



LE REGROUPEMENT CANADIEN DES
PSYCHOLOGUES INDUSTRIELS ET
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The Canadian Industrial & Organizational Psychologist

<http://www.sscl.uwo.ca/psychology/csiop>

Volume 21, Number 4

August 2005

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COMMENTS FROM THE CHAIR

*Natalie Allen
University of Western Ontario*

This will be my last Comments from the Chair column. In fact, because **Marjory Kerr** officially took over the role at the end of our annual meeting at CPA, it ought to be called “Comments from the Past-Chair.” That’s not relief you hear -- honest! -- just an attempt to be completely accurate...

As with every year, considerable CSIOP attention was focused on planning for the CPA convention which, this year, was held in Montreal. The convention was extremely well attended and our sessions were no exception. (Rumour has it there were even some Grand Prix drivers at the CSIOP posters, but this has not yet been verified!) Under the leadership of Program Coordinator, **Steve Harvey**, we had a full and exciting program -- lots of posters, symposia, and presentations -- thanks Steve for all your hard work! A few highlights and more words of appreciation... Thanks to Dr. Frank Landy for a lively and engaging keynote address and to SHL Americas for sponsoring Frank’s visit. The visit was facilitated by **Marjory Kerr** and her colleague Connie Freeman and we very much appreciate their support. Thanks also to Dr. Mark Berwald of ClearPicture for his invited presentation on survey techniques. This interactive session included exactly the kind of cutting-edge information that people come to conferences to hear and was very well-received. The section owes thanks to RHR International for its continued support to the

RHR Kendall Award. At our annual meeting in Montreal, Richard A. Davis of RHR presented this year's award to **Lance Ferris** for his research entitled "Organization-Based Self-Esteem and Core Self-Evaluations: Can both predict job attitudes?" Congratulations, Lance! Finally, on a more "social" note, CSIOP once again join forces (get it?) with the Military section and enjoyed a wonderful evening at. Many thanks to Sebastien Blanc for making the arrangements for this event!

On other CSIOP news...During the past year we made the difficult decision -- at least in the short-term -- to suspend our attempts to sponsor a pre-convention workshop at future CPA Conferences. This decision was not made lightly and received extensive discussion at the Long-range Planning meeting of the executive and by the membership at large during the annual meeting in Montreal. Overall, it was felt that the workshops were no longer adding the kind of value to our membership (or others in the community) that they once added. Many thanks to out-going executive member **Lisa Keeping** for her efforts in this position over the past two years! For both workload and practical reasons, CSIOP also made a decision to separate the executive roles of Secretary and Treasurer; during the coming year, these positions will be held by **John Tivendell** and **Joan Finegan**, respectively. In addition to John and Joan, other on going executive members include **Tracy Hecht** (Membership Coordinator), **Liane Davey** (Communications) and **Lance Ferris** (Student Representative). **David Stanley** has agreed to assist **Sunjeev Prakash** with the newsletter editorship during the coming year, so we will say welcome to David, but not yet say our goodbyes to Sunjeev! We welcomed **Stephane Brutus** to the executive as incoming Chair Elect and, at the same time, "promoted" **Marjory Kerr** to Chair. Thanks to all for your efforts, both past and future!

Finally, the CSIOP executive says goodbye to Past Chair **Pat Rowe**. After three years (and for the second time!), Pat well deserves both her break from the executive and our appreciation. Many thanks for all your help, support, hard work, Pat!

Before leaving I would like to conclude by reminding you all that plans are beginning for next year's convention in Calgary thanking all the members of the executive this year for all their hard work and support.

Good luck to the new executive during the coming year and best wishes to all for a wonderful rest-of-summer and fall!

Time certainly flies!

Traduit par Sébastien Blanc, M.Sc.
Collège militaire royal du Canada

Ceci est mon dernier article dans le cadre de ce bulletin. **Marjory Kerr** a officiellement pris la relève lors de notre assemblée générale annuelle, ce dernier article devrait s'appeler Commentaires de la Présidente sortante. Ce n'est pas par soulagement que je fais cette observation -- honnêtement! --, mais par souci de précision...

