

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Letter from the Editors

Kathryn Bollich-Ziegler & John Rauthmann

Welcome to the new edition of P!

The past few months have been challenging in ways we have never experienced before. The COVID-19 pandemic has meant health concerns, physical distancing, and isolation for people across the globe. In the USA, police shootings and protests have brought focus and additional awareness to the racial injustices experienced by Black people.

Many of us have missed out on in-person connections at conferences, not to mention canceled visits with family, friends, or holiday travel. Over the past months we have also seen innumerable cases of resilience, support, and creativity. As these issues all affect us in individual and collective ways, we hope that you and your loved ones are well.

In the spirit of the turbulences we referenced above, **we want to especially direct your attention to the *Statement Against Racism and Racial Injustice*** from ARP's Executive Committee. Of course, you will also find updates from **ARP's officers**, as well as ARP's Publications, Awards, Training, and Graduate Student and Post-Doc Committees.

We also have **award interviews** from the winners of the Jack Block Award for Distinguished Research in Personality (Brent Roberts) and the J.S. Tanaka Personality Dissertation Award (Manon van Scheppingen), as well as a special section on **teaching personality**, with pieces from Rebecca Shiner and Yanna Weisberg. We invite anyone with activities, assignments, advice, or other topics on teaching personality to contact us for inclusion in a future issue!

In addition to updates from ARP, this issue also includes reports from **affiliated journals and societies**, including information on ARP's relationship with *Collabra: Psychology's* Personality section, who we'll hear from in the next issue of P. Also included are reports from the *European Association of Personality Psychology* (EAPP), *European Journal of Personality* (EJP), *Social Psychological and Personality Science* (SPPS), and EAPP's new journal, *Personality Science*.

With this issue of P, we also welcome our new newsletter web editor, Sara Masland, and new ARP webmaster, David Condon. We also send our gratitude to Chris Soto and Ben Johnson for all their wonderful work on ARP's online presence over the years! We'd like to take this opportunity to also remind readers about [The Personality Meta-Blog](#), where you can read the latest writing on personality science and request to have your own blog added to this central location. Finally, please look out for an email from us before the next issue of P requesting links to news media reports highlighting work of ARP members.

Cheers,

Kathryn & John



Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Statement Against Racism and Racial Injustice

The members of the executive board of the Association for Research in Personality profess a commitment to address racism and racial injustice. The deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade and too many others provide a tragic reminder of the long and continued history of racism in the United States, especially against Black people. We cannot accept indifference or silence in response to these inequities. The executive board acknowledges that we need to do more to support Black faculty and students and others who hold identities that are underrepresented in academia. We pledge to do more to promote racial justice. In the short-term, these efforts will focus on diversity, equity, and inclusion; though we also recognize the need for more explicit anti-racism efforts.

First, ARP is committed to making diversity, equity, and inclusion a more central focus of our organization. The executive board voted to update our mission statement with a clearer focus on these issues. Promoting diversity is now a central goal that will be incorporated into all of our activities. The executive board has also proposed an update to our by-laws (to be voted on by the members of ARP) that makes explicit that efforts to improve diversity, equity, and inclusion are among the primary purposes of the organization.

Of course, for these changes to be anything more than symbolic, ARP must have concrete plans to maintain and continually improve efforts increase diversity. To that end, we will be instituting three specific policies that can help keep the organization accountable. First, to make clear that addressing issues related to diversity, equity, and inclusion is not the job of just a single committee or a subset of members but a core component of our mission, all ARP standing committees will be asked to consider and report on the implications of their efforts for these values each time the full board meets. Second, to keep members informed about our progress on these issues, and as a way of promoting new efforts to members, we will dedicate part of our yearly P Newsletter to issues of diversity, equity, and inclusion. And finally, although it is clear that the membership of ARP currently lacks diversity on many dimensions, we currently have no mechanism to assess whether our efforts to address this problem are successful. Moving forward, ARP will collect more demographic and identity information so we can begin to evaluate the success of these efforts.

We also recognize that systemic racism creates many barriers to participation in activities that ARP sponsors, and the executive board is committed to reducing these barriers. ARP currently offers a Diversity Student Travel Award that supports the participation of graduate students from historically marginalized communities. The executive board has committed to increase funding for these awards and to expand eligibility to undergraduate students. Of course, financial barriers are not the only obstacles to participation, and the executive board is exploring additional programs to foster inclusivity and create a sense of community among members who are persons of color. For instance, we are exploring opportunities for retreats for students and faculty of color either at ARP meetings or in partnership with other societies such as the Society for Personality and Social Psychology.

To recognize and reward the efforts of those who have already made substantial contributions to diversity, equity, and inclusion, the awards committee will be asked to develop an award for contributions in this area.

As our new mission statement acknowledges, personality psychology is the study of individual differences, and our understanding of individual differences is inherently incomplete if it does not incorporate considerations of a diverse population. Thus, the values of diversity, equity, and inclusion are not only aligned with, but are central to our scientific mission. At the same time, as we struggle to create accountability and remediation for the many ways that oppression and systemic racism have historically harmed and continue to harm people of color, it is important to have transparent and sometimes uncomfortable discussions about these issues. We must acknowledge the many examples from the history of individual differences research that ran counter to these ideals. Indeed, some of this research is explicitly racist. The consequences of this work can only be addressed if the research is openly acknowledged. To that end, a group of ARP members is working on a paper that addresses the racism in past research and provides an outline for how to move in a more positive direction.

Finally, fighting racism and fostering diversity, equity, and inclusion is not something that can be accomplished through organizational policies alone; we know that ARP members are looking for ways to help faculty and students who are affected by racism and other forms of discrimination in society and in our universities. The executive board and our diversity committee will post resources, including an action list to provide support for these colleagues and a list of publications that highlights work authored by personality psychologists from underrepresented groups.

We know that these efforts reflect small steps in the broader fight against racism and racial injustice. There is much more to do, and ARP is committed to making these efforts a core part of our organizational mission. If you have additional ideas for steps that we can take, please contact me or any member of the executive board.

Richard E. Lucas
ARP President, on behalf of the ARP Executive Board

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

President's Column

Rich Lucas

Michigan State University

As President of the Association for Research in Personality, I would first like to express my appreciation and gratitude to all those who have worked so hard to make ARP what it is today. I wanted to thank past-president Brent Roberts and outgoing past-president Dan McAdams, along with outgoing board members Katie Corker and Aidan Wright for their service to the organization. I would also like to welcome Joanne Chung and Rodica Damian, who join Rick Robins, Wiebke Bleidorn, Sara Weston, and Erika Carlson, as members at large. I also thank Erica Baranski (the post doctoral representative to the board), Ted Schwaba and Suri Serrano (student representatives to the board), Kai Horstmann (outgoing student representative), Jaap Denissen (EAPP representative), Conference Program Committee members Doug Samuel, Chris Soto, and Susan South, Kathryn Bollich-Ziegler and John Rauthmann (editors of the P newsletter), along with Eranda Jayawickreme, Gina Sutin, Jon Adler, Erik Nofhle, Dan Mroczek, Ryne Sherman, Nicole DesJardins, Joanna Lamkin, Robert Latzman, Marius Leckelt, Chris Martin, Erik Nofhle, Tara Letzring, David Condon, Sara Masland, David Watson, and Dan Ozer who all contributed their time to various ARP committees (and many of the people listed above contributed in more than one way). Finally, I would like to give special thanks to our Secretary/Treasurer Jenn Lodi-Smith and our Executive Officer Brent Donnellan. Much of the work in keeping ARP running is done by these two, and after just a few months on the job as President, I am already amazed at how efficient and effective they are at accomplishing these tasks.



