things like social comparison, goal disengagement, terror management, ambiguity and uncertainty, cognitive dissonance, or any other of a variety of topics?

During the society's recent meeting in Tampa, Florida the SPSP Training Committee (Jamie Arndt, Marti Hope Gonzalez, and Terri Vescio) partnered with the National Cancer Institute (NCI) to bookend the conference with two events that suggest one viable direction: health. The first event was a pre-conference, organized by James Shepperd (University of Florida) and Jamie Arndt (University of Missouri), that showcased how health domains may provide a useful forum in which to test social and personality theory, stimulate theoretical

development, and provide avenues through which our research can have societal impact.

The healthy Tampa two-step was closed with a unique event: a post-conference (organized by William Klein, University of Pittsburgh and Kara Hall, NCI) specifically directed toward obtaining grant funding through NCI's R03 mechanism. With support from the SPSP training committee, representatives from NCI and social psychologists with experience serving on R03 review panels and/or with prior funding through the R03 mechanism (as well funding through R01 and K-Award mechanisms) provided a primer on strategies for planning, preparing and submitting R03 funding applications.

Sandwiched in between these events was a training committee symposium that was organized by Terri Vescio (Pennsylvania State University) and went to the very heart of what we do as researchers. The symposium explored sources of research ideas, strategies for developing and testing research, and advice for where to

look, how to hone, and how to present research ideas so that their interest and importance can be more effectively communicated.

Looking forward, the training committee is pleased to welcome Michael Robinson (North Dakota State University) to its ranks and is in the process of planning two events for the society's upcoming meeting in Las Vegas (Jan 28-30, 2010). The first will be a pre-conference that focuses on how to navigate the troubled waters of the contemporary academic job market. The second will be a symposium offering advice for new and established faculty on the vital task of mentoring graduate students. ❖

For more information about NCI's support of social and personality research, see http://cancercontrol.cancer.gov/bbrb/iisp_theory.html.

For more information on applying for funding through the R03 mechanism at NCI, see http://dccps.nci.nih.gov/smallgrants/

DEAR ME!

Need some advice? Need help resolving a relational conflict with a faculty mentor, a student, a journal editor or a parent? Out of ideas but still hoping to publish words of some sort, preferably in a high-impact journal? Have you found yourself forming a close, personal bond with a variable, wishing it was more constant? Have you tired of accurately predicting tractable, real-world behaviors in meaningful social settings but now lack the tools that you need to successfully predict self-reported changes in response latencies, measured in (perceived) milliseconds? Have you learned that the only person citing you has your same last name and first initial?

To help you through such troubled times, SPSP is happy to announce the launch of its first advice column, Dear Me! This column is staffed by a committee of trained social and personality psychologists, all of whom have advanced degrees that prevent them from being paid for the advice they give and so this service is free (except for members residing in the Virgin Islands, where we can charge for these services and accept any major credit card).

To use this service, email your questions to advice.spsp@gmail.com. For each issue of *Dialogue*, the editors will choose one or more questions to send to the advice committee to get their reactions. If you send a question and it is answered in an issue of *Dialogue*, you can help not just yourself but also others in the field who are struggling with the same concern as you, or who know someone who is suffering similarly, or who just find entertainment value in reading about people like you who want solutions to problems such as the one that is troubling you. If you send a question and it is not chosen for consideration, best of luck with that.

All email exchanges from this service will be handled anonymously, by which we mean that the advice committee intends to remain anonymous. Just to be safe and fair, however, it probably also is a good idea for advise-seekers to protect their identity by using cute names like "marginally significant in Denver" or "data pattern seeking theory" or "Jenny Crocker." Only this contact information will be published in Dialogue, one would assume.

DIALOGUE

DETERMINISM IS NOT JUST CAUSALITY

By Roy F. Baumeister &

Kathleen D. Vohs

The recent debate on free will at SPSP led to the realization that some of the ostensible disagreement, and perhaps most of the surplus emotion swept along with it, stemmed from misunderstandings. Many psychologists say it is important to uphold determinism — yet they do not really know what determinism is.

Determinism is more than belief in causality. The defining feature of determinism is a belief in the *inevitability* of causality. The essence of determinism is that everything that happens is the only thing that could possibly happen under those circumstances (that is, given the past as it was). The category of the possible and the category of the actual are exactly the same. If you knew everything about the world today and knew all the causal principles, you could calculate everything in the future and the past with 100% accuracy. To a determinist, the universe is just grinding along as a giant machine with no uncertainty whatsoever. The future and the past are both set in stone, so to speak. Check any textbook or handbook of philosophy.

Many psychologists defend determinism thinking that they are defending the notion of causality itself. They think, science studies causes, and if we abandon causation, we cannot do science. But these fears are irrelevant. Everyone believes in causes. The important difference is between probabilistic causation and deterministic causation.

Determinism might or might not be correct. Determinism is impossible to prove or disprove. It directly contradicts the everyday experience of making choices and having multiple options, but everyday experience could be mistaken.

In a similar vein, belief in divine or supernatural forces is possibly true, despite inconsistency with daily experience.

