



LE REGROUPEMENT CANADIEN DES
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COMMENTS FROM THE CHAIR

Pat Rowe
University of Waterloo

By the time you receive this newsletter the Annual Convention of CPA will be fast approaching. I hope that many of you are planning to attend this major event -- a gathering of Canadian psychologists across the spectrum of our discipline from all parts of the country. Other conferences may be larger, such as APA, more focused on I/O psychology, such as SIOP, or more related to the departments in which we work, such as

ASAC. But for those of us who wear both the maple leaf and the label of psychologist, there can be no more significant a conference.

Our program coordinator, **Derek Chapman**, with the help of his committee of reviewers, has been working diligently to provide us with an interesting program. We are extremely fortunate to have two guest speakers. The speaker invited by our section, Dr. Timothy Judge, is a well-known expert in employee attitudes, job satisfaction, and personality. A 1990 PhD from the University of Illinois in HR Management, he is now the Matherly-McKethan Eminent Scholar in the Department of Management at the University of Florida. Given the current interest in the role of personality in work behaviour, the topic of his address is especially timely: **Personality and Industrial-Organizational Psychology: From Enlightenment to Romanticism?**

Our second speaker comes to CPA thanks to the sponsorship of the Canadian Forces Leadership Institute and our colleagues in the Psychology in the Military Section. Dr. David Campbell, Senior Fellow at the Center

for Creative Leadership in Colorado Springs, is an eminent scholar not only in the field of leadership but also in career planning and assessment. He earned his PhD in 1960 from the University of Minnesota in Psychometrics. His topic is especially interesting as we struggle to find a balance between work and the rest of life:

Leadership Within the Context of Life.

In addition to these special events the program is packed with symposia, paper sessions, conversation sessions, and poster presentations on I/O topics. Just to give you a sense of the program, there are sessions on ethics in I/O psychology, personnel selection, predicting protest, reducing tension in the workplace, organizational culture, cutting edge constructs, and commitment theory. And do try to attend the section business meeting on Saturday – I promise to keep it short.

Not to be forgotten is our great social event, the joint CSIOP/Military reception. This is a wonderful opportunity to meet new colleagues and old friends. Time and place have not yet been set, but it is traditionally at a military establishment on Friday evening. Watch for notices and announcements at the meeting.

Finally, I would encourage those of you who have not yet visited our youngest province to add a couple of days to your trip and see some of the country beyond St. John's. I made my first trip to St. John's to the first CPA meeting in Newfoundland with a nine-month-old baby and a six year old (and husband, of course). We drove from Waterloo to Sydney, Nova Scotia, took the ferry to Port aux Basques and drove across the province, and despite the fact that I was seasick, it was a memorable trip. A later conference (not CPA) took me to Corner Brook and the incredible Gros Morne

National Park. This year my hope would be to get to L'Anse aux Meadows National Park, though I have yet to confirm that trip.

See you in St. John's!



Translated by Johanne Lapointe

Au moment où vous recevrez ce bulletin, le congrès annuel de la SCP sera à nos portes. J'espère que plusieurs d'entre vous planifiez d'assister à ce grand événement -- un rassemblement de psychologues canadiens qui représentent l'ensemble de notre discipline, de tous les coins du pays. D'autres congrès sont peut-être plus grands, tel que l'APA, plus spécifique à la psychologie I/O, tel que SPIO ou davantage relié à notre champ d'activité, tel que ASAC, mais, pour ceux d'entre nous qui sommes psychologues et qui portent la feuille d'érable, c'est le congrès le plus pertinent.

Avec l'aide de son comité de réviseurs, **Derek Chapman**, notre coordonnateur de programme, a travaillé avec diligence pour nous fournir un programme intéressant. Nous sommes extrêmement choyés d'accueillir deux conférenciers invités. Le conférencier invité par notre section, Dr Timothy Judge, est un expert reconnu dans le domaine des attitudes des employés, de la satisfaction au travail et de la personnalité. Reçu Ph.D. en gestion des ressources humaines de l'Université d'Illinois en 1990, il est un éminent savant Matherly-McKethan au département de Gestion de l'Université de la Floride. Étant donné l'intérêt actuel pour le rôle de la personnalité dans le comportement au travail, le sujet de sa conférence ***Personality and Industrial-Organizational***

Psychology: From Enlightenment to Romanticism? arrive à point.

