

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### Letter from the Editors: Change and Continuity

[Jonathan Adler](#) and [Erik Nofhle](#)

The study of personality is fundamentally concerned with continuity and change. Whether we're focused on dispositional traits, contextualized motivation, or narrative identity, we expect personality to exhibit some coherence, some robustness over time and across situations. But we also know that we are always developing as individuals. As this issue of *P* makes clear, the field of personality psychology mirrors this dance between continuity and change - and we are currently at an inflection point. While the rigor of our methods and the breadth and diversity of our foci will no doubt persist, the practice of our science is changing.



### Change

At our June conference in Sacramento, the Executive Board of ARP announced that at the end of 2017 ARP will sever its ties with Elsevier and the *Journal of Research in Personality* (JRP) which they publish. There has been a flurry of discussion - both leading up to that decision and since it was made - about the future of ARP's solo affiliation with a journal and at this point, no firm commitments have been made (a survey about this recently went out to the ARP membership). This conversation has intersected with broader discussions about the future of publishing that have consumed disciplines far beyond our own corner of academia. Not surprisingly, this topic shows up across several of the columns in this issue. Outgoing President Dan McAdams describes the history of the ARP-JRP relationship and looks towards the future. Rich Lucas, the outgoing Editor of JRP, reflects on his nine years at the helm of the journal, a period marked by dramatic growth and enhancement. In addition, three columns from Editors at other journals provide a high-level view of the current publishing landscape. Simine Vazire weighs in with a brief look at the exciting activity at *Social Psychological and Personality Science* (SPPS), a journal which ARP co-sponsors with several other organizations. Likewise, Mitja Back (Editor) and Joanne Chung (Research Communications Editor) update us on the many important developments at the *European Journal of Personality* (EJP). In many ways, SPPS (published by Sage) and EJP (published by Wiley) represent the model of academic publishing that we are most accustomed to, though with several vibrant innovations, such as the inclusion of pre-registered replications. Yet we also hear from Brent Donnellan and Simine Vazire as two of the three Senior Editors (along with Joel Cooper) at *Collabra: Psychology*, a new open-access online journal published by the University of California Press and the official journal of the Society for the Improvement of Psychological Science. *Collabra: Psychology*, which has a [dedicated personality psychology section](#), offers a very different model of academic publishing than JRP, SPPS, or EJP (and many other high-quality outlets for personality research). At this point, the direction for ARP's future with an affiliated journal is still being discussed. If you have thoughts you'd like to share (in addition to those you included in response to the survey), please feel free to email us, along with Dan Ozer ([daniel.ozier@ucr.edu](mailto:daniel.ozier@ucr.edu)) as members of the ARP Publications & Communications committee.

Letter from the Editors

### ARP REPORTS

President  
Executive Officer  
Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP  
Editor of SPPS  
Editor of EJP  
Editor of *Collabra: Psychology*  
SPSP President's Report  
EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn  
Tanaka Award Interview:  
Briley  
Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference  
Summer School of Personality  
Science

### SPONSORS

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## and Continuity

In addition to the conversation about the future of academic publishing in personality, we are happy to bring you reports from other members of our community. Rebecca Shiner offers some reflections on her nearly-complete term as ARP Executive Officer. Postdoc and Grad Student Representatives Allison Tackman and Kai Horstmann remind us of the opportunities available to our earliest career members. Jérôme Rossier and Diane Mackie share their perspectives as the Presidents of some of the other organizations that we are close to: the European Association for Personality Psychology (Rossier) and the Society for Personality and Social Psychology (Mackie). John Rauthmann and Eranda Jayawickreme give us a preview of the upcoming ARP-sponsored preconference on Personality Dynamics, Processes, and Functioning at SPSP in Atlanta (March, 2018). And, as always, we bring you interviews with two recent ARP award winners, Wiebke Bleidorn, the winner of the inaugural ARP Early Career Award, and Daniel Briley, the winner of the Tanaka Award. Finally, in a new column, we have also invited the two winners of the ARP Poster Contest from the most recent June meeting, Emily Bastarache and Raffles Cowan, to share their reflections on attending our conference. It just so happened that both winners are graduate students at the same school (Northwestern, which is also where Jonathan went...just sayin...), so they decided to co-author the column and they have graciously made their posters available to us as well. We strongly encourage you to read it, as it espouses a wisdom and self-awareness far beyond their years of experience, with lessons we couldn't believe in more deeply.

## and More Change

We want to close by sharing the news that this will be the last issue of *P* that we contribute to as Co-Editors. In the five years that we have filled this role, we have seen ARP blossom incredibly as an organization and we have treasured the opportunity to serve in this way. We have also each been tenured and become parents, so it feels like an eternity. We look forward to continuing to serve ARP on the Publications & Communications Committee as we navigate the organization's future and work with them to help select the new Co-Editors. ARP is home for each of us, so we'll certainly be around. Finally, this issue of *P* would not have been possible without the expert web skills of Benjamin Johnson, who we want to thank for being such a great collaborator the past few years.

Jonathan and Erik

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### President's Column

Dan P. McAdams

Northwestern University

If the late-night dancing at the gala dinner was any indication, Sacramento (June 8-10, 2017) was our biggest and best ARP conference ever. I left before midnight, but things were still going strong at that point - and maybe they got stronger, since parties often pick up once I leave the scene. For me, it was like a big and really fun wedding reception. The bonds of friendship and collegiality seem quite strong in our society, almost as if we were all family.



Oh, and there were some excellent talks and symposia - can't forget that! Many, many, actually. And first-rate posters, too! I promised that I would not brag about the fact that two of the top poster prizes went to graduate students at Northwestern University. So, I won't mention that. I do not have at my fingertips the quantitative data regarding meeting attendance, increases in ARP membership, and the improving financial position that the Society finds itself in at the end of the 2017 conference. I will leave all that to other reports in this newsletter. But the emerging narrative is that Sacramento was a peak experience for those many who attended, and for the field of personality psychology more generally.

In case you were unable to attend, or if you missed the business lunch meeting on Friday of the conference, let me again thank those many ARP members who have helped to launch two new endowment programs for ARP Awards. First, we all owe a debt of gratitude to Oliver John and Rick Robins, who together contributed \$15,000 to jump-start our endowment for the new Early Career Award. Second, let me thank all of you who have thus far responded positively to the pledge challenge regarding the Tanaka Dissertation Award. A donor has pledged to match all contributions to the Tanaka endowment until we reach an initial total of \$15,000. We collected pledge cards at the conference, as many of you recall, and we will soon provide an online option for making contributions to this fund. We have also established an ARP Finance Committee to oversee both the Early Career and Tanaka endowments and approve an investment strategy.

Another issue we discussed at the Friday business meeting was the relationship between ARP and Elsevier Publishing. Elsevier publishes the *Journal of Research in Personality (JRP)*, which has been an official journal for ARP. In the past, the Society has provided hard-copy and/or electronic access to *JRP* for ARP members, as part of the membership and dues arrangement. As our Society has grown, however, the financial deal struck years ago between ARP and Elsevier has resulted in our losing money of late. Effectively, the bigger we get, the more money we lose. The problem has been on the radar for a few years now, but efforts to renegotiate the financial terms with Elsevier have not born fruit. ARP members have raised other concerns about Elsevier, as well.

In response to growing discontent, ARP Past-President Dan Ozer, who is also the Chair of our Publications Committee, surveyed ARP members about Elsevier and *JRP* in the late winter and spring of 2017. Based on the widespread sentiment expressed in the membership survey as well as discontent expressed by the editorial board of *JRP* and the ARP Board itself, the ARP Board

Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSP

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

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decided to sever our relationship with Elsevier. The Board also decided to consider other options regarding alternative journals or publication strategies, including the possibility of pursuing open-access options.

What does this mean for you? First, it means that ARP no longer has a financial relationship with Elsevier. Second, it means that ARP no longer provides formal input to Elsevier regarding editorial policies, the composition of the *JRP* editorial board, and the like. Elsevier will continue to publish *JRP*, but without a formal tie to ARP. Individual members of ARP are, of course, free to continue submitting articles to *JRP*, reviewing for the journal, serving on its editorial board, and providing input to Elsevier regarding policies of the journal.

Third, the formal separation of ARP and JRP/Elsevier may open up new publication options. For example, one option the ARP Board is considering would be our launching a new, open-access journal, perhaps published through the University of California Press. Should we do that, members of the former editorial board for *JRP*, headed by Rich Lucas, would likely guide the Society through the transition and assume editorial responsibility for the new journal. At the moment as I write this, however, we do not have full closure on a specific publication plan.

With the rise of open-access journals and the general move toward open science, we may be witnessing the emergence of a brave new world in the dissemination of scientific information. Under the new leadership (beginning in 2018) of Brent Roberts as ARP President (succeeding me) and Brent Donnellan as Executive Officer (succeeding Rebecca Shiner), our Society will continue to explore various opportunities regarding publications. Our eyes will continue to be focused on serving our membership well and enhancing the quality and impact of personality science worldwide.

