

Section on I/O Psychology

Memo 05

May, 1985

To: Members of the Section
From: Vic Catano, Person Chairing

1. Are You An I/O Member?

This may seem a peculiar question to ask in a Memo directed to I/O Members; however, I've become aware of some difficulties regarding our mailing list. Depending on the time of year, the number of members on the I/O mailing list may range from 90 to 140. Membership renewals are due in December, along with CPA renewals. The Section Chair receives a master list in late February/early March. This list reflects all those applications which have been received before the membership deadline and have been processed by the CPA central office; at this time, the list shows the Section's membership at its minimum. Memberships are added throughout the year with the maximum occurring in late August. Accordingly, dues are forwarded to the I/O Section Treasurer in May (1985) for renewals which have been processed by January (1985), for late renewals from the previous year (after January, 1984) and for those who joined during the previous year.

If a name is not on the March mailing list, it may be that the membership renewal has not yet been processed, or the person has decided to resign from the I/O Section. I have no way of knowing who should be receiving news about the Section and who would rather not. **My solution to this problem is to try and reach as many people as possible by sending memos to people who are listed on either the August 84 or March 85 mailing lists.** If you are not a member of the Section and are receiving the memos, please accept my apologies for the inconvenience. Drop me a note and I will remove your name from the list. If you have joined the I/O Section and are reading someone else's copy, drop me a line and I'll add your name.

2. Convention Update

By now you should have received a copy of the CPA convention program. There is a strong representation of I/O psychology and related areas at this year's meeting. I would urge everyone to review carefully the CPA Programme as many I/O related activities will be listed under other topics. For your convenience, I'd like to draw your attention to the following:

Wednesday, June 5

PRE-CONVENTION WORKSHOP. Recent Advances in Psychological Utility Theory, with Implications for Organizations in Canada.

Thursday, June 6

9:00am CORNWALLIS ROOM

POSTER SESSION. Industrial and Organizational

10:30am MARINER 5

SYMPOSIUM. Type A behaviour and coronary heart disease—Psychological implications.

11:00am HIGHLAND 9

WORKSHOP. Discan scaling: A new measurement system to assess levels of subjectively experienced states in applied research and practice.

12:30pm MARINER 4

SYMPOSIUM. Media and Mind: New research on television, home video, and video games.

2:30pm HIGHLAND 11

THEORY/REVIEWS. Social theory reviews.

2:30 pm MARINER 4

PAPER SESSION. Women and Work.

Friday, June 7

10:00am HIGHLAND 10

PAPER SESSION. Topics in industrial and organizational psychology.

11:00am PORT ROYAL C

INVITED ADDRESS. Multi-method research and the slippery social context:
Ecological inquiry in a naturally occurring field experiment.

1:00pm BOARDROOM

WORKSHOP. Toward a Canadian Code of Ethics: A progress report.

1:30pm CORNWALLIS

POSTER SESSION. Community.

2:00pm MARINER 4

SYMPOSIUM. Attitudes and behaviour in an organizational context.

7:00pm HIGHLAND 11

BUSINESS MEETING. CPA Section on Industrial/Organizational Psychology.
(Dinner will follow the Business Meeting)

Saturday, June 8

9:00am HIGHLAND 6

INVITED SYMPOSIUM. New developments in personnel testing and selection.
(Moderator: Frank L. Schmidt)

1:00pm MARINER 1 CPA SECTION ON I/O PSYCHOLOGY

1:00pm *CONVERSATION SESSION.* Ten years after: An oral history of the
I/O Section.

1:30pm *Workshop.* Using new technologies: Computer applications in I/O
Psychology.

3. Business Meeting and Dinner

Dinner. Dinner will follow the Business Meeting. We had planned on having a "lobster supper" but so did CPA (as we found out). The CPA dinner is included in the cost of Registration. We will have arrangements made for a group of about 15 at a restaurant offering a variety of foods. Details will be announced at the Business Meeting. If you haven't done so, please let me know prior to June 6 if you would like to attend.

Business Meeting. Attached to this Memo is a copy of the **Agenda** for the Business Meeting. In selecting items, I've taken into account comments from the feedback sheets that I received. I think the topics are broad enough so that almost any item can be discussed. Additionally, if you have an item of special concern it can be added to the agenda at the the time of the meeting. Also attached is a copy of the **Financial Summary** for the preceding year. We are still awaiting this year's membership dues to be forwarded by CPA; they should arrive by the time of the convention. Please bring these documents with you, as well as your copy of the **Draft By-Laws** to the Business Meeting.

