

# BULLETIN

## SECTION ON I/O PSYCHOLOGY

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### CANADIAN PSYCHOLOGICAL ASSOCIATION

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#### 1. From the Chair

Well, the end of a Convention means a new Executive and with that, a new Chairperson and that's me. Here are what I see as direction and priorities for this year.

**A. The Convention program and pre-convention workshop.** Our success as a Section is first of all built on making sure that the program at the CPA convention provides opportunity to exchange research findings and to get training to enhance members' competence as I/O psychologists.

**B. CPA Reorganization.** Two years ago, we and other sections stuck our necks out on the reorganization of CPA to ensure that the interests of Section members and of Scientist/Practitioners in general would be well served by a restructured CPA. CPA responded with a proposal that will give Sections more freedom and responsibility.

We intend to take as much responsibility as we can and to continue to be involved in the operationalisation of the new structure.

**C. Representation of I/O psychology in the community at large.** We have been very successful in representing ourselves within CPA. Beginning this year, I think we can start channeling some of our efforts at reaching some people outside the boundaries of CPA. The first step will be to get an agreement with CPA on our role in such matters. Specifically, we will be asking to be mandated to speak on behalf of I/O psychologists on issues in which we have recognized expertise. As an example, I cite Rick Hackett's letter to the Toronto Star concerning an article on the use of graphology in personnel selection [c.f. *Bulletin*, 5(3)]. I think it is time we begin to speak out on some of these issues. Left to see how we can do it within the framework of CPA. More on this later in the year.

#### 2. Halifax Convention

The Halifax annual convention was a great success for us again, thanks in large part to the work done by our program and workshop people, namely Rick Hackett and June Fukushima. Thanks should also go to everyone who participated in organizing symposia, and the Saturday afternoon program. It is also good to see that student participation was quite high. Again this year, we had a full program with some top notch stuff in which to participate.

The pre-convention workshop delivered by Bob Guion on *validity, job relatedness and small N* was well attended and, for many of us, provided some interesting suggestions on how to adapt some of our methodologies to situations in which you don't have 20 candidates, never mind 1000.

This was also the convention at which the CPA membership voted to adopt a new structure which will give the Sections a much greater role in the affairs of CPA. In addition, we believe that the new organization will ensure that the interests of Scientist/Practitioner will be well represented.

We'll also be hard pressed to top the reception aboard the HMCS Sackville. Thanks to Terry Prociuk and the Section on Behavioural Sciences in the Military and Vic Catano for organizing that one.

**3. Kendall Award.** The Chairperson of this year's selection committee was Natalie Allen who helped to ensure that a good slate of papers were nominated for the Award. The 1989 Kendall Award was given to Robert P. Tett of the University of Western Ontario for a paper entitled *Organizational Commitment, Job Satisfaction, and Turnover Intention in the Turnover Process : A Meta-analytic Review*, co-authored by John P. Myer. Honourable mentions were also made to Charles R. Evans for his paper *Supervisory Satisfaction and Leader Consideration : Two Constructs; One Measurement Dimension*, and Jean Douglas for the paper *Development of a Discrepancy in Orientation to Service Questionnaire for Employees in the Food Service Industry*. Both these students are from the University of Guelph and both papers were coauthored by Steven F. Cronshaw.

Thanks to Suzanne Simpson and Terry Prociuk for helping to review the papers at the convention.

Nomination procedures for the 1990 Kendall Award will be detailed in the next *Bulletin*.

#### 4. Ottawa Convention 1990.

The upcoming CPA conference will be held in Ottawa, from May 31 - June 2. The program is shaping up to be one of the best yet, so do plan on being there. The Section's keynote address will be given by Richard Campbell of New York University (Theme : Organizational productivity in the 1990s and beyond). Ed Levine (University of South Florida) will conduct the pre-convention workshop (Topic: Performing legally defensible job analysis). Henry Mintzberg (McGill) has accepted our invitation to organize a symposium on managerial leadership, and Vic Catano will be putting together the Saturday afternoon program around the topic of the impact of specialty designation for I/O psychologists. A partial listing of other symposia in the planning stages include: OD interventions in public organizations (Faye Schmidt); Canadian Police College research activities (Bob Walker); Work-family stressors and self-management (Michael Leiter); The new partnership: Men and women in organizations (Nina Colwill); Changing values of work and family dynamics (Loren Falkenberg); Job analysis: Human rights implications (Steven Cronshaw). I thank those of you who have been actively working on program submissions and encourage the rest of you to participate. Our Section is greatly strengthened through your active involvement. Looking forward to seeing you at the conference.