Running a professional society, even a relatively small one like ARP, takes considerable time and effort. Planning conferences, raising funds for awards and travel grants, and making decisions about how to further the goals of the organization—while also making sure that these decisions align with our values—can be challenging, time consuming, and sometimes even frustrating. The behind-the-scenes work that all of the people mentioned here do is sometimes hidden from the members, so I hope that you will remember their contributions and give them your thanks the next time you see them. After my first board meeting a few months ago in New Orleans, I was very happy to see the progress that these leaders and volunteers have made on issues that face the organization, and I'm excited about ARP's future.

Appreciating the Strengths of ARP

I have now served in leadership positions for three different professional societies, societies that vary in size, goals, and priorities. These experiences have opened my eyes to the differences that exist in how societies function. This has led both to new ideas about how ARP can move forward with its goals, along with an even greater appreciation for the unique strengths that ARP already has. For instance, I've been especially proud of how ARP and its members have responded to concerns about replicability and problematic research practices in our field. ARP members have been leaders in efforts to improve these practices. Through hackathons, special conference symposia, special journal issues, and many other efforts, many members have been at the forefront of innovative efforts to improve the quality of the research that our field and other fields conduct. Moreover, my sense is that ARP members have, in general, reacted in a productive and non-defensive way to the sometimes critical perspective that the replicability crisis has provoked. To be sure, criticism hurts, and we can probably all be a bit more willing to have others poke and prod our pet theories and methods to see where flaws exist. But criticism is an essential component of the scientific process, and I think personality psychologists have done a pretty good job both in our support for those who do that work and in our response when others criticize us.

We should also keep in mind that certain features of our organization make it a bit easier than it might otherwise be to keep a clear focus on our values and priorities. For instance, late last year, controversy erupted about scientific societies putting pressure on the Trump Administration not to implement a rumored executive order that would mandate immediate open access to publications that resulted from federally funded research. It is easy to see how the potential financial implications of such a policy (i.e., the loss of journal revenue for society-owned journals) might impact support for it, but I think it is useful to see how professional societies perceive such policies when they are free from these financial implications. I was proud to see ARP [join with other publishers and societies to support](#) increased access to research funded by the United States Federal Government. ARP is a small but nimble society that can take risks to promote and adopt policies that align with our priorities and values. In addition to these public stances, our conference organizers have begun to incorporate hackathons and other activities to promote action on these activities; but we are always open to doing more. We should take advantage of these characteristics of our society to think about how ARP can take innovative steps to improve personality psychology and science as a whole. If you have ideas, please let me know!

I have also been encouraged by ARP's efforts to address issues of diversity, though there is still much more to do. Before I began my term, the board voted to add a diversity officer whose job it is to help remind all ARP decision makers to incorporate diversity considerations into any plans and policies they implement, and the board also shifted our diversity committee from an ad hoc committee to a standing committee. As detailed in the statement on racial injustice in this issue, the board has recently taken additional steps to improve and expand these efforts. If you have suggestions about additional opportunities for ARP to improve, please do not hesitate to contact me or our diversity officer, Erika Carlson.

ARP Journals

At our board meeting in New Orleans, we confirmed our commitment to partner with the Personality section of Collabra: Psychology as the official journal outlet for ARP. As Brent Roberts noted in his [presidential column in last year's issue of P](#), this decision was a carefully considered response to the ending of our years-long (but financially undesirable) relationship with the *Journal of Research in Personality*. Like many of you, I believe that having an official journal serves many important goals of the society. For one thing, as recent debates have made clear, researchers from different disciplines have different ideas about research norms and practices. Having an official journal allows ARP to create a publication outlet that has policies that best reflect the values that we prioritize. An official journal also helps ARP promote the research that best exemplifies the work our members do. Our members conduct careful research on important topics, and having an official outlet allows us to showcase that work for a broader audience. Finally, I believe that an official journal helps promote a sense of community and identity for our members. Although times have changed from when all of our colleagues simultaneously received hard copies of society journals in our office mailbox that we could immediately read and discuss, there is still a sense of pride and community that comes from publishing in society journals. As we move forward with our partnership with *Collabra: Psychology* we will keep these benefits in mind and try to identify ways to promote them. In addition, we acknowledge that this partnership may not be the only way to accomplish these goals, and we will keep looking for additional innovative ways to do so.

I also wanted to acknowledge that ARP does have a small ownership stake in *Social Psychological and Personality Science*, a journal that is run by a consortium of societies including the Society for Personality and Social Psychology, the Society for Experimental Social Psychology, and the European Association for Social Psychology. Until recently, this journal was edited by ARP member Simine Vazire, who did an excellent job in this role. Journal metrics were up during her tenure, and Simine worked hard to increase the transparency and fairness of the editorial process, while also pushing to improve research practices. Please thank Simine for her work at *SPPS* over the past few years.

Although there is much to be proud of in regard to our affiliation with *SPPS*, I also wanted to note one disappointing piece of news. Despite ARP's proactive approach to adopting new research and editorial practices, some of our partner societies have been a bit slower to act. Last year, in my role as member at large for SPSP, I [proposed](#) that all SPSP journals, including *SPPS*, adopt a set of new policies, including adopting Level II of the [TOP Guidelines](#). This proposal, which would expand transparent research practices such as mandated data and materials sharing and would encourage replications, went to the consortium that oversees *SPPS*. The ARP board discussed and voted to support the proposal, and we asked our representative to the consortium to indicate that approval. Unfortunately, despite ARP's support, this proposal was not adopted by the consortium. Thus, at this time, *SPPS*—a journal that we co-sponsor—does not accurately reflect the values and priorities of our society. This is disappointing, and I hope that this changes in the future. For those of you who are members of our partner organizations, I encourage you to reach out to your representatives from those organizations to let them know whether you would support such policies in the future.

Coping with Coronavirus and COVID-19

Finally, I thought it would be appropriate to comment on a issues about COVID-19 that are most relevant to ARP. As you all know by now, concerns about the spread of the virus forced the cancellation of the European Conference on Personality in Madrid, which was originally scheduled for July of this year. This was, of course, disappointing news, as ECP not only showcases the best personality research from around the world, but the events are reliably fun occasions that support and help grow our community. I let the leadership of EAPP know that ARP is available to help in whatever way we can, and we plan to seek even greater collaboration as we move forward with future ARP and ECP conferences. Given the uncertainty about how long travel (and budget) restrictions will remain in place, the ARP executive board and conference committees are already planning for the possibility that our 2021 meeting will also be affected. We will keep members updated with any new information about the meeting as we get it.

I hope you all stay safe and healthy during this challenging time.

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Executive Officer & Secretary/Treasurer's Report, 2020

Brent Donnellan (Executive Officer)

Jennifer Lodi-Smith (Secretary/Treasurer)

Thank you all for your engagement and support of ARP in 2019! As of the end of 2019, ARP has 344 active members (188 regular members and 156 graduate student/postdoc members) and our mailing list reaches over 1200 individuals. Please ensure you keep [your membership status and profile information](#) up to date - all memberships expire at the start of the year and membership rates remain unchanged for 2020 so now is a great time to get your 2-year membership!



The highlight of 2019 for ARP was, of course, the conference in Grand Rapids. ARP 2019 was attended by 269 individuals. Preconference attendance was split between SIPS (63 attendees) and SITAR (40 attendees). The Gala dinner was held at the Grand Rapids Art Museum and had 134 attendees. Feedback on the conference was largely positive and individuals generally like the idea of rotating major cities and coordinating with EAPP for future conferences.

Speaking of future conferences, ARP 2021 was planned for Evanston, IL as in-person event. The ARP executive committee and conference committee chairs are evaluating whether an in-person event in 2021 is sensible or even possible given the pandemic and university budget cuts. Alternatives include an online conference or a postponement. Decisions will be made in the Fall of 2020.

Regardless of what happens in 2021, ARP always needs volunteers for our active awards, diversity, graduate/postdoc, publications, training, and web committees. Please email us if you want to be more involved.

