P: The Online Newsletter for Personality Science

Letter from the Editors

Simine Vazire and Chris Soto

Welcome to the latest issue of *P: The Newsletter of the Association for Research in Personality*! This issue is packed with news and discussion about the latest events in the world of personality science. Here is a preview of just a few of the exciting developments you'll read about in this issue:

- ARP President Will Fleeson considers how "the power of the situation" actually highlights the importance of studying personality.

- Lynne Cooper, Jen Pals Lilgendahl, Rich Lucas, and Allen McConnell share the latest news about ARP and its affiliated journals.

- Grant Edmonds and Michael Boudreaux introduce themselves as the new ARP grad student/postdoc representatives.

- The ARP website hosts the new personality meta-blog! Get easy access to all your favorite personality blogs in one place. In this issue, we interview three of the most active personality bloggers to find out how and why they took up blogging.

- The replicability discussion continues. Read two responses to Brent Roberts's column on the replicability problem in personality psychology (and beyond).

- In feature articles, Greg Webster shows how *JRP* article titles have changed over the past four decades, and Wendell Williams discusses the complexity of predicting job performance from personality traits.

- Conferences, conferences, conferences. The next ARP meeting is coming up in June. Read all about it, about the upcoming World Conference on Personality in South Africa, and about recent meetings in Europe and Japan.

- Remembering Susan Nolen-Hoeksema. She was a founding member of ARPand served as its first secretary-treasurer. Randy Larsen shares some memories.

- Our regular Teaching Personality feature continues with three new ideas for the classroom.

As always, we'd love to hear your responses to the articles in *P.* If you have a reaction you'd like to share, send it to arpnewsletter@gmail.com.

We are also very excited to announce that Erik Noftle and Jon Adler will be taking over as the new editors of *P.* We've had a wonderful time putting together this newsletter for the past three years, and it's great to know that it will now be in Erik and Jon's very capable hands.

Enjoy the newsletter, and we look forward to seeing everyone at the ARP conference in Charlotte this June!

President's Column: Do Powerful Situations Make the Study of Personality Essential?

William Fleeson

It is widely agreed that if situations are not powerful, then it is important to study personality. But what if situations instead are powerful, as the results of social psychology suggest they are? During my term as president of ARP, I reflect a lot on the relationship between personality and other fields. Fortunately, this is something I've always enjoyed. One question that has puzzled me greatly is the focus of this essay. In it, I take the unusual position that the more powerful situations are, the more critical the study of personality is. I don't argue that the power of situations and personality are orthogonal, but rather that the power of situations in fact implies the need for the study of personality.

In this essay, I'll use the straightforward, everyday meaning of power as the ability to change things, for example, the ability to change behavior. The argument has three basic steps. The first step is that when we say something is powerful, we normally are implying that the changes it creates are lasting and that its effects are not transient or dependent on the presence of the powerful thing. For example, a powerful supervisor has effects even when he or she is not around, powerful life events are powerful because they result in far-reaching changes, and generosity is powerful because it creates lasting positive feelings. The same can be said of storms, love, and law enforcement. None of those would be considered particularly powerful if they didn't make changes that lasted beyond their immediate presence. In fact, our judgment that something is powerful often is precisely because the powerful something leaves lasting marks. Applying this to situations, then, the statement that situations are powerful would seem to imply that situations are powerful because they create lasting changes.

The second step is that, if situations create lasting changes, these lasting changes have to be carried by and within the person, and must affect the person's behavior on a later date. Changes that are carried by and within a person, and affect the person's behavior, are what are commonly meant by the concept of personality. If situations are to have effects that last longer than their concurrent presence, then those effects have to change people in a way that is different than the ways most other people are changed (because they experienced different situations); additionally, those changes in people have to affect their behavior later. Since personality consists of those variables within people on which people may differ and which affect their behavior, the changes wrought by situations are part of the person's personality.

The final step in the argument is that an efficient way to study such lasting effects of situations would be to study personality, since personality usually will be much more accessible to the researcher than will be situations in the person's past. Personality would be akin to the mediator of any situation effects that lasted longer than the situation lasted. Thus, if situations are powerful, then personality is essential to study, partly in order to understand the effects of situations (in addition to the other many reasons for studying personality).

However, there are at least three plausible counter-arguments to the idea that the power of situations entails the importance of personality. First, it may be true that lasting effects of situations exist as mediating variables in the person, but those variables are not included in the domain of personality. Second, situations may not have lasting effects. Third, personality may be genetically determined, so situations can't affect them.

The first counter-argument is that lasting effects of situations don't require the study of personality because those lasting effects are not part of the domain of personality. Personality consists of traits, it could be said, and the lasting effects of situations are not part of traits. Furthermore, these effects may be fragmented and small. It would be a mess to try to study these countless, specific, and incoherent effects. On the first point, there is no widely agreed upon limitation of personality to specific variables such as traits; quite the contrary, nearly all definitions of personality accept nearly any variable that represents a long-standing psychological characteristic that exists within individual persons and on which individuals may differ. According to such definitions, any effects of situations that lasted beyond the life of the situation would be included in personality. The second point, that the effects of situations may be numerous and fragmented, is admittedly an empirical question. However, it seems likely that effects of situations may be organized within the person into coherent variables. The organization may result from similar effects of multiple situations accumulating into prominent variables, some situations being stronger than others and predominating in the person's psyche, or some situations repeating in individuals' lives, amplifying their

effects into strong variables. Quite possibly the organization will be such that effects of situations are modified by other features of the individual (including the lasting effects of other situations), building up structures of variables that organize the incoming effects of subsequent situations. Given the validity evidence for traits, the Big Five, and for countless other personality variables, it is quite likely that some kind of organizing principle does arrange the effects of situations into these variables, because these are the variables that are in personality. But even if not, then some situations would have to be strong enough or repeated enough to create important variables to study. The only way to hold to the fragmentation counter-argument is to limit the lasting effects of situations to small, insignificant ones, that is, to weaken situations.

The second counter-argument is that situations do not have lasting effects, even though they are powerful. This counter-argument involves making a distinction between types of power, such as immediate power versus lasting power, and then arguing that situations have only the one kind (e.g., immediate power) but not the other (e.g., lasting power). In this counter-argument, the statement that situations are powerful means that situations can change behavior only when the situations are immediately present, but cannot change behaviors beyond the situations' presence. The effects of situations are both mighty and impotent. I would say two things in response to this interesting counter-argument. First, this amounts to a significant limit on the power of situations. Because the everyday sense of power is often based on the ability to create lasting change, this would mean that situations are not powerful in at least one important way. The phrase "the power of situations" seems more impressive than the phrase "the power of situations while they are immediately present". This argument would have to be applied to all situations, including all experimental manipulations, in advance. It might be hard for a researcher to give up as a matter of principle on the idea of discovering lasting effects of any of his or her manipulations. My second reaction to this counter-argument is that it requires all basic psychological mechanisms to be strange, such that they are entirely pliable to immediate situations, but simultaneously impervious to modifications by situations. I am not aware of a psychological theory that describes psychological mechanisms in a way consistent with this position, and it is hard for me to imagine what such a psychological mechanism would look like. Surely the brain and the mind are modifiable by at least some situations, if only a subset of them or only the repeated ones, and these modifications would become part of personality. Thus, this second counter-argument both acknowledges limits on the power of situations and also necessitates an unusual account of psychological mechanisms.

The third counter-argument is that personality is determined by genetics, and situations cannot modify the effects of genetics. There are very few personality psychologists who take such a strong genetic determinism stance (I realize there are a few), but in any event, this counter-argument also deeply weakens situations. It argues that situations are impotent against personality variables.

Interestingly, each of these three counter-arguments acknowledges limits on the power of situations, either by removing situation effects from the domain of personality and making them inconsequential, by distinguishing types of power and acknowledging that situations only have the one type of power, or by claiming that situations are unable to impact the forces of genes. In addition, these counter-arguments entail dubious theoretical implications, in that they require any lasting effects of situations to be fragmented or they require unusual psychological mechanisms. Thus, the viable alternatives seem either to accept limitations on the power of situations, or to agree that powerful situations necessitate the study of personality. I believe that situations are powerful, and that is one of the main reasons I study personality.

Executive Officer's Report: The Inside Scoop

Lynne Cooper

Below is a short update on some of the exciting developments and opportunities on the horizon for ARP and its members in the coming months.

Setting Up an Infrastructure

ARP has a long history of doing good work in support of personality science. However, these efforts have sometimes been more haphazard than we would like, partly due to the lack of organizational infrastructure to define and support these activities.

In recognition of this problem, the Board voted at our meeting last summer to establish a series of committees that would reflect and support our efforts in four key areas: (1) education and training, (2) publication and communication of our science, (3) awards and recognition of important contributions to the field; and (4) building and managing our web presence.

The Board agreed that each committee should include at least one member of the Executive Board in order to facilitate communication between the committees and the Board. In addition, to facilitate coordination among the committees, we agreed that I would serve in an ex officio capacity on each of the committees. Committee members will serve one-year terms, with the possibility of re-appointment.

The composition of the four committees has been finalized as follows:

Education & Training Committee

Dan Ozer, chair (daniel.ozer@ucr.edu)
Marc Fournier
Jennifer Lodi- Smith
Grant Edmonds

Publication & Communication Committee

Simine Vazire, chair (simine@gmail.com)
Jon Adler
Erik Noftle

Web Committee

Chris Soto, chair (cjsoto@colby.edu)
Len Simms
Jennifer Tackett

Awards Committee

Brent Donnellan, chair (donnel59@msu.edu)
Will Fleeson
Tera Letzring

We are working on developing a formal charge for each committee, and outlining one or more tasks that each committee will undertake in the coming year. If you have thoughts or suggestions for any of the committees or would be interested in serving on one of these committees in future years, please contact me (cooperm@missouri.edu) or the respective chair.

Bylaws and Tax Exempt Status

As you may recall, in my last report, I described our efforts to update ARP's bylaws and gain formal non-profit, tax exempt status. I am happy to report that our bylaws were re-written and adopted by a unanimous vote (Yes, you read that correctly— unanimous!) of the voting membership on March 25, 2012. Many thanks to Dan Ozer for his brilliant work in re-writing our bylaws.