Wishing you all the best!

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### Executive Officer's Report 2017

Rebecca Shiner

Colgate University

I still vividly remember the first Association for Research in Personality (ARP) meeting that I attended; it was in [February of 2002 in Savannah](#). I had been invited to speak at a Preconference for ARP in a symposium honoring my graduate advisor, Auke Tellegen. It was the first meeting that I attended after the birth of my daughter in early 2001 (I had attended the American Psychiatric Association meeting with my daughter in tow when she was four months old—just the two of us together in New Orleans—but that is a different story). I remember feeling shaky being away from my daughter for the first time, but I was willing to do it to participate in a symposium honoring Auke. Up to that point, I didn't have a strong attachment to any particular organization or meeting in Psychology. I had attended a few meetings as a graduate student and new professor, but I didn't have a strong sense of commitment to or connection with those meetings. And I had few connections to the broader field of personality psychology, having trained in a joint clinical and child development program. I hadn't decided until nearly the very end of graduate school in 1999 that I wanted to try going into academia instead of clinical practice, so I hadn't built up a network of professional colleagues.



By the end of the ARP Preconference I knew that I had found my meeting and my people. The talks were all so good, but what most impressed me was how welcoming everyone was. More senior people mingled freely with more junior people. I got to talk to the President of ARP, David Watson, who as it turned out, had also been a student of Tellegen; it is safe to say that I had not talked to the Presidents of the organizations at previous meetings I had attended. So many of the people whom I met for the first time at that meeting have become my friends over the intervening 15 years. I hope that all of you who attended ARP this past June in Sacramento experienced that same sense of connection with other members and with the organization itself. In Sacramento, I saw people meeting new people, engaging in great conversations, and dancing with abandon. ARP has maintained the same sense of welcome and warmth that I experienced at my first meeting.

Although ARP has been growing steadily over the last decade and a half since I attended my first ARP meeting, I believe that we are in an especially exciting period of growth. Here are some of the signs:

- We have broken the 400-person barrier: ARP currently has 410 members.
- We are on a much firmer financial footing than at any time in our past. Our current bank balance is over \$110,000, a substantial increase over where we were even two years ago. This is in part due to generous sponsorship of our meeting by several committed ARP members and outside organizations.
- The ARP meeting in Sacramento was attended by 285 people, and we had a terrific program

Letter from the Editors

### ARP REPORTS

President  
Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference  
Summer School of Personality  
Science

### SPONSORS

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covering a great variety of topics. We hosted a very successful Preconference on Research Methods in Personality Psychology with 131 people in attendance. And we cannot forget our Gala Dinner, which was attended by 180 people, and where people drank around 400 glasses of wine and 300 bottles of beer (ok, those latter data points don't really indicate growth, but they are still notable). Of the 285 people who attended ARP, 265 were members, which means that 65% of our 2017 members attended our meeting; that indicates remarkably strong engagement of our members.

- We created a new ARP Early Career Award this year to recognize outstanding new contributors to the field of personality and gave the award to our inaugural winner, Wiebke Bleidorn. Oliver John and Rick Robins generously agreed to create an endowment to fund this award.
- We are in the process of establishing an endowment for our longstanding Tanaka Dissertation Award. A generous donor has pledged a donation for this endowment and will match donations from our members toward this award. We will have more details on this campaign for the Tanaka Award soon.
- We are investigating the possibility of creating a new ARP-sponsored journal, as Dan McAdams discusses in his column as ARP President.

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If someone had told me at the 2002 meeting that I would eventually become the Executive Officer of ARP thirteen years later in 2015, I would have been very surprised, but pleased. My term as Executive Officer is coming to an end at the end of 2017. I have been grateful to have had a chance to serve this association that has become very important to me over the last fifteen years. Brent Donnellan will be taking over as Executive Officer for 2018-2020, and I couldn't be happier with our selection of Brent for this role. I want to offer a sincere thank you to Dan McAdams and Dan Ozer, the two ARP Presidents during my term; Jennifer Tackett, who has been Secretary-Treasurer; and all of the Board members, meeting organizers, and committee members with whom I have worked for the last three years. And thank you to all of you who support this organization and its mission; I am confident that you will continue to help ARP grow and flourish.

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### Graduate Student/Post-Doc Committee Column

Allison Tackman and Kai Horstmann

The University of Arizona; Humboldt University

Greetings ARP Graduate Student and Postdoctoral Members:

First, we'd like to introduce our new representative, Kai Horstmann!

Thank you for electing me as your graduate student representative! I am currently a Ph.D. student at Humboldt-University in Berlin, Germany, supervised by Matthias Ziegler. My main research interest is the person-situation interaction and the conceptualization and measurement of situations. I am also involved in a project with John Rauthmann investigating the assessment of people who behave morally exceptional.



Further, I am a strong supporter of open science. I think that open science really does not mean more than doing science as it was intended to be. Yet, as a graduate student, I also understand that the new requirements may give students an additional task to fulfil. Some of our undergraduate training may not yet involve sections on open science, replicability, or related topics - and some new suggestions or guidelines are so controversial<sup>1</sup>, that a graduate student, including myself, cannot decide on his or her own how to proceed. Further, supervisors or a pressure to publish and advance on (or towards) the job-market may put graduate students in a tight corner.

As a German Ph.D. student, I have to acknowledge that I do not know all the specifics and detailed tasks of a five-year Ph.D. in the US. However, this also gives me a new perspective and allows me to contribute to ARP perspectives that may not have been present before. I very much agree with Daniel Laken's statement "Science is a collaborative effort" and would therefore like to support all collaborations possible.

A good place for setting up collaborations or discuss issues regarding open science will be the biannual ARP meeting and the mentoring lunch, which will take place at the next ARP conference. The mentor lunch at the biennial ARP conference provides graduate students and post-docs with the opportunity to interact with one of many faculty members and network with other graduate students and post-docs during the lunch hour on the Saturday of the conference. For the last conference, we doubled the number of mentors (8 total), which enabled us to accommodate over 90% of graduate students and post-docs who signed up for the lunch (64 total). A popular change to this past year's mentor lunch was the addition of three career (academic and non-academic) themed mentor tables: research-focused university, teaching-focused university, and industry or government jobs. Moving forward, we plan to introduce additional themed mentor tables (e.g., pre-registration, statistics training, etc.) based on your interests, so please look for a survey from us in early 2019! We also want to increase the number of mentors participating in this event so that we can decrease our student to mentor ratio (the traditional 8-9 students per mentor may be

Letter from the Editors

### ARP REPORTS

President  
Executive Officer  
Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP  
Editor of SPSS  
Editor of EJP  
Editor of Collabra: Psychology  
SPSP President's Report  
EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn  
Tanaka Award Interview:  
Briley  
Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference  
Summer School of Personality  
Science

### SPONSORS

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a bit much!). We hope everyone who participated in the mentor lunch at the 2017 conference enjoyed and benefited from it, and please do not hesitate to email us with any questions about the next mentor lunch or the ARP conference in general.

Kai Horstmann ([horstmak@cms.hu-berlin.de](mailto:horstmak@cms.hu-berlin.de)) & Allison Tackman ([tackman@email.arizona.edu](mailto:tackman@email.arizona.edu))

<sup>1</sup>If you don't know what I am hinting at, the name of this newsletter could give you a clue.

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### *Journal of Research in Personality*, Editor's Report

Richard Lucas

Michigan State University

As I have done in past issues of *P*, I'd like to first take this opportunity to thank all the authors and reviewers who have supported the *Journal of Research in Personality* during this past year. Obviously, the journal couldn't exist without these efforts, and I am grateful to all those who have contributed so much of their time to making the journal function smoothly. This year, I am feeling especially grateful, as after nine years, my term as Editor in Chief will be ending. I can honestly say that it was a great experience, one that I would recommend to anyone who enjoys reviewing or who feels some desire to help shape the field through editorial work.



I am also extremely grateful to the editorial team that I was lucky to work with during these past nine years. I'll start by thanking Brent Donnellan, who, as Senior Associate Editor, really served as a co-Editor through the years. In addition to his incredibly efficient and thoughtful decisions, Brent was an equal partner in shaping journal content and setting journal policies. The journal wouldn't be nearly as good, and my time at *JRP* would not have been nearly as rewarding and fun, if it weren't for Brent. I would also like to thank all the associate editors who served during my term: Peter Borkenau, Erika Carlson, Susan Charles, Phebe Cramer, Colin DeYoung, Mike Furr, Kate McLean, Fred Oswald, Uli Schimmack, Oliver Schultheiss, Ryne Sherman, Susan South, Jule Specht, Jennifer Tackett, and Simine Vazire. As anyone who has taken on such a role knows, the job of an associate editor can be challenging. There is a steady stream of new articles to process, decision letters to write, revisions to handle, and occasional tricky issues to deal with; and all of these editors did an incredible job. A quick look back at any of my prior *P* columns, columns where I would emphasize turnaround times and other statistics, shows that we have been able to maintain an extremely efficient editorial schedule at *JRP*, and that is due entirely to the efforts of these editors.

