



UNIVERSITY OF  
CALGARY

# MONDAY MEMO

February 18, 2020

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## DEPARTMENT NEWS

### HIGHLIGHTED PUBLICATION



Larson, N., McLarnon, J. W., & O'Neill, T. A. (in press). Challenging the "Static" Quo: Trajectories of engagement in team processes toward a deadline. *Journal of Applied Psychology*. Advance online publication. doi: [10.1037/apl0000479](https://doi.org/10.1037/apl0000479)



Although team effectiveness research has advanced our understanding of team processes, much of this research has been based on static methodologies, despite the recognition that team processes change over time. Thus, the purpose of this article is to advance the team dynamics literature by developing and testing a theoretical account of team engagement in processes toward a deadline. We theorize about team process trajectories, which we suggest is the form of process change over time (i.e., pattern of increase/decrease). Further, we identify a key driver of process trajectories and consider the implications of trajectories for team performance. Results from a series of linear multilevel latent growth models suggested that teams' engagement in strategy and planning, monitoring goal progress, and cooperative conflict management (cf. Marks, Mathieu, & Zaccaro, 2001) increased over time toward a deadline, and that steeper increases tended to be positively related to team performance. Finally, achievement-striving was found to be an important within-team factor driving team-specific process trajectories and was indirectly related to performance. This study provides new theoretical insights with respect to how teams engage in processes toward a deadline, along with team achievement-striving as a compositional input, and the performance implications of team process trajectories.

## RESEARCH NOTES AND ACTIVITIES

- Bourdage, J. S.**, Schmidt, J., Wiltshire, J., Nguyen, B., & Lee, C. (2019). Personality, interview faking, and the mediating role of attitudes, norms, and perceived behavioral control. *International Journal of Selection and Assessment*. <https://doi.org/10.1111/ijsa.12278>
- Deleemans, J. M., Chleilat, F., Reimer, R. A., Henning, J. W., Baydoun, M., Piedalue, K. A., ... **Carlson, L. E.** (2019). The chemo-gut study: investigating the long-term effects of chemotherapy on gut microbiota, metabolic, immune, psychological and cognitive parameters in young adult Cancer survivors; study protocol. *BMC cancer*, 19(1), 1243. [doi:10.1186/s12885-019-6473-8](https://doi.org/10.1186/s12885-019-6473-8)
- Martopullo, C., Oberoi, D., Levin, G., Qureshi, M., Morgan-Maver, E., Korzeniewski, O., ... Bultz, B. D. (2019). Among authors: **Carlson L.E. & Pelletier G.** "In the same boat"-a mixed-methods exploration of reasons why male gastrointestinal cancer patients joined a professionally led men-only cancer support group. *Journal of cancer survivorship : research and practice*, 10.1007/s11764-019-00838-x. Advance online publication. [doi:10.1007/s11764-019-00838-x](https://doi.org/10.1007/s11764-019-00838-x)
- Larson, N., McLarnon, J. W., & **O'Neill, T. A.** (in press). Challenging the "Static" Quo: Trajectories of engagement in team processes toward a deadline. *Journal of Applied Psychology*. Advance online publication. [doi: 10.1037/apl0000479](https://doi.org/10.1037/apl0000479)
- McLaren-Gradinaru, M., Bures, F., Dhillon, I., Retsinas, A., Umiltà, A., Hannah, J., ... & **Iaria, G.** (2020). A Novel Training Program to Improve Human Spatial Orientation: Preliminary Findings. *Frontiers in Human Neuroscience*, 14, 5. [doi.org/10.3389/fnhum.2020.00005](https://doi.org/10.3389/fnhum.2020.00005)
- O'Neill, T. A.**, Pezer, L., Solis, L., Larson, N., Maynard, N., Dolphin, G., Brennan, R., & Li, S. (in press). Team dynamics feedback for post-secondary student learning teams: Introducing the "Bare CARE" assessment and report. *Assessment and Evaluation in Higher Education*. doi: [10.1080/02602938.2020.1727412](https://doi.org/10.1080/02602938.2020.1727412)

## RESOURCES

### Knowledge Mobilization Program



Bishop's University now offers a graduate certificate in the emerging field of Knowledge Mobilization. With a Graduate Certificate in Knowledge Mobilization from Bishop's University, you can become the bridge between researchers, policy makers, and practitioners. Our short intensive program will give you the key skills to build community-academic partnerships and put research results into the hands of those who need it.

- Complete a 15-credit program in just 12 weeks from May-July
- Gain 6 weeks of hands-on work experience through a community-based practicum
- Master skills that are in demand by employers and graduate supervisors

Apply by **March 1, 2020**: [ubishops.ca/admissions](https://ubishops.ca/admissions)

Questions? Contact Dr. Suzanne Hood [shood@ubishops.ca](mailto:shood@ubishops.ca)

### EPPP 4-Day Workshop - Four Points Sheraton

March 12-15, 2020 (8am - 5:30pm Daily) • Calgary, Alberta



This engaging and comprehensive workshop offers 32 hours of test preparation and an extensive overview of the most difficult and heavily emphasized areas, current and relevant information focused on those terms and concepts which appear most frequently on the examination, critical thinking skills and testing strategies, as well as content handouts that include over 100 sample study questions.

