



EFPSA

General Assembly

Session II | Minutes

Joint EB&MR, 2021

Malta

General Assembly I | 04/11/2021

Present: The Board 2021-2022, Working Community of EFPSA 2021-2022

Minutes by: Robert Meyka

Agenda:

1. Approval of the EFPA Representative of Ethics
2. Approval of the EFPA Representative of Education Approval of the EFPA Representative of Scientific Affairs
3. Approval of the EFPA Representative of Crisis & Disaster And Trauma
4. Approval of the EFPA Representative of Promotion and Prevention
5. Approval of the EFPA Representative of Community Psychology
6. Approval of the EFPA Representative of Geropsychology
7. Approval of the EFPA Representative of Psychology in Education
8. Approval of the EFPA Representative of Work and Organisational Psychology
9. Approval of the Community Responsible
10. Approval of the Task Force of the European Congress of Psychology
11. Approval of the Organisational Task Force

Topic	Discussion	Decision
Introduction	<p>- DC:</p> <p>A warm welcome to all Member Representatives, Executive Board Members and other EFPSA friends.</p> <p>Let's start with the General Assembly</p> <p>The General Assembly consists of delegates from each Member Organization of the Federation and delegates of the Executive Board.</p> <p>Typically, the Member Representative is the delegate who hold the voting rights on behalf of the Member Organization from their county or</p>	

region. The EB delegate hold the voting rights on behalf of their Office/Service.

The General Assembly is the most important decision making body within EFPSA.

The voting rules:

Every National Organization has 2 votes.

Every Local Organisation has 1 vote.

Every Executive Board delegate has 1 vote.

MO votes will be counted for 60%, EB votes for 40%. For Proposal '6. Approval of the New Executive Board members 2021-2022' only Member Representatives will be allowed to vote as stated in our Statutes, Article 14.

The voting options are in favour, against or abstaining.

Robert's Rule of Order – abstaining means supporting the decision of the majority. Abstaining votes will only help to ensure quorum.

No proposals need 2/3 in favour in order for the proposal to pass. All proposals need 50% + 1 in favour in order to pass.

In response to proposals, or points raised by delegates, the Chairs (President and Vice President) or delegates may motion for several procedures.

- First - Motion for pragmatic amendments to be made to the session's agenda (for example, the order of voting or splitting parts for a proposal into sub-proposals.
- Second – motion for an announced counter-proposal to be voted upon at a later session or through e-voting.
- Third – Motion for a vote to be deferred for voting at a subsequent session of the

General Assembly, scheduled for later in the meeting, or e-voting, to allow for further discussion.

Now, I will explain about the Voting Platform.

All voting members have been informed about the Voting Platform, NemoVote.

NemoVote provides secure online election for NGOs.

The weighted votes are supported and the voting process is completely anonymous.

The Member Representatives Officer can see how many has voted already, but the identity of the voters are hidden.

If all voting members are online in Nemovote, I would like to establish quorum. In order for the General Assembly to make decision, it is required that a quorum of at least two thirds of the sum of total possible delegates is reached. We need to establish quorum for both MRs as well as in total.

We currently have 34 Member Organisations with voting rights, which means we need at least 23 delegates that are online in order to vote for proposal 6. We currently have 47 voting members, which means we need 31 delegates online in order to vote for any other proposals

Veronika has informed me that 33 voters, 21 National Organisations, 2 Local Representatives, and 11 EB Members in total are online. Therefore, quorum is reached.

Now I would like to announce a few practical things:

- Johann and I will be chairing this General Assembly.
- Marta and Ana will be the Adjudicators. The votes will be done through an online system, Nemovote.
- When asking questions: please state your name and country first and then ask your question. This is important for the minute taking.

- DC: For the Agenda we had to adjust some proposals. We also do not have the Supporting Documents for the EFPSA Representatives as we did not ask for the permission of the applicants to share the details of their applications. Hopefully you will have enough information given in the proposals. Any questions?
Is there anybody having an objection to this agenda, please raise your voice now.
- Nathan, MR of UK: It is lovely to see the individuals of each EFPSA Representative and to see who we are voting for, therefore I would like to advise voting against.
- Annelotte, MR of Sweden: I do agree that we cannot see all of the applicants and all of the proposed applicants, however I see enough applicants to see a reasoning towards approving them.
- Nathan, MR of UK: In this case, I would like to put forward a motion to postpone the Proposals until the GDPR consent is collected for each applicant, so that we are not only approving positions but actual people.

