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# The Canadian Industrial & Organizational Psychologist

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## Chair's column

Lynda Zugec, M. A.  
*The Workforce Consultants*



*La version française de cette rubrique suivra.*

### **CSIOP Joins the Alliance for Organizational Psychology!**

CSIOP has formally joined the Alliance for Organizational Psychology ([AOP](#)). The Alliance, initiated by then SIOOP President, past CSIOP Chair, and ongoing CSIOP member Gary Latham, was established in 2009 by the Work and Organizational Psychology Division of the International Association for Applied Psychology ([Division 1](#)), the European Association for Work and Organizational Psychology ([EAWOP](#)), and the Society for Industrial and Organizational Psychology ([SIOOP](#)). The aim of the Alliance is to form an international alliance that would increase the visibility of I-O psychology in the public and private sectors, and be mutually beneficial to each society.



**Alliance for  
Organizational  
Psychology**

The Alliance does not seek to duplicate functions that are already done by other existing I-O psychology Associations, but instead intends to enhance, extend and facilitate exchanges among Associations and their members.

The specific purposes of the Alliance are as follows:

- a) Influence policies and practices related to the quality of work life and the effectiveness of individuals and organizations,
- b) Advocate internationally for the science and practice of organizational, industrial and work psychology,
- c) Enhance communication and collaboration among its member societies and the individuals who are members of these societies, and
- d) To do any and all acts and things necessary and expedient to accomplish any of the foregoing.

You can visit the AOP website here:

<http://www.allianceorgpsych.org/>

### Small Group Meeting Call for Proposals

One way the Alliance for Organizational Psychology seeks to achieve its mission is to fund small group meetings (SGMs) that bring together organizational psychologists across member associations to address topics that are:

1. Highly significant to our profession and/or society
2. Challenging and potentially vexing, or maybe even controversial
3. Directly or indirectly relevant to both research and practice
4. Complex, thus benefiting from a global perspective

AOP is seeking proposals for SGMs that address topics with these characteristics. These meetings would likely span 2 days, and typically have a maximum of 20-25 people (although exceptions will be considered), draw attendees from all member associations, and have clear international representation.

Proposals are due June 1<sup>st</sup>, 2017. Contact me for more details at [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com)

### *Call for Feedback on the Registration/Licensure of Industrial-Organizational Psychology*

The regulators (ASPPB Model Act and Regulations Committee) have been working on revisions to ASPPB's *Model Act for the Licensure and Registration for Psychologists*, *Model Regulations* and *Code of Conduct*. The Committee has completed its revisions and the draft documents are now out for public comment on the ASPPB website. Your feedback is critical to the regulators.

Please follow the link below to provide your comments. Note: the deadline for submitting public comments is May 8, 2017: <http://www.asppb.net/?page=ModelDocs>

If you wish to share your feedback with the CSIOP executive, we would more than welcome connecting with you. Late last year, we conducted a poll of the CSIOP membership with regard to registration/licensure. We subsequently conducted a second poll where we reached out to our I-O psychology colleagues across Canada who are not current CSIOP members, and 96% of respondents were against mandatory licensure.

Details regarding the first poll which included members of CSIOP can be found in the CSIOP newsletter and accessed on the CSIOP website here: <http://csiop-scpio.ca/resources/newletters/v34-n01-nov-2016.pdf>

Details regarding the second poll conducted with non-members were included in a subsequent CSIOP newsletter which can be accessed here: <http://csiop-scpio.ca/resources/newletters/2017/v34-n02-feb-2017.pdf.pdf>

As noted in this subsequent CSIOP newsletter, of the past CSIOP Chairs, 21 out of 22 were against mandatory licensure.

Should you require any additional information or wish to speak directly to the CSIOP executive about registration/licensure, please contact me at [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com)

### *I-O Section Representative on CPA's Task Force*

We were able to obtain an I-O Section Representative on CPA's Task Force considering the use of the title "Psychologist". Our I-O Section Representative is Patricia Rowe! Pat's presence on the Task Force will provide us with increased input and visibility among the other CPA Sections. Additionally, Blake Jelley (CSIOP Special Collaborator on Licensure) and I will also provide support to the CPA task force.



### *I-O Section Representative on CPA's Professional Affairs Committee*

Our nomination of Kevin Kelloway, CPA Past President and CSIOP Past-Chair, for the CPA Professional Affairs Committee was successful! Kevin will be a fantastic asset to CPA's team and a voice for us within the I-O Section.



### *CSIOP Member Receives Award from CPA Section on Women and Psychology (SWAP)*



Congratulations to Karen Korabik on receiving the Section on Women and Psychology (SWAP) Distinguished Member Award!!!

This award is presented annually to a SWAP member who has made distinguished, long-standing, and substantial contributions that pertain to women, gender, or related issues, in the areas of teaching, research, service, and/or practice.

The Section on Women and Psychology (SWAP) creates a community of researchers, teachers, and practitioners interested in the psychology of women and feminist psychology, to advance the status of women in psychology, to promote equity for women in general, and to educate psychologists and the public on topics relevant to women and girls:

<http://www.cpa.ca/aboutcpa/cpasections/SWAP>

### *Call for Social Media Posts*

We want to know what you are up to so that we can share it with our membership! If you have not already seen our social media postings, be sure to check them out:

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

Do you have special projects you are working on? New initiatives that you are a part of? Papers you are excited to have published? Toot your own horn and send them along to Joshua Bourdage at [editor@csiop-scpio.ca](mailto:editor@csiop-scpio.ca) so that we can include them!

### *Changes to Our Newsletter*

You may have noticed that you are receiving CSIOP's newsletter earlier than normal: you're not wrong! Typically, we have aimed to publish newsletters quarterly in February, May, August, and November. However, this places deadlines for our column-writers and newsletter editors right around some of the busiest times for conferences. So, to simplify things a bit, as of this issue, we are moving the publication dates for the newsletter to January, April, July, and October. This means you get one extra newsletter in 2017!



We are continually striving to update our newsletter to better suit the needs of the membership. If you have any suggestions on how we can further improve, please send an email to Lance Ferris: [newsletter@csiop-scpio.ca](mailto:newsletter@csiop-scpio.ca). We submitted our past November issue of the newsletter to the Canadian Psychological Association Section Newsletter Award:

<http://www.cpa.ca/aboutcpa/cpasections/award>

## Upcoming Conferences

### CPA Conference



The 2017 CPA National Convention and CPA Marketplace Trade Show is just around the corner! And, we have a great I-O psychology program planned for Toronto at the Fairmont Royal York. Read Ivona Hideg's "Conference Corner" column in this issue of the newsletter for updates and information for an update and stay tuned for additional details.



### 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/>



CPA has the pleasure of hosting the 29<sup>th</sup> Congress in Montreal, Quebec from June 26<sup>th</sup>-30<sup>th</sup>, 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".

