

BULLETIN

SECTION ON I/O PSYCHOLOGY

CANADIAN PSYCHOLOGICAL ASSOCIATION

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1. 1989 Convention

By now, you will have received your Convention Abstracts. You should bring it with you to the convention. I assume that there will be a schedule of events such as the business meetings and social events, but the traditional convention programme will not be given out this year. You will need the Abstracts to arrange your personal schedule.

This Bulletin contains a listing of the I/O sessions at the convention. The listing also shows a few other sessions with I/O content. The length of each session is not given in the Abstracts, and so it is not clear what conflicts exist in the I/O schedule. The agenda of the I/O business meeting is also attached, so please be sure to bring this issue of the Bulletin to the convention.

2. I/O Dinner

The traditional Section dinner will be held again this year in Halifax. Vic Catano has arranged the evening with the

Military Section. The dinner will be Friday night. To begin, the Military Section will be holding a reception, running from 17:30 to 19:00, to which I/O members have been invited. This reception will be held in the Ward Room on board the HMCS Sackville at the Maritime Museum of the Atlantic.

Dinner will begin at 19:30 in the Air Force Blue Room at the Royal Artillery Park. A full course meal will be served in a private room set aside for the members of the two Sections and their invited guests. The fixed price is an uncommonly reasonable \$12.00 per person. Wine and liquor is extra, but at similarly reasonable rates.

Because of the location, jackets and ties for men, or "equivalent" dress for women, is required. A certain number of spots have been reserved. While we might be able to increase this number, it is essential that you sign up early. There will be a notice posted in the main convention registration area.

Many thanks to Vic.

3. Kendall Award

If you have not contacted the Kendall Award committee concerning a paper that you wish to enter, please contact Natalie Allen or Marc Berwald directly or via the convention notice board.

4. 1990 Convention

Yes, it is time to begin planning the 1990 convention in Ottawa. For now, there are two items to consider. The first is the Section's nomination for the invited speakers and symposia. Attached is a questionnaire prepared by Rick Hackett. Please complete it and return it to Rick.

Second, I have proposed to Max Yalden of the CHRC that we again consider a joint activity at a CPA convention. Since the next meeting is in Ottawa, and so is the CHRC, the opportunity is upon us. The ball is in our court. Please let me know if you have an interest in this proposal.

5. Accreditation

We have received the report on accreditation of graduate programmes and internships from Eric Ellis at the University of Manitoba. There is a proposal to extend accreditation beyond clinical programmes. To this end, we have been asked to identify how the guidelines would be amended to apply to I/O education.

The Section has been asked to send a representative to a meeting during the convention to discuss these proposals. Please contact me right away if you have an interest in graduate education or internships in I/O psychology.

6. I/O Business Meeting Agenda

Following is the agenda for the I/O Section meeting, to be held at 16:00 on June 8th 1989, in the Mariner 3 room at the Convention Centre.

1. Minutes of the 1988 meeting.
 2. Report of the Chair.
 3. Report of the Secretary-Treasurer.
 4. 1990 fees.
 5. By-law changes
 6. Report of the Committee on Selection Standards.
 7. Old Business.
 8. New Business.
 9. Election of the 1990 executive.
 10. Adjournment.
- #### 7. CPA and the I/O Section

At our long range planning meeting in March, we identified four issues that we have since taken up with CPA. These were mentioned briefly in the last Bulletin. The text of the letters sent to CPA appear below. We have been notified that each has been sent to the responsible group or individual, and we hope to hear back on each shortly.

(a) Convention Planning

The I/O Section has continuing concerns about convention planning. We would like to make the convention a significant part of our members' own plans for continuing education and development. As we all know, it is no longer possible to simply wait for active I/O psychologists to submit papers to the convention, and then arrange them into a schedule. Instead, a significant amount of planning and lobbying with prominent I/O psychologists must be carried out to ensure sufficient high quality material at the convention. To this end we would like to discuss the following aspects of convention planning.

1. **Timing of Decisions.** Our Section is committed to ensuring a minimum level of I/O activity at each convention. The commitment is required to get I/O psychologists out to the convention, and to keep them in CPA. Consequently, we nominate invited speakers and symposia that we think will be of interest to our members. Obviously, we do not expect CPA or the Applied Division to support our nominations every year. In anticipation of rejection of our nominations, we are usually prepared to sponsor some alternatives on our own. The problem is that the decisions on invited speakers and symposia are generally made after the submission deadlines for general convention papers. There are at least two possible solutions:

Make earlier decisions on invited events, and

Allow Sections to "invite" events and give these events prominent billing in the convention programme.

