

BULLETIN

SECTION ON I/O PSYCHOLOGY

CANADIAN PSYCHOLOGICAL ASSOCIATION

1991 Convention Issue

Vol. 7, No. 4 (May, 1991)

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Chair's Report

1. Greetings from the Chair

This is the last issue of the *Bulletin* I will be publishing for my term as Section Chair ends with the Convention in Calgary. I thank you for the opportunity to represent the interests of the Section during the last year. It has been a rewarding and challenging developmental experience for me at a rather hectic time in my life,

coinciding with a job change, a move from Montreal to Hamilton, and the birth of our second child.

The Section has continued to function quite effectively and efficiently in representing I/O psychology in Canada. However, I believe that if we are to continue to prosper as a Section we need to concern ourselves with long-term objectives to a greater degree and to expand our sphere of influence. There are several areas that I think are central to the future of the Section.

First, we need to foster much more involvement from that segment of the I/O community in Canada which does not belong to CPA. One way we can accomplish this goal is to promote associate membership for individuals who are not interested in becoming CPA members but who are interested in I/O psychology. Current CPA by-laws permit such an arrangement.

Second, given the long-term projected ramifications of Free Trade, European union, and Pacific Rim coalitions, we can not maintain our Section in isolation from the global community of I/O psychology. Many of our Section members do work abroad and increasingly foreign I/O psychologists compete for work in Canada. In light of increasing globalization we need to develop formal relationships with other

I/O psychology communities outside Canada. We have started working on such a relationship in our discussions with SIOP in the U.S.A. (In fact, I believe that the availability of direct SIOP membership to our Section members will be an additional incentive for non-CPA members to join our Section). We should not only continue to pursue closer ties with SIOP but also with I/O psychologists in Europe, Australia/New Zealand, and elsewhere.

Finally, we need to actively involve more of the I/O Section membership in Section activities. We need to revitalize the Section with a constant infusion of new talent on the executive while maintaining continuity of purpose and direction. Such a goal requires more involvement from new Section members as well as continuing involvement and/or reinvolvement on the part of members who have served the Section in the past. We all have busy schedules that don't seem to allow for even one more activity or involvement but I challenge you to try to make the time to contribute to the Section - even if only in some small way.

I would like to take this opportunity to thank the members of this year's executive: Marc Berwald, June Fukushima, Rick Hackett, Michael Leiter, and Suzanne Simpson as well as Loren Falkenberg and Michael McCarrey for the excellent work they did on behalf of the Section. They are a really special group of people and I have very much enjoyed working with them. Thanks to them, we can look forward to an exciting and eventful Convention in Calgary.

The members of the Section executive have also concerned themselves with the long-term growth and development of the Section and have explored a number of possibilities,

including the development of closer ties with SIOP and ways of reaching and involving a greater proportion of the Canadian I/O Psychology community. They have worked hard and deserve our gratitude. Special thanks are due to Michael McCarrey for his fund-raising efforts. He was successful in obtaining external funding for the Section from RHR International and, most recently, a \$250 pledge from publishers Maxwell MacMillan Canada. We leave it to next year's executive to continue the good work.

2. Convention Update

With the exception of a few changes in our Saturday afternoon session, the Convention program is on track. I had hoped to attach a detailed program of I/O Section events at the Convention but at time of mailing have not yet received the Convention program from CPA. I have attached a condensed program which, unfortunately, does not identify the individual papers and posters which will be offered at each of the sessions. Because I obtained the information used in constructing the program over the telephone, I cannot vouch for the accuracy of the titles, poster numbers, or page numbers provided. I apologize to anyone who may have been inadvertently omitted.

3. Kendall Award

The Kendall Award for excellence in student research is given every year to a student presenting a paper at the Convention. This year, Durhane Wong-Rieger will be chairing the adjudication committee. The name of this year's recipient will be announced at the start of the Section program on Saturday, June 15, at 1:00 p.m. in the Glengarry

room.

4. Business Meeting

The I/O Section Annual Business Meeting will be held on Thursday, June 13, from 5 - 6 p.m. in the Glenngary room (following the Military Section Business Meeting). The Agenda for the meeting is attached. Copies of the Secretary-Treasurer's Report and Minutes of last Year's meeting will be distributed at the Business Meeting.

It is at the Business Meeting that we elect the new Section Executive, set major directions, look over finances, propose by-law changes, etc. Please attend the meeting if you wish to have a voice in Section activities.

5. Nominations for the I/O Executive

Elections of the new I/O Executive will be held at the Business Meeting on Thursday, June 13. Any member of the Section in good standing may be nominated. The positions open are Chair-elect, Secretary-Treasurer, and Program Coordinator. Please speak with Willi Wiesner before the meeting should you wish to nominate someone for one of these positions. The nominations process will be open until it is announced closed at the Business Meeting but an opportunity for last minute nominations will be provided at the meeting.

