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Chair's column



Lynda Zugec, M. A.
The Workforce Consultants

**La version française suivra.*

More on the Registration/Licensure of Industrial-Organizational Psychology: Results of the Second Poll

In the previous Chair's column, the results of the CSIOP membership poll regarding registration/licensure were shared. Slightly over **89%** of respondents agreed with the motion statement below:

"With respect to the practice of I/O psychology, individuals possessing the appropriate educational and experiential qualification (as determined by the regulatory authority/licensing board in their jurisdiction) should be eligible for **voluntary** registration/licensure. Such boards should consult with the I/O community to determine appropriate standards for registration/licensing. There should, however, be no requirement that I/O practitioners be required to register or be licensed in order to practice their profession."

Of the past CSIOP Chairs, **21 out of 22** agreed with the above motion.

The motion was approved by CPA in November 2016. We openly shared this result with relevant Industrial-Organizational Psychology bodies both within and outside of Canada.

A few notes regarding the first poll:

- approximately 20% self-identified as academic, 35% as practitioner, 26% as academic-practitioner, and 19% as student
- approximately 10% completed the poll in French and 90% in English
- the invitation to participate was sent to the entire membership
- 2 reminders to complete the poll were sent out to those who had not already done so
- the poll was open for 2 weeks

Given that the issue of registration/licensure affects all individuals with an Industrial-Organizational Psychology background across Canada, your CSIOP executive team reached out in a second poll to individuals who are not CSIOP members. In order to do this, we partnered with informal Industrial-Organizational Psychology groups and individuals as well as more formal groups such as the Society for Industrial and Organizational Psychology (SIOP) to assist us in contacting Canadian individuals with an advanced degree in Industrial-Organizational Psychology.

This second poll was conducted in the same manner as the first with a slightly different introductory statement.

In this second poll on registration/licensure, over **96%** of respondents were in agreement with the statement above.

A few notes regarding the second poll:

- approximately 8% self-identified as academic, 70% as practitioner, 20% as academic-practitioner, and 2% as student
- all respondents completed the poll in English (a French version was provided as an option)
- the invitation to participate was sent to approximately 170 individuals
- 1 reminder to complete the poll was sent out to those who had not already done so
- the poll was open for 2 weeks

Given the strong sentiment against mandatory registration/licensure, this issue of the “Practice Makes Perfect” column (see below) highlights some of the reasons why registration/licensure may not be beneficial to the field of Industrial-Organizational Psychology.

Industrial and Organizational Psychology: Perspectives on Science and Practice (IOP) Article

Blake Jelley, CSIOP’s Special Collaborator on Licensure, is a member of the Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force. The LCIOP Joint Task Force prepared a focal article on I-O psychology and licensure for SIOP’s journal, *Industrial and Organizational Psychology: Perspectives on Science and Practice (IOP)*. IOP’s format invited commentaries, which are to be published in the same issue as a given focal article. If you are a member of SIOP, please be sure to look for the upcoming article. CSIOP members who are not SIOP members and do not have access are encouraged to contact Blake Jelley at bjelley@upei.ca.

2016 SIOP Income and Employment Survey

In the last issue of the “Practice Makes Perfect” column (November Newsletter), we were able to connect with the Greater Toronto Area (GTA) I/O Psychology Professionals Network. They were kind enough to let us share some of the results of their Salary Survey.

Recently, the Society for Industrial and Organizational Psychology and Amy DuVernet (Training Industry Inc.), Mark L. Poteet (Organizational Research & Solutions), Brandy N. Parker (Johnson & Johnson), Kate M. Conley (University of Georgia), and Anne. E. Herman (United Way of the Midlands) shared the [“Overview of Results From the 2016 SIOP Income and Employment Survey”](#). The technical report is available for access [here](#). The Infographic which provides a snapshot of the results can be access [here](#).

New Team Members

New to our team as our Student Representative is Sarah Bourdeau. Sarah is a graduate student in organizational psychology at the University of Quebec in Montreal. She has prior experience in working with the CSIOP executive on the newsletter. In addition to working with Lance Ferris to ensure our newsletter continually meets the needs of our members, she is now our Student Representative. Welcome Sarah.

We are also pleased to have Duygu Gulseren sign on as our new Webmaster. She is a PhD student in the industrial and organizational psychology program at Saint Mary’s University in Halifax. She is a past contributor to the CSIOP blog and as of February 2017, she will be working to ensure our CSIOP website suits the needs of the membership.

Cristina Marcu is also a new addition to our team. After completing her bachelor’s in psychology, Cristina is eager to pursue graduate studies in industrial-organizational psychology. She has experience collaborating with multidisciplinary teams and is passionate about photography. Cristina will be responsible for taking pictures at the annual conference and coordinating to ensure they get onto our social media outlets, including Facebook, Twitter, and LinkedIn. If you see her snapping be sure to smile and say “hi”!

Call for Social Media Posts

If you have not already seen these, CSIOP has the following:

- [Website](#)
- [Facebook](#)
- [LinkedIn](#)
- [Twitter](#)

And, we want to know what you are up to so that we can share it with our membership through the above platforms. Do you have special projects you are working on? New initiatives that you are a part of? Papers you are excited to have published? Please send them along to Joshua Bourdage at editor@csiop-scpio.ca so that we can include them. One of the latest partnerships we highlighted is EMPOWER (Enabling & Motivating Productive Organizations, Wellness, Engagement, & Resilience).



The EMPOWER Partnership is an interdisciplinary team of academics and practitioners from across Canada, the US, and overseas, and is led by Dr. Arla Day from Saint Mary's University. It is one of 20 funded projects through the SSHRC/CIHR Healthy & Productive Workplace Partnership initiative.

For more information, see <http://www.arladay.ca/EMPOWER/>

Also, be sure to follow us to stay updated on what is happening in the I-O Psychology community and see Joshua's "Communication Update" column below.

Changes to Our Newsletter

You have likely noticed the ongoing changes we have been making to the newsletter. If you have any suggestions on how we can further improve, please send an email to Lance Ferris: newsletter@csiop-scpio.ca. We recently submitted our past November issue of the newsletter to the Canadian Psychological Association Section Newsletter Award: <http://www.cpa.ca/aboutcpa/cpasections/award>.

Call for Volunteers!

Are you interested in serving as a volunteer with CSIOP? If so, please reach out to me directly at Lynda.Zugec@TheWorkforceConsultants.com. Our goal is to engage a greater number of our membership in our activities and we welcome the opportunity to discuss current initiatives and how you can become involved!

Upcoming Conferences

CPA Conference

The 2017 CPA National Convention and CPA Marketplace Trade Show will be taking place in Toronto, Ontario, Canada at the Fairmont Royal York Hotel in June. Thank you to all those who served as reviewers for the conference. Check out Ivona Hideg's "Conference Corner" column in this issue of the newsletter for updates and information.



Do you have past CSIOP newsletter issues? If so, we want them!

We're looking for newsletters published in the following years:

- **2002:** Volume 19 Number 1 (likely published in the Fall)
- **2001:** Volume 17 Number 4 (likely published in the Summer) and Volume 17 Number 2 (likely published in early Winter)
- **2000:** Volume 17 Number 1 (likely published in the Fall)
- **1992-1999:** We are missing all issues from this decade. That is, we are missing all issues from Volume 8 to 15. Typically, CSIOP publishes 4 issues/year.
- **1991:** Volume 7 Number 2 (likely published in the Winter) and Volume 8 Number 1 (likely published in the Fall).

