

# BULLETIN

## SECTION ON I/O PSYCHOLOGY

### CANADIAN PSYCHOLOGICAL ASSOCIATION

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#### 1. Halifax Convention

Arrangements for the Halifax CPA Convention from the Section's end are now complete. I have not been able to get an advance copy of the convention programme, but below are some of the events and times that I was able to find out about.

Please remember that, as I pointed out in the last *Bulletin*, there will be few, if any, paper sessions this year. Instead sessions will be organized around symposia, while individual papers will be presented as posters. The poster sessions have been enlarged (there are about 500 posters) and they have been reorganized to encourage interaction among authors on posters of related topics.

Another change to the Convention structure will be the addition of a Plenary session on the first day of the convention. The AGM will be held at 4:30 on Friday, and a "closing" reception will be held late on Saturday. None of these events will conflict with anything else.

The I/O Section business meeting will be held Thursday from 4:00 to 5:00, and the Saturday programme is set for 2:00 to 4:00.

The Saturday Afternoon programme has been organized by Gary (why is he in Washington anyway) Latham. In addition there are three events that are sponsored in one way or another by the Section.

1) A workshop presented by Bob Guion. Details on this workshop are shown on the enclosed announcement. Dr. Guion will discuss *validity, job relatedness and a small N*. The workshop will be held Wednesday, June 7th, the day before the Convention, at the Convention Centre. Registration will be through CPA.

2) A conversation session with Marvin Dunnette. Dr. Dunnette's topic will be *Management in the 90's*. It will be held on Friday at 8:30. The Section has sponsored this session.

3) An invited symposium (invited by the

Section) by Julian Barling that will deal with labour relations. This session will be held at 1:00 on Friday.

Please note that all of these times are subject to changes. Other details as I have them now are rather sketchy, but here are the events that I have been able to identify to date.

Thursday ?::? Clinicians at Work (Kral)

Friday 10:30 Absenteeism (Drapeau)

Friday 11:30 Aging in the Public Service (Touyer)

Friday 2:30 Research at the Canadian Police College (Walker et al)

Friday 3:30 Interview Validity (Janz et al)

Friday ?::? I/O Symposium (?) (Pettifor)

Saturday 8:00 I/O Symposium

Saturday 10:00 (?) Adaptation and Innovation (Skinner)

Saturday 11:00 Professional Burnout

Remember that these are just some of the I/O events that are on the programme so far. You can expect your programme sometime after May 15. I hope to be able to provide a more complete list of events in the next *Bulletin*.

## 2. Reorganization

A recent issue of *Highlights* outlined a new proposal for reorganization. It appears to be fundamentally different from the proposal rejected at the AGM last year. In the new proposal considerable power and responsibility has moved to Sections.

At the Section's annual long range planning meeting the reorganization proposal was discussed, and it was

generally agreed that the proposal should receive the support of the Section. Please contact me ASAP if you have any views on this matter that you would like to have raised at our business meeting. In the absence of any further comment we plan to endorse the proposal for reorganization that will be presented at the AGM in Halifax.

## 3. Accreditation

As you have read, there are plans to expand accreditation in Canadian psychology to cover some specialties. Specifically, Section on Counselling, Clinical Neuropsychology, and Brain and Behaviour, have requested the expansion of accreditation procedures to cover these disciplines. The CPA Board has agreed in principle to support this expansion.

Discussions will be held in June at the Convention on the matter. We expect the Section on I/O psychology and Educational psychology to be invited to participate in the process, specifically to discuss changes in current procedures that would be required to extend them to our respective areas.

Although the correspondence we have received to date does not say, we are assuming that accreditation in this contexts applies to graduate programs, and that it does not refer to specialty designation (see below).

The Section has recently produced guidelines for graduate education in I/O psychology. These are about to be sent departments across the country and are available from Marc Berwald. The guidelines will form the basis of our inputs to expansion of accreditation.

## 4. Specialty Designation

The task force on specialty designation has sent a draft report for review. A copy is available on request. We have been asked to give the task force comments by

March 31 so that the report can be ready for June, presumably for presentation at the convention.

The report was reviewed at the Section's annual long range planning meeting in Ottawa this month. While the intention is to support the draft in general, there are two issues we will raise in our reply.

One concerns the recommendation that "Psychologists who chose not to acquire a specialty designation for whatever reason would not be disallowed from using informal descriptors such as clinical or industrial/organizational psychologist."

