

BULLETIN

SECTION ON I/O PSYCHOLOGY

CANADIAN PSYCHOLOGICAL ASSOCIATION

Volume 6, Number 3 (April, 1990)

Contents

1. CPA Elections
2. Linking up with SIOP
3. Long Range Planning Meeting
4. Nominations for I/O Executive
5. Ottawa Convention (1990) Update
6. Professional Activities
7. Reports Available
8. Contacts

1. CPA Elections

You may recall that we nominated two individuals to stand for election to represent Scientist-practitioners on the Board of Directors of CPA. You may have also noticed that the names we submitted do not appear on the ballot you should have already received. That may sound a little fishy to you...well, it did to us.

We have launched quite a few protests on this issue in the last month because we believe that the spirit of reorganization has been seriously violated. Read on for details.

Under the new CPA organization, six of the new Board members are to be elected from candidates put forward to the Nominations Committee by the Committee on Sections. The purpose of this is to ensure that the diverse interests represented by Sections would be represented on the Board. There are no established procedures, however, for how the Committee on Sections should

come up with these nominations. Because of this, the Chair of the Committee on Sections (John Conway) proposed a process to be tried this year. Basically, the process was that Section Chairs would nominate some candidates whose names would be passed on to the Nominations Committee who would select the final names to appear on the ballot. Although we favoured a process which would give Sections full responsibility for the nomination of these candidates, we expressed our support for the process and agreed to go along for this year.

The Committee on Sections needed 24 names, according to the By-Laws: four for each of the six open positions (two Scientist, two Practitioners, and two Scientist-Practitioners). Unfortunately, the Sections had only submitted 18 names by early January (eight for Scientists, three for Practitioners, and seven for Scientist-practitioners). That did constitute a problem, especially considering the deadlines which are imposed on the process.

You might be able to think of a few solutions to this problem. Whatever the solution, the most important factor to consider in this case is that any action taken should be consistent with the spirit of reorganization to give the Sections a greater say in the affairs of CPA.

Rate the following solution according to its congruity with the spirit of reorganization and your own standards as to the functioning of a democratic

election process: The chairperson of the Committee on Sections (who is also President-elect) and an ex-officio member of the Committee (the President of CPA) submitted some additional names on behalf of the Committee on Sections.

Following the rank-ordering of the candidates submitted, all four names submitted by the two officials mentioned above were chosen to stand for election, leaving names of individuals duly nominated by Sections off the ballot.

The I/O Section executive took issue with the actions taken and took some action of their own.

Telephone calls to the Chair of the Committee on Sections, to the President of CPA and the chair of the Nominations Committee (who is the past-President) were made, followed by letters asking for the withdrawal of the proposed slate and proposing that, for this year, all names submitted by the Sections should stand for election, as soon as another nomination for Practitioners could be solicited. We also contacted all Section Chairs to present our assessment of the situation and asked for their support in changing the Ballot. We received strong support from the Section on Behavioural Sciences and Applications in the Military, the Section on Women and Psychology, and the Program Evaluation Section.

This seemed to raise the volume past some threshold, and I was asked to represent our opinions at a meeting of the Executive.

I got the net impression at that meeting that, although it was recognized that the actions taken were not consistent with reorganization, the CPA Executive thought we were overreacting.

All parties did agree that the actions taken were taken in good faith and that no ill-will was at play.

The thrusts of our objection, and that of Sections who support our point of view, is that it seems that the operation of the 'Old Boys' Network' took precedence over the spirit of reorganization in this matter.

The outcome of the meeting was that the Chair of the Committee on Sections will go back to all Section Chairs and ask them to vote on two options: 1) Annul the results of the elections and start over, which would mean a new election this summer, or 2) let the results of the election stand, with the qualification that if any of the individuals whose names were not submitted by Sections are elected, they would stand for one year only.

