



# The Canadian Industrial & Organizational Psychologist

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**Comments from the Chair**  
*Stéphane Brutus, PhD*  
*Concordia University*

What is CSIOP and what does it stand for? This is the type of philosophical questions that has been popping into my head of late. In my quest for an answer, I started thinking about the two other I-O groups that I belong to. First, there is SIOP, an organization that can be compared to our large and wealthy American cousin (I actually have a few of those in my family) who looms large because he keeps sending me those personalized Christmas cards and has a knack for making us feel welcome (dare I say 'important') by inviting us up to his penthouse in Miami (New York, San Francisco, etc) every year. SIOP has the scope and the means to offer a variety of services to its members that is unparalleled. It is and always will be the leading association of I-O psychologists. The second group is SQPTO, our twin brother with whom we were separated at birth and that, for some reason, we rarely visit, talk to, or even think about (expect for the rare referendum or even rarer Canadiens-Leafs/Flames/Oilers/Canucks playoff game). In SQPTO I have discovered a mature, vibrant organization in

many ways similar to CSIOP. If you allow me to stretch this analogy a bit further, as much as we love our American cousin, we need to accept the fact that we will always visit him more than he will visit us. CSIOP will never be SIOP and I guess that's a good thing because, after a few days living it up in Miami (or New York), we will always be happy to get back home to our smaller, cuddlier, and 'cooler' (in both temperature and attitude) community. As for our French-Canadian brother, he lives right next door and is just as cool. We both would gain from getting to know each other a bit more.

You'll be happy to hear that I have not only reflected about CSIOP's identity, I have also thought about ways to add to it. At last year's business meeting (which, as usual, was held around 5am Calgary time!), Vic Catano brought to our attention a certain lag in CPA's position regarding the use of tests. As a Society I feel that we should take this opportunity to adopt a formal position on the use of tests for personnel decisions. To that aim, Vic and I have drafted a proposal for a CSIOP position statement on this issue. The proposal is a sensible one that cuts to the core of an important area of practice in I-O psychology. You'll find the proposal to endorse the Principles for the Validation and Use of Personnel Selection Procedures (4th ed.) on the next page. For good measure, I have already floated this proposal to many CSIOP members and would greatly appreciate your comments on this initiative.

Finally, I'd like to bring your attention to the upcoming CPA elections. One of our new member, Dr. Marie-Helene Pelletier, is a candidate for the election of Designated Directors representing Scientist-Practitioner at CPA (you can consult the candidates' statements at <http://www.cpa.ca/cpsite/userfiles/Documents/cpa-elections/Elections%202007.pdf>). I encourage you to make

your voice heard in these elections and to take this opportunity to increase CSIOP's visibility at CPA.

Qu'est ce la SCPIO quelle est sa raison d'être? Voici le genre de questions plutôt philosophiques qui me trottent dans la tête depuis quelques temps. Ma recherche pour une réponse m'a amené à penser aux deux autres associations de psychologie I-O auxquelles j'appartiens. Premièrement, il y a SIOP que je compare à un gros et riche cousin américain (j'en ai quelques uns comme ça dans ma famille) qui prend de la place dans nos vies en nous envoyant une carte de vœux pour chaque Noël et qui a le tour de nous faire sentir confortable et important en nous invitant chaque année dans son condo à Miami (New York ou San Francisco). L'envergure et les moyens financiers de SIOP lui permettent d'offrir une quantité impressionnante de services à ses membres. SIOP est, et sera toujours, la principale association de psychologie industrielle. Le deuxième groupe est la SQPTO, notre frère jumeau de qui nous avons été séparé à la naissance et à qui, pour une raison quelconque, nous pensons rarement (à part durant le rare referendum ou, encore plus rare, une série éliminatoire Canadiens-Leafs/Flames/Oilers/Canucks). J'ai découvert en la SQPTO une organisation mature et énergique qui ressemble beaucoup à la SCPIO. Si vous me permettez de poursuivre l'analogie, nous aimons tous notre cousin américain mais nous devons accepter le fait que nous le visiterons toujours plus qu'il nous visitera. La SCPIO ne sera jamais SIOP et cela nous convient bien parce que, après quelque jours à Miami, (ou à New York), nous sommes toujours bien heureux de revenir chez soi. Pour ce qui est de notre frère Québécois, il demeure juste à côté et nous ressemble beaucoup. Nous bénéficierions beaucoup de se connaître un peu plus.