As anyone who has been paying attention knows, the field changed quite a bit between 2009 when I started, and 2017, the year I will finish. Although concerns about power, publication bias, questionable research practices, etc. have been discussed for decades, the shift in how the field perceives these problems has been pretty dramatic. I think the thing that I am most proud of is the way that *JRP* was able to quickly adapt to these changes and to institute new policies that kept us at the forefront of publication standards and methodological innovations. And when I say that I am proud of the way that the journal was able to adapt to these changes, I really mean that I am proud to be a member of ARP, where there is a clear appreciation for the importance of these issues and where solutions to the problems that have been identified have been so openly embraced. This allowed *JRP* to easily and without controversy adopt new policies that I believe will make research in the field better.

For example, the journal now explicitly encourages replications (especially replications of research originally published in *JRP*), it evaluates these replications using results-blind

Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

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procedures, it allows for registered reports, and it emphasizes and tries to reward open practices including the sharing of data and materials. Future meta-scientific research can evaluate the effectiveness of these policy changes, but it is encouraging to see the members of our organization embracing practices that seem mostly likely to improve the quality of research that we produce. As an illustration of these values, I was especially excited to see that both of the most recent winners of the *JRP* best paper award (Finnigan and Corker's 2016 paper on stereotype threat and Damian and Robert's 2015 paper on birth order) were not only replications, but replications that primarily reported null results. Each of these studies used extremely strong methods to address interesting and important questions, and it is exciting to see them recognized for these qualities. It is encouraging that such papers not only have a home at the official journal of ARP, but are recognized as especially strong examples of good science.

Finally, as 2017 winds down, I encourage ARP members to take a look at three special issues that the editorial team (with some guests) organized. In the April issue, Jennifer Tackett and Emily Durbin put together an excellent [collection](#) of papers on research on youth personality. In the August issue, Simine Vazire and Ryne Sherman published a [special issue](#) on within-person variability in personality. Finally, in a forthcoming volume, Brent Donnellan and I will publish a special issue focused on replications of important findings in personality psychology. Each of these special issues focuses on an important topic in personality psychology, and the articles within these issues will have a strong impact on the field.

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### *Social Psychological and Personality Science*, Editor's Report

**Simine Vazire**

UC Davis

SPPS is going strong! With over 500 submissions already this year, everyone is keeping busy! The editorial team will be staying on an extra year, through June 2019, and we're looking forward to the extra time. We hope you'll continue to send your excellent social and personality psychology papers to us, and continue serving as reviewers, both of which we appreciate tremendously. Of particular note to the ARP community, Maïke Luhmann will be joining the team as an Associate Editor next year.



The special issue on "New Developments in Research Methods for Social/Personality Psychology" is out (May and July 2017 issues) and there is lots of great stuff to check out in there, including a paper on equivalence testing (Lakens), one on methods for studying narrative identity (Adler et al.), one on construct validation (Flake & Hehman), one on the GRIM test (Brown & Heathers), and one on self-tracking methods (Harari et al.).

Look out for the next special issue, "The Social/Personality Psychology of Recent Geopolitical Events," which will come out in 2018. And of course we always welcome your submissions on any topic related to social/personality psychology (see our submission guidelines [here](#), and our latest editorial [here](#)).

Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPPS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

Hogan Assessment Systems

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### *European Journal of Personality*, Editors' Report

Mitja Back (Editor-in-Chief) & Joanne M. Chung (Research Communications Editor)

University of Münster; Tilburg University

Life is characterized by diversity, including different ways of thinking, feeling, wanting and doing. Such richness is at the heart of personality psychology and we at EJP believe in openness with regard to the many ways in which personality is conceptualized, measured, and analyzed. In order to produce good science and to evolve as a science, we need diversity in the topics we study, our methods, and also in who does and has the chance to communicate this research.



EJP has been a home for in-depth contributions to personality science, and we continue to be committed to publishing creative and rigorous papers on all kinds of topics (including the nature, expressions, development, and consequences of personality), across levels of personality (including motives and goals, self-concept, reputation, abilities, interpersonal styles, etc.), and different kinds of contributions (including confirmatory and exploratory original work, pre-registered replications, meta-analyses, theoretical and methodological innovations). Additionally, we are dedicated to publishing work from researchers at all career stages, from all over the world. We invite ARP members to help move the vibrant field of personality research forward by submitting their best work to EJP.

Personality psychology, like many other sciences, is currently undergoing a paradigm shift in the way science is performed and communicated. It is moving from a more closed science that has focused on competition between labs and the authority of individual researchers to a more transparent science based on collaborative efforts and accessible empirical arguments. The Center for Open Science, the Open Science Framework, the Society for Improving Psychological Science, Collabra, and the adoption of open science practices by the American Psychological Association are proof of this. We at EJP have a very positive and optimistic view on these recent developments and actively support open science practices. Following TOP-Guidelines, we have implemented minimal standards of transparent reporting and we consider open science practices when evaluating the relative merits of each paper submitted to the journal. In fact, all published empirical papers that have been submitted since the introduction of our new guidelines have earned badges through Open Practices Disclosure from the Center for Open Science. In the next five years, we are confident that the majority of papers published in EJP will include full transparency regarding materials, data, and code. Furthermore, we encourage the use of preprint servers such as PsyArxiv. We especially welcome innovative formats such as Registered Reports as submissions and will formally introduce Registered Reports in 2018.

In the past year, our new editorial team has done a great job, and we are thrilled by the quality of the research featured in recent issues of EJP. These papers reflect the breadth of our field, including research on the social dynamics of college roommate relationships ([Boucher &](#)

Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

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[Cummings, 2017](#)), the development of frustration and psychopathology ([Jeronimus et al., 2017](#)), the implicit self-concept of personality ([De Cuyper et al., 2017](#)), the cross-cultural value-well-being relation ([Sortheix & Schwartz, 2017](#)), affect regulation dynamics ([Pavani et al., 2017](#)), narcissism and prejudice ([Cichoka et al., 2017](#)), just to name a few. Recently, former associate editor Markus Jokela also edited an excellent [special issue entitled, "Personality and Social Structure"](#) that included work examining how natural disasters like a major earthquake can influence shifts in occupational preferences and values ([Oishi et al., 2017](#)), whether dissimilarity to one's peer group predicts peer victimization ([Boele et al., 2017](#)), and delineating which characteristics predict whether or not an occupation is in danger of being computerized ([Damian et al., 2017](#)).

For the remainder of 2017, we have two exciting issues of EJP ahead of us. Our annual European Personality Review issue focuses on the timely topic of integration within personality psychology. In one target article, Baumert and colleagues call for the integration of personality structure, process, and development. In another target article, Lievens highlights the potential of integrating insights and methods from personnel selection research into mainstream personality science. Each target article will be accompanied with a large number of excellent commentaries and rejoinders. Additionally, a regular issue will feature work on topics such as personality differences between job applicants and non-applicants ([Anglim et al., 2017](#)), genetic and environmental pathways underlying personality and perceived stress ([Luo et al., 2017](#)), and personality and smartphone usage ([Stachl et al., 2017](#)).

Here are some additional reasons why you might consider EJP as a home for your research:

1. The overall average time to first decision is about 20 days
2. Desk-rejections are usually given within 1 to 3 days
3. After a paper is accepted, it appears online and in print quickly
4. We provide direct support for communicating your research findings widely once your paper is accepted
5. We grant a yearly award for the best publication based on a Master/Diploma thesis or a dissertation
6. There is no word limit
7. EJP's impact factor is currently 3.71

For more information, read our [Author guidelines](#) and EJP's 2017 [Editorial](#).

We are already looking forward to seeing what the coming year holds for the field of personality psychology, and hope to receive submissions from ARP members in the near future. Please keep in touch with us on [Facebook](#), [Twitter](#), and visit our [blog](#)!

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### *Collabra: Psychology*, Editors' Report

Simine Vazire & M. Brent Donnellan

UC Davis; Texas A&M University

Collabra: Psychology is an innovative open access outlet (see the section below about publishing in 2017, created with input from publisher Dan Morgan) that aims to be selective on dimensions of quality/rigor. Collabra: Psychology strives to keep author fees low (and waives them when authors or their institutions don't have the budget for them) and shares income with reviewers and editors. Both Simine Vazire and Brent Donnellan

serve as senior editors at Collabra: Psychology. Here they describe why they are so excited about this venture. Those interested in learning more about Collabra: Psychology should check out <https://www.collabra.org/>.