Comme à chaque année, la SPIO a porté une attention considérable à la planification du congrès annuel de la SCP, qui cette année, eut lieu à Montréal. Le congrès fut généralement très achalandé et nos sessions le furent tout autant. (La rumeur veut que des pilotes du Grand-prix se soient présentés à notre session d'affiches, mais cela n'a pas encore été vérifié!). Sous la direction de **Steve Harvey**, notre Coordonnateur des programmes, nous avons eu droit à un programme aussi excitant que bien rempli -- beaucoup d'affiches, de symposiums et de présentations -- merci à Steve pour l'excellence de son travail! Merci au Dr.

Frank Landy pour son excellente allocution et à la firme SHL Americas pour avoir subventionné sa visite. Cette visite a été coordonnée par **Marjory Kerr** et sa collègue Connie Freeman; nous leur en sommes très reconnaissants. Merci aussi au Dr. Mark Berwald de ClearPicture pour sa présentation sur les techniques de sondage. Sa présentation interactive a fourni toute l'information d'avant-garde que nos membres recherchent lorsqu'ils assistent à un congrès. Notre section désire aussi remercier RHR International pour son soutien continu au prix RHR Kendall qui, cette année, fut décerné à **Lance Ferris** pour son étude intitulée « Organization-Based Self-Esteem and Core Self-Evaluations: Can both predict job attitudes? ». Félicitation Lance! Finalement, sur une note plus sociale, la SPIO a joint ses forces (la comprenez-vous?) à celles de la section militaire pour organiser une magnifique soirée au Mess des officiers du Royal Montreal Regiment. Nous remercions Sébastien Blanc pour l'organisation de cette activité!

En ce qui a trait aux autres nouvelles de la SIOP... Au cours de la dernière année nous avons pris la difficile décision -- au moins à court terme -- de suspendre nos efforts en vue de subventionner un atelier juste avant le Congrès annuel de la SCP. Cette décision fut le fruit de longues discussions tenues dans le cadre du meeting de planification à long terme du conseil exécutif et d'échange entre nos membres lors de notre dernière assemblée générale. En somme, il semble que ces ateliers ont perdu de la valeur, et ce, tant pour nos membres que pour la communauté. Nous remercions **Lisa Keeping**, membre sortante de notre conseil d'administration, pour son travail et ses efforts continus au cours des deux dernières années! Pour des questions d'ordre pratique et d'autres reliées à la charge de travail, la SIOP a aussi décidé de séparer les postes de secrétaire et trésorier.

Au cours de la prochaine année, ces deux postes seront respectivement occupés par **John Tivendell** et **Joan Finegan**.

Les autres membres du conseil d'administration seront **Tracey Hecht** (Coordonnatrice des adhésions), **Liane Davey** (Communications) et **Lance Ferris** (Représentant étudiant). **David Stanley** a accepté de prêter main forte **Sunjeev Prakash**, éditeur de ce bulletin. Nous souhaitons donc « bienvenue » à David, mais nous ne sommes pas prêts à dire « au revoir » à Sunjeev. Finalement, nous accueillons **Stephane Brutus** comme nouveau Président désigné et du même coup, « promettons » **Marjory Kerr** au poste de Présidente. Merci à tous pour vos efforts passés et futurs!

Finalement, notre conseil d'administration dit « au revoir » à **Pat Rowe** sa Présidente sortante. Après 3 ans (et pour la deuxième fois!), elle se mérite une pause et nos remerciements. Pat, merci pour ton aide, ton soutien et ton excellent travail!

Avant de terminer, j'aimerais souligner que nous avons déjà commencé la planification en prévision de notre prochain congrès qui aura lieu à Calgary. Bien que la date butoir pour les soumissions soit encore loin, souvenez-vous que le temps file!

En terminant, je souhaite bonne chance au nouveau conseil d'administration et vous offre mes meilleurs vœux pour la fin de l'été et pour l'automne!



**2005 CPA Convention, Montréal, PQ,
9-11 June**

CSIOP Program

*Steve Harvey, Ph.D.
Bishop's University*

The Montreal conference was a fantastic manifestation of CSIOP's growth. We witnessed 13 presentations in the form of symposia, workshops, conversation hours and theory presentations as well as 53 poster presentations. This a high point in our history and we can hope it will be repeated, if not surpassed in Calgary. I would like to thank the entire CSIOP executive for assisting me throughout the year on various elements that go into preparing a program. Particular thanks are due to **Dr. Natalie Allen** and **Dr. Marjory Kerr** who, as president and president-elect, were frequently instrumental in many features of the Montreal program.

