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Chair's Column



*Tom O'Neill, Ph.D.
University of Calgary*

Hello CSIOP!

I'm excited to share this newsletter with you! As usual, there are many really important and interesting columns to check out so I strongly encourage you to review the entire newsletter. My column will address the CPA Board Composition Amendment, the virtual AGM, and initiatives with CPA. I've also posted a call for applicants to the Editor Role on the CSIOP Executive. Please contact me if you're interested!

CPA BOARD COMPOSITION AMENDMENT

In my earlier columns and in listserv E-mail communications I sent updates regarding the amendments that were proposed to CPA's board. A member's vote supported the amendments and therefore CPA's board will be reconstituted according to the proposals. There are several key changes that you can read about here: <https://cpa.ca/aboutcpa/boardofdirectors/amendment/>, and I've outlined several of the related issues in previous newsletters. I wanted to highlight the revision involving the board member that will chair the Section Council. The Section Council is comprised of the current section chairs, and the Chair of the Section Council will represent the sections on the CPA board. I also want to highlight that there will now be five directors-at-large. In total, this provides the CSIOP community with potential access to six possible board seats. Obviously we would never have all of these seats, but even a single I/O member on the CPA board would be extremely valuable. The CPA board makes decisions that influences psychology within the Canadian context and we should absolutely be making an effort to have I/O representation in those decisions. I would strongly encourage you to submit a nomination for a role on the CPA board.

AGM: THIS YEAR IT'S VIRTUAL

This year we have the opportunity to hold the AGM (Annual General Meeting) virtually to accommodate our members that will be attending the EAWOP conference that is co-occurring with the CPA convention. I'm looking at this like an opportunity to engage more of our members. I would like this meeting to be available to anyone interested in I/O psychology in Canada, and I would like to see as many of you attend as possible. We will be providing updates as an executive team and hoping to hear from you about how we can make CSIOP membership as valuable as possible. Keep an eye out for an invitation to attend this meeting.

INITIATIVES WITH CPA

In an earlier column I mentioned that CSIOP is facing revenue challenges because of revisions to CPA policy that eliminated our associate membership base and our advertising revenue. The CSIOP Leadership Team sent a memo to CPA outlining the implications of this for our solvency and so far CPA has been receptive. We are in discussions with CPA in order to improve the situation and return us to a solid financial position. In our current budget, we are able to support our usual conference events and awards, although we are cutting expenses in every area we can (including holding the executive long-range planning meeting virtually for the second year in a row). Stay tuned for news on this front. What I will say is CPA has been quite receptive to hearing our concerns and helping us serve our members effectively.

EDITOR ROLE ON THE EXECUTIVE

The CSIOP Executive is searching for a motivated individual to join us in the role of Editor. The job description is below. Please contact me if you're interested.

- **Leadership**
 - Provide CSIOP with a unique and influential voice by ensuring that the best content be integrated across all communication platforms
- **Reporting and interactions**
 - Attend LRP and CPA.
 - Coordinate with Webmaster, Social Media Coordinator and Newsletter Publisher to produce and table a report at both LRP and AGM regarding responsibilities.
- **Responsibilities**
 - **Contributors.** Develop and maintain a broad range of topics and channel them into identity-specific vehicles (e.g., Practice Makes Perfect column in the newsletter, Spotlight on I-O Psychology in Canada on the website). Scan latest peer-reviewed publications, social media, and website content for story ideas. Seek and secure regular and temporary contributors. Coordinate contributors' content across platforms.
 - **Contributions to content.** Contribute content in newsletter (regular column and other content), blogs, and social media.

Thank you for the opportunity to serve you.

Sincerely,

Tom O'Neill
CSIOP Chair

CSIOP Membership



*Winnie Shen, Ph.D.
University of Waterloo*

As of 14 December 2018, CSIOP has a total of 213 members, which consists of 14 CPA Fellows, 3 Honorary Lifetime Members (including 2 CPA Honorary Life Fellows), 8 Special Affiliates, 4 Retired Members (including 2 CPA Retired Fellows), 62 Student Members, and 122 Full Members.

CSIOP News



*Lindie Liang, Ph.D.
Wilfrid Laurier University*

UNIVERSITY OF CALGARY

Faculty Achievements

- Congratulations to Derek Chapman and Joshua Bourdage, who recently joined the Editorial Board for the International Journal of Selection and Assessment.
- Joshua Bourdage was recognized with the Faculty of Graduate Studies GREAT Supervisor Award.



