

Division 1: Work and Organizational Psychology Newsletter



Greetings fellow IAAP Division 1 members!

It is an honor and a pleasure to be able to introduce you to your new IAAP Division 1 Board Members for 2018 – 2022. As the President of the Board, I am looking forward to hearing from you to learn how IAAP can support you and find ways to help shape work and organizational psychology around the globe.

We are really excited to lead Division 1 (Organizational Psychology) of the IAAP in addressing the United Nations Sustainable Development Goals, paying special attention to the goals of reducing poverty, increasing well-being and gender equality, as well as supporting decent work and developing innovation. We aim to do this by serving in our capacity as an international organization to help exchange information, create bridges, and bond relations between academics and practitioners globally. We hope to align ourselves with these goals in the following ways:

- **Advancing** the competencies that we have within work and organizational psychology
- **Strengthening** the voice of work and organizational psychology, discussing global issues, and increasing our credibility with other groups and specialties
- **Developing** stronger ties between work and organizational psychology academics and practitioners around the globe
- **Supporting** initiatives that allow you to better engage with the local and global work and organizational psychology communities

Kind regards,

Barbara Kozusnik,

President, IAAP Division 1

President: Barbara Kozusznik (Poland)



Professor Barbara Kozusznik is the Chair of Work and Organizational Psychology and the Director of the School of Management at the University of Silesia in Poland. She is the past Vice-Rector for International Cooperation and Students Affairs at the University of Silesia 2005-2009 and 2009-2013. She is the author of more than 100 publications on leadership behavior, social influences in organizations and teamwork, the editor of *Management and Information Technologies*, and serves on the editorial board of the *Polish Journal of Applied Psychology*. She is a member of the European Network of Organizational Psychologists (ENOP), President of the Polish Association of Organizational Psychology (PSPO) and a member of the Institute

Research Board, Instytutu Naukowego IDOCAL (Institute for Research in Psychology of Human Resources, Organizational Development and Work Quality of Life), University of Valencia. As a consultant for Polish organizations, she is experienced in Human Resource Management projects, managers' training, and psychological diagnosis and assessment in institutional settings.

Past President: Gary Latham (Canada)



Dr. Gary Latham is a Professor at the Rotman School of Management, University of Toronto. He is the Secretary of State Professor of Organizational Effectiveness and former President of the Canadian Psychological Association (CPA), the Society for Industrial and Organizational Psychology (SIOP), and the International Association of Applied Psychology (IAAP) – Division 1 (Organizational Psychology). He is a fellow of the American Psychological Association, the Association of Psychological Science, the Academy of Management, the National Academy of Human

Resources, the Society for Industrial and Organizational Psychology, and the Royal Society of Canada. Professor Gary Latham is the only recipient of both the distinguished contributions to science and to practice awards from SIOP. Along with Professor Edwin Locke, Professor Gary Latham is the author of the well-known Goal Setting Theory, which maintains that setting specific goals generates higher levels of performance.

Secretary: Vicente Martinez-Tur (Spain)



Vicente Martínez-Tur is a Doctor in Social and Organizational Psychology and a full Professor in Organizational Psychology at the University of Valencia, Spain. He has published numerous research studies in books and in more than 80 scholarly articles and chapters. One of his main research contexts is the sector of services for individuals with intellectual disability, investigating the processes and interventions to improve the quality of life of service users. He coordinates several research projects about the impact of organizational and work processes (justice, climate, emotional labor) on the external reactions of customers (satisfaction, quality of life). In addition, Vicente has offered consulting services in different companies and sectors such as banking, energy, tourism, and services for mentally disabled persons. These consulting activities are related to professional areas such as: improvement of service quality and quality of life, redesign of compensation systems, design of performance evaluation tools, and evaluation of training programmes.

