Milestones are worth celebrating, and the 40th Anniversary of the Canadian Society for Industrial and Organizational Psychology (CSIOP) is no exception. In this column, we celebrate it by honoring and sharing the past. The CSIOP executive team also describes some of the specific challenges faced by industrial-organizational psychologists in Canada, such as the presence of two official languages and Canada’s sheer size and geographical diversity. Read on to learn more about the landscape for I-O practitioners and academics in Canada.

Happy 40th Anniversary to the Canadian Society for Industrial and Organizational Psychology!

Silvia Bonaccio (Chair, CSIOP), Joshua Bourdage (Editor), François Chiocchio (CSIOP Chair 2012-2013, current conference program coordinator and webmaster), Gary Latham (CSIOP first president), and Winny Shen (Membership Coordinator)

I-O psychology is alive and well north of the U.S. border! With this column, we’re pleased to introduce, or reintroduce, the Canadian Society for Industrial and Organizational Psychology (CSIOP) to SIOP members. The partnerships between SIOP and I-O psychology in Canada are strong. As with the music industry, many don’t realize that some of our most famous and innovative individuals are indeed Canadian. For instance, several SIOP Fellows are Canadian, including John Meyer, Natalie Allen, Gary Johns and Kevin Kelloway, to name a few. Further, SIOP Fellow Gary Latham, who is a founder and was the first chair of CSIOP, served as the president of SIOP from 2008 to 2009.

Avid TIP readers may remember that CSIOP has been mentioned in these pages a few times before. In January 1999, Lorne Sulsky wrote about I-O psychology in Canada; in July 2005, Sunjeev Prakash, Greg Sears, and Sikander Majid wrote about the Ottawa I-O psychology group; in April 2007, Jacques Forest wrote on I-O psychology in the French-speaking province of Québec; and in April 2012, Tom O’Neill, then CSIOP’s Communications coordinator, wrote about what Canadian scholars are doing to bridge the scientist–practitioner gap. So why write about CSIOP now? For
Webster (1988) has traced the roots of I-O psychology in Canada to 1928, when a recently minted PhD graduate by the name of Gerald P. Cosgrave was appointed as “personnel supervisor” at the Sun Life Assurance Company. In this role, Dr. Cosgrave developed and administered standardized selection tests. Unfortunately, very little was written about the early history of I-O psychology in Canada, but what we know is recorded by Webster (1988), based on his and two colleagues’ (including Dr. Cosgrave) recollections. We know that the early years were marked by challenges of establishing our identity as psychologists, accessing specialized training, and acting in professional roles that reflected I-O principles (Webster, 1988). Interestingly, as compared to the U.S., World War I did not result in major growth for I-O psychology in Canada. Neither did World War II (Warr, 2007). However, World War II served as a catalyst for psychologists in general to coordinate among themselves to show the government the role psychology could play in the war effort. The Canadian Psychological Association (CPA) emerged in 1939 as a result (Wright, 1974). Psychology-based work during the war was carried out mostly by clinicians rather than I-O psychologists, despite the fact that the much of the work being done was well within the purview of I-O psychology (Webster, 1988).

By 1946, the CPA Directory listed 14 members who were identified as industrial psychologists; by 1956, this number had grown to 49, all of whom were men and most of whom resided in Ontario and Québec (Webster, 1988). After the war, only two universities in Canada had programs in industrial psychology. McGill University’s program, now defunct, began in 1949; the one at Université de Montréal began in 1958 (Bordeleau & Morin, 1988). Although clinical psychology students received government bursaries to help with their education, none were available to early industrial psychology students (Webster, 1988). Webster adds that for many years, organizations preferred to hire MBA graduates than those with I-O psychology training, owing to the greater mobility of MBAs within the employing organization.

Other doctoral programs began to form, such as the one at the University of Waterloo in 1964 and the now defunct program at the University of British Columbia in the 1960s (Lowman, Kantor & Perloff, 2007). Today, there are nine I-O psychology doctoral programs in Canada (i.e., Université de Montréal, Université du Québec à Montréal, Université de Sherbrooke, University of Calgary, University of Guelph, University of Waterloo, University of Windsor, Saint Mary’s University, and Western University) and over 20 business school programs offering doctoral education in OB, HR, or related fields. The first of these, the University of Toronto began its doctoral program in OB-HRM in 1963 (Lowman et al., 2007). As is the case in the U.S., many of these business schools house faculty members squarely trained in I-O psychology (e.g., Gary Latham).
The Birth of CSIOP

Despite the fact that the roots of I-O psychology in Canada go back to 1928, it wasn’t until 1975 that CSIOP officially became a formal section within CPA. Therefore, 2015 is a particularly special year for CSIOP. The 2015 Convention marked the 40th anniversary of our presence as CSIOP at CPA. At our Convention in Ottawa this year, we assembled a panel of 12 CSIOP chairs spanning the full 40 years. Looking back on our history through the eyes of these individuals, it became clear that each decade was marked by unique challenges and opportunities.

