

BULLETIN

SECTION ON I/O PSYCHOLOGY

CANADIAN PSYCHOLOGICAL ASSOCIATION

Volume 6, Number 2 (January, 1990)

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1. From the Chair

In the last Bulletin, the priorities for this year's executive committee were outlined. The progress along these fronts is detailed in the issue. As I write this newsletter, however, one event overshadows most concerns I have about professional matters and forces me to think hard about our role in society at large. The brutal murder of 14 women at the Université de Montréal shocked us all. It was particularly salient for those of us who live in Montréal. I think we would all like to believe that we live in a environment in which these events cannot happen. When they happen at home, they become a bitter reminder

that the world is not what it should be.

I would like to commend the act of psychologists at the Université de Montréal for immediately offering free psychological services for survivors.

As an I/O psychologist, I feel we have some work to do in promoting social changes highlighted by this issue and I feel that the Section should take a role in this process. Although our specialization does not give us special qualifications to allow us to comment professionally on mass murders and expressions of hatred of specific groups, many of the issues we deal with as I/O psychologists are directly related to social changes.

As a group, we have the expertise to contribute to the social changes by helping to enact policies such as employment equity, integration of designated groups to the work place, fairness in access to gainful employment by all members in society, and the right to safe working conditions, to name a few. To this end, the section executive is planning a strategy to represent I/O psychologists to the community at large.

2. Representation of Industrial/Organizational Psychology to the Community at Large

In the last few years, the Section has concentrated its efforts on ensuring that the annual convention programme met the professional needs and interests of Section members and on

representing members' interests to CPA. We have had considerable success in these areas and will continue to pursue these activities with as much energy in the future.

After some discussion among the Executive, we feel that the Section should now concentrate on representing the field to the community at large. There are two basic things we can do : 1) Offer our expertise to establishments whose role is the development and implementation of social policy, and; 2) Publicly state our positions on matters about which we have expert knowledge to whomever we think should know.

Offering Expertise

The first step in making sure we have an impact in the areas in which we feel we can contribute is to ensure that the people who have the responsibility to develop and implement policies in such areas know who we are and what we can do. One of the organizations most influential in bringing social changes to the work place is the Canadian Human Rights Commission (CHRC).

We have, on one previous occasion, provided the CHRC with a list of our members along with their stated interests/specialty areas. The list has been used occasionally by the CHRC when expert advice on specific topics was needed. I believe these contacts with the CHRC should be maintained.

We will, consequently, provide the CHRC with an updated list of members with expertise in areas which are important to the Commission. If you have expertise in an area which could be useful to the Human Rights Commission and would like your name to be submitted as a person who can be approached for professional advice,

please complete the form attached to this issue and return it to the Chair by February 15th.. We will be compiling a list by topic area and will submit it to the CHRC in the next few months. The list will also be available to Section members upon request.

Stating our Positions Publicly

A second aspect of representation is that of publicly stating our positions on issues about which we have expertise. The purpose of this is to ensure that people outside our own profession become aware of our expertise and what we stand for. There are many things we could do such as an editorial letter campaign, input to public hearings, publishing an annual list of 10 best/worst Canadian companies in human resources management, etc.

We will be discussing this item at the long range planning meeting of the executive next month. If you have any ideas you would like to contribute, please don't hesitate to contact me (Marc Berwald).

3. Nominations for the I/O Executive

Our by-laws provide for mail-in nominations (and election, if appropriate) for the Section executive. We are currently accepting nominations for the positions of Chair-elect, Secretary-Treasurer, and Program Coordinator for the June 1990 - 1991 year. Nominees and nominators must be members of the I/O Section. Please forward nominations in writing to Marc Berwald, stating your name, the name of the nominee, and the position the person is being nominated for.

4. Ottawa Convention (1990) Update.

Rick Hackett has been coordinating the organization of the convention program and has been able to put together a fantastic array of events. There are a few changes since the last issue, so read on. **Ron Asch** (University of Kansas) will facilitate the pre-convention workshop on performing legally defensible job analyses. **Richard Campbell** of New York University will be the Applied Division's invited speaker and will address the role of psychologists in enhancing productivity in work organizations. **Henry Mintzberg** (McGill) has accepted our invitation to organize a symposium on managerial leadership.