We wish, however, to point out some of the mental gymnastics one must go through in order to practice psychological science while maintaining faith in determinism. Let us return for a moment to choice, which has been an important topic of study in social psychology for decades. To a determinist, there is no such thing as actual choice, in the sense of having more than one possible option and making a selection that makes one option come true and makes the others

cease to be possible. To a determinist, choice (in this sense) is an illusion, because only one outcome is possible all along. You subjectively believe you might choose A or B or C, but this belief stems from your ignorance. Causal processes are in motion outside of your awareness that will lead inevitably to make you choose B. There was never a chance that you would actually choose A or C. Your belief that A, B, and C are all possible is a mistake; only B is actually possible.

Statistical probability presents a difficult challenge to determinists. The notion of probability entails that different outcomes are possible, which violates the central point of determinism. To a determinist, there are no probabilities in reality. Again, the determinist must say that the seeming indeterminacy simply reflects our ignorance. For example, suppose that when you flip a coin, the outcome is 100% inevitable once the coin is spinning through the air, given the physics of angu-

lar momentum, distance to the ground, and so forth. You simply do not know whether it will be heads or tails, so it seems indeterminate to you. The uncertainty is only in your mind.

Notice, however, that this is not how we talk about statistics in our textbooks, courses, and journal articles. We discuss the probability of an event occurring (e.g., by chance), not the gaps in our knowledge. In determinism there is no such thing as chance. To be true to faith in determinism, it would be necessary to alter the way we think about and discuss probabilities and perhaps even to alter the way we use them. (We apologize to determinists for using the word "perhaps," which is itself incompatible with determinism.)

Counterfactual thinking is also incompatible with determinism. It is silly to think "If I had not said those things, we could have avoided the argument" if everything that happened was inevitable. To a determinist, people may think such things, indeed cannot avoid thinking them. Technically, such thoughts might be regarded as sound arguments from false premises. What the person said caused the argument, and so if the person had said something different, the argument might not have happened — but the person could not possibly have said something different, so the entire counterfactual thought process is an idle exercise in futility.

Laypersons often confuse determinism with fatalism, but this is a mistake. Fatalism means that the outcome would have been the same regardless of what you did. To a determinist, the outcome stemmed from what you did, and if you had acted differently, the outcome would have been different.

Some researchers say psychologists should believe in determinism in

DIALOGUE

THE WILL IS CAUSED, NOT "FREE"

By John A. Bargh & Brian Earp

We welcome the opportunity to summarize our main points from the SPSP debate; first though we will respond to the additional arguments here about determinism and causality. We see no problem with the assertions that psychologists need not be strict determinists to practice their science, and that determinism and causality are not the same thing. However, neither of these points is relevant to the basic question of free will. The 'free' in free will means freedom from causation, either by external forces (in the political sense of the term) or internal ones (in the psychological sense); and in our view it is just as problematic to claim that the will is uncaused as it is to argue it is not determined.

Free will may be defined as an agent's ability to act on the world independently of purely physical (as opposed to metaphysical) causes and prior states of the world. The folk notion of free will is laden with the concept of a soul, a non-physical, unfettered, internal source of choice-making—in other words, an uncaused causer. "The soul" may have gone out of fashion, and "the mind" taken over many of its functions and connotations, but the intuitive notion of free will has stayed much the same. Determinism, if it were true, would indeed rule out this sort of free will, or shunt it into the realm of total redundancy. But *in*determinism (of whatever flavor) isn't any kinder to the notion. Just because some choice or behavior is not strictly determined by prior physical data doesn't mean it *is* caused by a free will.

If one wishes nonetheless to use the existence of error variance as evidence for free will, we can only reply that our business as scientists is to strive to reduce this unexplained variance *by replacing it with explanation*. Calling it 'free will' and walking away satisfied rather misses the point.

But let us assume that there is a free, internal source of control that guides our behavior and is ultimately responsible for 'real' choices. To attribute human behavior to this mystical source is to place one's bets on an increasingly shrinking sphere. The project of social psychology, after all, has been to identify (a) external-to-the-individual causes of judgment, motivation, and behavior, such as situational influences, and (b) internal-to-the-individual causes, which research has shown increasingly to operate outside of awareness and conscious intention—not "freely chosen" in any sense of the term. Are there some human behaviors that are possible only if free will exists and is a true causal source of action? There may be. But let's not give up on the search for non-mystical causes just yet.

This brings us to an area of agreement revealed in the debate: that a *belief* in free will is important for human strivings. People cherish their sense of control over the world and their own behavior. In the debate, we noted recent empirical articles by Vohs and by Baumeister showing negative consequences (cheating, aggression) of informing participants that free will does not exist. Our response to these 'new' articles is that our field revealed the existence of such positive illusions decades ago, and we already know how essential they are to normal functioning. Clearly it is motivating for each of us to believe we are better than average, that bad things happen to other people, not ourselves, and that we have free-agentic control over our own judgments and behavior -- just as it is comforting to believe in a benevolent God and justice for all in an afterlife. But the benefits of believing in free will are irrelevant to the actual existence of free will. A positive illusion, no matter how functional and comforting, is still an *illusion*.