Thesis Defense

- Congratulations to David Mayers, who has successfully defended his Ph.D.

Faculty Grants

- Tom O'Neill was recognized with the Killam Emerging Research Leader Award (\$13,000). Awarded to those who have, at an early career stage equivalent to 10 years post-awarding of the PhD, made outstanding contributions to research at an area of research recognized by CIHR, NSERC, or SSHRC.

UNIVERSITY OF GUELPH



Thesis Defense

- Congratulations to Dan van der Werf, who has defended his PhD thesis entitled "Development and Validation of the Workplace Inequality Scale".
- Congratulations to Scott Cassidy, who has defended his PhD thesis entitled "What You Don't Know Can Hurt You: The Role of Team Member Uncertainty in Virtual Team Trust and Performance".
- Congratulations to Jordan Ho, who recently had his Masters thesis work, entitled "The Influence of Competition on Motivation to Fake in Employment Interviews" accepted for publication at Journal of Personnel Psychology.

UNIVERSITY OF WATERLOO



Thesis Defense

- Congratulations to Dan Brady (supervisor: Douglas Brown), who has successfully defended his Ph.D.

New Jobs

- Congratulations to Justin Brienza (supervisor: Ramona Bobocel), who has accepted a tenure track assistant professor position at University of Queensland. Justin is currently a limited term contract faculty at the Lazaridis School of Business and Economics at Wilfrid Laurier University. He is excited to move to sunny Brisbane with his dog Penelope (not a pit bull) in January 2020.
- Congratulations to Sana Rizvi (supervisor: Ramona Bobocel), who has accepted a tenure track assistant professor position in the School of Business Administration at University of New Brunswick.

WESTERN UNIVERSITY



New Students

- In September, the I/O program at Western welcomed Shruti Kumar to their MSc program and Alexander McGregor and Natasha Ouslis to their PhD program.

Other News

- On November 24th, Western hosted the 13th annual Southwestern Ontario Industrial/Organizational and Organizational Behaviour Student Conference. Over 50 students from across Ontario attended the conference, and eight students presented their own research at the conference. Thank you to our engaging key note speaker, Ann Peng, for presenting her talk titled 'The Role of Social Context in Shaping Leader Behaviors'. In addition, thank you to our academic panelists, Dr. Lisa Keeping, Dr. Lynn Imai, Dr. Alex Benson, and Dr. Julie Aitken Schermer, and applied panelists, Dr. David Anderson, Dr. Ashlyn Patterson, Dr. Julie Carswell, and Erica Sutherland, for their thoughtful discussion and dynamic insights. The day would not have been possible without the help of our sponsors - thank you to the Canadian Society for Industrial and Organizational Psychology (CSIOP), Organizational Behaviour Program - Ivey Business School, Department of Psychology - Western University, Research Western, Society of Graduate Students and School of Graduate and Post-Doctoral Studies - Western University. Finally, a big thank you to all those who attended the conference!

Faculty Research Grants

- Along with a colleague from Queen's (Dr. Luc Martin), Dr. Alex Benson received a Mitacs Accelerate Cluster Grant (\$80,000 over the next three years) in partnership with VictoryLab: Having a pulse for the group: An app-based approach to collecting multiple time-point longitudinal data. Graduate student Noelle Baird is the recipient of the first internship.

Please send any I/O or program information, photos, congratulations, etc. to Prachi at Prachi.28x@gmail.com or to Lindie at lliang@wlu.ca

Practice Makes Perfect



*Lynda Zugec, M.A.
The Workforce Consultants*

Have you thought of doing some consulting work during the final years of your life as a graduate student in Industrial-Organizational Psychology or a related field? Have you almost completed your degree? Are you ready to step into the consulting world? If you answered yes to these questions, this article will provide you with insight into some of the challenges and rewards of doing so based on two graduate students' experiences.

Who are they? Denisa and Jessica are PhD candidates in Industrial-Organizational Psychology at the University of Guelph. They completed their Master's degrees in 2016 after travelling to the University of Valencia in Spain where they worked with students, consultants, and professors from countries around the world on I-O-related projects. They are actively involved in consulting and have worked on several projects together. For example, they helped analyze survey data for a large multinational company, conducted structured interviews for a community healthcare center, and engaged in various training initiatives for government employees. Though they share many similar experiences, they have separate ones as well. Here, we ask them to expand on what they have gleaned from their consulting work.