In closing, we recognize the contributions of those individuals who ended their terms on the ARP board in 2019 - Dan McAdams (past president), Aidan Wright (member-at-large), Katie Corker (member-at-large), and Kai Horstmann (graduate student representative). Their service and continued engagement with the organization is much appreciated. We also thank Oliver John, Dan Ozer, and Rick Robins for their generous support of the endowments for ARP awards. And of course, we are excited to work with Rich Lucas (new president), Joanne Chung (new member-at-large), Rodica Damian (new member-at-large) as they pursue new initiatives and directions for ARP in the new decade. Finally, we add an extra note of gratitude to Chris Soto for his many years of service as ARP webmaster and welcome David Condon to the role.

We hope everyone is safe and healthy. Be well.

Jenn Lodi-Smith, Secretary/Treasurer
Brent Donnellan, Executive Officer

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Graduate Student/Post-Doc Committee Column

Erica Baranski¹, Ted Schwaba², and Suri Serrano¹

¹The University of Houston; ²The University of California, Davis

Greetings ARP Graduate Student and Postdoctoral Members:

We'd first like to introduce our new representatives, Ted Schwaba and Suri Serrano!

Ted: I'm honored to be elected as your graduate student representative! I'm a 6th-year PhD student working with Wiebke Bleidorn at the University of California, Davis. I study personality development across the lifespan, particularly in the context of life events and experiences, as well as openness to experience, the weirdest of the Big Five. As the ARP graduate student representative, my goals are twofold. First, I'm here to listen to my fellow students, who collectively make up half of ARP and form the backbone of academia, amplifying our concerns so that they're heard and acted on by the executive board. Second, I'll be a conduit in the reverse direction, disseminating the goings-on of ARP to the graduate students who are often disconnected from this important information. Together, our committee will work to improve the funding and opportunities for ARP graduate students.

Suri: Hi Everyone! I'm excited to work and contribute to the ARP organization in any capacity I can. Currently, I'm a fourth-year PhD student working with Rodica Damian at the University of Houston. My research is focused on how individual differences and social context factors may enable people to overcome life adversities, with the goal of identifying specific protective and risk factors that might affect people's ability to reach and/or maintain optimal levels of health and well-being. As an ARP student representative, I'm here to advocate on behalf of Early Career Researchers and increase overall communication within the ARP community. Feel free to voice any concerns and suggestions to our committee!

We are already looking forward to next year's ARP conference in Evanston, IL! As with previous years, we will organize the mentor lunch for the 2021 conference. Last year, we moved to a one-on-one model and received a lot of positive feedback, so we'll continue using this approach in 2021. Specifically, we will first ask you to indicate whether you want to be a mentor or a mentee and will then ask mentees to report their top three choices from a list of interested mentors. We'll match mentors and mentees via email and provide a list of local restaurants so each pair can make their own lunch arrangements.

We hope that this one-on-one method will aid early career researchers in making stronger connections with more established researchers. That said, we welcome any and all feedback in our new approach. Please email Erica (ericanbaranski@gmail.com), Ted (tedschwaba@gmail.com) or Suri (suri.serranoa@gmail.com) if you have any questions or concerns.



Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

ARP Publications Committee Report

Katie Corker (Chair) Gina Sutin, John Rauthmann, Jon Adler, Erik Nofhle

The ARP publication committee is charged with overseeing the journal that we co-sponsor, *SPPS*, as well as exploring other opportunities for ARP members to disseminate results of research. This column reports on activities in both streams.

1. ***SPPS*:** Katie Corker has assumed duties as liaison to the *SPPS* publication consortium (replacing Dan Ozer who stepped down in February 2019). The consortium has representatives from SPSP, EASP, and SESP. ARP has a 4% stake in *SPPS*. Margo Monteith took over as editor for the journal in July, 2019, following Simine Vazire’s four-year long tenure at the journal. ARP thanks Simine (a longstanding ARP member) for her long and dedicated service to the journal.

Things appear to be running well at *SPPS* through the transition from the Vazire team to the Monteith team. There is currently about a one year publication lag due to a sizable accepted paper queue. In 2019, *SPPS* received 501 new submissions plus 164 revisions. About half of the submissions came under the new team. The journal can publish approximately 120 papers per year. The acceptance rate seems to be holding steady at just under 20%.

The *SPPS* consortium recently met several times to discuss a proposal advanced by SPSP (and led by Rich Lucas) to adopt a higher level of transparency standards for *SPPS*. Specifically, the proposal called for the adoption of Level 2 of the TOP (Transparency and Openness Promotion) Guidelines across eight different transparency standards (see [the COS TOP Guidelines](#) for more information about this community run initiative).

The ARP publication committee was unanimously in favor of the proposal. The consortium met virtually several times to discuss the proposal, but was not able to come to consensus on it and consequently did not adopt the proposal. ARP intends to continue to advocate for higher transparency standards at *SPPS* within the consortium.

Notably, effective January 1, 2020, *SPPS* does have some new policies regarding transparency. Readers are encouraged to consult the revised [author submission guidelines](#) and [Margo Monteith’s editorial](#). In particular, study materials are now required to be submitted as supplementary materials along with new manuscripts, and authors must “confirm that your manuscript indicates whether data are available, and, if so, where to access them” as well as “confirm that your manuscript indicates whether code is available, and, if so, where to access it.” Thus, even though the journal will not be a TOP signatory at this time, we have already made some progress toward achieving higher levels of transparency at the journal.

2. ***Collabra: Psychology* partnership and other journal possibilities:** Last year, the ARP executive board agreed to partner with Collabra: Psychology, specifically in overseeing the personality section. This partnership affords ARP the opportunity to partner with an existing journal that shares its values (prioritizing high quality, transparent science). The partnership gives ARP the ability to select the editor for the personality section of the journal, to establish policies for that section that support personality research, and to innovate in helping taking personality research dissemination in new and exciting directions.

Collabra: Psychology is published by the University of California Press (a non-profit publisher), and it is a fully open access journal. Many ARP members have already published articles in *Collabra* on a range of topics from narcissism to planfulness to relationship satisfaction and more (browse articles [here](#)). *Collabra* has just announced a recently restructured it’s senior editorial team. The journal has seven sections including separate social and personality psychology sections. Simine Vazire is moving from senior editor of social psychology to editor-in-chief of the journal. Brent Donnellan remains senior editor of personality psychology.

Journal expenses at *Collabra* are supported by article processing charges (APCs), but the fees are relatively low compared to similar outlets. However, the journal also has a unique community support mechanism in which reviewers and editors for the journal receive a portion of APC funds (read more [here](#)). This portion may be retained by the individual, or it may be paid forward to support the APC waiver fund. The APC waiver fund covers APC charges for any authors who do not have institutional or grant funds to cover the APC. Additionally, the journal is committed to reducing costs and is exploring options that may allow the journal to reduce or eliminate the APC charges.

Although the ARP membership previously expressed a desire to support a new, standalone personality journal, the ARP executive board determined that the benefits of supporting an existing, if fledgling, personality outlet had lower costs, and potentially higher upside, than beginning a new journal from scratch. However, the desire to create a fee-free publishing option for ARP members remains, and the publication committee (together with the executive board) will be exploring possibilities for this in 2020. (Members might also consider the new *Personality Science* journal, sponsored by EAPP and ZPID, which we assume will be quite excellent.) The publication committee looks forward to working with Rich Lucas during his term as ARP president to continue working to establish and promote our partnership with *Collabra: Psychology*, as well as to exploring other journal possibilities (including some of the innovative publishing experiments that were discussed at the ARP 2019 meeting).

3. ***P Newsletter*** is currently being assembled by Kathryn Bollich-Ziegler and John Rauthmann. The newsletter recently welcomed Sara Masland to the team to assist in its online publication. They aim for an annual release in the late winter. Publication of the current edition of the newsletter was understandably delayed due to the COVID-19 pandemic.

