



The Canadian Industrial & Organizational Psychologist

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Guest Edition: Comments from the Chair
Liane Davey, Ph.D.,
CSIOP Communications Coordinator

Happy New Year! I'm sure the confetti is all swept from the floor already and the frenetic pace of a new semester or a new quarter are upon you. Hopefully all of your New Year's resolutions are still going strong, whether you've promised yourself more frequent trips to the squash court, a new discipline in returning voicemails and e-mails more quickly, or (my perennial favourite) to preserve time to read some of the interesting research coming out of areas beyond your own—let's hope 2006 is the year to make it happen.

Although I'm sure it is hard to tell in this written medium, this edition of "Comments from the Chair" is being

penned by an impostor. Actually, Marjory has asked that I use this opportunity to tell you a little bit about the Communications area and some of the ideas I have been pursuing about how to better integrate the academic and business communities on our common Industrial/Organizational Psychology interests.

The first area in the communications portfolio that I would like your help with is a database for media inquiries. Having done some investigation with CPA, the current system for directing media requests is pretty rudimentary. Requests come in to Daniel Berman, Communications and Membership Services Manager for CPA. If he knows of a suitable person, the request goes to them; otherwise, he sends an email to the section chairs in hopes that they are able to find an interested and qualified person to respond.

Given the frequent interest in workplace issues and the changing nature of I/O psychology, I think there is an opportunity to compile a database of the expertise and interests of our members so that journalists can be more quickly directed to the right person. In the next little while, in coordination with Tracy, CSIOP Membership Coordinator, I will be sending out the current information we have and asking that you provide any revisions. I'll compile the database and give it to both Dan Berman at CPA and to Marjory. Stay tuned.

The other opportunity for building the bridges between the academic and business communities is the area of

workplace awards. Currently, several high profile awards are given each year to organizations that excel in creating a positive environment for their employees. Some of these include: National Quality Institute Healthy Workplace Awards, Canadian Workplace Wellness Awards, British Columbia Psychologically Healthy Workplace Awards, Canadian Mental Health Associations' Mentally Healthy Workplace Awards, Canadian Society for Training and Development Training Excellence Awards.

Although these are all valuable motivators that get employers taking action to create a positive workplace, the National Quality Institute award is particularly well known and influential. Because of its profile and rigour, I believe it is the best opportunity for us to become involved. I have been in contact with the coordinator for the NQI Healthy Workplace Award and we are exploring opportunities to ensure that the latest research and thinking from I/O psychology is integrated into their evaluation criteria. To date, the award criteria have primarily been influenced by health professionals and it is an exciting prospect that we might share our perspective on the elements of a healthy workplace. I am hopeful that NQI will be willing to consider having a member of CSIOP participate on their judging panel. I'll let you know how the conversations progress.

So welcome to 2006! It will no doubt be another exciting year for CSIOP.

Traduit par Sébastien Blanc, MSc

Bonne année! J'imagine que les confettis sont maintenant balayés et que la frénésie de la nouvelle session (ou du nouveau trimestre) vous a déjà rattrapés. J'espère que vous respectez encore vos résolutions du nouvel an, que vous vous soyez engagé(e) à jouer plus fréquemment au squash, une nouvelle discipline qui consiste à se renvoyer des courriels et des messages vocaux de plus en plus rapidement, ou encore (et c'est toujours ma résolution préférée), que vous vous soyez engagé(e) à mettre un peu plus de temps de côté pour lire certains articles publiés dans une discipline autre que la vôtre. J'ai confiance que 2006 sera l'année où nous saurons tous respecter nos nouvelles résolutions.

Bien que vous ne vous en soyez certainement pas aperçu, cette édition des Commentaires de la présidente est rédigée par un imposteur. En fait, Marjory m'a demandé d'utiliser cette tribune pour vous informer de nos plus récents travaux. Voici donc un bref compte rendu de nos dernières initiatives en matière de communication et un sommaire de nos efforts pour bâtir davantage de ponts avec l'industrie.

Le premier item du portfolio des communications pour lequel j'ai besoin de votre aide est celui de la création d'une base de données qui permettrait de mieux rediriger les questions venant des médias. Mon enquête auprès de la SCP indique que la procédure pour rediriger les questions des médias est très rudimentaire. À l'heure actuelle, toutes les questions des médias sont envoyées à Daniel Berman, le directeur des communications et des services aux membres de la SCP. S'il connaît une personne apte à y répondre, il lui envoie la question. Autrement, il fait parvenir un courriel au responsable de la section concernée, et ce, dans l'espoir qu'une personne compétente puisse enfin répondre aux médias.

Considérant l'intérêt fréquent pour les sujets reliés au monde du travail et la nature changeante de la psychologie IO, je crois qu'il est nécessaire de créer une base de données sur l'expertise et les intérêts de nos membres de manière à ce que les journalistes puissent être plus rapidement référés à la bonne personne. En collaboration avec Tracy, Coordonnatrice des adhésions à CSIOP, je vous ferai bientôt parvenir l'information contenue dans votre dossier d'adhésion de manière à ce que vous puissiez y apporter les correctifs qui s'imposent. Je compilerai toutes les données et donnerai une copie de notre base de données à Dan Berman de la SCP et à Marjorie. Restez branchés.