The Executive also decided to strike a committee to develop procedures for the nominations process. We, of course, support this and will attempt to push things a little further. We will try to have the membership vote on a motion at the AGM which will charge the Executive to review all nomination procedures to ensure that they are in the spirit of the new CPA and to propose new procedures, including necessary changes in By-Laws which will espouse the principle that the Presidential core (past-President, President-elect, and President) should attempt to remain as neutral as possible during the election of new officials.

2. Linking up with SIOP

The experience described above has served to highlight the fact that it will continue to be difficult to be heard within CPA. Other events have made it clear that the Board has little understanding of the concerns of I/O psychologists. We are seen as a very

well organized minority, but a minority nonetheless.

I think if you look over the successes which CPA will celebrate this year, you will find much along the lines of the CPA's successful fight to have psychological services excluded from the GST and the excellent work done by the scientific affairs committee to ensure that psychological research stay within the life-sciences sector of the NSERC. Earlier this year, I received a letter from CPA encouraging me to register my name in the Canadian Registry of Health Care Providers. These are all efforts which are worthy of praise, but do little for those of us who don't provide health care services or apply for NSERC grants.

We all have a strong affiliation to the field of psychology, but I think there is a need to develop liaisons with other organizations which are interested in similar issues and who work to represent I/O psychologists more effectively.

We have made preliminary contact with the Society for Industrial and Organizational Psychology (SIOP). SIOP represents Division 14 members of APA and the I/O psychologists of the recently formed American Psychological Society. Discussions revolved around setting up a Canadian organization to represent I/O psychologists with some formal links to SIOP. They have agreed to help us by providing any material we request on their operations which could help us in setting up a new organization and have stated they would help us in any other way they could. In addition, the current President (Frank Landy) stated that he would like to actively pursue formal links to I/O organizations outside the United States and would help us get on the agenda of their executive meetings, should we

have a proposal for a formal relationship between our organizations.

After some discussion, we do believe that a Canadian equivalent to SIOP would be viable and an effective in promoting the progress of I/O psychology in Canada.

If we can develop an organization with links to both CPA and SIOP, I think we can fulfill the will to be part of the general community of psychologists while being able to direct our own organizational efforts at promoting the development and impact of I/O psychology in the community at large.

We will keep our options open at the moment and continue to explore this possibility. We will be asking Section members for a mandate to develop a proposal for such an organization at the Business Meeting at this year's convention. The next Bulletin will provide more detail, as well as the motion to be presented.

3. Long-range Planning Meeting

As with previous years, the I/O Executive held their full day long-range planning meeting last February. Complete minutes of the proceedings are available from Suzanne Simpson. A summary of the goings-on follows :

CONVENTION PLANNING

We still have a basic issue to resolve with the Convention Committee. Approval for Workshops don't come until December, which is too late for us since good people have to be booked close to a year ahead of time. We'll push to have the approval for workshops (well, at least ours) by late September.

Starting next year, we'll try to get Corporate sponsors for the workshop as a source of additional funding and an

indirect way to generate interest in Section activities.

TREASURER'S REPORT

We are doing pretty well on the money side. Balance on 891231 was \$4365. Our projected balance for December 1990 is \$4030.

ACCREDITATION

Little work has been done on this since the last Convention. Having reviewed current guidelines for accreditation of other programs (i.e. Clinical), it is obvious that totally new ones would have to be written for I/O programmes. The interest of the academic community so far is varied and we need to have a good discussion as to whether we want accreditation for I/O programs or not. The Section will ensure this happens within the next year.

PUBLIC RELATIONS

CPA has basically agreed that we may speak on behalf of Canadian I/O psychologists to the community at large. Our internal procedure is to have members write responses which are reviewed by at least one other Section member, and signed-off by the Chair to make it the official Section position.

We will renew our communication with the Canadian Human Rights Commission and supply them with the list of Section members with expertise in specific areas, as collected through the form sent out in the last issue of the Bulletin.