#### **Why Are You Excited About Collabra: Psychology?**

**Simine:** So many reasons. First, I think it's important to have a psychology journal that is both selective when it comes to quality, but committed to overcoming other selection filters that afflict many journals. For example, Collabra: Psychology's goal is to have very high standards when it comes to rigor and replicability, but not make editorial decisions on the basis of what's likely to drive up its impact factor (i.e., de-emphasize novelty, avoid exaggerated claims, etc.). That means we are trying innovative things to counteract publication bias (e.g., we'll soon offer Registered Reports), we welcome studies that present robust evidence of null findings, we welcome replication studies, etc.

I'm also really excited about the editorial team -we have a diverse group on many dimensions, though we're always looking to broaden and grow.

Finally, I'm excited that Collabra: Psychology recently became an official journal of the Society for the Improvement of Psychological Science (SIPS). I'm a little biased but I think it's a pretty perfect match. Because Collabra: Psychology is open access and run by the nonprofit UC press (i.e., not a profit-making venture), this gives us a lot of freedom to experiment with new ways to do peer review and publishing. There are many things about the old system that don't make much sense anymore, but traditional journals are often conservative about changing the status quo. At Collabra: Psychology, we can experiment with trying to improve on some of these old and outdated habits.

**Brent:** I am a believer in striving to insure that published findings are based on solid science. I also think it is important for the vitality of a field to have published findings widely available to all readers and to have them available quickly. Collabra: Psychology embodies those values. It is an exciting time to be involved in personality research as standard practices are improving toward

Letter from the Editors

#### ARP REPORTS

President  
Executive Officer  
Graduate  
Student/Postdoctoral  
Committee

#### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP  
Editor of SPSS  
Editor of EJP  
Editor of Collabra: Psychology  
SPSP President's Report  
EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn  
Tanaka Award Interview:  
Briley  
Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference  
Summer School of Personality  
Science

#### SPONSORS

Hogan Assessment Systems

more openness and this is explicit in the mission of Collabra: Psychology. They are now the official journal of the society that Simine co-founded, the *Society for the Improvement of Psychological Science*.

I also like that Collabra: Psychology has found a way to compensate reviewers for their efforts by sharing income. Reviewers contribute huge amounts of effort in evaluating papers in exchange for a place on journal masthead or a year-end shout out in the back pages of the last issue. There would be no peer-review without reviewers but there is little reward for doing this work in the current system. Don't get me wrong, I am immensely grateful that so many of members of our community are willing to participate in this system as I think it speaks to our collective commitment to our values. However, I also like that Collabra: Psychology has found a way to compensate reviewers with more than just a token thank you. And you can still volunteer and forego any payment - reviewers and editors have mechanisms to pay it forward by donating any proceeds back into the system to support open access publishing and to provide waivers for financially challenged authors. In fact, I pledged to donate at least 50% of any proceeds that I earn from editing at Collabra to the pool for waivers for authors who cannot afford the existing article processing charges.

### ***What Makes Collabra: Psychology Different from Other Journals?***

**Simine:** I think the fact that it has a mission that is focused primarily on quality/rigor is pretty distinctive. It's not trying to make money for a society—not even SIPS—or attract the most famous authors. But we do want it to be a place people are proud to publish (and ideally, we'd like it to help people's careers who have published there). I also like that it's a psychology-wide journal, but not a mega-journal. I think that is an ideal level of breadth for a journal. The fact that it covers all of psychology means your articles are more likely to be read by people a little bit outside of your area of specialization. But it's a focused enough journal that editorial policy will be focused on the issues facing psychology research in particular, and editors and reviewers should be people who are qualified to evaluate your manuscript.

I also like the fact that we have editors who span the whole range of career stage, from a recently minted Ph.D. (Michèle Nuijten, who will be joining as an editor in the Methodology & Research Practices section, starting in January) to geezers like Brent. It's exciting to be involved with a journal that's not afraid to break the rules, when there don't seem to be particularly good reasons for the old rules.

**Brent:** The standards for publication are exclusively about rigor rather than whether a paper is novel or groundbreaking. I think rigor is easier to evaluate than whether something is novel or groundbreaking. (This is something Simine has written about in more detail: <http://sometimesimwrong.typepad.com/wrong/2017/06/whatisrigor.html>). It is often easier to see that a paper is groundbreaking in retrospect. So the editorial decision making is somewhat more straightforward at Collabra: Psychology than at other outlets.

I will add that I do not believe judgements of rigor are entirely objective or that reviewers won't disagree. However, there are relatively objective aspects of a study that factor heavily into judgments of rigor - was the sample size large enough to provide for informative results, did the measures have acceptable levels of precision and validity, etc.? Thus, I think the decision making at Collabra: Psychology is different in important ways from other journals which might use other criteria. I suspect this means that findings in Collabra: Psychology might be more replicable than findings in other outlets (especially when they *are* novel and groundbreaking!) I am personally more comfortable with this kind of decision making process than others.

### ***What can ARP members do?***

**Simine:** Submit your papers! Volunteer to review! Get a Collabra t-shirt and wear it to scientific meetings, and then tell people what it's all about (come on introverts, we can do this).

**Brent:** Submit papers! Right now we need high quality content. The editorial staff is committed to constructive feedback and we also have a mechanism for "streamlined review." Say you submitted solid work to a traditional journal and the paper was rejected for reasons of novelty. The

reviewers raised no concerns about the logic, method, or results. You can respond to those reviews in a submission to Collabra: Psychology. This often leads to a much faster decision and is an efficient use of existing reviewer efforts.

## Anything Else?

Simine: I'd like to pre-register my prediction that in five years, you'll wish you had published in Collabra: Psychology before it was cool (is it already too late for that?).

Brent: Please let me know if you are willing to review papers for us!

## Scientific Publishing in 2017, and *Collabra: Psychology's* place in it

by Dan Morgan

### A quick note on Open Access

Open access (OA) journals are becoming ever more common, but that does not mean they are all the same any more than traditional journals are all the same. In terms of their financial models, some OA journals are fully funded (by benefactors like funders, or institutions, or other organizations, e.g. *eLife*). Some OA journals are supported by a membership-style business model (e.g. *PeerJ*, *Open Library of the Humanities*). And the most well-known model is the payment, by a budget on the author's side, of Article Processing Charges (APCs) after an article is accepted. This last model was pioneered by publishers such as BioMed Central, and the Public Library of Science (PLOS). *Collabra: Psychology* currently utilizes this model.



In terms of their editorial policies or journal profile, some OA journals are high profile journals with high rejection rates (e.g. *PLOS Biology*, *eLife*). Some are multidisciplinary "megajournals" that publish articles that the editors and reviewers discern as "sound science" (*PLOS ONE*, *Frontiers*). And some, as we know all too well, are now known as "predatory" journals—seemingly willing to publish anything (either with or without a semblance of peer review) just to make some money. We must all be vigilant against these, but also not presume that OA is somehow damaged by their existence.

Most importantly, though, is the point that OA is an *outcome* for a scholarly item (e.g. an article) and not a type of business model, nor a type of peer review process or editorial policy. Specifically, there is nothing inherent in OA publishing that has any bearing on the quality of an article—only an editorial policy has any bearing on the quality of science getting published at a journal.

### Three interrelated concerns

One concern about the traditional journal subscription model—selling access to paywalled content—is that subscription prices of established journals are no longer based on, or even close to, the actual costs of publishing journals, but are based on what the markets (e.g. university libraries) are prepared to pay for them. While OA publishing does not mean publishing is free or automatically becomes cheaper, it is more common to base APCs on actual costs of the steps and services an article undergoes, rather than any inherent quality some content will over other content. (For example, in the subscription model, a top-tier journal that publishes 50 articles a year will be more expensive than a mid-tier journal that publishes 50 articles a year, even if the services provided by the publisher to both journals are exactly the same.)

Therefore the second concern, related to the first, is that the notion of having to sell content based on its subjective quality creates a need to select papers based on perceptions of impact and novelty *in addition* to scientific rigor. And, sometimes, the goal to increase impact occasionally *over-emphasizes* impact over rigor, and, in the worst cases, replaces it entirely, and this is in

tension with the goal of ensuring and maximizing the scientific value and rigor of published content.

But then a third concern emerges around selectivity: namely that if a financial model is based on providing publishing services, and you can only earn more money by publishing more articles, this may create too much of an emphasis on increasing volume artificially to increase income. Some people are worried that an emphasis on volume—low selectivity—is problematic.

### **What Collabra: Psychology is doing**

At Collabra: Psychology we attempt to address all three of these concerns. Firstly, our APCs are nonprofit prices, calculated from the ground-up and based on what services we need to provide to ensure high-quality publishing.\*

Secondly, and thirdly, we are changing the narrative about rigor. We are being *selective* for rigor, and the bar is set high. By not reviewing for impact or novelty, it is not a reduced standard, it is simply a more objective standard, which, as Brent and Simine point out above, might actually be easier to agree upon. And, rather than being based on our price or impact factor, our brand for rigor will be ensured by our editors, our policies of transparency and openness, the Society for the Improvement of Psychological Science, and the University of California—which is a pretty strong team!

So, please check out Collabra: Psychology!