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Awards Committee Report

The current [ARP Awards Committee](#) is Doug Samuel (chair), Eranda Jayawickreme, Jennifer Lodi-Smith, Rick Robins, and Susan South.

The past year was a busy one for the ARP Awards Committee! In 2019 the committee, led by Jenn Lodi-Smith created a timeline for ARP awards to help ensure consistent delivery as ARP continued to grow. This growth included the creation of two new awards to support our early career researchers – the Emerging Scholar Award and the Diversity Travel Award that were first awarded at the 2020 meeting.

Since the last meeting the Awards Committee has continued to move forward, albeit on a delayed timeline caused by the COVID19 Pandemic. The [Murray Award](#) had an original due date in March, 2020 and so was pushed back to August 1st. The committee was comprised of Nicole Albada (chair), Jonathan Adler, and Phebe Cramer (past winner) recently announced the selection of Brian R. Little as the 2020 Murray Award Winner! He will present an award address at the 2021 meeting.

The 2018 [Tanaka Award](#) winner was Manon van Scheppingen was announced in 2019. The 2019 Award committee was chaired by Rick Robins and included Joanne Chung and Manon van Scheppingen (past winner). They recently announced that Julia Rohrer was the 2019 Tanaka Award winner and will present at ARP 2021!

The [Early Career Award](#) will be chosen again in 2020 with the winner presenting the award at the 2021 ARP meeting. The ECA Committee includes Doug Samuel (chair), Aidan Wright (past winner) and Cornelia Wrzus. The call for awards is currently being prepared for a late August release and a fall deadline.

The [Emerging Scholar Award](#) was created to recognize exceptionally high quality work from emerging personality psychologists. The 2020 Emerging Scholar award committee will be chaired by Susan South. The 2020 Emerging Scholar recipients will be chosen based on their submissions to the ARP 2021 meetings and they will present their work in the Emerging Scholar Award symposium.

The [Diversity Travel Award](#) was developed to help maximize the representation of diversity within our field. This new award supports the ARP conference travel of students from historically marginalized communities. The 2020 Diversity award committee chair has not yet been determined.

In addition, the committee is currently considering a proposal by Sara Weston and Brent Roberts to add a “Reviewing Excellence Award” and hopes to have this fully up and running to announce 2020 and 2021 winners in time for ARP 2021.

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Training Committee Report, 2020

This past ARP the Training Committee hosted a hackathon to develop a comprehensive personality syllabus that could be used by those interested in developing a new personality course or refreshing an existing offering. Lots of interesting discussion and suggestions emerged from this meeting. We hope to share a completed syllabus soon. If you are interested in contributing, please email Aidan Wright (aidan@pitt.edu) to be invited to the shared google doc. Additionally, Aidan will be cycling off as the chair of the committee, and Rodica Damian and Joanne Chung have agreed to be co-chairs. Please join us in welcoming them to the new position!

Letter from the Editors

Racial Justice Statement 2020

ARP REPORTS

President

Executive Officer,
Secretary/Treasurer

Awards Committee

Graduate
Student/Postdoctoral
Committee

Publication and
Communication Committee

Awards Committee

Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report

EJP Editor's Report

PS Editor's Report

SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts

Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg

Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

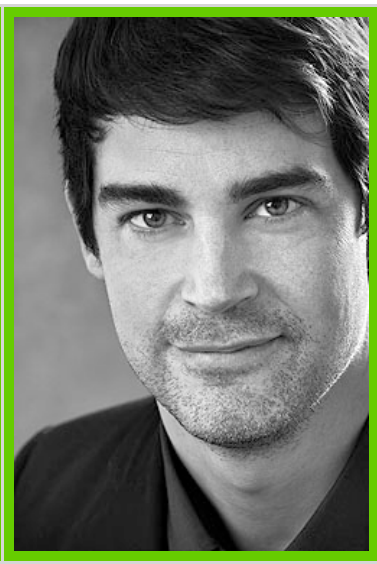
Issue 14, August 2020

European Association of Personality Psychology, President's Report

Jaap Denissen

Tilburg University

My last contribution to the ARP newsletter was published in April 2019. After a year, it's time to look back on the most important EAPP developments of the past year. If you're short on time, here's the one-paragraph summary: a) due to the COVID-19 crisis, we had to cancel our ECP conference in Madrid (July 14-17) and will instead organize it in 2022; b) the European Journal of Personality consolidated its top impact factor and is rated as leading in promoting research transparency and openness; c) in partnership with ZPID, EAPP will launch a fully open access journal: Personality Science; d) EAPP has grown its membership and is becoming more regionally diverse; e) EAPP has introduced new awards, like an EASP-EAPP award, a dissertation award, and a lifetime service award; and f) EAPP has successfully implemented a new, simplified and cheaper fee structure.



20th European Conference of Personality in Madrid Cancelled

For much of the past months, we were enthusiastically gearing up preparations for our much-anticipated 20th European Conference of Personality in the Spanish capital of Madrid, in July 14-17 2020. With a strong line-up of keynote speakers and invited symposia, and a large number of submissions from all over the world, we were looking forward to meeting old friends and discussing cutting-edge research. Then, the Covid-19 virus struck humanity and caused disruption and suffering across the world. Based on careful (and painful) deliberations, also with our local organizing team (Prof. Oscar Garcia, supported by Prof. Gerardo Bielons and his company), EAPP decided that it was no longer possible nor desirable to host the conference this summer. We will reimburse all participants who already paid the conference fee. Provided that the public health circumstances allow it, ECP20 will still take place in Madrid, but postponed to 2022.