The application for tax exempt status was also completed and submitted to the IRS, back on June 6, 2012. The IRS has formally acknowledged receipt of our application. However, as of this date, we are still waiting for a final ruling. Fingers crossed!

Secretary-Treasurer's Report

Jennifer Pals Lilgendahl

I hope 2013 is off to a great start for everyone! It was great to see many of you recently at SPSP in New Orleans. We had a productive ARP Board Meeting on Sunday morning after the conference. We discussed exciting new plans and initiatives for the organization, many of which involve the new committees we have recently created (see Lynne Cooper's Executive Officer Report for more details). For example, you can look forward to an updated website (long overdue!) and related improvements to your on-line experience of ARP. There were also productive discussions about how we interface with the media and communicate with the outside world. Will Fleeson, our president, had the excellent of idea of polling the membership for their ideas prior to our meeting. Thanks to all of you who took the time to share your suggestions! We received many creative and interesting ideas for different ways ARP could expand its reach and influence in the coming years. We will continue to mull many of these ideas over in the context of the appropriate sub-committees. Dan Morgan (Elsevier representative) and Rich Lucas (*Journal of Research in Personality* editor-in-chief) were in attendance for part of the meeting, during which we discussed how *JRP* might evolve to embrace the changing climate of the field toward greater transparency, ethical scrutiny of research practices, and support of replication research. Finally, we want to especially thank Dan Morgan for securing funds from Elsevier to help cover the cost of our Board meeting.

For the last *P* newsletter (Fall 2011), I reported that we had 319 active members on our roster, with 183 regular members and 127 graduate student/post-doc members. Unfortunately, our numbers have dropped to 227 active members, 169 regular members and 58 graduate student/post-doc members. This fluctuation is largely a function of the fact that we have our conference every other year; in 2011, we were enjoying the post-conference bump, particularly among our graduate student/post-doc members, many of whom let their memberships lapse during the off year of our conference cycle. We strongly encourage you to renew your memberships and to consider a multi-year membership when you do. While we maintain a very reasonable one-year rate of $50 for regular members and $35 for graduate students, we also offer financial incentives to renew your membership for multiple years. Regular members can renew for two years at $95 and for three years at $140, and graduate students and post-docs and can renew for two years at $60. Multi-year memberships make less hassle for you year to year and will greatly increase the financial and membership stability of the organization.

What are the benefits of being a member of ARP? In addition to being part of a vibrant community of personality researchers and the only organization solely dedicated to advancing personality science in the U.S., your membership benefits include subscriptions to two journals— *Journal of Research in Personality* (*JRP*) and *Social Psychological and Personality Science* (*SPPS*)— and reduced registration fees for the ARP conference, including the next one to be held *this* summer, June 16-18 in Charlotte, NC. Please be on the lookout for emails regarding registration for the conference. We hope to see you all there!

Graduate and Postdoctoral Representatives' Report

Grant Edmonds and Michael Boudreaux

Greetings from your Graduate Student and Post doc representatives! As your new representatives, we'd first like to introduce ourselves:

Grant Edmonds

I completed my graduate work at the University of Illinois at Urbana-Champaign, where I worked with Brent Roberts. My main research interests are in personality change and development across the lifespan, and pathways linking personality and physical health. After finishing grad school, I was very fortunate to be taken on as a post doctoral research associate at the Oregon Research Institute working with Sarah Hampson and Lew Goldberg. ORI is a non-profit research center run largely on federal grants. We have a democratic governance system, which contributes to making this a unique and rewarding place to do research. Recently, I was promoted to the position of associate scientist at ORI. While I am no longer a postdoc, I am happy to continue serving my term as the ARP postdoc representative. For those of you nearing the end of your graduate training, soft money organizations like ORI sometimes represent an overlooked part of the job market. Anyone with questions about the life of a soft money researcher should feel free to contact me.

Michael Boudreaux

I am a fifth-year Ph.D. candidate at the University of California, Riverside working with Dr. Daniel Ozer. My research examines the negative implications of maladaptive personality traits (e.g., social inhibition, self-sacrifice) for self and interpersonal functioning. My dissertation work focuses on identifying personality-related problems associated with the five-factor model and categorizing the behavioral dimensions that define these problems. Based on this research, I plan to develop a measure of impaired personality functioning. Upon graduation, I hope to secure a post doc to further strengthen my quantitative and methodological skills in measure development. As your ARP graduate representative, I would very much like to hear about your ideas for bringing additional social networking and professional development opportunities to the ARP biennial conference. The SPSP Graduate Student Committee has implemented several programs that attract graduate students and post docs alike, such as the new Speed Data-ing event, and some of these may serve as models for future ARP activities. If you attend this or other similar events at the SPSP conference in New Orleans, please take note and feel free to give us your feedback.

One thing we love about ARP is that it is still a small organization. As a result, young researchers attending the biennial conference often have many opportunities to interact with some of the best minds in the field. A great example of this was the mentoring lunch for grad students and postdocs organized by our predecessors, Jennifer Fayard and Erik Noftle, at the last meeting in Riverside . There were three tables, each with a faculty mentor covering a different topic. We received positive feedback from the mentors and mentees alike. For the upcoming ARP conference this summer, we will be organizing something similar and hope to expand this to cover more topics. Currently, we are asking graduate student and postdoc members for *your* input on the content of the mentoring lunch. What topics do you think would be the most valuable and relevant to your professional development?

We have developed a brief survey, which is linked below:

https://academictrial.qualtrics.com/SE/?SID=SV_5yDyHCtHBSoATnT

Alternatively, you can contact either of us via e-mail: Grant Edmonds, at gedmonds[at]ori.org, or Michael Boudreaux, at mboud001[at]ucr.edu.

Message from the 2013 ARP Conference Program Committee

Ozlem Ayduk, Jessica Tracy, Brent Donnellan, R. Chris Fraley, Iris Mauss, Ken Sheldon, and Vivian Zayas

We are excited to announce the 3rd Biennial Meeting of the Association for Research in Personality, which is scheduled to take place Thursday, June 20th, to Saturday, June 22nd, 2013, in Charlotte, North Carolina. In addition to symposia and poster sessions, the program will feature an address by ARP President William Fleeson, as well as invited talks from two leading researchers in personality science, who are also two of the Editors of the Journal of Personality and Social Psychology: Laura King (University of Missouri) and Jeffrey Simpson (University of Minnesota).

Immediately preceding the conference, on Thursday, June 20th, there will be a workshop on Studying Personality via the Autonomic Nervous and Neuroendocrine Systems, led by Iris Mauss and Sally Dickerson. This 6-hour workshop is open to all attendants for the additional cost of $30 for member students, $55 for general members, and $80 for all non-members.

More details of the meeting can be found at the following URL: http://www.personality-arp.org/conference.htm.

Although there is no official "theme" for this upcoming meeting, the Conference Program Committee is planning to accept symposia and posters that cover a broad range of substantive topics within the field. We conceive of personality science in wide-ranging terms, and intend for the conference to cover all of the content areas traditionally and currently studied by psychological scientists who address topics relevant to personality. This includes, but is not limited to, research on individual differences in personality, broadly conceived, including research both on their structure and social-cognitive mediators; genetic, affective, physiological, neuroendocrine, and evolutionary bases of personality processes and social behavior; and a wide range of narrower topics that fall within the domain of personality science, including personality judgments, emotions and emotional processes, motivation, romantic relationships and mating, the self and self-regulation, social cognition, and personality assessment. The overriding goal of the Program Committee is to develop a slate of presentations that broadly reflects the diversity of basic questions facing our discipline.

Invited Addresses

Presidential Address by William Fleeson: *A Theory About Whole Traits*

Invited Address by Laura King: *Personality Psychology from the Inside Out*

Invited Address by Jeffrey Simpson: *Adult Attachment Orientations, Stress, and Romantic Relationships*

ARP Methods Workshop: Studying Personality via the Autonomic Nervous and Neuroendocrine Systems

June 20, 2013

The methods workshop will consist of a psychophysiology module and an endocrinology module. Registration to the workshop includes access to both sessions. The registration fee is $30 for student members, $55 for general members, and $80 for all non-members.

Affective Psychophysiology

Instructor Iris Mauss

The psychophysiology module will provide a brief introduction to using ANS (autonomic nervous system) measures in the study of emotions, covering both individual-difference and laboratory-experimental approaches. Discussion will focus on theoretical as well as practical issues that need to be considered when using ANS measures in research. Among the many possible ANS measures, the workshop will primarily focus on vagal tone and vagal reactivity as a particularly interesting example case.

Endocrinology

Instructor Sally Dickerson

The endocrinology module will cover hypothalamic-pituitary-adrenal axis measures of emotion and reactivity. The discussion will focus primarily on cortisol, both from a theoretical and methodological point of view. However, similarities and differences in collecting, assessing, and measuring other hormones, using cortisol as the comparison, will also be discussed.

Message from the 2013 ARP Conference Organizing Committee

Mike Furr, William Fleeson, Jana Spain, and Dustin Wood

This June, ARP heads to North Carolina to experience a bit of Southern hospitality in the Queen City. This year's program will include symposia, plenary speakers, and poster sessions presenting the best research in personality psychology.

One of the hallmarks of the ARP meetings is the number of opportunities they provide for informal sharing of ideas between sessions, during receptions, and over dinner. Our venue, the Charlotte Marriott City Center (www.marriott.com/hotels/travel/cltcc-charlotte-marriott-city-center/), located in the Central Uptown business district, will provide us with unique opportunities for informal interactions with colleagues from around the world. From the opening reception to the final gala dinner at the Mint Museum, attendees will find plenty of chances to interact and share ideas with other researchers.