CPA Past President, Janel Gauthier, is the current President of IAAP. Past Chair of CSIOP and ongoing 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>

### International Leadership Association

In 2019, the International Leadership Association ([www.ila-net.org](http://www.ila-net.org)) will be holding their annual global conference in Ottawa, Ontario, Canada on October 24-27 at the Shaw Centre. The call for proposals will open in October 2018.



## 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).

## 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](mailto: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](mailto: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.

## Many Thanks!!!

My term as Chair is coming to an end (insert teardrops here). Many thanks to everyone who has contributed to CSIOP over the past year and especially Silvia Bonaccio who has, and still remains willing to(!), answer my endless questions. Each effort, large or small, does a great deal in ensuring the viability of a volunteer organization and CSIOP is no different. Thank you to the entire Executive, Special Collaborators, and Volunteers for furthering our profession in Canada and recognizing the significance an organization such as CSIOP has!



### *Call for Volunteers*

We are seeking someone for the Chair-Elect position! Lisa Keeping will be our new Chair moving forward, so we seek someone motivated and enthused to occupy her previous position!

This position requires a three (3) year commitment, as the Chair-Elect becomes the Chair, and then the Past-Chair of CSIOP.

#### **Chair-Elect (one year) Responsibilities**

- Support the Chair in his/her leadership roles
- Attend the CSIOP Long-Range Planning Meeting and the CPA Convention
- Coordinate with the Military section to organize the Military-CSIOP social event
- Contribute to the newsletter, website (e.g., blogs and other content), and social media

Please send your nomination to Lynda Zugec at [lynda.zugec@theworkforceconsultants.com](mailto:lynda.zugec@theworkforceconsultants.com)

We are also seeking volunteers for a new Editor. Thank you to Josh Bourdage for bringing CSIOP onto the social media scene, highlighting the work of our membership, and keeping us updated! We hope to engage someone up to the task! This exciting role is multi-faceted and a great way to get involved with CSIOP, and takes approximately 5 hours per week. The Editor position typically gets to engage with individuals in many different roles, including students, academics, and practitioners. They also get to explore and learn about a wide variety of new topics, and can have a big impact on the profile of Canadian IO psychology.

#### **Editor Responsibilities**

- Oversight of three domains and the special collaborators who manage these: the website, social media platforms, and newsletter (as managed by the Webmaster, the Social Media Coordinator, and the Newsletter Editor)
- Strategic direction of CSIOP's external and internal communication, with the goal of enhancing CSIOP's visibility and contribution within the IO community and beyond
- Finding and working with contributors for different columns, such as our blog contributors, newsletter column contributors
- Attending the CSIOP annual executive Long Range Planning Meeting (typically in March/April) and the CPA Conference (typically in June)
- Writing a quarterly newsletter column
- Providing input on CSIOP related issues as raised by other executive members

Are you interested in serving as a volunteer with CSIOP? If so, please reach out to me directly at [Lynda.Zugec@TheWorkforceConsultants.com](mailto: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!



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### **CSIOP se joint à l'Alliance pour la psychologie organisationnelle !**

La SCPIO a officiellement rejoint l'Alliance pour la psychologie organisationnelle (*Alliance for Organizational Psychology*, AOP). L'Alliance, initiée par Gary Latham, ancien président de la Society for Industrial and Organizational Psychology (**SIO**P) ainsi qu'ancien président et membre actif de la SCPIO, a été créée en 2009 par la Division *Work and Organizational Psychology* de l'Association for Applied Psychology (**Division 1**), de l'European Association for Work and Organizational Psychology (**EAWOP**) et de **SIO**P. L'objectif de l'Alliance est de former une coalition internationale qui accroît la visibilité de la psychologie I/O dans les secteurs publics et privés et elle vise à être mutuellement bénéfique pour chaque société.



## **Alliance for Organizational Psychology**

L'Alliance ne cherche pas à dupliquer les fonctions dont sont responsables les Associations de psychologie industrielle et organisationnelle existantes, mais plutôt, de viser à améliorer, étendre et faciliter les échanges entre les Associations et leurs membres.

Les buts spécifiques de l'Alliance sont les suivants :

- a) Influencer les politiques et les pratiques liées à la qualité de la vie de travail et l'efficacité des individus et des organisations ;
- b) Militer internationalement pour la science et la pratique de la psychologie organisationnelle, industrielle et du travail ;
- c) Améliorer les communications et la collaboration parmi les Associations et leurs membres ;
- d) Faire tout acte nécessaires et opportuns pour accomplir chacun des objectifs précédents.

Vous pouvez visiter le site web de l'AOP ici :

<http://www.allianceorgpsych.org/>

### **Appel de propositions pour rencontres de groupe de taille limitée**

L'une des façons dont l'Alliance pour la psychologie organisationnelle cherche à atteindre sa mission est de financer des rencontres de groupe de taille limitée qui rassemblent des psychologues organisationnels des sociétés membres pour aborder des sujets qui sont :

1. Grandement significatifs pour notre profession et/ou notre société ;
2. Difficiles et potentiellement vexants, voire controversés ;
3. Directement ou indirectement pertinents tant pour la recherche que pour la pratique ;
4. Complexes, pouvant ainsi bénéficier d'une perspective globale.

L'Alliance recherche des propositions pour les rencontres de groupe de taille limitée qui abordent des sujets présentant ces caractéristiques. Ces rencontres se dérouleront probablement sur deux jours, auront généralement 20 à 25 participants (bien que des exceptions soient prises en compte), attireront des participants de toutes les sociétés membres et auront une représentation internationale claire.

Les propositions doivent être soumises au plus tard le 1er juin 2017. Contactez-moi pour plus de détails à [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com)

### ***Appel de rétroaction sur l'enregistrement/l'obtention d'un permis ou d'une licence obligatoire pour exercer la psychologie I/O***

Les régulateurs (ASPPB Model Act et Regulations Committee) ont travaillé sur des révisions de l'ASPPB Model Act for the Licensure and Registration for Psychologists, Model Regulations and Code of Conduct. Le comité a complété ses révisions et les premières versions des documents sont maintenant rendues publiques afin de recevoir des commentaires sur le site de l'ASPPB. Votre rétroaction est critique pour les le groupe de l'ASPPB.

Veillez suivre le lien suivant afin de soumettre vos commentaires. Veillez noter que la date limite pour soumettre un commentaire public est le 8 mai 2017.

<http://www.asppb.net/?page=ModelDocs>

Si vous souhaitez partager vos commentaires avec les membres du comité exécutif de la SCPIO, nous serions plus qu'heureux d'en discuter avec vous. Vers la fin de la dernière année, nous avons réalisé un sondage pour les membres de la SCPIO sur l'enregistrement/l'obtention d'un permis ou d'une licence obligatoire pour exercer la psychologie I/O. Nous avons ensuite réalisé un deuxième sondage afin de rejoindre nos collègues travaillant en psychologie I/O à travers le Canada, qui ne sont pas des membres actifs de la SCPIO. 96% des répondants aux deux sondages étaient contre l'enregistrement obligatoire.