Vous serez heureux d'apprendre que j'ai fait plus que réfléchir sur le sujet de notre identité, j'ai aussi pensé à des moyens de la définir un peu plus. Durant notre dernière rencontre à Calgary (vers 5 heures du matin!), Vic Catano a attiré notre attention sur le fait que la SCP est actuellement en retard avec sa position sur l'utilisation des tests psychologiques. Comme société, je crois que nous devons prendre les devants et adopter une position formelle sur l'utilisation de tests pour fin de sélection. Cette proposition est appropriée car elle porte sur un sujet important pour la pratique de la psychologie industrielle et organisationnelle. Vous trouverez notre proposition d'adopter les 'Principles for the Validation and Use of Personnel Selection Procedures (4th ed.)' sur la prochaine page. J'ai déjà consulté plusieurs de nos collègues sur cette proposition et apprécierai vos commentaires sur cette initiative.

Finalement, j'aimerais attirer votre attention sur les prochaines élections de la SCP. Un de nos nouveaux membres, Dr. Marie-Hélène Pelletier, a posé sa candidature pour le poste de Directeur désigné représentant les scientifiques-praticiens (vous pouvez consulter les énoncés des candidats en suivant le lien: <http://www.cpa.ca/cpsite/userfiles/Documents/cpa-elections/Elections%202007.pdf>). Je vous encourage à participer à cette élection et à saisir cette opportunité d'accroître la présence de la SCPIO à la SCP.

**Proposal for a CSIOP Position statement on the principles for the validation and use of personnel selection procedures.**

Stéphane Brutus and Victor M. Catano

Background: The official position of the Canadian Psychological Association (CPA) on the use of psychological tests dates back to 1987. Recently, the CPA Board of Directors has recommended that the 1999 American Psychological Association (APA) Standards for Educational and Psychological Testing be used as a reference by CPA members (<http://www.cpa.ca/documents/PsyTest.html>). The Standards address the construction, validation and administration of a wide range of tests used in a variety of settings, including clinical, educational, and employment settings, among others. The Standards also deal with the issue of accommodation that is important to I/O practitioners. Many members of SIOP were involved in the revision of the Standards and provided useful comments on early drafts.

Since its creation in 1987, the Society for Industrial and Organizational Psychology (SIOP) has published the Principles for the Validation and Use of Personnel Selection Procedures. In 2003, SIOP published the 4th edition of the Principles. The Principles are meant to "specify established scientific findings and generally accepted professional practice in the field of personnel selection psychology [...]" (p.1). The Principles are consistent with the current body of research in selection and with the Standards for Educational and Psychological Testing. The major changes in this latest edition of the Principles are: a new framework for validity as a unified concept with different sources of validity evidence, a broader treatment of validity generalization, a broader coverage of fairness and bias, and expanded coverage of operational considerations in personnel selection. It is important to note that the Principles clearly state that it be used only as a guide and that "it is intended to be aspirational and to facilitate and assist the validation and use of validation procedures. It is not intended to be mandatory, exhaustive, or definitive, and may not be applicable in every situation." (p. 2).

Current situation: According to our by-laws CSIOP can issue policy statements: "The Society shall represent the interest of the Society as members of a section of CPA through initiating such activities as position papers, policy statements, and special meetings [...] (CSIOP by-laws II.3.ix)". Currently, CSIOP does not have any formal position as to the use of psychological tests in personnel selection. The only guidelines available to I-O psychologists practicing in Canada are those offered by CPA (i.e., the more general APA Standards).

Proposal:

That CSIOP formally endorses the Principles for the Validation and Use of Personnel Selection Procedures (4th ed.).