Charlotte, the recent host of the 2012 Democratic National Convention, offers a wide variety of fine restaurants, landmarks, and activities for conference attendees and their families to enjoy. The NC Blumenthal Performing Arts Center (www.blumenthalcenter.org/), the Mint Museum (www.mintmuseum.org/visit/mint-museum-uptown), Discovery Place Science Museum (www.discoveryplace.org/), and the Carolina Panthers' Bank of America Stadium are all located within a few blocks of the conference hotel. For NASCAR enthusiasts, the NASCAR Hall of Fame (www.nascarhall.com/) and Charlotte Motor Speedway are nearby. For those who prefer rollercoasters to stock cars, Carowinds Theme Park (www.carowinds.com) is a short drive away.

The temperature in June averages a summery 80 degrees. Charlotte's location makes it an ideal jumping off place for an extended break, so bring the family and start your summer vacation here. The stunning Blue Ridge and Smoky Mountains, the beautiful Carolina coastline, Charleston, Savannah, and Atlanta are all just a few hours away.

Travel to ARP couldn't be easier this year. Only nine miles from our conference hotel is Charlotte Douglas International Airport (CLT), a national hub for US Airways which offers more than 600 daily flights and nonstop service to over a hundred cities worldwide. Affordable shuttle service is available from the airport to our hotel in downtown Charlotte. Taxis and rental cars are also widely available.

We look forward to seeing y'all in Charlotte!

JRP Editor's Report

Richard Lucas

I would like to thank all the members of ARP for contributing to and reviewing for the *Journal of Research in Personality* over the past year. 2012 was a very good year for the journal. Although submissions have been steadily increasing for many years now (with over a 50% increase from 2007 to 2011), the rate of increase was especially high this past year. Submissions were up almost 20% from 2011. We hope that the increasing number of papers being submitted to *JRP* reflects both the positive experiences that authors are having and a recognition that the quality of the articles that we are publishing is very high. Indeed, our impact factor for 2011 (the most recent year for which we have data) also improved from the previous year to 1.966. We were particularly happy to see this number increase in a year when the impact factors for most journals that publish personality research declined (so the increase does not just reflect a general trend). Although the large number of high quality papers that come in can sometimes be daunting to the editors who handle those papers, we are encouraged to see these increases and hope that people will continue to submit their best work to the journal in the years to come.

In spite of this increase in submissions, the editorial staff has been able to maintain a very short turnaround time for papers that are submitted. Indeed, even with this dramatic increase in submissions, the overall average time to decision actually decreased from 2011 to just 31 days. Admittedly, the number of papers that we are rejecting without review has increased somewhat, and this is mostly responsible for the faster turnaround time. However, even papers that are sent out for review are returned an average of two months after submission, a number that has held steady over the past few years and declined from a three-month turnaround time in previous years. We are always looking for ways to improve efficiency even further, and our goal is not just to average a two-month turnaround, but to ensure that almost all papers are returned within this short time frame. So over the next year, the editorial team will work hard to accomplish that goal.

Of course, with increasing submissions, there is also increasing competition for journal space. This means that we have had to become increasingly selective about the papers that we accept, and we have had to use desk-rejection decisions even more frequently so as not to overburden the editors and reviewers who comment on the papers that are submitted. Although such decisions can be unpleasant to receive, they are necessary to keep the system running efficiently, and in my experience, authors have generally been grateful for the quick response. It is also important to note that as submissions increase, there are certain types of papers that have become increasingly less likely to be considered at *JRP*. Specifically, single-study papers that rely entirely on cross-sectional designs and self-report questionnaire methods with convenience samples are less and less likely to be published or even sent out for review at *JRP*. Of course, these methods and designs are important to Personality Psychology and to the broader field . However, simple questionnaire studies are relatively easy to conduct and have some important limitations. Therefore, we have somewhat higher expectations regarding the size and the novelty of the contribution that such studies can make. We will soon be revising the guidelines for authors on the *JRP* website to reflect these changing standards for publication.

In addition, in response to the recent incidents of problematic or even fraudulent research practices within Psychology, the editorial team has begun to consider deeper changes that will improve the quality of *JRP* articles even further. We will certainly be looking more closely at the power of studies that are submitted to *JRP*, but we will also be considering ways to encourage replications and data sharing among authors who submit to the journal. These discussions are ongoing, and we will provide more details as they progress.

As is usually the case, there have been some transitions in the editorial team. Both Oliver Schultheiss and Uli Schimmack have decided not to continue as Associate Editors in 2013, and we thank them very much for their excellent service to the journal. We are also excited to announce that Kate McLean from Western Washington University and Colin DeYoung from the University of Minnesota will be joining the editorial team starting in January of 2013. The 2013 editorial team consists of Brent Donnellan as Senior Associate Editor and Phebe Cramer, Colin DeYoung, Kate McLean, Jennifer Tackett, and Simine Vazire as Associate Editors.

On a final note, I again want to remind authors to consider submitting papers to JRP under the streamlined review process. Papers that have previously been submitted to APA or APS journals can be resubmitted to

JRP with the original reviews and a response letter. We will consider these reviews and can usually make a decision about the acceptability of the paper for publication without sending the paper out for additional review. This shortens the review process considerably (and has the additional benefit of reducing reviewer burden), and streamlined papers often receive decisions within a few days. This is an innovative and efficient mechanism, and we encourage more authors to take advantage of it.

So thanks again to everyone who has submitted to *JRP* or reviewed for us. We're all looking forward to another great year in 2013.

SPPS Editor's Report

Allen McConnell

I wanted to provide an update on *Social Psychological and Personality Science*, which just began publishing its fourth volume in January. Our new editorial team has been handling manuscript submissions since July 2012, and we encourage researchers from all areas of psychology, including those who study personality and individual differences, to consider *SPPS* as an outlet to publish their work.

As you probably know, *SPPS* is a special outlet for a number of reasons. First, it only publishes short report papers (5000 words or less), and its mission is to get innovative, groundbreaking, impactful work into the scientific conversation quickly. Also, the journal is unique in that it is published for the Association for Research in Personality (ARP), the European Association of Social Psychology (EASP), the Society of Experimental Social Psychology (SESP), the Society for Personality and Social Psychology (SPSP), and it is co-sponsored by the Asian Association of Social Psychology (AASP) and the Society of Australasian Social Psychologists (SASP). No other journal in our field enjoys such diverse support from our leading research organizations. Indeed, more than 7000 scholars in social and personality psychology throughout the world receive complimentary subscriptions to the journal, which means papers published in *SPPS* enjoy a large, interdisciplinary audience.

In addition to having a broad, international readership, *SPPS* furnishes valuable, to-the-point editorial feedback in a timely fashion to authors. In fact, during our first six months of handling submissions, the average time from author submission to editorial decision has been 38 days. Part of our ability to provide fast turn-around comes from encouraging reviewers to focus only on central issues in their commentary. Also, we desk-reject papers where, in our judgment, positive reviews are highly unlikely. At present, we are rejecting 23% of submissions without soliciting reviews, and this increase in our desk rejection rate is coming from papers that, historically, were rejected with reviews in the past. Our ability to be agile relies on a balance of judicious desk rejections and providing authors with direct, focused feedback on their work from expert reviewers, which helps us manage the more than 700 manuscript submissions we receive each year (more than 500 of which are brand new papers).

By any measure, *SPPS* is an unqualified success. Since its inception, the journal has received nearly 2000 submissions and published more than 250 papers in print with more already accepted and available on-line. Historically, the acceptance rate for the journal is 17%. Although the journal has not yet received an impact factor score from Thomson Reuters's *Journal Citation Reports* (it usually takes a few years for even the most successful journals to do this), preliminary benchmark data suggest that *SPPS* will compare quite favorably to many of our leading journals.

For researchers who study personality and individual differences, *SPPS* is an excellent outlet to consider for publishing research. First, *SPPS* is an official publication of ARP and SPSP, and thus, personality and individual difference papers published in *SPPS* will be widely disseminated to like-minded scholars. Second, because *SPPS* is affiliated with our other leading research associations throughout the world, *SPPS* is an especially attractive outlet for research that extends personality and individual difference research into new areas, such as social cognition, group decision making, the self, intergroup relations, emotions, and judgment and decision making (just to name a few). As someone whose own training was in classical social cognition, I know that some of my most satisfying recent work has married the study of mechanism and process (e.g., self-concept representation, impression formation, the experience of affect) with important personality and individual difference phenomena (e.g., Five-Factor Model of personality, implicit theories, attachment style). *SPPS* is well positioned to publish work that truly is interdisciplinary and integrative, and we encourage researchers to consider this as one of the attractive features of the journal (though to be clear, we are interested in publishing mainstream personality and individual difference research as well).

While discussing issues of special interest to readers of this newsletter, I would like to note that we have an explicit policy to not publish scale validation papers. In our view, 5000 words is simply not enough space to adequately validate a new scale (e.g., structural studies; replications with multiple samples; tests of discriminant, convergent, content, and criterion validity), and this is a perspective that was shared by the previous editorial team (and has now been explicitly inculcated into our team's editorial policy). We understand that scale validation is important, but the constraints of *SPPS* make it too difficult to do well in

5000 words or less. Accordingly, scale validation papers will be desk rejected and authors will be encouraged to seek more suitable journals.

If you believe *SPPS* is an appropriate outlet, we encourage you to submit your research to the journal. A quick scan of our editorial team should give you great confidence that thoughtful, well-trained scholars will handle your work. Further, the editorial board is composed of leading researchers in the field, and thus, our editors have a great pool of talent to draw upon for reviews. I would also encourage all interested individuals to read our team's editorial policy (McConnell, 2013), which appears at the beginning of the January 2013 issue of *SPPS*. We discuss a number of pertinent issues, such as our views on replication, covariates in data analyses, mediational and path analyses, and that we take the 5000 word limit seriously (i.e., we really will send your paper back without review if it's too long)!

Before closing, I wish to acknowledge how remarkable, inspiring, and humbling it is to be Editor in Chief of *SPPS*. As I noted in my editorial, I am reminded each day that our field is a wonderful collection of thoughtful, creative, and passionate scholars who all work in an interdependent fashion. We rely on each other for theory and findings, we provide important feedback and critiques that improve our work, and we serve each other in many roles (e.g., authors, reviewers, editors). Recent events have shown us that when we disrespect this interdependence, we all (individually and collectively) suffer. It is especially fitting that social and personality psychologists are in a position to truly appreciate the importance of these lessons, and this perspective guides us in our work each day.