Our keynote speaker Dr. Frank Landy of SHL made a superb presentation by everyone's account. He truly gave us expert insights into certain challenges facing practice and research in employment selection. Marc Berwald was gracious enough to take time out of a busy schedule to familiarize participants with innovations in survey practices. We hope to continue seeing high calibre practical workshops as part of the CSIOP program. The invited symposium on mental health in the workplace featured presentations by Drs. Janos Botschner, **Vic Catano**, **Arla Day** and Debra Gilin with commentary by **Dr. Lorne Sulsky**. The collection of work presented in this symposium provided an interesting look into the multitude of issues that industrial and organizational psychologist need to consider in era of increasing chatter about mental health and the workplace. Indeed, the program was rounded out with several other great presentations by well-known personalities as well as newer people.

Preparations for next year's program are already underway. However, to truly make the conference successful we are counting on a continued involvement from members submitting abstracts. The submission deadline is fast approaching, so I urge you to prepare your abstracts and convince a colleague and student to do the same. I look forward to updating you on progress in our plans in the upcoming issues.



CSIOP MEMBERSHIP COLUMN

*Tracy Hecht, Ph.D.
Concordia University*

CSIOP's membership is now at 308 (227 full members, 72 student members, and 9 associate members).

We welcome the following full members.

Details regarding their contact information will be included in the upcoming directory.

Pierre Banville, pbanville@sprint.ca

Cinthia Branco, cbranco@asinc.ca

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Elizabeth Muehlchen, newtonco@shaw.ca

Mary Anne Robblee, marobblee@thenelsongroup.ca

We welcome the following student

members. Details regarding their contact information will be included in the upcoming directory.

James Gibson, jemgibson@shaw.ca
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Michael Teed, mteed@ubishops.ca
Robyn Valentine, rkvalent@uwo.ca

We welcome the following associate members. Details regarding their contact information will be included in the upcoming directory.

Stephane Brutus, brutus@jmsb.concordia.ca
Richard Perlow, richard.perlow@uleth.ca

Please Keep Your Contact Information Updated

If your “directory information” (i.e.,

addresses – regular mail and e-mail, work phone and fax numbers, when/where you received your highest degree, your areas of interest) has changed, please let me know. I can be reached by email, fax and/or phone:

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If your membership is through CPA (in other words, if you are a full or student member), please be sure to update your contact information with CPA directly as well. The

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CPA membership coordinator can be reached by email at membership@cpa.ca.



Cause for warning, not cause for dismissal: A summary of *Bravo v. Etobicoke Ironworks Ltd.*

Erika Ringseis¹

I. FACTS:

Mr. Bravo was a welder with Etobicoke Ironworks Limited (“Etobicoke”) for approximately 6 years and 4 months until he was dismissed at the age of thirty-six.² Mr. Bravo had a Grade 11 education and a spotless employment record up until a few days before his dismissal.

Before he was dismissed, Mr. Bravo took a couple of bolts from his supervisor’s office. He later explained that he had taken these bolts to fix his welding table, which was unstable and rocked. However, Mr. Bravo went home from work with those bolts in his pocket. He never did actually use the bolts to fix his welding table.

The next day, a supervisor stopped Mr. Bravo when he was in an area where he did not need to be to accomplish his work and asked him why he was there. In response to this, Mr. Bravo replied “F* off, you’re not my boss.” Mr. Bravo engaged in some additional swearing after that. Mr. Bravo was called into

an office with his supervisor and asked about the bolts he had taken home as well as the manner in which he had spoken to his supervisor. Mr. Bravo did not then mention the purpose for taking the bolts home and did not respond to the supervisor’s questions. Mr. Bravo was upset during the meeting and indicated at trial that he was spoken to in a discriminatory manner.

Following these incidents, Mr. Bravo was summarily dismissed for cause. Specifically, he was dismissed for breaching two company policies: taking company property without permission and using threatening and vulgar language to a lead hand, or supervisor. Although the company indicated that it was terminating Mr. Bravo for cause, it nevertheless provided him with the pay he was entitled to under Ontario’s Employment Standard’s legislation, which was six weeks pay.