Veillez noter qu'une version française sera disponible dans la prochaine édition du bulletin

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**Program Coordinator's Update**

*Lori Francis, PhD*

*Saint Mary's University*

The CSIOP program at the 2007 Convention is one you don't want to miss. The 2007 CPA Convention will be held at the Westin Hotel in Ottawa, Ontario, June 7-9, 2007. The CPA group rate at the Westin Ottawa is available until May 4, 2007 (Subject to availability).

What's on this year's program? CSIOP's nomination for CPA invited speaker was Dr. Chris Argyris of Harvard University and the Monitor Group. I am pleased to announce that CPA selected Dr. Argyris in this capacity. His talk will address "The next challenges for I/O research and practice." Other CPA invited speakers include Dr. Edward L. Deci, on Motivation and Self-Determination Theory and Dr. Christopher Peterson on Positive Psychology.

The CSIOP section keynote speaker is Dr. Linda Duxbury from Carleton University's Sprott School of Business who will speak on "Work-Life Balance: Rhetoric Versus Reality." Using data from two national studies Dr. Duxbury will aim to dispel a number of myths surrounding work-life conflict.

I am also pleased to announce details on the CSIOP invited symposium. Dr. Marylène Gagné from the John Molson School of Business at Concordia University has organized a symposium entitled "Self-Determination Theory Applied to I/O Psychology". Speakers in this session include Dr. Edward L. Deci, Dr. John Meyer, and Dr. Jacques Forest, as well as Dr. Gagné. It's sure to be a highly popular and interesting aspect of the conference.

Dr. Anuradha Chawla of Development Dimensions International, Inc. (DDI) has organized our practitioner workshop, entitled "Defending your selection system design and implementation: A

Mock Trial." Structured around a mock trial, this workshop will help emerging practitioners learn about the pertinent issues they will encounter if asked to provide support in the face of a legal challenge.

Along with these invited components, we have a full schedule of symposia and conversation, theory review and poster sessions. With close to 100 submitted abstracts, it's a very good year for the CSIOP Program! Of course, the conference will also feature the ever popular annual CSIOP social event. Watch CSIOP future issues of the newsletter for additional details.

See you in Ottawa for CPA 2007!



**CSIOP Membership**

*Aaron Schat, PhD*

*McMaster University*

Happy New Year!

**Membership Updates**

As I was writing this column, CPA was in the process of updating its member database. Therefore, exact membership data for Full and Student members are not available. However, we do have a number of new members that have recently joined CSIOP, including 18 full members, 13 student members, and 2 associate members. Please join me in welcoming the following new members.

*Full Members*

Peter W Ely  
Jared Froese  
Gerald Goldberg  
Hugh J Haley  
Sandro Iannicca  
Ansari A Mahfooz  
Lawrence Miller  
Graeme L Mitson  
Tess Byrd O'Brien  
Scott Pawson  
Marie-Hélène Pelletier  
Gherardo Piccin  
Patricia Podjan  
Donna Reid  
Lindsay Richardson  
Archana Singh  
Rama Srivastava  
Alain St-Arnaud

*Associate Members*

Linda Love  
Stephen Risavy

*Student Members*

Geneviève Beaulieu  
Laura Elizabeth Black  
Kris Duniewicz  
Nicole Evers  
Alexander Garcia  
Christopher Heikoop  
Jennifer Konkin  
Claudie Leveille  
Charlene Lindsay  
Erin Marcotte  
Susan McKellar  
Ji-A Min  
David Richards

**Student Update**

*Lance Ferris*  
*University of Waterloo*

G'day all,

I hope everyone had a good holiday, and enjoyed the time off. For those of you who submitted to CPA this year, you'll hopefully get some belated Christmas presents in the form of poster/symposia acceptances soon for the CPA conference, June 7-9 in Ottawa!

As per usual, we'll be holding a student-mentor social at the conference, likely on the Friday (but not yet confirmed). This is the annual event where students get to ask people working in consulting and academia career advice or anything else that pops into their heads. We had a great turnout last year and I'm hoping for more of the same this year! If anyone has any suggestions on places to hold the event in Ottawa, I'm all ears. Figuratively speaking. Also, any people interesting in acting as a mentor for this event should contact me as well!