Notre deuxième conférencier sera au congrès grâce à la commandite de l'Institut de leadership des forces canadiennes et à nos collègues psychologues de la section militaire. Dr David Campbell, un Fellow au *Center for Creative Leadership* à Colorado Springs, est un éminent savant non seulement dans le domaine du leadership mais aussi en planification de carrière et en évaluation. En 1960, il a obtenu son Ph.D. en psychométrie de l'Université du Minnesota. Son sujet, ***Leadership Within the Context of Life***, est opportun au moment où nous tentons de trouver un équilibre entre le travail et les autres aspects de notre vie.

En plus de ces événements spéciaux, le programme vous offre une panoplie de symposiums, de présentations et de discussions et d'affiches sur des sujets I/O. Pour vous donner un aperçu du programme, il y a des sessions sur l'éthique en psychologie I/O, la sélection de personnel, prédire la contestation, réduire la tension dans le milieu de travail, la culture organisationnelle, les construits avant-gardistes et la théorie de l'engagement. Essayez aussi, d'assister à la séance plénière de notre section, samedi - que je promets de garder courte.

N'oubliez pas notre grand événement social : la réception conjointe SCPIO/Militaire. Ceci est une merveilleuse occasion pour rencontrer de nouveaux collègues et d'anciens amis. L'endroit et l'heure n'ont pas été fixés mais, traditionnellement le tout a lieu dans un établissement militaire, le vendredi soir. Surveillez les avis et les annonces à la réunion.

Finalement, j'encourage tous ceux d'entre vous qui n'avez pas encore visité notre plus jeune province d'ajouter quelques jours à votre voyage pour voir le pays au-delà de St John. J'ai effectué mon premier voyage à St John lors du premier congrès de la SCP à Terre-Neuve, avec un bébé de neuf mois et un enfant de six ans (et mon époux, bien entendu). Nous avons conduit de Waterloo à Sydney, Nouvelle Écosse, pris le traversier vers Port aux Basques et traversé la province, malgré le mal de mer ce fut un voyage mémorable. Un autre congrès (non SCP) m'a conduit à Corner Brook et à l'incroyable parc national Gros Morne. Cette année j'espère me rendre au parc national de L'anse aux Meadows, bien qu'il me reste encore à confirmer ce voyage.

On se voit à St John !



The I/O Files: Chronicles of the paranormal in I/O Psychology
Arla Day, Ph.D., Saint Mary's University

CONFERENCE DATE REMINDERS...

- **ASAC:** June 5-8, Quebec City.
- **CPA:** June 10-12, St. John's, Newfoundland.
- **4th International Conference on Emotions & Organizational Life:** June 27-29
- **APA:** July 28 – August 1; Honolulu
- **Academy of Management:** August 6-11, New Orleans.

CONGRATULATIONS!

Blake Jelley successfully defended his dissertation at the U of Western Ontario on "Rater Personality and Performance Evaluation Leniency." His advisor was Rick Goffin. Blake has been working as an I/O

psychologist at the Ontario Police College (in Aylmer) for over a year.

Natalie Allen started as Associate Editor of the Journal of Occupational and Organizational Psychology in January.

Kate Dupré successfully defended her Ph.D. at Queen's Business School. She is now teaching in the Business school at Memorial in Saint John's.

Colleen Lucas and **Krista Uggerslev** both recently defended their Ph.D. dissertations at the U of Calgary. **Colleen's** research was on "Understanding the Influence of Organizational Culture and Group Dynamics on Organizational Change and Learning."

Krista's dissertation title was: "Rater Ability and Motivation in Frame-of-Reference Training: Implications of Rater Idiosyncrasy and Theory Agreement for Accuracy and Rater Reactions."

NEW JOB NEWS...

David Stanley has accepted a position as Assistant Professor in the I/O program at Guelph starting in July.

Tracy Hecht has accepted a position as Assistant Professor in OB/HRM at the John Molson School of Business, Concordia University, starting in June.