Finally, I wish to acknowledge and thank my excellent editorial team: Shira Gabriel, Rob Holland, Kurt Hugenberg, Dan Molden, Simone Schnall, Yuichi Shoda, Pamela Smith, Gerben Van Kleef, and Simine Vazire. They work tirelessly and thoughtfully on each manuscript that we receive, and they provide sound feedback and guidance that helps to improve individual papers and our field as a whole. I also benefit from the excellent support provided by the Consortium of Social and Personality Psychology (chaired by Carsten de Dreu, with ARP representation provided by Lynne Cooper). We are also fortunate to have a very excellent team of professionals at Sage Publication who do great work behind the scenes. And finally, I wish to express my gratitude to scholars like you who fill our journal pages with research and provide critical feedback to our submitting authors through your thoughtful reviews. I trust that our editorial team will continue to ensure that you view *SPPS* as an outlet worthy of your work.

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Personality Blogger's Roundtable

Brent Roberts, Brent Donnellan, and Sanjay Srivastava

We *P* editors were curious about this new blogging trend, so we contacted a few personality science bloggers—Brent Roberts of PIG-IE, Brent Donnellan of The Trait-State Continuum, and Sanjay Srivastava of The Hardest Science—and asked them some of our burning questions about why and how they blog. If you're a fan of their blogs, you'll want to check out ARP's new Personality Meta-Blog, which aggregates blogs about personality science. And if you have a blog that you'd like the meta-blog to add, let us know by emailing personalitymetablog@gmail.com.

P: What got you started blogging?

Roberts: Daryl Bem. Well, really Daryl Bem and our reading group: Personality Interest Group—Including Espresso (PIG-IE). I started a web site for PIG-IE to make it easier to distribute readings and in the hope that interested parties would comment on readings and speakers.[1] We read a preprint of Bem's now infamous ESP JPSP article and had a rather stimulating discussion. In fact, like most of social and personality psychologists on the topic of Bem's paper, we had several stimulating discussions. What got caught in my craw and finally pushed me into the "blogging" role was the fact that our discussion did not center on how embarrassing it was for JPSP to publish a paper on ESP or how crazy the editors must have been. No, our group had come to the conclusion that the paper was a tour de force of typical methods in social and personality psychology. The editors had no choice but to accept Bem's article because to reject Bem's ESP paper would be to reject, well, all JPSP papers. There was a clear sense of "mission control, we've got a problem" in the PIG-IE group that was not being articulated in any of the discussions we were privy to.

So, one of the first true blog posts for the PIG-IE site was our vain attempt at a clarion call for change. This first post is a great lesson in blog posting. That is, if no one follows your blog, no one reads your posts. No one read our post. So, 9 months later I reposted it as a piece in last year's edition of P. Then, people read it. Blogging is a great way of assessing your lack of relevance.

Donnellan: This is kind of embarrassing to admit. My blog was an outgrowth of a post-tenure malaise that was partially stimulated by the recent methodological issues and events of 2011 to the present.[2]

I knew that used to be excited about research and even inspired by the process of asking questions and analyzing data. This motivation and sense of excitement were fading as I became more cynical about the field. Perhaps such changes are a natural consequence of maturation. However, I felt I needed to do a few new things to feel productive and to get my career on a track that can sustain me for the next 25 years. Blogging was one of those things.

I thought writing an occasional blog entry would force me to express some ideas that I happen to think are interesting. The whole thing is admittedly solipsistic but I usually find the process of writing an entry energizing.

Srivastava: I think what got me started was reading academic blogs that I found interesting, and realizing that they were speaking to a gap in academic discourse. Traditionally, there were journals where everything was peer reviewed and high-stakes and slow, and there were informal and often private conversations that took place over email or in hotel bars at conferences. But there was nothing in between. And I realized that from time to time I had things I wanted to express in that middle ground. So in early 2009 I got a WordPress account and started putting stuff up there. At first I didn't tell anybody—put up a handful of posts and had zero readers, because I was just trying to decide if this was something I really wanted to do, and I wanted to see how my writing would come out if I wasn't worried about who would see it. After I got over my hang-ups, I think I posted a link on Facebook to see how my friends would react to a post—and then the cat was out of the bag.

P: What blogs do you read regularly, and what do you get out of reading them?

Roberts: I read blogs like I read research literature. I'm very utilitarian. If it is interesting or relevant to what I am currently doing, I read it. Therefore, I don't read blogs regularly, but rely on smart, motivated colleagues, like Sanjay Srivastava and Brent Donnellan to point out what blogs I should read.

Donnellan: I like reading Sanjay's blog and the entries by Brent and the crew at UIUC. I also like the Language Log and blogs by Andrew Gelman and Robert Kurzban. I think Nate Silver's blog is great.

I occasionally learn about papers from reading blog entries. Mostly, however, I try to get excited about ideas and research. I see reading blogs as kind of a warm-up lap before doing my own work.

Srivastava: I enjoy reading Andrew Gelman's blog, which covers some topics I'm interested in (like multilevel modeling and causal inference) in a way that's both informative and good reading. Gelman also contributes to The Monkey Cage, which is a pretty amazing bridge between academic political science and public political discourse and which I think could be a model for other fields.

Tal Yarkoni is also a very smart guy with an insightful and often funny take on a lot of things – for example, after Daryl Bem's Psi paper came out he wrote a terrific analysis that anticipated so much of what's been in our field's discussion of false positives and replicability for the last 2 years.

Cedar's Digest by Cedar Riener and Daniel Willingham's blog are also both great blogs. And of courses the Brents— Brent Donnellan's Trait-State Continuum, and Brent Roberts's PIG-IE blog.

P: Why blog? What is unique about blogging? What's appealing about that format in particular? Who should blog (and who shouldn't)?

Roberts: You blog because you have something to say. Blogging is unique from our typical publications because there is no oversight. I refer to it as "poorly edited, non-peer reviewed, periodic bloviating." That is exactly why it is appealing. There is no oversight. If you have something to say, then blog away. That said, don't be surprised or upset if no one reads it.

Donnellan: I like having an outlet for writing quick reflections about research and research methods. It is also nice to have a little space to grind the axes I want to grind (e.g., small sample sizes in papers published in *Psychological Science*). I write the vast majority of my papers and chapters with co-authors so it is liberating to have a forum where I can be as nasty (or as nice) as I want to be. So Brent's take about the lack of oversight is definitely one of the appealing things about blogging. I also like the immediacy of getting something off of my chest and then being done with it. So much of what we do in this job involves sizable time lags. We submit papers and proposals and then wait months for feedback. At that point, we have to respond or process the rejection. Blogging is a refreshing change of pace from that pattern.

Besides the lack of oversight and the immediacy, I think the possibility of a give- and- take in the form of comments is appealing. There is the potential for learning something new. This is actually rare in practice (at least in my limited experience) but that possibility is exciting.

I think anyone should blog who wants to do it. But there are consequences that come from the freedom and immediacy of blogging. There have been a few times when I worried that I crossed one of those unwritten lines. However, I ultimately subscribe to the romantic ideal that one figures out the location of boundaries by occasionally crossing them. Plus, few people read my blog anyways!

Indeed, I do not think anyone who does this should expect a big audience. Having regular readers is not a primary concern of mine— I started doing this so I will not end up muttering to myself on the streets of East Lansing in a few years. Truth be told, I still worry this will happen anyways.

Srivastava: As I mentioned above, I think traditional forms of academic discourse leave a lot of gaps. Journals are slow, high-stakes, and heavily filtered by the peer review process— sometimes for better, sometimes for worse. And pretty much everything else in the traditional realm is private (things like anonymous peer reviews or informal conversations). Blogging lets you react to things quickly, it lets you write shorter and less formal pieces, it lets you take risks, and it lets you write for a variety of purposes— like to express personal opinions, to share critiques, to ask questions, or to respond to current events.

I hope more academic psychologists start experimenting with blogging, and especially with blogging for each other. There are plenty of blogs where psychologists speak to the general public— Psychology Today has a huge number of blogs like that. But I would like to see us use blogs more to engage with one another— to share criticisms, insights, ideas about where the field needs to go.

P: How do you decide what to blog about? How do you decide if/when to censor yourself?

Roberts: I've taken to using blogs for materials that would normally not be written about in scientific outlets that pertain to how our guild and/or science works—the unwritten rules of our little enterprise. I've always perceived that this information—what we are looking for in grad students, how we actually conduct science, tips for writing—to be incredibly important for success, but to be hidden from the broader audience because it was something discussed in lab meetings or whispered in the back of the room at conferences. I see blogging on these topics as a way of democratizing our institutional knowledge so that more people can benefit from it. I also see some of the unwritten rules as our Achilles heel (e.g., poor research methods).

Donnellan: I try to pick topics that relate to my own research interests but would not normally fit into a conventional paper. Sometimes I just want to express some disdain about an underpowered study or rant about something stupid. Other times I want to think more carefully about a methodological issue. I am still working on the whole self-censorship thing.

Srivastava: I decided early on that I was not going to try to create some kind of mission statement or goal for what I'd blog about or how often I'd blog. And I have stuck with that. I guess you could say I blog from the gut— I just write blog posts when I have the impulse to. It comes and goes— sometimes I'll fire off a post a day for several days, other times I might go a month between posts.

I don't think I have ever censored myself per se, but sometimes it is a challenge to write in the short and informal format of a blog while satisfying my inner perfectionist that wants every idea to be worked over thoroughly. So if I feel like I have gone too far in one direction or the other, I might set a draft aside without posting it.

Over time, I think I have gravitated toward writing about a lot of inside-baseball things related to how our field works— things like research methods, professional practice, and ethics. I wrote a post on how to get through an academic job interview that has gotten a lot of hits. I have also occasionally written on research that I have found interesting and that I thought more people should know about— things like the Pashler, McDaniel, Rohrer, and Bjork (2008) review of learning styles research, or James Heckman's research on early childhood interventions and personality change.