Should you have these issues, please contact Silvia Bonaccio (chair@csiop-scpio.ca).

Avez-vous d'anciens numéros du bulletin de la SCPIO ? Si oui, nous les voulons !

Nous recherchons des bulletins publiés les années suivantes :

- **2002 :** Volume 19 Numéro 1 (probablement paru à l'automne)
- **2001 :** Volume 17 Numéro 4 (probablement paru à l'été) and Volume 17 Numéro 2 (probablement paru à l'hiver)
- **2000 :** Volume 17 Numéro 1 (probablement paru à l'automne)
- **1992-1999 :** Nous n'avons aucun numéro de cette décennie. C'est-à-dire que nous n'avons aucun numéro paru dans les Volumes 8 à 15. Typiquement, la SCPIO publie 4 numéros / an.
- **1991 :** Volume 7 Numéro 2 (probablement paru à l'hiver) et Volume 8 Numéro 1 (probablement paru à l'automne).

Si vous avez ces numéros, s'il vous plaît contactez Silvia Bonaccio (chair@csiop-scpio.ca).

ICAP Conference



The International Congress of Applied Psychology (ICAP) will be taking place in Canada in 2018. Every four years, the International Association of Applied Psychology (IAAP) organizes this world congress of applied psychology which serves as a review of advances in applied psychology and unites several thousand psychologists from all over the world: <http://www.icap2018.com/> Canada has the pleasure of hosting the 29th Congress in Montreal, Quebec from June 26th-30th, 2018. The theme for ICAP 2018 is Psychology: Connecting Science to Solutions. The Congress will serve as the venue for the CPA's 79th Annual General Meeting and Convention.

About IAAP



The International Association of Applied Psychology (IAAP) is the oldest international association of psychologists. Its official languages are English and French. Founded in 1920, it now has more than 1,500 members from more than 80 countries. Its mission is succinctly stated in Article 1 of its Constitution: "...to promote the science and practice of applied psychology and to facilitate interaction and communication about applied psychology around the world".

CSIOP member Gary Latham is the current President of Division 1, IAAP's largest Division. Division 1 of IAAP is Work and Organizational Psychology: <http://iaapsy.org/divisions/division1>

Do You Belong to a Local I-O Group in Canada?

CSIOP is in the process of putting a Local I-O Groups listing together for Canada on our website. If you know of any local groups in Canada that you would like to highlight on the CSIOP website, please send an email to: Lynda.Zugec@TheWorkforceConsultants.com

Online Archive

We are underway in developing an online picture archive of past CSIOP activities.

We would like to include pictures from CSIOP activities such as the annual Canadian Psychological Association (CPA) conference and Long Range Planning (LRP) Meetings. If you have pictures from a previous CSIOP activity, please send these along to: webmaster@csiop-scpio.ca

Please also identify the year the photo was taken and the individuals within the pictures. Note that by sending these pictures to us, you are confirming your consent to have them posted to the website.

We appreciate your assistance in this as it will help enable us to develop a more complete archive.

Preserving our History

Our website (www.csiop-scpio.ca) allows us to engage in several initiatives to preserve our history. In her role of Chair, Silvia Bonaccio worked hard to collect historical documents of interest to CSIOP. We have been scanning them to preserve them in electronic format. The CSIOP Executive team is looking forward to continuing this activity. To this end, please send any document you think is of historical interest: memos, photographs, bylaws, announcements, etc. No item is too small if it is of historical note. Second, we have been collecting all copies of past newsletters, and scanning those not available in electronic format. The goal is to have every issue of the newsletter available on our website. We are a few issues short of our goal. We will be making calls for specific issues of the newsletter we may be missing. Please see the note on page on the left of this page for missing issues. The newsletter represents who we were and what our primary concerns were at specific points in time. These are important documents to retain. Third, we have been listing the names, and when available, the titles of papers, for the prizes awarded to

our students. If you have won either the RHR Kendall Award or the Poster Prize, please take a look at our website under the Awards tab and let us know if your name is missing.

Plus d'information sur l'enregistrement/l'obtention d'un permis ou d'une licence obligatoire pour exercer la psychologie I/O : Résultats du deuxième sondage

Dans le bulletin précédent, les résultats du sondage auprès des membres de la SCPIO au sujet de l'enregistrement/l'obtention d'un permis ont été partagés. Un peu plus de **89%** des répondants étaient en accord avec l'énoncé suivant :

« En ce qui concerne la pratique de la psychologie I-O, les individus possédant l'éducation et l'expérience appropriées (tel que déterminé par l'autorité de régulation/l'organisme d'attribution des permis de leur juridiction) devraient être éligibles pour l'enregistrement/l'obtention d'un permis **sur une base volontaire**. Ces organismes devraient prendre conseil auprès de la communauté de psychologie I-O afin de déterminer les normes appropriées pour l'enregistrement/l'obtention d'un permis. Toutefois, il ne devrait pas être obligatoire de s'enregistrer ou d'obtenir un permis afin de pratiquer la profession. »

21 des 22 derniers présidents de la SCPIO étaient en accord avec l'énoncé précédent.

La motion a été approuvée par la SCP en novembre 2016. Nous avons ouvertement partagé ce résultat auprès des groupes de psychologie industrielle et organisationnelle concernés, tant au Canada qu'à l'extérieur.

Voici quelques notes au sujet du premier sondage :

- Parmi les répondants, approximativement 20% s'identifiaient comme académique, 35% comme praticien, 20% comme académique-praticien, et 19% comme étudiant;
- Approximativement 10% des participants ont complété le sondage en français, et 90% en anglais;
- L'invitation à participer a été envoyée à tous les membres;
- Deux rappels ont été envoyés à ceux qui n'avaient pas encore complété le sondage;
- Le sondage a été ouvert pendant 2 semaines.

Puisque la question de l'enregistrement/l'obtention d'un permis affecte tous les individus avec une formation en psychologie industrielle/organisationnelle partout au Canada, votre équipe de l'exécutif de la SCPIO a contacté les personnes qui ne sont pas membres de la SCPIO dans un deuxième sondage. Pour ce faire, nous nous sommes associés avec des individus, des groupes informels de psychologie industrielle et organisationnelle, de même qu'avec des groupes formels comme la *Society for Industrial and Organisational Psychology* (SIOP) afin de nous assister pour contacter les individus canadiens avec des études avancées en psychologie industrielle et organisationnelle.

Ce second sondage a été réalisé de la même manière que le premier avec une introduction légèrement différente.

Dans le deuxième sondage sur l'enregistrement/l'obtention d'un permis, plus de **96%** des répondants étaient en accord avec la motion présentée plus haut.

Quelques notes au sujet du deuxième sondage :

- Parmi les répondants, approximativement 8% s'identifiaient comme académique, 70% comme praticien, 25% comme académique-praticien, et 2% comme étudiant;
- Tous les répondants ont complété le sondage en anglais (une option francophone était offerte);
- L'invitation à participer a été envoyée à environ 170 individus;
- Un rappel a été envoyé à ceux qui n'avaient pas encore complété le sondage;
- Le sondage a été ouvert pendant 2 semaines.