Thanks to **Derek Chapman**, we have a special news section from the University of Calgary:

It is early April and the I/O crew from Calgary is busy getting ready for a trip to Chicago for SIOP. We have approximately 10 faculty and students on SIOP papers this year and we hope to add to a strong Canadian contingent heading to the Windy City. This is also the time of year when we must say goodbye to students who are graduating and moving on with their careers. This year we are celebrating with three of our senior

students who are embarking on their professional careers in I/O Psychology. Congratulations are extended to **Krista Uggerslev** who has accepted a tenure track position at the Asper School of Business, University of Manitoba. We also congratulate **David Jones** who will be moving south of the border to take up a tenure track position in the School of Business at the University of Vermont. **Colleen Lucas** has accepted a position doing program evaluation work with the Alberta Cancer Society. We are very proud of our new graduates and we will all miss their enthusiasm and dedication to I/O Psychology.

We are also very sad to say goodbye to our friend and colleague, **Lorne Sulsky**, who will be taking up a position at the School of Business at Wilfrid Laurier University. Lorne has played a pivotal role in the development of our I/O program over the past 10 years and has inspired countless students to learn more about statistics and I/O Psychology. We will all miss Lorne's contribution to our program and his unwavering support of his colleagues and students.

This is also the time of year for renewal. We are anxiously awaiting the responses to our graduate student offers and hope to bring in another superb crop of students to complement our existing group. We also hope to be advertising a tenure track position soon to replenish our faculty roster. Stay tuned!

With the help of leading experts from our membership across Canada, CSIOP has prepared a position paper on I/O Psychology in Canada. This document discusses the role of I/O Psychology in enhancing the success of people and organizations and highlights some of our areas of expertise such as recruitment and selection, training and

leadership. Please have a look at the position paper, which is available at:
<http://www.ssc.uwo.ca/psychology/csiop>.

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



News From the DeGroot School of Business (McMaster)

Rick D. Hackett
Professor, HRM
Michael G. DeGroot School of Business
McMaster University

Faculty

We welcome three new tenure-track appointments to the Human Resources & Management Area of the DeGroot School of Business. Kevin received his Ph.D. from the University of Toronto, and specializes in cognitive determinants of decision-making and motivational processes. His current research interests include collective efficacy, interpersonal trust, information seeking and sharing behaviours, and team performance.

Aaron Schat joined us from the industrial-organizational psychology program of the University of Guelph. Aaron's primary research interests are in occupational health, with a focus on workplace aggression. Joining the team in July 2004, Catherine Connelly comes to us from Queen's university. Her research interests lie in non-standard work (e.g. contingent employment relationships), organizational commitment and organizational citizenship behavior.

Professor **Vishwanath Baba** (research interests in mental health/work stress), currently the Dean of the DeGroot School, becomes a full-time dedicated researcher with our group July 1, 2004, as he steps down

from his administrative responsibilities. We also welcome back **Rick Hackett**, who just completed a two-year visiting appointment at the Hong Kong University of Science and Technology. On his return, Rick was appointed Senior Canada Research Chair, sponsored by SSHRC -- one of a handful of such Chair appointments awarded to Business School faculty. Finally, congratulations to Professor Harish Jain (Employment Equity, Human Rights) who joined the rank of *professor emeritus* this past July. Harish continues to be active in teaching, research and consulting. Harish is the "Donald Gordon Chair" with the Graduate School of Business, University of Cape Town (UCT), South Africa, where he provides Employment Equity (EE) seminars and consultation to graduate students, business organizations and the government. He is also providing seminars and executive development courses at the Graduate School of Business, University of Stellenbosch (near Cape Town), and the Wits School of Business Administration, University of Witwatersrand (Johannesburg). We wish Harish a happy "retirement"

Students

Congratulations to **Debra Zinni** and **Mohammed Al-Waqfi**, the 2003 graduates of our Ph.D. program (Human Resources). Both now hold tenure-track appointments; Debra at Brock University and Mohammed at Acadia University. These graduates follow the paths of other recent graduates of our program, including **Peter Hausdorf** (1997; U. of Guelph), Janet Romaine (1999; St. Anselm College, New Hampshire), Simon Taggar (1997; Wilfrid Laurier U.), Parbudyal Singh (1998; Atkinson College, York U.) and **Laurent Lapierre** (2001, University of Ottawa). In 2003, we welcomed into our Ph.D. program three new students; Tatiana Kuzmenko (Ball State U.), Qingjuan Wang,

(Nankai University of China) and Khaldoun Ababneh (Tennessee State U.).