TOP Position for the European Journal of Personality

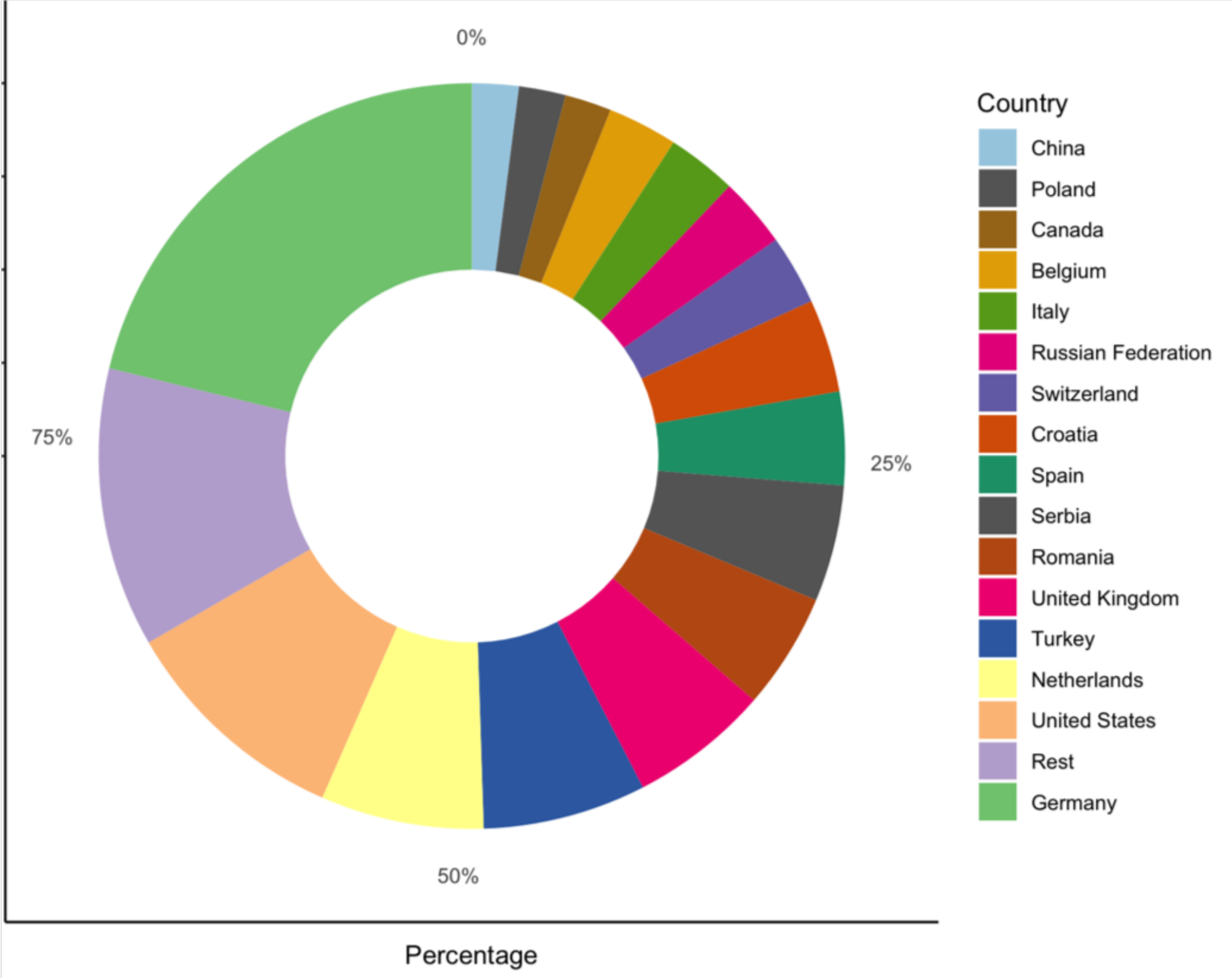
The European Journal of Personality has been a flagship journal of EAPP for years. It has secured a top reputation in the field, which is reflected in a consistently strong impact factor (in 2018, the two-year impact factor was 3.3 and the five-year impact factor was 4.62). But impact factors are not everything, so we are happy to announce that EJP obtained a top position in the recently published TOP Factor rankings (topfactor.org). This ranking is based on journals' compliance with the Transparency and Openness Promotion (TOP) guidelines. EAPP has obtained a shared fourth place (together with Collabra) among a total of 277 journals from various disciplines. We are incredibly proud of this achievement, which has been achieved by the hard work of the editorial team, led by Mitja Back. It is one of the many achievements that Mitja can look back on with satisfaction when he transfers the position of main editor to René Möttus in the summer of 2020.

EAPP Launches a Fully Open-Access Journal: Personality Science

The European Association of Personality Psychology (EAPP) is launching a new journal this year: Personality Science (PS), edited by John Rauthmann. PS will be online-only, full open-access, with no article processing charges for authors, and dedicated to open and good science practices (e.g., offering registered reports with in-principle acceptances). All of this is possible because it will be published under the [PsychOpen GOLD program](#) of the Leibniz Institute for Psychology Information (ZPID). PS is dedicated to topical breadth and diversity and aims at bringing together researchers interested in personality science (broadly construed). The journal's vision encompasses three goals: (1) being more multidisciplinary in scope than comparable journals; (2) including papers that concern how personality science can inform public interest and applied practice; and (3) seeking high-quality publications from authors around the globe. More information on PS can be found [here](#) which will be periodically updated. Our goal is to launch the journal officially this year. We will let you know about important developments via EAPP's Twitter channel ([@personalityEAPP](#)).

Growth and Diversification

The European Association of Personality Psychology (EAPP) is growing its membership, and growth is expected to increase as we move towards the European Conference of Personality in Madrid, July 14-17. In the last newsletter, it was announced that EAPP would reach out to underrepresented countries. We have done so with much success: Our Turkish membership is now our fourth-largest, and we have also established substantial membership bases in Serbia, the Russian Federation, and China. Equally pleasing, many new members are early career researchers, defined by us as PhD students or individuals within five years of the award of their PhD degree. No less than 44% of our current members belong to this category, which (together with the passion and experience of the more senior members) constitute the future of our association.



New Awards for Dissertations, Social-Personality Integration, and Leadership/Service

EAPP now offers a comprehensive award structure, with three newly established awards. First, we have installed a Dissertation Award to promote up to two excellent dissertations within personality psychology to increase the visibility of outstanding young personality psychologists both to the scientific community as well as to the general public. Second, we have partnered with EASP to create a joint award honoring European researchers who study phenomena at the crossroads of personality and social psychology and who have greatly contributed to both fields. Third, our new Leadership and Service Award honors outstanding researchers who have had had with their dedication, service, and leadership a significant and profound impact on the field of personality psychology. We will release a call for all EAPP awards (including the early-career, mid-career, and lifetime achievement awards) soon, and nominations can be submitted until March 30. A final note for non-European readers: The calls are aimed for a “contribution to personality psychology in Europe”, but this does not necessarily imply a European affiliation. It can indicate a number of things, such as regular visits to ECP, guest lectures at European universities, creation of consortia with a prominent role for European researchers, research visits in Europe, etc.

New Fee Structure

EAPP introduced a novel, simplified membership structure with a reduced category for (PhD) students and members from low and middle income countries as well as a regular category for everyone else. Instead of a one-year membership, we now offer only two-year memberships. The two-year membership fee for regular members is 60 €, the reduced fee is 20 €. Becoming a member comes with a range of attractive benefits, which are described [here](#). Note that people from all countries in the world can become members, and fees can be paid in any currency via credit card. By (re-)joining us as a member, you save 40-50 € in the registration fee for our upcoming European Conference of Personality. In our drive to diversify membership, we are also offering a free membership to members with an affiliation in a country with a low- or middle-income economy. This offer is limited to 2020, so spread the word!

This newsletter contribution will be my last as President of EAPP. In Madrid, Anu Realo will take over my position, so she will likely be the author of the next EAPP newsletter.

Prof. Jaap Denissen, EAPP President

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

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P: The Online Newsletter for Personality Science

Issue 14, August 2020

European Journal of Personality, Editors' Report

Mitja Back (Editor-in-Chief), Joanne M. Chung (Research Communications Editor), & Lisanne de Moor (Assistant to the Research Communications Editor)

University of Münster; University of Toronto, Mississauga; Utrecht University

Another year has passed and we have seen some exciting changes and developments at the European Journal of Personality.



Transparency and openness have remained important themes for EJP. For example, the recently released [TOP Factor](#) from the Center for Open Science regarding Transparency and Openness Promotion (TOP) ranks EJP at the top of personality and social psychology journals. Moreover, the first Registered Report was recently accepted for publication in EJP ([Vize & Lynam, 2020](#)).

We are also impressed by the breadth and depth of personality research that has been published in EJP in the past year, as well as the authors behind the work. These articles covered topics such as life goals ([Bühler, Weidmann, Nikitin, & Grob, 2019](#)), post-apocalyptic and doomsday prepping ([Fetterman, Rutjens, Landkammer, & Wilkowski, 2019](#)), creativity and personality profile normativeness ([Sutu, Serrano, Schultz, Jackson, & Damian, 2019](#)), the integration of narcissism frameworks ([Rogoza, Cieciuch, Strus, & Baran, 2019](#)), and the appropriateness of personality indicators across the lifespan ([Olaru, Schroeders, Wilhelm, & Ostendorf, 2019](#)). Impressively, of all our publications in 2019, 49% (17 out of 35 papers) were based on Master or PhD theses!

Our readers may expect even more interesting work coming soon, with a joint special issue with the European Journal of Psychological Assessment on ‘New Approaches Towards Conceptualizing and Assessing Personality’ edited by René Möttus, David Condon, Dustin Wood, and Sacha Epskamp, and a special issue on ‘Behavioral Personality Science in the Age of Big Data’ edited by John Rauthmann. We are also looking forward to the European Personality Review issue featuring a target article by Michael Ashton and Kibeom Lee titled “Objections to the HEXACO Model of Personality Structure—And Why those Objections Fail”. As always this target article will be accompanied by a larger number of comments and a rejoinder allowing for lively and fruitful discussion.

