

Section on I/O Psychology

Memo #2

October, 1984

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

1. Response to Memo #1

I would like to thank all the people who took the opportunity to respond to Memo#1; while that response rate was not overwhelming, I think it indicates an interest in having a regular means of communication within the Section. Many of the comments were quite useful to Andy Peacock and myself in drafting plans for the 1985 CPA convention. To facilitate interaction, the last sheet on this memo will be a Feedback Sheet which I hope you will take a few minutes to complete and return.

Some of you reading this may not have received a copy of the first memo. Memos were sent to all people on the Section's mailing list; however, I've just received an updated version from CPA headquarters and there appears to be quite a few additional names and several changes of address. I still have a few copies of Memo #1 and will send them out on request. Also if any of you would like extra copies of the Memo for circulation among students or colleagues, it's no problem to stuff more than one in an envelope; just let me know. This might be a useful means of interesting more people in the Section.

2. Planning for the 1985 CPA Convention

Feedback to the suggested topics and speakers for the 1985 Convention seemed to indicate an interest in the impact of technology on the work of Section members. Our planning for the Convention was influenced by this response. All details are not complete at this time but I can report on our planning so far. The Section's Saturday afternoon program does not have to be finalized until December 14, 1984; there is still time for you to influence the shape and content of that program. Other parts of the CPA program are under the direct control of the CPA Program Committee; although we will suggest Invited Speakers and Symposia, selections will be made by the

Committee keeping in mind the appropriateness of the speaker or event to a broad spectrum of CPA members.

Pre-Convention Workshop. There are plans to offer a workshop in the area of human resources. The workshop will be submitted by its leaders to the CPA Committee with the support of the I/O Section. I am not in a position to be more specific at this time but the workshop, if accepted by CPA, should be a valuable experience for Section members.

Invited Symposium. We will suggest that the CPA Program Committee invite Frank Schmidt to present a symposium on the "Revolution in Human Resources Management". The symposium would present the current work of Schmidt and his colleagues and would also outline some of the newer analytical techniques they've used to evaluate the effectiveness of human resources management.

Invited Speaker. We will suggest that CPA invite Gary Dickson from the University of Minnesota to present "The interface between Psychology and Management Information Science: Research opportunities for the information age." Dr. Dickson has worked for the Boeing Company and the U.S. Department of Defense. He has been a consultant to many large and small companies regarding information systems. He has also participated in the US-USSR technology transfer symposia in the Soviet Union and the Decision Support Systems Conference at the Institute for Advanced Systems Analysis, Vienna, Austria.

Saturday Afternoon Program. At the moment, planning for the I/O Section program is centered around two sessions. The first would be in keeping with the "human resources/technology" theme. The session would be a review of current software that is available. It would include information on computer assisted training as well as other human resource topics. We would hope to have available hardware and software to allow "hands on" demonstrations. The second session would be a recognition of the tenth anniversary of the Section and would feature an invited address or reminiscences by founding members of the Section.

Business Meeting/ Dinner. We are thinking of having the business meeting scheduled for early evening on Friday. Afterward, those who were interested could attend a "lobster dinner" at one of the nearby restaurants. There are several excellent seafood restaurants in town. A full course lobster dinner should run about \$25.00, excluding drinks. Most of these places offer an excellent variety of dishes with prices starting around \$9.00. Most of these restaurants will cater to large parties with appropriate advance notice.

Student Participation. Our Section has always encouraged student involvement. In the past we have devoted large parts of the Section's program to student research. Last year we recognized the student's work through offering prizes. We intend to continue the encouragement of student

participation; however, we would like to try a different format. Instead of having a separate session for student papers we would like to encourage all students to submit their work as part of the regular CPA program. We will ask students to enter their work in the Section's Student Research Competition by sending us an abstract. A panel of judges will attend the presentation or poster of each entrant during the Convention with the award(s) presented on Saturday afternoon. To be eligible, the student would have to be sole or senior author of the presentation. Details of the procedure will be sent to Heads of all psychology graduate programs and to members of the Section. The deadline for all CPA submissions is December 14, 1984. If you are a student start to think now about entering your work; other members of the Section should encourage students they know to present their work.