Les détails sur le premier sondage réalisé auprès des membres de la SCPIO peuvent être trouvés dans le bulletin d'information, qui est accessible ici :

<http://csiop-scpio.ca/resources/newletters/v34-n01-nov-2016.pdf>

Les détails sur le deuxième sondage, réalisé auprès des non-membres peuvent être trouvés dans le bulletin d'information suivant, qui est accessible ici :

<http://csiop-scpio.ca/resources/newletters/2017/v34-n02-feb-2017.pdf.pdf>

Tel qu'indiqué dans cette dernière édition du bulletin d'information, parmi les anciens présidents de la SCPIO, 21 sur 22 étaient contre l'enregistrement obligatoire.

Si vous avez besoin d'informations additionnelles, ou si vous désirez parler directement avec les membres du comité exécutif de la SCPIO au sujet de l'enregistrement obligatoire, veuillez me contacter à [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com)

### ***Représentante I/O sur le groupe de travail de la SCP***



Nous avons été en mesure d'obtenir une représentante de la section I/O sur le groupe de travail de la SCP concernant l'utilisation du titre « Psychologue ». Notre représentante I/O est Patricia Rowe. La présence de Pat sur le groupe de travail nous donnera l'opportunité de contribuer ainsi que d'avoir de la visibilité envers les autres sections de la SCP. De plus, Blake Jelley (contributeur spécial de la SCPIO sur l'enregistrement) et moi-même allons également offrir du support au groupe de travail.

### ***Représentante I/O sur le Comité des affaires professionnelles de la SCP***

Notre nomination de Kevin Kelloway, ancien président de la SCP et de la SCPIO, pour le Comité des affaires professionnelles a été un succès ! Kevin sera un atout fantastique pour l'équipe de la SCP et saura représenter notre section.





***Une membre de la SCPIO reçoit un prix décerné par la Section sur les femmes et la psychologie (Section on Women and Psychology, SWAP)***



Félicitations à Karen Korabik pour la réception du Prix de distinction (*Distinguished Member Award*) de la Section sur les femmes et la psychologie (SWAP) !!!

Ce prix est décerné annuellement à un membre de la SWAP qui a fait des contributions distinguées, de longue date et substantielles et qui portent sur les femmes, le genre ou des questions connexes, dans les domaines de l'enseignement, de la recherche, du service et/ou de la pratique.

La section sur les femmes et la psychologie crée une communauté de chercheurs, d'enseignants et de praticiens intéressés par la psychologie de la féminité et la psychologie féministe, pour promouvoir le statut des femmes en psychologie, promouvoir l'équité pour les femmes en général et éduquer les psychologues et le public sur des sujets pertinents pour les femmes et les filles :

<http://www.cpa.ca/aboutcpa/cpasections/SWAP>

***Appel pour les publications sur les médias sociaux***

Si vous n'êtes pas encore au courant, veuillez prendre note que la SCPIO est actives sur les médias sociaux suivants :

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

Nous voulons savoir ce sur quoi vous travaillez afin de le partager avec nos membres sur les plateformes mentionnées ci-haut. Avez-vous des projets spéciaux sur lesquels vous travaillez ? Y a-t-il de nouvelles initiatives dont vous faites partie ? Y a-t-il des articles que vous êtes particulièrement fiers d'avoir publié ? Merci d'envoyer le tout à Joshua Bourdage à [editor@csiop-scpio.ca](mailto:editor@csiop-scpio.ca) afin de pouvoir les inclure.

***Changements au bulletin d'information***

Vous avez sûrement remarqué que vous recevez le bulletin de la SCPIO plus tôt qu'à l'habitude : Vous n'avez pas tort! Jusque récemment, nous visions à publier le bulletin quatre fois par année, en février, en mai, en août et en novembre. Toutefois, ceci créait des difficultés pour les contributeurs dans certaines des périodes les plus occupées en raison de conférences. Ainsi, pour simplifier les choses, à partir de cette édition, nous modifions les dates de publications pour janvier, avril, juillet et octobre. Ceci signifie que vous aurez un bulletin additionnel en 2017 !



Nous nous efforçons continuellement de mettre à jour notre bulletin pour mieux répondre aux besoins de nos membres. Si vous avez des suggestions pour améliorer le bulletin d'information, merci de communiquer avec Lance Ferris : [newsletter@csiop-scpio.ca](mailto:newsletter@csiop-scpio.ca). Nous avons récemment soumis le numéro de novembre du bulletin d'information pour le prix décerné par la SCP pour le meilleur bulletin des sections <http://www.cpa.ca/aboutcpa/cpasections/award>.

## Conférences à venir

### Conférence de la SCP

La conférence 2017 et le salon d'exposition de la SCP se tiendront très bientôt au Fairmont Royal York Hôtel de Toronto ! Nous avons un excellent programme prévu en psychologie I/O. Référez-vous au billet d'Ivona Hideg (Le Coin de La Conférence, ou le « *Conference Corner* ») pour des mises à jour et des informations additionnelles. Soyez à l'affût pour plus d'information.



### Conférence ICAP



Une fois tous les quatre ans, l'Association Internationale de Psychologie Appliquée (*International Association of Applied Psychology*, IAAP) organise un congrès mondial de psychologie appliquée qui permet de revoir les découvertes en psychologie appliquée et qui unit des milliers de psychologues à travers le monde : <http://www.icap2018.com/>. Le congrès International de psychologie appliquée (*International Congress of Applied Psychology*, ICAP) se déroulera au Canada en 2018.

Le Canada aura le plaisir d'accueillir le 29<sup>e</sup> congrès à Montréal, Québec, du 26 au 30 juin 2018. Le thème pour ICAP 2018 est Psychologie : Connecter la science aux solutions (*Psychology: Connecting Science to Solutions*). Ce congrès sera hôte du 79<sup>e</sup> congrès annuel de la SCP.

### Au sujet de IAAP



L'Association Internationale de Psychologie Appliquée (IAAP) est l'association internationale de psychologue la plus ancienne. 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'IAAP. Cette division est celle de psychologie du travail et des organisations : <http://iaapsy.org/divisions/division1>

### Association internationale du Leadership (International Leadership Association)



En 2019, l'Association internationale du leadership ([www.ila-net.org](http://www.ila-net.org)) tiendra sa conférence mondiale annuelle à Ottawa, en Ontario, au Canada, du 24 au 27 octobre au Centre Shaw. L'appel de communications sera ouvert en octobre 2018.