Communications Officer: Lynda Zugec (Canada)



Lynda Zugec is the Managing Director at The Workforce Consultants, an international Human Resource Consulting firm. She has extensive experience consulting throughout North America, Europe, and the Middle East. Lynda is the Past-Chair of the Canadian Society for Industrial and Organizational Psychology (CSIOP), the Industrial-Organizational Psychology Section of the Canadian Psychological Association. In 2015, Lynda was invited by Right Honourable Stephen Harper, Prime Minister of Canada, to view the tabling of the Canada-Europe Free Trade Agreement-in-Principle in the House of Commons, Parliament Hill. Lynda is a past recipient of the Entrepreneur of the Year Award from the Canadian-Croatian Chamber of Commerce and also a recipient of the Society for Industrial and Organizational Psychology's International Research and Collaboration Grant (IRC) for research entitled "Multiple Intelligences, Leadership, and Androgyny: An International Study". Lynda has established herself as a notable figure in the Human Resources and business community and has been featured on Forbes, CNN Money, FOX Business, MSN Careers, Fortune, and CBS Money Watch.

Membership Chair: Virginia Whelan (USA)



Dr. Virginia “Ginger” Whelan leads Whelan and Associates, a human resources consulting firm. She has been an active member of SIOP Local I-O Group Relations Ad Hoc committee since its inception. She has organized two SIOP and one international (EAWOP) local I-O information booths. She is a cofounder of the Memphis I-O Psychologists (MIOP), a local group established in 2009. Ginger served as an internal consultant for 20 years in a large hospitality and entertainment company, where she led selection, performance management, leader development, employee engagement surveys and exit interviews. She earned her doctorate of philosophy in Experimental Psychology with a specialty in I-O Psychology from the University of Memphis. Ginger’s consulting firm specializes in developing employee selection, leader development, and engagement systems.

Coordinator: Katarzyna Więcek-Jakubek (Poland)



Katarzyna Więcek-Jakubek has been engaged as a Work and Organizational Psychologist, Human Resources Specialist, and Human Resources Business Partner for over 8 years. Her professional experience includes participating in the development and delivery of strategic Human Resources programs and projects including employer branding, recruitment, professional adaptation, assessment, talent management, training and career development. She works with the University of Silesia as a lecturer of Master’s Degree and Post-Graduate Studies in Human Resources. Katarzyna is a member of the Polish Association of Organizational Psychology and the International Association of Applied Psychology.

Recent Events

Annual General Meeting

Gary Latham, Past President of IAAP Division 1 (left) welcomes in the new Board Members at the Annual General Meeting during the ICAP Conference in Montreal (June, 2018). New Board Members (from left to right) include: Lynda Zugec, Vicente Martínez-Tur, Ginger Whelan, Katarzyna Więcek-Jakubek, and Barbara Kozusnik.

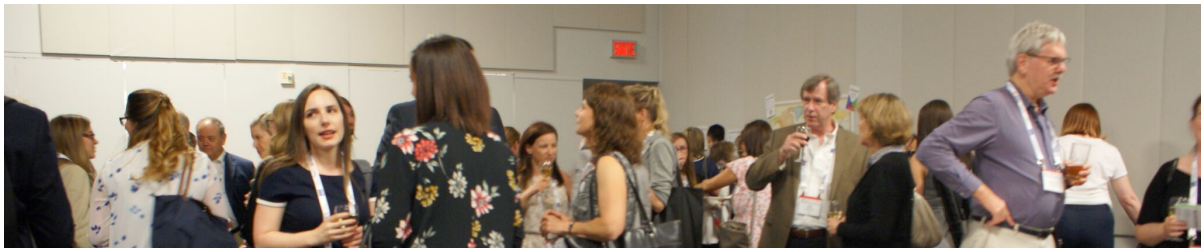


Joint Canadian Society for Industrial and Organizational Psychology (CSIOP) and IAAP Division 1 Reception

Participants enjoy socializing and connecting during the CSIOP-IAAP Division 1 reception at the ICAP Conference, Montreal, Canada. CSIOP and IAAP Division 1 board members welcomed IAAP participants to the ICAP conference and provided information about the value of joining or creating a local work and organizational psychology group in their area.







IAAP Division 1 Sessions

IAAP Division 1 was well represented at ICAP in Montreal. Topics included how to remove barriers for women in the workplace and research on the role of priming in the goal-organizational behavior relationship.