En raison du fort sentiment contre l'enregistrement/l'obtention d'un permis, cette édition du bulletin « Practice Makes Perfect » (voir ci-dessous, en anglais) souligne certaines raisons pour

lesquelles l'enregistrement/l'obtention d'un permis pourraient ne pas être bénéfique pour le champ de la psychologie industrielle et organisationnelle.

Article dans *Industrial and Organizational Psychology: Perspectives on Science and Practice (IOP)*

Blake Jelley, collaborateur spécial de la SCPIO pour le dossier sur l'enregistrement/l'obtention d'un permis, est membre du « Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force ». Le « Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force » a préparé un article sur la psychologie I-O et l'enregistrement pour le journal de la SIOP, *Industrial and Organizational Psychology: Perspectives on Science and Practice (IOP)*. Le format de IOP invite aux commentaires, qui sont publiés dans la même édition que l'article principal. Si vous êtes membre de la SIOP, veuillez porter attention afin de ne pas manquer l'article à venir. Les membres de la SCPIO qui ne sont pas membres de la SIOP et qui n'ont pas accès aux publications de IOP sont encouragés à contacter Blake Jelley (bjelley@upei.ca).

Sondage 2016 de la SIOP sur le revenu et l'emploi

Dans la dernière édition de « Practice Makes Perfect » (bulletin de Novembre), nous étions en mesure de contacter le *Greater Toronto Area (GTA) I/O Psychology Professionals Network*. Ils ont été assez généreux pour partager avec nous certains résultats de leur sondage sur le revenu et l'emploi.

Récemment, la Society for Industrial and Organizational Psychology et Amy DuVernet (Training Industry Inc.), Mark L. Poteet (Organizational Research & Solutions), Brandy N. Parker (Johnson & Johnson), Kate M. Conley (University of Georgia), et Anne E. Herman (United Way of the Midlands) ont partagé le rapport "[Overview of Results From the 2016 SIOP Income and Employment Survey](#)". Ce rapport technique est accessible [ici](#). Les graphiques présentant un portrait global des résultats sont accessibles [ici](#).

Nouveaux membres de l'équipe

Notre nouvelle représentante des étudiants est Sarah Bourdeau. Sarah est étudiante au doctorat en psychologie du travail à l'Université du Québec à Montréal. Elle a déjà travaillé auprès de l'exécutif de la SCPIO sur le bulletin d'information. En plus de travailler avec Lance Ferris afin de s'assurer que le bulletin continue de répondre aux besoins des membres, elle est maintenant notre représentante des étudiants. Bienvenue Sarah.

Nous sommes également heureux d'accueillir Duygu Gulseren en tant que Webmaster. Elle est étudiante au doctorat en psychologie industrielle et organisationnelle à l'université Saint-Mary's à Halifax. Dans le passé, elle a contribué au blogue et dès février 2017, elle travaillera pour s'assurer que le site web de la SCPIO répond aux besoins des membres.

Cristina Marcu est aussi une nouvelle addition à notre équipe. Après avoir complété son baccalauréat en psychologie, Cristina est avide de poursuivre ses études en psychologie industrielle et organisationnelle. Elle a de l'expérience en tant que collaboratrice avec des équipes multidisciplinaires, et elle est passionnée par la photographie. Cristina sera responsable de prendre des photos au congrès annuel, et s'assurera de coordonner les médias sociaux, incluant Facebook, Twitter et LinkedIn. Si vous la voyez à l'œuvre, assurez-vous de sourire et de lui dire « bonjour » !

Appel pour les publications sur les médias sociaux

Si vous ne les avez pas déjà vu, la SCPIO est active sur les plateformes suivantes :

- [Site web](#)
- [Facebook](#)
- [LinkedIn](#)
- [Twitter](#)

Nous voulons savoir ce sur quoi vous travaillez afin de partager l'information avec nos membres sur les plateformes mentionnées ci-haut. Travaillez-vous sur des projets spéciaux ? Prenez-vous part à de nouvelles initiatives ? Êtes-vous excité au sujet d'un article que vous auriez récemment publié ? Merci d'envoyer le tout à Joshua Bourdage (editor@csiop-scpio.ca) afin de pouvoir les partager. Un des derniers partenariats que nous avons soulignés est EMPOWER (Enabling & Motivation Productive Organizations, Wellness, Engagement, & Resilience) :



Le partenariat EMPOWER est une équipe interdisciplinaire d'académiques, de praticiens et d'utilisateurs des connaissances organisationnelles dirigé par Dr. Arla Day de l'Université Saint Mary's en support aux employés avec des conditions physique et psychologique en visant les lieux de travail et des programmes individuels. Le partenariat est financé via le CRSH/IRSC Healthy & Productive Workplace Partnership Initiative.

Pour plus d'information, voir <http://www.arladay.ca/EMPOWER/>

Aussi, assurez-vous de nous suivre sur ces plateformes pour rester avisé des derniers avancements dans la communauté de psychologie I-O et référez-vous à la colonne de Joshua ci-dessous (« Communication Update »).

Changements au bulletin d'information

Vous avez sûrement remarqué les changements récents qui ont été apportés au bulletin d'information. Si vous avez des suggestions sur des moyens que nous pourrions prendre pour améliorer le bulletin d'information, merci de communiquer avec Lance Ferris : newsletter@csiop-scpio.ca. Nous avons récemment soumis l'issue de novembre du bulletin d'information pour le prix de la SCP pour les bulletins des sections <http://www.cpa.ca/aboutcpa/cpasections/award>.

Appel de volontaires !

Êtes-vous intéressé(e) à contribuer en tant que volontaire avec la SCPIO ? Si c'est le cas, veuillez me contacter (Lynda.Zugec@TheWorkforceConsultants.com). Mon but est d'impliquer un plus grand nombre de nos membres dans nos activités et j'accueille ouvertement l'occasion de discuter d'initiatives actuelles et des façons de s'impliquer !

Conférences à venir

Conférence de la SCP

La conférence 2017 de la SCP et le salon d'exposition de la SCP se tiendront à Toronto, Ontario, Canada en Juin à l'hôtel Fairmont Royal York. Merci à ceux qui ont été réviseurs pour la conférence. Référez-vous à la colonne d'Ivona Hideg « Conference Corner » de ce bulletin pour des mises à jour et des informations.



Conférence ICAP



Le congrès Internationale de psychologie appliquée (ICAP) prendra place au Canada en 2018. Chaque quatre ans, l'Association Internationale de Psychologie Appliquée (IAAP) organise un congrès mondial de psychologie appliquée qui permet de revoir les avancées en psychologie appliquée et unis des milliers de psychologues au travers du monde :

<http://www.icap2018.com/>

Le Canada aura le plaisir d'accueillir le 29^e congrès à Montréal, Québec, du 26 au 30 juin 2018. Le thème pour ICAP 2018 est « Psychologie : Connecter la science aux solutions ». Ce congrès sera hôte du 79^e congrès annuel de la SCP.

Au sujet de IAAP



L'Association Internationale de Psychologie Appliquée (IAAP) est l'association internationale de psychologue la plus âgée. Les langues officielles sont l'anglais et le français. Fondée en 1920, elle compte maintenant plus de 1500 membres provenant de plus de 80 pays. Sa mission est clairement déclarée dans l'article 1 de sa Constitution : « : "...to promote the science and practice of applied psychology and to facilitate interaction and communication about applied psychology around the world".