CONSULTING DURING GRADUATE SCHOOL

WHAT FEARS AND BARRIERS HAVE YOU HAD IN TERMS OF CONSULTING?

Denisa:

Building Credibility. Finding projects to work on and clients to work with is hard, especially when you are starting out and/or lack experience. It is hard to put yourself out there, or even know where or how to begin. Luckily, consulting is part of the curriculum at the University of Guelph. Students in our program are provided class time to work together on consulting projects. In the beginning, I was nervous and intimidated because we work with clients who hold senior positions and who are considerably older than us. I was worried that I did not have enough experience to be able to do a good job. Over time, however, my consulting knowledge, skills, and abilities increased. I learned how to lead projects, how to present myself, how to communicate clearly with teammates and clients, and so much more. As my fears and worries shrank, my self-confidence increased. What made all the difference was the support, feedback and guidance that I got from the other students and faculty in the program. *Take away: Find a mentor or a fellow consultant to bounce ideas off and get the support you need to boost your confidence.*

Work-Life Balance and Ambiguous Decisions. I have started to work on projects outside of the program. The biggest barrier has been finding the time to do it. Admittedly, it has been a struggle to balance working with my other research and school commitments, as graduate life gets busy. Another thing I struggle with is how to price my services. Ideally, I would like to keep the prices consistent, however, it is a constant dilemma. On the one hand, I value my work and I want the organizations I work with to show me they value it too, but on the other hand, I understand that some organizations have a limited budget to hire consultants. *Take away: Prioritize and set realistic goals for yourself. Weigh the pros and cons of taking on a pro bono project since they can be a great stepping stone, but nevertheless time consuming.*

Jessica:

Building Credibility and Fear of the Unknown. I had similar fears to the ones Denisa discussed in terms of credibility. Credibility is also an issue when not enough money is involved. We gave a discount to one of our clients, but they seemed to value our work less as a result, which impeded our credibility and our ability to effectively implement change. Moreover, one of the biggest challenges I faced when I started consulting was overcoming the fear of the unknown. Yes, consulting can seem challenging, but we are trained to assess and provide the most empirically valid solutions to our clients. *Take away: Keep calm and believe in yourself!*



Denisa Luta



Jessica Garant

Perfectionism. One thing I struggled with is wanting the work that I do to be perfect. Because of this, it would take me a while to complete a task, or I would put it aside until I could do it to my standards. I was afraid of not delivering perfect deliverables and put too much pressure on myself. I had to break through this wall of fear, and focus on what is really important: the big picture. I now know that no one or no project will be perfect, and this realization has freed me to work on a variety of projects and not get caught up on every tiny detail. *Take away: Partnering with colleagues and receiving their feedback and support has been very motivating for me.*

Setting Personal Boundaries. One thing I struggled with in the beginning was setting my personal boundaries, which is related to the work-life balance issue Denisa touched on. In my experience, when a project gets very busy or very close to the deadline, clients want to keep in close contact. There are seemingly endless issues or bugs to work on and solve. I have given out my personal phone number to clients in the past and this has affected my work-life balance. Now, I try to set clear boundaries from the beginning, so I am not caught off-guard and I can evaluate the situation and respond in a timely manner without impacting my personal life. *Take away: When starting a project, establish your boundaries and the communication channels that are the most appropriate for you.*

WHAT ARE SOME OF YOUR MEMORABLE CONSULTING EXPERIENCES?

Denisa:

My First Project. I will never forget my first consulting project. I started working on it the first or second week of my Master's and then on and off for the next two years. I got involved with it by shadowing a PhD student who was meeting with the client to discuss how she could add more structure to his organization's performance management process. Even though she had prepared me well for the meeting, I was nervous and overwhelmed because it was all new to me, but I am glad I pushed myself to go because it ended up being a great project to work on.

What I remember the most is attending the organization's annual performance reviews. They happened over the course of a week and I was there in attendance to watch, take notes, and provide expertise as needed. Just being there helped me understand manager-employee dynamics much more than reading textbooks or journal articles.