### *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](mailto: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 reliées à la SCPIO, veuillez les envoyer à [webmaster@csiop-scpio.ca](mailto: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 site web ([www.csiop-scpio.ca](http://www.csiop-scpio.ca)) nous permet d'entreprendre plusieurs initiatives visant à préserver notre histoire. Dans son rôle de présidente, Silvia Bonaccio 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 envoyer tout document que vous croyez d'intérêt historique à [webmaster@csiop-scpio.ca](mailto:webmaster@csiop-scpio.ca) tels que mémos, photographies, règlements administratifs, annonces, etc. Aucun article n'est trop petit s'il offre une perspective sur notre histoire. Deuxièmement, nous tentons de 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 5 de ce bulletin pour les numéros manquants. Le bulletin représente notre identité et nos préoccupations principales à des moments précis de notre histoire. Il s'agit de documents importants à conserver. Troisièmement, nous avons compilé une liste des noms et, lorsque ils sont disponibles, les titres des propositions, pour tous les 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.

### *Mille mercis !!!*

Mon mandat de présidente prend fin (insérez des larmes ici). Un grand merci à tous ceux qui ont contribué à la SCPIO au cours de la dernière année et en particulier à Silvia Bonaccio qui a répondu, et demeure toujours prête (!) à répondre, à mes questions sans fin. Chaque effort, grand ou petit, est essentiel pour assurer la viabilité d'une organisation bénévole et la SCPIO n'est pas différente. Je remercie l'ensemble du comité exécutif, les collaborateurs spéciaux et les bénévoles qui permettent de promouvoir notre profession au Canada et de reconnaître l'importance d'une organisation telle que la SCPIO!

### ***Nous cherchons des volontaires***

Nous cherchons une personne pour combler le poste de Président(e)-Élu(e) ! Lisa Keeping sera notre nouvelle présidente au courant de la prochaine année, alors nous cherchons quelqu'un de motivé et enthousiaste pour occuper sa position précédente !

Ce poste demande un engagement de trois (3) ans, puisque le/la Président(e)-Élu(e) devient Président(e), puis Ancien(ne) Président(e) de la SCPIO.

#### **Responsabilités du/de la Président(e)-Élu(e) (un an) :**

- Soutenir le président dans son rôle ;
- Participer à la réunion annuelle de planification à long terme de l'exécutif de CSIOP (généralement en mars / avril) et à la Conférence CPA (généralement en juin) ;
- Organiser l'événement social Militaire-SCPIO en collaboration avec la section militaire ;
- Contribuer au bulletin d'information, au site web (p.ex. : blogs et autre contenus) et aux médias sociaux.

Merci d'envoyer vos nominations à Lynda Zugec : [lynda.zugec@theworkforceconsultants.com](mailto:lynda.zugec@theworkforceconsultants.com)

Nous cherchons également des bénévoles pour le poste d'éditeur. Merci à Josh Bourdage d'avoir mis la SCPIO sur la scène des médias sociaux, en soulignant le travail de nos membres et en nous gardant à jour ! Nous espérons recruter quelqu'un à la hauteur de la tâche ! Ce rôle passionnant est polyvalent, est un excellent moyen de s'impliquer dans la SCPIO et requiert environ 5 heures de travail par semaine. L'Éditeur a généralement l'occasion de s'engager avec différents individus occupant de nombreux rôles, incluant des étudiants, des universitaires et des praticiens. L'éditeur a aussi la chance d'explorer et de connaître une grande variété de nouveaux sujets et d'avoir un impact important sur le profil de la psychologie I/O au Canada.

#### **Responsabilités de l'éditeur**

- S'assurer que le contenu représente les trois domaines et superviser les collaborateurs spéciaux qui gèrent : le site Web, les plateformes de médias sociaux et le bulletin d'information (gérés par le webmestre, le coordonnateur des médias sociaux et l'éditeur du bulletin d'information) ;
- S'assurer de l'orientation stratégique de la communication externe et interne de la SCPIO, dans le but d'améliorer la visibilité et la contribution de la SCPIO au sein de la communauté I/O et au-delà de celle-ci;
- Trouver et travailler avec des contributeurs pour différents billets, telles que nos contributeurs de blog et les contributeurs au bulletin d'information ;
- Participer à la réunion annuelle de planification à long terme de l'exécutif de CSIOP (généralement en mars / avril) et à la Conférence CPA (généralement en juin) ;
- Écrire un billet pour le bulletin d'information trimestriel ;
- Commenter les problématiques soulevées par la SCPIO et par les autres membres de l'exécutif.

Êtes-vous intéressé à vous porter volontaire pour la SCPIO ? Si oui, veuillez me contacter directement à [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com). Notre objectif est d'engager un nombre important de nos membres dans nos activités, d'accueillir de nouvelles opportunités pour discuter des initiatives actuelles et d'occasions pour vous impliquer.

## CSIOP Membership

Winnie Shen, PhD  
University of Waterloo



As of 15 March 17, CSIOP has a total of 229 members, which consists of 19 CPA Fellows, 3 Honorary Lifetime Members, 3 Special Affiliates, 3 Retired Members, 69 Student Members, 16 Associate Members, and 116 Full Members.

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

## CSIOP News



Lindie Liang, PhD  
York University

### General News

CSIOP member Gary Latham (Rotman School of Management, University of Toronto) was one of 16 top scholar-practitioners professionals identified and interviewed for a study on boundary-spanning professionals between academia and practice (Carton & Ungureanu, in press).

Carton, G., & Ungureanu, P. (in press). Bridging the research–practice divide: A study of scholar-practitioners' multiple role management strategies and knowledge spillovers across roles. *Journal of Management Inquiry*. doi: [10.1177/1056492617696890](https://doi.org/10.1177/1056492617696890).

CSIOP member Patricia Rowe is to serve as the I/O Section Representative in CPA's Task Force considering the use of the title "Psychologist". Congratulations, and thanks to Dr. Rowe for her service on this important task force!

Congratulations to CSIOP Past-Chair Stéphane Brutus for being profiled in Excellence Québec!

WILEY is releasing a new book this month entitled *Leading to Occupational Health and Safety: How Leaders' Behavior Impacts Organizational Safety and Well-Being*. This book is edited by CSIOP member Kevin Kelloway (along with Karina Nielsen, and Jennifer Dimoff).

Ramona Bobocel (University of Waterloo) was named a CPA fellow. Congratulations, Ramona!

CSIOP member Kevin Kelloway is to serve the editor for the *Canadian Journal of Behavioral Science*, and would like to invite high quality submissions from I-O psychologists.

Douglas Brown (University of Waterloo) is to serve the Associate Editor for *Organizational Psychology Review*.

## Practice Makes Perfect



Lynda Zugec, M. A.  
The Workforce Consultants

In this issue of “Practice Makes Perfect” we welcome David Creelman from Creelman Research (<http://www.creelmanresearch.com/bio.html>) and explore some of the reasons why it may be a challenge to increase the visibility of Industrial-Organizational Psychology and what we can do about it!