Gary Latham, membre de la SCPIO, est actuellement le président de la Division 1, la plus grande division de l'IPPA. Cette division est celle de psychologie du travail et des organisations :

<http://iaapsy.org/divisions/division1>

Appartenez-vous à un groupe local de IO au Canada ?

La SCPIO est actuellement dans un processus visant à mettre en place une liste sur notre site web des groupes locaux de psychologie I-O au Canada. Si vous connaissez un groupe local au Canada et que vous aimeriez qu'il soit nommé sur le site de la SCPIO, veuillez envoyer un courriel à :

Lynda.Zugec@TheWorkforceConsultants.com

Archives en ligne

Nous sommes en train de développer des archives photographiques en ligne des activités antérieures de la SCPIO.

Nous aimerions également inclure de photos d'activités de la SCPIO comme la conférence annuelle de la Société canadienne de psychologie (SCP) et les rencontres Long Range Planning (LRP). Si vous avez des photos d'activités antérieures de la SCPIO, veuillez les envoyer à webmaster@csiop-scpio.ca.

Veuillez également identifier l'année où la photo a été prise et les individus qui y sont photographiés. Notez qu'en nous envoyant ces photos, vous consentez à ce qu'elles soient publiées sur le site web.

Nous sommes reconnaissants de votre aide, comme elle nous permettra de développer des archives plus complètes.

Préserver notre histoire



Notre nouveau site web (www.csiop-scpio.ca) nous permet d'entreprendre plusieurs initiatives visant à préserver notre histoire. Dans son rôle de présidente, Silvia a travaillé fort pour recueillir des documents historiques d'intérêt à la SCPIO. Nous les avons numérisés afin de les préserver en format électronique. L'équipe exécutive du SCPIO se réjouit à l'idée de poursuivre cette activité. À cette fin, veuillez m'envoyer tout document que vous croyez d'intérêt historique : mémos, photographies, règlements administratifs, annonces, etc. Aucun article n'est trop petit s'il offre une perspective sur notre histoire. Deuxièmement, nous allons

collectionner toutes les copies de bulletins d'information antérieurs, et numériser tous ceux qui ne sont pas disponibles en format électronique. Le but est que chaque numéro de notre bulletin d'information soit disponible sur notre site web. Il nous manquent quelques numéros pour atteindre notre but. Nous effectuerons des appels pour des numéros précis du bulletin qui nous manquent. Veuillez consulter la note à la page 4 de ce bulletin pour les numéros manquants. Le bulletin représente notre identité et nos préoccupations premières à des moments précis. Il s'agit de documents importants à conserver. Troisièmement, nous avons compilé une liste des noms et, lorsque cela est disponible, du titre des journaux, des prix remis à nos étudiants. Si vous avez reçu le prix Prix RHR-Kendall ou le Prix de l'affiche scientifique étudiante, veuillez jeter un coup d'oeil à notre site web, sous l'onglet « Prix » et nous aviser si votre nom est manquant.

CSIOP Membership

*Winy Shen, PhD
University of Waterloo*



As of 31 January 2017, CSIOP has a total of 208 members, which consists of 16 CPA Fellows, 3 Honorary Lifetime Members, 3 Special Affiliates, 3 Retired Members, 60 Student Members, 15 Associate Members, and 108 Full Members.

As a courtesy reminder to those who have not yet renewed their membership, CPA memberships run based on the calendar year (i.e., January-December), so now would be a great time to renew! Renew now at: <http://cpa.ca/membership/renewal/>

CSIOP News

Lindie Liang, PhD
York University



General News

The Handbook of Employee Commitment by Edward Elgar Publishers is now released! This handbook is edited by John Meyer (Western University), and several CSIOP members/Canadian I-O psychologists contributed chapters to this volume (including Natalie Allen, Brittany Anderson, Nicholas Bremner, Jose Espinoza, Heather Laschinger, Emily Read, and Junhong Zhu from Western University, Julian Barling and Melissa Trivisonno from Queens University, Ramona Bobocel and Frank Mu from University of Waterloo, Yannick Griep from University of Calgary, Patrick Horsman and Kevin Kelloway from Saint Mary's University, Kathleen Bentein from University of Quebec at Montreal, Alexandra Chris and David Stanley from University of Guelph, Ian Gellatly and Leanne Hedberg from University of Alberta, Samantha Hansen from University of Toronto, and Christian Vandenberghe from HEC Montreal).

Lance Ferris is joining Eli Broad College of Business at Michigan State University as associate professor starting July 1, 2017. Congratulations, Lance!

CSIOP Chair, Lynda Zugec, was appointed to the Canadian Psychological Association (CPA) Fellows and Awards Committee. Congratulations, Lynda!

Congratulations to CSIOP member Dr. Karen Korabik on receiving the *Outstanding Scholarship for Established Scholars* award from the Women and Leadership Affinity Group (WLAG) of the International Leadership Association (ILA).

The *Outstanding Scholarship for Established Scholars* award recognizes excellence in the scholarship of a seasoned scholar whose published work (theoretical, empirical, or applied) has advanced the understanding of women in leadership in a significant way. The Outstanding Scholarship for Established Scholars award may acknowledge a body of research or a single piece of research. Nominees typically will have been involved in scholarship for at least 5 years.

Through her extensive body of work carried out over the past 40 years, Dr. Korabik has made outstanding theoretical, empirical, and applied contributions that have advanced our understanding of women and leadership in innumerable ways and that make her particularly suited to receive this award.

The Women and Leadership Affinity Group (WLAG) is an ILA community for those focused in advancing women in leadership including researchers, coaches, educators, and practitioners interested in generation resources, disseminating research, and fostering the development of female leaders.



Pictured (L to R): Sherylle Tan, Chair of ILA's Women and Leadership Affinity Group and Karen Korabik, Professor Emeritus, University of Guelph.



International Leadership Association

The International Leadership Association (ILA) is the global network for all those who practice, study, and teach leadership. The ILA promotes a deeper understanding of leadership knowledge and practices for the greater good of individuals and communities worldwide.

Gary Latham (University of Toronto) is the new editor and Ron Piccolo (University of Central Florida) is the new associate editor of *Organizational Dynamics*, a refereed journal. They succeeded Fred Luthans and John Slocum in January 2016. The audience for this journal is managers and MBA students rather than scholars. The subject matter of *Organizational Dynamics* is organizational behaviour and human resource management. The purpose of the journal is to translate research findings (evidence based management) into memorable, meaningful language that will inform decision making in organizational settings.

Saint Mary's University



Faculty Recognition and Awards

We are pleased to announce that the CPA Board of Directors has appointed CSIOP member Dr. E. Kevin Kelloway, CPA Past President, as the new editor of the *Canadian Journal of Behavioural Science*. His term will be from January 1, 2017 to December 31, 2021. Congratulations Kevin! E. Kevin Kelloway is the Canada Research Chair in Occupational Health Psychology and Professor of Psychology at Saint Mary's University. A prolific researcher, he has authored over 150 articles and chapters and authored/edited 14 books. He is a Fellow of the Association for Psychological Science, the Canadian Psychological Association, the International Association of Applied Psychology and the Society for Industrial/Organizational Psychology. He is also a past recipient of the Distinguished Contribution to I/O Psychology award (CSIOP) and the Distinguished Psychologist in Management Award (SPIM). He is a past-Chair of CSIOP.