PRIVACY IN THE PRIVATE SECTOR
A brief introduction to the new privacy legislation
Erika Ringseis¹

Effective January 1, 2004, the Federal *Personal Information Protection and Electronic Documents Act* ("PIPEDA"), governs the collection, use and disclosure of personal information in the course of any commercial activity within a province unless the province passes legislation that is "substantially similar" to PIPEDA. In response to PIPEDA, the Alberta legislature introduced the *Personal Information Protection Act* ("PIPA"). Similar legislation with the same name was passed in British Columbia. The only other province with privacy legislation is Quebec, where privacy legislation has been in place for approximately 10 years. Other provinces will be governed by PIPEDA unless PIPEDA is challenged or the provinces introduce new legislation. The federal legislation is quite complex and may be difficult to implement, especially for small and medium businesses.

PIPA affects how businesses collect, use and disclose personal information, as well as who accesses it and when. PIPA will not only affect human resources departments and systems, but also **any commercial**

¹ Erika Ringseis has her Ph.D. in Industrial/Organizational Psychology from Penn State University and is now an associate lawyer of Fraser Milner Casgrain, LLP in Calgary, Alberta, currently on maternity leave. She practices in the areas of labour and employment law, human rights and privacy and can be reached at erika.ringseis@fmc-law.com.

transaction involving the exchange of any personal information may be subject to provisions in the legislation.

As a general rule, under PIPA in Alberta and British Columbia organizations cannot collect, use or disclose personal information without consent from the individuals affected. The consent form must clearly indicate the purpose for the collection, use or disclosure, and if an additional purpose arises in the future, consent must be re-obtained. However, information may be collected, used or disclosed without the consent of the individual in a variety of circumstance including where a reasonable person would consider that it is in the interests of the individual, and consent cannot be obtained in a timely manner.

In addition to collection, use and disclosure, PIPA addresses access to personal information. An organization has a duty to provide access to personal information and correct errors or omissions upon request. PIPA allows for disclosure to third parties – but in most cases, it does not mandate it – so organizations will have to decide when and how to allow for disclosure of information. Disclosure is required upon request by the individual to whom the information relates, to comply with court orders, or where the disclosure is required by another act. An organization also has a duty to make corrections to the information upon request of an individual, for example, an employee.

IMPLICATIONS FOR ORGANIZATIONS

An individual could present himself to your Human Resources department and request access to personal information of his that you have. Or, your organization could disclose personal information in the ordinary course of business, only to have an affected individual file a privacy complaint. Maybe your company will be involved in a merger

or acquisition, and personal information about employees needs to be exchanged.

You need to **be prepared**. Some of the critical first steps include:

- **appointing** a contact person as the “privacy officer” and supplying adequate training and resources;
- **changing** data storage and managing systems in accordance with the legislative requirements;
- **developing** a privacy policy for the collection, use and disclosure of documentation that may contain personal information;
- **creating** a system of access with appropriate checks and balances; and
- **considering** current corporate policies and making appropriate changes in light of the legislative requirements.

Some of the processes and policies required by organizations are ideal for I/O psychology expert intervention.

Organizations that fail to consider PIPA requirements may find themselves the subject of a Commissioner investigation. The Privacy Commissioner will have the power to investigate, make orders and resolve complaints if the legislation is contravened.

IMPLICATIONS FOR RESEARCHERS

In addition to opening a potential avenue for future research or organizational intervention, researchers need to consider the relevant legislation for their own work. Researchers are used to the need to obtain informed consent before collecting, using or disclosing personal information. Most privacy legislation also contains special provisions and exceptions for research collection.

However, researchers should ensure that their informed consent forms, policies and practices conform not only with the ethical requirements of their discipline, but also with the legislative requirements in their particular province. Researchers operating in Alberta, British Columbia or Quebec should review the privacy legislation in their province. Researchers in other provinces, or researchers who gather information in multiple provinces, need to consider the federal legislation PIPEDA.