II. ISSUE:

Mr. Bravo sued Etobicoke for wrongful dismissal. He claimed that he was entitled to a lengthy notice period and that he had not engaged in either theft or inappropriate use of language. The Court considered the issues of whether there was just cause for dismissal and what the appropriate notice period was if just cause had not been established.

III. ANALYSIS:

The Court used the reasoning of the Supreme Court of Canada in *McKinley v. B.C. Tel* (2001), 200 D.L.R. (4th) 385, to determine whether or not the theft of the bolts had amounted to a dismissal for cause. The *McKinley* approach is contextual, requiring the Court to determine on a balance of probabilities whether the employee has engaged in deceitful conduct. Then, the Court needs to assess the nature and degree of the dishonesty to determine whether or not dismissal for cause is warranted.

¹ Erika received her Ph.D. from Penn State University and her L.L.B. from the University of Calgary. She is currently an associate in the labour and employment group at Fraser Milner Casgrain LLP, in their Calgary office. Any questions or comments can be directed to Erika via e-mail at: erika.ringseis@fmc-law.com.

² For full facts see *Bravo v. Etobicoke Ironworks Ltd.* [2005] O.J. No. 2070, On-Line: QL.

The judge held that Mr. Bravo had indeed taken the bolts and had not taken them for the purpose of fixing his work bench. After concluding that Mr. Bravo had indeed engaged in theft, and also used inappropriate language contrary to company policy, the judge assessed whether or not the punishment fit the crime. In this analysis, the judge concluded that the conduct was definitely deserving of sanction. However, the judge indicated that terminating the employee for cause was perhaps too extreme in light of the circumstances. Specifically, the Court noted

There is no question that his conduct was deserving of sanction. However, in my view, it was not of sufficient gravity that it warranted dismissal without notice. The Plaintiff was a good welder, who had worked for the Defendant for over six years without receiving any discipline. While he should not have taken the bolts, his conduct does not amount to serious fraud...Moreover, the verbal attacks on [the supervisor] occurred on one day, between 8:20 a.m. and lunch, and they were clearly related. Again, the conduct is unacceptable and shows a lack of judgment by the Plaintiff, but the conduct was not so serious that it gave rise to a breakdown in the employment relationship....Therefore, I find that the Defendant did not have cause for dismissal, and therefore, the Plaintiff was entitled to reasonable notice.³

In order to assess an appropriate notice, the judge considered the factors outlined in the

*Bardal*⁴ case, which is commonly cited by Canadian Courts. Specifically, the judge considered the employee's age, length of service, supervisory role and job position.

Mr. Bravo was 35 years old when he lost his job that he had held for over 6 years. Although he was a skilled welder, he had no supervisory responsibilities. The Plaintiff demanded 10 to 12 months pay in lieu of notice but the Court concluded that 20 weeks was an appropriate notice period. As such, the Plaintiff was entitled to 20 weeks pay in lieu of notice, in addition to vacation pay for that time period, less the amounts already paid.

IV. DISCUSSION:

This case is interesting because it illustrates a recent movement in the Courts to use a concept from the unionized environment within the non-unionized sector. Specifically, the concept of "progressive discipline" is frequently appearing in wrongful dismissal judgments. In the analysis of just cause, Canadian Courts appear to expect that some level of warning or minor discipline will occur before termination, except in the most egregious of cases. From an Industrial/Organizational Psychology perspective, it is worthwhile to note the importance of developing appropriate policies and procedures for discipline that address the need for employees to face a progressive approach to discipline.



³ At para. 42.

⁴ *Bardal v. The Globe & Mail Ltd.* (1960), 24 D.L.R. (2d) 140 (Ont. H.C.).

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CSIOP STUDENT NEWS

Lance Ferris

University of Waterloo

I hope that everyone is enjoying the summer thus far and getting some time away from their computers and data! I've just returned from a vacation in Winnipeg and witnessed first-hand the impact the last two months of rain has had on the farmers in the region, with some estimates suggesting that over 1.5 million acres of land will not even be planted this year due to the weather. The commitment (what type?) of the farmers, to keep doing it year after year, is amazing!