Student Scholarships & Awards

Having received a Vice-President Academic & Research International Mobility Award as well as SSHRC International Funding, Aleka MacLellan (graduate student at Saint Mary's University) completed a research semester abroad at the KU Leuven campus in Brussels, Belgium. During this time, Aleka presented her PhD dissertation research on leadership development and work motivation at the WAOP International Conference in the Netherlands where she received the Best Conference Presentation Award Third Place Prize.

University of Ottawa

Faculty Recognition and Awards

Congratulations to Dr. Silvia Bonaccio, director of the new Telfer Doctoral Program at the University of Ottawa, on being awarded the University of Ottawa Excellence in Education Prize! The University of Ottawa established the annual Excellence in Education Prizes to recognize educators of exceptional quality, driven by their passion to advance and share knowledge. These leaders in university education are outstanding in the classroom, in the laboratory and in the field and have been recognized by students and peers alike.



Congratulations to Dr. François Chiochio on being awarded as the Montfort Research Chair in the Organization of Health Services! François' research program focuses on collaboration in health service improvement. More specifically, his work explores the individual and organizational factors that influence collaboration within work teams and in implementation projects.



Picture L to R: Pascal Imbeault, Diana Koszycki and François Chiochio

University of Waterloo



Faculty Recognition and Awards

Dr. Winny Shen was named a 2016 Rising Star by the Association for Psychological Science. This designation is presented to outstanding psychological scientists in the earliest stages of their careers post-PhD.

Student Scholarships & Awards

Justin Brienza (supervisor: Ramona Bobocel) was awarded the Kellogg School of Management's Dispute Resolution Research Center Scholar Award (2016) from the *International Association for Conflict Management* for his paper, "Wise Reasoning Reduces Intergroup Bias" (with Franki Kung and Melody Chao), and The *Society for Personality and Social Psychology's* 2017 Diversity Award for his data blitz talk entitled, "Others' Low Self-Control Harms Cooperation" (with Doug Brown).

Please send any I/O or program information, photos, congratulations, etc. to
Lindie at lianglin@yorku.ca, 416-736-2100 ext. 22939.

Practice Makes Perfect

Lynda Zugec, M. A.
The Workforce Consultants



“Registration and Licensure: The Practitioner Perspective”

Over the past year, CSIOP has conducted polls of both CSIOP members and non-members regarding their views on the registration/licensure of our profession. The poll results were largely against mandatory licensure as over 89% of CSIOP members, over 96% of non-members, and 21 out of 22 past CSIOP Chairs disagree with mandatory licensure.

This issue of “Practice Makes Perfect” attempts to summarize some of the reasons why. The imposition of mandatory licensure on the practice of Industrial-Organizational Psychology may:

- Make Industrial-Organizational Psychology practitioners less competitive in the business world and serve to decrease the visibility of Industrial-Organizational Psychology within organizations
- Ensure that small businesses do not have access to Industrial-Organizational Psychology
- Bolster increased regulation and cost with no value in return
- Decrease interest from new individuals thinking of entering our profession to pursue an Industrial-Organizational Psychology degree
- Decrease interest from current Industrial-Organizational Psychology practitioners in calling themselves Industrial-Organizational Psychology practitioners
- Decrease the need for Industrial-Organizational Psychology academics and decrease interest in belonging to Industrial-Organizational Psychology related associations such as CSIOP and SIOP
- Go against the changing face of education
- Put us at a disadvantage globally

Each of these are discussed in turn:



- Make Industrial-Organizational Psychology practitioners less competitive in the business world and serve to decrease the visibility of Industrial-Organizational Psychology within organizations

Currently, the business community does not recognize “Industrial-Organizational Psychology” as a profession nearly as much as it recognizes “Human Resources” as a profession. The Human Resources Professional Association (HRPA), which is the main Human Resources association in the province of Ontario has 23,000 members and 27 chapters (https://www.hrpa.ca/membership_/Pages/default.aspx). In contrast, CSIOP has approximately 200 members. That means the Ontario-based Human Resources association alone is 115 times larger than CSIOP. Human Resources practitioners are out in the marketplace and they compete for the same resources Industrial-Organizational Psychology practitioners do. There is no domain unique to Industrial-Organizational Psychology. In addition to Human Resources practitioners, those who are Organizational Behavior practitioners, Economists, Sociologists, and the like, are also competing within the same space. This places Industrial-Organizational Psychology practitioners at a competitive disadvantage when introducing ourselves to organizations. Imposing mandatory registration/licensing and the associated restrictions has the potential to further restrict the activities of Industrial-Organizational Psychology practitioners while allowing others who operate in the same arena gain additional traction as they would not have the same restrictions. If the mandatory registration/licensing which would apply to Industrial-Organizational Psychology would also be applied across the board to all other practitioners, there may be more support for such an effort. However, it is unlikely this will ever be the case, nor is it likely that imposing a mandatory registration/licensing structure on the Human Resources profession will ever be a possibility.

- Ensure that small businesses do not have access to Industrial-Organizational Psychology

Alongside mandatory registration/licensure will be increased fees and regulations, as this is a natural result of registration/licensure. Small businesses will not be able to afford Industrial-Organizational Psychology practitioners because the costs will be too prohibitive. As a result of higher education and degree requirements, Industrial-Organizational Psychology practitioners are already amongst the healthier paid individuals when considered alongside Human Resources practitioners. A small business that needs to be attuned to cost savings will not be able to absorb the additional costs that would accrue with mandatory registration/licensure. This would further limit the Industrial-Organizational Psychology sphere of influence and additionally serve to decrease the visibility of Industrial-Organizational Psychology within organizations.

- Bolster increased regulation and cost with no value in return

What is it that mandatory registration/licensure would readily result in? Ideally it would separate the best practitioners from the worst. Unfortunately, certifications, registrations, licenses, etc., typically only establish a very basic baseline of capability and competence. Historically, they have done very little, if anything, to distinguish top performers from bottom performers. In most cases, such designations only signal “attendance” at events and conferences and not the intake or integration of information that drives one to be a better practitioner. What, then, would be the point of registration/licensure? Or, are we suggesting that Master’s and PhD educated individuals within Canada do not have this basic baseline? The only way one can become an Industrial-Organizational Psychology practitioner in Canada is to obtain a graduate degree. And in most cases, Industrial-Organizational Psychology degrees go beyond what is required of other practitioners.



- Decrease interest from new individuals thinking of entering our profession to pursue an Industrial-Organizational Psychology degree

In the event of mandatory registration/licensure of Industrial-Organizational Psychology, what shall we relay to individuals interested in the Industrial-Organizational Psychology profession or in obtaining an Industrial-Organizational Psychology degree? Do we, as current Industrial-Organizational Psychology practitioners communicate that the more straightforward and expedited route would be to enter the Human Resources profession? Or, do we convey it is preferable to pursue Organizational Behavior in a Business School? Why would a young professional choose to be an Industrial-Organizational Psychology practitioner with increased educational requirements in addition to mandatory licensing when they could engage in the same professional work and activities after obtaining a Human Resources degree?