I did my best to ensure I had a positive influence on the meetings. Sometimes, I pushed and probed managers to provide more feedback, and other times I had to moderate their feedback, so it did not overwhelm the employee. At some points, employees were very open to feedback and at other times they were very resistant, so I helped them understand and incorporate it. Since I consulted there for two years, I got an insider's view of the organization. I established positive work relationships and saw the difference the work I did made, and that is what makes it my most memorable experience. *Take away: When starting out, push yourself to talk to prospective clients and mentors.*

Doing Improvisation with my Program. Another memorable experience was when I did improvisation with the students and faculty from my program. We had professional improvisers come in to teach us improvisation exercises for consulting and it was a really fun, team-building experience. This was not so much a specific project that I worked on, per se, but more of a unique development exercise. *Take away: Invest in your professional development. Get involved with volunteer work and workshops.*

Jessica:

Being Creative. A particularly memorable project for me involved designing and delivering a new selection process for an organization. I had the opportunity to use best practices from empirical research, as well as my creativity to design and implement selection tools. Specifically, I helped brainstorm what the selection tools would look like and which skills and abilities they would assess. It was very motivating to see the project come to life, see candidates go through the process, and see how much the tool helped the organization. *Take away: Projects where you can use your creativity are incredibly rewarding.*

Developing a Variety of Skills. On a related project, I had to develop my computer coding skills to automate a specific part of the project. I really liked doing this type of work. I worked hard to learn and develop the codes needed for the automation of the process. I got to see firsthand how much time the client saved because of the coding I did, and they made me feel very valuable and appreciated. *Take away: Every new project is an opportunity to refresh your existing consulting skills and develop new ones.*

HAS CONSULTING MET YOUR EXPECTATIONS? HOW HAS IT SURPRISED YOU?

Denisa:

Exceeds Expectations. I expected it would be more like how it is portrayed in movies or TV. I thought it would mean working for a big consulting company and travelling a lot. I am surprised by how much variety and flexibility the field offers. In the relatively short time I have been a consultant, I have worked on projects for large, multinational consulting companies and for small, local companies too. I have travelled for work but also worked from home too. It has been beyond what I originally expected or imagined. *Take away: Consulting has surprised me and surpassed my expectations.*

How Fast the Field is Growing. Another thing that has surprised me is how fast our field is growing. More people in general seem to be aware of, and interested in, I-O Psychology than when I started. Whenever I talk to undergraduate students about the consulting that I do, they seem fascinated and say they could see themselves doing it too. I am happy to see more and more students considering a career in I-O. *Take away: The rate at which our field is growing has surprised me, in a good way.*

Jessica:

How Long Projects Take. What surprised me is everything that goes into a project in the proposal stage, even before anything can be done. Another thing that has surprised me is how much time projects take in general. In my experience, it always takes more time to do a project than what you expect. A good tip someone told me is to give yourself a lot of room to complete a project. If you think a project will take 2 or 3 months, it will probably take 3 so tell the client it will take 3 to give yourself a buffer. It will be a good surprise for them (and you) if you manage to deliver it in 2. *Take away: Things come up unpredictably and projects always take longer than you would initially anticipate.*

How Ambiguous the Process Is. Finally, I am surprised by the uncertain fast changing nature of consulting. Clients sometimes change their minds, projects get cancelled, get rushed or pushed forward. Things are never as you expect them to be in the beginning. I like that I need to think fast on my feet - it is certainly never boring. *Take away: There are some things you can anticipate and plan for, and things you cannot.*

WHAT KIND OF CONSULTING DO YOU HOPE TO DO IN THE FUTURE?

Denisa:

My research interests are in occupational health and wellbeing, so I hope to do consulting related to that. However, I am open to working on all kinds of projects because I do not want to limit myself or miss out on something I might enjoy. One thing that appeals to me but I have never done is coaching. I like the idea of working one-on-one with clients, getting to know them well, and following their development. I also hope to collaborate with other I-O Psychologists. On a broad level, I am open to working on any project or team where I can make a difference, am valued, and where I already have some expertise but am still able to learn and grow. *Take away: I want to do work that allows me to learn, grow, and develop.*

Jessica:

My research expertise is in communication and conflict resolution in the workplace. I would like to leverage this expertise and see its application in practice. My biggest reward would be to see a positive change in employees' well-being and performance as a result of an intervention I would have contributed. This was what got me into the field in the first place: this opportunity for making a positive change. *Take away: I want to create and implement interventions and see the difference they make in people's lives.*

ABOUT JESSICA AND DENISA

Jessica Garant (M.A.)

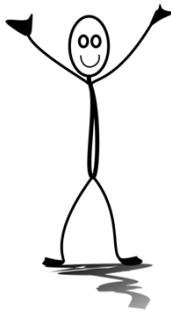
Jessica has a Master's degree in Industrial-Organizational Psychology, a Certificate in Communication Process, and is currently completing a PhD in Industrial-Organizational Psychology at the University of Guelph. She is also a senior consultant for Organization & Management Solutions with experience conducting interviews as well as creating and delivering training and selection processes. She is in the process of building her practice in collaboration with Denisa. Her current research and practice expertise focus on understanding and reducing incivility in the workplace.

