



LE REGROUPEMENT CANADIEN DES
PSYCHOLOGUES INDUSTRIELS ET
ORGANISATIONNELS

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CONTENTS

- Comments from the Chair 1
- The I/O Files 4
- Membership Report 5
- CSIOP Student News 6
- 2004 CPA Convention 7
- Comments from the Editor 7
- Positions Available at Assessment Strategies, Inc. 8

COMMENTS FROM THE CHAIR

Natalie Allen
University of Western Ontario

I began writing this during the 2004 Homecoming Weekend at the University of Western Ontario. It was also just hours before the I/O psychology graduate students and faculty in my department got together for our first social event of the year. These events -- representing “looking back” and “looking forward”, respectively -- seem to signal an appropriate theme for my introductory column as Chair of CSIOP. Or

perhaps when one’s column is already a few days late, anything seems like a good theme...?

Looking Back

As many of you know, the I/O psychology community was much saddened this summer to learn of the death of Dr. Douglas N. Jackson. Doug made incredible contributions to I/O psychology and, indeed, psychology as a discipline. He served as a teacher, mentor, collaborator and good friend to many of us and will be greatly missed by colleagues at the University of Western Ontario, throughout Canada, and worldwide. Please see the In Memoriam at <http://www.ssc.uwo.ca/psychology/memoria m2.htm>

Second, those of you who attended the annual CPA meeting in St John’s in June will know that **Pat Rowe**, our outgoing Chair, expressed her appreciation to all those who served on the 2003-04 CSIOP executive. I would like echo these sentiments; this was a hard-working group who truly care about I/O psychology in Canada. Some of these folks

will be leaving the executive but, we are sure, will remain active CSIOP members. These include **Derek Chapman, Melissa Warner, David Zweig** and, of course, **Arla Day** whose tireless efforts on behalf of CSIOP are very well known to us all.

Looking Forward

Our 2004-2005 executive includes some new members, as well as some who will be staying on the executive. I am very lucky to be following **Pat Rowe** as Chair and want to thank her for all the help she has given me so far. Pat has been a wonderful source of information, advice and inspiration to me and I know that I will call on her repeatedly during the coming year. Also remaining on this year's executive are **Lisa Keeping** (Workshop Coordinator), **Tracy Hecht** (Membership Coordinator), and **Sunjeev Prakash** (Newsletter Editor). **John Tivendell** and **Joan Finegan** will be sharing the duties of Secretary and Treasurer, respectively. In addition, we welcome newly elected members **Marjory Kerr** (Chair-Elect), **Steve Harvey** (Program Coordinator), **Liane Davey** (Communications), and **Lance Ferris** (Student Representative). I am delighted to be able to work with such an energetic and knowledgeable group and look forward to doing so over the coming year.

As well, we look forward to pursuing several goals that were identified at the last executive meeting in the spring. One of these is to increase our membership with a particular, but certainly not exclusive, focus on practitioners. As a society, we are strongest when students, practitioners, and academics all get involved! Another is to further develop our ongoing efforts to communicate the role that I/O psychology plays in the lives of individuals, the organizations for which they work, and society in general. To that end, if you have not already had a look at the section's Position Papers, on the CSIOP

website

(<http://www.ssc.uwo.ca/psychology/csiop/>), coordinated by **David Zweig**, please do so. Several of us have found them very useful by way of introducing the field to those who want to learn more and I encourage you to do the same. And, in the same vein, although it seems far away at present, February is "Psychology Month" in Canada. Any creative ideas for how we might use the opportunity to highlight I/O Psychology will be most gratefully received! On this, and any other CSIOP issues that interest you, please contact me at nallen@uwo.ca. I look forward to hearing from you!