### *How can we increase the visibility of Industrial-Organizational Psychology ?*

By David Creelman

What are some of the hot topics in business these days? There are many, but two of notable interest to Industrial-Organizational (I-O) Psychology are Behavioural Economics and People Analytics. These exciting new topics have captured the imagination of business leaders. What can we learn from them?



I imagine most readers are already ahead of me on this one. There is something odd about behavioural economics; for example Richard Thaler’s popular book “*Nudge: Improving Decisions About Health, Wealth, and Happiness*” (Yale University Press, 2008) is about 10% economics and 90% psychology. So why is it “a hot new topic” rather than “even more proof of how important I-O psychology is”?

Similarly, people analytics is nothing more than making more extensive and sophisticated use of numbers in human resources—a practice that is second nature to I-O psychology. The Wharton School’s people analytics program on Coursera (<https://www.coursera.org/learn/wharton-people-analytics>) does introduce a lot of ideas about using mathematics in human resources, but it also draws heavily on well-established findings from psychology, such as research on cognitive biases. I think it’s fair to say the professors presume that anyone serious about people analytics already has a pretty good grounding in I-O psychology research. But once again, why is analytics trumpeted as the “shiny new idea” rather than “tools from I-O psychology being implemented inside organizations”?

The ‘why’ is fairly simple; I-O psychology is not good at self-promotion.

#### **Why it is hard to market I-O psychology as a ‘hot’ field?**

One of the strengths of I-O psychology is that it works hard to build on existing research and not invent new concepts unless they really add something new. This conservatism is a strength in terms of providing organizations with ever better insights into people management. However, in terms of marketing the field, that conservatism equates to a disadvantage. It is more challenging to get people excited about moderate improvements in what we already know, as opposed to something reportedly brand new.

Another strength of I-O psychology is that it quantifies the impact of interventions. For example, it won’t just say that a particular development technique increases performance; it will quantify how much performance improves. This number is often disappointing because there are so many different factors affecting performance and any one technique is unlikely to have a huge impact. This approach is great for science, but lousy for public relations.

What makes I-O psychology strong as a discipline may make it weak from a marketing perspective. Promoting I-O psychology is hard to do.

### Some steps forward

To move forward, it might be wise to recognize that, by and large, vendors and the popular press will not be great champions of I-O psychology. Their bias will be toward something seemingly new, something dramatic, something that will easily solve big problems. If we want to promote the field, I-O psychology academics and practitioners need to engage those that are outside the field more actively.

The good news is that seasoned business leaders are well-aware that most of what they read in the popular press or hear from vendors is over-hyped. Furthermore, many business leaders have advanced degrees and understand core concepts like validity and confidence intervals—you can have a conversation with them about the basics of social scientific principles and they'll get it.

A good bet for I-O psychology is to play up the current strengths of its rigour, conservatism and quantification even though this may be in contrast to the usual hype. One of the supportive trends for I-O psychology is the rise of evidence-based practice. Evidence-based practice has the advantage of being “new and shiny” (even though it is rooted in age-old scientific practice), and at the same time celebrates the kind of rigour that sits at the heart of I-O psychology. If you champion evidence-based practice, then you champion the field of psychological research.

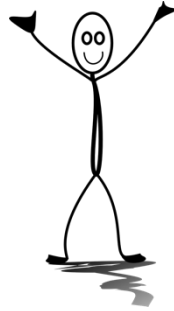
Perhaps the biggest barrier to having organizations give I-O psychology its due is that even when you are communicating to a manager that prefers hard science to hype, they still have to sell the idea internally, which puts them in a unique and challenging position. In this situation, one may need to be a little aggressive in demonstrating the weakness of alternatives, not just the strength of the scientific approach. Unfortunately, I-O psychology has to spend a good deal of time debunking bad science, even as it proceeds with promoting its own good work. A manager who is trying to sell a sound approach to specific individuals within an organization will be much better prepared to do so if they are also armed with evidence that demonstrate why competing approaches are less desirable.

One action the I-O profession can take is to invest more resources into packaging scientific findings in a way that is useful for the busy manager. A good example of how this is currently being done can be found in the Rapid Evidence Reviews prepared by the Centre for Evidence-based Management ([www.cebma.org](http://www.cebma.org)) and the work done by the folks at Science For Work (<http://scienceforwork.com/>). They put in a great deal of effort writing their evidence-based summaries in a manner that makes them immediately useful for managers.

The wide-spread interest in Behavioural Economics and People Analytics show that organizations are hungry for more scientifically grounded insights on people management. The heart of scientifically grounded people insights is I-O psychology. The discipline needs to ramp up its willingness and ability to self-promote. Modesty is a virtue, but perhaps I-O psychology has been too modest and too comfortable in its academic world. Organizations need good science, and they need someone who can help them understand just what good science looks like and how it can be used. Help spread the word and increase the visibility of I-O psychology!

Do you have ideas on how we can increase the visibility of I-O psychology? Do you have some comments, suggestions, or stories? If so, please contact me at [Lynda.Zugec@TheWorkforceConsultants.com](mailto:Lynda.Zugec@TheWorkforceConsultants.com). Perhaps we can share your thoughts in an upcoming issue of Practice Makes Perfect!

## State of the Science



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

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.

Working in a team invariably gives rise to different types of conflict within the team. Team members can come into conflict over how to approach or solve a task (i.e., *task* conflict), over who should do what and when (i.e., *process* conflict), or simply just not liking each other or otherwise having personal differences between team members (i.e., *relationship* conflict). A generally accepted maxim in the research on teams is that task conflict can be good for a team, so long as process and relationship conflict are minimal (i.e., a three-way interaction). However, evidence for such an interaction is surprisingly hard to come by.

A paper that is a joint collaboration between people at the University of Calgary and the University of Western Ontario attempts to tackle this problem using a novel analytical technique. The paper, by Tom O’Neill (Calgary), Matthew McLarnon (Western), Genevieve Hoffart (Calgary), and Hayden Woodley and Natalie Allen (Western), is currently in press at the *Journal of Management*. In their paper, O’Neill and colleagues argue that detecting three-way interactions using multiple regression – a difficult feat in general – is particularly difficult for teams research, as three-way interactions require large sample sizes that are difficult to come by when analyses are presented at the level of the team.

Rather than using moderated multiple regression, O’Neill and colleagues instead advocate for the use of latent profile analysis, which provides a team-centric approach where different profiles of the three conflict levels can be detected. A latent profile approach is similar to an interactionist approach, but without some of the power limitations associated with an interactionist approach. Using latent profile analysis, O’Neill and colleagues were able to verify the existence of what they labeled the “task conflict dominant” profile – that is, the aforementioned profile consisting of high levels of task conflict and relatively low levels of process and relationship conflict – in student teams across three different samples.