Rick Hackett  
Programme Coordinator

On the organization front, the Convention committee has, again, told us that they will approve pre-convention workshops sometime in December, which creates serious planning problems for

us. Our request to have the session organized as an Institute was refused on the basis of format last year. We will approach CPA again to see how the issue can be resolved.

## 5. Reorganization of CPA.

Although CPA has adopted a new structure to be effective next June, there is still a lot of work to be done before it actually takes shape. The resolution adopted is reprinted in the last issue of Highlights.

A number of things will affect us directly as a Section and are worth rehashing.

The Experimental and Applied Divisions will be abolished and much of their responsibilities are to be taken over by Sections. We have a great opportunity in helping define the role of Sections within CPA. The new organization will require sections to have a set of by-laws, an executive, etc., which we have had for a few years. The Committee on Sections would also like some consistency in the by-laws across Sections and has asked for assistance from sections. We will provide the help we can.

The Committee on Sections will also now be composed of a representative from each section. We will appoint one within the next month or so. We will also give thought to making a reference to that function in our by-laws.

The Committee on Sections will now have the role of submitting nominations to represent for the Board of Directors of CPA. Because this will be the first year for the new, expanded 12 member board (the old one had 6) the Committee on Sections must submit at least 12 names for nomination to fill the 6 new positions. These new board members should represent the three fundamental groups of Scientists, Prac-

tioners, and Scientist/Practitioners. We would like your input as to how the I/O Section could go about submitting names for these nominations and would welcome suggestions concerning people we should consider nominating to represent us on the Board. We must be ready to submit names in December.

## 6. Accreditation of I/O Programs.

CPA currently accredits Ph.D. programs in Clinical Psychology. At the Convention in Halifax, we answered an invitation to a meeting to discuss broadening the scope of accreditation to include other areas of Psychology, including I/O. After reviewing the guidelines and attending the meeting, it is clear that the criteria for accreditation of I/O programs will require significant modification, unlike other programs for which the word *clinical* can simply be replaced with the appropriate field (e.g. counselling).

We have written the Accreditation Panel and asked them to appoint some members of the panel to assist us in developing criteria. Since we believe that there should be psychologists from disciplines other than Clinical on the Panel in order to assess the appropriateness of the guidelines to be developed and to broaden the scope of accreditation, we have submitted the names of Steve Cronshaw (University of Guelph, former Section Chair), and Vic Catano (St. Mary's University, also former Section Chair) for nomination to the Panel. Although we have received some correspondence from the Accreditation Panel, we have had no direct response to the letter.

## 8. Annual Meeting of the I/O Section (Halifax, June 1989).

These are the highlights (well, let's say the lights) of the meeting :

1. The Chairman expressed the Section's support for CPA restructuring to Dr. Sabourin of the CPA Executive.

2. Motion carried to adopt a new fee structure to give a discount to students. For 1990, the regular section dues will be \$12.00; students can join for \$5.00. The new structure should not change the total revenue from Section dues.

3. Our by-laws will now mandate the Section Executive to hold an pre-convention institute. In addition the Executive must appoint an Institute Coordinator, and two other members to an Institute Committee. (This year, Willi Wiesner is appointed Coordinator.)

4. The Guidelines on Training and Education of I/O Psychologists in Canada were adopted by the Section.

5. Marc Berwald becomes Chairperson, Steve Cronshaw becomes Past-Chair, Willi Weisner is elected Chair-elect, Suzanne Simpson is reelected Secretary-Treasurer, and Rick Hackett also keeps the coveted position of Program Coordinator.

A copy of the Minutes of the meeting are available from the Secretary-Treasurer.

## 9. Getting involved

We welcome comments or suggestions concerning any issue brought up in the *Bulletin*. In addition, if there are any issues which concern you as an I/O psychologist which you think the Section should be dealing with, please let us know. Most of all, we have a lot of work to do this year. If you have interest and/or expertise in any of the issues

discussed and are willing to contribute, please call Marc Berwald.

## 10. Reports Available (contact Secretary-Treasurer):

1. Section By-Laws
2. Kendall Award Guidelines
3. Training & Education Guidelines
4. Institute Guidelines
5. Draft report of the Specialty Designation Task Force.
6. Membership List

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