Traduit par Sébastien Blanc, MSc
Collège militaire royal du Canada

J'ai commencé à rédiger cet article durant la Fin de semaine des anciens à l'université Western Ontario, quelques heures avant que les étudiants gradués et les enseignants de mon département se réunissent pour leur première activité sociale de l'année. Ces événements représentent d'une part un « regard vers le passé » et d'autre part un « regard vers l'avenir » et ce thème me semble approprié pour mon premier article comme Présidente de la SCPIO. À vrai dire, n'importe quel thème semble approprié lorsque votre article est déjà en retard de quelques jours...

Regard ver le passé

Comme plusieurs le savent, cet été, la communauté de la psychologie I/O a été attristée d'apprendre le décès du Dr Douglas N. Jackson. Doug a fait une contribution exceptionnelle à la psychologie I/O et à la psychologie comme discipline. Il fut un professeur, un mentor, un collaborateur et un

bon ami de plusieurs d'entre-nous et son départ attriste ses collègues de l'université Western Ontario, du Canada, et du monde entier. Veuillez consulter In Memoriam a <http://www.ssc.uwo.ca/psychology/memoriama2.htm>

Deuxièmement, ceux d'entre vous qui avez assisté à la convention annuelle de l'ACP tenue à St Jean en juin dernier vont savoir que **Pat Rowe**, notre ancienne Présidente, a exprimé sa gratitude à tous ceux et celles qui ont servi au sein du conseil d'administration de la SCPIO en 2003-04. J'aimerais faire écho à l'expression de ses sentiments; ces membres étaient réellement dévoués à promouvoir la cause de la psychologie IO au Canada. Bien que certaines de ces personnes vont bientôt quitter le conseil d'administration, nous sommes confiants qu'ils demeureront actifs au sein de la SCPIO. Une fois de plus, merci à **Derek Chapman, Melisa Warner, David Zweig** et, bien sûr, merci à **Arla Day** dont les efforts au sein de la SCPIO sont connus de tous.

Regarder vers l'avenir

Le conseil d'administration pour l'année 2004-05 est composé de quelques nouveaux membres. En effet, je suis très heureuse de pouvoir remplacer **Pat Rowe** comme Présidente et je tiens à la remercier pour toute l'aide qu'elle m'a fournie jusqu'à présent. Pat a été une source d'information, de conseils et d'inspiration, et je vais certainement faire appel à elle tout au cours de l'année. Les personnes suivantes demeurent membres du conseil d'administration pour l'année en cours : **Lisa Keeping** (Coordonnatrice des ateliers), **Tracy Hecht** (Coordonnatrice de l'adhésion), et **Sunjeev Prakash** (Bulletin). **John Tivendell** et **Joan Finegan** se partageront les postes de secrétaire et trésorier. De plus, nous souhaitons la bienvenue aux nouveaux membres élus :

Marjory Kerr (Présidente-élue), **Steve Harvey** (Coordonnateurs des programmes), **Liane Davey** (Communications), et **Lance Ferris** (Représentant des étudiants). Je suis enchantée de pouvoir travailler avec un groupe de personnes aussi énergiques et bien informées, et j'ai très hâte que nous puissions nous mettre à la tâche.

Enfin, nous avons tous hâte de pouvoir travailler à l'atteinte de plusieurs objectifs qui furent identifiés au printemps dernier lors de la réunion annuelle du conseil d'administration. Un de ces objectifs est d'augmenter le nombre d'adhésions en mettant plus d'emphase sur le recrutement des praticiens. Comme société, nous sommes plus forts lorsque les étudiants, les praticiens et les membres académiques des diverses facultés s'impliquent! Un autre objectif est de poursuivre nos efforts de promotion de la psychologie IO. À cette fin, nous vous invitons à lire le texte d'opinion de notre section. Ce texte est affiché sur le site Internet de la SCPIO coordonné par **David Zweig**: <http://www.ssc.uwo.ca/psychology/csiop/>. Plusieurs d'entre nous ont trouvé ce document utile pour présenter notre champ d'expertise à ceux qui veulent en savoir davantage et je vous encourage à faire de même. Dans la même veine, bien que le mois de février semble encore loin, c'est le mois de la psychologie au Canada. Les nouvelles idées sur la manière d'utiliser cet événement pour promouvoir la cause de la psychologie IO sont les bienvenues! Vous pouvez me contacter à l'adresse suivante : nallen@uwo.ca. J'ai hâte d'avoir de vos nouvelles.