Notre deuxième initiative, celle visant à bâtir des ponts entre la communauté académique et le monde des affaires, concerne l'attribution de récompenses en milieu de travail. Chaque année, plusieurs prix prestigieux sont attribués aux entreprises qui excellent dans la création d'un environnement de travail sain pour leurs employés (p.ex. les National Quality Institute Healthy Workplace Awards, les Canadian Mental Health Associations' Mentally Healthy Workplace Awards, les Canadian Society for Training and Development Training Excellence Awards).

Bien que tous ces prix permettent d'encourager les employeurs à créer des environnements de travail sains pour leurs employés, le National Quality Institute Award est particulièrement bien connu et respecté. Compte tenu de son prestige et de ses critères d'attribution particulièrement rigoureux, je crois qu'il représente la meilleure avenue si nous choisissons de nous impliquer. J'ai pris contact avec le coordonnateur du NQI Healthy Workplace Award et nous explorons diverses possibilités pour permettre que les théories de la psychologie IO et ses résultats de recherche les plus récents soient intégrés aux critères d'attribution des prix. Jusqu'à maintenant, les critères d'attribution ont été influencés par les professionnels de la santé et il est excitant que nous puissions

enfin partager notre point de vue sur ce qui constitue un environnement de travail sain. J'ai confiance que NQI sera intéressé à ce qu'un de nos membres puisse siéger au sein de leur comité d'attribution des prix. Je vous tiendrai au courant des développements.

Alors bienvenue à l'année 2006! Ce sera certainement une autre années excitante pour la SCPIO.



2006 CPA Convention Update

*Steve Harvey, Ph.D.
Bishop's University*

CPA will soon be announcing decisions for presentations. Having seen the submitted proposals, I can assure you our program in the I/O section is looking strong again this year. Calgary is clearly a destination that several presenters have opted for and we are hoping that many of you also will get your tickets and join us in June.

The program includes several invited components.

A practical workshop put on by Dr. Theresa Kline (Department of Psychology at the University of Calgary) entitled "Item Response Theory Analyses for Binary and Likert-type Data".

A keynote talk by Dr. Ann Marie Ryan on "Conducting Applied Research in Organizations: Trends and Challenges",

An invited symposium on aggression and violence in the workplace including several well-known researchers in this area: Manon Leblanc (Bishop's University) Joel Neuman (SUNY-New Paltz), Aaron Schat (McMaster's), Michelle Inness (University of Alberta), and Loreleigh Keashly (Wayne State University).

The varied submitted proposals add to this list a full complement of poster presentations, as well as a half dozen symposia and talks. Moreover, let's not forget that we have several social traditions at CSIOP that will nicely round out the three days at CPA. I would particularly like to draw your attention to Lance's column in regards to how many of us might be able to help contribute to student's conference experience.

Finally, I want to encourage student presenters to take special note of the RHR Kendall Award announcement in this issue. If you know of a student who is presenting at CPA you may also want to draw their attention to this award. We are grateful to RHR for its continued support of this award that is now valued at \$500.00.



The RHR Kendall Award Update

*Steve Harvey, Ph.D.
Bishop's University*

The Canadian Society for Industrial Organizational Psychology in collaboration with RHR is sponsoring the RHR Kendall Award, our annual competition to recognize outstanding papers by undergraduate and graduate CSIOP student members. The winner of this award will receive a prize of \$500. The award is named in honour of Dr. Lorne Kendall, a Canadian psychologist and member of CPA whose work on job satisfaction and various psychometric issues contributed greatly to the field of Industrial Organizational Psychology.

All papers, posters, and presentations accepted in any part of the CSIOP program of the annual convention of CPA submitted by graduate or undergraduate students are eligible. To be considered for the award students must submit a full paper as outlined below. The work must have been carried out by a student but may be part of a larger research program directed by someone else. The student must also be first author on the paper submitted.

Papers will be reviewed anonymously by three CSIOP members representing both industry and academia. Submissions will be judged by the following criteria:

- a) Quality of conceptual background
- b) Clarity of problem definition
- c) Methodological rigour (omitted for theoretical/review papers)
- d) Appropriateness of interpretations/conclusion
- e) Clarity of presentation

Entrants must submit a summary paper that adheres to these entry guidelines and provide a letter (e-mail acceptable) from a faculty member certifying that the paper was written by a student. The name of the author(s) should appear only on the title page of the paper. The title page should also show the authors' affiliations, mailing addresses, e-mail and telephone numbers. Papers are to be no more than 15 double-spaced pages, including title page, abstract, tables, figures, notes, and references. Papers should be prepared according to the current edition of the Publication Manual of the American Psychological Association.

Entries (papers and letters from the faculty members) must be received by **Friday April 28 2006**. Winning papers will be announced at the CSIOP business meeting at the CPA Conference in Calgary.

Entries should be submitted with the **subject field indicating "RHR Kendall Award"** electronically to Dr. Steve Harvey at: sharvey@ubishops.ca



CSIOP MEMBERSHIP COLUMN

*Tracy Hecht, Ph.D.
Concordia University*

Happy New Year!

Membership Statistics and New Members

CPA was updating its member database at the time of writing this column; therefore, exact membership data for Full and Student members were not available. With regard to associate members, we acquired 2 new members since the last column.

We welcome the following new full members to CSIOP. Details regarding their contact information will be included in the upcoming update to the membership directory.