And we must take exception to conclusions drawn from such research findings (implicitly or explicitly) that we should either (a) not make findings against the existence of free will known to the public or (b) stop doing such research altogether. The belief in personal free will is a deeply rooted aspect of human phenomenal experience, and is so powerful that even those who do not subscribe to it intellectually still feel it in their personal lives as much as everyone else. It is not uncommon for one's first-person experience to be at odds with physical reality: 500 years after Coperni- cus we still see a morning sunrise, not the earth (and ourselves) tilting towards the sun, even though we know better scientifically. As Dan Wegner, Paul Bloom, Dan Dennett, and others have argued, there are strong natural supports for the belief in supernatural entities, just as there are for free will -- and sunrises too, for that matter. And if, as countless recent surveys show, the prodigious evidence in favor of evolutionary theory accumulated over the past 150 years has done little to erode the popular belief in a creator-god, then we can rest assured that the relatively nascent research on unconscious causes of motivation, judgment, and behavior will not result in anarchy or the collapse of social norms and moral behavior.

We should also not forget past social psychological research demonstrating that the belief in personal free will is selective: people routinely make self-serving attributions about the causes of their behavior. We take credit for the positive things we do (free will), but not for our misdeeds and failures ("I had no choice", "I was abused as a child", "I was angry"). This suggests to us that much of the emotion surrounding the issue of free will is not about freedom *per se* but about self-esteem maintenance. We take personal pride in our ancestors, our blue eyes or rich brown skin, our height or birthday or name (as in the name-letter effect)—none of which we chose or had any control over. Accordingly, we analyzed hundreds of individuals' spontaneous self-descriptions, and indeed 34% of their first-to-mind completions to the stem "I am _____" were such non-chosen aspects of self. It seems that people do not possess a consistent belief in free will so much as they strongly wish to take credit for the good things they are and do (regardless of whether they caused them), and to distance themselves from the bad things (even if they caused them). Evidently, the belief in free will is not principled, but socially strategic in nature.

So what, then, if one's will is not 'free' of internal causation? It is still *your* will and *my* will and each is unique: a confluence of genetic heritage, early absorption of local cultural norms and

Graduate Student Committee Report

By Helen Lee Lin

Just recently, the 2008-2009 Graduate Student Committee wrapped up a busy and eventful year. Here is a recap of the 2009 meeting in Tampa, including award winners and the many individuals who deserve our thanks! We appreciate your hard work!

2009 STUDENT POSTER AWARDS

We named three winners during each poster session – one first place winner and two honorable mentions. Each first place winner received $100 and prizes donated by Blair Jarvis of Empirisoft, and each honorable mention winner received $50.

Session A - First place: Laura Luchies (Northwestern U.); Honorable Mentions: Rebecca Schlegel (U. of Missouri), Randi Shedlosky (Ohio State U.)
Session B - First place: Dina Eliezer (UCSB); Honorable Mentions: Danielle Blanch (Northeastern), Curtis Phills (York)
Session C - First place: Mathew Isaac (Northwestern); Honorable Mentions: Amanda Terman (UCSB), Joanna Anderson (U. of Waterloo)
Session D - First place: Lindsey Beck (Yale); Honorable Mentions: Johanna Peetz (Wilfrid Laurier), Richard Ronay (U. of Queensland)
Session E - First place: Angela Nierman (U. of Kansas); Honorable Mentions: Richard V. Kendrick (U. of Tennessee), John Paul Schott (Washington U.)
Session F - First place: Alexa Tullett (U. of Toronto); Honorable Mentions: E.J. Masicampo (Florida State), Matthew Kugler (Princeton)
Session G - First place: Erika Carlson (Washington U.); Honorable Mentions: Emma Bäck (U. of Stockholm), Alexander Schoemann (U. of Kansas)

Congratulations to you all!

We would also like to recognize the individuals who volunteered their time to judge during each poster session: Stephanie Afful, Maya Aloni, Ginni Blackhart, Kosha Bramesfeld, Rachel Calogero, Amy Canevello, Melody Chao, Kelly Cotter, Kristy Dean, Yulia Chentsova Dutton, John Edlund, Kentaro Fujita, Nicolas Geeraert, Omri Gillath, Deborah Hall, Jennifer Harman, Graeme Haynes, Jeremy Heider, Ryan Howell, Joanne Kane, Jaime Kurtz, Jeff Larsen, Sadie Leder, Alison Ledgerwood, Jennifer Lodi-Smith, Anson Long, Todd Lucas, Victor Luevano, Beth Morling, Chris Nave, Laurel Newman, Matt Newman, Elizabeth Page-Gould, Jennifer Passey, Susan Persky, April Phillips, Jessica Salvatore, Lavonia Smith-LeBeau, Brandon Stewart, Meredith Terry, Liad Uziel, Gregory Webster, and Vivian Zayas. Our wonderful judges had a difficult time, as many applicants presented outstanding posters. We thank you for your instrumental support of this GSC event!

2009 OUTSTANDING RESEARCH AWARD SYMPOSIUM

The Outstanding Research Award Symposium, co-chaired by Megan O'Grady and Jennifer Pattershall, featured talks by the four winners of the second Outstanding Research Award competition: M. Janelle Cambron (U. of Houston), Michael W. Kraus (UC Berkeley), Steven J. Stanton (Duke), and Adam Waytz (U. of Chicago). During the symposium, M. Janelle Cambron presented her investigation of the role of friendship-contingent self-esteem (FCSE) in predicting depression. Michael W. Kraus described his work on the automatic activation of self-verification goals in relationship domains. Steven J. Stanton highlighted his research on the unique role of estrogen in dominance motivation in women, and Adam Waytz discussed the outcomes of inducing elevated and decreased social connectedness on humanization. We thank all who submitted their research for consideration – it was a difficult decision for the reviewers. Congratulations to you all on your exceptional research!