The I/O Files: Chronicles of the paranormal in I/O Psychology

Arla Day, Ph.D.

Saint Mary's University

CONFERENCE DATE REMINDERS...

- **European Academy of Occupational Health Psychology:** November 24-26, 2004; Oporto, Portugal; www.ea-ohp.org/oporto2004/index.asp
- **APA** – submission deadline is December 3, 2004 (www.apa.org/convention). Conference is August 18-21, Washington, DC.
- **ASAC** - submission deadline: January 31, 2005; Conference is May 28-31, Toronto.
- **SIOP** – April 14-17, 2005 in Los Angeles.
- **CPA** - CPA conference is June 9-11, 2005 in Montréal.
- **Academy of Management** – August 5-10, Honolulu, Hawaii

CONGRATULATIONS!

Gary Latham is the recipient of the Herbert Heneman Jr. Award for Career Achievement. The Herbert Heneman Jr. Award for Career Achievement is given by the Human Resources Division of the Academy of Management to an individual who has distinguished himself/herself in the field of human resource management.

Karen Korabik and Donna Lero recently received a grant of \$116,000 from SSHRC for "A multi-level investigation of work-family conflict."

NEWS FROM THE UNIVERSITIES

University of Western Ontario

New MSc students are: Vanessa Grismodi, Tim Jackson, Yaprak Kumsar, Rhys Lewis, Elyse Maltin, Robyn Valentine, and Julie Vecchi.

New PhD students are: Natasha Parfyonova and Frank Wang.

Other UWO news: **David Stanley** and Henryk Krajewski successfully defended their PhD dissertations. David is now an assistant professor in Guelph's I/O program and Henryk will soon be joining Jackson Leadership Systems in Toronto. Tatjana Ilic defended her MSc thesis in September and is continuing on to the PhD program. Congratulations to all!

University of Waterloo

New Masters students: Fathmath Ibrahim, Shawn Komar, Jeff Spence
New PhD student: **Heather MacDonald** (MA-Calgary)

University of Guelph

New Masters students: Ashley McCulloch, Betty Onyura, Leah Hamilton
New PhD student: **Damian O'Keefe** (MSc-SMU).

John Molson School of Business, Concordia University:

New M.Sc. students in Management: Wendy Glaser, Jessica Menassa, Vanessa Nowak
New Ph.D. student in Management: Catalin Ratiu

University of Calgary:

New Masters students: Jennifer Nicol (who is working with **Kibeom Lee**); Richard Kobayashi (who is working with **Derek Chapman**).

Other Calgary news: There were several successful PhD dissertation defences: **Dr. Colleen Lucas** is now with the Calgary Health Region; **Dr. David Jones** (now in the business school at the University of Vermont); **Dr. Krista Uggerslev** (now at the Asper School of Business at the University of Manitoba).

University of British Columbia

New PhD students: Michael Read, David Walker, & Mengfei Zhao

Saint Mary's University

New MSc students: Laura Black, Kathryn Hodgson, Sonya Melnyk, Cindy Suurd, & Jonny White.

McMaster

Current PhD students are: Khaldoun Ababneh, Nita Chhinzer, Gordon Cooke, Changquan Jiao Tatiana Kuzmenko, Waheeda Lillevik, Ed Ng, Gregory Sears, Haiyan Zhang. Four of these current students are in the final stages of their dissertations and have accepted positions elsewhere: Gordon Cooke has a faculty position at Memorial, Waheeda Lillevik has a faculty position at the University of Michigan - Flint, Ed Ng as a faculty position at Trent U., and **Greg Sears** has returned to the Personnel Psychology Centre of the Public Service Commission of Canada.