Carole Alphonso
Paula Bean
Dennis H Brown
Malcolm Chadwick
John D Crawford
Karen P Harlos
Judy Moench
Jacques Parisien
Berk Seymour
Giuseppe Spezzano
Brent Vulcano

We welcome the following new student members to CSIOP. Details regarding their contact information will be included in the upcoming update to the membership directory.

Tony Bongiorno
Barbara Cole
Jacques Forest
Michele (Misha) L Gardiner
Tessa Halldorson
Ivona Hideg
Elisa Hill
Danika Michaud
Diana Nguyen
Tom O'Neill
Loriann Quinlan
Michael T Veilleux

We welcome the following new associate members to CSIOP. Details regarding their contact information will be included in the upcoming update to the membership directory.

Wendy Darr
Laura Hambley

Please Keep Your Contact Information Updated

If your "directory information" (i.e., addresses – regular mail and e-mail, work phone and fax numbers, when/where you received your highest degree, your areas of interest) has changed, please let me know. I will include the changes in an addendum to the directory that will be distributed later this year. I can be reached by email, fax and/or phone:

Tracy Hecht
John Molson School of Business, Concordia University
Department of Management
1455 de Maisonneuve West
Montreal, Quebec, Canada, H3G 1M8
Phone: 514-848-2424 x.2785
Fax: 514-848-4292
Email: thecht@jmsb.concordia.ca

If your membership is through CPA (in other words, if you are a full or student member), please be sure to update your contact information with CPA directly as well. The CPA membership coordinator can be reached by email at membership@cpa.ca.



DeGroot Update

*Aaron Schat, Ph.D.
McMaster University*

News from the HRM program of the DeGroot School of Business, McMaster University. Dr. Harish Jain, Professor Emeritus of Human Resources, was recently named to the Order of Canada for his work in human rights as it relates to employment and industrial relations.

Dr. Rick Hackett, Canada Research Chair in Organizational Behavior and Human Performance, has been appointed Editor-in-Chief of the Canadian Journal of Administrative Sciences. His appointment will be from January 1, 2006 to December 31, 2008.

Congratulations to two of our Ph.D. students, Gordon Cooke and Waheeda Lillevik, who successfully defended their doctoral dissertations:

Gordon's dissertation was entitled "The Nature and Incidence of Nonstandard Work Arrangements" (Supervisor: Isik Zeytinoglu). He is now a member of the Faculty of Business Administration at the Memorial University of Newfoundland.

Waheeda's dissertation was entitled "Differing Communication Styles: Cultural Differences in the Exhibition of Organizational Citizenship Behaviours" (Supervisor: Harish Jain). She is now on faculty in the School of Management at the University of Michigan - Flint.



Guelph Update

*David Stanley, Ph.D.
University of Guelph*

The I-O program at the University of Guelph is delighted to announce that in January we moved into a new building. The logistic issues associated with such a large move are many and we're glad the move is finally over. The new building is extremely nice and we're happy to have better facilities with which to host our various CSIOP

colleagues when they visit.

In keeping with the new physical appearance of our department we've also decided to give ourselves a new online appearance. I encourage you to check out our new website at the address below:

<http://www.ResearchPracticeGuelph.ca>



THE CAPITAL PUNISHMENT OF EMPLOYMENT LAW: A BRIEF SUMMARY AND DISCUSSION OF HARRIS v. YORKVILLE SOUND LTD.¹

*Erika L. Ringseis, PhD
FRASER MILNER CASGRAIN LLP*

Employees may be terminated in one of two ways: for cause or with reasonable notice or pay in lieu of notice. Terminations for cause are generally difficult to uphold and require careful documentation. Indeed, in a December judgment released by the Ontario Superior Court of Justice, termination for just cause was described as "the capital punishment of employment law."

Summary of The Case

Ms. Harris was an employee with the Defendant, Yorkville Sound Ltd. in Ontario for approximately 8 years before she was dismissed, allegedly for cause. She had held a few different positions with the company, but most recently was a technical worker in the wiring department. Ms. Harris was a single mother with 2 children, and was pregnant with her third, at the time of her dismissal.

The employer alleged that it had no obligation to pay Ms. Harris reasonable pay in lieu of notice since she was terminated for cause. Ms. Harris was accused of not getting along with some co-workers and engaging in loud and boisterous behaviour. Apparently she also told dirty jokes and was somewhat defensive and insubordinate when dealing with her superiors. However, the co-workers called by counsel for Ms. Harris described a workplace where dirty jokes and teasing and loud boisterous behaviour were commonplace. Further, the Court determined that the behaviour of the employer toward Ms. Harris in light of some innocuous conversations was

blown out of proportion and it was reasonable for Ms. Harris to be defensive.

All in all, Ms. Harris' performance was very good. She had received positive performance evaluations and all of her supervisors spoke to her ability to do a good job. She did have a written warning on file with respect to her attitude toward co-workers, but the written warning was from 1998 and no further warnings or progressive discipline notes were on her file.

The Court concluded that Ms. Harris was loud and boisterous, she told dirty jokes as did other co-workers, and she was perhaps hard on some co-workers but for the most part got along with her colleagues. The Court could find no behaviour that justified dismissal for cause and found that Ms. Harris had been dismissed without just cause.

In considering what notice period would be appropriate, the Court followed the traditional Bardal factors and considered Ms. Harris' character of the employment, her length of service, her age and the availability of similar employment, having regard to her experience, training and qualifications. The Court held under the

circumstances the reasonable notice would usually be 10 months. However, the Court went on to consider the fact that Ms. Harris was pregnant when she was terminated.