Each year at the conference, the RHR-Kendall award for best student IO paper is also handed out. This cash prize and plaque, which are generously sponsored by RHR International, can be yours for the low, low price of submitting a paper based on your poster presentation! Keep an eye on the CSIOP website for more details, but the paper is traditionally no more than 15 pages (inclusive of title page, abstract, tables, figures, references, etc.). I strongly encourage anyone who is presenting a poster to start working on a paper to submit – it looks great on a CV, the paper can act as a stepping stone to a publication or a thesis, and the cash prize is nice too!

Also at the conference will be the election of new members to the CSIOP executive, including the position of student representative (i.e., my position – I'm off to test the job market!). If anyone is interested in becoming the student representative for the 2007-2008 year, please contact me and I can give you information on the inner workings of the student representative position!

Also possibly of interest to you is SIOP's annual conference, to be held in New York in April of this year. If you're planning on going, bear in mind the deadline for early registration is February 28, 2007, after which prices go up. For students, this translates into a savings of \$25 USD, so be sure to register on time!

Finally, I'd like to thank the students from the University of Western Ontario for hosting the first annual Southwestern Ontario IO Psych Student Conference in late October of 2006. We're very lucky to have three IO psych programs (Waterloo, Guelph, and Western) located relatively close to each other, and each year at CPA we always say we should take advantage of this proximity and get together more often to talk research and

**Changes to your Membership Information**

If your CSIOP Directory information (e.g., email addresses, work phone number, areas of interest) has changed, please let me know. My contact information is as follows:

Aaron Schat  
DeGroote School of Business, McMaster University  
1280 Main Street West,  
Hamilton, Ontario, Canada L8S 4M4  
Email: schata@mcmaster.ca  
Phone: 905.525.9140, Ext. 23946  
Fax: 905.521.8995

If your membership is through CPA (i.e., if you are a full member or student member), we receive your contact information via CPA. Therefore, please be sure to update your information with CPA directly as well. The CPA membership coordinator can be reached via email at [membership@cpa.ca](mailto:membership@cpa.ca).



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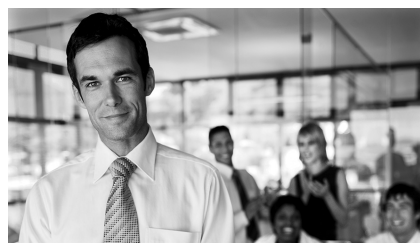
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socialize. Well, the folks at Western moved us from thoughts and talk to action by organizing a day-long conference where students from Waterloo, Guelph, and Western were able to get together, present research, exchange ideas, and get to know each other in a great mix of socializing and research! My hat is off to them for providing a truly excellent experience, and setting the bar high for the next conference.

Thanks for reading, and best of luck with your new year's resolutions, an age-old goal-setting tradition! If anyone has any questions/comments, I'm glad to hear them!

Ciao,

Lance

*Translated from English to French by Jacques Forest, post-doctoral fellow at the John Molson School of Business (Concordia University) and student's representative of the Quebec Society for Work and Organizational Psychology.*

*Traduit de l'anglais par Jacques Forest, chercheur post-doctoral à l'École de Gestion John-Molson (Université Concordia) et représentant des étudiant(e)s de la Société Québécoise de Psychologie du Travail et des Organisations.*

Bonjour à toutes et à tous,

J'espère que chacune et chacun d'entre vous avez eu de bonnes vacances et que vous avez apprécié cette période de repos. Pour celles et ceux qui ont envoyé une soumission au congrès de la SCP cette année, vous obtiendrez bientôt, si tout va bien, quelques cadeaux de Noël tardifs sous la forme d'une (ou plusieurs) acceptations d'affiche(s) et/ou de colloque(s) pour le congrès de la SCP, du 7 au 9 juin, à Ottawa !