2009 STUDENT SOCIAL HOUR

This year's social hour featured a few twists! Member-at-Large Megan O'Grady teamed up with incoming Members-at-Large Marina Milyavskaya and Nicole Noll to compile a list of trivia questions about classic studies in social psychology and little-known factoids about various social psychologists. While social hour attendees enjoyed beef satay, Thai spring rolls, and other delectable items, we quizzed them intermittently during the event and allowed students who responded with the correct answer to select a prize of their choice. The students enjoyed a chance to learn about a different side of many faculty in social psychology, and they were thrilled about the prizes -- brand-new, autographed psychology books donated by members of the SPSP community, many of whom provided several of their books! We would like to thank Monica Biernat, Chris Crandall, Kay Deaux, Bella DePaulo, Sam Gosling, Elaine Hatfield, John Jost, Mark Leary, Elizabeth Lee, Nicole Shelton, and Alexander Todorov for their kindness and generosity. Finally, SAGE Publications also donated over 40 books to the GSC for next year's conference. Many thanks to everyone who helped!

2009 MENTOR LUNCHEON

Luncheon coordinators Sonia Kang and Greg Preuss expanded the ever-popular mentoring event this year by planning a two-day event featuring 35 mentors! The mentors covered a variety of topics, from content (e.g., non-verbal communication, social neuroscience) to career development (e.g., advice from the editor's desk, jobs outside North America), and the students who participated truly enjoyed the chance to chat with their mentors. We are grateful to the individuals who enthusiastically gave their time to this event: David Amodio, Emily Balcetis, Jennifer Beer, Justin Buckingham, Jennifer Crocker, John Dovidio, Russ Fazio, Will Fleeson, Ayelet Fishbach, Cindy Frantz, Peter Glick, Judith Hall, Judith Harackiewicz, Marie Helweg-Larsen, Rick Hoyle, Aarti Iyer, John Jost, Cheryl Kaiser, Arie Kruglanski, Jeff Larsen, Mark Leary, Lisa Libby, Brenda Major, Kathryn Morris, Keith Payne, Jennifer Richeson, Diana Sanchez, Constantine Sedikides, Nicole Shelton, Sam Sommers, Janet Swim, Kathleen Vohs, Gregory Walton, Kipling Williams, and Vivian Zayas. The mentor lunch was a resounding success, thanks to you all!

Graduate Student Committee Report (*continued*)

GSC POSTER ON JOB APPLICANT CHARACTERISTICS

The GSC surveyed the SPSP community on their job applicant characteristics, asking doctoral candidates and recent graduate to answer questions about their publications, teaching experience, and job market experiences. If you did not have a chance to stop by the poster during the SPSP meeting in Tampa, please contact Helen at hlin@uh.edu to receive an electronic copy of the poster. Additional analyses of the data are forthcoming. Thanks to all who participated in the study and all who stopped by the poster! It was a pleasure to chat with you all.

PLEASE WELCOME THE NEW GSC

We are pleased to announce our successors, who took office on March 1, 2009. President Austin Lee Nichols (U. of Florida), Members-at-Large Kathleen

Fortune (U. of Manitoba), Marina Milyavskaya (McGill U.), Nicole Noll (Temple U.), Jennifer Pattershall (U. of Arkansas), and Past President Helen Lee Lin (U. of Houston) will serve their fellow graduate students in 2009-2010.

OUR APPRECIATION GOES TO...

Finally, the GSC would once again like to voice our gratitude to the individuals who volunteer for and participate in GSC activities time and time again. There are many students and faculty who are devoted to helping us, and we are humbled by their efforts. Your enthusiasm and belief in our cause reminds us of the reason we serve, and your support genuinely means a great deal to us. Thank you!

I also applaud the indispensable GSC officers who continue to contribute their time and services to graduate student concerns: Camille Johnson (GSC President '02-'03), Jennifer Harman ('03-

'04), Darin Challacombe (GSC President '05-'06), John Edlund (GSC President '06-'07), and Lavonia Smith-LeBeau (Member-at-Large '05-'07).

TALK TO US

If you have questions about the GSC news or future events, don't hesitate to contact us at spspgsc@yahoo.com. The GSC Past President, Helen Lee Lin, can be reached at hlin@uh.edu, and the 2009-2010 GSC President, Austin Lee Nichols, can be reached at austinln@ufl.edu. As always, you can find us on the Web at www.spsp.org/student. We love to hear from you!

DETERMINISM IS NOT JUST CAUSALITY (Con't)

order to be like so-called real scientists. We believe this is also mistaken. Many natural scientists see the physical world as probabilistic, not deterministic. Quantum indeterminacy would entail that determinism is wrong, by definition. Indeed, as far as we know, there is no proof that there is any deterministic causation anywhere, in the sense that any event is 100% inevitable. Obviously, some causal events have extremely high probabilities, having been demonstrated over and over. But there is no way of knowing whether it is merely well above 99% or it is actually 100%.

