

# Section on I/O Psychology

Memo 01

July, 1984

To: Members of the Section  
From: Vic Catano, Person Chairing

## 1. Report on the Ottawa Convention

a) It is a pleasure to report that the I/O program was one of the most extensive ever. There were numerous papers on a variety of I/O topics and several stimulating symposia. In particular, the symposium on "Women and Work" attracted a large audience and resulted in some interesting discussion. The Section on Women and Psychology presented a panel discussion on "Researching the impact of feminist values on organizations". As well, other Sections presented sessions directly or indirectly relevant to our areas of interest. This, I believe, reflects the growing awareness of the importance of I/O Psychology to contemporary Canadian psychology.

b) The I/O Section's Saturday afternoon session consisted of the presentation of three thesis proposals that were evaluated by Tom Janz and Gary Latham. Papers were presented by:

Michael Ross, University of Calgary  
Janet Scott, University of Calgary  
Monica Vogler, University of Waterloo

Ms. Scott's M.Sc. proposal, "Workstation and Task Design: Implication for Job Strain in Video Display Terminal Operation" was judged the best. Each presenter received an award of \$100.00 with Ms. Scott receiving an additional \$100.00 for her excellent presentation. Based on the quality of all three presentations we can look forward to having these three very impressive students as future contributors to the Section. They and their supervisors are to be congratulated.

c) Tom Janz organized two workshops that were held on the first day of the

convention. Tom presented a session on corporate culture and, with Gary Latham, reviewed behaviourally-based interviewing techniques. Both workshops were worthwhile endeavors. On behalf of the participants, I would like to thank Tom and Gary for sharing their expertise with their Section colleagues.

## 2. Business Meeting Report

- a) About 20 people attended this year's business session. Considering that we have about 80 dues-paying members, this is quite a turnout. Discussion at the session centered on two issues:
- 1) the recognition of graduate research and greater student involvement in the Section and,
  - 2) The means of improving continuity and communication within the Section.

With respect to the first point, many suggestions were offered but no consensus was achieved on what to do to improve student involvement. If you, or any of your students have suggestions on this matter please forward them to me at your earliest convenience.

Two actions were taken on the second item. The meeting decided to make the Past Chair an officer of the Section and to develop a set of By-Laws. It is anticipated that a draft set of By-Laws will be distributed prior to next year's business meeting so that they may be approved, changed, etc. at that time. I don't think we need an elaborate document but rather a simple statement on roles, responsibilities and procedures. Your input on the nature and content of the By-Laws is most welcome.

- b) An important business item that must be dealt with each year is the selection of the Section's officers. The following people were chosen:

Chair

Vic Catano  
Department of Psychology  
Saint Mary's University  
Halifax, N.S.  
B3H 3C3

Program Coordinator

Andy Peacock  
School of Business Administration  
Dalhousie University  
Halifax, N.S.

Treasurer

Meryl Cook  
Worker's Compensation Board  
5668 South Street  
Halifax, N.S.

Past Chair

Tom Janz  
Faculty of Management  
University of Calgary  
Calgary, Alberta

### 3. 1985 CPA Convention

a) Next year's convention will be held in Halifax, N.S. Although many of us are still winding down from the Ottawa meetings, planning must begin now if our Section is to have a successful program. We will be asked in the near future by the CPA Program Committee for suggestions on

- Invited Speakers
- Invited Symposia
- Workshops
- The Saturday Program

Some of these requests will come in late summer and early fall. If we are to plan a successful program we must know what you are interested in attending and whom you would like to see at the convention. Some names and topics that have already been suggested are:

- Chris Argyris
- Albert Bandura
- Edgar Schein
- Tim Hall
- How to get a graduate I/O education in Canada
- Workshop on human resources software
- Contributions of I/O Psychology to the Public Service

b) The oral history that has been handed down to me has a group of I/O psychologists meeting at the 1974 convention and deciding to form a section. The first formal I/O program is to have taken place at the 1975 meeting. If this history is accurate (since I was not part of either meeting, I can't attest to it), the 1985 convention will mark a decade of formalized I/O activity. It seems fitting that we mark this occasion; what type of retrospective would be appropriate?

c) It was suggested at the Business Meeting that a relaxed social event would be a good way for members of the I/O Section to get to know one another. Andy Peacock would like to know how many people would be interested in spending \$10.00 to \$20.00 for a lobster supper. This dinner could take place in one of the restaurants outside the city along one of Nova Scotia's scenic coasts.

d) Please drop a note about the 1985 convention—the program contents and/or social event—to either Andy Peacock or myself. We need your input to make the event successful.