- Decrease interest from current Industrial-Organizational Psychology practitioners in calling themselves Industrial-Organizational Psychology practitioners

Should mandatory registration/licensure come into effect and restrict the activities of Industrial-Organizational Psychology practitioners, it is likely current Industrial-Organizational Psychology practitioners will simply “re-brand” themselves as Human Resources practitioners. This will lead to a decrease in the number of Industrial-Organizational Psychology practitioners and further reduce the visibility of Industrial-Organizational Psychology within organizations.

- Decrease the need for Industrial-Organizational Psychology academics and decrease interest in belonging to Industrial-Organizational Psychology related associations such as CSIOP and SIOP

Over time, a decreased interest from new individuals entering the Industrial-Organizational Psychology profession and a migration of current Industrial-Organizational Psychology practitioners to Human Resources, as stated above, will result in a decreased need for Industrial-Organizational Psychology academics and a decrease in demand for Industrial-Organizational Psychology related associations such as CSIOP and SIOP. The growth for associations such as CSIOP and SIOP will be absent.

- Go against the changing face of education

Businesses and governments alike are struggling with how to educate the youth. Businesses are currently relaying that certifications, registrations, and licensing fail to prepare our younger generations for the realities and complexities of the business world.



- Put us at a disadvantage globally

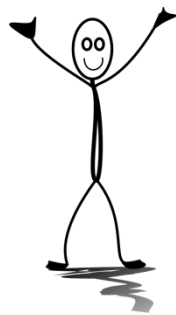
When we think globally about the future with the world becoming increasingly competitive and interconnected, it may be wise to work toward increasing, rather than decreasing, our influence and presence. Mandatory registration/licensure has the potential to significantly decrease our ability to do so.

Due to the overwhelming responses received against mandatory registration/licensure during CSIOP's recent polling efforts, some of the rationale for why this may be the case have been discussed above. If you have any ideas or thoughts to share with the membership, be sure to send them along. Comments and/or contributions regarding registration/licensure are always welcome: Lynda.Zugec@TheWorkforceConsultants.com.

State of the Science

Lance Ferris, Ph.D.,
The Pennsylvania State University

Are you or one of your co-authors a researcher at a Canadian university? Do you have an I/O-relevant research article that has been recently published (i.e., roughly within the last 6 months), or is in press at, a peer-reviewed academic management journal? Would you like to have your research summarized in a future edition of this column? If so, please contact Lance Ferris at lanceferris@gmail.com with a short (1-4 paragraphs) summary of your article, similar to the above.



Welcome back to “The State of the Science,” where we highlight recently published or in press research coming out of Canadian universities that is relevant to I/O psychology. Each issue, new research will be summarized for our readers who may not have time to read, or access to, the full articles. If you have any suggestions for research to cover in future columns, please see the contact information at the end of this column.

Is it good to gossip? Many people might answer this question with “Sure, so long as I’m not the one being gossiped about!” This answer would reflect the prevalent view of gossip as essentially involving chit-chat where someone is talked about in negative terms – “I can’t believe what he wore to his defence!”; “Did you hear that Jack cheated on Diane?”; “Is it just me or was that presentation terrible?” This view can also be seen in how I/O research treats gossip, typically assessing it as a form of deviance in deviance scales.

Although this view is accurate for some types of gossip, did you hear that a new measure of workplace gossip, published by Dan Brady, Doug Brown, and Lindie Liang of the University of Waterloo in the *Journal of Applied Psychology*, aims to change how you view gossip? Word on the street is that this gossip paper is going to be talked about for a long time!

Ok, enough gossip puns – more seriously, the paper by Dan and colleagues argues that I/O psychology differs from many other areas of research in how it primarily views gossip as being a form of deviance, arguing that most forms of gossip are neither rare, counternormative, nor even condemned by others. In particular, gossip involves talking about someone who is not present in an evaluative way – but it can be either a good or bad evaluation. So, talking about how nice a person (who is not present) is would qualify as gossip about that person. In this fashion, gossip represents a useful way of gathering information (both positive and negative) about an individual; this beneficial effect is one of the reasons why gossip is so prevalent.

Across a number of different studies, Dan and colleagues developed a new measure of workplace gossip that differentiated between *positive* gossip (e.g., “complimented your supervisor’s actions while talking to a work colleague”) and *negative* gossip (e.g., “asked a work colleague if they have a negative impression of something that another co-worker has done”); the measure also distinguished between gossip about a supervisor and gossip about coworkers. Finally, they also began to examine the nomological network of the different forms of gossip: they argued and found that positive forms of gossip may be used as a form of networking with others to exert interpersonal influence, while negative forms of gossip may be used to punish norm-breakers (e.g., those who are uncivil). Negative forms of gossip were also found to be more prevalent in situations where discussing negative information may serve the aforementioned purpose of gathering information – for example, when individuals feel a sense of job ambiguity or job insecurity.

Now that a new measure of both positive and negative forms of gossip has been developed, more work can be done to examine the antecedents and consequences of these different forms of gossip. For aspiring gossip readers, rumor has it the full citation for the article is as follows:

Brady, D. L., Brown, D. J., Liang, L. H. (2017). Moving beyond assumptions of deviance: The reconceptualization and measurement of workplace gossip. *Journal of Applied Psychology*, 102, 1-25.

Communication Update



*Joshua Bourdage, Ph.D.
University of Calgary*

At the moment, there are a few news items within the “Communications” portfolio of note. First of all, we have a new webmaster. We are thrilled to welcome Duygu Gulseren to the position. Duygu is a PhD student at Saint Mary’s University. She has written blog entries for CSIOP in the past, and will continue to do so in the future. Duygu completed her Masters degree at Koc University in Istanbul Turkey. If you’d like to welcome Duygu, or have any web-related inquiries, you can contact her at webmaster@csiop-scpio.ca.

In addition, we’d like to thank Grace Ewles for her work as Social Media Coordinator. Grace has stepped down from this position, and we’ll miss her contributions. If you have interest in the social media coordinator volunteer position, please contact editor@csiop-scpio.ca. There are a couple of new entries that we would encourage you to check out. First, there is a fantastic interview with Rick Hackett in our most recent entry into the “Spotlight on I-O” series, conducted by University of Calgary students Timothy Wingate and Clara Lee. If you want to read the transcript of this interview, go to <http://csiop-scpio.ca/about-us/spotlight-english/rick-hackett.html>.

Second, our new Student Representative, Sarah Bourdeau, has written a great blog entry on how to stop procrastinating and start writing, which is of interest to both academics and students in particular! If you missed Sarah’s entry and would like to check it out, go to <http://csiop-scpio.ca/students-blog/2016/11/23/five-lessons-learned-from-how-to-write-a-lot-by-paul-j.-silvia/>.

Beyond this, our web and social media presence continues to grow steadily. We have a number of exciting new entries coming up over the next couple of months, including a piece by Chelsea Willness (Associate Dean Research & Academic, Edwards School of Business, University of Saskatchewan).

Finally, once again we’d like to remind our members that CSIOP is here to help spread the word on your research. If you or your work are featured in the news, or you feel there is something our membership would benefit from reading/seeing, please let us know at editor@csiop-scpio.ca. Similarly, if you have an idea for a blog entry and would like to contribute to CSIOP, we are happy to work with you, regardless of your experience level! We look forward to hearing from you!

Student Update



*Sarah Bourdeau, B.Sc.
Université du Québec à Montréal*

La version française de cette rubrique suivra.