Although there did not appear to be discriminatory action by the employer and Ms. Harris was not terminated because she was pregnant per se, the Court held that the employer was aware of her pregnancy. The Court further held that her pregnancy had to be a consideration in setting the reasonable notice period. Specifically, the Court noted that the exercise of setting reasonable notice must consider the employee's immediate employability. The Court noted that Ms. Harris was young and bright but burdened by limited skills and heavy family obligations and an advancing pregnancy. Thus, in her particular circumstances, the Court concluded that an additional two months should be added to the notice period.

In addition to increasing the notice period because of Ms. Harris' pregnancy, the Court was unimpressed with the manner of dismissal of Ms. Harris and the employer's persistence with its assertion of cause. This fell within the classification of "bad faith" or "Wallace" damages. Thus, the notice period was increased by an additional 2

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months. In total, Ms. Harris was therefore entitled to 14 months of income in lieu of salary, including payment in lieu of benefits, less the pay that she had already received from the employer.

Analysis of the Case

The Case provides justification for consideration of particular circumstances for individual employees when determining an appropriate notice period. The notice period to which an employee is entitled is intended to be the period of time that it would take an individual in that employee's same circumstances to find a new job. The factors originally enunciated in the early case of Bardal include age. Although age should not be a consideration, in accordance with discrimination law, the Courts have accepted the reality that older employees may be less likely to be hired. Similarly, pregnant job applicants are likely to take longer to find a job than non-pregnant applicants. Thus, although this case does not indicate that the employer was discriminatory in terminating Ms. Harris, it does provide some responsibility for an employer to consider an employee's specific circumstances when determining how much notice is appropriate before terminating.

An employer retains the right to terminate an employee at any time. The question is how much that employer is going to have to pay in reasonable notice costs. Unless there is a termination for cause, a calculation of reasonable notice period will be necessary. This case suggests that individual factors beyond those enunciated by Bardal will also need to be considered.

The concept of "progressive discipline" was also mentioned within the case. The idea that an employee cannot be terminated for cause without being given a chance to improve, such as suspension before a termination, is taken from the unionized environment and labour law. It is interesting to see that this concept is appearing in non-unionized employment decisions more and more frequently.

An Additional Consideration for Industrial/Organizational Psychologists

In this case, prior to the termination, the employer chose to hold a "termination committee" meeting. Apparently the employer was trying to incorporate employee involvement in some areas of human resource management. The Court downplayed the role that the termination committee had occupied within the decision making process and held the employer responsible for the decision to terminate. Specifically, the Court noted that

the Committee's proceedings were meaningless because the procedure followed did not provide fairness to the employee. The termination committee was made up of fellow employees as well as members of management. However, the Court indicated that the proceedings were not fair because:

1. Ms. Harris was not given sufficient notice that the committee was being convened or notice of exactly what behaviour was being considered by the committee.
2. Ms. Harris was also not given advance notice of any documents that were to be used at the committee hearing.
3. Ms. Harris was not permitted to appear before the committee or make any submissions in writing to the committee. Although she was entitled to have a representative appear, she was not given enough time or information to brief the representative.
4. Pressure was put on the employee members in the group by having additional employer representatives sitting in the room during the committee meeting and by having the vote of the committee be open and not secret. The employee members of the committee were likely under pressure not to offend the employer by disagreeing.
5. Further, the employee members on the committee did not receive sufficient notice nor did they have any clear understanding of the actual issues that were in dispute.
6. The committee heard only the management side of the dispute and did not hear any witnesses versions firsthand or Ms. Harris' position at all.

Thus, this case provided guidance to employers who are interested in establishing some form of discipline or termination committees that involve management and employees or to industrial/organizational psychologists that become involved in the creation of such initiatives. The effectiveness and legality of any committee that functions to determine the rights of an employee is going to depend on that committee operating in accordance with principles of procedural fairness and natural justice. The six unfair practices listed above should be avoided in the creation of any such human resource committee.

Erika Ringseis received her Ph.D. in Industrial/Organizational Psychology from Penn State University and her Law Degree from the University of Calgary. She is currently an associate lawyer in the labour and employment group at Fraser Milner Casgrain LLP in Calgary. As Erika is currently pregnant with her second child, she found the discussion in this particular case especially interesting!

1. [2005] O.J. No. 5360, online: QL (OJ); also available at <http://www.canlii.org/on/cas/onsc/2005/2005onsc15198.html>.



CSIOP Student News
Lance Ferris
University of Waterloo

Hi everyone. I hope everyone enjoyed the holidays and have maybe even lost some of the weight that you inevitably gain when going from your student house (no food) to your family's house (abundant food)!

The big news this column is that there is finally a new CSIOP Student Web Page! You can link to it from the main CSIOP web page or just put the following link into your browser: <http://www.arts.uwaterloo.ca/~csiopstu/Index.htm>

All comments are welcome on it, as it is a work in progress. What will probably be updated the most are the "Jobs" section (I post job opportunities that I receive on the various mailing lists that I'm on, both academic and applied) and the "FAQ" section, which contains a list of some of the most frequently asked questions that I receive as the student rep. Also, anyone who has photos for the "Photos" link – send them along!