Denisa Luta (M.A.)

Denisa is currently a PhD Candidate in Industrial-Organizational Psychology at the University of Guelph. Broadly, her research is focused on how individuals cope with, and recover from, work-related stress. For her PhD dissertation, she is studying the impact of traumatic stressors within first-responders. She has experience consulting for a variety of organizations.

Have you had consulting experiences that you are eager to share with your colleagues across Canada? Information that would be helpful to practitioners or graduate students seeking to practice within I-O? Do you have comments or suggestions for this column? If so, please contact me at Lynda.Zugec@TheWorkforceConsultants.com. Perhaps we can share your thoughts in an upcoming issue of “Practice Makes Perfect”!

State of the Science



*Lance Ferris, Ph.D.
Michigan State University*

Welcome back to “The State of the Science,” where we highlight recently published or in press research coming out of Canadian universities that is relevant to I/O psychology. Each issue, new research will be summarized for our readers who may not have time to read, or access to, the full articles. If you have any suggestions for research to cover in future columns, please see the contact information at the end of this column.

LinkedIn is fast becoming ubiquitous among workers, with 590 million users – 260 million of which are active monthly users – updating what has become their virtual CV’s. Perhaps not surprisingly, these LinkedIn profiles are also increasingly being used as part of the selection processes, where companies either formally or informally “google” their potential applicants to see what they can find. This increasing use of LinkedIn profiles gives rise to potential issues: are the impressions formed from looking at LinkedIn profiles at all accurate or valid? That is, can their use in selection systems actually be defended, or should they be avoided? Tackling the extent to which LinkedIn profiles lead to reliable and valid impressions of potential applicants was the subject of a paper recently accepted at *Personnel Psychology* by CSIOP’s own chair-elect, Nicolas Roulin of Saint Mary’s University, and his co-author Julia Levashina of Kent State University.

They argued that although untested, LinkedIn profiles have promise in terms of their reliability and validity, as some personality traits, skills, and cognitive ability should be particularly apparent from LinkedIn profiles. For example, extraversion and leadership, communication, teamwork, and planning skills, can be seen in the roles and teams listed in the profiles, as well as the completeness and clarity of the profile itself, while cognitive ability can be inferred from academic credentials and position titles. On the other hand, less observable traits and skills – such as openness or neuroticism, or problem solving, conflict management, and adaptability skills – are less apparent in a LinkedIn profile, so LinkedIn profiles may be of less use for these skills and traits.

To test the reliability and validity of assessments of LinkedIn profiles, Nicolas and Julia conducted a three-year study examining assessments of profiles and their relation to career success. In particular, graduating undergraduate students were asked to create LinkedIn profiles and complete a battery of self-report measures assessing personality, skills, and cognitive abilities. Approximately 6-12 months after the creation of the profiles, multiple MBA students were then asked to review the LinkedIn profiles as if they were part of a hiring committee and to rate the applicant’s personality, skills, and cognitive abilities, and to make a hiring recommendation. Different MBA raters then did the same task approximately 18-24 months after the creation of the profiles. Finally, approximately 3 years after the profiles were made, the career success of the former undergraduate students were assessed (e.g., by examining who received a promotion, who obtained a job in their field, who became a manager).

Their results were generally positive for the use of LinkedIn profiles as part of a selection process: MBA raters generally displayed interrater reliability in their assessments of applicant skills, personality, cognitive ability, and hiring recommendations. Moreover, the ratings were generally stable across the one-year gap between the two assessment periods. With respect to convergent validity, as expected, MBA ratings of more visible applicant skills, personality traits, and cognitive abilities largely related significantly to the applicant’s self-reported skills and personality traits, as well as their score on a cognitive ability test. This was not the case for less observable skills or personality traits, supporting the idea that assessments of LinkedIn profiles are most valid for visible traits and

abilities. They also found that MBA hiring recommendations were generally associated with future career success, suggesting assessments of LinkedIn profiles had predictive validity.