While out in Winnipeg, I was faced with a

number of individuals asking me what it is that I do. How do you normally respond to this question? I usually respond with a statement explaining that industrial/organizational psychology consists of applying psychology to the workplace. Not that this definition is a) comprehensive, or b) really clears things up any for the people I'm talking to, but it's more interpretable to them than saying I do I/O psychology with no further explanation!

Still, it bothers me to give this answer – why can't I explain what it is that I do, in easy terms, to a stranger? This also bothered me when I was on internship, when I couldn't

articulate just how it is that an I/O student differs from an MBA student, or from an industrial relations student. Clearly a lot of the work that we do is similar – on my internship, an I/O graduate, an MBA, and an IR graduate all worked in the same department side by side on the same projects.

I was somewhat relieved to see that greater minds than my own have struggled with this question – it was the topic of Ann Marie Ryan’s presidential address at SIOP in 2003. Indeed, the impression I have is that this is an ongoing problem – *it’s not just me!!* To pass on and expand upon some of Ann Marie Ryan’s wisdom, an I/O psychologist can be identified by the following:

- Applies psychological principles to workplace phenomena.

We are intertwined with psychology as a whole, most noticeably, social and clinical psychology. While the role of CSIOP within CPA has been debated (e.g., Prakash, 2003), part of our identity comes from our training in psychology. I would argue that we are inseparable from CPA for this reason alone.

- We have a scientific approach.

This is, I believe, key to our contribution to organizations. This is not to say that other disciplines do not also use a scientific approach, but it is perhaps a matter of degrees. Ideally, we will be able to use not just correlations and t-tests, but regressions, factor analyses, SEM, and, dare I say it, HLM (hierarchical linear modelling) to help organizations – can other disciplines say the same?

- We are concerned with the organization and its effectiveness, and the individuals within organizations, and their well-being.

As consultants and researchers, we are concerned with both the improvement of organizations, but also the improvement of the lot of those employed in organizations. We are interested in job performance, but we are also interested in job satisfaction.

- We recognize that individuals influence the organization, and organizations influence the individual (a multilevel model).

Tied in with the previous point, we acknowledge the interconnectedness of individuals and organizations. We are both macro and micro. Macro organizational visions and goals can improve organizational performance, but it is often through the micro processes of the individual.

So how does this all relate to students, you might ask – what’s this doing in the student column? I believe that it is important to know as early as possible in your career about what it is that an I/O student does, as well as knowing what we *excel* at. This can help you in interviews to separate yourself from the pack of similarly qualified individuals; but more importantly, it can give you a lens through which to view your own I/O program, and see if maybe there is a method to the madness of the courses you take.

Furthermore, it can help you promote the field of I/O psychology. To increase the visibility of I/O psychology in the workplace, and in the general population, is a laudable goal. SIOP has committees dedicated to it, and CSIOP chairs have identified it as goals (e.g., Day, 2002). However, increasing the visibility of I/O will not come through committees, or the work of a few, but through the students who graduate and take their I/O identities out into the world – that is where our visibility is potentially highest. The ability to define who you are, and what

you can contribute, will serve you well in your jobs, and serve I/O psychology well as a whole.

References

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Prakash, S. (Ed.). (2003, May). Direction of CSIOP [Special issue]. *The Canadian Industrial and Organizational Psychologist*, 19(3), 3-10.

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Translated by Jacques Forest, Ph.D.
Université de Montréal

J'espère que vous appréciez votre été jusqu'à présent et que vous vous tenez loin de vos ordinateurs et de vos banques de données! Je reviens tout juste de mes vacances à Winnipeg où j'ai pu être témoin de l'impact que les deux derniers mois de pluie ont eu sur les fermiers de cette région; les experts estiment que plus de 1,5 million d'acres de terre ne seront pas utilisés cette année à cause de la température. L'engagement (quel type?) des fermiers, qui recommencent année après année, est étonnant!

Lors de ce passage à Winnipeg, certaines personnes m'ont demandé ce que je fais dans la vie. Comment répondre à une telle question? Je réponds habituellement en expliquant que la psychologie du travail et des organisations consiste à appliquer les connaissances scientifiques de la psychologie au milieu de travail. Bien que cette définition ne soit pas complète et qu'elle ne clarifie pas entièrement ce qu'est la psychologie du

travail, cette définition est plus facilement interprétable pour mes interlocuteurs que si je leur disais que je fais de la psychologie du travail sans autres explications!