Early on, the need for I-O psychologists to congregate and organize as a community was felt by many. In part, this was fuelled by the perception (and often fact) that CPA was largely overlooking I-O psychology in its initiatives, such as special review issues in its journal or “states of the discipline” reviews (Catano & Tivendell, 1988). Although early attempts to create a separate section failed, through “interest groups” initiatives, I-O psychology gained popularity and was able to have more autonomy at CPA annual conventions. Finally, in 1975, CSIOP was officially born, thanks to the efforts of a determined group of colleagues, which included Gary Latham, our first president, Robert Haccoun, and many others.

As a way to celebrate our 40th birthday and mark our achievements to date, we kicked off the I-O program at the 2015 CPA convention with a panel of historical significance. Hosted by then-chair elect Silvia Bonaccio, 12 past chairs (Latham, Rowe, Catano, Cronshaw, Hackett, Finegan, Meyer, Day, Allen, Harvey, Hausdorf, and Powell) discussed themes such as the defining moment of their year as chair, the challenges and opportunities they encountered, and their hopes for the future for I-O psychology in Canada. At the end of the session, we invited past chairs who were in the audience to pose for a picture. Together, they represent our CSIOP history, from 1975 to 2015.


The Canadian Industrial and Organizational Psychologist, was first published in July 1984 (V. Catano, personal communication, July 10, 2015). The newsletter helped improve communication within the growing I-O community. With growth came the need for more structure and the first iteration of our bylaws was drafted in 1985. In 1986, the final version of the bylaws was presented to the membership in a mail ballot, and they were formally adopted for the 1986–1987 convention year (V. Catano, personal communication, July 10, 2015).

Students have always played an important role at CSIOP, and early records show students discussing their award-winning research at the convention. Although in existence for several years prior, the student award was officially named in 1985 to honor one of our early Canadian influences in I-O psychology, Lorne Kendall, who had recently and prematurely passed away. Kendall, a student of Patricia C. Smith, is most well-known for his work on behavioral expectation scales and the Job Description Inventory (Latham, 1988). The 1986 convention marked the first time the Kendall Award was given (V. Catano, personal communication, July 10, 2015). Today, the Kendall Award is known as the RHR-Kendall Award to recognize the generous financial support RHR International provides to the winning students.

Moving Forward

As we continue to grow, Canadian I-O psychology faces some challenges related to divides that need to be bridged. We wrote about these challenges in a second special
issue devoted to I-O psychology published in the *Canadian Psychologist* (Bonaccio, et al., 2013). Some of these challenges are rather unique to a large country such as ours, and others are shared by all I-O psychologists regardless of provenance. For instance, shared challenges arise from having our feet in different worlds (science and practice; psychology and business), and attempting to find an identity that can bridge these worlds. These have been discussed in the pages of *TIP*; as such, we will focus on our unique challenges instead.

One challenge that is perhaps shared with a handful of other countries (e.g., Belgium; South Africa; Switzerland) is the presence of two official languages: English and French. I-O psychologists can spend their entire education and career, whether research or applied, in the language of their choice. Take publishing in our journals as an illustration. Because Canadian journals are bilingual, one can choose to publish in English or in French. The reality is that there are more bilingual I-O psychologists who designate French as their main language than vice versa. As a result, Francophone (as French-speaking Canadians are known) I-O psychologists are more likely to read and cite the research published in English than are Anglophone I-O psychologists to read and cite the research published in French. French-speaking I-O psychologists often choose to write in English for visibility purposes. “Although for some scientists and practitioners, the issue of language is solely a practical one, others consider their language as a key feature of their cultural heritage. For them, publishing in a language other than their own can be experienced as disheartening and demotivating” (Bonaccio et al., 2013, p. 217).

CSIOP has taken several steps to bridge the language divide within its society. First, our website is fully bilingual, which is not the case of many other CPA sections. Second, we have organized symposia and panels that include speakers in both languages and have paid for simultaneous translation to do so. These are literal cases of knowledge translation! Our annual speed-mentoring event for students takes place in both languages simultaneously. We have even taken the publication machine to task by lobbying (and when that didn’t work, begging) the editor and publisher to publish the aforementioned article in English *and* French (Bonaccio et al., 2013). Our vision had been for both linguistic versions published side by side so that whether one quoted the French or the English text, the page number would remain the same. We had to settle for the two versions published in sequence, but we are proud of this accomplishment nonetheless.