Otherwise, I will just have to take some candid shots of people at the upcoming conference - in Calgary from June 8-10 in 2006! As I write this the CPA webpage for the conference does not have information up regarding registration, but if memory serves, they usually have what amounts to an early bird special – register early, get a discount. So keep an eye on the (also newly designed) CPA website for more information, as it currently says "Please check back in January for more information."

For those of you who submitted something, you should hear from CPA soon – last year notices went out in early February, so if past behaviour predicts future behaviour...

Also for those of you who submitted something, each year CSIOP gives out the RHR Kendall award for best student paper. The paper requirements aren't onerous, so

if you've gone to the trouble of submitting for CPA, you should take the time to write up a paper on your submission as well! The submission deadline will be April 28th 2006, so there should be plenty of time to write something up! Check out <http://www.ssc.uwo.ca/psychology/csiop/kendall2006.html> for more information.

And once again, each year we have the "student-mentor" meeting, where students can meet people who are currently working as practitioners or in academia, both new to the workforce and established "veterans". It's a great time to pick the brains of people who are more than willing to help out! On that note, if anyone in Calgary knows of a good place, close to the conference hotel, where we can have this meeting, just let me know!

Finally, I'd like to thank Jacques Forest, a PhD student at the Université de Montréal, and my student rep counterpart in the Quebec Society for Work and Organizational Psychology (www.sqpto.ca). As you may have noticed, Jacques has been translating my articles into French over the last few issues, and I was happy to finally be able to repay the favour by proof-reading his English article in this month's newsletter. It's on I/O psychology in Quebec, and is a great read, providing insight into the other solitude!

Incidentally, the first time I met Jacques was at the CPA meeting last year in Montreal. A perfect example of why the conferences are so great for meeting people!

Ciao for now.

Traduit par Jacques Forest

Bonjour à toutes et à tous. J'espère que chacun a apprécié ses vacances du temps des fêtes. Peut-être avez-vous même perdu une partie du poids que vous avez inévitablement gagné en allant de votre résidence étudiante (où la nourriture est inexistante) à la maison familiale (où la nourriture est abondante)!

La nouvelle marquante de cet article est qu'il y a finalement un nouveau site Web étudiant de la SCPIO! Vous pouvez atteindre la section étudiante du site Web à partir de la page principale du site Web de la SCPIO ou simplement mettre l'adresse suivante dans votre navigateur: <http://www.arts.uwaterloo.ca/~csiopstu/Index.htm>

Tous les commentaires sont les bienvenus, car ce travail est en constante évolution. Les sections qui seront probablement les plus souvent mises à jour sont celles des emplois (j'affiche les offres d'emploi que je reçois, que celles-ci soient dans le domaine académique ou appliqué) et la section "FAQ" (Foire Aux Questions),

qui contient une liste de certaines questions qui me sont fréquemment posées en tant que représentant étudiant. En outre, n'importe qui peut m'envoyer des photos pour le lien « photos »!

Si je ne reçois pas de photos, je devrai en prendre quelques-unes au prochain congrès de la SCP, à Calgary, du 8 au 10 juin 2006! Alors que j'écris le présent article, la page Web pour le congrès de la SCP n'a pas d'information concernant les inscriptions, mais si ma mémoire ne fait pas défaut, les organisateurs du congrès offrent habituellement ce qui s'apparente à un « rabais lève-tôt ». Inscrivez-vous rapidement et obtenez un rabais. Gardez ainsi un oeil sur le site Web de la SCP (tout nouveau lui aussi) pour des informations additionnelles (le site indique actuellement "Veuillez vérifier à nouveau en janvier pour plus d'informations.").

Pour celles et ceux d'entre vous qui avez soumis une proposition pour le congrès de la SCP, vous devriez avoir des nouvelles bientôt - les réponses étaient sorties au début de février l'année dernière. Ainsi, si les comportements passés sont garants des comportements futurs...

De plus, pour celles et ceux parmi vous qui ont soumis une proposition pour le congrès de la SCP, la SCPIO donne à chaque année le prix « RHR Kendall » pour la meilleure présentation étudiante. Les conditions pour appliquer à ce concours ne sont pas très contraignantes, alors si vous vous êtes donné(e)s la peine de soumettre pour le congrès de la SCP, vous devriez aussi prendre le temps de préparer une soumission pour ce prix! La date limite de soumission est le 28 avril 2006, vous devriez donc avoir suffisamment de temps pour y appliquer! Visitez le <http://www.ssc.uwo.ca/psychology/csiop/kendall2006.html> pour tous les détails.

Comme à chaque année, à tous les congrès, nous avons la réunion « étudiant(e)s-mentor » où les étudiant(e)s peuvent rencontrer des personnes qui travaillent actuellement comme praticien(ne)s ou dans le milieu universitaire, que ceux-ci soient fraîchement sorti(e)s de l'université ou des vétéran(e)s établi(e)s. C'est un moment privilégié pour poser des questions à des personnes expérimentées qui sont plus que disposées à nous aider! À ce sujet, si quelqu'un connaît un bon endroit à Calgary où nous pourrions tenir cette réunion, près de l'hôtel du congrès, faites-moi signe!