Hi all CSIOP students!

I hope that you had a wonderful start to 2017. As you may know, I will be stepping into the role of student representative in replacement of Jessica Garant. I first want to highlight Jessica's remarkable work during the first part of the mandate and thank her for her commitment towards CSIOP. It will be a challenge to keep up with her amazing work.

For those of you who don't know me, here is a bit about myself. I am a third-year PhD student at Université du Québec à Montréal and I work under the supervision of Nathalie Houlfort. Since I entered the program, I've had the chance to do research on various topics (i.e., passion and motivation for work, knowledge translation, etc.) and my main interest is work-life balance. Specifically, I'm interested in understanding the flexibility stigma Williams, Blair-Loy, & Berdahl, 2013: even though work-life policies are available for employees, there's report of employees not using them for fear of receiving career penalties if they do so). I'm also training to become an Industrial-Organizational (I-O) psychologist practitioner, and I am interested in career management and coaching. I'm very passionate about everything I-O psychology, and I'm looking forward the convention this summer to talk with you guys about your various projects.

In the last couple of months, I've worked with CSIOP to update the newsletter format, and wrote for the student blog. I'm very motivated to continue my involvement with CSIOP as the student representative. My main goals as your student representative will be to work on projects that will help you with your professional and academic careers, as well as to help everyone connect with each other. Keep your eyes open for more!

What's ahead?



What do You want?

As I am stepping in, I want to implement activities, projects and programs that will be suited for your needs and interests. You will therefore receive a short survey in the next couple of weeks which intends to gauge your interest in different projects for CSIOP student members.

Would you like to become the CSIOP representative for your university?

As you know, we are working hard to connect student members together. We are also trying to reach out to all I/O psychology students across the country. We want to make sure everyone's interests are represented, and that all students can benefit from CSIOP membership. To do so, we would need your help as a point of contact between students in your university and CSIOP. Please contact me if you would like to help (studentrep@csiop-scpio.ca).



2017 CPA National Convention

Next June, we will all get together in Toronto for the 2017 CPA National Convention and CPA Marketplace Trade Show. I wanted to remind you that if you are presenting your work at the convention, you can apply to the RHR Kendall Award (our annual competition to recognize outstanding papers by undergraduate and graduate CSIOP student members) and the student poster award (our annual competition to recognize outstanding posters by undergraduate and graduate CSIOP student members in the Industrial/Organizational Psychology poster session at the Canadian Psychological Association annual conference). As soon as the awards applications are open, you will receive information on how to apply. In the meantime you can visit our CSIOP's website to learn more ([RHR Kendall Award](#) and [Student Poster Award](#)).

We will also continue the tradition with the student-mentor event this year. I'm looking forward to planning the event. As we get closer to the convention, you will receive information on how to register to participate in the activity.

In the meantime, please always feel free to reach out to me if you have questions, concerns, or if you just want to connect: studentrep@csiop-scpio.ca.

I look forward connecting with all of you.

References

Williams, J. C., Blair-Loy, M., & Berdahl, J. L. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues*, 69(2), 209-234.

Bonjour à tous chers membres étudiants de la SCPIO!

J'espère que votre année 2017 a débuté en beauté. Comme vous le savez peut-être, je vais prendre place comme représentante des étudiants en remplacement de Jessica Garant. Je voudrais tout d'abord souligner le travail remarquable réalisé par Jessica pendant la première partie du mandat, et la remercier pour son engagement envers la SCPIO. Ce sera certainement un défi d'être à la hauteur de son travail !

Pour ceux qui ne me connaissent pas, je suis étudiante en troisième année au doctorat en psychologie à l'Université du Québec à Montréal sous la supervision de Nathalie Houlfort. Depuis que j'ai commencé mes études doctorales, j'ai eu la chance de faire des travaux de recherche sur différents sujets (i.e., passion et motivation pour le travail, transfert des connaissances, etc.) et mon intérêt de recherche principal est la conciliation travail-vie personne. Spécifiquement, je m'intéresse à mieux comprendre le « stigma » de la flexibilité (Williams, Blair-Loy et Berdahl, 2013 : malgré la disponibilité dispositifs de conciliation travail-vie personnelle, certains employés décident de ne pas les utiliser de peur d'être pénalisé dans leur carrière). Je poursuis également la formation pour devenir psychologue du travail, et je m'intéresse principalement à la pratique en gestion de carrière et en coaching. Je suis très passionnée par tout ce qui touche à la psychologie industrielle et organisationnelle, et j'ai hâte au congrès annuel cet été pour discuter de vos projets avec vous.



Dans les derniers mois, j'ai travaillé auprès de la SCPIO pour mettre à jour le format du bulletin d'information, et j'ai écrit pour le blogue étudiant. Je suis motivée à poursuivre mon engagement envers la SCPIO comme représentante des étudiants. Mon but principal sera de travailler sur des projets qui vous aideront dans votre développement professionnel et académique. De plus, je veux m'assurer de mettre en contact tous les membres. Gardez les yeux ouverts pour la suite !

À venir ?



Qu'est-ce que vous voulez ?

Alors que j'entame mes responsabilités, je veux mettre en place des activités, des projets et des programmes qui répondront à vos besoins et qui sauront rejoindre vos intérêts. Vous recevrez donc d'ici quelques semaines un court sondage qui vise à mieux connaître vos intérêts pour ces différents projets.

Voudriez-vous devenir représentant pour votre université auprès de la SCPIO ?

Comme vous le savez, nous travaillons fort pour aider les membres à entrer en contact. Nous tentons également de rejoindre tous les étudiants en psychologie industrielle et organisationnelle au Canada. Nous voulons nous assurer que les intérêts de tous soient représentés, et que tous les étudiants puissent bénéficier des avantages de la SCPIO. Pour ce faire,



nous aurions besoin de votre aide pour agir à titre de point de contact entre les étudiants de votre université et la SCPIO. Contactez-moi si vous seriez intéressé à nous aider (studentrep@csiop-scpio.ca).

Congrès de la SCP 2017 à Toronto

En juin prochain, nous pourrons nous rassembler à Toronto dans le cadre du congrès de la SCP 2017. Je voulais en profiter pour vous rappeler que si vous présentez vos travaux lors du congrès, vous pouvez appliquer au prix RHR-Kendall (concours annuel du meilleur article produit par des étudiants membres du baccalauréat ou des cycles supérieurs) et le prix de la meilleure affiche étudiante (concours reconnaissant les affiches exceptionnelles des membres étudiants du baccalauréat et des cycles supérieurs qui présentent lors de la session d'affiche en psychologie industrielle et organisationnelle du congrès annuel de la SCP). Vous recevrez les informations pour appliquer dès qu'il sera possible de le faire. Entre temps, vous pouvez visiter le site de la SCPIO pour en apprendre plus ([prix RHR-Kendall](#) et [prix de la meilleure affiche étudiante](#)).



Nous poursuivrons également la tradition cette année avec l'activité Étudiant-Mentor. J'ai hâte de planifier cette soirée ! Vous recevrez toutes les informations nécessaires pour vous inscrire à l'activité quand nous approcherons de la date du congrès.

Entre temps, n'hésitez pas à me joindre si vous avez des questions, des préoccupations, ou si vous voulez simplement discuter : studentrep@csiop-scpio.ca.

J'ai hâte de discuter avec vous !