Finally, they also examined what qualities of LinkedIn profiles (e.g., including or excluding a photo) were associated with hiring recommendations. Interestingly, the presence of a picture, profile length, and the number of connections an individual has were positively related to hiring recommendations, while having a professional photo taken, being a member of more LinkedIn groups, and listing more skills did not seem to affect hiring recommendations (even if those skills were endorsed by other LinkedIn users). However, including photos also presented a potential drawback: non-white applicants received slightly lower ratings than White applicants, suggesting the potential for adverse impact (the other demographic readily apparent from photos, gender, did not seem to influence hiring recommendations).

Although their findings generally support the utility of LinkedIn as a selection tool, you might be wondering about the extent to which these findings extend to that other social media giant that people are known to stalk: Facebook. Here, Nicolas and Julia note Facebook may be a different beast: while LinkedIn is a place where people are encouraged to list their job-relevant skills and abilities, Facebook is not. As such, Facebook may be less valid if used as a selection tool compared to LinkedIn.

For those interested in the complete paper, the full citation for the article is as follows:

Roulin, N., & Levashina, J. (in press). LinkedIn as a new selection method: Psychometric properties and assessment approach. *Personnel Psychology*.

Are you or one of your co-authors a researcher at a Canadian university? Do you have an I/O-relevant research article that has been recently published (i.e., roughly within the last 6 months), or is in press at, a peer-reviewed academic management journal? Would you like to have your research summarized in a future edition of this column? If so, please contact Lance Ferris at lanceferris@gmail.com.

Student Update



*Duygu Biricik-Gulseren, M.Sc.
Saint Mary's University*

Dear student members,

Happy new year to everyone and warm winter wishes. I hope you had quality time with your loved ones and got some rest over the holidays. I assume that many of you made your New Year's resolutions. Now, it is time to carry them into effect. I wanted to dedicate this column to students who set goals to improve their academic skills in 2019.

Students learn how to design a study, how to use the appropriate analytical procedures in graduate school. However, we usually do not get a chance to learn about how to write proposals for research grant competitions, how to collaborate with others, or how to review a research paper. Interestingly, these untaught skills may play a critical role in the earlier years of academic career.

There are a number of resources (e.g., books, journals, publishers, and different academic and professional organizations' websites) to equip aspiring and early career academics with various academic skills. Sadly, many students are not aware of them. I want to share some of those resources. I hope you find them useful for your own academic and professional development.

HONING YOUR WRITING SKILLS

Although many students have excellent commands of English, when it comes to writing, they may have difficulties. Writing is an essential skill for academic and professional success, and scientific writing has its unspoken rules. Luckily, there are some systematic efforts lately to teach how to be an effective science communicator. Here are some of those resources.

- How to write a lot - <https://www.apa.org/pubs/books/4441010.aspx>
- Write it up - <https://www.apa.org/pubs/books/4441024.aspx>

More and more academic jobs require candidates to demonstrate their ability to win research grants. Some universities can even waive teaching loads for the faculty with big fat grants. Getting funds for your research is very important and effective proposal writing is the key to it. Here are some excellent resources:

- Ten tips for proposal writing - <https://www.mcgill.ca/gps/students/research-tracking/proposals>
- Key skills in writing a qualitative research proposal - <http://methods.sagepub.com/video/key-skills-in-writing-a-qualitative-research-proposal>
- Proposal Writing: Effective Grantsmanship for Funding - <https://us.sagepub.com/en-us/nam/proposal-writing/book244619>

COLLABORATING WITH OTHERS

There might be very few things that are as difficult as working with others. Every individual has a unique style. I agree, it is difficult, but it is very rewarding, too. I think collaboration is a skill that is very similar to writing. You need to work on to build up some muscles. Here are a few resources that might be helpful for those of you who are looking for some answers about how to collaborate with others:

- Five tips to make the most of your academic collaborations - <https://www.elsevier.com/connect/authors-update/five-tips-to-make-the-most-of-your-academic-collaborations>
- How to collaborate - <https://www.sciencemag.org/careers/2012/07/how-collaborate>

PUBLISH OR PERISH

Having excellent writing skills and solid methodology are vital but not solely sufficient to publish your work. Academic publication process also has its tricks. For example, does publishing a paper from your thesis count as duplicate publication? Can you upload copies of your published work on your website? How long should you wait to hear from journals after you submit your papers? The following resources are from top-tier journals and well-known academic publishers. They talk about a wide range of topics from writing to research and publication ethics.