The all-time most popular post on my site, though, is a guest post written by Brent Roberts titledWhat the Heck is Research Anyway? It started as a letter he wrote to a family member explaining what he does for a living. I put it up right before Christmas break, and it went kind of viral— I think a lot of academics posted it on their Facebook pages and asked family members to please read it.

P: Who is your audience?

Roberts: Mostly other scientists, but it could be anyone. For example, one of my most "successful"[3] blog posts was actually a letter I wrote to my extended family about what research is. Humorously, my family was entirely indifferent to it. The broader community of researchers and families seemed to like it, though I suspect it was mostly other researchers feeling some small amount of validation from the content therein.

That is another cautionary tale about blogging. Successful blogging is a bit like news channels like Fox and MSNBC. You tend to be most successful when screaming loudly into the echo chamber.

Donnellan: Me!?! But I also hope other researchers with similar interests and viewpoints occasionally read my blog. I would even like some constructive pushback from parties with different perspectives.

P: How do you think blogging could/will change our field?

Roberts: I don't think it will change much. Currently, blogs seem to come in three types: Rants, news feeds, and attempts at education. Rants are great because they let people rip on the system, but they do little more than provide a venue for venting one's spleen. News feeds are great for keeping up with science or rants. Attempts at education are great, but won't revolutionize our science.

We still establish status through formal, peer- reviewed publications and I can't see that institution being replaced with everyone's personal blog. That said, I'd love to see personality psychology move to a more open system like arxiv.org where all papers are uploaded and available, peer reviewed, post-peer reviewed, and eventually anointed with formal publication when they have been deemed good enough by the masses

of scholars associated with those respective guilds and journals. It is a much more democratic process than we currently use. If blogging moves us in that direction, then huzzah!

Donnellan: I do not think blogging will replace traditional peer review or any of the other practices and rituals of our field. However, I hope that blogging makes post-publication more common and more public. Marcus and Oransky (2011) made the point that the published paper is not sacred (these individuals started the Retraction Watch site). I agree and I think the field needs to do a better job of taking this mantra seriously.

So I think blogging could improve our science if it is used to provide a more visible and active post-publication review. The possibility of some back and forth between authors and critics might even generate something constructive for the field. If this kind of thing happened more regularly, then science journalists could wait to see what happens with post-publication review before covering a paper. They might even be able to cover the post-publication review in their articles for the general public. Thus, if I want to be a total idealist, blogs could make healthy scientific skepticism and the constructive criticism of research more transparent. I think that would benefit the public and the field.

Srivastava: I think it is already starting to. Quite a lot of the recent conversation about fraud, questionable research practices, replicability, etc. has taken place on blogs. Journal articles have been part of that too, but we cannot rely on something that slow and that filtered as our only way of communicating about these issues. So I think blogs have a great deal of promise in helping us make our science better.

I also hope more people use blogs as a way to comment and critique each other's work. I have never believed that single studies are definitive about anything, but highly selective journals create a big incentive for people to sell their studies' strengths and cover up their weaknesses. We need a place where people can probe each others' ideas, disagree with each other constructively, and hash things out. There is a lot of talk about post-publication peer review as a new development in science discourse. Maybe some day that will be better integrated into our journals, but in the meantime there is nothing stopping anybody from getting a free blog account and sharing their thoughts with the world.

[1] The latter has been an outright failure. No-one really wants to comment on a paper or speaker in a public forum, especially students.

[2] For example, the publication of the infamous Bem paper, the increased attention to researcher degrees of freedom, the uncovering of a few fraudsters, and the recognition that magic seems to be in play when considering many of the multi-study packages that appear in our flagship journals.
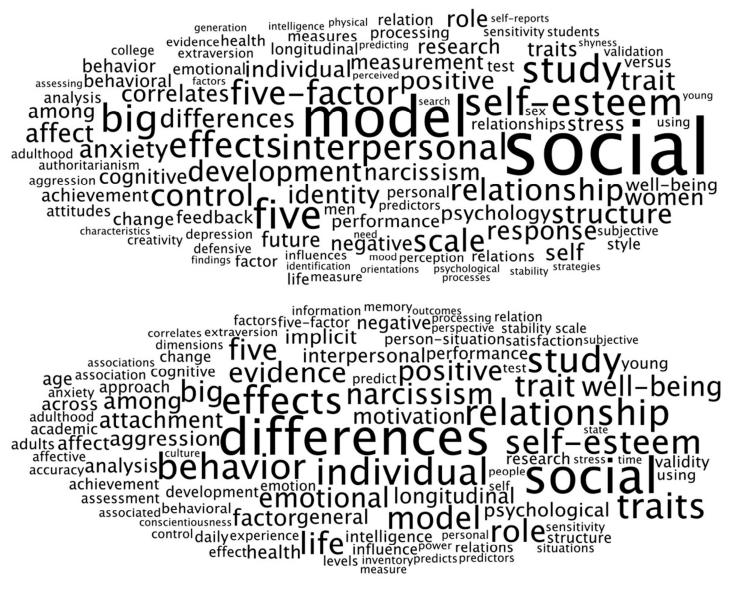
[3] Success in this case meaning more than 10 people read it.

"Personality" Rises to the Top: 40 Years of *JRP* Titles, 1973–2012

Gregory Webster

How can we learn about trends in personality research over the past 40 years? One way is to examine the article titles that authors choose . To this end, I examined the title words of every article published in ARP's flagship journal, the *Journal of Research in Personality* (*JRP*), from its inaugural issue in 1973 to its December 2012 issue (21,900 title words for 1,954 articles). I obtained *JRP*'s title data using my university's online subscription to Thomson Reuters' Web of Knowledge database (http://wokinfo.com). I then grouped the 40 years of data into four decades and made word clouds (Figure 1) for each decade using Wordle (http://wordle.net). Each word cloud shows the top 100 title words for its respective decade, with word sizes proportional to word frequency (larger size = higher frequency).

Figure 1. Title word frequency clouds (created using Wordle.net; 100-word limit) for all articles published in the *Journal of Research in Personality* in the four decades from 1973 to 2012. The decades are ordered from earliest (1973–1982, top) to most recent (2003–2012, bottom). Word size is proportionate to word frequency, with larger words being more frequent. The bottom two word clouds exclude the word "Personality", so that it is easier to see other words.

Table 1 shows the top 20 title words for each decade, along with their ranks and per-article percentages. Between *JRP*'s first (1973–1982) and fourth (2003–2012) decades, "Personality" grew from appearing in 6.2% of titles to 31.7% (+409%). Implying increased integration between social and personality psychology, "Social" grew from 3.8% to 6.5% (+70%). Perhaps echoing psychology's (unfortunate) shift away from studying actual behavior (see Baumeister, Vohs, & Funder, 2007), "Behavior" decreased from 6.7% to 4.7% (-29%). The emergence of the Big Five or Five-Factor Model of personality in the late 1980s and early 1990s became apparent between *JRP*'s second and third decades, when the words "Big," "Five," "Five-Factor," and "Model" each debuted among the top 10 title words. Between the second and fourth decades of *JRP*, some personality psychologists also appeared to embrace the scientific study of the self, as "Self-Esteem" increased from 2.5% to 4.6% (+85%). "Aggression" abated between *JRP*'s first and second decades, from 7.7% to 2.8% (-64%)—and was absent from the top 20 words in subsequent decades—perhaps reflecting aggression research's gradual decline since its zenith in the 1970s.

1973–1982 (418 articles)			1983–1992 (361 articles)			1993–2002 (329 articles)			2003–2012 (846 articles)		
Rank	Title word	%	Rank	Title word	%	Rank	Title word	%	Rank	Title word	%
1.0	Effects	16.0	1.0	Effects	11.9	1.0	Personality	28.3	1.0	Personality	31.7
2.0	Aggression	7.7	2.0	Behavior	9.1	2.0	Social	9.1	2.0	Differences	6.9
3.0	Control	7.2	3.0	Personality	8.0	3.0	Model	6.7	3.0	Social	6.5
4.0	Behavior	6.7	4.0	Anxiety	6.9	4.0	Five	4.9	4.0	Effects	5.1
5.0	Personality	6.2	5.0	Social	6.4	6.0	Study	4.6	5.0	Individual	5.0
6.0	Function	5.7	6.0	Type-A	6.1	6.0	Big	4.6	7.0	Traits	4.8
7.0	Locus	5.3	7.0	Control	5.8	6.0	Self-Esteem	4.6	7.0	Relationship	4.8
8.0	Anxiety	4.8	8.0	Differences	3.6	8.5	Effects	4.3	7.0	Study	4.8
9.0	Memory	4.5	10.0	Information	3.3	8.5	Interpersonal	4.3	9.0	Behavior	4.7
10.5	Arousal	4.3	10.0	Cognitive	3.3	10.0	Five-Factor	4.0	10.0	Self-Esteem	4.6
10.5	Attraction	4.3	10.0	Effect	3.3	12.0	Control	3.6	11.0	Model	4.3
12.5	Response	3.8	12.0	Relationships	3.0	12.0	Scale	3.6	13.0	Role	4.1
12.5	Social	3.8	14.0	Locus	2.8	12.0	Relationship	3.6	13.0	Trait	4.1
14.5	Attributions	3.6	14.0	Aggression	2.8	15.0	Development	3.3	13.0	Life	4.1
14.5	Interpersonal	3.6	14.0	Relationship	2.8	15.0	Trait	3.3	16.0	Big	3.9
16.0	Individual-Differences	3.3	16.0	Pattern	2.5	15.0	Structure	3.3	16.0	Five	3.9
18.5	Success	3.1	20.5	Role	2.5	19.0	Identity	3.0	16.0	Narcissism	3.9
18.5	Information	3.1	20.5	Coping	2.5	19.0	Response	3.0	18.5	Positive	3.8
18.5	Trait	3.1	20.5	Time	2.5	19.0	Anxiety	3.0	18.5	Evidence	3.8
18.5	Sex	3.1	20.5	Depression	2.5	19.0	Positive	3.0	20.5	Well-Being	3.7
			20.5	Test	2.5	19.0	Affect	3.0	20.5	Emotional	3.7
			20.5	Self-Esteem	2.5						
			20.5	Scale	2.5						
			20.5	Gender	2.5						
			20.5	Stress	2.5						

Table 1. Top 20 title words per article in the *Journal of Research in Personality* by decade, 1973–2012.

