

BULLETIN

SECTION ON I/O PSYCHOLOGY

CANADIAN PSYCHOLOGICAL ASSOCIATION

Vol. 7, No. 1 (October, 1990)

Contents

1. Greetings from the Chair
2. Ottawa Convention
3. Kendall Award
4. Reorganization of CPA
5. Student Representation
6. Links with SIOP
7. Ottawa Area I/O Meeting
8. Calgary Convention 1991
9. Reports Available
10. Contacts

1. Greetings from the Chair

My computer finally arrived yesterday so I can now fulfil my first major official function as the new chair of the I/O Section: the writing of volume 7, number 1 of the Bulletin. It has been a busy summer for me personally. I have moved to McMaster University although I'm still officially living in Montréal (would anyone like a great deal on a really nice house?).

The I/O Section executive has also been active this summer. We had a teleconference meeting at the end of July in order to set our bearings for this year and to get things under way for the 1991 CPA Convention in Calgary. A number of issues that were discussed at that meeting deserve highlighting.

We see as continuing priorities the reorganization of CPA and the representation of I/O psychology in the community at large (c.f. *Bulletin*, 6[1] and 6[2]). A new priority, since our annual meeting at the 1990 CPA Convention, is to get student representation on the I/O Section executive. Another area where we have exerted increased effort since our annual meeting is in the exploration of closer ties with SIOP. Finally, our plans for the 1991 CPA Convention are underway. We look forward to another exciting year and the continued development and growth of the I/O Section.

2. Ottawa Convention

The Ottawa Convention was a tremendous success, thanks in large part to the efforts of our program coordinator, Rick Hackett. Thanks are also in order to all those who participated in organizing symposia and the Saturday afternoon program. In particular, I would like to thank François Héon, a graduate student in I/O psychology at the University of Waterloo, for organizing a superb student symposium. Gary Latham, who served as Discussant in the student symposium, provided some entertaining as well as insightful feedback. There was

record attendance (40) at the pre-convention workshop on Job Analysis conducted by Ron Ash. Ron focused on the use of job analysis in the development of selection measures. The topic was very timely and Ron was an effective presenter.

In addition to a variety of symposia and poster sessions, Henry Mintzberg chaired an invited symposium entitled "Cognition and vision: Factoring real people into strategic behaviour", Richard Campbell gave an invited address on Productivity, and Paul Thayer participated in our Saturday afternoon symposium on Specialty Designation for I/O Psychology which was chaired by Vic Catano. These events made for an active and most interesting convention programme.

At the annual meeting Section members authorized the executive to explore the possibility of links with SIOP. They also voted for student representation on the I/O executive, subject to CPA by-laws. Finally, they authorized Section executive to make non-substantive changes to Section bylaws to ensure compliance with the new CPA organization. Steve Cronshaw reported, on behalf of the Ad Hoc Committee on Selection Standards, that it is the Committee's intention to table the Standards at the 1991 Annual Business Meeting of the Section. Also, Steve and Vic Catano agreed to participate in the development of a set of standards for graduate programmes in I/O Psychology in cooperation with the Accreditation Committee.

The Ottawa Convention was topped off with a barbecue dinner at the Officers' Mess on Somerset Street in Ottawa. Thanks to Terry Prociuk for organizing a great evening.

3. Kendall Award

The 1990 Kendall Award for best I/O student paper was given to Paul T. Van Katwyk of the University of Guelph for an excellent paper entitled "An experientialistic approach to attitude research: Using facet theory to identify the conceptual structure of job satisfaction". The paper was based on Paul's Masters thesis which was supervised by Steve Cronshaw.

Terry Prociuk, who served as the Chairperson of this year's Selection Committee for the Kendall Award, helped ensure a high calibre of nominations. Many thanks to Terry along with committee members Rick Zuliani and Durhan Wong-Rieger who helped review the papers at the convention.

4. Reorganization of CPA

Marc Berwald, Past Chair of the I/O Section, has been delegated to sit on the Ad Hoc Committee to Examine Nominations and Elections Procedures. He and other committee members have been successful in obtaining a presidential commitment to review election procedures. As an interim measure for 1990-91, there will be no limit on the number of nominations which Sections may submit for Section-designated positions on

the board of directors. Moreover, all nominations for Section-designated positions must come from the Sections and the Chair of Sections shall not add to or subtract from the list. These measures are clearly in line with our proposals.