CONCLUSION

As the privacy legislation is fairly new, it remains to be seen how the legislation will be applied and interpreted. What is clear, however, is that a concern for privacy is on the rise in Canada, and organizations and researchers should approach the collection, use and disclosure as well as the storage of personal information in accordance with the principles of privacy protected by the legislation.



CSIOP MEMBERSHIP COLUMN

Tracy Hecht, Ph.D.

University of Manitoba

Happy Spring! Our annual membership directory will be produced soon and we are hoping that it will be as accurate as possible. Accordingly, I’m asking all members to let me know if their “directory information” has changed since last year. Note that such information includes your addresses (regular mail and e-mail), your phone and fax numbers, when/where you received your highest degree, and your areas of interest. I can be reached by mail: Asper School of Business, 181 Freedman Crescent, Winnipeg,

MB, R3T 5V4, phone: (204) 474-9783, fax:
(204) 474-7545, or e-mail:
hechtt@ms.umanitoba.ca.

Membership News

New member **Leanna Zozula** (PhD, McGill University, 2001) has taken a position as VP at PsyMontreal. PsyMontreal specializes in personnel selection using psychometric tests.

Membership Statistics and New Members

CSIOP's membership is now at 287 (274 Full & Student members, 13 Associate members).

We welcome the following full members.

Details regarding their contact information will be included in the upcoming directory.

Sebastien Blanc: Royal Military College;
Colleen Braun;
Lorraine Breault: University of Alberta;
Pierre Brule;
Derek Chapman: University of Calgary;
Richard Davis;
Serge Desmarais: University of Guelph;
Deborah Flynn: Nipissing University;
Jacques Gouws;
Henry Hornstein;
Debra Hughes: Columbia Rehabilitation Centre;
Karen Katchen;
Lisa Keeping: Wilfrid Laurier University;
Catherine Kwantes: University of Windsor;
Denis Lapalme: OPP General Headquarters;
Mary Lee; Paulette Levesque;
Jack Muskat: Miller Dallas Inc.;
Julie Patenaude;
Dennyson Pereira;
Christian Ricard;
Mitchell Shack;
Robert Shapiro;
Lyne Thomassin: University of Quebec at Trois-Rivieres;
Pieter van den Berg;
Emily Wang Feucht;
Terri-Lee Weeks;

and **Leanna Zozula**

We welcome the following student members. Details regarding their contact information will be included in the upcoming directory.

Lynn Bradley;
Natalie Cormier;
Sarah Irwin: University of Western Ontario;
Kevin Kane: University of Waterloo;
Charlotte Karam;
Lucie Kocum: University of Ottawa;
Zehra LeRoy: University of British Columbia;
Annabel Levesque;
Charlene Lindsay;
Carla MacLean: Saint Mary's University;
Amanda Matejcek;
Paul Morganstein;
Patrick Brennan O'Neill;
Julie Pepin;
Lynn Perreault: University of Windsor;
Amanda Poole: Saint Mary's University;
Jessica Sherin: University of Guelph;
Rebecca Slan: University of Guelph;
Sonia Sobon: University of Alberta;



CPA 2004 Pre-Convention Workshop Update

Lisa Keeping, Wilfrid Laurier University
Pre-Convention Workshop Coordinator

Unfortunately, the Pre-Convention Workshop has been canceled this year due to low registration numbers. We offer workshops as a courtesy to our members and are willing to do so without making a profit. However, the costs associated with the workshop are quite substantial. Although the workshop did

generate interest, the registration revenue was simply not enough to offset the costs. Thus, the CSIOP Executive, in consultation with our presenter, decided to cancel the workshop rather than run it at a loss.

I would like to thank Dr. Richard Allon for his hard work and patience in preparation for the workshop. I would also like to thank those of you who did register and offer my apologies if the cancellation posed any inconvenience for you.

I welcome any suggestions CSIOP members have for future pre-convention workshops.

Sincerely,

Lisa Keeping
lkeeping@wlu.ca



CSIOP STUDENT NEWS

Melissa Warner
University of Guelph

This is a very busy time of year for CSIOP student members so I would like to highlight some of the opportunities available to you at this time.