In addition to the “task conflict dominant” profile, other team profiles that emerged included the “dysfunctional conflict” profile (i.e., high levels of process and relationship conflict but low levels of task conflict), various “hybrid conflict state” profiles (where process and relationship conflict were more frequent than in the task conflict dominant profile but not as frequent as in the dysfunctional conflict profile), and finally a “low-range conflict” profile (i.e., low levels across all three types of conflict) that occurred in one sample.

In addition, O’Neill and colleagues found support for the notion that task conflict dominant profiles are optimal: task conflict dominant profile teams tended to use the most cooperative conflict management approaches, tended to have the strongest confidence in their abilities, and tended to perform best. Perhaps not surprisingly, dysfunctional conflict profile teams were the exact opposite, garnering poor performance scores as well as scoring low in team confidence and cooperative conflict management approaches.

For those interested in a new take on team conflict, the full citation for the article is as follows:

O’Neill, T. A., McLarnon, M. J. W., Hoffart, G. C., Woodley, H. J. R., & Allen, N. J. (in press). The structure and function of team conflict state profiles. *Journal of Management*.

**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](mailto:lanceferris@gmail.com) with a short (1-4 paragraphs) summary of your article, similar to the above.**



## Communication Update



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

From a Communications Perspective, things are fairly steady. Our social media presence continues to grow, with the current statistics on our various platforms demonstrating consistent growth:

- 1) Facebook: 267 followers, which represents steady growth. This is up from 165 last year and 58 in 2015. In general, posts reach 300-1200 individuals.
- 2) Twitter: 382 followers, which represents steady growth (up from 234 in 2016 and 25 in 2015).
- 3) LinkedIn: 131 members, relatively stagnant from 2016.

In short, if you have a blog post, a piece of news, or would like to share some of your research, CSIOP is an excellent forum to capitalize on.

In addition, after three years in this position, I have decided to pass the baton and will not continue in the position next year, to allow for some new ideas and energy to be infused into our various platforms. As such, we are looking for a new Editor. The job description is in the chair column (p. 6). In addition, if you have interest in the Social Media Coordinator position (considered a "special collaborator" to the executive, please email me at [editor@csiop-scpio.ca](mailto:editor@csiop-scpio.ca)).

## Student Update



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

*La version française de cette rubrique suivra.*

Hi all CSIOP students!

Spring is just around the corner, which means convention season is just ahead of us. This also means lots of networking events! Networking is a great way to meet and connect with other students and with professionals that may be of great help for your career, opening heaps of opportunities. But networking can be stressful, and can bring awkward moments (at least if you are awkward like me). Here are a couple of tips and tricks that may help you go through your next event if networking is something you struggle with.

### *Have your business cards ready*

If you don't already have some business cards, get some. It doesn't have to be complicated. The idea is to have your contact information handy and ready to give to others. You can easily find templates online to create your own. Keep it simple, and professional, and feel free to add a little personal touch.

### *Come prepared*

Chances are, if you're an introvert like me, that you're not the type that will naturally go ahead and introduce yourself to people with ease and grace. By preparing yourself in advance, and knowing what your goal is upon arriving at the event, it will already make it easier for you to jump into conversations with confidence. Ask yourself, what is it that you would love to get at the end of the event? Do you want to meet 2, 3, 5 new people? Are you looking to simply connect and start new relationships? Are you job hunting or internship hunting? No matter what your goals are,

make sure your expectations are realistic. You can also prepare yourself a short icebreaker sentence, or a question you could ask to people to engage conversation. This can be really handy if you get stressed during the event.

### *It's time to jump in*

Once you're there, the only thing left to do, is to do it. Don't be afraid to go to people, or to jump in on conversations. It's a networking event, people are expecting you to do it. Make the others feel like you care and that you respect them by asking them questions about themselves, about their work and their interests. Keep eye contact and show that you are interested. At the same time, don't be a card spammer, and don't "work the room". Trying to meet as many people as possible, and just give your card to everyone won't do you any good. You are better to aim at creating true connections with fewer people than forgetting about everyone at the end of the night.

### *React*

As soon as the event is over, it's time to react. A great way to remember everyone you talked to is to jot down a couple of notes on their business card or in your phone as soon as the conversation is over. What are they working on? What is it you have in common? Did they talk to you about their kids or a trip they have coming up? All of this information will not only help you remember everyone and avoid mixing up everyone's stories, but it can also help you remember to ask them about things that are important to them later on in your relationship. The day after or a couple of days after, the event, make sure to connect with people. You can write them an email, connect via LinkedIn or Research Gate. That's where the real relationship begins!

Are you coming to CPA National Convention next June in Toronto? Participate in our student-mentor event and practice your new networking skills!

### *2017 CPA National Convention*

Here is all of the information you need to know to prepare for CPA's National Convention.

#### **Student-Mentor Event – Save the Date!**

On **Thursday, June 8<sup>th</sup>, 2017** we will have our traditional Student-Mentor event. Save the date! This year, we will have a networking session following the mentoring event with mentors and other professionals in our field. This will be a great opportunity to meet new people, and grow your network. Keep your eyes open in the next couple of weeks for more information on the event, and on how to register.

#### **RHR Kendall Award**

Are you presenting a paper, poster or presentation at CPA this year? Then you can apply to the 2017 [RHR Kendall Award](#) and get a chance to win \$1,000. Deadline is **April 30<sup>th</sup>, 2017**. All of the information on the award and how to apply is listed here: <http://csiop-scpio.ca/awards/rhr-kendall-award.html>.



#### **Student Poster Award**

Are you presenting a poster at CPA this year? Then you are automatically entered for our annual [Student Poster Award](#), with a chance to win up to \$250! This competition recognizes outstanding posters by undergraduate and graduate CSIOP student members in the Industrial/Organizational Psychology poster session at the Canadian Psychological Association annual conference. Make sure to put in your best effort as you are preparing your poster.

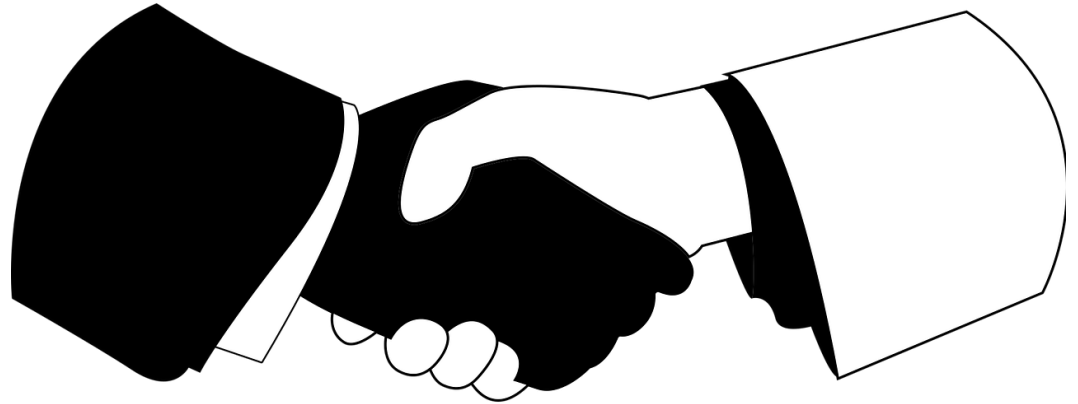
In the meantime, please always feel free to reach out to me if you have questions, concerns, or if you just want to connect: [bourdeau.sarah1@gmail.com](mailto:bourdeau.sarah1@gmail.com).