A second challenge particular to Canada is the sheer size and geographical diversity of our country. Central Canada—the south of Ontario and Quebec—is the hub of the population. As a result, most universities and businesses are located in this region. “While East-West challenges abound, North-South issues are even more acute. To our knowledge, there are no university programs, consultancies, or industrial and organizational psychology personnel of large public or private organisations that cater specifically to the challenges of the workforce in the Northern parts of Can-
ada. To some extent, the French-English cultural divide which occurs mostly in the East-West axis is simplistic as it leaves out all the Aboriginal peoples’ cultural heritage that are an important part of the Canadian reality in both East-West and North-South axes” (Bonaccio et al., 2013, p. 219).

Some areas wherein Canadian I-O psychologists can have a geographical influence is the organization of the healthcare industry in the North. Recruitment challenges and high turnover of specialized personnel are two difficulties that are, at their very core, I-O psychology topics. To be sure, the cost to do research or consulting in remote locations is high. Yet, this cost can be divided among institutions, academic, consultancies, and government. Furthermore, it is worth noting that federal and provincial funding agencies view activities in remote locations favorably. As argued by Malone and Hardy (2013), in the context of clinical and counseling psychology, “the challenges of the rural and northern contexts are balanced with distinct rewards for this area of practice and great potential for social advocacy” (p. 11).

As CSIOP matures, we still have to work to sustain and increase membership. Part of this is because full CSIOP members must first be CPA members, which is not a small expense. Another reason is the competition for membership from international and national bodies that represent I-O psychologists (e.g., SIOP, EAWOP, Division 1 of IAAP, SQPTO in the French-speaking province of Québec) or those that meet many of the same needs (e.g., AOM). Thus, the pressure to assert the value of CSIOP to its members, as a section of CPA and as a stronghold to the identity of Canadian I-O psychologists, is strong.

**CSIOP by the Numbers**

- 1975: the year CSIOP was founded
- 1: website [www.csiop-scpio.ca](http://www.csiop-scpio.ca)
- 3: places to find us on social media ([www.facebook.com/CSIOP.SCPIO](http://www.facebook.com/CSIOP.SCPIO), Twitter [@CSIOP_SCPIO](https://twitter.com/CSIOP_SCPIO), and a CSIOP group on [LinkedIn](https://www.linkedin.com))
- 40%: Past chairs of CSIOP are women
- 182 full members
- 114 student members
- 6 affiliate members
- 26: I-O psychologists who are CPA Fellows
- $40: the cost to join CSIOP as an affiliate member, which given the current exchange rate between the US and Canadian currencies, is a bargain!
- 34: the number of sections at the Canadian Psychological Association (CPA). CSIOP is one of these sections.
- 35,750,000: the Statistics Canada estimate of the population of our country as of April 2015.
- 10: provinces, from West to East: British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador
- 3: territories: Yukon, Northwest Territories, and Nunavut
- 2: the official languages of our country and of our society
- 1: yearly conference, held as part of the CPA annual convention
- 4: newsletters published every year
- 8: members of the CSIOP executive: Chair, Past Chair, Chair-Elect, Student
Thanks for reading about the history of Canadian I-O psychology! We continue to strive for cross-collaboration between Canadian and U.S. I-O psychologists. If you’d like to engage with your northern neighbors and keep up to date, there are several ways to become involved. First, visit our new website at www.csiop-scio.ca. We have several blog postings for academics, practitioners, and students, and we hope this can be a forum for a dynamic exchange of ideas.

Second, be sure to follow us on Twitter (@CSIOP_SCIPO), LinkedIn, and Facebook (www.facebook.com/CSIOP.SCIPO). We regularly post exciting news, links to new work being published or featured in the media, and original content we generate. Finally, if you’d like to become more formally involved with CSIOP, we offer an Affiliate Membership for only $40 and regularly welcome international attendees at our conference in June. We look forward to a continued dialogue and partnership to see I-O as a discipline, and its profile, continue to grow!

References


Your Career Takes Flight Here.

A great place. We can’t think of a better way to describe DDI. We help some of the world’s most recognizable companies create engaged, high-performing workforces. In doing so, we provide our associates with interesting, challenging work and development opportunities. Little wonder we’ve been named one of the best places to work in America three years running.

Visit our Careers Center at www.ddiworld.com/careers.