Pour terminer, je voudrais remercier Jacques Forest, étudiant au Ph.D. à l'Université de Montréal, et ma contrepartie (représentant étudiant) dans la Société Québécoise de Psychologie du Travail et des Organisations (www.sqpto.ca). Comme vous avez pu le constater, Jacques a

traduit mes articles en français dans les derniers numéros de ce bulletin, et j'étais heureux de pouvoir finalement retourner la faveur en révisant la version anglaise de son article pour le présent bulletin. Cet article porte sur la psychologie I/O au Québec et fournit des informations éclairantes sur l'autre solitude!

D'ailleurs, la première fois que j'ai rencontré Jacques était lors de la réunion « étudiant(e)s-mentor » de l'année dernière, au congrès de la SCP à Montréal. Ma rencontre avec Jacques constitue donc un exemple parfait illustrant pourquoi les conférences sont si importantes pour rencontrer d'autres personnes!

Ciao pour l'instant.



SQPTO
Jacques Forest
l'Université de Montréal

Jacques Forest, étudiant au doctorat en psychologie du travail et des organisations à l'Université de Montréal et représentant étudiant à la Société Québécoise de Psychologie du Travail et des Organisations.

Lors du dernier congrès de la Société Canadienne de Psychologie, tenu à Montréal, j'ai assisté à la rencontre professeurs-étudiants organisée par Lance Ferris, le représentant étudiant de la SCPIO. En tant qu'étudiant en psychologie industrielle-organisationnelle (I/O) d'une université francophone, c'était une belle occasion pour moi de me mettre au courant de la situation de la psychologie I/O dans «l'autre» Canada. Cette rencontre fut très éclairante.

En seulement quelques heures de discussion avec les étudiant(e)s et professeurs des autres universités canadiennes, j'ai eu un cours en accéléré sur l'état de la psychologie I/O dans le Canada anglais. J'ai longuement discuté avec Lance Ferris (le représentant étudiant de la SCPIO) sur l'état de la psychologie du travail au Québec et aussi sur le fait que les étudiant(e)s anglophones connaissaient mal ce qui se faisait du côté francophone (et vice-versa). C'est suite à cette conversation que ce

dernier m'a proposé d'écrire un court article sur ce sujet. C'est avec plaisir que j'ai accepté car ceci permettra peut-être de créer des ponts facilitant la communication entre les universités francophones et anglophones en plus de faire front commun pour la défense des intérêts de notre discipline. Dans les lignes qui suivent, je vais vous transmettre des informations qui vous donneront, je l'espère, un portrait général de la discipline au Québec.

Tout d'abord, il faut savoir que la psychologie I/O est représentée par la Société Québécoise de Psychologie du Travail et des Organisations (voir le site www.sqpto.ca). Cette organisation compte actuellement plus de 250 membres actifs (ayant payé leur cotisation) alors que la liste des personnes intéressées par la discipline (d'anciens membres que nous pouvons rejoindre par courriel) compte plus de 800 noms. C'est donc dire que la psychologie du travail a le vent dans les voiles dans notre province. À chaque année, à l'automne, la SQPTO organise un colloque qui est une belle occasion de faire le plein de nouvelles techniques d'intervention, d'idées et de contacts professionnels. En plus de ce colloque annuel, les quatre régions de la SQPTO (Québec, Estrie, Outaouais et Montréal) organisent, environ à chaque 3 se-

maines, les très populaires super-conférences de la SQPTO. Ces activités (18 pour toute la province) permettent aux consultants et professeur(e)s de venir entretenir un auditoire avisé sur des problématiques actuelles comme l'intelligence émotionnelle ou encore la psychologie positive appliquée au travail. En plus de ces activités de transfert de connaissances et de formation, la SQPTO a édité deux livres, soit « Domaines de pratique et compétences professionnelles des psychologues du travail et des organisations » (Foucher et Leduc, 2001) et « Concilier performance organisationnelle et santé psychologique au travail » (Foucher, Savoie et Brunet, 2003). Le premier livre a identifié les 5 champs de pratique de la psychologie I/O au Québec, soit 1) la dotation et l'évaluation de potentiel, 2) le diagnostic et le développement organisationnel, 3) la formation et le coaching du personnel cadre, professionnel ou technique, 4) la gestion des carrières et la réaffectation et 5) l'aide aux employés. Ce livre ressemble aux sections « Position paper on I/O psychology in Canada » et « Defining the field of I/O psychology » du site internet de la SCPIO. Le deuxième livre est un recueil d'articles scientifiques sur la façon dont il est possible, comme le titre l'annonce, de concilier performance



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organisationnelle et santé psychologique. La SQPTO est donc une organisation active et dynamique qui agit à différents niveaux et par différents moyens pour promouvoir la discipline et ses intérêts.

En plus de toutes ces activités, la SQPTO est la porte-parole de la psychologie I/O à l'Ordre des Psychologues du Québec (OQP), qui représente les 7500 psychologues de la province, toutes spécialités confondues (éducation, clinique, neuropsychologie, travail, etc.). En effet, la SQPTO a été formée dans les années 80 par des psychologues qui étaient quelque peu insatisfaits de la représentation que lui faisait l'OPQ. Toutefois, au dernier colloque de la SQPTO, la présidente de l'ordre, Rose-Marie Charest, est venu nous dire qu'elle aimerait que la SQPTO s'implique activement dans l'OPQ afin de promouvoir la psychologie I/O au sein de l'ordre. Ce message a été bien reçu par les membres de la SQPTO et par les membres du C.A. de la SQPTO. Les mois à venir seront donc l'occasion d'un rapprochement entre la SQPTO et l'OPQ.