\* For those authors who do not have the support for APCs, you can apply for a waiver, and these are almost always granted (or UC Press will help you find funds through your university, which often exist but are hard to find on your own). Additionally, it should be noted that, uniquely at Collabra: Psychology, if you review for the journal and pay forward your earnings to the waiver fund, you can feel like you've earned any waiver you might ever need to ask for! (Not that the journal would ever require this for a waiver—but we've noticed that authors from Western institutions are sometimes shy of asking for waivers.)

Here are some links to more information about topics related to peer review and publishing in Collabra: Psychology:

<https://medium.com/@CollabraOA/peer-review-are-you-actually-volunteering-your-time-be3ca06b891e>

<https://medium.com/@CollabraOA/peer-review-in-5-points-1edd73d9282e>

<https://medium.com/@CollabraOA/streamlined-review-an-accelerated-option-for-submissions-f1c5aec08985>

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### SPSP President's Report

**Diane Mackie**

University of California, Santa Barbara

For the Society for Personality and Social Psychology, 2017 has been all about strategic planning. After the society's first 40 years, the personality and social psychologists whom SPSP represents took a serious look at who we are, who we want to be, and how we can best support our vision for the future. As president of SPSP for 2017, I was eager to help drive this process forward.

The strategic planning initiative was launched by then-president of SPSP, Wendy Wood, in 2016. With an organizational structure that had evolved by need, and financial footing that reflected the concerns of involved members, SPSP needed to reinvent itself to advance personality and social psychology in a very different scientific, academic, political, fiscal, and international context than the one in which the organization was originally founded.

We took an "inside out, outside in" approach to the exercise. On the "inside out" (Board of Directors-to-members) front, Wendy appointed a strategic task force, lead by Rich Petty. Its membership, like the membership of SPSP, was broad: Eli Finkel, Susan Fiske, David Funder, Wendy Gardner, India Johnson, David Neal, Victoria Plant, Wendy Wood, and Michael Zarate. SPSP Executive Director Chad Rummel secured the donated services of consultants from APA Division 13 (Society of Consulting Psychology) to keep us on track (you can imagine!), and in a series of three day-long face-to-face meetings and endless electronic follow-ups, the task force drafted a consensually supported mission, values, and goals and objectives statement (the MVGO statement) for the society.

Then came the "outside in," members-to-Board of Directors, part. The draft MVGO statement was sent out to you, the SPSP membership, for comment. No surprise - we got comments. You chose to be part of the process by making more than 600 comments, telling us what you cared about (and didn't), where you thought our efforts should be refocused, and what priorities you had for the Society's future. In the light of all that feedback, the taskforce revised the statement to represent what most of the many and varied SPSP stakeholders agreed about. They then turned to an even more challenging task: assessing SPSP's current organizational structure, membership, programs, activities, and endowments for alignment with what our members said you cared about. The task force made a series of recommendations, all of which were adopted at the August 2017 SPSP Board of Directors meeting.

SPSP now has an official mission statement that defines what our purpose is and who we are: *The mission of SPSP is to advance the science, teaching, and application of personality and social psychology. SPSP members aspire to understand individuals in their social contexts for the benefit of all people.*

Our goals and objectives make the mission more concrete. Our highest priority is to promote the innovation, rigor, transparency, and integrity of scientific research in personality (individuals and



Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

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their differences) and social psychology (in their social contexts) and to provide forums (like conventions, meetings, and publications) where that can occur, as well as support for (in the form of grants) and recognition of (awards) the production, teaching, and application of such research.

From the prominence of teaching and application in our mission statement to the goal of promoting varied career opportunities, much more in evidence is our awareness of, support for, and reliance on, personality and social psychology being carried out in contexts other than an academic research lab. We also recognize beyond our commitment to the training and mentoring of next generation of personality and social psychologists, the need for continuing professional education and development of all our members as new techniques, practices, and opportunities open up in the discipline.

SPSP continues to base its pursuit of innovation and rigor in personality and social psychology on the diversity of people and ideas in the discipline. Our MVGO statement highlights not only our commitment to increasing diversity of people and ideas but also our firm belief that constructive scientific discourse requires an inclusive and respectful climate. It also reflects our desire - and need - to be an internationally broader organization, welcoming and supporting personality and social psychologists working in countries and cultures around the globe.

We also take seriously our responsibility to increase the public and scientific impact of the field to benefit individuals and societies. As your comments showed, our members are most excited about our potential to increase the scientific literacy of the public, as well as to provide data-driven assessments of policies, practices, and purported interventions at the individual, group, and societal level.

To read SPSP's complete Mission, Values, Goals, and Objectives, [click here](#).

We've also put our membership structure as well as our money where our mouth is. The structure of the Board of Directors has been officially changed so that the six Members-at-Large (MAL) elected to the Board (two every year) represent our values. Two of the positions will oversee science portfolios, including programs (like the annual SPSP convention) and publications. The four remaining MALs will focus on activities and concerns with education (including programming for undergraduate, graduate student, and full members), application (such as personality and social psychology conducted in public sector and private industry environments), advocacy and outreach (reaching and educating the policy makers and the public), and community and diversity (to promote diverse people and perspectives in the pursuit of research, teaching, and application excellence). Committees and task forces will be re-aligned under these overarching value-driven positions, and current and future requests for funding, campaigns for fund raising and endowment, and the development of new programming and activities, will all be considered in terms of how they advance SPSP's core mission and values.

Already we are seeing the value of these changes. One of the goals reflected in our new organizational structure is advocacy and outreach. The violence in Charlottesville reminded us once again of the relevance of SPSP members' research findings to this and other similar events and issues, and of our responsibility to disseminate them in ways that are accessible to both individuals and policy makers. Our new Member-at-Large for outreach and advocacy immediately worked with staff to propose regional communications training for writing Op-Ed articles. Funds have already been allocated to a new initiative to provide training in this area, and response has been overwhelming.

SPSP's VMGO statement is both internal and external. It was developed by you and other members like you, and reflects who we think we are. But it is also our public face, a public commitment to try to reach the goals we have set ourselves. Above all it makes clear our belief in the benefit of personality and social psychology, rigorously pursued in a multitude of countries, cultures, and contexts, to humankind. We've started making some of the changes required to fulfill our mission and reach our goals, but more change is needed. Please continue to make sure your voices are heard and even more importantly, please offer your services to the society as we go forward. And in ten years or so, we need to do it all again, to make sure we as an organization continue to nurture vital, creative, rigorous, applicable, and relevant personality and social psychology and

the personality and social psychologists who produce, teach, and apply it.

Looking forward to seeing you all in Atlanta in March 2018!

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### European Association of Personality Psychology, President's Report

Jérôme Rossier

University of Lausanne

2017 was a year without conference for our association. The Executive Committee took the opportunity to work on the future development of our association. We are also planning our next European Conference on Personality in collaboration with ECP19's organizing committee, led by Prof. Zvezdan Penezik. This congress will take place in Zadar, Croatia, a historic city on the Adriatic Sea from July 17 to 21, 2018. The following keynote speakers have already confirmed their participation:

Denis Bratko, University of Zagreb, Croatia; Jennifer Tackett, Northwestern University, USA; Cornelia Wrzus, Johannes Gutenberg University Mainz, Germany; Angelique Cramer, Tilburg University, Netherlands; Wendy Johnson, The University of Edinburgh, Scotland; Michal Kosinski, Stanford Graduate School of Business, USA; Randy Larsen, Washington University in St. Louis, USA. This congress promises to be very stimulating, with many invited symposiums on important current topics of our field (personality and health, personality and psychopathology, personality and cognitive sciences, the biological basis of personality, personality and social psychology, personality and work and organizational psychology, individual differences in learning and motivation, and many others). We are also pleased to host a symposium sponsored by the Association for Research in Personality (ARP). To stimulate collaboration with other associations closely related to our field, we also invited the International Society for the Study of Individual Differences (ISSID) and the European Association of Psychological Assessment (EAPA) to sponsor symposia. We hope that this congress will provide an opportunity for researchers from Europe and other countries to exchange and develop exciting new projects.



For more information about the congress please check the following website:

<http://ecp19.unizd.hr>

The executive committee has initiated efforts to promote new collaborations between the various associations in our field. In Europe, the European Federation of Psychologists' Associations (EFPA) provides overall coordination. In a globalized world, it also seems important to reflect on coordination and cooperation in our field at a more global level. For this reason, we have established connections with associations in our field outside Europe. For example, Dr. Manfred Schmitt is responsible for the link with ARP. We hope that working together will strengthen our field and help us to make a more significant contribution to our world.

EAPP believes that research is an inherently collaborative process, in which scholars should meet each other to learn new methodologies and exchange their findings. We thus aim to support the organization of different type of gatherings, such as expert meetings or summer schools. EAPP is soliciting proposals for expert workshops and summer schools in the upcoming years. Proposals can be submitted at any time, and all will be reviewed at meetings of the Executive Commission in the spring and fall of each year. Please send proposals to the EAPP secretary ([secretary@eapp.org](mailto:secretary@eapp.org)).