New PhD students: Anthony Celani (MIR, Queen's), Karleen Harry (MBA McMaster), Pamela O'Dell (MBA Wilfrid Laurier), Mark Podolski (MBA Wilfrid Laurier), Dave Richards (MSW Wilfrid Laurier, MBA McMaster), Qingjuan (Helen) Wang (MA, Nankai University - China).

More details on McMaster's PhD students and graduates are available at:

http://www.degroote.mcmaster.ca/prospect/phd/hr/HRM_People.aspx.

McMaster has a couple of new faculty members: Catherine Connelly (PhD in Management from Queen's), who joined us this summer to replace Min Basadur, who has retired. **Aaron Schat**, who joined us last year, successfully defended his PhD (I/O, Guelph) this summer.

Special Note from Daniel Skarlicki at UBC

We are saddened by the recent passing of Peter Frost, one of our beloved colleagues. He lost his battle with cancer on October 18. He died peacefully, at home, surrounded by his family.

Thanks to all the contributors for their valuable information! All news items can be directed to me at Arla.Day@smu.ca.



CSIOP MEMBERSHIP COLUMN

*Tracy Hecht, Ph.D.
Concordia University*

Membership Statistics

CSIOP's membership is now at 319 (223 full members, 80 student members, and 16 associate members).

Update Your Contact Information

Please continue to keep us abreast of any changes in your contact information. If your membership is through CPA (in other words, if you are a full or student member), please be sure to contact CPA directly, as we receive member contact information from their database; associate members should contact the CSIOP membership coordinator.

The CPA membership coordinator can be reached by email at cpamemb@cpa.ca. I can be reached by using the contact information below:

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CSIOP STUDENT NEWS

Lance Ferris

University of Waterloo

Hello, and welcome to the start of another school year! Though in grad school the concept of summer vacation doesn't really exist, I hope you all at least had reduced work loads and enjoyed the summer.

Thinking about summer makes me think back to my summer jobs, which makes me think of the money I used to make, which makes me think of the student debt I currently have, which makes me think I need to visit the student pub more often so I can stop thinking so much. And out of that tangled train of thought, I got an idea for my column today - internships.

Internships are a good way to get some on-the-job work experience, which can help in the job hunt once you've completed your degree. On the academic side, being exposed to an applied environment can generate ideas for research ("what effect is this policy going to have on motivation?") and assist when writing those "practical implications" sections of manuscripts. And if you get a paid internship, all the better!

However, finding internships can be tough. I've found that the career services department (or equivalent) of your own university can often provide listings of internships or organizations who have hired before, especially if your university has a co-op program. While internships found here may be too "undergrad" for what you are looking for, a company that hires undergraduate interns may hire graduate interns as well.

Another approach is to identify where you would like to work (maybe even after graduating), then contact the human resources department or check out their website. In my own experience, I have found that some companies don't consider hiring an

intern until they are presented with one, so don't be discouraged by a website without any intern openings!

Another source of internships is the SIOP job placement center, which runs concurrently with the SIOP conference (<http://www.siop.org/Placement/>). They charge a fee for you to post your resume and have access to the job postings provided by organizations (both for internships, and full-time positions). I've had some experience with the SIOP placement centre (from the 2003 Conference). Generally, I found it to be well-run and easy to use, with about 40 positions being posted overall (most in the weeks/days leading up to the conference).

However, a few caveats:

- Many positions were for people in the PhD program, and sometimes more specifically the end-stages of a PhD (ABD).
- Most positions were between 6-12 months in duration – if an internship is part of your program and for a specific length (e.g., here at Waterloo it's for four months), this may be a problem.
- Obviously, most jobs are in the USA, which can potentially create VISA problems. Especially for all of you out there with criminal records!