I look forward connecting with all of you.

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Bonjour tous les étudiants membres de la SCPIO !

Le printemps est à nos portes, ce qui signifie que la saison des congrès est sur le point de débiter. Cela signifie aussi beaucoup d'événements de réseautage ! Le réseautage est un excellent moyen de rencontrer et d'établir des liens avec d'autres étudiants, des professionnels et des professeurs qui peuvent être d'une grande aide pour votre carrière et qui peuvent créer de nombreuses opportunités. Mais le réseautage peut aussi être stressant et peut apporter des moments gênants, ou du moins si vous êtes gêné(e)s comme moi (!). Voici quelques conseils et astuces qui peuvent vous aider à profiter de votre prochain événement de réseautage si ce n'est pas une tâche naturelle pour vous.



### *Préparez vos cartes d'affaires*

Si vous n'avez pas encore de cartes d'affaire, préparez-en. Votre carte d'affaire n'a pas besoin d'être complexe. L'idée est d'avoir en main vos informations personnelles prêtes à être distribuées. Vous pouvez facilement trouver des modèles en ligne pour créer votre propre carte d'affaire. Gardez le tout simple et professionnel, et n'hésitez pas à ajouter une petite touche personnelle.

### *Arrivés préparé(e)s*

Si vous êtes introverti(e) comme moi, il est fort probable que vous n'êtes pas le type de personne qui va naturellement se présenter aux gens avec grâce et facilité. En vous préparant à l'avance et en sachant quel est votre objectif à la fin de l'événement, il vous sera plus facile de vous joindre aux conversations avec confiance. Demandez-vous, qu'est-ce que vous aimeriez avoir en main à la fin de l'événement ? Voulez-vous rencontrer deux, trois, cinq nouvelles personnes ? Cherchez-vous simplement à créer de nouvelles relations ? Êtes-vous à la recherche d'un emploi ou d'un stage ? Peu importe votre objectif, assurez-vous que vos attentes soient réalistes. Vous pouvez également vous préparer une courte phrase brise-glace, ou une question que vous pourriez poser afin de faciliter la conversation. Cela peut être très utile si vous avez tendance à être nerveux ou nerveuses pendant un événement.

### *C'est le moment de se lancer*

Une fois que vous êtes là, la seule chose à faire, c'est de vous lancer. N'ayez pas peur d'aller vers les gens, ou d'intégrer des conversations. C'est un événement de réseautage, les gens s'attendent à ce que vous le fassiez. Faites sentir à vos interlocuteurs que vous vous souciez réellement d'eux, en leur posant, par exemple, des questions sur eux-mêmes, sur leur travail et sur leurs intérêts. Gardez le contact visuel et démontrez que vous êtes intéressé(e). En même temps, ne soyez pas un(e) *spammeur* de carte. En essayant de rencontrer le plus grand nombre de personnes possible en distribuant votre carte d'affaire à tout le monde, vous ne pourrez pas créer de réels liens avec les gens. Vous êtes mieux de viser à créer des liens véritables avec moins de personnes que d'oublier tout le monde à la fin de la soirée.

### *Réagissez*

Dès que l'événement est terminé, il est temps de réagir. Une excellente façon de se souvenir de tous ceux à qui vous avez parlé est de prendre quelques notes sur leur carte d'affaire ou dans votre téléphone dès que la conversation est terminée. Sur quoi travaillent-ils ? Qu'est-ce que vous avez en commun ? Est-ce qu'ils vous ont parlé de leurs enfants ou d'un voyage qu'ils feront prochainement ? Toutes ces informations vous aideront non seulement à vous souvenir de tout le monde et à éviter de mélanger les histoires de chacun, mais cela peut également vous aider à vous rappeler de leur poser des questions ayant trait à des choses qui leurs sont importantes plus tard dans votre relation. Le lendemain ou quelques jours après l'événement, assurez-vous de vous connecter avec les gens. Vous pouvez leur écrire un email, vous connecter via LinkedIn ou Research Gate. C'est là que commence la vraie relation!

Est-ce que vous serez au congrès national de la SCP en juin à Toronto ? Participez à notre événement Étudiant-mentor pour pratiquer vos nouvelles compétences en réseautage !

### *Congrès de la SCP 2017 à Toronto*

Voici toutes les informations dont vous avez besoin afin de vous préparer pour le congrès de la SCP.

#### **Événement Étudiant-Mentor – Réserver votre soirée !**

Notre traditionnel événement Étudiant-Mentor aura lieu **le jeudi le 8 juin 2017**. Réservez votre soirée ! Cette année, l'activité sera suivie d'un événement de réseautage avec les mentors, et d'autres professionnels en psychologie I/O. Ce sera une excellente opportunité de rencontrer de nouvelles personnes et d'augmenter la taille de votre réseau. Soyez à l'affut dans les prochaines semaines pour plus d'informations sur l'événement et sur la procédure à suivre pour vous inscrire.

#### **Prix RHR Kendall**

Est-ce que vous présentez au congrès de la SCP cette année ? Alors vous pouvez postuler pour le [prix RHR Kendall](#) et avoir la chance de gagner 1000\$. La date limite pour soumettre vos travaux est le 30 avril 2017. Plus d'informations sur le prix et sur la procédure pour soumettre vos travaux se trouve ici : <http://csiop-scpio.ca/awards/rhr-kendall-award.html>.



#### **Prix de la meilleure affiche étudiante**

Est-ce que vous présentez une affiche au congrès de la SCP cette année ? Alors vous êtes automatiquement qualifié pour participer au concours du [prix de la meilleure affiche étudiante, qui vous permet de](#) d'avoir la chance de gagner jusqu'à 250\$ ! Ce concours reconnaît les affiches exceptionnelles présentées par les membres étudiants du baccalauréat et des cycles supérieurs lors de la session d'affiche en psychologie industrielle et organisationnelle du congrès annuel de la SCP. Assurez-vous de mettre votre meilleur effort dans la préparation de votre affiche !

Entre temps, n'hésitez pas à me contacter pour toutes questions, préoccupations ou pour simplement connecter : [bourdeau.sarah1@gmail.com](mailto:bourdeau.sarah1@gmail.com)

Au plaisir de discuter avec vous à la conférence!