Vic Catano will be putting together the Saturday afternoon program around the topic of the impact of specialty designation for I/O psychologists. **Paul Thayer** of North Carolina State University at Raleigh, who has been involved in the issue of specialty designation in the US, will be on hand to comment on our direction. **Steve Cronshaw** of the University of Guelph has organized a symposium on Job Analysis and Human Rights which will feature **Max Yalden** (Chairman of the Canadian Human Rights Commission) as a discussant.

A partial listing of other symposia submitted to the program include: Work-family stressors and self-management (**Michael Leiter**); The new partnership: Men and women in organizations (**Nina Colwill**); Changing values of work and family dynamics (**Loren Falkenberg**); Canadian graduate student research (**François Héon**); Strategic aspects of human resource management (**Shimon Dolan**). On behalf of the Section, I want to thank all members who have been actively working on organizing and submitting papers for the program for helping to

make it a worthwhile event for all Section members.

5. Kendall Award Nominations

Each year, the Section presents an award for the best **industrial/organizational psychology paper/poster presented by a graduate student at the Annual Convention**. This year, Terri Prociuk of RMC will be chairing the adjudication committee and is now accepting submissions for the award. Any work in industrial/organizational psychology performed by a graduate student which has been submitted to this year's annual convention may be nominated. Only papers accepted to the Convention program will be eligible. Anyone may nominate a paper for the award and self-nominations are the norm. If you are nominating someone else's paper for the award, we ask that you obtain the student's consent so as to preserve their right to choose whether or not they will participate in the competition.

If you would like a paper you have submitted to CPA to be considered for the award or would like to nominate someone else's work, please complete the form attached and return it to Terry Prociuk by March 1.

6. CPA Reorganization

Following requests from CPA, we have commented on some aspects of reorganization and offered our assistance in developing guidelines for Section By-laws.

Sections are being asked to provide nominations for the board of directors. Under the new organization, six of the 12 members of the board of directors will be nominated by the Committee on Sections. We have nominated Vic Catano and Gary Latham to represent scientist/practitioners on the Board.

The list of nominations will be reviewed by the Nomination Committee this year. On that point, we feel that the Nomination Committee has too much involvement in the selection of nominees, since they are also responsible for selecting nominations for the other six positions from the membership at large. In order to assure proper representation from Sections, the Committee on Sections should have the complete responsibility to put forth nominations. Although we would like the process improved in the future, the changes this year have been positive and in a direction consistent with the policy of giving the sections more responsibility and we have gladly participated in the nomination process.

CPA is also considering a fee for Section members to cover the expenses of central office in providing the Sections with services. These include taking registration and collecting section dues, compiling a list of section members and handling registration for the pre-convention workshops. Our Section, among others, has suggested that a flat fee is a better solution than the originally proposed formula which would have seen members charged a percentage of Section dues. We should have a decision by the time the next issue of the Bulletin goes out.

7. Accreditation of I/O Programs

CPA is considering extending the accreditation of education programmes to areas other than Clinical psychology. The present make-up and structure of the Accreditation Panel does not seem to be suited to the development of criteria for new areas, especially if they are quite different from the traditional clinical mold. We have expressed this concern to the Panel and to CPA through the Committee on Sections and

expect a debate on the issue to begin soon.

The more important question at this point is whether we should pursue this matter any further. Before we spend a lot of time and effort developing and accreditation process with CPA, we would like to know if members think this a worthwhile endeavour. If you feel strongly one way or another about this issue or if you would like to find out more please let me know (Marc Berwald). I think that people in academic settings, who would be most affected by such a process, should definitely let their views be known.

8. Getting involved

We welcome comments or suggestions concerning any issue brought up in the *Bulletin*. In addition, if there are any issues which concern you as an I/O psychologist and which you think the Section should be dealing with, please let us know. Most of all, we have a lot of work to do this year. If you have interest and/or expertise in any of the issues discussed and are willing to contribute, please call Marc Berwald.