Your Participation. I know that some members are planning on submitting papers and symposia when the Call for Papers is received. I would hope that all members are considering making submissions. The deadline will be December 14, 1984, and abstracts of all accepted papers and symposia will again be published in Canadian Psychology. If you send your completed submission to the Program Chair of the Applied Division and indicate I/O as the topic area, the I/O Program Committee will likely be asked to facilitate its review (although the Applied Division has not always forwarded all the I/O submissions to the Section in years past). Also, if you would like to serve as a reviewer for program submissions, or as a moderator or discussant at Convention sessions be sure to fill out the Feedback Sheet.

3. Draft CPA Code of Ethics

During July Bob Martin, Chair of the Applied Division formally invited Chairs to submit the reaction of their Sections to the Draft CPA Code of Ethics. I received this request after I had already raised the issue in Memo #1 and asked you to convey your individual response to Dr. Sinclair. None of the feedback to Memo #1 commented upon this issue. I recently sent Dr. Sinclair a copy of that memo and drew her attention to my concerns. I made it clear that I had not had an opportunity to discuss the Draft Code with members of the Section and that the comments were to be taken as my own and that they should not be construed as constituting endorsement of the Section. Hopefully future drafts of the document will be available for discussion both at our own business meeting and that of the Applied Division (every member of the Section is automatically a member of the Applied Division).

4. Member's Correspondence

The following requests have been made in response to my offer to use this Memo as a means of gaining access to a larger I/O audience.

a) Dr. Steven Cronshaw, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1, is presently doing research into applications of finance-based decision models to utility estimation. Dr. Cronshaw writes, "One of my biggest needs is to find an organization which has available real world data or is interested in utility research. If any practitioners are interested in practical application of utility research (and would be willing to supply resulting data for research purposes), I would ask them to contact me."

b) Dr. William L. Lai, Manager of Rehabilitation Psychology, Department of Psychological Services, Alberta Hospital Edmonton, Box 307, Edmonton, Alberta, T5J 2J7, would like assistance in locating available material and/or expertise on organizational studies of Psychology Departments in hospitals, or in other health, mental health or social service settings. Dr. Lai writes, "We are interested in such issues as the administrative structure and effectiveness of Psychology Departments as organizational units; methods of indexing the utilization of services provided by psychologists, such as workload measurements, other output/productivity measures or organizational performance indicators, time and motion studies on psychological work, etc.; and other factors impacting on the operational characteristics and development of psychology departments in these settings. We are aware of the vast literature on the evaluation of health-related programs or services. But we are at this time primarily looking at the above issues as they pertain specifically to the discipline or practice of psychology, particularly clinical psychology. There does not seem to be too many I/O-type studies on the delivery or organization of psychological services per se in the literature, and we are wondering if there might be work in this area that we are unaware of." If you can provide any leads to Dr. Lai, please contact him at the above address.

5. The Next Memo

As I said in the first memo, the success of this venture depends on your input and reaction to issues that are raised. I am looking forward to receiving your comments. Please send me any items or news that you would like circulated among the members of the I/O Section in Memo#3. I anticipate that memo being sent out in late November/early December; hopefully we'll be in a better position to give more detailed information on the Section program.

6. Feedback Sheet

Please tear off the last page of this memo, complete as many of the items that you care to, and return it as soon as possible.

Happy Thanksgiving.


Vic Catano

Section on I/O Psychology

Feedback Sheet

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

Return Deadline: November 1, 1984

1. I am interested in attending a pre-convention workshop on Human Resources Management.

Yes _____

No _____

2. I am interested in attending the Saturday Afternoon Program as outlined in Memo #2.

Yes _____

No _____

If you answered "No", what topic(s) or speaker(s) would you prefer instead?

3. I would like to participate in the "Tenth Anniversary" reminiscence.

Yes _____

No _____

If you answered "Yes", what type of contribution are you willing to make to that session?

4. I would like to attend the Lobster Dinner.

Yes _____

No _____

THE FEEDBACK SHEET IS CONTINUED ON PAGE 6.

5. Regarding the nature of student participation:

Yes_____, I support the proposal outlined in Memo #2.

No_____, I prefer a separate session for student research.

6. I am interested in participating in the 1985 convention by serving as a
(Check as many as you wish) :

Reviewer_____

Moderator_____

Discussant_____

I would be most interested in reviewing/moderating/discussing submissions
on the following topics:

7. Please send me _____ extra copies of future memos.

8. Additional Comments:

Name_____

Address_____

Phone_____