- Katja, Grants Office, Slovenia: I understand your concern, however to me this is the same as the Board proposing the Executive Board where the Board is putting a Proposal forward, and to me we are voting towards the person of a position.
- DC: For the applications of the EFPSA Reps, the President, the Secretary General as well as the Human Resources Responsibles go through the process of the applications, we have an objective scoring system for all of that and it is that way we base our proposals on. In the past, we also did not share the applications and it has been a commonality for the GA to approve our selection while not selecting the applicants themselves.
- Annelotte MR Sweden: Can we ask questions towards the EFPSA Representatives ?
- AK: I am afraid not since the applicants were not informed about this and some might be here and some might not be.
- Nathan, MR of the UK: I believe that doing things as it has been happening in the past does not count as an excuse to do this. As we are the General Assembly we are able to make changes and I would still like to receive more information towards this.
- Korina, MR of Croatia: I would like to ask why nobody has applied for the Org Coms of events and what would happen if nobody gets approved?
- DC: If nobody applies for the calls we will extend the calls and right now we have put money into the social media calls to get a better reach. We do have some hearsay that people are interested in applying, so we will contact the people interested while also reaching out to more people.
- AK: We should move forward in the manner that one of the MRs has put forward a motion and we will see if the rest of the General Assembly
- Nathan; MR of UK: I would like to make the 3rd Motion for the Vote to be deferred for proposals 6.

until 14. until we get the actual application forms for the people who applied for the actual roles.

- Frida, MR of Norway: I am one of the people who applied and I was never informed of the possibility of my application being made public.
- Sara, TO: I personally would not postpone the proposals, since we have voted the Board and chosen the HRRs I believe that we should also put the trust in the people who have decided in the application process. By postponing, we put additional work into this that in my opinion does not make a big difference while also postponing the chance of the EFPSA Representatives to get in contact with their Working Groups.
- Nera, HRR: I want to give one important thing that we were given a very short timeframe to select and propose the people that applied, we also need to respect the timeframe of EFPA in order to continue.
- DC: We only received the announcement from EFPA with a short deadline of only one month whereas we opened the call as soon as possible.
- Fruzsi, HRR: I understand your concerns and I agree that this proposal has not been perfect. Postponing and asking for approval or consent to share their applications
- Nathan MR of UK: First of all I would like to address one comment, if something has been done in a rush, speaking of experience, that normally does not mean it has been a good job. If we are asking EFPA for expansion of the deadline, that will mean that we will also get more time into the quality of the applications. I respect the decisions and I respect the decisions, however I believe that the process has not been done correctly. At the same time, the fact we have to ask for another deadline to expand is another thing to consider which I have not known before. I will still keep up the motion.
- Anja, Slovenia, Alumni: I think this is a good suggestion to change the process in the future, however this is not a good idea to start this right

away and I would suggest to continue with this. We should also take into consideration that next to the written application there has also been verbal interviews that are giving a lot more information.

- Korina, MR of Croatia: I consider Nathan's suggestion to be valid but believe that in the current situation we should trust the Board and change the process at a later stage.
- Robert, Secretary General: Commenting on applications in a rush; I want to comment that we do have a lot of experience of doing selection in a rush as we have to select our EB in a few days during the Congress. Together with MRs we have continuously worked on improving the selection process. The selection process has also been worked on last mandate together with the Board and MRs. I am open to changing the process and appreciate feedback
- Katja, Slovenia: If you would get the application you would also get the personal information what is into GDPR. What can definitely be given is concrete ideas that have been presented during the interviews and applications so that we know more concise ideas. This time the descriptions have been short so I suggest that for the next time the ideas can also be elaborated more.
- Nathan MR UK: I would love the idea and would like to suggest showing the ideas and elaborating the applications anonymously so that we have a better idea of the representatives we are going to vote for.
- Seray, CRR: To correct, the current proposed representatives will not be anonymous as they have already been proposed publicly.
- Ana: If the motion to defer passes then we will need to discuss the details of how to continue.
- DC: We will vote for Proposal of Motion for the Votes of Approval in the Section 2 to be postponed. If you vote in favour, all proposals for the EFPSA Representatives will be postponed, if you vote