Ultimately, it's up to you to decide if you think you'd get value for the entrance fee, given what you are looking for in an internship.

This is just a start on how to find an internship. Consult with faculty, friends, and other programs, on what they have done in similar situations. Do you have any tricks for finding internships that you'd like to share? E-mail me at dlferris@watarts.uwaterloo.ca, and I'll share any tips that you send on! Ciao!



**2004 CPA Convention, Montréal, PQ,
9-11 June**

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

The next CPA meeting seems somewhat distant, but plans for a successful CSIOP section program are already underway. In keeping with previous years, there are several features to this year's program that will complement the many proposals received for review. There may be more to come, but so far this is what we have. First, we are pleased to announce that Dr. Frank Landy, CEO for Litigation Support: SHL North America will be delivering the keynote address. The title of his talk is "Taking the OR out of PredictOR; The promise of incremental prediction." We extend our appreciation to SHL for agreeing to sponsor this event. Additional information on this presentation will soon be up on our section website.

A practitioner's workshop will also be put on for all conference attendees. **Dr. Marc Berwald**, CEO of Clear Pictures, will present a workshop on the interventions following organizational survey feedback. This promises to be a great learning opportunity that is open to all attending-- try not to miss it. Information on this session will also be posted on our website shortly.

Another element of note includes an invited symposium entitled "Mental Health at Work: Individual, Organizational, & Legal Perspectives." The session is chaired by **Dr. Arla Day** and **Dr. Lorne Sulsky** will serve as discussant of presentations by Dr. Debra Gilin, **Dr. Vic Catano** and Dr. Janos Botschner.

These are but some of the early highlights. We anticipate many interesting submitted

symposia, posters and paper sessions will round out a three days of I/O-related events. Our numbers are strong and we believe Montréal will make a great gathering place for us to share knowledge and collegiality. I hope you are making plans to join us in June!



Comments From The Editor

*Sunjeev Prakash, M.Sc.
Royal Canadian Mounted Police*

Another fall is upon us. Conference submissions, grant applications, and workloads picking up after the summer months. I'd like to echo Natalie and welcome the new members of the executive. From the updates I've been getting from **Steve Harvey** on the CSIOP program, it looks like we're well on our way to another great line-up of speakers. I'm sure there were some very good submissions to round off our contribution to this year's conference. As I look outside my window, Montréal in June sounds very appealing. Until then, there are a number of interesting talks coming up with the Ottawa I/O group. Topics in the new year will include workplace aggression, knowledge management, and operational stress injury social support in National Defence. If you would like to be added to the OIOPG's mailing list, send me an email at sunjeev.prakash@rcmp-grc.gc.ca.



CONSULTANTS - ASSESSMENT AND MEASUREMENT

COMPANY OVERVIEW

Assessment Strategies is a leading provider of customized assessment and measurement services. We believe that people make a company and therefore seek out the most highly trained and experienced people to build our team of professionals. We are looking to complement our team of consultants with individuals that are committed to helping us design, develop, and implement credentialing and continuing competence assessment programs, personnel selection tools, survey instruments and conduct leading edge testing and measurement research. For more information on Assessment Strategies please visit our web site at www.ASInc.ca. Assessment Strategies is located in Ottawa, Canada.

CANDIDATE QUALIFICATIONS AND SKILLS

The right people will have solid knowledge and experience in developing and successfully implementing assessment programs and conducting applied measurement research and evaluation. They will have the ability to manage their own portfolio of clients and will be passionate about delivering high quality, innovative service. They will be committed to continuous learning and will have a dynamic and energetic attitude. The positions require a Masters or PhD in Educational Measurement, Industrial/Organizational Psychology, Educational Psychology or a related field.