Overall, these *JRP* title word frequency analyses suggest both change and consistency in the topics studied by personality psychologists over time. Some words, such as "trait," were fairly stable , whereas others, such as "personality," grew surprisingly in frequency. For similar title word analyses of SPSP poster titles, see Webster and Nichols (2009). For a comparison with evolutionary psychology, see Webster, Jonason, and Schember (2009).

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Does Personality Really Predict Job Performance, and How Can We Tell?

Wendell Williams

As a scientist/practitioner, I see organizations using personality tests every day to make hiring and promotion decisions. But do they really predict what they promise? Personality and performance research continues to show a wide variety of results, from a time when personality instruments were limited to clinical applications and scientists hand-calculated statistics, to a period in the mid '50's when personality and job performance results were so inconsistent that some folks concluded using personality to make hiring decisions was akin to a parlor game. We don't do stats the old fashioned way anymore, but modern day meta-analytic studies, the continued use of psychometrically unsound tests, and weak performance criteria still obscure the true predictive validity of personality traits.

I believe five persistent problems plague studies attempting to correlate personality scores with job performance: (1) flawed dependent criteria, (2) failure of an instrument to meet professional test standards, (3) measuring non-job related traits, (4) confusing differences between people with differences in predicting performance, and (5) self-reporting error.

Performance Fog

It is often difficult to convince human resource departments to validate tests used to make hiring and promotion decisions. Professional HR associations don't help the issue by over-emphasizing the administrative side of HR and underestimating (or totally misunderstanding) the benefits of best-practice multi-trait/multi-method hiring/promotion systems.

When we enter this hodge-podge environment to conduct research, there is seldom any trustworthy performance criteria available. Instead, we often are limited to working with manager opinions, performance appraisal data, or some other indirect measure of productivity that forces us to statistically tease out confounding variance. Since final job performance is the result of many prior factors (planning, analysis, market forces, and so forth) it's easy to mask the contributions that personality traits, along with knowledge, skills, and abilities (KSAs), make to the job performance equation:

$$(KSAs + Associated\ Traits) + (Expected\ Results) + (Uncontrollable\ Factors) = Performance$$

Wrong Tests

The 1999 APA *Standards for Educational and Psychological Testing* was a joint effort between three well-respected professional associations to define professional test development criteria. One would think an investigator would ensure their test conformed to these recommendations before beginning research. But often researchers and lay people choose trait and preference tests that fall far short of established standard for sound theory, validity, and reliability.

For example, some researchers continue to use tests developed when personality psychology was in its infancy, or based on theories proposed by long-deceased icons. Somehow tests like these are perceived as more robust and appropriate than ones we have available today. A quick review of such instruments using *Tests in Print*, the *Mental Measurements Yearbook*, the 1999 APA*Standards for Educational and Psychological Testing*, the 1978 *Uniform Guidelines on Employee Selection*, and the Americans with Disabilities Act makes it exceptionally clear why tests like these should not be a part of employee selection or promotion validity research.

Not Job-Related

Validity studies using Big Five personality models often show less than enlightening results. Although Robert Hogan and others have highlighted the damaging effects of Dark Triad personality dimensions (narcissism, machiavellianism, and self-enhancement), especially among management, some researchers consistently default to using broad-based tests of normal human performance. Coupling scores from technologically dated instruments with fuzzy performance criteria, and examining the results for statistically significant relationships without having clear ideas of job-specific relevance does not advance the legitimacy of personality effects on job performance.

If broad-based instruments are not sufficiently error-prone to warrant caution, I have encountered more than one test vendor who "validates" personality scores by dividing performers into "high" and "low" productivity groups, administering a test that does not meet the APA *Standards*, and comparing the group averages. The facts that correlation does not imply causation, restriction of range minimizes statistical differences in performance, performance criteria are subjective, group-level data cannot be used to make assumptions about individuals, and personality is a precursor (not a result) of performance does not seem to bother them. Sadly, vendors who believe this is scientific can sometimes convince clients to purchase their test licenses.

People vs. Performance

Aside from the first three problems, business people tend to borrow tests that they have taken and enjoyed during a testing workshop. If, for example, they attend a test vendor's workshop and are impressed by the accuracy of affirmatively answering several questions about being extraverted and then receiving feedback that they are highly extraverted, they may conclude that this same test should be used for hiring or promotion. Without a thorough discussion, it's exceptionally difficult to explain how and why hiring many people with similar personality profiles can be disruptive, and why personality traits discussed in testing workshops are often different from traits that affect performance in a particular job.

For example, I once visited a truck assembly plant that had only hired highly agreeable people. Within a few months, this hiring policy had helped create an unproductive environment in which workers would not call a meeting unless everyone could attend, would not make decision until everyone agreed, and would not confront others about quality problems. Rather than addressing this issue by implementing a job analysis-based hiring test, HR decided to purchase another sub-standard test as the solution.

True Scores

There seems to be a tendency to assume that personality scores are perfectly valid and stable. Deniz Ones and others argue that their meta-analytic studies show personality tests are somewhat immune to faking; however, in my own work, applicants almost always attempt to better present themselves than incumbent job holders. Even with embedded social desirability scales, one can never be assured if the candidate is job-matching, faking good, being realistic, or being delusional. Unstable independent variable scores gathered from self-descriptive instruments make personality scores a moving target.

Overcoming Obstacles

How can we address these persistent problems with efforts to predict job performance from personality traits? While many researchers use broad-brush personality tests as casting-nets for correlates, using personality traits to predict objective job performance is considerably more complex than one might imagine. Some personality factors might only be observed on the job, or contribute in unexpected ways that only job content experts—such as current workers and their immediate managers—could identify or explain.

Therefore, future investigations might begin with thoroughly understanding the job using structured discussions with current workers and managers. When selecting content experts, one should pay particular attention to interviewing people who can clearly articulate what is expected and how it is accomplished. In my experience, the best sources of data are slightly above average performers, because top performers tend to operate on automatic pilot and take important steps for granted.

The key outcome of these discussions would be a list of measurable performance dimensions and their associated personality traits. Since is not unusual for job-holders and managers to discuss *what* is produced in the job, as opposed to *how*, the analyst must be able to tease out specific KSAs and pursue the discussion until unique personality factors associated with each KSA are clearly identified and understood. This list is critical because it will later become the dependent criteria for the study. I suggest putting particular emphasis on measurable dimensions of job performance that are specific, actionable, realistic, and time bound.

Next, a specific personality instrument should be carefully chosen based on conformance with the APA *Standards*, the *Uniform Guidelines on Employee Selection*, the provisions of the Americans with Disabilities Act, and comments published in respected academic-level test reviews. The analyst should also pay special attention to the inventory's sub-scales and items that seem relevant to the job performance

domains identified during the investigation. While all of this might seem like overkill, it ensures robust measurement based on job requirements and business necessity.

After collecting personality data, the analyst should return to the client site and conduct performance reviews by again meeting with job content experts. The content of these meetings should include discussing definitions of the job performance aspects being rated, discussing performance results to get clarity and agreement, and determining final performance scores for each employee participating in the study.

Finally, the analyst can use the data to test their hypotheses about how specific personality traits predict specific aspects of job performance. Following this protocol should help ensure job relevance and business necessity, clearly identify the performance criteria, select the proper instrument for the investigation based on theory, reliability, and validity, ensure that job performance raters understand the dependent criteria, and ultimately advance our knowledge of how personality traits contribute to job performance.

Teaching Personality

Teaching Personality is a regular feature of *P* that encourages ARP members to share their ideas for teaching students—undergraduate or graduate—about personality theory and research. If you have an activity or assignment that you'd like to share, please let us know! Email a description of your assignment or activity to arpnewsletter@gmail.com. Include a title, the type of course in which you use it (e.g., personality lecture course, advanced seminar), a description, and any supporting materials (e.g., handouts or lecture slides). We'll share a few ideas in each future issue.

Personality at the Zoo

Contributed by Jennifer Lodi-Smith

I am lucky to work about a mile from our local zoo. We have several classes that work closely with the zoo on a variety of projects, so I took advantage of this in my undergraduate personality psychology class. Called the " Zoo Field Trip" for lack of a better name, we read Uher and Asendorpf (2008) and then use both bottom-up and top-down approaches to rating animal personality. In the bottom up approach, students choose an animal, observe its behavior and create categories for the behaviors observed. Then, using a more top-down approach, they independently try to categorize the animal on each of the Big Five traits . They compare the two approaches to see where each works and doesn' t work for their individual animal, and then write a short essay (typically 3-4 pages) about each of their tasks, as well as what they observed and learned . We get free admission to the zoo, and the students seem to really love the project and learn a lot from it.

Comparing Self versus Observer Ratings of Personality

Contributed by Jennifer Fayard

To introduce the topic of self versus observer ratings of personality, I have my students complete the Ten Item Personality Inventory (TIPI; Gosling, Rentfrow, & Swann, 20013; seehttp://homepage.psy.utexas.edu/homepage/faculty/gosling/scales_we.htm) in class. I give them another copy and instruct them to have someone else rate their personality using the TIPI as well. Then the students are asked to compare their self ratings with their friends' ratings and reflect on why they see similarities or differences. It is a simple assignment, but students usually find it very interesting, as they have often never thought of the fact that others might see them differently from the way they see themselves.

Fiscal Riskiness as an Expression of Sexual Selection

Contributed by Bernardo Carducci

The purpose of this teaching activity is to provide instructors with a self-contained teaching module, including lecture material, an in-class activity, suggestions for in-class discussion, and supporting references, on the topic of gender differences in fiscal allocation based on the evolutionary principle of sexual selection. After defining and discussing the characteristic features associated with sexual-selection fiscal behavior (see pp. 2-3), instructors can introduce this in-class activity designed to provide students with an opportunity to examine and compare their fiscal risk-allocation tendencies . This activity involves students completing a modified version of the fiscal risk survey employed by Betz, O'Connell, and Shepard (1989).