## The Convention Corner



*Ivona Hideg, PhD  
Wilfrid Laurier University*

As we're coming close to an end of our winter semester I hope everyone will have more time to start planning their Toronto trip! The CPA has now emailed acceptance notifications, which hopefully will give you more motivation to start planning this exciting trip. A quick reminder: Our annual CPA conference will take place June 8-10, 2017 in Fairmont Royal York (<http://www.fairmont.com/royal-york-toronto/>). You can book your accommodations now at Fairmont Royal York – make sure you book on time as this will be a busy conference. Also, if you need to arrange a flight, consider flying with Air Canada, West Jet, or Porter, as CPA has negotiated discounted rates with them. Final reminder: Early registration rate ends on April 30, 2017, so make sure you register before the end of April.

Our program this year will consist of symposia, round-table sessions, poster presentations and GIMME-5 presentations. In addition, there will be a number of social events including our traditional Military/IO social on Friday night and also Student-Mentor social organized by our student representative. We also have some fantastic news to share about our invited speaker: Dr. Michele Gelfand from the University of Maryland will be delivering a key note address on Saturday, June 10! We are very excited that Dr. Gelfand will be joining us this year at our annual convention.

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](mailto:ihideg@wlu.ca). Wish you all happy conference planning and I'm looking forward to seeing you in Toronto in June!

Ivona

## Forget-Me-Not



### **The “Right to be Forgotten” In Personal Information**

*Kim Gold and Erika Ringseis<sup>1</sup>  
TransCanada*

Have you taken the time to Google yourself? Are you surprised by what appears? Those born pre-1990 may be saved from the embarrassment of the naked baby pictures flashing up on the screen, but other images, stories, articles and commentary from the past thirty years is available at the click of a mouse. We can delete from our own hard drives, but we cannot control electronic data from the past that continues to haunt us...or can we?

The “right to be forgotten”<sup>2</sup> is not a new concept, but has become a more significant in our technological age. Data moves at the speed of light and is accessible 24/7.<sup>3</sup> Looking up information about someone is easier than ever, but how much can we filter the information that appears on our screen? What is accurate now? People evolve and life changes but information captured in a single moment can follow someone for a lifetime.

<sup>1</sup> 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.

<sup>2</sup> Note the relationship between the right to be forgotten and a new tort in Canada, discussed in a prior article, “intrusion upon seclusion.” (See Spring 2016, “Today in Person, Tomorrow on Facebook Background and Commentary on Privacy Law in Canada and the Doe Case”).

<sup>3</sup> The writing of this article was briefly interrupted when Erika got a call from the Emergency Management team, which she answered while checking out a friend's posting on Facebook...and Kim was busy emailing a regulator about a human rights issue while tweeting about her baby's first steps...

The initial “right to be forgotten” legal ruling (C-131/12) occurred when a Spanish citizen registered a complaint with the Spanish Data Protection Agency (Agencia Espanola de Proteccion de Datos) against a Spanish newspaper, Goggle Spain and Google Inc. in 2010. The Complainant stated that an auction notice of his repossessed home published in the newspaper and subsequently searchable on Google “infringed his privacy rights because the proceedings concerning him had been fully resolved for a number of years and hence the reference to these was entirely irrelevant”.<sup>4</sup> The national court referred the case to the Court of Justice of the European Union (EU). In May of 2014 the EU Court ruled:

- “EU rules apply to search engine operators if they have a branch or a subsidiary in a Member State which promotes the selling of advertising space offered by the search engine”.
- “Search engines are controllers of personal data... can therefore not escape its responsibilities before European law when handling personal data”.
- “Individuals have the right - under certain conditions - to ask search engines to remove links with personal information about them. This applies where the information is inaccurate, inadequate, irrelevant or excessive for the purposes of the data processing”.

What this means in the EU is a company whose system controls personal data of people in the EU, even if their server is not located in the EU, must adhere to European law. And if an individual’s personal data is inaccurate, inadequate, irrelevant or excessive, the individual may be able to compel the company to remove that information. Proving inaccuracy may be intuitive, but further case law is necessary to develop an understanding of what is “inadequate, irrelevant or excessive.”

In Canada, the Personal Information Protection and Electronic Documents Act (PIPEDA) contains the privacy rights for personal information applicable in the federal jurisdiction (and in any provinces where provincial privacy legislation has not yet been enacted). Several recent Canadian cases have begun to set the precedent for Canada’s direction on the “right to be forgotten”. One of note is the case against Globe24h.com, a Romanian-based online search engine. The website enabled thousands of Canadian court and tribunal records, publically available but not easily searchable through Canadian Legal Information Institute (CanLII), to be effortlessly searched online. Many of the records contained sensitive personal information on “family law, criminal or immigration matters”<sup>5</sup>. Initially, several complaints were received by the Privacy Commissioner of Canada against Globe24h.com. In June 2015, the Commissioner issued the *PIPEDA Report of Findings #2015-002*<sup>6</sup> that ruled the website contravened PIPEDA. The Commissioner recommended “Globe24h delete from its servers the Canadian court and tribunal decisions that contain personal information and that it take the necessary steps to remove these decisions from search engine caches”.<sup>6</sup> In response Globe24h.com stated “it would not implement [the] recommendations”. Subsequently, a Canadian citizen brought a case against Globe24h.com to the Federal Court of Canada. In January 2017 the Federal Court also ruled that Globe24h.com had contravened PIPEDA. These rulings contribute to establishing Canada’s “right to be forgotten”. As information becomes more easily available, legal action will continue to play a vital role in shaping our understanding of privacy and the control of personal information.

Some of us grew up in an age where information was less accessible than it is today. Thinking back, would we really want information that does not capture us at our best, easily available on the Internet for everyone to see for all eternity? And is our perspective different from those born post-1990? Maybe the privacy backlash and diligent protection of personal information will dissipate as a generation that is more tolerant of digital sharing enters and shapes our workforce and legal concerns. In our new technological age, ownership over personal data will continue to be an important discussion and the authors look forward to sharing future cases about the right to be forgotten with you.

<sup>4</sup> *Factsheet on the “Right to be Forgotten” Ruling (C-131/12)* <online: [http://ec.europa.eu/justice/data-protection/files/factsheets/factsheet\\_data\\_protection\\_en.pdf](http://ec.europa.eu/justice/data-protection/files/factsheets/factsheet_data_protection_en.pdf)>

<sup>5</sup> *Canadians upset with Romanian website that exposes court case details*, Globe and Mail <online: <http://www.theglobeandmail.com/report-on-business/industry-news/the-law-page/canadians-upset-over-romanian-website-that-exposes-court-case-details/article22284367/>>

<sup>6</sup> Website that generates revenue by republishing Canadian court decisions and allowing them to be indexed by search engines contravened PIPEDA, *PIPEDA Report of Findings #2015-002* <online: <https://www.priv.gc.ca/en/opc-actions-and-decisions/investigations/investigations-into-businesses/2015/pipeda-2015-002/>>




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