Letter from the Editors

### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPSS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

### SPONSORS

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The EAPP is also seeking proposals for venues for the 21st European Conference on Personality to be held in 2022. Each past ECP has attracted around 500 participants. The EAPP Executive Committee will provide active support in organizing the conference, with three EC meetings at the conference site prior to the conference. Proposals for venues for ECP21 should include a description of the hosting city and conference site, highlighting attractive features for EAPP members and specifying the capacity and technical equipment of the venue to host such an event, estimates regarding hotel capacity, and information regarding accessibility by air, train, etc. Please send proposals to the EAPP secretary ([secretary@eapp.org](mailto:secretary@eapp.org)).

On behalf of the EAPP, I wish you all an excellent academic year 2017-2018 and hope to see many of you next summer in Zadar.

Prof. Jérôme Rossier, EAPP President

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### An Interview with 2017 Early Career Award Winner, Wiebke Bleidorn

by Ted Schwaba

UC Davis

#### Who are some of the mentors or researchers that have helped you get here?

There are so many colleagues and researchers who I admire... but I guess four people stand out. The first is Alois Angleitner. I took his personality class during my 3rd undergrad year at Bielefeld University (Fridays, 8am-11:00 for 2 semesters!). We read the classics, discussed trait theory, and learned the principles of factor analysis. I loved his class and was extremely happy when he asked me to join his lab as an RA. Alois was on his way to retirement when I started working on his longitudinal twin study project, but he continued to be involved during my time as an undergrad and as a grad student. I am grateful for his support and very sad that he passed away last year.



The second person is my grad advisor Rainer Riemann who was and continues to be a great mentor. From the very beginning, Rainer helped me developing an independent research program and pushed me to develop my skills in measurement and quantitative methods. His thinking about individual differences in general and behavioral genetics, in particular had a great impact on my work.

The third person who had a tremendous impact on my thinking was Brent Roberts (yes Brent, you!). I was (and still am) fascinated by his work on lifespan personality development and decided that this is what I want to do with my time in grad school... and, as it turns out, for a living. Finally, I would like to thank Simine Vazire for being a great role model and friend. I admire Simine for so many reasons including her research, her service to the field, and her passion for science. I feel extremely lucky to have her as a colleague at UC Davis and as a friend.

#### Do you have any really good advice to give to early career researchers? Any really *bad* advice?

I'm not sure if I have any new advice to give to early career researchers. I guess I would quote Willie Nelson and say that the "good songs come easy." At least in my career (and personal life), those ideas and decisions that felt right and came easy turned out to be the best.

#### Since you're interested in the concept of person-city fit, how has your experience been moving from Germany, to the Netherlands, to California?

That's a great question. I like all three places for different reasons and I am very grateful that I had a chance to work in Germany and the Netherlands before I moved to California. UC Davis turned out to be a great fit for my research interests and probably also my personality. I am

Letter from the Editors

#### ARP REPORTS

President

Executive Officer

Graduate  
Student/Postdoctoral  
Committee

#### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPPS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

#### SPONSORS

Hogan Assessment Systems

surrounded by smart colleagues and excellent students in an environment that allows me to do the research I like to do. I guess that, more than country or city, the fit between a person's personality and their immediate environment might be most relevant for their well-being.

In a past interview, Rich Lucas predicted that the field wouldn't look much different 20 years from now. So let's fast-forward 100 years. Will there even be a personality psychology? What type of research do you think the field will be doing?

That's a tricky question. About 100 years ago, Gordon Allport had published "*Personality and Character*" in the 18<sup>th</sup> edition of the *Psychological Bulletin* (<http://dx.doi.org/10.1037/h0066265>) in which he summarized the state of evidence by "experimental and clinical researches, together with a review of the best of the speculative work, [to provide a] clarified notion of the present status of psychological investigations concerning personality and character"(p. 441). From his report, it becomes clear that although we've made some progress since that time, several issues remain. For example, over the past 100 years, the field has come to a more unified view regarding the question "what traits do psychological writers recognize as constituents of personality?" (p. 443). However, there has been little progress regarding several other issues such as the widespread and problematic use of self-report methods ("self-rating is fraught with perils", p.444).

Overall, I would say that our field has made some progress but we are moving slowly. This is partly because we got caught up in several (mostly unproductive) debates about the nature of personality (person vs. situation, genes vs. environment, stability vs. change) and we had to establish some basic principles of good research (I guess we're still in the middle of doing this). So rather than predicting ground-breaking developments and major accomplishments, I would hope that our field will pick up some pace by focusing on the important issues, avoiding unproductive debates, and investing in good research practices to solve some of the issues that are lingering since Allport published his review 100 years ago.

Are there any off-the-wall ideas or hypotheses about personality development that you've always wanted to pursue but never have?

Definitely! In fact, I have a long list of ideas and untested hypotheses most of which would require data that are difficult or impossible to collect. Let's say I'd like to study whether the Trump presidency has an immediate and / or long-term impact on the personality traits, values, motives, or attitudes of people who live in the United States. But to do that, I would need prospective longitudinal data from a large and ideally representative sample of US residents and citizens who provided personality data before, during, and after the Trump presidency. If I had any particular hypotheses concerning the timing of responses (e.g., immediate level shifts after the inauguration) or the trajectories of traits (e.g., non-linear slopes or discontinuous trajectories), then I would need multiple assessments before, during, and after the Trump presidency that are timed around certain key events (e.g., Election Day) and according to our theories regarding the pace of change in the constructs of interests (e.g., x-month intervals?). If I had hypotheses regarding the reactions of certain subsamples (e.g., immigrants, Republicans, adolescents, etc.), then I would need to make sure I had large enough subsamples to test my hypotheses with sufficient power. And if I was interested whether any of my observed reactions are specific to Americans, then I would need a meaningful comparison group (e.g., European residents and citizens).

It is hard to imagine that a single lab would have the resources to conduct a study of this caliber. However, I'd like to dream about the possibility that a collaboration of many labs with overlapping research interests would be able to run a long term representative panel study of that kind to advance our understanding of the factors and mechanisms that drive personality development - maybe in 100 years from now.

Has your personality changed much in the time you've been researching personality change?

Ha! I have a feeling it did. Not sure whether all changes are going in the normative direction though.

Final question: as the winner of the early career award, you've still got a long career ahead of yourself. Broadly, what kinds of topics are you looking to research in the future?

Currently, I am interested in the degree and ways in which life events may or may not impact our personality. My impression is that this research is still in its early stages and that there is a lot of work that needs to be done. We know very little about which life events matter for whom, for which traits, and at which stages in life. And we know even less about the processes that might drive changes through such transitional periods. So my feeling is that I will spend a little more time on these questions before I move on to different adventures in personality psychology.

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# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### An Interview with 2017 Tanaka Award Winner, Daniel Briley

by Frank Mann



What first interested you in personality when you began your doctoral training?

I entered graduate school wanting to know more about all the ways that people could differ, what causes those differences, and ultimately how those differences influence perception and interpretation of the world. These interests were sparked in undergrad when I took my first personality psychology course and realized it gave me the language to think and talk about all the fascinating (and sometimes perplexing) differences in behavior across people. I wanted to understand how the wheels turned in peoples' head as they made decisions and thought about complex topics. The first psychology study I ran in undergrad looked at whether personality could predict whether someone adopted duty-based compared to utilitarian ethical principles or rationalist compared to empiricist philosophical orientations. (A very, very niche topic, I know). The thing that initially hooked me into studying personality psychology was the idea that people could differ in so many unique ways and these differences could have profound impacts on how people see the world, but most of the time this goes unnoticed.



Why focus on developmental trajectories of personality?

After finding that personality was associated with philosophical dispositions, but not in a way that was very coherent or interpretable, I focused on figuring out how people come to be different. What makes some people act in a more extraverted or conscientious manner? I think this is a hugely fascinating question that has implications for all sorts of models of personality processes. The idea of development is inherent in the question of how people come to be different. Sure, perhaps there are some initial differences, but personality maturation unfolds across the lifespan. By studying this process, hopefully more can be understood about why personality plays an important role in the world.

What led you to embrace behavior genetic methodology in your approach to studying personality and, what methodological advantages do you think the field of behavior genetics has to offer?

It was kind of a happy accident. In undergraduate, there was not a ton of behavior genetic material in my coursework. I believe we went over some biological models of personality and discussed topics like heritability, but not much beyond that, which is typical in most schools. When I was putting together a list of graduate programs to apply to, my research mentor, Steve

Letter from the Editors

#### ARP REPORTS

President

Executive Officer

Graduate  
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Committee

#### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

Editor of SPPS

Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
Science

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Rouse, noticed that all of them tended to be places that had strong behavior genetic programs. He suggested a few others even though I didn't know that was the route I wanted to pursue, and ultimately, I ended up at the University of Texas at Austin in a behavior genetics lab led by Elliot Tucker-Drob and Paige Harden. The types of questions they brought up seemed interesting, but I didn't have a strong biology background, much less in genetics. It was only after a fair bit of time and training that I realized how useful behavior genetic methods were for addressing my research questions. I probably should have figured it out a bit sooner, as the field is explicitly about identifying where sources of individual differences come from! There are several beneficial aspects of these sorts of study designs, such as the ability to ask questions that other designs don't allow and to gain some handle on issues related to sorting into environments. I definitely did not see a career in behavior genetics in my future when applying to grad school, but I am very thankful to all of the research mentors along the way that have guided me in this direction.