The so-called "hidden variables" argument may paradoxically allow determinism to survive in psychology even if it becomes untenable in

physics. Here is the issue. If we know everything (mass, velocity, etc.) about a tiny particle, we can predict with certainty where it will go. Every so often, empirical observation shows that it fails to go there. Is this because nature is indeterminate? Or is it because there are hidden variables affecting it, other than the variables we know? In psychology it is easy to always assume hidden variables when a person's behavior does not conform to predictions, because there are endless additional things that possibly could be known about someone. But with a tiny subatomic particle, there is not much else that could be known, and indeed the set of variables known to physics does not have any room for mysterious other things.

In conclusion, we think it is possible to maintain a belief in determinism, but it should not be obligatory for psychologists. In fact, psychologists who retain a faith in determinism must keep this an abstract belief and violate it in practice: They must act as if people really make choices, as if multiple possibilities exist for future life, and as if statistical probabilities refer to different possible events. Determinism is not viable in practice but is an elegant theory that people may find appealing as an abstract article of faith. The main alternative to it is a probabilistic universe, in which multiple futures are really possible and causes operate by changing the odds that something will happen rather than guaranteeing it. ❖

THE WILL IS CAUSED, NOT "FREE" (Con't)

values, and particular individual life experiences. After all, one can claim personal ownership of one's will just as much as one claims ownership of one's name, eye color, and birthday, and be as

proud of one's will and its products as one is proud of the exploits of great-great-Grandma the pioneer, even though one's 'free will' played no role in any of these. ❖

DIALOGUE
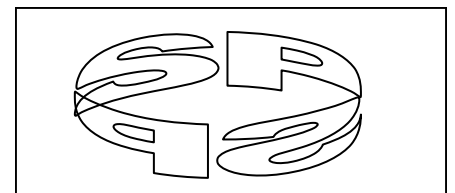
Trends and Hot Topics in Personality and Social Psychology: An Analysis of SPSP Poster Title Words from 2005 and 2009

*By Gregory D. Webster &
Austin Lee Nichols*

What do personality and social psychologists typically research? What are some of the current "hot topics" of study, and have these topics changed much over the last five years? One way to address these questions is to examine poster titles over time from the annual SPSP conference. Title words often reveal the general topics studied in a given research project and, given the importance of the SPSP meeting, can provide a resource for efficiently extracting information about what personality and social psychologists are currently researching. In addition, as graduate students are the primary presenters of posters, determining trends in poster topics may reveal future research trends in our field.

To this end, we examined 30,137 title words from 2,589 posters

accepted at SPSP in 2005 (11,585 title words from 1,016 posters) and 2009 (18,552 title words from 1,573 posters). We used the Internet website Wordle (http://www.wordle.net) to create "word clouds" based on the word frequencies of inputted text. The font sizes of words appearing in word clouds are proportional to the number of times the words appear in the inputted text. For example, if the inputted text was "social, social, social, personality, personality, psychology," then "social" would appear in a font size 1.5 times larger than "personality," and "personality" would appear in a font size 2.0 times larger than "psychology." A word cloud is an efficient visualization technique that combines descriptive and quantitative information about word frequencies in a fun, empirically grounded way that bridges art and science.

The results of our analyses are shown in Table 1 and Figure 1. Table 1

shows the top 25 most frequent title words for SPSP posters in 2005 and 2009, their counts, and their proportionate representation as a percentage of all title words for that year. Both consistency and change are evident in Table 1. For example, the most frequent title words – "social," "effect(s)," "role," "implicit," and "relationship" – remained virtually unchanged between 2005 and 2009. In contrast, at least one title word – "attitudes" – increased dramatically in relative frequency (from a rank of 14 to 7), whereas other words – "personality" and "self-esteem" – decreased dramatically in relative frequency (from ranks of 10 to 22, and from 6.5 to unranked, respectively). Some title words dropped out of the top 25 after 2005 – "self-esteem," "affect," "information," "negative," "performance," "self," and "threat" – and were replaced with other title words in 2009's top 25 – "gender," "positive,"

Figure 1. Title word frequency clouds (via Wordle.net) from SPSP posters for 2005 (top) and 2009 (bottom); 100 word limit per cloud.