Toutefois, cela m'ennuie toujours de donner cette réponse - pourquoi ne suis-je pas en mesure d'expliquer ce que je fais et ce, en des termes faciles à comprendre? Ce même problème m'a également tracassé lorsque j'étais en internat puisque je ne pouvais pas expliquer clairement comment un(e) étudiant(e) en psychologie du travail diffère d'un(e) étudiant(e) de MBA ou encore d'un(e) étudiant(e) en relations industrielles. De fait, une forte proportion du travail que nous faisons est similaire - durant mon internat, un diplômé en psychologie du travail, un autre ayant un MBA et un diplômé en relations industrielles travaillaient dans le même département, côte à côte, sur les mêmes projets.

J'ai été soulagé de constater que de plus grands penseurs que moi ont été confrontés à cette question - c'était d'ailleurs le sujet du discours présidentiel d'Ann Marie Ryan, au congrès 2003 de la SIOP. En effet, l'impression que j'ai eue est que ceci est un problème récurrent - je ne suis donc pas seul à penser ainsi! Pour transmettre et enrichir une partie de la sagesse d'Ann Marie Ryan, un(e) psychologue du travail et des organisations peut être identifié(e) par ce qui suit :

- Applique les principes psychologiques aux phénomènes du lieu de travail.

Nous sommes reliés à la psychologie en tant que tout, mais plus particulièrement à la psychologie sociale et à la psychologie clinique. Tandis que le rôle de la CSIOP dans la CPA a fait l'objet de discussions (par exemple, Prakash, 2003), une partie de notre

identité vient de notre formation en psychologie. J'irais même jusqu'à dire que nous sommes inséparables de la CPA pour cette raison.

- Nous avons une approche scientifique.

C'est, je crois, la clé de notre contribution aux organisations. Cela ne veut pas dire que les autres disciplines n'utilisent pas une approche scientifique, il s'agit plutôt d'une question de degrés ou de niveaux. Dans le meilleur des cas, nous pourrions non seulement employer des corrélations et des tests-t, mais aussi des régressions, des analyses factorielles, de la modélisation par équations structurelles (SEM) et des analyses multiniveaux (*hierarchical linear modelling*) pour aider les organisations – est-ce que les autres disciplines peuvent en dire autant?

- Nous sommes intéressés à l'efficacité des organisations, à l'efficacité des individus dans les organisations, et aussi à leur bien-être.

En tant que consultants et chercheurs, nous désirons autant l'amélioration des organisations en général que l'amélioration du sort de ceux qui travaillent dans ces organisations. Nous sommes intéressés par le rendement au travail, mais nous sommes également intéressés à la satisfaction au travail.

- Nous reconnaissons le fait que les individus influencent l'organisation et que les organisations influencent l'individu.

À cet effet, nous reconnaissons l'interconnectivité et l'interinfluence des individus et des organisations. Nous sommes à la fois macro et micro. Les visions et buts organisationnels (point de vue « macro ») peuvent améliorer la performance des

organisations, mais c'est souvent par les biais des processus individuels que cette amélioration s'opère (point de vue « micro »).

Comment tout cela est-il relié aux étudiant(e)s, vous me demanderez – qu'est-ce que cela a à voir dans un éditorial étudiant? Je crois qu'il est important de savoir, le plus tôt possible dans votre carrière, ce qu'un psychologue du travail et des organisations fait; il est aussi important de bien savoir ce dans quoi nous *excellons*. Ceci peut vous aider dans les entrevues d'embauche à vous distinguer d'autre candidat(e)s venant de domaines similaires. Qui plus est, ceci peut vous donner une lentille à travers laquelle vous pouvez regarder le programme de psychologie du travail dans lequel vous êtes inscrit(e)s et ainsi voir la logique sous-jacente aux nombreux cours que vous devez prendre.

En outre, ceci peut vous aider à faire la promotion de la psychologie du travail et des organisations. D'augmenter la visibilité de la psychologie du travail dans les organisations et dans la population générale est un but louable. À ce sujet, le SIOP a des comités qui se consacrent uniquement à ce but et les chaires de la CSIOP ont identifié ce but comme étant très important (par exemple, Day, 2002). Cependant, une plus grande visibilité de la psychologie du travail ne sera pas uniquement le fruit du travail des comités ou encore de seulement quelques personnes, mais par le biais des étudiant(e)s qui reçoivent un diplôme et publicisent leur identité; c'est là où nos chances de visibilité sont potentiellement les plus élevées. La capacité de définir qui vous êtes et de quelles façons vous pouvez contribuer à la société sera utile dans vos prochains emplois; mais encore plus important, ceci sera utile pour la psychologie du travail en tant que discipline.