### What do you think is the most commonly misunderstood aspect of behavior genetic research as it applies to personality?

I think people outside of behavior genetics overestimate how much of the field is devoted to gene hunting. Although that is definitely a strong focus, there are lots of other really interesting examples of theoretical work that flow from efforts to identify genes associated with personality. For example, the best available evidence seems to indicate that genetic influences on personality may be nonadditive, meaning the effects don't simply sum up across the genome. In contrast, just about every other complex phenotype seems to be largely additive. There are lots of options for why this might be: there might be dominant genetic effects, or perhaps more interestingly, personality might develop as an emergent or emergenic (to borrow a phrase from David Lykken and colleagues) trait whereby subcomponents of personality all interact with one another across development. This issue is directly relevant to debates in personality about factor structure and what personality dimensions actually represent in the real world. I think there is a lot to be gained in personality psychology by more fully integrating developmental behavior genetic theories into the field, even if one might not be too terribly interested in which bits of DNA are associated with a given trait. These sorts of broad theoretical models tend to be just as much if not more focused on how psychological dimensions interplay with the environment to influence development, something that recent models of personality have increasingly drawn upon.

### Why study fertility and how it relates to personality?

I would never have predicted that I would have a line of research focusing on fertility when I started grad school. However, I found myself in a course on demographic approaches to fertility and couldn't help but recognize personality in all the readings. Except, no author called anything personality, just intentions, preferences, and the like. That motivated me to research how similar the types of demographic models were to the ones used in psychology. Luckily, there were already some solid studies in psychology to build on for those links. Fertility is an interesting example from a personality perspective because there have been such dramatic cultural shifts in how personal characteristics might influence fertility over the past 50 years or so. At some points in time, there was relatively little that behavioral characteristics could do to control fertility, and currently there are a host of social attitudes that might persuade people to differing degrees depending on their personality.

### What is the greatest challenge you have faced in your career?

My greatest challenge was one that most graduate students go through, figuring out one's place in the larger system of psychology. In particular, I did not have a well-defined role at UT. My advisor had fairly different research interests than mine. There's lots of interesting personality work at UT, but I wasn't in the social-personality area, meaning I didn't quite fit automatically in with those grad students. The area that I was in was primarily populated with evolutionary psychologists, an area I find interesting but doesn't quite match my interests in individual differences. Within my lab, I was the only non-clinical student until my third year, so I didn't really share much coursework or other tasks with my lab-mates. I also took about as many courses outside the psychology department as within. I think these sorts of experiences are extremely common among graduate students, but can be disorienting. Parts of these experiences were beneficial. For

example, Elliot, my advisor, rubbed off on me enough that his primary area of interest, cognitive development, is just as interesting to me as personality development (and I think I rubbed off on him to think about personality development too). I know that figuring out where I fit in both interpersonally and in research pushed me to explore lots of different options.

### What is the best advice you have received in your career?

Following from the answer to the last question, the best advice I've gotten is to try lots of things! Grad school is a time to explore. I was encouraged to seek out speakers outside of psychology. Also, I was lucky to be trained at the Population Research Center at UT, which included faculty from across the social sciences. That's where I received training in human fertility and many other policy relevant outcomes that matter in the real world but don't always make it into psychology papers. That experience shaped my research trajectory. Specialization and having a coherent program of research is important, but sometimes I worry these goals are followed to the detriment of personal growth and interdisciplinary connections. Thankfully, all my research advisors have pushed me in this direction across my career, and I certainly would not be writing advice to other students now if it weren't for them.

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### Graduate Student Poster Award Winners' Column

Emily Bastarache and Raffles Cowan

Northwestern University

*Emily D. Bastarache and Henry R. Cowan, graduate students from Northwestern University and winners of the 2017 ARP Poster Awards, were asked to share their insights about the graduate student experience at ARP 2017 in Sacramento.*



We are graduate students—scientists in training. One could argue that all scientists are scientists in training to some degree, but graduate students often have the most to learn. We are the metaphorical sponges of the academic world; we are impressionable. This makes us a key audience for conference presentations. However, with the exception of the bold few who prefer the spotlight sitting front and center, you will find most of us sitting in the back of the room in twos and threes. Because we are out of sight, you, as a presenter, might wonder what we're getting from your talk. Rest assured that being out of sight does not mean being passive. We try not to miss a beat in every presentation.

We pay close attention because, at our career stage, new ideas can have an outsized impact in our professional lives. Conferences help graduate students determine which ideas to pursue and which to let perish. They let us see in real time what is interesting, exciting, and valuable to more senior researchers. It is like a faster, more supportive version of peer review. A seed planted at ARP has the potential to grow into an integral part of our research. It could become the foundation for our next project or dissertation, and could even set the trajectory of our academic career. From this perspective, conferences can have a profound impact on graduate students.

For example, a lunchtime discussion among graduate students at ARP that started with the properties of p-curves ended with the realization that we all wanted an ongoing forum to discuss quantitative methods and replicability. Now, three months later, we are scheduling the first meeting of a student-led reading group focusing on these topics. More than a dozen students and post-docs in our department have signed up, and we are building an infrastructure on the Open Science Framework (<https://osf.io/>) to allow this group to continue indefinitely. We all wanted to have this kind of group, and our experience at ARP encouraged us to do something about it. We were empowered to go out and create the forum we wanted to be a part of.

This is just one example of many conference "ah-ha moments" in which we have discovered new ideas or new ways to bring these ideas to light. However, these moments are not the only reason we attend your talks. We also aspire to learn much subtler things from every presentation. What may not be obvious as a presenter is that you are not only teaching us scientific content, but you are teaching us to be better academic colleagues in several different ways.

First, it is helpful for us to hear about what went wrong in your research, as well as what went right. Research is a series of hurdles suffused with uncertainty and rejection. It can be isolating at

Letter from the Editors

#### ARP REPORTS

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Executive Officer

Graduate  
Student/Postdoctoral  
Committee

#### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP

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Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

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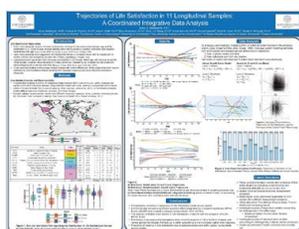
times, and we often feel as though we are the only ones struggling. It is refreshing and validating to hear about your struggles—how you faced them, how you grappled with them, and how you persevered to overcome them. There are few things more reassuring than hearing our academic role models talk about the difficulties they faced and the thought processes, actions, and resources that helped them overcome these obstacles. We appreciate when you share with us that, despite your best foresight and extensive planning, things did not go quite as planned. We learn the importance of transparency and openness when you discuss your null results and your well-informed hypotheses that were not supported in your data. While experience is the best teacher, let's not leave each other in the dark and force each successive generation to reinvent the wheel. Tell us what you learned and what you might have done differently in hindsight so that we can all learn to do the same.

Similarly, don't be afraid to answer a question with "I don't know." In doing so, you teach us to admit that, despite our hard-work, curiosity, and eagerness to learn, there will always be more things to learn and more ways of thinking about an issue that have not occurred to us. As students, this helps build our confidence to stand up and give our own talks when we may not have an encyclopedic knowledge of the literature or a confident, informed answer to every question. The best and most scientifically productive questions should be the ones to which we don't have an easy answer. Hearing someone we admire say, "I don't know, and I'm curious to find out," helps us to understand these questions as opportunities to make our science better rather than as threats to expose how much we don't know and fuel our ever-present imposter syndrome.

Finally, as a generation of researchers growing up in a Twitter-conscious world, we are hungry for models of collegial, constructive discourse. We are on the same team. Helping others do better science helps us all, and we do not aspire to tear down those with whom we disagree. The tenor of conversations at ARP was a respectful, supportive, and constructive model, which fostered open dialogue rather than defensiveness in the face of scientific critiques. Disagreement is integral to the scientific process. We are forever learning how to give and take criticism. Although we graduate students might not participate in these debates directly, we listen and learn from you how to have these difficult but crucial conversations. We ask you not to be afraid to have these conversations in the spirit of collaboration, congeniality, and (except in extreme cases) trust in your colleagues' best intentions.

So the next time you get up to the podium to deliver your talk, remember that we are all eagerly watching and absorbing. We are absorbing the content of your presentation, and it may have a lasting impact. But this is not the only lasting impression we will take away. When you get up to give a talk, the way you communicate your work and your findings, and how you respond to questions, informs a whole new generation of researchers in how to do the same. No pressure.