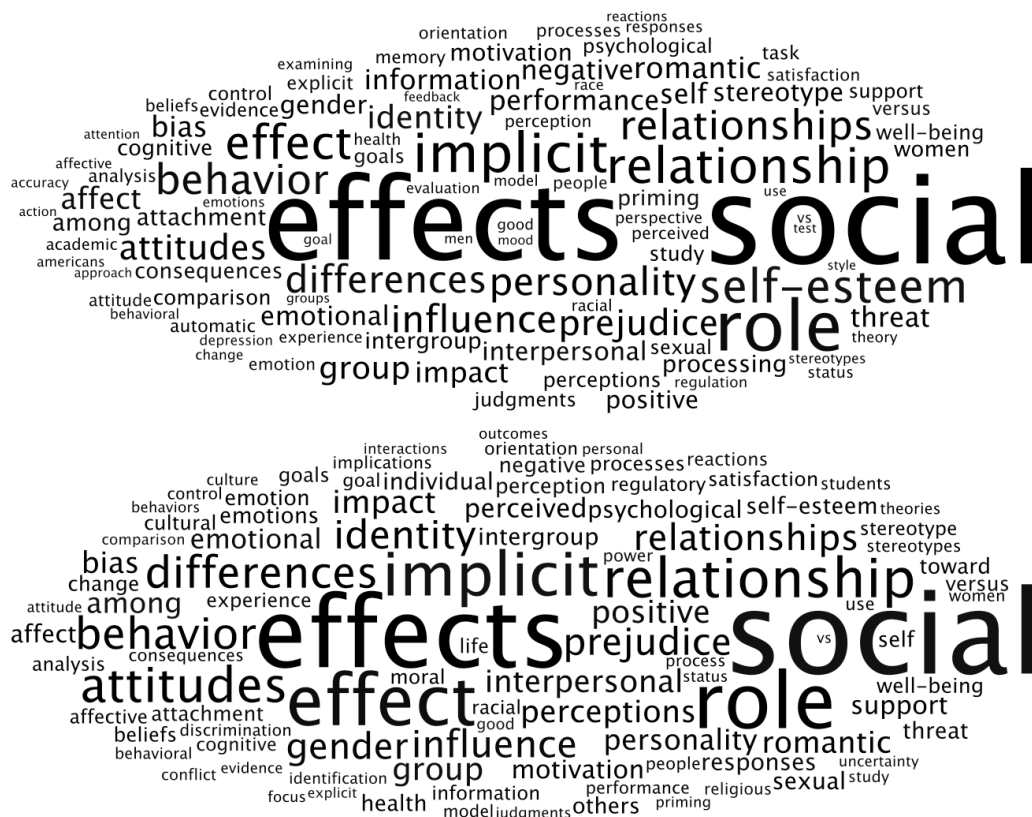Table 1. Rankings, Counts, Percentages, and Change Data for SPSP Posters Title Words, 2005 and 2009

2005					2009					Change		
Rank	Title word	#	%		Rank	Title word	#	%		Rank	Title word	D
1.0	social	125	1.08		1.0	social	157	0.85		1.0	attitudes	7.0
2.0	effects	113	0.98		2.0	effects	132	0.71		2.0	impact	3.0
3.0	role	70	0.60		3.0	role	105	0.57		3.0	differences	2.5
4.0	implicit	55	0.47		4.0	effect	95	0.51		4.0	prejudice	1.5
5.0	relationship	50	0.43		5.0	implicit	82	0.44		5.5	effect	0.5
6.5	effect	47	0.41		6.0	relationship	74	0.40		5.5	influence	0.5
6.5	**self-esteem**	47	0.41		7.0	attitudes	66	0.36		8.5	social	0.0
8.0	behavior	42	0.36		8.5	behavior	59	0.32		8.5	effects	0.0
9.0	relationships	41	0.35		8.5	differences	59	0.32		8.5	role	0.0
10.0	personality	39	0.34		10.0	identity	53	0.29		8.5	relationship	0.0
11.5	differences	38	0.33		11.5	influence	51	0.27		11.0	behavior	-0.5
11.5	influence	38	0.33		11.5	prejudice	51	0.27		12.5	implicit	-1.0
13.0	prejudice	36	0.31		13.5	**gender**	49	0.26		12.5	identity	-1.0
14.0	attitudes	35	0.30		13.5	relationships	49	0.26		14.0	bias	-1.5
15.5	group	32	0.28		17.0	group	43	0.23		15.0	group	-2.0
15.5	identity	32	0.28		17.0	impact	43	0.23		16.0	romantic	-2.5
17.5	**affect**	30	0.26		17.0	**positive**	43	0.23		17.0	relationships	-4.5
17.5	romantic	30	0.26		17.0	**interpersonal**	42	0.23		18.0	personality	-12.0
19.5	bias	29	0.25		17.0	**perceptions**	42	0.23				
19.5	impact	29	0.25		20.5	romantic	41	0.22				
23.0	**information**	28	0.24		20.5	bias	40	0.22				
23.0	**negative**	28	0.24		22.0	personality	39	0.21				
23.0	**performance**	28	0.24		23.0	**emotional**	37	0.20				
23.0	**self**	28	0.24		25.0	**perceived**	36	0.19				
23.0	**threat**	28	0.24		25.0	**motivation**	35	0.19				
					25.0	**support**	35	0.19				

Note. # = count. % = percentage of all title words. D = change. **Boldface** = title word in top 25 only once.

Diversity and Climate Committee Report

By Buju Dasgupta

The SPSP Diversity and Climate Committee (DCC) organizes activities and programs within the society with the goal of increasing the diversity of the SPSP membership (in terms of race/ethnicity, sexual orientation, social class, disability, etc.) and ensuring that the climate of the Society is inclusive and supportive. Below, I describe the activities we had organized for the SPSP conference in Tampa in February 2009.

Diversity Fund Undergraduate Registration and Graduate Travel Awards

SPSP provided financial assistance to undergraduate and graduate students from various demographic groups that are underrepresented in personality and social psychology. For undergrads, these awards paid for conference registration so that students could attend the conference and get a taste of the professional lives of personality and social psychologists. This year, undergraduate students also received a complimentary copy of a book entitled *Getting In: A Step-by-Step Plan for Gaining Admission to Graduate School in Psychology* published by APA books. Our thanks to APA Books for providing this book at a considerable discount.

Graduate student awardees received a $500 cash award to assist with conference-related expenses, a copy of *How to Write a Lot: A Practical Guide to Productive Academic Writing*, and an opportunity to meet 2-3 influential scholars of their own choosing at the Diversity Reception. These were social or personality psychologists whose work had played an important role in the award winners' intellectual development. This year we received 68 applicants for the Graduate Travel Award and we granted 24 awards (35%). Please visit http://www.spsp.org/divwin.htm for pictures and biographies of all our award winners.