The second comment concerns the recommendation of the authors that a national body be set up to develop national standards with the agreement of provincial bodies. One wonders how this can be accomplished.

Note that the outcome of these discussions could affect the conditions under which you and others practice I/O psychology in Canada.

## 5. Kendall Award

The following is taken from a call for nominations for the Kendall Award prepared by Natalie Allen and Marc Berwald. They have recently set down more formally, the criteria used in the award process.

" The Kendall Award was developed by the Industrial / Organizational Section of CPA to encourage and acknowledge high quality research conducted by students within the field of industrial / organizational psychology. Each year, at the annual meeting of CPA, the Section presents the award, along with \$100, to the student who is judged to have made the best paper or poster presentation at the meeting.

The award was named in honour of Dr. Lorne Kendall, a Canadian psychologist and member of CPA whose work on job satisfaction and various psychometric issues contributed much to the discipline.

Dr. Kendall was educated at the University of Alberta and Cornell University. He was the founding head of the Psychology Department at Simon Fraser University in 1964 and a faculty member until his death in 1975.

Adjudication for the annual award is done by a committee of three I/O psychologists representing both industry and academia, and is based on five dimensions. These are: quality of conceptual background, clarity of problem definition, methodological rigour, appropriateness of interpretations / conclusions, and clarity of overall presentation. More detail on the rating process is available from the Section.

Students are encouraged to submit their names in nomination for the 1989 Kendall Award. Nominations on behalf of student presenters are also most welcome. To make a nomination, or to obtain further information, please contact:

Dr. Natalie Allen  
Centre for Administrative & Information Studies  
The University of Western Ontario  
London, Ontario N6A 5C2  
(519) 672-9110 "

## 6. Graphology

A recent article in the Toronto Star (front page, March 5, 1989) on the use of handwriting analysis pointed out to us that, aside from the obvious problems with pop psychology, the press appears to be unaware that there are I/O psychologists in Canada, and that these psychologists study topics such as employment testing.

The following is the full text of a letter sent to the Star on behalf of the Section by Rick Hackett.

Firms probing psyche of would-be employees with controversial tests

" This article noted that, while psychological tests are viewed with

suspicion in Europe, handwriting analysis (graphology) is viewed with considerable suspicion in Canada. This would lead one to believe that the usefulness of a particular approach to selecting employees is a matter of opinion, and that there are simply differences in opinion between Europeans and North Americans.

The reliability and validity of any selection tool, however, is empirically testable. For example, we can look at the association between scores on a selection test and later indices of job performance. When this has been done, graphology has not fared well at all. Not only do graphologists typically demonstrate poor agreement in their interpretation of the same writing sample, such analyses have been shown repeatedly to have a near zero association with later performance on the job. On the other hand, psychological tests of knowledge, skills and abilities have been shown to be excellent predictors of success in a wide range of jobs. Accordingly, it is not a matter of faith or opinion, but rather a matter of looking at the data.

It is on this basis that the American Psychological Association has condemned handwriting analysis as being totally without substance. Likewise, graphology fails to meet the minimal guidelines for Educational and Psychological Testing as established by the Canadian Psychological Association.

It is quite likely that handwriting analysis will lose favour among lay persons as employers become increasingly accountable to Canadian Human Rights bodies for the selection tools they use.

Rick D. Hackett, Ph.D.  
Industrial-Organizational Psychology  
Section of the Canadian Psychological  
Association."

## 7. Long Range Planning Meeting

Following are the agenda items from the Section's long range planning meeting held

March 4, 1989 in Ottawa. In the past few years we have accomplished many of our long range goals including better convention content, better access to CPA services and liaison with CPA, reorganization, development of a workshop programme, development of standards and guidelines, and some continuity in the planning process.

As the items below suggest, the executive of the Section suggests that, in the next few years, we develop Section activities in two new areas, public relations and fund raising.

### Agenda: I/O Section Long Range Planning Meeting, March 4, 1989, Ottawa

1. Budget The Section is in good shape financially, primarily due savings on printing and postage, and sponsorship of major I/O convention events by the Applied Division and CPA.

In 1989, we expect to spend a considerable amount of money on convention events. We have not received the financial support of the Applied Division on any of our proposals for this year. A summary of Section finances appears later.

2. Reorganization We support the reorganization plans in general. Future plans are to concentrate on the implications of reorganization for the convention, workshops, and some of the other issues of immediate concern to the Section.