Références

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The I/O Files: Chronicles of the paranormal in I/O Psychology

Arla Day, Ph.D.

Saint Mary's University

CONFERENCE DATE REMINDERS...

- **APA:** August 18-21, Washington, DC.
- **British Academy of Management:** September 13-15, Oxford, England
- **Australian & New Zealand Academy of Management:** December 7 - 10, Canberra, Australia

Check out the July T.I.P from SIOP. They spotlight on the Ottawa I/O Psychology Group. It is great to see coverage of the OIOPG's efforts at highlighting I/O psychology.

U OF WESTERN ONTARIO NEWS: Congratulations...

...to **Joan Finegan**, who was named a Fellow of CPA this year!

... to **Sarah Ross** (formerly Irwin), a UWO grad student, who just recently successfully

defended her MA. She will be progressing to the UWO PhD program in the fall.

Also....Sarah was awarded a 3-year CGS Doctoral Scholarship from SSHRC to support her PhD studies. Well done!

SAINT MARY'S NEWS:

Congratulations to our many faculty who have received grants!

...Jim Cameron received a 3-year SSHRC for his work on Social Identification

...**Camilla Holmvall**, along with co-applicants **Lori Francis**, **Kevin Kelloway**, and Peter Twohig received a 3-year grant from the Nova Scotia Health Research Foundation (NSHRF) for their project entitled: Understanding Patient-Health Care Provider Relationships: The Roles of Fairness, Commitment, and Type of Service Interaction.

...Veronica Stinson and **Kevin Kelloway** received a 3-year SSHRC for their project entitled: The Psychology of Industrial Accident Investigations: Applying the Eyewitness Memory Literature to Understand Memory for Workplace Accidents. Veronica also received a NSHRF Research Skills Award to fund her research in this area.

Welcome.... to our 5 new incoming MSc students: **Sarah Crown**, Danielle Durepos, Allison Dallien, Erica Grant, & **Lianne Laguff**, and to our new PhD Students: Bernadette Gatien, Matt Prosser, Jason Slaunwhite, and **Mike Teed**.

Congratulations... to our MSc students who have received SSHRC – CGS funding: **Laura Black**, Lianne Laguff, **Sonya Melnyk**, and **Jonny White**.

Congratulations also to... Sarah Crown and Matt Prosser, who have received a Nova Scotia Health Research Foundation (NSHRF) Graduate Fellowship.

U OF WATERLOO NEWS:

In the half year since our last newsletter issue, awards have been arriving right and left for several of our students and faculty members-or should we say "east" and "farther east?"

At the annual meeting of the Administrative Science Association of Canada, held this year in Toronto, the award for best paper in Human Resources was received by two of our graduate students, Shawn Komar and **Jennifer Theakston**, along with their two collaborators, our I/O faculty member Doug Brown and WLU business school faculty member Chet Robie. The topic of the paper--faking by job applicants when they fill out questionnaires for personnel selection--is quite relevant to everyday practice in human resource management. Using "Monte Carlo" computer simulation of various response patterns on questionnaires, the study provides information about the likely extent of misclassification of job applicants as a result of faking.

This same meeting also provided an honourable mention award to **Lance Ferris**, another of our graduate students, as first author on a paper co-authored with Doug Brown and another I/O faculty member, Danny Heller. The award was given by the Organizational Behaviour division for research on the interplay of personality traits and job characteristics as these variables affect organization-based self-esteem.

Farther east in Montreal, at the Canadian Psychological Association's annual meeting, Lance's additional work on organization-based self-esteem netted him the RHR-

Kendall Award for best paper by a student in I/O Psychology. In a paper that also included Doug and Danny as authors, evidence of "construct validity" of organization-based self-esteem indicated that people can derive some of their self-esteem from events and roles experienced at work. This research has the potential to point to management actions that would promote enhanced mental health, motivation, and productivity.