Finally, after four years of guiding the journal, Mitja Back will be stepping down from his position of Editor-in-Chief to welcome Dr. René Möttus in October 2020. In his recent editorial ([Back, 2020](#)), Back looks back on his time as editor of EJP, and expresses some of his wishes for the future of the field of personality psychology. Mitja’s wishlist highlights theory generation, conceptualization, measurement, formats for publication, and communication with regards to personality research - and ends with the hope that EJP may remain at the forefront of these developments!

Some additional reasons for considering EJP as an outlet for your research:

1. EJP takes 25 days on average to make the first decision
2. EJP's editorial team provides detailed, supportive, and constructive feedback
3. EJP's impact factor is currently 3.91 (2-year IF) and 5.17 (5-year IF)
4. EJP has the highest Open Science transparency score in the field
5. There is no word limit
6. EJP has its own research communications team to help promote your work

Our communications team helps authors share their work and their perspectives. By conducting interviews and writing press releases on accepted articles, we boost the visibility of high-quality papers and make them available to a broader audience.

For more information, read our [Author guidelines](#). Keep in touch with us on [Facebook](#), [Twitter](#), and visit our [blog](#)!

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

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P: The Online Newsletter for Personality Science

Issue 14, August 2020

Personality Science, Editor's Report

John Rauthmann (Editor-in-Chief)

The European Association of Personality Psychology (EAPP) is proud to share the exciting news that it is launching a new journal (alongside the existing *European Journal of Personality*) this year: *Personality Science* (PS).

PS will be online-only, full open-access, with no article processing charges for authors, and dedicated to open and good science practices (e.g., offering Registered Reports with in-principle acceptances). All of this is possible because it will be published under the [PsychOpen GOLD program](#) of the Leibniz Institute for Psychology Information (ZPID).

PS is dedicated to topical breadth and diversity and aims at bringing together researchers interested in personality science (broadly construed). It will also position itself as a pioneer in implementing new standards of rigorous and open science. The journal's vision encompasses three goals related to expanding the field of personality psychology: (1) being more multidisciplinary in scope than comparable journals (*expansion of the field*); (2) including papers that concern how personality science can inform public interest and applied practice (*expansion to the public*); and (3) seeking high-quality publications from authors around the globe (*expansion in geography*).

John Rauthmann as editor-in-chief of PS will be joined by a stellar editorial team of 3 senior consultant members (Mitja Back, Sam Gosling, Verónica Benet-Martínez), 3 methodological consultant members (Daniel Lakens, Daniel Leising, Felix Schönbrodt), and 12 associate editors (Anna Baumert, Ryan Hong, Martina Hřebíčková, Lauren Human, Claudio Hutz, Markus Jokela, Sumaya Laher, Carolyn MacCann, Atsushi Oshio, Marco Perugini, Ryne Sherman, Michelle Yik).

More information on PS can be found at https://eapp.org/wp-content/uploads/2019/07/PS_leaflet.pdf/, which will be periodically updated. We are currently working hard on creating the journal's website and the online submission system. Our goal is to launch the journal officially before the end of this year. We will let you know about important developments via EAPP's Twitter channel ([@personalityEAPP](#)).

We are looking forward to your submissions to PS!

Letter from the Editors

Racial Justice Statement 2020

ARP REPORTS

President

Executive Officer,
Secretary/Treasurer

Awards Committee

Graduate
Student/Postdoctoral
Committee

Publication and
Communication Committee

Awards Committee

Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report

EJP Editor's Report

PS Editor's Report

SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts

Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg

Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

Social Psychological and Personality Science, Editor's Report

Margo J. Monteith (Editor in Chief)

Purdue University

SPPS celebrated its 10th anniversary publication on January 1, 2020! The journal has enjoyed fantastic success across its first 10 years, first under the editorial leadership of Vincent Yzerbyt (2009-2012), then Allen McConnell (2012-2015), followed by Simine Vazire (2015-2019). My editorial team took the helm on July 1, 2019. The team currently includes 10 Associate Editors (AEs) with expertise spanning social and personality science. In addition, a proposal to add a new Senior Associate Editor (SAE) was approved by the *SPPS* Consortium, and P. Jason Rentfrow started this position on April 1, 2020. I am especially pleased that Jason accepted this position given his extensive editorial experience (including a current appointment as Associate Editor for *Journal of Research in Personality*), and his expertise on personality and individual differences. As the SAE, Jason processes a portion of initial submissions (i.e., to make desk reject versus AE assignment decisions), while continuing in his role of handling a portion of manuscripts as they go going through the review process.



As many of you likely know, *SPPS* is published by SAGE as a short reports outlet (5,000 word maximum) and is a journal published for the Association for Research in Personality (ARP), the European Association of Social Psychology (EASP), the Society of Experimental Social Psychology (SESP), the Society for Personality and Social Psychology (SPSP); it is also co-sponsored by the Asian Association of Social Psychology (AASP) and the Society of Australasian Social Psychologists (SASP). Since it began the number of issues published annually has continually and now is at eight. Recently, the annual page budget went from 960 to 1,120, reflecting the journal's continued growth. The impact factor of the journal also continues to grow, with an impact factor of 4.385 received in 2020. More than 10,000 scholars in social and personality psychology throughout the world receive complimentary subscriptions to the journal. Thus, *SPPS* papers have a large, interdisciplinary readership.

Beyond its broad, international reach, high impact, and interdisciplinary nature, I hope that ARP members will continue to consider *SPPS* as an outlet for their research given other unique and favorable qualities. *SPPS* has a short turnaround time, currently averaging about 40 days from submission to first decision (excluding desk rejections, the average is 50 days), and 37 days from acceptance to publication online. The journal engages in efforts to enhance the visibility of articles, including regular SPSP press releases, and Table of Contents emails are distributed prior to the publication of each new issue. I urge ARP members to consider the journal as an outlet for their research!

The journal routinely makes calls for special issues. The July and September 2020 issues featured manuscripts accepted based on a call for papers related to "Underrepresented Populations," which was issued toward the end of Simine Vazire's editorial term. If you see a particular need for a special issue on a certain topic, be sure to pass along your idea to me! Between March and August 2020, my team expedited the processing of manuscripts addressing social and personality phenomena in relation to COVID-19.

Since beginning as Editor in Chief, I have enjoyed the opportunity to observe so much creative and passionate talent of researchers and authors, and I appreciate the chance to provide constructive feedback to authors and to see their work through the publication process. I have also been so impressed with the extremely thoughtful reviews that scholars provide. Their service to the field by providing reviews is invaluable. Finally, I would like to thank and acknowledge my wonderful editorial team: Jennifer Bosson, Lowell Gaertner, Will Gervais, Igor Grossmann, Lisa Libby, Robyn Mallett, Yuri Miyamoto, Danny Osborne, Jason Rentfrow, Richard Slatcher, and Eva Walther. They work extremely hard and do a fabulous job of providing great feedback and guidance to authors.

Best wishes,

Margo J. Monteith
Editor in Chief, *SPPS*

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

President
Executive Officer,
Secretary/Treasurer
Awards Committee
Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

SPONSORS

Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

An Interview with 2019 Block Award Winner, Dr. Brent W. Roberts

Olivia Atherton (Interviewer)

Ten years ago, I joined your lab as a very excited, undergrad research assistant, and one of the first tasks I had was listening to recordings of participants’ Life Story Interviews for the HASCI study. So, I thought it might be fitting if I created a modified version of the interview for this purpose... an abbreviated Career Story Interview!



1. What is your “earliest memory” in personality psychology? What led you to study personality psychology in the first place?