The Ad Hoc Committee to Examine Nominations and Elections Procedures will continue to examine and make recommendations regarding the By-laws, Rules, and Procedures governing nominations and elections. At present, many procedures are unspecified. For example, there are no rules or procedures regulating the campaigning, lobbying, advocacy, or endorsement of candidates for election by any member of CPA or by members of the Board. The Committee would, therefore, appreciate receiving proposals from both Sections AND individual members as soon as possible (preferably by the end of this month). If you have any suggestions please contact Marc Berwald or myself or submit your suggestions to: Dr. Cannie Stark-Adamec, President-Elect, Canadian Psychological Association, Vincent Road, Old Chelsea, Québec, J0X 2N0.

I should mention that Marc has also been successful in getting our definition of scientist-practitioner accepted by the Committee on Sections.

5. Student Representation on the I/O Section Executive

At the Annual Meeting of the Section at the 1990 CPA Convention, members voted for

the addition of a student representative on the I/O Section executive, provided such an addition conforms to CPA and Section by-laws. We (the I/O Section executive) have since discovered that there is nothing in the by-laws to prohibit student representation on our Section executive. We are therefore issuing a call for nominations for a student representative.

In accordance with our discussions at the annual meeting, nominations may be made by students only and only students will be permitted to vote for this representative. Because it is now part way through the year, we propose that the first student representative serve for 1½ years (i.e., until the 1992 Convention). Subsequent terms of office will be one year.

Students, please send your nominations to me as soon as possible. Before you submit the nominee's name, however, please ensure that the nominee agrees to have his or her name stand for election. I will send out a ballot form with nominees' names to all student members of the Section at the end of November. The ballots are to be returned to me by January 1, 1991.

6. Links with SIOP

At our annual meeting in Ottawa members granted us a mandate to explore the possibility of forming closer links with the Society for Industrial and Organizational Psychology (SIOP). We have been and will

continue to explore possible relationships between our Section and SIOP that appear to be mutually beneficial. It is our intention to provide as much relevant information as possible and to submit concrete proposals for discussion at our next annual meeting at the 1991 CPA Convention in Calgary.

7. Ottawa Area I/O Meeting

Suzanne Simpson, Chair-elect of the I/O Section, has been instrumental in organizing an Ottawa area "Chapter" of the I/O Section. The purpose of the new "Chapter" is to permit those in the Ottawa area whose interests and/or practice are related to I/O psychology to meet on a regular basis for professional development and to broaden their network of contacts.

The first meeting, which was held at the Armed Forces Officers' Mess in Ottawa on September 26, drew 30 participants from diverse backgrounds. The next meeting will take place October 24 from 5 p.m. to 6:30 p.m. at the Officers' Mess, 149 Somerset Street, Ottawa. Both CPA members and non-members with interests in I/O Psychology are invited to attend the meeting and to join participants for dinner afterward.

8. Calgary Convention 1991

Plans for the 1991 CPA Convention in Calgary are well under way. Richard Guzzo will conduct a preconvention workshop entitled "Creating high

performance work teams". Our invited speaker, Richard Mowday, will discuss Commitment and we have invited Craig Pinder to organize a symposium on a yet-to-be-determined topic. We also hope to have Frank Landy participate in our Saturday afternoon session on the "Globalization of I/O Psychology". More details will follow in future Bulletins.

If you would like to organize or participate in additional symposia, please contact Michael Leiter, our Program Coordinator, at the address or number given on the next page.

9. Reports Available

For the following reports, please contact the Secretary-Treasurer:

1. Section By-laws
2. Kendall Award Guidelines
3. Training and Education Guidelines
4. Membership List

10. Contacts:

Willi H. Wiesner, Chair
Faculty of Business
McMaster University
Hamilton, Ontario L8S 4M4
Tel.: (416) 525-9140 [Ext. 3985]
FAX: (416) 527-0100

Suzanne Simpson, Chair Elect
1250 Royal Maple Drive
Cumberland, Ontario KOA 1S0
Tel.: (613) 833-0172

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

June Fukushima, Secretary-Treasurer
101 Humberview Road
Toronto, Ontario M6S 1W9
Tel.: (416) 965-5833

Michael Leiter, Program Coordinator
Department of Psychology
Acadia University
Wolfville, Nova Scotia BOP 1X0
Tel.: (902) 542-2201

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

Lauren Falkenberg,
Associate Institute Coordinator
Faculty of Management
University of Calgary
2500 University Dr., N.W.
Calgary, Alberta T2N 1N4
Tel.: (403) 220-7172