Une des raisons expliquant notre connaissance partielle du circuit anglophone est, vous l'aurez deviné, la langue. Bien que les étudiant(e)s et professeur(e)s maîtrisent bien l'anglais tant à l'oral qu'à l'écrit, les étudiants vont plus souvent à des congrès francophones qu'à des congrès anglophones. Le circuit de congrès auxquels nous participons le plus souvent inclut ceux de l'Association Internationale de Psychologie du Travail de Langue Française (AIPTLF), l'Association Francophone pour le Savoir (ACFAS), la Société Québécoise de Recherche en Psychologie (SQRP) de même que celui de la SQPTO. De fait, comme les francophones disposent de forums de partage et de communication scientifique dynamiques dans leur langue maternelle, les autres occasions de diffusion comme l'ASAC, SIOP et CSIOP sont tout simplement moins fréquentées.

Des 10 programmes en psychologie I/O au Canada, trois sont au Québec. Les trois universités offrant des programmes de doctorat en psychologie du travail et des organisations sont l'Université de Sherbrooke, l'Université du Québec à Montréal et l'Université de Montréal.

À l'Université de Montréal, nous avons maintenant cinq professeurs et plus d'une trentaine d'étudiant(e)s inscrit(e)s. Environ la moitié sont subventionné(e)s par le Conseil de Recherche en Sciences Humaines du Canada, le Fonds Québécois de Recherche sur la Société et la Culture ou d'autres organismes canadiens ou américains. À l'UQAM, le programme peut désormais compter sur une dizaine de professeurs (les professeurs

ne sont pas uniquement du département de psychologie) et environ une vingtaine d'étudiant(e)s alors que l'équipe de professeur(e)s de l'Université de Sherbrooke compte maintenant huit professeurs de différents départements et une vingtaine d'étudiant(e)s.

J'espère que ce court article vous a permis de voir que la psychologie du travail et des organisations est extrêmement vivante au Québec. Mais, par dessus tout, mon souhait le plus cher est qu'il y ait un rapprochement entre les communautés francophone et anglophone de psychologie I/O. La force du nombre et le fait que nous puissions faire entendre notre voix dans deux langues ne peuvent qu'être bénéfique pour notre discipline.

En tant que représentant étudiant de la SQPTO, je me suis engagé auprès des membres du C.A. de la SQPTO à intensifier les communications avec mon homologue de la SCPIO. Je vais aussi continuer cet engagement une fois que j'aurai mon diplôme, que je sois actif dans ma discipline comme professeur ou comme consultant. Et c'est aussi l'intention d'un de nos professeurs ici à l'Université de Montréal, François Chiochio, qui entretient plusieurs projets de visant à favoriser la collaboration malgré les défis linguistiques.

Avant de conclure, j'aimerais vous faire part d'un projet qui nous tient à cœur, soit la synchronisation des congrès de la Société Québécoise de Psychologie du Travail et des Organisations (SQPTO) et de l'Association Internationale de Psychologie du Travail de Langue Française (AIPTLF) en 2008. En effet, il est espéré que le congrès 2008 de l'AIPTLF se tienne en sol québécois et qu'il soit fusionné avec celui de la SQPTO pour augmenter la visibilité de la psychologie du travail au Québec. Si ce projet est confirmé, nous inviterons tous les membres de la SCPIO à venir participer à ce congrès d'envergure internationale en prenant les mesures nécessaires pour surmonter le défi de la barrière linguistique.

Le but de cet article était de brosser un portrait général de la psychologie I/O au Québec et d'inviter les membres de la SQPTO et de la SCPIO à communiquer plus fréquemment pour faire front commun. Des efforts dans les années à venir permettraient à la psychologie I/O d'être encore plus forte, car l'union fait effectivement la force.

SQPTO - English Translation

Jacques Forest

Jacques Forest, Ph.D. student in industrial-organizational psychology at the Université de Montréal and student representative of the Quebec Society for Work and Organizational Psychology (www.sqpto.ca).

At the last conference of the Canadian Psychological Association, held in Montreal, I attended the student-mentor meeting organized by Lance Ferris, CSIOP's student representative. As a student in industrial/organizational psychology at a French-speaking university, it was a good occasion for me to be informed of the current state of I/O psychology in the "other" Canada. This meeting was very enlightening.

In only a few hours of discussion with the students and professors of the other Canadian universities, I had an accelerated course on the state of I/O psychology in English Canada. I had a lengthy discussion with Lance on the state of I/O psychology in Quebec and also on the fact that the anglophone students knew little about what was happening on the French-speaking side (and vice versa). This is why Lance latter offered me this occasion to write a short article on this subject in the CSIOP newsletter. It was with pleasure that I accepted because this will make it possible to create bridges facilitating communication between the French-speaking universities and English-speaking universities. It will also help to have a united voice for the defense of the interests of our discipline. In the following lines, I will transmit information which will give you, I hope, a general portrait of I/O psychology in Quebec.