Comme à l'habitude, nous organiserons une rencontre sociale étudiant(e)s-mentor(e)s durant le congrès de la SCP (probablement le vendredi mais ceci n'est pas encore confirmé). C'est l'événement par excellence où les étudiant(e)s peuvent poser toutes les questions possibles (et impossibles!) sur le meilleur cheminement de carrière à suivre à des personnes travaillant en consultation ou dans le milieu académique. Cette rencontre sociale a eu un grand succès l'année dernière et nous espérons le même succès cette année! Si quelqu'un a une suggestion d'endroit pour tenir cet événement à Ottawa... je suis à l'écoute! En outre, les personnes intéressées à agir à titre de mentor pour cet événement devraient me contacter le plus tôt possible.

Aussi, à chaque année, le prix RHR-Kendall pour la meilleure présentation étudiante en psychologie du travail et des organisations est attribué au congrès. Ce prix en argent (accompagné d'une plaque commémorative), généreusement commandité par RHR International, peut être à vous... la seule exigence pour

participer au concours est de soumettre un article basé sur votre communication affichée (poster) ! Gardez un oeil sur le site Web de la SCPIO pour plus de détails. Pour votre information, l'article n'a habituellement pas plus de 15 pages (incluant la page titre, le résumé, les tableaux, les figures et les références, etc.). J'encourage fortement toutes les personnes qui présentent une affiche à travailler dès maintenant à l'écriture de l'article à soumettre. Ce prix paraît bien sur votre CV, l'article peut servir de tremplin pour une publication scientifique ou à une thèse et ceci est sans compter le fait que le prix en argent comptant n'est pas désagréable du tout!

Le congrès annuel est aussi l'occasion de procéder à l'élection des nouveaux membres de l'exécutif de la SCPIO, ce qui comprend ma position de représentant des étudiant(e)s. Les personnes intéressées à devenir le représentant des étudiant(e)s durant la période 2007-2008 sont priées de me contacter afin que je puisse leur transmettre toutes les informations nécessaires au fonctionnement interne de la société et des responsabilités relatives au poste que j'occupe actuellement.

Une autre nouvelle d'intérêt pour vous est celle concernant la conférence annuelle de SIOP, qui se tiendra à New York en avril de cette année. Si vous prévoyez y aller, gardez en tête que la date limite pour la pré-inscription est le 28 février 2007, après quoi les prix augmentent. Pour les étudiant(e)s, ceci se traduit par une économie de 25\$ américains. Assurez-vous donc d'être enregistré(e) à temps!

Finalement, je voudrais remercier les étudiant(e)s de la University of Western Ontario d'avoir accueilli la première conférence annuelle des étudiant(e)s en psychologie industrielle-organisationnelle du sud-ouest de l'Ontario à la fin octobre de 2006. Nous sommes très chanceux d'avoir trois programmes en psychologie organisationnelle (Waterloo, Guelph, et University of Western Ontario) relativement près l'un de l'autre. La faible distance séparant nos universités respectives nous fait dire à chaque année, au congrès de la SCP, que nous devrions tirer profit de cette proximité géographique afin de nous réunir plus souvent pour parler de recherche et mieux nous connaître. Les étudiant(e)s de la University of Western Ontario sont passés de la parole à l'acte en organisant une conférence d'une journée où les étudiant(e)s de Waterloo, de Guelph, et de la University of Western Ontario pouvaient se réunir, présenter leur recherche, échanger des idées et se connaître dans un agréable mélange de socialisation et de recherche! Je leur lève mon chapeau de nous avoir fourni une si belle expérience et d'avoir placé la barre haute pour la prochaine conférence.

Merci d'avoir lu ma chronique et je vous souhaite la meilleure des chances avec vos résolutions du nouvel an... une tradition de fixation d'objectifs qui ne se perd pas! Si vous avez des questions ou commentaires, n'hésitez pas à me les faire parvenir!