9. Reports Available (contact Secretary-Treasurer):

1. Section By-Laws
2. Kendall Award Guidelines
3. Training & Education Guidelines
4. Institute Guidelines
5. Draft report of the Specialty Designation Task Force.
6. Membership List

10. Contacts:

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Identification of Expertise in Industrial/Organizational Psychology

If you would like to be included on the list of names of psychologists which the Section will be providing the Canadian Human Rights Commission, please complete the questionnaire on the following page. The form asks you to identify areas of expertise, meaning areas about which you believe you are qualified to provide a professional opinion as a behavioural scientist.

We will be supplying a list of names as well as the specific areas each person has identified to the Canadian Human Rights Commission. The list will also be available to members of the Section.

Return the completed form, by February 15th, 1990, to :

Marc C.A. Berwald
Chair, Section on I/O Psychology
1050 côte du Beaver Hall, bureau 515
Montréal, Québec
H2Z 1S3

Identification of Expertise in Industrial/Organizational Psychology

Below are a list of topics. If you have competencies or expertise in any of these areas which you would like identified to the Canadian Human Rights Commission, please indicate it by placing a check beside the appropriate statement.

Name : _____

Occupation : _____

Signature : _____

Date : _____

- | | |
|---|---|
| <input type="checkbox"/> 1. Employee selection and selection testing | <input type="checkbox"/> 14. Organizational effectiveness and productivity |
| <input type="checkbox"/> 2. Performance appraisal and performance management | <input type="checkbox"/> 15. Work place automation |
| <input type="checkbox"/> 3. Job analysis and work flow analysis | <input type="checkbox"/> 16. Industrial/labour relations |
| <input type="checkbox"/> 4. Analysis of knowledge, skills, and abilities | <input type="checkbox"/> 17. Health & safety and accident prevention |
| <input type="checkbox"/> 5. Individual assessment (Selection interviewing, test interpretation, assessment centers) | <input type="checkbox"/> 18. Compensation, incentives systems and benefits |
| <input type="checkbox"/> 6. Job evaluation | <input type="checkbox"/> 19. Training |
| <input type="checkbox"/> 7. Employment equity | <input type="checkbox"/> 20. Career planning |
| <input type="checkbox"/> 8. Integration of minorities and designated groups to the work place | <input type="checkbox"/> 21. Employee counselling (Career, relocation, vocational preferences, etc) |
| <input type="checkbox"/> Women | <input type="checkbox"/> 22. Organizational theory, analysis and design |
| <input type="checkbox"/> Visible minorities | <input type="checkbox"/> 23. Organizational development (Team building, conflict resolution, etc) |
| <input type="checkbox"/> Native people | <input type="checkbox"/> 24. Research methods and design, statistical analysis, psychometrics |
| <input type="checkbox"/> Disabled persons | <input type="checkbox"/> 25. Survey research (questionnaire design, employee surveys, opinion surveys, etc) |
| <input type="checkbox"/> 9. Human resources planning | <input type="checkbox"/> 26. Program evaluation, impact assessment |
| <input type="checkbox"/> 10. Work and occupational stress | |
| <input type="checkbox"/> 11. Employee well-being | |
| <input type="checkbox"/> 12. Absenteeism and turnover | |
| <input type="checkbox"/> 13. Employee motivation, employee attitudes, work satisfaction | |

Kendall Award

Submission Form

The Kendall Award is presented each year to a graduate student to recognize excellence in a paper/poster presented at the Annual CPA convention. It is awarded by a committee based on predetermined criteria. The student must have been principal investigator and must be first author on the paper. Criteria used by the adjudication committee are available from the Section.

Please submit the following paper for the Kendall Award : (Please type or print)

Author(s) : _____

Title (as submitted to CPA) :

Type of work : Paper Presentation
 Poster
 Theory/Review
 Other

Source of Nomination :

Self
 Other

If you are nominating someone else's paper, please ensure that the first author gives his or her consent to the nomination and please provide your name :

Please send completed

submissions by **March 1** to:

T. Prociuk
Department of Military Leadership and
Management
Royal Military College of Canada
Kingston, Ontario
K7K 5L0