3. Convention In conjunction with reorganization, convention planning requires greater flexibility in the formats around which events can be structured. The existing symposia, paper sessions, etc. are not always appropriate for the type of intellectual exchange that the convention should be providing. The Section will be pursuing new models of convention planning with CPA.

4. Workshop Again in conjunction with reorganization, it will be necessary to explore the conditions under which the

Section can hold workshops and other "Institute" activities under CPA auspices to meet the needs of members for continuing education and development.

5. Specialty Designation See the item above.

6. Selection Guidelines These are still under development. Progress will be reported at the Business Meeting in June.

7. Education Guidelines The guidelines are completed. They will be sent to most psychology departments and other departments that teach I/O psychology. The guidelines will also be used as the basis of the Section's position on accreditation and specialty designation.

8. Non CPA activities It has been suggested that there is a need to increase the scope of our activities to organizations outside of CPA. In fact, this is often done as it was with the CHRC. The Section executive will investigate the means of expanding such activities from their current ad hoc status to areas of the regular Section agenda. Two areas to be studied are public relations by which we would make more regular contact with the general public on issues of interest to I/O psychologists, and sponsorship by which we would look for corporate and public funding for some of our activities.

9. Nominations Only one nomination has been received. Consequently, the elections for Section positions will be held at the Business meeting, and nominations will be held open until then. The Convention issue of the newsletter will list those nominated to the date of its issue.

10. Dues Responding to requests from students who often join several CPA sections before they graduate, a motion will be made at the business meeting to reduce student dues to \$5.00 and to increase regular dues to \$12.00 to cover the resulting shortfall.

## 8. Financial Report

Following is a summary of our financial situation. It does not take into account possible CPA membership dues and registration fees for those we have invited to the convention.

### Revenue (1988)

Balance 31-12-87	2907.74
Dues	1320.00
Interest	124.60
Institute	1872.62
Misc	5.00
Total	6229.96

### Expenses (1988)

Travel	244.65
Kendall Award	200.00
Newsletter	0.00
Printing	42.34
Convention 1988	1454.37
Convention 1989	60.00
Service Charges	5.00
Misc	8.90
Total	2015.26

Balance 31-12-88	4214.70
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### Revenue (1989)

Balance 31-12-88	4214.70
Dues	1330.00
Interest	120.00
Institute	405.75
Total	6070.45

### Expenses (1989)

Travel	500.00
Kendall Award	100.00
Printing	40.00
Newsletter	0.00
Convention	2240.00
Service Charges	10.00
Misc	10.00

Total	2900.00
Expected Balance	3170.45

## 9. Available Reports

Below is a list of documents available from the Section to interested members. We will try to update and expand this list in subsequent issues of the *Bulletin*.

1. Section By-Laws.
2. Kendall Award Guidelines (Detailed)
3. Education Guidelines
4. Institute Guidelines
5. Draft Report of the Specialty Designation Task Force
6. Member Interest Survey Results
7. Membership List

## 10. Contacts

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## 11. Renewals

If there is an '89' after your name on your mailing label, then we have received your Section dues for 1989 from CPA. If not, then please renew your Section membership soon. We will be dropping out of date names from our mailing list before the next *Bulletin* issue.

The Industrial/Organizational  
Section of the Canadian Psychological Association

*invites you to attend*

*our*

Pre-Convention Workshop: Validity, Job Relatedness and a Small N

*with*

Robert M. Guion, Ph.D., Emeritus

*on Wednesday, June 7, 1989 from 9:00 a.m. to 4:30 p.m.*

*it will be held at the*

World Trade and Convention Centre, Hyland 9 Room  
Halifax, Nova Scotia

*Dr. Guion, on faculty at Bowling Green State University has served as a consultant to the Department of Personnel Services for the State of Hawaii and to the Educational Testing Service. He is the author of numerous articles and chapters and of Personnel Testing (McGraw Hill).*

*The workshop will be of interest to practitioners and researchers working in the area of employment test validation. Procedures to show job relatedness will be explored.*

*Please register through the Canadian Psychological Association.*

<i>Fees:</i>	<i>Non CPA Member</i>	<i>-</i>	<i>\$200.00</i>
	<i>Non I/O Section Member</i>	<i>-</i>	<i>\$150.00</i>
	<i>I/O Section Member</i>	<i>-</i>	<i>\$140.00</i>
	<i>Students</i>	<i>-</i>	<i>\$ 75.00</i>
	<i>Lunch is included.</i>		

*For more information contact  
June Fukushima at 416 - 965-5833*