In addition, we will correspond with Provincial Associations and invite them to submit items to the Bulletin as a way of widening our appeal.

4. Nominations for the I/O Executive

Elections of the new I/O executive will be held at the Business Meeting on Thursday, May 31, at the Annual Convention of CPA. This is the second call for nominations. Any member in good standing of the Section may be nominated. The positions open are Chair-elect, Secretary-Treasurer and Program Coordinator. Nominations will be open until the start of the Business Meeting. Please forward all nominations to the Secretary-Treasurer.

5 Convention Update

Here is a tentative schedule of events for the upcoming convention. The next issue will provide greater detail.

Workshop.

Ron Ash - *Job Analysis*
Wednesday, May 30, 9:00 - 5:00.

Invited Speaker

Richard Campbell (NYU) *Productivity : Future Directions for I/O Psychology.*
Thurs. May 31, 1:00-2:00pm,
Confederation Ballroom.

Invited Symposium

Henry Mintzberg (McGill) Chair.
Cognition and Behaviour : Factoring Real People into Strategic Behaviour. Friday,
June 1, 2:30 - 4:30, Province II room.

Section Program

Vic Catano (St. Mary's), Moderator.
Impact of Specialty Designation for I/O Psychology: What is it ? What are the Liabilities and Benefits ? Sat., June 2,
12 - 2:00pm, Provinces I room.

Integrated Paper Sessions and Symposia

Loren Falkenberg (U of Calgary), Moderator. *Changing Values and the Work and Family Dynamics*. Thursday, May 31, 11.00 - 1.00, Newfoundland room.

Steve Cronshaw (U of Guelph) Chair. *The Role of Job Analysis in Establishing Bona Fide Occupational Requirements for Personnel Selection and Performance Appraisal*. Thursday, May 31, 2:00-4:00, British Columbia room.

Bob Walker (Canadian Police College), Moderator. *Police Research in Canada: Organizational and Personnel Issues*. Fri., June 1, 12:30 - 2:30, British Columbia room.

Nina Colwill (U of Manitoba) Moderator. *The New Partnership: Women and Men in Organizations*. Sat., June 2, 8:30 - 10:30, Ontario room.

François Héon (U of Waterloo) Chair. *Industrial/Organizational Psychology Student Symposium*. Sat. June 2, 8:30-10:30am, Provinces II room.

Sharon Kahn (UBC) *Women in Professional Occupations : Resources, Stressors, Coping Strategies, & Well Being*. Sat., June 2, 11:00 - 12:00, Newfoundland Room.

6. Professional Activities

Starting with this issue, we will communicate professional activities put on by other professional associations, when they are of interest to I/O psychologists.

Regroupement des Psychologues I/O du Québec will hold a dîner-causerie on June 7, 6:00-9:00pm with Robert Poupart who will speak on *Le diagnostic et changement de la culture organizationel*. at 400 Laurier ouest, in

Montréal. Tickets are \$45, dinner included. Contact Nathalie Gingras at (514) 878-9090 for further details.

7. 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

8. Contacts:

Marc C.A. Berwald - Chair
Executive Compensation
Bell Canada
1050 côte du Beaver Hall, bur. 515
Montréal, Québec H2Z 1S4
Tel.: (514) 870-3415
FAXCOM: (514) 870-8738

Willi Wiesner
Chair Elect/Institute Coordinator
Department of Management
Concordia University
7141 Sherbrooke St., West
Montréal, Québec
H4B 1R6
Tel.: (514) 848-2931

Steve Norman - Past Chair
850 Lawnsberry Drive
Orleans, Ontario
K1E 1X7

Suzanne Simpson - Secretary Treasurer
1250 Royal Maple Drive
Cumberland, Ontario
K0A 1S0
Tel.: (613) 833-3220

Rick Hackett - Program Coordinator
Faculty of Business
McMaster University
Hamilton, Ontario
L8S 4M4
Tel.: (416) 525-9140 (Ext. 3958)