Two PhD students from U of Waterloo have received SSHRC-CGS: Katrina Goreham (working with **Ramona Bobocel**) and **Jennifer Theakson** (working with Doug Brown).

Here on the UW campus, an undergraduate student, Beatrice Moos, received the Gold Medal for the Faculty of Arts, which is the highest award available, marking Beatrice as 1 in 1000 (or so) graduates. Beatrice's honours thesis combined I/O Psychology course material (such as **Ramona Bobocel's** teachings about organizational justice) with active involvement in one of our undergraduate-and-graduate research groups (concerning leadership vision, supervised by **John Michela**). Beatrice will go on to graduate study in the related field of Industrial and Labour Relations. Finally, Doug Brown was awarded tenure and was promoted to the rank of Associate Professor. Congratulations to Doug and all award winners.

UBC NEWS:

Ph.D. student Laurie Barclay has recently received a Graduate Teaching Award at the Sauder School of Business.

The Sauder School of Business is delighted to announce that we have recently hired Dr. Karl Aquino, an internationally known researcher on the topic of forgiveness and moral identity. He is moving here from the

University of Delaware.

U OF CALGARY NEWS:

The University of Calgary I-O Graduate Program welcomes three new Master's students this fall.

Gary Ivey who is a member of the Canadian Armed Forces and comes with a two-year scholarship,

Rhiannon MacDonnell who completed her BSc at Waterloo, and Shauna Meyerson who completed her BA at the University of Manitoba.

Congratulations ...to Laura Hambley, who successfully defended her Ph.D. in June.

Welcome ...to Dr. Brian Holtz, who joined the U of C faculty ranks in July. He completed his Ph.D. at George Mason University.

CONCORDIA U NEWS:

Congratulations ...to Kathleen Boies who not only received a 3-year SSHRC for her work on "Articulating meaning: An exploratory study examining the mechanisms involved in the relation between transformational leadership and follower cognitions," but also received a 3-year FQRSC (Fonds québécois pour la recherche sur la société et la culture) for her work on "Fostering Critical Thinking: The Role of Transformational Leadership, Intellectual Stimulation, and Communication in Influencing Follower Cognitions".

Welcome ... to the new students at the John Molson School of Business: New PhD students in Management include Karine Wei and Angus Yao; New MSc students include Melanie Briand, Sami Oubari, and Melanie Robinson.

Thanks to all the contributors for their valuable information! All news items can be directed to me at Arla.Day@smu.ca

Comments From The Editor

Sunjeev Prakash, M.Sc.

Royal Canadian Mounted Police

I hope everyone's been enjoying their summer. The sun definitely found Ontario this year. I'm not sure how beneficial the warm weather is at work, where our office has regularly been at about 29 Celsius, but the heat certainly didn't hurt attendance at CPA this year. I had the opportunity to speak with John Service in Montréal and the number of attendees exceeded their estimates. Hopefully that trend will continue at future events.

It was announced at the CSIOP business meeting that **David Stanley** will be assisting me with the next four issues of the News Bulletin, after which I will step down as editor. Thanks, David. I look forward to working with you.

The I/O scene in Ottawa is gearing up for another year. The OIOPG Planning Committee recently reviewed all of the submissions and selected the next round of presentations that will begin in September. As usual, there are a variety of topics covering a range of relevant areas in I/O research and practice. The final list of presenters will be sent out to the OIOPG in the near future. If you would like to be added to this list, email me at sunjeev.prakash@rcmp-grc.gc.ca.



**Assistant Professor, Industrial/Organizational Psychology:
University of Waterloo, Department of Psychology**

The Department of Psychology at the University of Waterloo invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a Ph.D. in I/O Psychology or equivalent field, and a demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an ongoing research program. This position constitutes an expansion of the graduate program in I/O Psychology.

Information about the I/O program and the Department of Psychology can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2006. Review of applications will begin on November 15th, 2005 and will continue until the position is filled.

Applicants should submit a curriculum vitae, a statement of research and teaching interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to:

I/O Search Committee
Department of Psychology
University of Waterloo
Waterloo, Ontario
Canada
N2L 3G1

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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Note: The articles in this newsletter do not necessarily reflect the opinion of the Canadian Society for Industrial and Organizational Psychology.