2. **Event Formats.** Many of the events that our members have proposed do not fit cleanly into the formats around which the convention is designed. Debates seem to be the well worn example. While we usually manage to hold the event anyway by forcing it into one of the acceptable formats, a preferable solution is to judge submissions on their quality rather than their format.

3. **Contact With Sections.** This is a perennial problem that I assume will be solved with reorganization as sections become more responsible for some CPA activities. For now, we would like to discuss the need for more direct contact with CPA on convention planning. Last year, the Applied Division expressed concern over the amount of work it takes to put convention together. Many sections replied that they are quite willing to take over much of this work, but again this year there has been no change.

Of considerable concern to us this year is the fact that an invited symposium was apparently approved by programme

committee members under the mistaken impression that the I/O Section had proposed, or was otherwise sponsoring the event.

(b) Workshop Planning

One of the events to which the I/O Section is committed is a preconvention activity such as a workshop. A workshop is formally incorporated into our long term plans, and there is a person responsible for seeing that one is organized each year. The workshop raises funds for other Section activities, and provides some measure of continuing education for members.

Because of the uncertainty associated with applying each year for approval to hold a workshop, we asked CPA for some other way to deal with workshop planning. We were advised to apply for an Institute, similar to that held by SWAP. We applied, paid the fees, and did not get the Institute. We were told sometime later that it was because our activity was structured as a workshop instead of a "mini-convention".

We can think of no possible reason for such a decision. First, I/O workshops are unlikely to conflict with any others that CPA might sponsor. Ours are highly specialized events of interest only to I/O psychologists who would not often attend other types of workshops. Second, like any convention activities, it seems to us that the event should be judged on its quality and the extent to which it meets its objectives rather than the format it uses to achieve the objectives.

As you can see from our annual reports, the Section is well able to afford a workshop under its own steam. CPA is assuming no risk by approving an I/O workshop since it reserves the right to cancel if registration is too low. Consequently, we think that a new mechanism for preconvention activities should be devised. This mechanism should:

state the broad conditions under which CPA will be associated with preconvention activities

leave the decision on whether or not a Section can hold an event with the Section itself

allow the Section to decide the format to be used to achieve the objectives set for these events.

protect CPA from losses that poorly attended events would incur.

We would like to get this issue resolved in time for the 1990 convention.

(c) Public Relations

The Section has found itself more and more in a position where it must become involved in public issues. Obvious examples are employment equity, and the use of questionable employment selection procedures such as graphology, polygraphy, etc. We have become involved in the past with the CHRC and other similar organizations, and have recently replied to a newspaper article on the use of graphology in employment selection.

We note that there are also issues of a more general nature that are of interest to psychologists and the general public. A recent example is the debate between Drs. Rushton and Suzuki. This debate left the impression to some that psychologists might be in general agreement with Dr. Rushton, or at least that the main issue in the debate on race and intelligence is academic freedom.

With these points in mind, we would like clarification on:

CPA's policy on making statements on such issues

How public statements representing the views of psychologists can be made quickly in the case of issues that come up quickly in the media

CPA's views of the role of Sections in making public statements on behalf of members

The possible use of press releases and press conferences at the convention

There are suggestions that the Section become publicly involved in other ways. For example, the Section might present an annual award to employers with especially progressive or innovative human resource policies. We would also like to discuss CPA's policy on these other types of public involvement.

(d) Fund Raising

The Section on I/O Psychology is perhaps unique in its close association with industry. I/O psychologists belong to many organizations outside of CPA that themselves have close links with industry. Some of the organizations solicit and receive funding that by CPA standards is quite generous.

Over the next few years, the Section plans to look into the issue of corporate sponsorship as one means of financing its events. Aside from the obvious benefit to the Section, sponsorship can draw corporations more closely into an examination of their human resource policies from the

scientific point of view.

We assume that corporate sponsorship would represent a considerable departure from CPA's normal mode of operation, and reliance on members' dues and government funding. For this reason we would like to initiate discussions on CPA's views on the matter.

Some specific discussion points that might serve as a starting point are:

could corporate sponsorship compromise CPA's position as a scientific association

what should CPA Sections be willing to do to get corporate sponsorship

what specific types of events and activities should be sponsored

are there intolerable inequities introduced if some CPA groups have access to sponsorship and others don't.