Ciao,  
Lance



### **The Magic Number Eight: A Summary and Discussion of a Recent Labour Relations Board Decision <sup>1</sup>**

*Erika Ringseis <sup>2</sup>, PhD, LLB  
Fraser Milner Casgrain*

Those who are familiar with the seminal discrimination case with decided by the Supreme Court of Canada in 1999<sup>3</sup> will undoubtedly experience a sense of déjà vu as they review the following case facts and analysis.

#### **Facts**

Two firefighters with the Department of National Defence challenged the new physical fitness test that was introduced for its firefighters. The test was developed by the Queen's University Ergonomics Research Group ("ERG") to develop minimal physical standards. The ERG completed a job task analysis of the firefighters and had a panel of subject matter experts review the tasks and verify that the appropriate job tasks were being analyzed. Based on this information, the ERG developed a circuit of ten tasks to be completed by firefighters. The ten tasks were: 1) one-arm hose carrying; 2) ladder race; 3) charge hose drag; 4) first ladder climb; 5) high volume hose pull; 6) forcible entry; 7) spreader tool carry; 8) second ladder climb; 9) ladder lower; and 10) victim drag.

ERG completed testing of approximately 202 male firefighters and 24 female firefighters in order to determine how quickly the firefighters could complete the circuit tasks. The average completion time for men was 7 minutes and 30 seconds and for women 9 minutes and 57 seconds. Based on analysis of the data that was collected, the ERG recommended that a standard of 8 minutes be set for the firefighter fitness test circuit. This standard was set for all firefighters regardless of age or gender.

Two firefighters, Mr. Barr and Ms. Flannery, filed a grievance questioning the appropriateness of the new standard test. Ms. Flannery felt that the test discriminated against female firefighters and Mr. Barr was concerned with respect to discrimination on the basis of age.

#### **Legal Background**

In Canada, discrimination is prohibited on a number of enumerated grounds, which are fairly consistent between provinces. The Department of National Defence is governed by federal legislation, and both age and sex are prohibited grounds for discrimination under the Canadian Human Rights Act ("CHRA"). However, if standards are set based on a bona fide occupational requirement ("BFOR"), the legislation deems that the practice is not discriminatory.

The grievors had the burden of demonstrating that the imposed standard of completing the circuit in less than 8 minutes was prima facie discriminatory on the basis of age and sex. The adjudicator determined that the test was, on its face, discriminatory because there was a disproportionate negative affect on women as

a group and on older firefighters.

The burden of proof then passed to the employer to demonstrate that the 8 minute standard was indeed a BFOR. The three step test developed in the Meiorin case was followed:

1. The employer must prove that it adopted the standard for a purpose rationally connected to the performance of the job;
2. The employer must prove that it adopted the particular standard in an honest and good faith belief that it was necessary to the fulfillment of that legitimate work related purpose; and
3. The employer must demonstrate that the standard is reasonably necessary to the accomplishment of that legitimate work related purpose. To show that the standard is reasonably necessary, the employer must demonstrate that it is impossible to accommodate individual employees sharing the characteristics of the claimant without imposing undue hardship upon the employer.

As we commonly see in human rights cases, the employer was able to pass the first two steps of the BFOR test. However, the Department of National Defence was unable to prove the third step of the Meiorin test.

The adjudicator noted that the employer did not investigate alternative approaches to developing a “one standard meets all” physical fitness test. The adjudicator noted that the employer was not able to prove that it was necessary to have all employees meet that single standard. In the past, the test used by the employer had different fitness standards for age and gender. Although the test was abandoned because of concerns that the 1.5 mile run included in the fitness test was not safe, there was no evidence that the employer had encountered any difficulties with having different standards for age or gender.

The adjudicator also noted that improvements to protective equipment and flexibility in the assignment of tasks allowed firefighters to achieve efficiency when dealing with a scene on the whole.

Further, the adjudicator noted that there were significant problems with the methodology and findings of the ERG study. Of most importance, ERG was unable to demonstrate that completion of the circuit in 8 minutes or less was reasonably necessary for a firefighter to perform his or her task in a safe and efficient manner.