Diversity and Climate Committee Reception

The DCC also sponsored a reception at the Tampa conference to honor the awardees. This provided an opportunity for graduate and undergraduate awardees to mingle with senior social psychologists as well as their peers and

to start developing professional and mentoring networks. We extended a special invitation to the influential scholars identified by the awardees to attend the reception with the expressed purpose of seeking out and chatting with the graduate student(s) who nominated them. Many of us who are now faculty can remember a time when, as students, we waited on the sidelines looking for an opportunity to join a conversation with an admired, yet seemingly intimidating, senior researcher. Alternatively, from the other perspective, we have noticed the faces of hovering students trying to work up the nerve to ask an interesting question. These conversations can be critical to the intellectual development of any student researcher, and working through one's anxieties to meet the challenge can be liberating. Sometimes there are additional barriers to these interactions for students whose life experiences and

> Many of us who are now faculty can remember a time when, as students, we waited on the sidelines looking for an opportunity to join a conversation with an admired, yet seemingly intimidating, senior researcher.

group memberships are not well-represented among conference attendees. The DCC seeks to alleviate those barriers.

Coffee get-together of the GLBT Alliance in Social Psychology (GASP)

As in previous years, the DCC also worked with the GLBT Alliance in Social and Personality Psychology (otherwise known as GASP) to sponsor a coffee hour at the Tampa conference. GASP provides social support and professional information to lesbian, gay, bisexual, and transgender students and faculty and other individuals whose research focuses on issues of sexuality. Like all DCC events, this reception was open to all conferences attendees, and was held on Saturday afternoon. The coffee hour provided an opportunity for

GLBT community members and allies to mix and mingle socially and professionally to develop professional networks and foster an inclusive and supportive climate. For more information on GASP, please visit http://www.psych.utah.edu/gasp/.

Diversity Symposium

This year, the DCC sponsored a symposium at the conference that was most closely in line with issues of diversity. This symposium was held on Saturday afternoon and was entitled *"Unity in Diversity? The Effect of Ethnic Diversity on Perceptions of the Self, Organizations, and the Nation State"* (Co-Chair: Kumar Yogeeswaran, University of Massachusetts). The symposium featured talks by Michael Zárate, Valerie Purdie-Vaughns, Thierry Devos, and Kumar Yogeeswaran.

Some modifications to the Diversity Awards

We plan to move up the deadline of the graduate diversity award to October 15 (same deadline as the Student Travel Award). We also plan to move up the deadline for the undergraduate registration award to December 31. Moreover, in the past, the undergraduate registration award was limited to students who were enrolled in a college in the region of the conference. However, several SPSP members noted that this criterion is likely to favor states in warm parts of the country where SPSP is typically held. Thus, we plan to open up the undergraduate registration award to all undergraduate Psychology majors who are currently enrolled in college.

Final Words

We welcome any comments and input from SPSP members. If you are interested in serving on the committee at some point, or if you have ideas about expanding or improving our programs or activities, please send an email to any of the committee members. The DCC members for 2009-10 are Nilanjana (Buju) Dasgupta (chair), Denise Sekaquaptewa, and Keith Maddox; each of whom can be contacted via the Social Psychology Network (www.socialpsychology.org).

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DIALOGUE

Trends and Hot Topics in Posters (Con't from page 16)

"interpersonal," "perceptions," "emotional," "perceived," "motivation," and "support." Interestingly, the title word "negative" was replaced by "positive" in the top 25 between 2005 and 2009, which may reflect the growing influence of positive psychology (e.g., Fredrickson, 2001; Gable & Haidt, 2005; Seligman, Steen, Park, & Peterson, 2005; Sheldon & King, 2001). The title words "emotion" and "motivation" also surged in relative frequency in 2009 compared to 2005, and this may reflect a growing interest on research on affective processes (e.g., Barrett, 2006). This increase in emotion may not be something to get too emotional over, however, because the title word "affect" fell from the ranks of the top 25 over time. The title word "behavior" was roughly as relatively frequent in 2005 as in 2009, which might suggest that a recent criticism of social psychology's lack of actual behavioral measures was either overstated or that researchers have already attempted to refocus on studying actual behavior, perhaps as a reaction to this criticism (see Baumeister, Vohs, & Funder, 2007). Of course, putting the word "behavior" in one's title does not necessarily mean one is measuring "actual behavior" in their research (e.g., "What can the behavior of title words tell us?").

What implications do these findings have for personality and social psychology? First, these findings suggest social psychology has some face validity because the most frequent poster title word was indeed "social." Second, the lower frequency of the word "personality" is not unexpected given

there are fewer personality researchers than social psychology researchers. Nevertheless, assuming it is not due solely to sampling error, the drop in relative ranking of posters with "personality" in their titles between 2005 and 2009 is potentially interesting. The fact that the Association for Research in Personality is holding its first stand-alone conference this summer (as opposed to holding an SPSP preconference, as in previous years) may partly account for the drop in SPSP posters with "personality" in their titles. A recent issue of the *Journal of Research in Personality* offers a variety of perspectives on the person-situation interaction and where social-personality psychology may be headed in the future (see Donnellan, Lucas, & Fleeson, 2009). Third, it appears research on attitudes may be at least a slightly hotter topic now than in was a few years ago.