Skills for project consultants are on the attached form. Key Skills for consultants also include the following:

- Good analytical skills;
- ability to work independently;
- strong organizational skills;
- effective interpersonal skills;
- ability to work under pressure;
- strong project/program management skills;
- initiative and thoroughness;
- good judgement and political sensitivity;
- demonstrated ability to use a variety of computer software; and,
- flexibility.

WORK ENVIRONMENT AND COMPENSATION

Assessment Strategies will offer a dynamic work environment that is clearly focussed on the future, a creative team of peers that will work with you on interesting projects and research, and an opportunity for continuous learning to help you maintain leading edge skills. Assessment Strategies provides an attractive remuneration package, in addition to a comprehensive benefits plan.

APPLICATION INFORMATION

Candidates may e-mail their resume and salary expectations, in confidence, to: corporate@ASInc.ca. or fax us at 613-237-6684.

We wish to thank all applicants for their interest, but advise that only those selected for an interview will be contacted.

CONSULTANTS EN ÉVALUATION ET EN MESURE

APERÇU DE L'ENTREPRISE

Stratégies en évaluation est un chef de file des services d'évaluation et de mesure. Nous croyons que la qualité d'une entreprise est tributaire de ses employés et c'est pourquoi nous recrutons les personnes les plus expérimentées et les mieux formées pour faire partie de notre équipe de professionnels. Nous sommes à la recherche de personnes intéressées à collaborer avec nous à la conception, à l'élaboration et à mise sur pied de programmes d'examen d'accréditation et d'évaluation continue des compétences, d'outils de sélection de personnel et de matériel d'enquête pour la collecte de données, ainsi qu'à des recherches de pointe dans le domaine de la mesure et de l'administration de tests. Pour plus d'information sur notre entreprise, veuillez visiter notre site Web à www.ASInc.ca. Stratégies en évaluation a ses bureaux à Ottawa (Ontario), au Canada.

QUALIFICATIONS ET COMPÉTENCES RECHERCHÉES

Les personnes recherchées ont une bonne connaissance et expérience de l'élaboration et de la mise sur pied de programmes d'évaluation ainsi que des recherches appliquées en mesure et évaluation. Elles sont capables de gérer leur propre portefeuille de clients et offrent un service novateur de haute qualité qui les passionne. Elles se sont engagées à l'apprentissage continu et font preuve d'une attitude dynamique et énergique. Elles doivent être titulaires d'une maîtrise ou d'un doctorat en mesure et évaluation, en psychologie industrielle/organisationnelle ou dans un domaine connexe.

Les compétences recherchées chez les consultants de projet sont indiquées sur le formulaire ci-joint. Voici une liste des principales compétences recherchées :

- Bon esprit d'analyse;
- Capacité de travailler en autonomie;
- Aptitude solide à l'organisation;
- Bonne aptitude aux relations interpersonnelles;
- Capacité de travailler sous pression;
- Solides aptitudes à la gestion de projets et de programmes;
- Initiative et rigueur;
- Bon jugement et sensibilité politique;
- Habilité manifeste dans l'utilisation de logiciels variés;
- Souplesse.

MILIEU DE TRAVAIL ET RÉMUNÉRATION

Stratégies en évaluation offre un milieu de travail dynamique clairement tourné vers l'avenir et des possibilités d'apprentissage continu qui permettent de rester à la fine pointe des compétences du domaine. L'entreprise est dotée d'une équipe créative qui travaillera avec vous à des recherches et à des projets intéressants. Stratégies en évaluation offre un système de rémunération intéressant et un régime complet d'avantages sociaux.

PRÉSENTATION DES CANDIDATURES

Les candidats intéressés sont priés de préciser leurs attentes salariales et d'adresser leur curriculum vitae, en toute confiance, par courriel à corporate@ASInc.ca ou par télécopieur au (613) 237-6684.

Nous remercions tous les candidats de leur intérêt, mais ne communiquerons qu'avec les personnes retenues pour une entrevue.

2004/2005 CSIOP EXECUTIVE

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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.