	<p>against, we will continue with the agenda as planned.</p> <ul style="list-style-type: none"> - DC: The votes are in. In total for 50+1 we need 25.1 in favor. For this we have 8.8 in favor, 20.8 against, 1.2 abstaining. The proposal does not pass and therefore we will continue with discussing the proposals. Are there other comments to the agenda? (pause) No other comments are being made and therefore we are continuing with the Agenda. 	
<p>1. Approval of the EFPA Representative of Ethics</p>	<ul style="list-style-type: none"> - DC: For approval of the EFPA Representative of Ethics. - RM: We received 3 applicants, one did not show up and the decision was made between 2 other applicants. One of them was the previous candidate. Both were really good applicants and scored high on the objective scoring sheet. The proposed applicants' communicative approach, she showed great motivation and this was more important to us then the experience of the other applicant - DC: we go to each proposal one by one but will vote on all proposals all together 	
<p>2. Approval of the EFPA Representative of Education</p>	<ul style="list-style-type: none"> - RM: For this position only one person applied, she was also the previous person in this position. The proposed person was already involved a lot in the past of EFPSA. It was her idea to change the amount of times one person can reapply based on the working time of EFPA being really slow. - DC: The proposed person has been a very active Alumni member in the past. 	
<p>3. Approval of the EFPA Representative of Scientific Affairs</p>	<ul style="list-style-type: none"> - RM: We had two applicants, one holding it already in the past. Candidate who already had the position did not give satisfying answers. Applicant who did not hold the position in the past showed great motivation and scored high on our objective scoring sheet. 	

		- AK: You can state the name of the person proposed as it is stated in the proposal	
4. Approval of the EFPA Representative of Crisis & Disaster And Trauma		- RM: We had only one applicant for this position. She scored highly on the objective scoring sheet and impressed with her experience and motivation. Hearing about her being able to continue the work for 2 more years greatly increased her motivation.	
5. Approval of the EFPA Representative of Promotion and Prevention		- RM: Three applicants, two got the highest scores in interview and application, therefore extended process in involving Board even more. At the end the Board and HRR were impressed with her experience and approach to this position.	
6. Approval of the EFPA Representative of Community Psychology		- RM: This is an exceptional proposal. The applicant was the only person possible for this position because EFPA asked us to confirm the position - DC: we only confirm because EFPA did not open the call themselves for the Board - RM: We asked when this call will be opened but we did not get new information. the applicant was informed and asked but she also did not have new information. She was still very motivated and wanted to continue her work. She is in regular contact with this Board	
7. Approval of the EFPA Representative of Geropsychology		- RM: Only one applicant, also the person who worked this position in the past. She showed great motivation and expressed new ideas that the Board should work on in the future. We highly recommend to approve this person.	
8. Approval of the EFPA Representative of Psychology in Education		- RM: Most applicants for this position, 4, one did not show. Applicant who held position in the past was giving short answers only (interview and written). Other applicant did not give elaborate answers in the interview. Proposed applicant showed most motivation and idea both written and in interview, also works in this field as a freelancer.	

	<ul style="list-style-type: none"> - DC: Other applicant also gave great application but proposed applicant exceeded this by far and it was no question who would be proposed. 	
<p>9. Approval of the EFPA Representative of Work and Organisational Psychology</p>	<ul style="list-style-type: none"> - First time ever there will be an EFPSA Representative because we noticed now this committee exists. Only one applicant, showed excellent application. Not much application as new position and not many information on Website. Showed great motivation both in interview and written application - DC: To clarify, Fruzzi did not conduct this interview herself in the position as HRR. 	
<p>10. Approval of the Community Responsible</p>	<ul style="list-style-type: none"> - RM: Proposal by me and HRR, worked on for quite some time. We realised many dropouts in the EFPSA WC, partly because of burn-out but also lack of feeling of community. Has been approached in last mandate with the Band-Aid project. This position aims to acknowledge the work of the WC members, create a sense of community and continue the work of the Band-Aid Project. HRR and SG cannot stem this work. - JB: To clarify about the Band-Aid Project in the last mandate: It is indeed true that the project members realised that they have been overworked. We also realised how crucial the work within the Project was to try and connect people within the Working Community. It was unfortunate that we could not bring as many ideas as we wanted to, and I was glad to hear when Robert was bringing forward this proposal to continue with this project. - Annelotte, MR of Sweden: We looked through the Role Description and while there were some specific and less specific points we would like to add some point. "Evaluating and ensuring the well-being of the Working Community during the General Assemblies" the reason for this is that we have felt that the meetings are sometimes very long and we push on to continue this meeting and we felt 	

that this was not good for our well-being and our functioning within the community