### 4. Draft CPA Code of Ethics

Some of you may be aware that the CPA's Committee on Ethics has been working to develop a "made in Canada" code of ethics. It is based on feedback from

volunteers to 20 ethical situations in "applied psychology". The document takes the form of four "Values Statements" with each supported by 19 to 30 "Ethical Standards". The intent has been to make the "Ethics" and "Standards" conceptually integral to one another. The four main principles on which the document is based are labelled

- I. Integrity in Relationships
- II. Responsible Caring
- III. Respect for the Dignity of Persons
- IV. Commitment to the Enhancement of Society

I am not sure of the distribution of this document but the first draft has been circulated to Provincial Associations for comment. Feedback is to be sent by October 15, 1984 to:

Carole Sinclair, Ph.D.  
Member, CPA Committee on Ethics  
90 Evahill Crescent  
Richmond Hill, Ontario  
L4C 4S7

The Committee has recognized that the first draft is particularly weak in the areas of teaching and research and that they are biased towards practitioners. After reading the document I would like to raise some additional concerns from the standpoint of I/O psychology. The specific standards and values that have been set out appear to be based on narrowly defined coping behaviours of clinical practitioners. They do not appear to be overly relevant or useful to I/O practitioners. Additionally, Principle IV is so vague that one could be in violation of it by doing nothing at all. It is based on the assumption of a professional "contract with society" from which are to follow a set of behaviours; it does not appear to recognize that each individual may have established their own contract with society based on their own beliefs and ethics. For example, the document states that in adhering to the Principle of Commitment to the Enhancement of Society, psychologists would "Promote the welfare of organized society at all levels in ways which enhance the quality of life for its members". Does this mean that an I/O psychologist would be justified in selecting the most inappropriate personnel as long as he or she believed the resultant inefficiency would help to overthrow an oppressive managerial regime and thus improve the workers' welfare, or does it mean that the psychologist would be justified in instituting any set of procedures as long as productivity increased, regardless of the individual workers' welfare, since society as a whole would benefit, or does it mean both?

I would strongly urge each member to secure a copy of the document from either Dr. Sinclair or the CPA central office and to submit your feedback directly to Dr. Sinclair. I intend to write to Dr. Sinclair raising some of the aforementioned points and to request that in order to broaden the applicability of future drafts of the document that they seek formalized input from the CPA Sections.

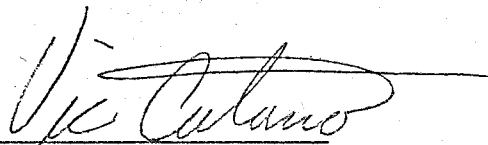
## 5. About This Memo

I would like this memo to be the first in a series that would eventually turn into a regular Section Newsletter. I am aware that the Applied Division Newsletter is sent to all members quarterly and that there is space set aside for each Section. I fully intend to make use of that publication outlet to keep you informed on matters relevant to the Section. But, I think there is a need for a more interactive means of communication between members of this Section. For example, news about job vacancies, placements for graduates, openings for prospective graduate students, exchange of information on research projects, recent developments, sabbatical exchanges could be circulated more widely beyond the geographical and organizational boundaries that appear to demarcate our informal groupings. This venture depends on you.

Please send me any information you would like circulated among members of the I/O Section. It will appear in Memo #2.

Finally, please respond to the various requests for feedback that have been amply sprinkled throughout this memo. Please take the time to write on any aspect you wish; I will present summaries of that feedback in future memos. I earnestly hope that with your help future memos will be dialogues rather than a monologue as has been the case with this one.

**Best Wishes For The Summer Holidays.**



Vic Catano