Start this activity by distributing two copies of the "Risky Business" handout (see pp. 3-4) to each student. Students should be instructed to complete each of the two forms with the same responses, fold one copy of the form in half, and pass it to the instructor. After all of the forms are collected, they should be mixed up and redistributed to the class for the purpose of comparing the results of the entire class. Depending on the amount of time the instructor wishes to devote to this activity, a comparison of the results for each item can be made by asking the following questions and recording the responses:

1. *Estimates of Fiscal Risk*: Before assessing the class' responses to each item, ask the students to *estimate* what percentage of the class they believe said "yes" or "no" to each item. Do the same before assessing the percentage of males and females who said "yes" or "no" to each item.

2. *Assessing Actual Fiscal Risk of the Class:* Ask the students to indicate by raising their hand if the person's form they received said "yes" or "no" to a particular item.

3. *Assessing Gender Differences in Fiscal Risk:* Ask the students to indicate by raising their hand if the person's form they received was a male or female. Then ask them to keep their hand raised if the male's or female's form they received said "yes" to a willingness to engage in the particular item.

Instructors can supplement this lecture information and in-class activity by generating some in-class discussion. Here are some possible points of discussion:

- How well were the students able to estimate the behavioral risk of their classmates?

- To what extent did the results for the class replicate the results obtained by Betz, O'Connell, and Shepard (1989)? Did the gender difference increase as the behavioral risk increased?

- By a show of hands, ask the students to indicate if they were, in general, more, less, or similar in their degree of risk taking to the other students in the class. Now, repeat this question separately for the males and females in the class.

This document provides more information, including a copy of the "Risky Business" survey, as well as lecture material and supporting references.

Commentary: Personality Psychology Has a Serious Problem (and So Do Many Other Areas of Psychology)

In the previous issue of *P*, we published a feature article by Brent Roberts, entitled "Personality Psychology Has a Serious Problem (and So Do Many Other Areas of Psychology)," which addressed the issue of scientific integrity in personality research. We invited reader responses, two of which are reprinted below.

PsychFileDrawer.org

Alex Holcombe and Hal Pashler

We agree wholeheartedly with your diagnosis of a major problem in publication practices in psychology. As you explain, any solution has to include a reduction in the systematic bias against publishing non-replications that now exists. Such a bias seems to be present in the editorial practices of all of the major psychology journals. In addition, discussions with colleagues lead us to believe that investigators themselves tend to lose interest in a phenomenon when they fail to replicate a result, partly because they know that publishing negative findings is likely to be difficult and writing the manuscript time-consuming. Given these biases, it seems inevitable that our literature and even our textbooks are filling with fascinating "findings" that lack validity.

To help address this problem, together with colleagues we have created a website that allows psychology researchers to post brief notices of replication attempts (whether successful or unsuccessful). In designing the website, PsychFileDrawer.org, we put a premium on making the submission process quick and easy, in recognition of the fact that the incentives for posting are modest. As of 5 January 2013, there are 22 postings reporting the results of replication attempts, and we hope readers of *P* will post studies from their file drawers and provide us with feedback regarding the site.

Introducing "Rigorous Papers"

John Rauthmann

I wholeheartedly agree with Brent Roberts' suggestions in "Personality Psychology Has a Serious Problem (and So Do Many Other Areas of Psychology)," where he proposed that journals should actively seek work that likely reports reproducible, robust, and generalizable findings. Replication of findings is the cornerstone of "hard science" that is aimed at accumulating a solid knowledge base. Also fundamental is *a priori and exactly planning* how a study will be conducted, thus avoiding some of the 10 problematic practices in current psychological research outlined by Brent Roberts. I thus see another path that journals could easily implement. Each journal issue could have a special section with so-called "Rigorous Papers" (RPs; maybe 1-3 papers per issue) that have undergone a, well, rigorous procedure prior to publishing. RPs in each issue would undergo six steps, from submitting a detailed research proposal to conducting a study exactly as specified in the proposal to publishing an RP paper based on a consequent path of research practice that was concretized a priori.

Step 1: Research Proposal

Authors prepare a detailed research proposal (including, but not limited to, theoretical background, significance of research, questions and hypotheses, time plan and/or tree/flow chart of processes within the study, estimates of power and effect size , sample considerations, measures and instruments, planned data analytical procedures, anticipated findings, significance and merits of research, limitations and possible problems during conduct, alternative paths during conduct of the study that may need to be taken, ethical issues, literature references, and any material to be used in the study[1]) of usually no more than 25 pages in length (excluding cover letter, title pages, tables, and supplemental material or any other appendixes). The authors send the research proposal to the journal editor, seeking approval to conduct a carefully designed study (or set of related studies) for a planned future project that will be published in the journal. If the proposal is rejected, the research may still be conducted but cannot be accepted as an RP.

Step 2: Review of the Research Proposal

If the proposal is evaluated positively by the editor, then it goes out to 2-3 peer-reviewers who will also evaluate it on several criteria (including, but not limited to, scientific merit, internal and external validity, soundness of methodology, likelihood of being conducted in the way presented, etc.). A positive evaluation

of the proposal means an "interim acceptance," that is, the research will very likely be published regardless of its results—under the conditions that (a) the study is conducted *exactly* as described in the proposal[2] and (b) the resultant paper is written in a style that conforms with APA and journal guidelines. The authors may need to adjust or modify their proposal according to the editor's and reviewers' suggestions. In this case, the decision is a "revise and resubmit," and the revised proposal may go out for review again (if the editor decides so). It is paramount that the research proposal is maximally sound.

Step 3: Conduct the Research EXACTLY as Planned

If the editorial decision is positive, the authors may conduct their proposed research exactly as outlined. Modifications are not encouraged, but if they (must) occur, they have to be justified.

Step 4: Paper Write-Up

The authors write their paper on the study regardless of the (significance or catchiness of) findings, as delineated in the research proposal, and submit it to the journal.

Step 5: Final Decision on the Paper

Usually, the editor would now be able to make an editorial decision. If they feel that they cannot do so, the paper may be sent out for review once more. This will most likely depend on the quality of the write-up (e.g., discussion and interpretation) and whether or not modifications to the original research plan were made.

Step 6: Publication

Once the editor has reached a final, positive decision on the manuscript, it can be published. The online supplemental material will have to include (a) the original research proposal (i.e., the revised version accepted by the editor), (b) all material used in the study, (c) all syntax for data analyses (if not already included in the original research proposal), and (d) the raw data matrix.

Benefits of "Rigorous Papers"

1. The research presented in RPs would conform more closely to scientific principles than research presented in most other papers because everything has been specified a priori.[3]

2. Despite at times posing more time, work, and effort, RPs would likely become more prestigious. RPs would be limited only to a certain amount per journal issue and their findings could be deemed more solid than other findings (as they are not based on any "bad science habits"). Authors, journals, and publishers (as well as, ultimately, all other people not in the field of academic psychology) would benefit.

3. Aiming for an RP can hone one's scientific skills and also be motivating. After all: The research is almost accepted for publication once the research proposal has been positively evaluated. This also puts off the pressure of "having to find significant/catchy results" because it is not a requirement for publication. The RP system actually rewards and values sound psychological science and good habits in conducting research.

4. Many of the problematic practices in psychological science outlined by Brent Roberts can be avoided, such as data churning, peeking, HARKing, data topiary, and betting against the house. The essence of an RP makes all of these practices obsolete. To add even more: Should the editor and reviewers wish it, the proposed research must also include one or even more replication studies in order to be publishable.

5. The RP system could be easily implemented into personality journals and would add to their prestige.

All of this is just a keen suggestion. But we can (and should) start somewhere. I can see how my proposal may be radical and even more costly at some points (especially for editors). However, sound and exact research should be worth it. The approaches outlined by Brent Roberts and me could guarantee more (if not full) disclosure and transparency in what we do in our research— which is just what we need to reinstate our standing as psychological *scientists*.

[1] I would even go as far as to include a variable list of all variables to be sampled (names and labels, explanations, rationale for and concrete use in the study, etc.) and also syntax for all data analyses

proposed at the end. This maximum disclosure and transparency gives editors and reviewers much more ground for approving or suggesting changes/amendments of a given research proposal.

[2] There may be unexpected issues and problems during the conduct of the research which make it necessary to depart from the original research plan. In this case, any modifications must be carefully protocolled, explained/justified in detail, and clearly denoted as such in the future manuscript. The resultant paper may be rejected at the discretion of the editor if it departs too far from the original research proposal. Alternatively, the editor may send the paper out again for review.

[3] Of course, there are some things that can hardly or not at all be specified beforehand, and sometimes it will be necessary to pursue different approaches within the research process. Research may be flexible and dynamic, but the flow of one's research can very well be planned with painstaking detail, exact timing and cut-off criteria, and mapped out on tree-like decision charts (with exact criteria for pursuing each branch). Not all research might be equally well suited for RPs, but a majority of papers would be.

The First World Conference on Personality

Boele De Raad

Next month (March 19 to 23, 2013), the first World Conference on Personality (including intelligence and individual differences) will take place in Stellenbosch, South Africa. This event should include a diverse representation of researchers from the many regions of the world. Most of us are used to attending conferences organized by ARP, ISSID, or EAPP, with each organization having its own market of interest. These conferences tend to attract mainly people from Europe and the US, with relatively little or no attendance from South American, African, and Austro-Asian countries. Since this World Conference depends on sufficient interest from these countries, it can be called a success already. Having the conference take place at an attractive venue and at a location outside of Europe and the US has apparently drawn more interest from many countries. It is not a dramatic change in terms of numbers, but considering the fact that many of these countries are still economically developing, it is a dramatic change in orientation. The effects are interesting. Researchers from those different regions often are in research domains with which people from the Western countries have less familiarity. Meeting those people offers great opportunities to broaden views, to widen interests, and to expand and strengthen research cooperation across the world.

This conference is not a one-time event; the second World Conference on Personality is planned to take place in Brazil, probably in 2016. First details on this will be provided at the conference in Stellenbosch.