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"Please Describe Your Single Greatest Challenge": Life Challenge Narratives Reflect Personality Traits and Well-Being



# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### ARP-Sponsored Pre-Conference on Personality Dynamics, Processes, and Functioning at SPSP in Atlanta (2018)

John Rauthmann and Eranda Jayawickreme

Wake Forest University

Early personality psychologists such as Gordon Allport, Raymond Cattell, and Hans Eysenck have stressed the importance of dynamics, processes, and functioning going on within a person. However, in later years interest in those aspects of personality psychology seemed to have waned in favor of strictly nomothetically oriented, structural approaches focusing on the organization of traits across persons. To be sure, such research has yielded important insights to personality and fostered many lines of productive research (e.g., taxonomic research on the Big Five). However, in the last 15 years, the field has moved from simply focusing on descriptive research (How can individual differences be described? Which trait structures are there?) to a more explanatory and dynamic science of personality, focusing on questions including: Which processes underlie traits? How and why do traits manifest? How does personality "function" in different contexts? This new emphasis thus bridges structure- and process-based approaches to personality. In other words, the field is not just interested in the number, nature, and corresponding measurement of traits, but also in mechanisms that constitute traits or give them their power (e.g., to predict various real-life consequences). Thus, for a more complete science of personality, we need to attend not only to structures, but also to dynamics, processes, and mechanisms.



Currently, we are growing more and more interested in the dynamic organization and interplay of thoughts, feelings, desires, and actions within persons who are always embedded into social, cultural, and historic contexts. "Hot topics" in the field include (but are not limited to):

- Within-person consistency and variability
- Transactions between persons and situations or environments
- Context-dependability of personality (e.g., place, region, culture, epoch)
- Personality functioning (both normal and abnormal)
- Biophysiological and social mechanisms underlying the expression and effects of personality
- Mechanisms of personality and identity development across the lifespan
- Personality signatures and if-then contingencies
- Personality coherence and dynamic within-person organizations (the "whole person")

These topics are studied with a range of methods which are geared towards assessing and analyzing their dynamic nature, such as (but not limited to) ecological momentary sampling of personality manifestations in real-life; dynamic modeling of time-series or longitudinal personality data; network modeling and simulations; and systems-theoretical models of dynamic processes. Although the topics and methods seem varied, they are tied together by the motivation for a more

Letter from the Editors

#### ARP REPORTS

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#### ASSOCIATED JOURNALS AND ORGANIZATIONS

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SPSP President's Report

EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

2018 SPSP Pre-Conference

Summer School of Personality  
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dynamic understanding of personality and individual differences.

The pre-conference – generously sponsored by ARP and organized by John Rauthmann, Eranda Jayawickreme, Mike Furr, and Will Fleeson from Wake Forest University – will bring together experts and novices interested in a dynamic and process-focused science of personality. It is timely to convene in such a pre-conference as the interest in and popularity of dynamic personality psychology seems to be ever-growing, with special issues and handbooks devoted to the topics popping up. Most recent examples include: a target article on "Integrating Personality Structure, Personality Process, and Personality Development" by Baumert and colleagues in the *European Journal of Personality* (with several commentaries and a rejoinder); a special issue on "Within-Person Variability" in the *Journal of Research in Personality*, edited by Vazire and Sherman; a special issue on "Dynamic Personality Psychology" in the *Journal Personality and Individual Differences*, edited by Rauthmann, Beckmann, Nofhle, and Sherman; and a *Handbook of Personality Dynamics and Processes* (slated for late 2018), edited by Rauthmann. Also, outside of such specialized venues, a lot of theory and research on personality dynamics, processes, and functioning is published.

We have four symposia (each 90 minutes) planned at the preconference, with four to five presentations each. The first two focus on substantive research areas, the third deals with methodological and statistical issues when studying personality dynamics, while the fourth combines a substantive and methodological perspective. Additionally, we have a 60-minute poster session planned, where we can accommodate a maximum of 20 posters. Please submit abstracts (max. 200 words) for posters to be considered for this pre-conference to [arp.precon@gmail.com](mailto:arp.precon@gmail.com) until December 13 at the latest.

More information on the preconference can be found at:

<http://meeting.spsp.org/preconferences/pdpf>

#### Symposium #1: Dynamics of Personality Change and Growth

Chairs: Jayawickreme & Nofhle

*Features talks that look at personality dynamics and processes across the lifespan, especially as they pertain to systematic ways of personality change and growth (e.g., following adversity)*

Speakers:

- Jonathan Adler
- Laura Blackie
- Nathan Hudson
- Frank Infurna
- William Chopik

#### Symposium #2: Processes and Dynamics of Personality-Situation Transactions

Chairs: Rauthmann & Sherman

*Features talks that examine how transactions between persons and situations or environments can explain personality variability and stability*

Speakers:

- Gabriela Blum
- Anna Baumert
- David Funder
- Kai Horstmann
- Ryne Sherman

### Symposium #3: Methodologies for Studying Personality Dynamics and Processes

Chair: Furr

*Features talks that detail state-of-the-art and advances in methodologies (e.g., designs, methods, statistics) of studying personality dynamics, processes, and functioning.*

Speakers:

- Robin Edelstein
- Marco Perugini
- Vivian Zayas
- Bill Revelle

### Symposium #4: Extreme Groups as a Key to Understanding Personality Dynamics and Functioning

Chairs: Fleeson & Wright

*Features talks on personality psychopathology and exceptional morality that demonstrate how extreme groups yield unique insights for "normal" personality dynamics in a more concentrated and more effective way*

Speakers:

- Jennifer Lodi-Smith
- Max Barranti & Erika Carlson
- Karin Coifman
- Lauren Bylsma

# P: The Online Newsletter for Personality Science

## Issue 12, November 2017

### 1<sup>st</sup> Summer School of Personality Science (SSPS) July, 2018 in Zadar (Croatia)

We are thrilled and proud to announce that there will be a week-long Summer School of Personality Science (SSPS), to be held in Zadar, Croatia from July 9-15, 2018, just before the European Conference on Personality (ECP). The SSPS will be funded in large part by the European Association of Personality Psychology (EAPP) and is intended to become an annual or biannual event before major personality conferences (such as the ECP).

The overarching goal is to invest in the future of personality psychology by bringing together in a summer school 6-8 experts and 15 graduate students (master's and PhD) interested in personality, individual differences, and assessment. Down the line this may lead to building stronger international ties, increasing diversity within our field, and stimulating new collaborations (including larger-scale projects).

Students will have the opportunity to immerse themselves into a broad array of recent and trending topics in personality psychology, drawn from six domains: *Methodology, Personality and Relationships, Personality Dynamics, Biology of Personality, Personality and Culture, and Personality Development*. Each day in the SSPS will be devoted to one of the domains and cover different topics with four types of courses: keynotes (giving broad overviews and big pictures), seminars (providing an in-depth analysis of a topic), workshops (experiencing and hands-on learning of methods and statistics), and hot-topic panels (stimulating discussions with several experts). During breaks, students will have the opportunity to attend career mentoring lunches which are intended to discuss "meta-skills" (e.g., writing and publishing, grants and funding, reviewing and editing, etc.), socialize, and network.

This rich and diverse mini-curriculum of the summer school is intended to give graduate students the opportunity to experience current personality psychology, hone their skills, and network with each other and with the experts. Students can obtain insights and feedback from renowned experts in the field and start fleshing out their profiles as the next generation of personality researchers. In turn, experts might get a kick out of spending time with interested and passionate students, build new mentoring relationships, and maybe even identify future students and collaborators.

Details on the inaugural SSPS are being hashed out right now and will become available shortly (see <https://osf.io/ts59d/> for first information and updates). The organization is still very much in flux, but if you have questions right now, please feel free to contact John Rauthmann ([jfrauthmann@gmail.com](mailto:jfrauthmann@gmail.com)). We are looking forward to this wonderful opportunity for (the future of) personality psychology!

Letter from the Editors

#### ARP REPORTS

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Committee

#### ASSOCIATED JOURNALS AND ORGANIZATIONS

Editor of JRP  
Editor of SPPS  
Editor of EJP  
Editor of Collabra: Psychology  
SPSP President's Report  
EAPP President's Report

#### AWARDS

Early Career Award Interview:  
Bleidorn  
Tanaka Award Interview:  
Briley  
Graduate Student Poster  
Awards: Bastarache & Cowan

#### UPCOMING CONFERENCES AND NEWS

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Issue 12, November 2017



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## ASSOCIATED JOURNALS AND ORGANIZATIONS

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Editor of EJP

Editor of Collabra: Psychology

SPSP President's Report

EAPP President's Report

## AWARDS

Early Career Award Interview:  
Bleidorn

Tanaka Award Interview:  
Briley

Graduate Student Poster  
Awards: Bastarache & Cowan

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