Following Meiorin, workplace standards must be designed to reflect all members of society insofar as is reasonably possible. Standards must reflect the differences between individuals and differences that characterize groups of individuals. Otherwise, such standards are discriminatory under the CHRA and must not be used. The 8-minute standard failed all CF and DND female and older firefighters in the age group of 50 to 59 years. As noted in Meiorin, the burden is on the

employer to demonstrate that, in the course of accomplishing its legitimate purpose, it could not accommodate individual or group differences without experiencing undue hardship. The employer has not established that it would experience undue hardship if different standards were used to accommodate these two groups.

Thus, the adjudicator ordered the employer immediately to cease using the existing physical circuit test requirement of completion in 8 minutes or less.

### Discussion

Undoubtedly, this case will cause some performance evaluation specialists to cringe. In the wake of the Meiorin decision, it is crucial that the three step process to a BFOR defence be considered. No standard should be imposed that results in an adverse affect for employees on the basis of any of the protected grounds of discrimination unless there is clear evidence that the discrimination is necessary. This case, and the Meiorin case before it, should be carefully considered and reviewed prior to introducing any standard test, and certainly any physical fitness tests as prerequisites for employment.

<sup>1</sup> Barr and Flannery v. Treasury Board (Department of National Defense) [2006] C.P.S.L.R.B. No. 88 (Guy Giguère adjudicator).

<sup>2</sup> Erika Ringseis has her PhD from Penn State in Industrial Organizational Psychology and her LLB from the University of Calgary. She currently practices all areas of labour and employment law at the Calgary office of Fraser Milner Casgrain LLP.

<sup>3</sup> British Columbia (Public Service Employees Relations Commission) v. BCGSEU (“Meiorin”), [1999] 3 S.C.R. 3 (“Meiorin”).

**Bridging the gap between the French-speaking and English-speaking I-O associations in Canada with concrete actions.**

*Jacques Forest, Ph.D., Post-doctoral fellow  
Concordia University*

In my January 2006 article of the CSIOP newsletter, I wrote about the state of French-speaking I-O psychology in Canada and how Quebec’s I-O psychology association (SQPTO) and CSIOP could both gain advantage in joining forces.

To “walk the talk” on bridging the gap between SQPTO and CSIOP, there was a meeting in Montréal, on December 5th 2006, to initiate contacts between the two associations. Those present included:

Stéphane Brutus, the president of CSIOP and associate professor at the John Molson School of Business (Concordia University).

Steve Harvey, CSIOP's president-elect and professor at the Williams School of Business (Bishop's University).

Bruno Roy, the president of SQPTO and Raymond Chabot Ressources Humaines consulting I-O psychologist.

Jacques Forest, students' representative of the SQPTO and post-doctoral researcher at the John Molson School of Business (Concordia University).

The actions we agreed upon to bridge the gap between the two associations were:

Translating some components of both associations' web sites in both official languages.

Including hyperlinks between the two associations' website so that members of each association can have quick and easy access to information on I-O psychology in the "other-Canada".

Trying to have at least one yearly meeting (be it in person or by phone) between the two associations' representatives.

Promoting the RHR-Kendall award for student's research in the French-speaking Canada.

In addition to those short-term actions, other interesting projects aimed at bringing the two associations closer were:

Having simultaneous translations for congresses, especially for the 2008 congress of the Association Internationale de Psychologie du Travail de Langue Française (International French-speaking work and organizational psychology association – see my article in the October 2006 newsletter), in Québec city.

Reduced fees for each others associations' memberships, congresses and training activities.

Create a pan-Canadian prize for inter-provincial and/or inter-language research alliances (this idea was first proposed by François Chiocchio at the Université de Montréal and brought to the meeting by Stéphane Brutus).

The biggest obstacles for this connection are (and will remain) language and physical distance but with goodwill, time and support, those impediments should easily be overcome.

As you can see, your associations' executive committee lost no time in trying to bridge the gap, which is consistent with both SQPTO's and CSIOP's mission to bring to life this exciting field of research and intervention which is I-O psychology as well as to represent the discipline and to promote the competencies of I-O psychologists to the general public and the business community.