- DC: Thank you for raising that point, I can understand that especially after GA I the meeting was so long. The reason why things are going as they are going, for example that voting members are not allowed to leave is that otherwise we could not establish Quorum. We would also like to revise the Statutes and GA systems in order to improve the procedures we are having for the people who are attending the events.
- RM: Regarding the point made by MR of Sweden; some parts are vague on purpose so that the person filling this position can have the flexibility of this position and can be more clarified when the revision of Role Description is proposed.
- DC: Technical; For this I would suggest that we can just by thumbs up or by a discussion see if the addition to the Role Description can be made without a big anonymous vote. Let's first discuss about this topic and see if this point would be added and afterwards we would go over towards voting for this position.
- Nathan, MR of UK: Thank you for bringing forward this suggestion, as we have discussed this proposal also within the MRs. This is the kind of feedback for days that we have been tired by the schedule and that our well-being has been impacted and I would like to suggest this point to be added for not just General Assemblies but for "all EFPSA meetings".
- Annelotte, MR of Sweden: I think that changing this to "mandatory sessions" could be a good way to change it.
- DC: I think it can also be added as a general topic to ensure the well-being, so that it includes everything and so that we do not have to add that. This would be about everything, offline and online, and in general on how just EFPSA works so that people can work out on that. I also want to comment, that nobody came to us with official feedback about people being tired, people have been

telling us that they were tired but we have not been knowing why exactly and I would appreciate somebody bringing this forward officially.

- Lara, TO: My comment is overall about the description and the task, if I understand it correctly, it would be two-sided, most socially and incorporating EFPSA and encouraging people, while on the other side taking care of the well-being, also including the well-being of all events and meetings. I think combining the two would be the main points of the role.
- RM: Generally I believe you understand the RD correctly, important to point out is the collaboration with the HRR which in my opinion can be very fruitful for the well-being of the WC. Might be included in the future of a possible HR Office
- Celeste; MR of Belgium: Two comments, first about the feedback, we communicated this to VK and it has been written down. The second: I would propose to give the new person to be voted towards this to give the freedom of doing their work before adding this extra point as we have no idea about the workload yet.
- Denisa, Partnership: As a direct comment, I also think that all of the points are great and I think it is only one more thing to bring forward towards approving this position and forwarding our points to the new person getting elected into this. In my experience many new Role Descriptions need to constantly redefine their RDs so I would just like to go forward with this.
- Jayme, MR of Spain: I support this comment because next to my professional work in EFPSA I also feel the need for the social part of EFPSA to be greatly improved by one responsible position.
- Ana, External Relations Office: I feel like it is finally time for this position and I would like to thank the SG and the HRRs for bringing this forward. I feel like it is best to move on into working and I suggest to discuss this topic in a different way. I believe that the most

important document for this position is the Action Plan. I believe this should be read differently, as the whole position is a strategy I would propose to reach forward to the Board and to collaboratively contribute to points in the Action Plan. For now I suggest to move forward with the voting.

- Katja, Grants: Two questions, firstly I would like to ask when this position would be implemented?
- RM: As soon as the proposal is approved the call for this position would be opened.
- DC: To elaborate, most of the time after a position would be approved, the call would be opened immediately as there normally would be needed as soon as possible.
- Katja, Grants: Second question, to continue of what was previously said I love the idea of discussing the Action Plan together. One part of the Action Plan would be the Band-Aid Project and I would like to ask if there are already plans towards this.
- RM: We have a timeline from the last Band-Aid project. Regarding a person possibly being selected for this position; they would get an extensive KT and meetings with former Band-Aid project members.
- Ana: Thank you for bringing this up, up until now we have seen that strategy and taking things slow is very important. When this person is added to the WC I would suggest that the work of this position until the end of the mandate is to actually work on the strategy solely. This also goes hand in hand with another proposal 17 of the organisational evaluation Task Force. I would like to have it in writing that we take it smartly and let this person mostly work on a strategy and Action Plan.
- DC: With any new position there is a moment where we try things out and experiment new things, that is why I believe that enabling this position already now is a good practice as the person can already work on the strategy while already trying to implement new practices.