Références

Williams, J. C., Blair-Loy, M., & Berdahl, J. L. (2013). Cultural schemas, social class, and the flexibility stigma. *Journal of Social Issues*, 69(2), 209-234.

The Convention Corner



Ivona Hideg, PhD
Wilfrid Laurier University

It's time to start getting ready for the annual CPA conference in Toronto! It will take place June 8-10, 2017 in the Fairmont Royal York (<http://www.fairmont.com/royal-york-toronto/>). Make sure you book your accommodation on time. This will be a busy conference and the conference hotel will probably fill up pretty fast. I would suggest checking the convention website regularly (<http://www.cpa.ca/Convention/>) for any convention-related updates such as accommodation, travel and registration. I should also note that the early-bird convention registration rate ends on April 30, 2017, so make sure you register before the end of April.

I would also suggest starting to plan your travel soon and hopefully your plans will allow for some sightseeing as there is much to do and see in Toronto. Very close to our conference hotel is probably Toronto's most famous tourist attraction – the CN Tower. Other things worth checking out are Royal Ontario Museum (ROM) – one of my favourite museums (although may not be the best option with young kids as I recently learned!), St. Lawrence Market, Casa Loma, and some kid-friendly options are Toronto Zoo and Ripley's Aquarium of Canada. For nature lovers I would suggest checking out High Park and the Toronto islands. And of course just take time to walk around and absorb the buzz of Toronto and also enjoy the food! When it comes to food Toronto is a true global village and you can pretty much find fairly authentic food from any corner of the world!

This year, probably not surprisingly given the location, we had a significant number of submissions! We had a nice range of submissions including symposia, round-tables, posters, and GIMME-5 presentations. The reviews have been done on our end and are now in CPA's hands. CPA should be announcing very soon the status of every submission, so please be on the lookout for a notification email from CPA. Given a fairly large number of submissions this year we were lucky that we had a panel of 22 reviewers. On the behalf of our section I would like to thank and acknowledge our reviewers:

Silvia Bonaccio (U of Ottawa), Winny Shen (U of Waterloo), Nicolas Roulin (U of Manitoba), Leah Hamilton (Mount Royal U), Henry Hornstein (Algoma U), Blake Jelley (UPEI), Josh Bourdage (U of Calgary), Lindie Liang (York U), Lisa Keeping (Laurier), Deb Powell (U of Guelph), Camilla Holmvall (SMU), Aaron Schat (McMaster U), Cynthia Mathieu (U du Québec à Trois-Rivières), Peter Hausdorf (U of Guelph), Kevin Kelloway (SMU), Joan Finegan (Western U), Lori Francis (SMU), Francois Chiochio (U of Ottawa), Kibeom Lee (U of Calgary), Ramona Bobocel (U of Waterloo), Tunde Ogunfowora (U of Calgary) and Brent Lyons (SFU). Our reviewers worked very hard on pretty tight schedules and timelines and I am very thankful for their dedication to CSIOP and our convention program!



As always if you have any suggestions on how to improve our convention or if you have any ideas for our program, please email me at ihideg@wlu.ca.

I wish you all happy conference planning! It will be a great conference with an exciting and stimulating program and an awesome location!

The Whole Truth and Nothing But

A Case Summary and Analysis¹

Erika Ringseis²
TransCanada



You are probably guilty of a small lie here or there... maybe dropping a few years off your birthdate or saying that something is lost in the mail (or in cyberspace) when it was actually never sent because you forgot. Maybe you have experienced the embarrassing moment of being caught in a little white lie or heaved a parental sigh as your chocolate-faced child shrugs his shoulders about where your cookie could be. Regardless of your personnel experience with fibs and falsehoods, when it comes to job applications and interviews, we generally expect that people will tell the truth. Indeed, employees have been terminated for cause when critical qualifications have been misrepresented. A recent Quebec decision, however, highlights the importance of ensuring questions are asked the right way before an assuming a lie has been told.

Case Summary

Ms. Paquette applied for a job as a patient care attendant in a retirement home. In her oral interview, the employer asked, “Do you have any medical and/or physical restrictions that would prevent you from performing certain duties associated with your employment?” Ms. Paquette said “No.”³

Fifteen years prior, however, the job applicant had been diagnosed with multiple sclerosis (MS). Symptoms would appear from time to time, and episodes would be unpredictable in timing, duration and hardship experienced. Ms. Paquette did not mention any of these facts during the interview.

At the time of the interview, Ms. Paquette was not experiencing any symptoms of her MS. Two weeks after getting hired for the job, however, she was absent from work because her symptoms had appeared.

The employer requested that the employee provide a medical certificate confirming her ability to do the job of a patient care attendant. Ms. Paquette did not provide a medical certificate and was fired for cause. The employer claimed that she had misrepresented her ability to do the job, had lied in the interview and had therefore breached trust, which is a fundamental component of the employment relationship.

The Decision

The employer referred the Quebec Human Rights tribunal to another Quebec case, upheld in the Quebec Court of Appeal, confirming that termination could be justified for failure to disclose information in an employment interview. The Tribunal, however, held that the employee had not lied and had no duty to make any further declarations.

First, Ms. Paquette did not lie because, at the time of the interview, she was fully capable of doing the job and was not experiencing any symptoms related to MS.

¹ Complete text available in French only at: *Commission des droits de la personne et des droits de la jeunesse (Paquette) v. 9208-8467 Québec inc. (Résidence Sainte-Anne)*, 2016 OCTDP 20.

² Erika Ringseis obtained her Ph.D. from Penn State in I/O Psychology before pursuing legal studies in Calgary, Alberta. She currently manages the HR Compliance & Programs team at TransCanada where she endeavors to limit the mind-blowing...but in this case cannot take the blame as any mind blowing is caused by the decision rendered by the Supreme Court of Canada.

³So that I am not accused of lying...the case is in French, so the applicant actually said, “Non.”

Secondly, Ms. Paquette did not have a duty to make any further declarations because the question was too vague. The question asks for any restrictions related to “certain duties” of the employment. This is unclear. What certain duties related to the employment?

The Tribunal therefore awarded the employee one month’s salary in lieu of notice, as well as an additional \$7,500 for damages.⁴

Conclusion

Before asking whether an employee is capable of performing essential job duties, an employer would be wise to know and enunciate exactly what are those duties. A well-written job description would avoid confusion as to what duties need to be performed by an employee and how regularly. Further, questions should be worded clearly to avoid ambiguity. Finally, consideration should be given as to which questions are appropriate for an oral interview and what should be obtained in writing, so as to have a documented record.

Thus, employers should:

1. Have clear, accurate job descriptions for all roles;
2. Consider what questions should be asked verbally and what questions are more appropriate for written response; and
3. Ensure questions are worded carefully and unambiguously.

Even a clearly-worded question in writing about an applicant’s restrictions to perform job duties, based on a complete and accurate job description, will not alleviate all legal risk associated with a failure to hire that individual. Remember that human rights law requires that employers, and prospective employers, reasonably accommodate employees, and applicants, to the point of undue hardship. Determining what accommodation would be reasonable, and what hardship would be undue, is a complicated, fact-specific legal analysis. And that is not a lie...

⁴ Of interest, the Tribunal also ordered two representatives of the employer who were involved in addressing the issue to pay the former employee \$1,500 each as punitive damages.



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