Also, please contact Willi Wiesner or one of the members of the Section executive if you are interested in becoming more involved in the Section but are not interested in one of the positions identified above. There is all kinds of work to be done and we welcome

your contributions.

6. Contacts:

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*I/O Psychology Events at the
1991 Annual CPA Convention*

Wednesday, June 12

9:00 - 5:00

Workshop: Creating High Performance Workteams. Richard Guzzo

Thursday, June 13

11:00 - 1:00

Poster Session A (Exhibition Hall B), CP, p. 217 & 225
#51, #71, #72, #74

12:00 - 1:30 (Tentative)

Technology Lunch. *Sponsored by Drake Performance Technologies.* Details concerning location will be provided at the Convention.

2:00 - 3:00

Integrated Papers I. *Job Satisfaction* (Angus Room), CP, p. 234.

3:00 - 4:00

Integrated Papers II. *Job Alternatives* (Angus Room), CP, pp. 235-236.

5:00 - 6:00

I/O Section Business Meeting (Glengarry Room)
Please bring copy of *Bulletin 7*(4).

Friday, June 14

9:00 - 11:30

Richard Hardy McLeod Room 9:00-11:30

Symposium. *Human Rights and Military Forces* (Stephen Room), CP, p. 269.

11:00 - 12:30

Symposium. *I/O Psychology Student Symposium*, Vic Catano (Discussant), Glencoe Room, CP, pp. 303-304.

11:30 - 1:00

Integrated Papers. *Selection in the Military* (Stephen Room), CP, pp. 332-334.

12:30 - 1:00

Theory Review. *Occupational Stress* (Glenmore Room), CP, p. 335.

Friday (cont'd)

1:00 - 1:30

Invited Address: *Research on organizational commitment processes: After twenty years is anyone still committed?* **Richard Mowday** (U. of Oregon). Angus Room, CP, p. 361.

1:00 - 2:30

Poster Session E (Exhibition Hall B), CP, p. 343.
#1, #3, #4, #6, #16, #25, #34

3:00 - 4:30

Poster Session F (Exhibition Hall B), CP, p. 370.
#17, #44, #45, #46, #47, #48, #49, #50, #51, #52,
#53, #54, #55, #56, #57, #58, #59, #60, #61, #62

6:00 - ? pm

Social Evening: *Joint I/O and Military Section Dinner and Social Evening.* Tentatively planned at the Chamber of Commerce (close to the Hotel). Details will be posted along with a sign-up sheet near the registration area. We suggest you sign up as soon as possible as space will be limited and this event tends to be quite popular.

Saturday, June 15

9:00 - 10:30

Symposium. *Career Counselling* (Stephen Room), CP, p. 395.

9:00 - 10:30

Poster Session G (Exhibition Hall B), CP, p. 397.
#2, #30

10:00 - 12:00

Symposium. *Native Rights and Military Forces* (Glengarry Room), CP, p. 423.

1:00 - 3:00

I/O Section Program. *Industrial and Organizational Psychology: A Global Perspective* (Glengarry Room), CP, p. 437.

3:00 - 5:00

Invited Symposium. *New Directions in Career Research and Career Management,* **Craig Pinder** (UBC), CP, p. 438.

**1992 Convention Planning Questionnaire
Themes for Section Events**

While you may be making final arrangements for the Calgary Convention, planning for the 1992 convention in Quebec has already begun. Every year, we use a survey to get people's input and make extensive use of the results in setting up activities for the next convention.

Please take a few minutes and complete the attached questionnaire to help the program coordinator plan next year's events.

In order to be able to use your response, we need to get your responses quickly. **Please return the completed questionnaire to the address below, or give it to Michael Leiter when you see him at the Convention** (he attends most Section events).

For Sections B & C, please rank order the alternatives from 1 to N, with a ranking of 1 representing your most preferred choice. If you add an alternative of your own using the space provided, please be as specific as possible and don't forget to rank it.

Thanks for helping us plan a great conference for next year.

Return to:

Michael P. Leiter, Ph.D.
Head
Department of Psychology
Acadia University
Wolfville, Nova Scotia
BOP 1X0

Your name: _____

Address: _____

Telephone: _____

Section A: Saturday Afternoon Section Program

Here, I am looking for some suggestions. Please provide them below:

Section B: Invited Speakers

Rank

- ____ Patricia C. Smith: Job and life satisfaction.
- ____ Edwin Fleishman: New frontiers in selection research.
- ____ Doug Bray: Recent issues/developments in managerial assessment centres.
- ____ John Bernardin: Performance appraisal: Recent developments and future trends.
- ____ Robert Sternberg: Reconsidering current approaches to cognitive ability testing in employment.
- ____ Robert M. Guion: Recent developments and future trends in managerial assessment.
- ____ George Milkovitch: Executive compensation.
- ____ Kevin Ford: Workplace dynamics and job retraining.
- ____ Bernard Bass: Transformational leadership in the 1990s.
- ____ Neal Schmidt: The selection interview.
- ____ Charles Hullin: Future directions for I/O psychology.
- ____ Barry M. Staw: Individual differences and situational factors in Organizational Behaviour.
- ____ Your selection: _____