A Personality Psychology Foundation has been established to formally support the conference. Our plan is to soon establish an association that people can join as members. Attendants to the Stellenbosch conference have the chance to become founding members of this association, and can in that capacity influence future events, such as the next conference in Brazil, and possibly other kinds of meetings and other forms of communicating research findings: the organizing committee of the Stellenbosch conference is currently discussing the possibility of an (open-access) journal, and we plan to continue this conversation with members of the new association.

The venue for the upcoming conference is magnificent. The Spier conference center is also a vineyard, set among many other vineyards just outside the city of Stellenbosch. Cape Town can be reached in 30 to 40 minutes and is a must for anyone visiting South Africa. There are great opportunities to make exciting trips to the other end of South Africa (to Kruger Park, for example), and also to nearby attractions.

The conference website (www.perpsy.org) provides details about the conference, about Spier, and about Cape Town. Approximately coinciding with the publication of this newsletter, the full program of the conference is now available on the website.

Welcome to the first World Conference on Personality!

The 2012 European Conference on Personality

Lisa Di Blas and Andrea Carnaghi

The 16th European Conference on Personality (ECP16) was held July 10-14, 2012, at the University of Trieste, Italy. The European Association of Personality organizes biannual ECP meetings in order to facilitate exchanges among personality psychology experts as well as to promote the scientific field among young students. As chairs of ECP16, we believe that the conference in Trieste fulfilled both aims. Many leading experts took part in the conference and an extraordinarily high number of emerging scholars presented their scientific contributions.

The conference counted 555 registered participants, from 46 countries all around the world. The program was particularly strong. Two pre-conference workshops, one on R (C. Caudek) and the other on mediation analysis via MPLUS (C. Barbaranelli), and a pre-conference symposium, "Cognitive Neuroscience on Personality Dynamics", opened the scientific event. Promoted by APS and chaired by D. Cervone, the pre-conference symposium was aimed at enhancing interdisciplinary scientific communication, and it hosted speakers from both the USA and Europe: A. Abraham, J.A. Bartz, A. D'Argembeau, and R. Cloninger. The Opening Ceremony of ECP16 started in the evening. After P. Romito briefly reviewed the revolutionary contributions of the influential psychiatrist F. Basaglia in Trieste, J. Asendorpf gave his Presidential Address, entitled "The Long Shadows of Early Personality".

ECP16 keynote speakers were distinguished scientists in different areas of personality psychology: V. Benet-Martinez, R. F. Baumeister, G.V. Caprara, T. Judge, B.W. Roberts, and D. Borsboom. Furthermore, we have to mention two more key speaker: J, Strelau who received the EAPP Life-Time Achievement Award, and L. Penke who was given the EAPP Early Achievement Award. Keynote lectures were well-attended and followed by stimulating discussions.

Thanks to an unexpectedly high number of submissions (about 550 proposals), in addition to 12 invited symposia, we selected 25 symposia and organized 17 paper sessions and 2 poster sessions, resulting in about 250 oral presentations and 200 posters. Three young students received awards for the high quality level of their posters. Contributions covered a very large number of topics relevant to the field of personality research. It is worth mentioning that there were a striking number of contributions dealing with personality and social psychology, personality development, personality and culture, and personality and psychopathology.

Let us add that, thanks to the wonderful weather, with typically sunny summer days, ECP participants clearly appreciated the beauty of the city and the Gala dinner, which was held at the historical castle of Trieste. The conference venue's only drawback was that the poster sessions were hold in a rather hot room.

We thank the conference's scientific committee and organizing committee, together with all volunteers, for their invaluable work. We also thank all the participants for their high-level scientific contributions.

The next EAPP conference, ECP17, will be held July 15-19, 2014, in Lausanne, Switzerland. The conference will be chaired by J. Rossier.

The 21st Annual Meeting of the Japan Society of Personality Psychology (JSPP)

Akihiko Ieshima

The 21st Annual Meeting of the Japan Society of Personality Psychology (JSPP 2012) was held in Shimane on October 6 and 7, 2012, with more than 350 participants in attendance, 11 symposia, and 114 poster presentations. Dr. Hubert J. M. Hermans, Professor Emeritus of the Radboud University of Nijmegen, Netherlands, gave a special lecture titled " The Dialogical Self: Positioning and Counter-Positioning in a Globalizing World." Dr. Hermans is one of the main theorists in narrative psychology and is well known for his work on dialogical self theory.

JSPP 2012 differed from previous annual meetings. Traditionally, each meeting has been chaired by a well-known, elderly professor who taught a sufficient number of graduate students to host the annual meeting. This year, however, the conference was hosted by a volunteer group of psychologists who were around 30 years old. They banded together with the objective of organizing JSPP 2012. Hosted by the younger generation, the conference was full of surprises and had a playful spirit. More than 100 participants enjoyed the reception party the first evening. Over 40 kinds of local Japanese sake and plenty of local food were served. In addition, several entertaining presentations were made, including one on how to make Izumo-soba (buckwheat noodles of Izumo Province).

The conference's timing and setting were also good. The year 2012 marks the 1300th anniversary of the compilation of *The Kojiki*, the oldest existing record of Japanese history. The Kojiki is not only a historical record, but also a collection of much Japanese mythology. One third of the myths collected in *The Kojiki* are set in Shimane; therefore, an interesting symposium titled "Personality, narrative, and Japanese myth " was held. Akihiko Ieshima, from Shimane University, presented ideas about the relations between personality and narrative, referring to Japanese myth and manga. Toji Kamata, from Kyoto University, presented his interpretation of one Japanese myth in *The Kojiki* as a story of grief-care. Atsushi Oshio, from Waseda University, then commented on their presentations from the standpoint of personality psychology, and Yoko Yamada, from Ritsumeikan University, commented from the standpoint of narrative psychology.

The next JSPP annual meeting will be held in Chiba on October 12 and 13, 2013. The chair of the organizing committee is Edogawa University Professor Dr. Eiko Matsuda.

Comings and Goings at Elsevier Psychology

Lynne Cooper

I am both happy and sad to report that Dan Morgan, who served as our primary point person at Elsevier for the past 8 years, is moving on to a new position in the organization. Formerly Executive Publisher of Psychology and Cognitive Science at Elsevier, Dan has been promoted to Senior Manager of Universal Access where he will be responsible for developing policies and initiatives aimed at expanding open access. While we congratulate Dan on this well-deserved promotion and understand that it represents a tremendous opportunity for him, we are sorry to see him go.

Dan has been extremely supportive of *JRP* during his tenure as Executive Publisher, overseeing a substantial increase in resources devoted to the journal including a doubling of the editorial board from three Associate Editors under my watch as Editor-in-Chief to the current six under Rich's editorship! He has encouraged and supported innovations at the journal, like the recent re-structuring of the editorial team and adoption of the streamlined review policy in 2004. Always maintaining the highest level of professionalism, Dan has nevertheless become a personal friend to many of us. He will be missed.

Dr. Irene Kanter-Schlifke has been appointed to take over Dan's responsibilities as Executive Publisher, effective March 1, 2013. Irene is currently working as a Publisher for Pharmacology and Pharmaceutical Sciences in the Life Sciences department at Elsevier. She holds degrees in biology and neurology from the University of Vienna and Lund University Hospital. According to Dan, she is very interested in psychology and cognitive science and is a delightful person. We look forward to meeting and working with her.

Susan Nolen-Hoeksema (1959–2013)

Randy Larsen

Susan Nolen-Hoeksema, one of the founding members of ARP and the first secretary/treasurer of our organization, passed away on Jan. 2, 2013. While many thought of Susan as a clinical psychologist, she saw herself more as a personality psychologist. Susan attended the Minary Center Conference in 1999 where a group of personality psychologists founded ARP. At the University of Michigan Susan was a member of the Personality Area, not the Clinical Area. At Yale, however, she was on the Clinical faculty. It is probably fair to say Susan did not see a clear line of demarcation between clinical and personality psychology. Her views about personality were more along the lines of a process approach than a trait approach. She was interested in how individual differences worked, how they came about, were maintained, or could be changed. She was curious about the processes that underlie personality and drive people into the abnormal range on various dimensions.

An example of this is her work on rumination, a topic that she put on the map. Susan viewed rumination as a tendency to focus on, and keep coming back to, the causes and consequences of some distressing event. Susan viewed rumination as a breakdown in the normal self-regulation of our thought processes, a breakdown that has emotional consequences. Instead of focusing on options or on solving problems, the ruminating person focuses on reliving the event, and their reaction to the event, over and over. This pattern of thinking prolongs the emotional effects of the distressing event and delays recovery. Susan's work showed that a tendency to ruminate predicts several mental health problems, particularly depression. Susan also showed that this tendency toward rumination is higher in women, and partly explains gender difference in prevalence rates for depression, and why this gender difference emerges in adolescence.

Susan was also well known for her contributions to women's issues in general, and to the role of women in science in particular. She was a fantastic role model for younger women, and was a popular though demanding mentor. She received a Leadership Award from the APA Committee on Women in Psychology. In her research Susan tackled topics important to women, such as eating disorders, health disparities, and depression. She wrote popular trade books so that lay women would have access to her research. Her most recent book, *The Power of Women*, which was published in 2010, turns things around and focuses on the unique mental strengths of women instead of their unique vulnerabilities. The book was widely reviewed and reactions were consensually positive. For example, Marty Seligman wrote "I've been waiting for a long time for a sensible, non-strident, evidence-based book about the strengths of women. This is it!" Never mind that Marty was Susan's mentor at Penn 25 years ago, his description of the book also applies to Susan as well—sensible, non-strident, evidenced-based, and positive.

With Susan's passing, the field of personality psychology has lost a generative, inspiring, and visionary member. More importantly, we have all lost a friend. I can hear Susan telling us, though, not to ruminate about it, and instead to focus on the problems we can solve, on the future, and on the positive aspects of life events, even this event. Susan would be the first to tell us that we could focus on how she was taken too early, at the height of her career, which would make us feel cheated or depressed. Or we could focus on all that she has done, her many lasting contributions, which would make us feel fortunate, even blessed that she was part of our community. How we think about her death, she would say, is really a choice, but a choice with emotional consequences. I prefer to think of Susan as an example of a life lived fully, full of dedication to her field, her students and colleagues, and her family.

HOGAN

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