I don’t really have an earliest memory of note. I did not take a personality course as an undergrad and only came across the field after graduating. I have a distinct memory at the time of wanting to study the opposite of clinical psychology by focusing on optimal functioning and human potential, rather than dysfunction. It seemed that personality psychology, and especially the Berkeley program, was the ideal place for me given those motivations. Of course, 25 years into the career we now know that the distinction between normal personality and clinical psychology is more cosmetic than real. So much for inspirations.

2. If you were to divide your career into chapters, how would you do it?

1. **Grad School:** curiosity; anxiety; writing pains; marriage; tennis with Rick Robins
2. **Tulsa the first 3 years:** the Hogans; collaborating with Rick & Avshalom; teaching methods; volleyball, tennis, & rowing
3. **Tulsa the last 2 years:** suddenly understanding what I was doing; volleyball & tennis; our first daughter
4. **Illinois pre-tenure:** conscientiousness; grad students; first grants; first meta-analysis; volleyball & tennis; our second daughter
5. **Illinois post-tenure:** more conscientiousness; lots of grad students; more meta-analyses; volleyball & tennis; my wife going back to get a PhD
6. **Illinois full professor early years:** panel studies; Germany; genes; predictive validity; tennis & running; my wife getting a tenure track job
7. **Illinois full professor 2011 on:** the age of collaboration; Ulrich Trautwein’s Tübingen group; reproducibility crisis; running & triathlons; our daughters growing up

3. Have you experienced any kind of “turning point” in your career and/or research program?

I’ve experienced several turning points. The most profound occurred about three years post-Ph.D. I finally figured out what I was doing. Up until that point I was very focused on getting projects and papers done so I could get and keep a job. It wasn’t until 3 years after the PhD that I had enough perspective to understand what I could contribute to the field. I had a distinct feeling of being under water before then, and then breaching the surface of the water and seeing the horizon and knowing what projects I needed to work on—this led to the meta-analyses and the longitudinal work with Caspi & Moffitt. The other turning point was, of course, the 2011 period where it became awkwardly apparent that a fair number of my friends had been systematically publishing findings that were not robust. That was, and still remains, a less rewarding turning point.

4. What does the next chapter of your career hold? What future projects or topics are you most excited about? What are your hopes and dreams for the field?

I’ve just become the director of the Center for Social and Behavioral Science at the University of Illinois. It gives me the chance to work with over 700 social and behavioral scientists from across the entire campus, which is like getting to play in the best intellectual sandbox you could find. That should keep me busy for a few years.

On the research front, I’m really excited by three projects. In the first, I’m collaborating with Chris Soto and Chris Napolitano to bring some definitional clarity and discipline to the new/old field of social and emotional skills. The educational psychologists and economists have fostered this area of inquiry and in so doing were kind enough to include personality concepts in the mix. The downside of their inclusiveness is that there is a lot of confusion about what constitutes a social and emotional skill, how it might differ from other concepts, like traits, and how best to measure them. We have initiated a comprehensive program of research to help clarify things.

Second, I’m keen on a program of research to use dynamic artificial intelligence systems to do a better job of assessing personality. We have amazing tools at our disposal that can move us closer to providing continuous assessments of thoughts, feelings, and behaviors. These new types of assessments can be used as better grist for the mill than the traditional self-report personality survey items. I hope to use these systems in new longitudinal research where we can do a much better job of tracking development.

Third, working with several teams, but mostly Mathias Allemand, we are examining how we can change personality traits through interventions. We are trying a bunch of different things from traditional clinical interventions to app-based interventions targeted at specific Big Five traits. It is a lot of fun just to try something so contrary to the typical thinking in personality psychology.

I really hope the field continues to be healthy and vibrant. It is in a much better place than when I started my career. I truly hope it becomes widely accepted and entirely boring because of that.

5. Looking back over your career thus far, can you identify a central message or idea that runs throughout? What is the major theme?

I’d like to argue that personality change was my main theme, but that would be painting a much cleaner picture than my record indicates. I’ve been given the chance to dabble in lots of different issues within personality psychology, and with how it interfaces with other fields like education and economics, and it has been so much fun. It has been a nerd’s delight.

6. After reflecting on your career story, what advice do you have for early career researchers in personality psychology?

Survivor bias is real. Therefore, don’t take advice from old people who won the lottery and mistake their luck for wisdom. Your career is your career. Go ahead and make it the way you like it.

Congratulations on receiving the Block Award, Brent!

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

- President
- Executive Officer,
Secretary/Treasurer
- Awards Committee
- Graduate
Student/Postdoctoral
Committee
- Publication and
Communication Committee
- Awards Committee
- Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

- EAPP President’s Report
- EJP Editor’s Report
- PS Editor’s Report
- SPPS Editor’s Report

AWARDS

- Block Award Interview:
Roberts
- Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

- Social Media Activity: Yanna
Weisberg
- Personality and Film Activity:
Rebecca Shiner

SPONSORS

- Hogan Assessment Systems

P: The Online Newsletter for Personality Science

Issue 14, August 2020

An Interview with 2018 Tanaka Dissertation Award Winner Manon van Scheppingen

Kathryn Bollich-Ziegler (Interviewer)

1. In a nutshell, what was your dissertation about?

My dissertation was about personality development in the context of parenthood and romantic relationships. I specifically focused on the transition to parenthood. One of the main findings is that this transition does not, as previously hypothesized, predict positive personality development. In fact, using longitudinal data from over 85,000 participants across multiple studies, I found either no change in personality traits or small decreases in traits that are commonly viewed as desirable, such as self-esteem and self-control.



2. What research of yours are you most excited about right now?

I'd like to mention 2 projects I'm excited about:

The first project is a collaboration with my colleagues at Tilburg University and the Dutch Ministry of Health. We study how the corona crisis impacts social relationships and well-being in the Netherlands. We just finished collecting data on social contacts (quantity and quality of social contacts, online and face-to-face contact, and loneliness) in a big representative panel study (the LISS panel). We will compare this to pre-corona measures from 2019. We are currently writing up a report for the government. I've never worked on a project like this before, and enjoy that we share our findings directly with the Ministry.

A second project I'm working on is on educational mobility and personality. Most studies on this topic are cross-sectional, or treat personality as a stable predictor. We will study the relationship between changes in SES (i.e., educational mobility compared to parental education level) and changes in Big Five personality traits in young adulthood.

3. Where do you get your inspiration or research ideas from?

One way for me to get inspiration is by collaborating with people from other fields. My recent postdoctoral training was at the department of sociology, University of Amsterdam. During my postdoc, I've been able to broaden my horizon by including theory and methods from sociology and demography into my research on personality development. For example, in one of my recent projects I worked together with social demographer Thomas Leopold to study divorce and change in life satisfaction. We combined methods from demography and psychology into a novel approach to match controls (i.e., married individuals that do not go through divorce) to divorcees in the year of marriage. Based on this novel design, our main contribution was to disentangle changes in life satisfaction that were associated with the divorce process from changes found in individuals who remained married.

Hanging out with my (mostly non-academic) friends and family, and activities outside work (e.g., reading novels) also inspire new research ideas and help me to put my research in a broader perspective!

4. What research or statistical methods are you most excited to see pursued in our field in the coming years?

One of the big questions I focus on is what drives personality development in adulthood. Based on my findings and findings of many others, I believe that we will probably not find one environmental factor that explains the personality changes we find in young adulthood and other life phases. In addition to zooming in on specific life transitions, I think we should therefore examine personality development across multiple life transitions or developmental phases. Sociologists use some interesting statistical approaches to study occupational trajectories, health trajectories, and changes in marital status across the lifespan (e.g., sequence analysis). I think these techniques are promising to examine personality development across a sequence of socially embedded roles.