Those concrete actions are only the beginning of what could be a long and fruitful collaboration between Canada's two main I-O psychology associations. By joining forces and combining the work of our two associations' volunteers, it will help Canadian I-O psychology become a stronger and more recognized discipline.

**Rapprocher les associations de psychologie du travail de langues française et anglaise au Canada par des actions concrètes.**

*Jacques Forest, Ph.D., Chercheur post-doctoral  
Université Concordia*

Dans mon article pour le bulletin trimestriel de la SCPIO de Janvier 2006, j'ai écrit au sujet de l'état de la psychologie du travail et des organisations de langue française au Canada et de la façon dont la Société Québécoise de Psychologie du Travail et des Organisations (SQPTO) et la Société Canadienne de Psychologie Industrielle-Organisationnelle (SCPIO) pourraient créer une belle synergie en combinant leurs efforts.

Dans le but de passer de la parole à l'acte au sujet d'une collaboration entre la SQPTO et la SCPIO, une rencontre a eu lieu à Montréal, le 5 décembre 2006. Cette rencontre avait pour but d'initier ce rapprochement entre les deux associations. Les personnes présentes étaient :

Stéphane Brutus, président de la SCPIO et professeur agrégé à l'École de Gestion John-Molson (Université Concordia).

Steve Harvey, président désigné de la SCPIO et professeur titulaire à la Williams School of Business (Bishop's University).

Bruno Roy, président de la SQPTO et psychologue organisationnel chez Raymond Chabot Ressources Humaines.

Jacques Forest, représentant des étudiant(e)s de la SQPTO et chercheur post-doctoral à l'École de Gestion John-Molson (Université Concordia).

Les actions concrètes qui seront réalisées dans les années à venir pour rapprocher les deux associations sont les suivantes :

Certaines portions des sites Internet des deux associations seront traduites afin qu'elles soient disponibles dans les deux langues officielles du Canada.

Des hyperliens seront activés sur les sites Internet des deux associations afin que les membres de l'une ou l'autre association aient facilement accès à de l'information sur la psychologie du travail et des organisations dans « l'autre Canada ».

Il est espéré qu'un moins une rencontre par année ait lieu entre des représentants des deux associations, que celle-ci soit en personne ou par téléphone.

Le prix RHR-Kendall pour la meilleure présentation étudiante sera publicisé auprès des étudiant(e)s francophones en psychologie du travail et des organisations.

En plus de ces actions à court terme, d'autres projets sur lesquels il pourrait être intéressant de travailler afin de rapprocher encore plus les deux organisations sont les suivants :



Avoir des services de traduction simultanée pour les congrès ne faisant appel qu'à l'une des deux langues officielles du Canada.

Offrir des tarifs préférentiels pour les congrès ou activités de formation des deux associations.

Créer un prix pancanadien afin de récompenser les efforts de collaboration pour les projets de recherche interprovinciaux ou bilingues (cette idée a à l'origine été proposée par François Chiocchio de l'Université de Montréal et ensuite repris dans la rencontre par Stéphane Brutus).

Les plus gros obstacles à ce rapprochement sont (et resteront) la langue de même que les distances physiques mais avec de la bonne volonté, du temps et du support, ceux-ci devraient facilement être surmontés.

Comme vous pouvez le constater, les administrateurs de vos associations respectives n'ont pas perdu de temps afin d'opérer le rapprochement entre la SQPTO et la SCPIO. Ceci est en parfait accord avec les missions des deux associations, soit de faire vivre cet intéressant domaine de recherche et d'intervention qu'est la psychologie du travail et des organisations, de représenter la discipline et de promouvoir les compétences des intervenants en psychologie du travail auprès des gestionnaires, de la communauté des affaires de même que dans la population en général.

Ces actions concrètes sont le début de ce qui pourrait être une longue et fructueuse collaboration entre les deux associations canadiennes de psychologie du travail. En joignant nos forces et en combinant les efforts des bénévoles de nos deux associations, ceci permettra à la psychologie du travail canadienne de devenir une discipline à la fois plus forte et mieux reconnue.



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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.