First, I want to bring your attention to the upcoming R.H. Kendall Award. This award is an annual competition to recognize first authors of outstanding papers submitted to CPA by undergraduate and graduate CSIOP student members. **The winner of this award will receive a prize of \$250**, not to mention it is a great submission to your CV. Entries (full presentation; poster or oral format, accompanied by letters from the faculty members) must be received by **Friday, May 14th, 2004**. Winning papers will be announced at the Conference in St. John's.

For more details on where and how to submit your application please see the CSIOP website at:

<http://www.ssc.uwo.ca/psychology/csiop/>

Second, I want to highlight the upcoming CPA conference activities. We have an excellent workshop this year delivered by Richard Allon, Ph.D., C.Psych.. The workshop is entitled "Adapting Methodology in Clinical Psychology to the Work Setting: Cognitive-Behavioural Techniques to Improve Work Performance". The session will present both research and practical applications of clinical techniques in organizational settings. The workshop will include the application of cognitive-behavioural skills to self-management and managerial/leadership skills and practical exercises in how to develop awareness of and monitor self-talk - an excellent addition to any I/O academic or practitioners' repertoire.

Third, I have not received much feedback regarding the possibilities for the student outing this year. Again, the mentor outing is an opportunity to ask any questions you can think of relating to job prospects, a day-in-the-life kinds of questions, salary inquiries, and general questions relating to various avenues for recent grads of Canadian I/O Psychology programs. This will also give you a chance to meet other I/O Psychology students in Canada. Last year the students decided to go out afterwards and get to know other I/O students from all over Canada. It was really quite fun. Please email me at mwarner@uoguelph.ca if you have any ideas or suggestions on where you would like to go or who you would like to meet with. **I will be sending out an email in April letting you know the final details of the outing.**

Finally, I am sad to say that the end of my terms as the CSIOP student representative is quickly approaching. This position has taught

me a lot about I/O in Canada, given me an opportunity to network with Canada's finest academics and practitioners (!) and has most of all...has given me a chance to meet other I/O students across the country. I am very fortunate to have had this opportunity and I want to thank you for your feedback throughout the year.

I would like to invite you to email me nominations for next year's CSIOP student rep. The deadline for nomination submissions

is the same as for the R.H. Kendall Award: **Friday, May 14th**. Please email me your nominations or email me if you are interested in applying for the position. See you at CPA!



2002/2003 CSIOP EXECUTIVE

Dr. Pat Rowe
Chair
Department of Psychology
University of Waterloo
200 University Ave. W.
Waterloo, ON N2L 3G1
prowe@watarts.uwaterloo.ca

Dr. John Tivendell
Secretary-Treasurer
Université de Moncton
tivendj@umoncton.ca

Dr. Arla Day
Past Chair
Department of Psychology
Saint Mary's University
Halifax, NS B3H 3C3
Arla.Day@smu.ca

Melissa Warner
Student Representative
University of Guelph
Guelph, ON N1G 2W1
mwarner@uoguelph.ca

Dr. Natalie Allen
Chair-Elect
Department of Psychology
University of Western Ontario
London, ON N6A 5C2
Nallen@uwo.ca

Dr. Lisa Keeping
Workshop Coordinator
Wilfrid Laurier University
Waterloo, ON N2L 3C5
Lkeeping@wlu.ca

Dr. Tracy Hecht
Membership Coordinator
Asper School of Business
University of Manitoba
Winnipeg, MB R3T 2N2
hechtd@ms.umanitoba.ca

Sunjeev Prakash, M.Sc.
News Bulletin Editor
RCMP, HR Research and Intelligence
295 Coventry Rd.
Ottawa, ON
sunjeev.prakash@rcmp-grc.gc.ca

Dr. Derek Chapman
Program Coordinator
University of Calgary
Calgary AB T2N 1N4
dchapman@ucalgary.ca

Dr. David Zweig
Communications Coordinator
Division of Management
University of Toronto at Scarborough
1265 Military Trail
Scarborough, ON M1C 1A4
zweig@utsc.utoronto.ca

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