Please complete BOTH sides of this questionnaire

I/O Events at the 1991 CPA Convention

Pre-convention Workshop Possibilities

- ___ Wayne Cascio: Selection and Validity Research: An Update
- ___ John Bernardin: Innovative approaches to performance appraisal.
- ___ Doug Jackson: Assessment of Personality for selection and development.
- ___ Edward Schein: Process consultation.
- ___ Fritz Drasgow: Confirmatory factor analysis: Procedures and applications.
- ___ William Owens: Developing, scoring and validating biographical data for use in personnel selection: Step by step procedures.
- ___ Peter Rossi: Conducting a thorough and systematic program evaluation.
- ___ Loren Falkenberg: Strategies for coping with work-family conflicts.
- ___ Tom Janz: Developing legally defensible and valid structured interviews.
- ___ Gary Johns: Understanding and correcting employee absenteeism in the workplace.
- ___ Steve Cronshaw: The legal status of employment testing in Canada: Review of recent developments and future trends.
- ___ Dean Tjosvold: Approaches to resolving organization conflict.
- ___ Henry Goodstein: Executive Selection and Development
- ___ Kevin Murphy: De-mystifying statistics: Getting a handle on recent advances in statistics and data analysis.

___ A. Alexander: Establishing Cut-off scores: Integrating what we do know.

___ Your selection: _____

Return to:

Michael P. Leiter, Ph.D.
Head
Department of Psychology
Acadia University
Wolfville, Nova Scotia
B0P 1X0

Please complete BOTH sides of this questionnaire

I/O Events at the 1991 CPA Convention

Industrial and Organizational Psychology Section of the Canadian Psychological Association

Business Meeting

Thursday, June 13, 1991 5:00 - 6:00 pm, Glengarry Room

AGENDA

1. Adoption of Agenda
2. Approval of the Minutes of the 1990 Business Meeting
3. Chair's Report (attached)
4. Secretary-Treasurer's Report, 1990-1991 Budget, and Long-Range Planning Budget (to be distributed at meeting) - Suzanne Simpson/June Fukushima
5. Report from Ad Hoc Committee on Selection Standards
6. Student Representative to the Section Executive
7. Report on Discussions with SIOP and mandate to continue exploration
8. Section by-laws changes - Suzanne Simpson
9. Proposed CPA by-law change
10. Election of Section Executive
11. Other Business

Industrial and Organizational Psychology Section

Chair's Report

Over the past year, the Section on Industrial and Organizational Psychology has continued to assist in the process of representing the Sections within the new CPA organization as well as developing and advocating policies and procedures for the representation of I/O psychology to the community at large. In addition to encouraging greater participation on the part of members in Section activities, we have attempted to increase student involvement in our Section in order to better address the needs of our student members.

One area where we have focused considerable attention this year is in the exploration of closer ties with the Society for Industrial and Organizational Psychology (SIOP) in the USA. We have had preliminary discussions with the executive body of SIOP concerning a formal relationship which would include reciprocal membership privileges and access to publications, activities, and conferences at greatly reduced rates for Section members compared to current rates. Although negotiations are ongoing we have the beginnings of what we consider to be a very favourable proposal for our Section members. With a view to the long-term implications of the Free Trade Agreement, we have proposed a bilateral task force on setting standards for the transnational validation of selection procedures and generalizability of other human resources techniques. We have also offered to play an active role in the 1992 SIOP Conference which is to be held in Montréal.

Several Section members have worked hard to put together an exciting program for the 1991 Annual Convention. A variety of events have been planned for the 1991 CPA Convention in Calgary. Richard Guzzo is conducting a preconvention work-shop on high performance work teams which will, according to recent enrolment figures, be a great success. Richard Mowday is giving an invited address on organizational commitment, Craig Pinder has organized a symposium on career research and management, a Saturday afternoon session focusing on the globalization of I/O Psychology has been planned, and a number of paper and poster sessions are being offered. As a Section, we have gained more control over I/O submissions to the Convention in that members of the Section (designated by the Program Coordinator) now review submitted abstracts rather than leaving this process to CPA head office.

We have been successful in obtaining external funding for our Section (thanks to the efforts of Michael McCarrey) and, although our organization is financially sound, we look forward to easing financial pressures further by exploring additional sources of funding in the future.

Finally, I believe it is important for the Section to continue to explore new structures and relationships with CPA and with other organizations such as SIOP if it is to continue to thrive and draw new membership and to mature. In particular, I think we should explore more fully the option of extending associate memberships to a large body of academics and practitioners who are interested in I/O Psychology and the Section but are not interested (for a variety of reasons) in joining CPA.