- Academy of Management Journal's Author Resources - <http://aom.org/Publications/AMJ/Author-Resources.aspx>
- Journal publishing cycle - <https://researcheracademy.elsevier.com/publication-process/fundamentals-publishing/journal-publishing-cycle>
- Content ownership - <https://researcheracademy.elsevier.com/publication-process/ethics/content-ownership>
- Elsevier's journal finder - <https://journalfinder.elsevier.com/>
- Taylor and Francis' journal finder - <https://authorservices.taylorandfrancis.com/how-to-choose-a-journal/>
- Springer's journal finder - <https://journalsuggester.springer.com/>
- Wiley's journal finder - <https://authorservices.wiley.com/author-resources/Journal-Authors/find-a-journal/index.html>

BEING A REVIEWER

Yes, reviewing for journals is voluntary, but it is definitely a rewarding experience. Reviewers not only serve the scientific community but also have chances to improve their own work by reviewing others'. A couple of months ago Society for Industrial and Organizational Psychology (SIOP) and the Consortium for the Advancement of Research Methods and Analysis (CARMA) organized an introductory reviewer development workshop. The workshop was made of three modules, and it covered several reviewer competencies. The recordings of the panels are still available for those of who wish to view. They also suggest a list of readings that accompany the videos. Participants can also take a quiz afterwards and get a certificate conditional upon passing it. You can find it here:

- SIOP and CARMA Reviewer Workshop - <http://carmamep.org/siop-carma-reviewer-series/>

STUDENT UPDATE

As the student body, we submitted a CSIOP student symposium for the CPA Annual Convention 2019. The decisions will be out at a later date. We are looking forward to hearing from the organizers. Thank you very much for those of you who showed an interest in the student symposium. Can't wait to see you all in Halifax in the summer.

The Convention Corner



*Ivona Hideg, Ph.D.
Wilfrid Laurier University*

I was about to start this column with wishing everyone happy holidays only to remember that you will actually read this column after the holidays. Well, I hope that the holiday cheer has not left you and that you're ready for some CSIOP cheer and good news in regards to our annual conference!

The submission system has now closed and we're in the review process. I am very happy to report that we received a great number of submissions ranging from poster submissions, GIMME-5, workshops and panels, and symposia! While I don't yet have any details on exact sessions that we will have as we're still in the review process, I have fantastic news about our invited speaker that I can share at this point. We are super excited to have Dr. Dana Kabat-Farr from the Rowe School of Business at Dalhousie University give an invited talk! Keep tuned for more details and dates!

This means it is time to start thinking about and planning to attend the CPA convention in Halifax! As a reminder, the convention will take place May 31-June 2, 2019, in conjunction with the 4th North American Correctional and Criminal Justice Psychology Conference (NACCJPC). I would also like to remind you that there is a shift in days for the upcoming convention compared to past conventions. Specifically, the convention will take place from Friday through Sunday, with Pre-convention workshops taking place on Thursday. This means that the program will conclude on late Sunday afternoon and you may have sessions on Sunday. Please make sure to take this into account when arranging your travel!

Finally, we're also in the process of planning our social events! All in all, we are looking to have a fantastic conference ahead of us at a beautiful location! Stay tuned for more conference related information!

Ivona

Update On: Alliance for Organizational Psychology



Alliance for
Organizational
Psychology



*Lynda Zugec, M.A.
The Workforce Consultants*

The Alliance for Organizational Psychology ([AOP](#)) was established in 2009 by an agreement among the Society for Industrial and Organizational Psychology ([SIOP](#)), the European Association of Work and Organizational Psychology ([EAWOP](#)), and the Organizational Psychology Division of the International Association of Applied Psychology ([IAAP-Division 1](#)). The Canadian Society for Industrial & Organizational Psychology ([CSIOP](#)) joined the AOP in 2016.

**INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY
(IAAP) DIVISION 1 (WORK & ORGANIZATIONAL
PSYCHOLOGY) ANNOUNCES NEW OFFICERS**





President: Barbara Kożusznik (Poland)

Professor Barbara Kożusznik is the Chair of Work and Organizational Psychology and the Director of the School of Management at the University of Silesia in Poland. She is the past Vice-Rector for International Cooperation and Students Affairs at the University of Silesia 2005-2009 and 2009-2013. She is the author of more than 100 publications on leadership behaviour, social influences in organizations and teamwork, the editor of *Management and Information Technologies*, and serves on the editorial board of the *Polish Journal of Applied Psychology*. She is a member of the European Network of Organizational Psychologists (ENOP), President of the Polish Association of Organizational Psychology (PSPO) and a member of the Institute Research Board, Instytutu Naukowego IDOCAL (Institute for Research in Psychology of Human Resources, Organizational Development and Work Quality of Life), University of Valencia. As a consultant for Polish organizations, she is experienced in Human Resource Management projects, managers' training, and psychological diagnosis and assessment in institutional settings.