Particularly interesting is the potential for these trends to give us a glimpse into the future of personality and social psychology. At the SPSP conference, graduate students conduct a majority of the research within our field and present the majority of posters. As graduate students graduate and begin independent research careers, they are likely to continue the research presented in posters. Therefore, an examination of SPSP poster titles may provide some clues about future research trends in our field.

These findings are not without their limitations. Title words are not perfect indicators of a research project's focal topics, but they do reflect a fair amount of accuracy in this regard. Some

of the changes over time may be more attributable to sampling error than underlying trends, but some of the larger changes may be difficult to dismiss by error alone. In sum, we hope the present findings will inform personality and social psychologists on what most of them are studying most of the time. We also hope this will encourage our interested colleagues to play around with Wordle.net as a fun and informative word frequency visualization tool. ❖

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State of SPSP: Notes from the Executive Committee Meeting (con't from page 2)

future meetings will be to raise the visibility and status of poster sessions to better use this vehicle for promoting research.

SPSP Web Planning Committee. The Web committee, chaired by Don Forsyth, is charged with exploring and proposing new uses of the web as a means of achieving goals for SPSP. It is planning to develop a new online resource, tentatively titled Personality and Social Psychology Connections (PSPC). This will launch from or supplement the cur-

rent SPSP site (http://spsp.org/). It would also complement other existing web resources, by including member services (e.g., dues paying, voting), links of interest to members, current event and news features, blogs and web casts, and other networking/research tools of use to members. A great deal of conversation focused on the need to begin a search for a web editor ("webitor"), someone who will help create a web advisory board and begin planning and initiating the contents and components of PSPC. The committee voted to begin a search for

such an individual with the hope of hiring someone for a four-year term. Under the advisement of this individual, the EC can then explore the addition of other personnel or other sources of technical assistance as it moves to daily maintenance of the site and its content. One issue to consider in the future is the best way to coordinate *Dialogue* and PSPC, so as to build on their unique strengths.

The next Executive Committee meeting will take place in Toronto in August, following the APA Convention. ❖

The Official Newsletter of the Society for Personality and Social Psychology

Dialogue Mission Statement

Dialogue is the official newsletter of the Society for Personality and Social Psychology. It appears twice every year, in the spring and fall. Its intended readership is members of the Society. The purpose of *Dialogue* is to report news of the Society, stimulate debate on issues, and generally inform and occasionally entertain. *Dialogue* publishes summaries about meetings of the Society's executive committee and sub-committees, as well as announcements, opinion pieces, letters to the editor, humor, and other articles of general interest to personality and social psychologists. The Editors seek to publish all relevant and appropriate contributions, although the Editors reserve the right to determine publishability. Content may be solicited by the Editors or offered, unsolicited, by members. News of the Society and Committee Reports are reviewed for accuracy and content by officers or committee chairs of SPSP. All other content is reviewed at the discretion of the Editors.

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And Away We Go! But Where are We Going?

This edition of *Dialogue* is our first as the new co-editors. We approached the prospects of taking over the reins more than a little humbled by the strong stewardship of *Dialogue* by Chris Crandall and Monica Biernat. While researching the newsletter and asking members to share their thoughts on it, the one common reaction we heard was quick praise of the job Chris and Monica have done over the years. We agree with what we've heard — the issues they edited were consistently informative, lively, and entertaining. As the new editors, we have benefited not just by their example but also from their generosity. In February of this year – at about the time we both were feeling more than a little overwhelmed at the task of turning out our first edition of the newsletter – we visited them in Kansas to receive whatever sage advice they could offer. They not only played wonderful hosts to our trip – showing us the KU campus and introducing us to their fantastic colleagues and students – they also patiently walked us through the entire *Dialogue* process, from conceptualization to publication, and they answered every question we had in thoughtful detail (and posed better questions to us than we knew to ask). After this brief visit, the two of us returned home feeling confident that the other one now had some clue what to do next. Oh, sure, we both disappointed each other in the coming weeks. But Chris and Monica could only do so much.

Over the past couple of months, we both have been asked by friends and colleagues to share the goals that led us to take on our editing roles. For Diane, it was personal. In her on-going quest to overcome historical barriers, she wanted to show the Society that it is actually possible for a non-married duo to edit a newsletter. For Hart, it was practical. Faced with the prospect of getting his 8th driver's license after his profession moved him from VA to NJ to IA to MI to NY to NC to TX and now to CT (with layovers in NL and PA), he felt like it would save a lot of time for the Society if he took over the *Comings and Goings* section of *Dialogue*. Other than these individual concerns, we both were keenly aware of the fact that *Dialogue* is the one SPSP publication that is charged with being fun, and so it seemed like too good an opportunity to pass up. We might on occasion publish articles related to hot intellectual controversies. (See in this issue, for instance, the discussion on free will between Roy Baumeister and John Bargh and also consider purchasing cable access to their televised pay-per-view grudge match.) But mostly we see in *Dialogue* a chance to promote the shared goals of SPSP – to promote our students, our community, our science. We hope whatever decisions we make in the coming years we communicate this desire. *~Hart Blanton and Diane Quinn*