11. Approval of the
Task Force of the
European
Congress of
Psychology

- DC: I will be giving some more background information. During the EB&MR in Slovenia 2019 there was a Task Force proposed to work on the Students Day on the European Congress of Psychology, ECP, which will happen in Summer 2022. It was supposed to happen during 2021 but had to be postponed due to the situation of the Covid-19 pandemic. The Task Force was supposed to work for 2 years, however due to the current situation they were forced to work for a longer time which led to the whole team needing to resign for several reasons. Therefore we wanted to reopen the call for another year until the ECP starts. Originally the call would also only be opened for Slovenians and we would like to continue with this. The positions would be as followed: Board Responsible, a representative of the Executive board, the MR of Slovenia and the MO President of Slovenia . Since we also have two Slovenians in the Board we decided that Luka as Board Responsible, as he is the Events officer, would be best fitting for the Task Force. We were also asking the MO President and the MR who agreed on them being part of the Task Force as well, since this has been part of the process as well. Since it is also needed to open a call for the EB representative we also opened the call and eventually one person moved forward with being able to continue with this position, we found them to be also motivated and having lots of ideas. This leads to proposing to see which members are most fitting, the President can already elect the people before the GA and let the GA approve this position so that the people can already start working. This team already started working and opened a call for the Organising Committee.
- Ana, External Relations Office: The exclusion of the Croatians MO out the ECP Task Force, was it a decision of EFPSA, and why?
- DC: It was a decision of EFPSA and I do not remember completely the reason, however I

remember that Marko (ECP) was preferring Slovenians.

- Ana, External Relations Office: The reason why we included the Croatian MO was because of the geographical closeness to the Slovenian Task Force, I suggest to keep in mind such changes in future decisions and to also in the future rethink the Task Forces to call it for example a Working Group.
- DC: The reason why we did not call it a Working Group was because it was also called a Task Force before and we did not know about the details of the things before.

12. Approval of the Organisational Task Force

- RM: A proposal combined worked on by HRR and SG. EFPSA has been growing and expanding with holding over 130 positions, over 14 teams with many different MOs involved. We have been thinking to look into having to start an organisation evaluation to check all procedures, process and to see if we can suggest some changes. Duration of Task Force at least 2 year (October 2023) to evaluate the goals, especially goals like the KT process. Also to ensure diversity in positions and clarity in our procedures. We would also like to propose to include externals from outside the WC like alumni or people from the SG. Goals have been forwarded to the GA . We have worked on a Action Plan which was not published so that the new selected team can work on it and can revise it.
- Vita, IPP: Thank you for explaining this a little bit more, I am curious about how this would work. Organisational Evaluations do acquire the time to learn about the Organisational Evaluation, I was curious about the Board about who would be in the Task Force and how the people would evaluate this and how people would have this knowledge and what would be the indicators that they would use.
- RM: Who would be in the TF:How would TF work; since it never happened in EFPSA part of the process would be reading into the literature. Also opportunity for students to

learn because of working in an evidence-based manner. That is why we want externals to be included in the TF so that they can contribute and share the knowledge to those motivated people who need more input and knowledge. How it would look like?: forms would be given out to EB/MR/Board, also include former members. Knowledge on Google forms we were also discussion including half-standardized interviews. Since it takes some time we would focus on long-term goals.

- Ana, ERO: One question, I think it would be great to add an Alumni Mentor. Since it is two years, how would that look for the Mandate Transition?
- DC: The people signing up for the Task Force would be signing up for this position for 2 years so they would hold their position even after the mandate has changed.

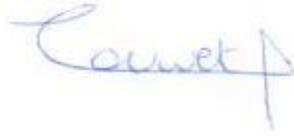
Closing

- DC: We can now move over to the voting, the voting for all proposals will be opened now. Since we have quite many proposals I would like to suggest 10 minutes for the proposals.
- Sara, TO: I would like to propose an EFPSA Clap for the MRO and for opening all votes manually.
[EFPSA Clap in 3-2-1 has been done.]
- DC: The votes have been counted. 50% + 1
 Proposal 4: 29.6 in favour, 0 against, 1.2 abstaining, proposal passes.
 Proposal 5: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 7: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 9: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 10: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 11: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 12: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 13: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 14: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 15: 30.8 in favour, 0 against, 0 abstaining
 Proposal 16: 29.6 in favour, 0 against, 1.2 abstaining
 Proposal 17: 28.4, 0 against, 2.4 abstaining
- DC: As closing words, we would like to thank you for being active at the General Assembly, for raising

these things and for thinking critically. We are at
the end of the General Assembly.

Deianara Couwet

President 2021 - 2022



Robert Meyka

Secretary General 2021 -2022