5. Do you have any advice for grad students? What is the best advice you've received?

I do not have any clear-cut advice, but I can say something about my personal experience with finding work-life balance. I started my postdoc while finishing my dissertation; I worked many weekends and did not feel like I had much time to hang out with friends. When talking about this with a friend, I said, "After this deadline, I will finally be able to take some time off". She replied that this is a risky thought and that I should not postpone taking time off for too long, because after one deadline another will very likely follow. She was right; I definitely did not have less work to do during my postdoc! One thing that helped me to find a better balance was managing expectations of colleagues and collaborators. At the start of the academic year, I now try to plan when I'll take time off, communicate this early, and not open my email during this time. It is also very important to realize that what works for me does not necessarily work for others; work-life balance means something different to everybody.

Congratulations on your award, Manon!

Letter from the Editors
Racial Justice Statement 2020

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President
Executive Officer,
Secretary/Treasurer
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Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

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Teaching Personality: Social Media Activity

Yanna Weisberg

This 40-minute in-class activity uses social media profiles to illustrate concepts related to person perception, such as interjudge agreement, convergent validation, behavioral prediction, and impression formation. Though I originally developed this activity for a social psychology recitation section, I now include it when I teach an introductory personality course. **Additionally, it would be possible to translate this activity to an online videoconferencing platform that allowed for small group discussion (e.g., Zoom).**



For this activity, I pre-select and prepare four social media examples that are openly available and from a demographic my students are not likely to be familiar with, such as being from a different country or part of the country, or a different age cohort. (Full disclosure - I use MySpace profiles from 2006 collected as part of a research study on self-presentation). Each printed profile contains an individual’s profile photo and profile information (e.g., quote, mood, handle, and age). Below each photo is information provided by the profile owner in an “About Me” section, which could include their preferences for books, movies, music, and general favourite things. The four profiles vary in terms of the amount of information available and the style of their photo.

To begin the activity, the class is divided into four groups, with each group given one of the printed profiles to look over and share. Each printed profile starts folded over so that only the profile photo and information are visible. My courses tend to have enrollments between 20 and 30 students; in larger courses either more stimuli or a more easily viewed presentation method might be preferable. The first set of instructions is to just look at the profile information and discuss what you think about this person. If students need more prompting, I ask where they would find this person, and whether they would want to work with them on a group project or become friends with them. If you want to go into more detail or incorporate quantitative measures, you could have students respond to a questionnaire assessing perceptions of traits such as the Big Five. After spending a couple of minutes on just the profile picture, groups are instructed to look at the rest of the “About Me” info and discuss their impressions again, as well as if and how they changed after seeing more of the profile. After a few minutes here (longer for larger groups), groups refold the profiles and pass to the next group in the room to evaluate the profile.

Once all of the groups have seen all of the stimuli, we begin a large group discussion of the four profiles, based around the target questions (e.g., “would you sit next to them?”, “would you befriend them?”, “would you work on a group project with them?”, “where do you think you would find them?”). One member from each group presents their take, and each other group has a chance to agree, disagree, or add to what the presenting group has said. This usually gets fairly lively as students have a lot to say about their perceptions of strangers! Once we have discussed all four, I have a slide with just the key terms, “interjudge agreement”, “convergent validation” and “behavioral prediction”. For the first two, I ask for or provide the definition then ask for an example of that from what we have just discussed. This is usually quick as interjudge agreement tends to be quite high (i.e. everyone said they thought Ashley Pixie likes to party) and some examples have great convergent validation (i.e., Ashley Pixie had a photo from a club, mentioned she likes staying out late, and has a preference for dance music).

For behavioral prediction, we can’t observe behavior, but we can match the person to the photos they also uploaded. My next slide includes five photos taken from one of the four social media accounts, and students guess who posted each one. Students are usually very quick to correctly identify the profile owners. The whole activity is a lot of fun and usually quite memorable for students!

Letter from the Editors
Racial Justice Statement 2020

ARP REPORTS

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Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
Personality and Film Activity:
Rebecca Shiner

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Issue 14, August 2020

Teaching Tips: *Up* Film Series Paper Assignment

Rebecca Shiner

I fell in love with the study of personality development my first year of college, when I serendipitously dragged a friend with me to watch a documentary film called 28 Up from the [Up film series](#). The *Up* series has tracked a group of 14 British people from the age of seven every seven years, following their development from childhood through messy adolescence into early, middle, and now later adulthood. The most recent installment, [63 Up](#), was released in late 2019. As an 18-year-old, I sat there riveted while I watched the lives of these 28-year-olds unfold before my very eyes. Some of participants showed remarkable continuity over time, and some of them exhibited interesting patterns of change. And one of them—Neal, the one I found most charming at age 7—left me feeling disoriented as I watched him succumb to a mysterious mental illness that rendered him wandering and homeless at age 28.



Because this films series has meant so much to me, I have particularly enjoyed using it as a way to help my students think about personality and its development over time. When Brent Donnellan and I taught a two week graduate course on personality development at the [Summer Institute in Social and Personality Psychology in 2015](#), we started the course by showing *35 Up* and ended it by showing *54 Up* to ground all of our discussions in consideration of real lives. I have also used the films as the basis for an essay assignment in my undergraduate course on personality. I leave this paper assignment intentionally broad because I use it near the end of the course as an opportunity for students to reflect on earlier material in a more in-depth way. If you can only use one of the films for an assignment, I recommend using *35 Up* or *42 Up*, rather than one of the later films, because the later films have almost too much to cover for students to get a full sense of who the participants are. I make sure that students have access to all of the films, though, so that they can go back and re-watch segments of the required film for the paper, as well as longer segments from earlier and later films in the series if they think those will be helpful in developing their argument. Here is the undergraduate assignment:

"The *Up* film series consists of nine documentary films that have traced the lives of 14 British people from the age of seven every seven years into adulthood. The film critic Roger Ebert included *28 Up* in his [list of the top 10 films of all time](#) and described the film series as '[an inspired, even noble, use of the film medium](#)'. For this assignment, you will be watching *35 Up*. You will be writing a paper in which you will develop your own thesis about some aspect of personality based on a thoughtful analysis of the participants in this film using material from this course. You may present your thesis by analyzing a single individual from the film, a subset of participants, or the participants as a whole. It is also your choice about which personality course material you use to develop your thesis. You may address issues that we have not discussed extensively in this course (e.g., the influence of socioeconomic status, the impact of relationships on personality), as long as you also use course material in the development of your argument. Spend as little space as you can summarizing the theories and research we have covered; only include as much as you need to in order to make your points clear. If you choose to do a case study (meaning an in-depth analysis of one, two, or several people), use the case study to make some general points about personality. What are lessons we can learn about personality from this particular person or people? Your case study will have more depth if you present interesting inconsistencies in the person's personality or consider how the person's configuration or combination of personality characteristics affects the person. At the end of the paper, after you have developed your thesis thoroughly, offer some ideas for future research exploring the claims that you have made in the paper. In brief, how could we go about testing the ideas you have presented in this paper? The paper should be approximately five pages long (double spaced, Times New Roman 12 font, 1-inch margins).

The 7 Up Series presents us with a stunning opportunity to watch decades of life unfold before our very eyes, and I hope that the film gets you thinking deeply about human nature, personality differences, and the beauty of human lives."

Letter from the Editors
Racial Justice Statement 2020

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Graduate
Student/Postdoctoral
Committee
Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
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Personality and Film Activity:
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Issue 14, August 2020



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Letter from the Editors
Racial Justice Statement 2020

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Graduate
Student/Postdoctoral
Committee

Publication and
Communication Committee
Awards Committee
Training Committee

ASSOCIATED JOURNALS AND ORGANIZATIONS

EAPP President's Report
EJP Editor's Report
PS Editor's Report
SPPS Editor's Report

AWARDS

Block Award Interview:
Roberts
Tanaka Award Interview: van
Scheppingen

TEACHING PERSONALITY

Social Media Activity: Yanna
Weisberg
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