Past President: Gary Latham (Canada)

Dr. Gary Latham is a Professor at the Rotman School of Management, University of Toronto. He is the Secretary of State Professor of Organizational Effectiveness and former President of the Canadian Psychological Association (CPA), the Society for Industrial and Organizational Psychology (SIOP), and the International Association of Applied Psychology (IAAP) – Division 1 (Organizational Psychology). He is a fellow of the American Psychological Association, the Association of Psychological Science, the Academy of Management, the National Academy of Human Resources, the Society for Industrial and Organizational Psychology, and the Royal Society of Canada. Professor Gary Latham is the only recipient of both the distinguished contributions to science and to practice awards from SIOP. Along with Professor Edwin Locke, Professor Gary Latham is the author of the well-known Goal Setting Theory, which maintains that setting specific goals generates higher levels of performance.



Secretary: Vicente Martinez-Tur (Spain)

Vicente Martínez-Tur is a Doctor in Social and Organizational Psychology and a full Professor in Organizational Psychology at the University of Valencia, Spain. He has published numerous research studies in books and in more than 80 scholarly articles and chapters. One of his main research contexts is the sector of services for individuals with intellectual disability, investigating the processes and interventions to improve the quality of life of service users. He coordinates several research projects about the impact of organizational and work processes (justice, climate, emotional labor) on the external reactions of customers (satisfaction, quality of life). In addition, Vicente has offered consulting services in different companies and sectors such as banking, energy, tourism, and services for mentally disabled persons. These consulting activities are related to professional areas such as: improvement of service quality and quality of life, redesign of compensation systems, design of performance evaluation tools, and evaluation of training programmes.



Communications Officer: Lynda Zugec (Canada)

Lynda Zugec is the Managing Director at The Workforce Consultants, an international Human Resource Consulting firm. She has extensive experience consulting throughout North America, Europe, and the Middle East. Lynda is the Past-Chair of the Canadian Society for Industrial and Organizational Psychology (CSIOP), the Industrial-Organizational Psychology Section of the Canadian Psychological Association. In 2015, Lynda was invited by Right Honourable Stephen Harper, Prime Minister of Canada, to view the tabling of the Canada-Europe Free Trade Agreement-in-Principle in the House of Commons, Parliament Hill. Lynda is a past recipient of the Entrepreneur of the Year Award from the Canadian-Croatian Chamber of Commerce and also a recipient of the Society for Industrial and Organizational Psychology's International Research and Collaboration Grant (IRC) for research entitled "Multiple Intelligences, Leadership, and Androgyny: An International Study". Lynda has established herself as a notable figure in the Human Resources and business community and has been featured on Forbes, CNN Money, FOX Business, MSN Careers, Fortune, and CBS Money Watch.



Membership Chair:
Virginia Whelan (USA)

Dr. Virginia “Ginger” Whelan leads Whelan and Associates, a human resources consulting firm. She has been an active member of SIOP Local I-O Group Relations Ad Hoc committee since its inception. She has organized two SIOP and one international (EAWOP) local I-O information booths. She is a cofounder of the Memphis I-O Psychologists (MIOP), a local group established in 2009. Ginger served as an internal consultant for 20 years in a large hospitality and entertainment company, where she led selection, performance management, leader development, employee engagement surveys and exit interviews. She earned her doctorate of philosophy in Experimental Psychology with a specialty in I-O Psychology from the University of Memphis. Ginger’s consulting firm specializes in developing employee selection, leader development, and engagement systems.



Coordinator: Katarzyna
Więcek-Jakubek (Poland)

Katarzyna Więcek-Jakubek has been engaged as a Work and Organizational Psychologist, Human Resources Specialist, and Human Resources Business Partner for over 8 years. Her professional experience includes participating in the development and delivery of strategic Human Resources programs and projects including employer branding, recruitment, professional adaptation, assessment, talent management, training and career development. She works with the University of Silesia as a lecturer of Master’s Degree and Post-Graduate Studies in Human Resources. Katarzyna is a member of the Polish Association of Organizational Psychology and the International Association of Applied Psychology.

Note: Erika Ringseis’ column will return next issue!

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