First of all, it should be known that I/O psychology is represented by the Quebec Society for Work and Organizational Psychology (the web site address is www.sqpto.ca, french only). This organization currently counts more than 250 active members (who paid their dues) whereas the list of people interested in the discipline (former members that we can contact by email) has more than 800 names. No need to say that I/O psychology is very popular in our province. Each year, in autumn, the SQPTO organizes a conference which is a good occasion to learn about new consulting techniques, get new ideas and also professional contacts. In addition to this annual conference, the four regions of the SQPTO (Quebec, Eastern Townships, Outaouais and Montreal) organize, approximately every 3 weeks, the very popular dinner-conferences of the SQPTO. These activities (18 for the entire province) allow consultants and professors to speak to an interested audience about current issues in I/O psychology like emotional intelligence or positive psychology applied to work. In addition to these training and knowledge-transfer activities, the SQPTO published two books : « Domaines de pratique et compétences professionnelles des psychologues du travail et des organisations » [Fields of practice and professional competences of I/O psychologists] (Foucher and Leduc, 2001) and « Concil-

ier performance organisationnelle et santé psychologique au travail » [Reconciling organizational performance and psychological health at work] (Foucher, Savoie and Brunet, 2003). The first book identified the 5 fields of practice of I/O psychology in Québec: 1) evaluation, 2) organizational development and diagnosis, 3) training and coaching, 4) career management and reassignment and 5) employee assistance programs and psychological health. This book is akin to the "Position paper on I/O psychology in Canada" and "Defining the field of I/O psychology" links on the CSIOP website. The second book is a collection of scientific articles on the way in which it is possible, as the title states, to reconcile organizational performance and psychological health. The SQPTO is thus an active and dynamic organization which acts at various levels and by various means to promote I/O psychology and its interests.

In addition to all these activities, the SQPTO is the official voice of I/O psychology for the Quebec Order of Psychologists (OPQ), which represents the 7500 psychologists in the province, all specialties included (education, clinic, neuropsychology, etc). The SQPTO was formed in the 80's by psychologists who were somewhat dissatisfied by the representation that the OPQ made. However, at the last SQPTO conference, the president of the order of psychologists, Rose-Marie Charest, came to ask the SQPTO to be actively engaged in the OPQ in order to promote I/O psychology within the order. This message was received by the members of the SQPTO and the board directors of the SQPTO. In the months to come, there will be more occasions to bring together the SQPTO and the OPQ.

One of the reasons explaining our incomplete knowledge of the anglophone conference circuit is, you guessed it, language. Although the students and professors speak, write and read English well, we more often go to French-speaking conferences than to Anglophone conferences. The circuit of conferences in which we generally take part includes those of the International French-Speaking Association for Work and Organizational Psychology (AIPTLF), French-speaking Association for Knowledge (ACFAS), the Quebec Psychology Research Society (SQRP) and the SQPTO. In fact, because French-speaking people have numerous and dynamic congresses in which they can share scientific knowledge in their mother tongue, the other occasions of diffusion like the ASAC, SIOP and CSIOP are attended less frequently.

Of the 10 I/O psychology programs in Canada, three are in Quebec. The three universities offering the Ph.D.

programs in I/O psychology are the Université de Sherbrooke, the Université du Québec à Montréal and the Université de Montréal.

At the Université de Montréal, we now have five professors and more than thirty students. Approximately half receive grants by the Social Sciences and Humanities Research Council, the Quebec Funds for Research on Society and Culture or other Canadian and American grant organizations. At UQAM, the program numbers ten professors (not all professors are in the psychology department) and approximately 20 students whereas the program at the Université de Sherbrooke numbers eight professors and approximately 20 students.

I hope that this short article enabled you to see that I/O psychology is extremely alive in Quebec. But, over all, my most important wish is that there will be a bringing together between the French-speaking communities and English-speaking communities of I/O psychologists. The power of our numbers and the fact that we can make our voice heard in two languages can only be beneficial for our discipline in North America and abroad.

As the student representative of the SQPTO, I committed myself to the members of the board of directors of the SQPTO to intensify the communications with my counterpart in CSIOP. I will also continue this engagement when I obtain my diploma, either if I am active in my discipline as a professor or a consultant. This is also the intention of one of our professors at the Université de Montréal, François Chiochio, who maintains several projects aimed at supporting collaboration in spite of the linguistic challenges.

I would also like to announce a project which is very dear to our hearts, which is the synchronization of two congresses in 2008 – the one of the Quebec Society for Work and Organizational Psychology (SQPTO) and the other of the International French-Speaking Association for Work and Organizational Psychology (AIPTLF). Indeed, it is hoped that the 2008 congress of the AIPTLF will be held in Québec and that it will be blended with that of the SQPTO to increase the visibility of I/O psychology in Quebec. If this project is confirmed, we will invite all the members of the CSIOP to take part in this international conference and take appropriate measures to overcome the language barrier.

The goal of this article was to paint a general portrait of I/O psychology in Quebec and to invite members of the SQPTO and CSIOP to more frequently communicate and join their efforts. Actions in the years to come will make

it possible that I/O psychology will be a stronger and more recognized discipline.



Comments from the Editor

David Stanley

Hi Everyone! This issue of the CSIOP newsletter is my first as editor. Sunjeev has been great helping me into my new position and I offer him my thanks. The process of putting together a newsletter is very interesting and only works because of the efforts and contributions of many people. I think it's fantastic that we can provide bilingual versions of some articles. Both the authors and translators deserve our thanks. I look forward to continuing to work with everyone in the future.

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Note: The articles in this newsletter do not necessarily reflect the opinion of the Canadian Society for Industrial and Organizational Psychology.