9. Available Reports

The following documents are available on request. The list will updated from time to time

1. Section By-Laws.
2. Kendall Award Guidelines (Detailed)
3. Education Guidelines
4. Institute Guidelines
5. Draft Report of the Specialty Designation Task Force
6. Comments of the I/O Section on the Specialty Designation
7. Member Interest Survey Results
8. Membership List
9. Proposals for Graduate Programme and Internship Accreditation

10. Contacts

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Convention Programme

Wednesday, June 7th

Page	Time	Room	Type	Author	Description
---	09:00	Hyland 9	Workshop	Guion	Validity, Job Relatedness, and a Small N. (This workshop is sponsored by the I/O Section)
---	16:00	Hyland Lounge	Social	CPA	This is a reception put on by CPA for workshop participants

Thursday, June 8th

Page	Time	Room	Type	Author	Description
210	08:30	Cornwallis	Posters	Various	See posters 43, 47, 52, and 61 on stress
237	10:00	Port Royal C	Address	Olsen	Presidential Address: Making Up Your Mind
238	12:00	Mariner 5	Symposium	Schultz	Spatial Performance (7 presentations)
248	12:00	Cornwallis	Posters	Various	See posters 36 on pay equity, 43 on entrepreneurs, and 53 on unemployment
270	13:00	Mariner 3	Paper	Howes	Treatment of Injured Workers With Post-Traumatic Stress Disorder (This is part of a symposium on cognitive therapy.
273	13:00	Highland 11	Symposium	Kahn	Women's Career Development (3 presentations)
284	14:30	Cornwallis	Posters	Various	See posters 40, 42, 48, 49, 51, 53, and 55 on women and work, 60, 61, 78 and 79 on burnout and related issues
---	16:00	Mariner 3	Business Mtg	I/O Section	Annual Business Meeting of the I/O Section
---	18:30	TBA	Gala	CPA	Gala Celebration for CPA's anniversary

Friday, June 9th

Page	Time	Room	Type	Author	Description
319	08:30	Highland 7	Conversation	Dunnette	Managerial and Executive Effectiveness: A Research Agenda for the Nineties (This session is sponsored by the I/O Section)
321	08:30	Cornwallis	Posters	Various	See poster 33 on motivation and 36 on stress
---	09:00	Mariner 1	Business	CPA	Committee on Sections
347	09:30	Mariner 2	Paper	Flynn	A Screening Tool for Early Identification of Return to Work Difficulties (part of a symposium on cardiovascular disease)

Friday, June 9th (continued)

Page	Time	Room	Type	Author	Description
351	10:30	Highland 10	Theory Review	Drapeau	Modele Pour L'Étude de L'Absentéisme Dans la Fonction Publique
357	11:00	Highland 6	Papers	Various	5 papers on applications of I/O in the military (Catano, Crooks, Lamerson, Flynn, Spinner)
359	11:00	Cornwallis	Posters	Various	See posters 7 through 24 on a variety of I/O topics, 36 on testing, 71 on decision making, and 76 on validation
385	11:30	Highland 10	Theory	Touyer	La Problematique, du Vieillessement du Personnel de la Fonction
389	13:00	Mariner 2	Symposium	Barling	Organizational Behaviour and Industrial Relations (6 presentations) (this symposium is sponsored by the I/O Section)
396	13:30	Cornwallis	Posters	Hameluck	See poster 27 on human factors
421	14:00	Highland 10	Symposium	Walker	The Research Mandate at the Canadian Police College. 4 presentations on I/O and related work at the college
424	14:30	Highland 7	Symposium	Leiter	Perspectives on the Development of Burnout and Job Stress (7 presentations)
432	15:30	Mariner 2	Symposium	Janz	Improving Interview Validity and Legal Defensibility Through Structuring (3 presentations)
---	16:30	Unlisted	Business	CPA	Annual General Meeting of CPA
---	17:30				I/O and Military Section reception and dinner (see Bulletin text)

Saturday, June 10th

Page	Time	Room	Type	Author	Description
435	08:00	Mariner 4	Symposium	Skinner	Adaption-Innovation: Theory and Research (8 presentations)
444		Unlisted Unlisted	Posters	Mikhail	See poster 6 on stress
481	11:00	Mariner 3	Workshop	Kahill	Workshop: Coping With Professional Burnout
497	14:00	Mariner 2	Symposium	Latham	Important Contributions of I/O Psychology to Real Organizations (5 presentations by Campbell (Minnesota), Chadwick-Jones (St. Mary's), Arnold (Toronto), Oeltjen (Bell), and Latham (Washington)) (this is the I/O Section's Saturday afternoon programme)
---	15:30	Atrium	Reception	CPA	Closing reception