4. Feedback to Memo #4

I received 17 replies to Memo #4, with 10 coming from people who had not previously responded. I'll briefly summarize those comments:

- a) Graduate Research Prize - all 17 were in favour of naming the prize with most people suggesting that the prize be named after Lorne Kendall, Pat Rowe or Ed Webster.
- b) Liason with Division 14 - Opinion on this matter appears to be evenly split between members who would like strong, formal ties to Division 14 and those who would like improved communication but at an informal level, according to need and issue.
- c) Draft By-Laws - The majority of respondents preferred that the By-Laws be adopted through a mail ballot (Mail Ballot-9, Business Meeting-5, No Opinion- 3). The following comments were made about Version 1.0:
 - In 6.01(h) its stated that the Chairperson seeks the approval of the Executive Committee for emergency actions. What happens if the approval cannot be achieved? What is to be defined as approval?
 - Not sure about 4.03. I like the rest.
 - Section "of" I/O, not "on".

There were three additional comments expressing support for the Draft.

d) Strategies for Improving I/O's Profile - Some of the suggestions included:

- Inform Provincial Associations of our initiatives; advertise in their communications. Provide TV/Radio with lists of people who can be interviewed, comment on issues, provide services etc. in each population centre.
- Continue to sponsor workshops, symposia, and invited address at the convention.
- Creating a profile by rewarding those in coordinating roles: sponsorship of workshops/seminars.
- Define needs and objectives, then establish a presence and move along from there.
- Initiate contact with Division 14; initiate contact and exchange with business.
- Members appointed to represent views to outside groups
- A French version of the memos.

(On this last point, John Tivendell has volunteered to produce some content in French for future memos. If these memos become formalized as a "newsletter", I think it essential that we have communication in both official languages)

e) Additional Comments, News, Etc. people want to hear about-

- Areas of I/O research academics are engaged in at present; Jobs: what's available, who wants any, etc., particularly at starting levels, or on a project basis/consulting assignments. Products and services that our members have available commercially.
- Autobiographical profiles of new/old/ prominent members.
- Move toward a TIP : convention news, member news, general info on I/O and new developments, etc.
- I'd like to know if there has been any contact /exchange with the business community.

- Reviews of important human rights commission or court cases (e.g., the CN case).

These are excellent suggestions. What we need to make them a success are volunteers. If you have an interest in writing a short article on any of these topics, or if you wish to be in charge of gathering information on any of the above, let me know. One person can't do it all by his or her self.

5. CPA Code of Ethics

The second draft of the CPA Code of Ethics was sent to me for comment. I wrote to Dr. Carole Sinclair, the Chair of the Ethics Committee, and told her that I did not have the benefit of advice from the membership as we would be discussing the matter at the convention. However, with that qualification I felt it important to comment on one particular clause in the second draft. Standard III.17 states:

III. In adhering to the principle of Integrity in Relationships, Psychologists would:

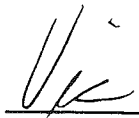
17. Avoid engaging in research which is considered secret, the results of which cannot be communicated in some accurate form to other researchers or to other interested individuals and groups.

I suggested to Dr. Sinclair that a strict interpretation of III.17 would imply that any psychologist doing proprietary research where the "owner's" permission is needed before the research can be publicly presented is acting unethically. I suggested that III.17 be replaced with the following:

17. Cooperate, as far as possible, with other researchers, interested individuals and groups through the communication, in some accurate form, of their research results.

The remainder of the Draft was a vast improvement over the first.

6. Next Memo This depends on the wish of the Membership and the new Executive, as my term as Chair comes to a close at the Convention. I would like to thank you for the support and encouragement that you've provided me. I've omitted the Feedback Sheet as I hope to see you at the Convention and to receive your feedback in person. If that is not the case, send me your comments and I'll forward them to the new Chair.



Vic Catano

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Section on I/O Psychology

Annual Business Meeting

7:00pm June 7, 1985, Highland 11

Agenda

1. Adoption of Agenda
2. Announcement of Graduate Research Award
3. Report of the Person Chairing
4. Report of the Treasurer
5. Organization and Structure of I/O Section
 - a) Draft By-Laws
 - b) Relationship to Applied Division
6. Increasing the Profile of I/O Psychology
 - a) Recruitment of members
 - b) Making other Psychologists aware of I/O
 - c) Making Canadian Industry and Business Aware of I/O
7. Serving the Needs of Members
 - a) Newsletter
8. CPA Code of Ethics
9. Liason with Division 14
10. Graduate and Undergraduate Teaching
11. A "name" for the Graduate Research Award
12. Other Business
13. Election of Officers for 1985-86.

Section on I/O Psychology

Financial Summary

May 1, 1984 - April 30, 1985

Balance on Hand, May 1, 1984 **\$1,298.93**

Income

Applied Division Rebate \$75.00

Total \$75.00 **75.00**

Expenditures

1984 CPA Convention
- Student Paper Awards \$400.00
- Advertising of Workshop 822.08

1985 CPA Convention
- Three CPA Memberships 126.00
for Invited Symposium
presenters

Bank Charges 1.62

Total \$1,349.70 **(1,349.70)**

Balance on Hand, April 30, 1985 **\$24.23**

Distribution of Balance on Hand

Chequing Account
- Bank of Montreal \$24.23