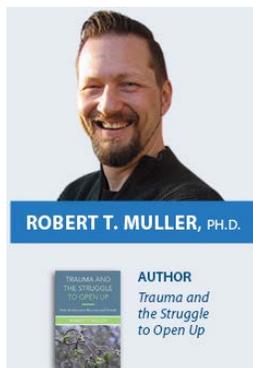
#### DOMAINS COVERED:

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"> <li>• Abnormal Psychology</li> <li>• Clinical Psychology</li> <li>• Statistics and Research Design</li> <li>• Test Construction</li> <li>• Life Span Development</li> </ul> | <ul style="list-style-type: none"> <li>• Industrial/Organizational Psychology</li> <li>• Physiological Psychology and Psychopharmacology</li> <li>• Ethics and Professional Issues</li> </ul> | <ul style="list-style-type: none"> <li>• Learning Theory, Behavioral and Cognitive-Behavioral Interventions &amp; Memory and Forgetting</li> <li>• Social Psychology</li> <li>• Psychological Assessment</li> </ul> |
|--|---|---|

For those interested, please enroll at: <https://behavioral-science.aatbs.com/eppp-workshop/mar2020/calgary/>

**Note:** Students can reach out to Kevin Norton ([kevin.norton@triadhq.com](mailto:kevin.norton@triadhq.com)) for a \$200 discount off the enrollment rate.

## RESOURCES Continued...



### Trauma and the Struggle to Open Up

Two-day workshop in Calgary March 23 & 24 being offered by Dr. Robert Muller from York University

This practical workshop, led by Dr. Robert T. Muller, a leading expert on trauma therapy and globally-acclaimed author of the psychotherapy bestsellers: *Trauma & the Avoidant Client* + *Trauma and the Struggle to Open Up*—is aimed at building your understanding of the psychotherapeutic relationship with challenging clients, particularly trauma clients. Through the lens of attachment theory, using a relational, integrative approach, Dr. Muller follows the ups and downs of the therapy relationship with trauma survivors. Dr. Muller will walk you through the relational approaches that help pace the process of opening up – so that people find the experience helpful, not harmful. Throughout the workshop, theory is complemented by case examples, practical exercises, and segments from Dr. Muller’s own treatment sessions. This workshop focuses on clinical skills that are directly applicable in your work as therapists. You will learn specific skills to ensure ethical practice with all clients. Please register at: <http://www.jackhirose.com/workshop/trauma-calgary/>

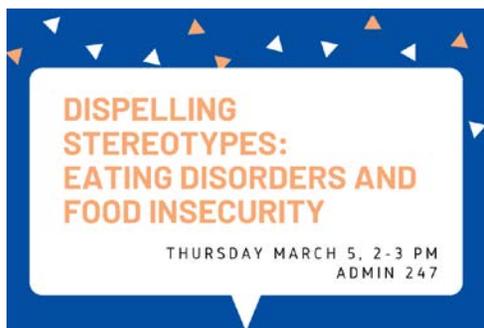
## EVENTS

### Student Coping in the First Year of University and Correlations with Well-Being

This study explores first year undergraduate students and how they cope with the transition from high school to post secondary studies at the University of Calgary (U of C). Any first year student who has completed a semester of studies at the U of C is welcome to participate. By participating in this study you might help make the transition from high school to post secondary studies easier for future students. Additionally, everyone who completes the online survey will be entered into a draw to win prizes (a printer, noise cancelling head phones, a tablet and a laptop). To participate in this study, follow the link below and fill out the online survey. For more information on this study please contact Dr. Meadow Schroeder at [schroedm@ucalgary.ca](mailto:schroedm@ucalgary.ca). The University of Calgary Conjoint Faculties Research Ethics Board has approved this study (REB19-1647).

[https://survey.ucalgary.ca/jfe/form/SV\\_8G5ZDkg1mMqnWkJ](https://survey.ucalgary.ca/jfe/form/SV_8G5ZDkg1mMqnWkJ)

*\*Students please note participating in this study will **not** count towards your research participation credits*



### Dispelling Stereotypes: Eating Disorders and Food Insecurity

Thursday March 5, 2-3pm, Admin 247

You're invited to attend a lecture by distinguished clinical psychologist and eating disorders researcher Dr. Carolyn Black Becker on her recent research on food insecurity. Dr. Becker is renowned for her work testing and disseminating the body dissatisfaction prevention program The Body Project, exposure therapy for eating disorders and PTSD, and more.

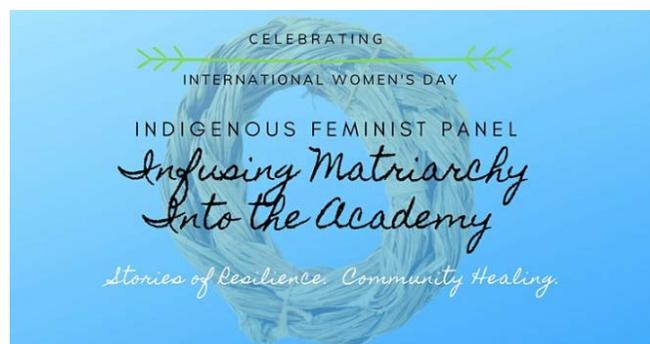
*\*If you would like to attend, please RSVP to [kvonrans@ucalgary.ca](mailto:kvonrans@ucalgary.ca) by Monday, March 2*

### Indigenous Feminism Panel

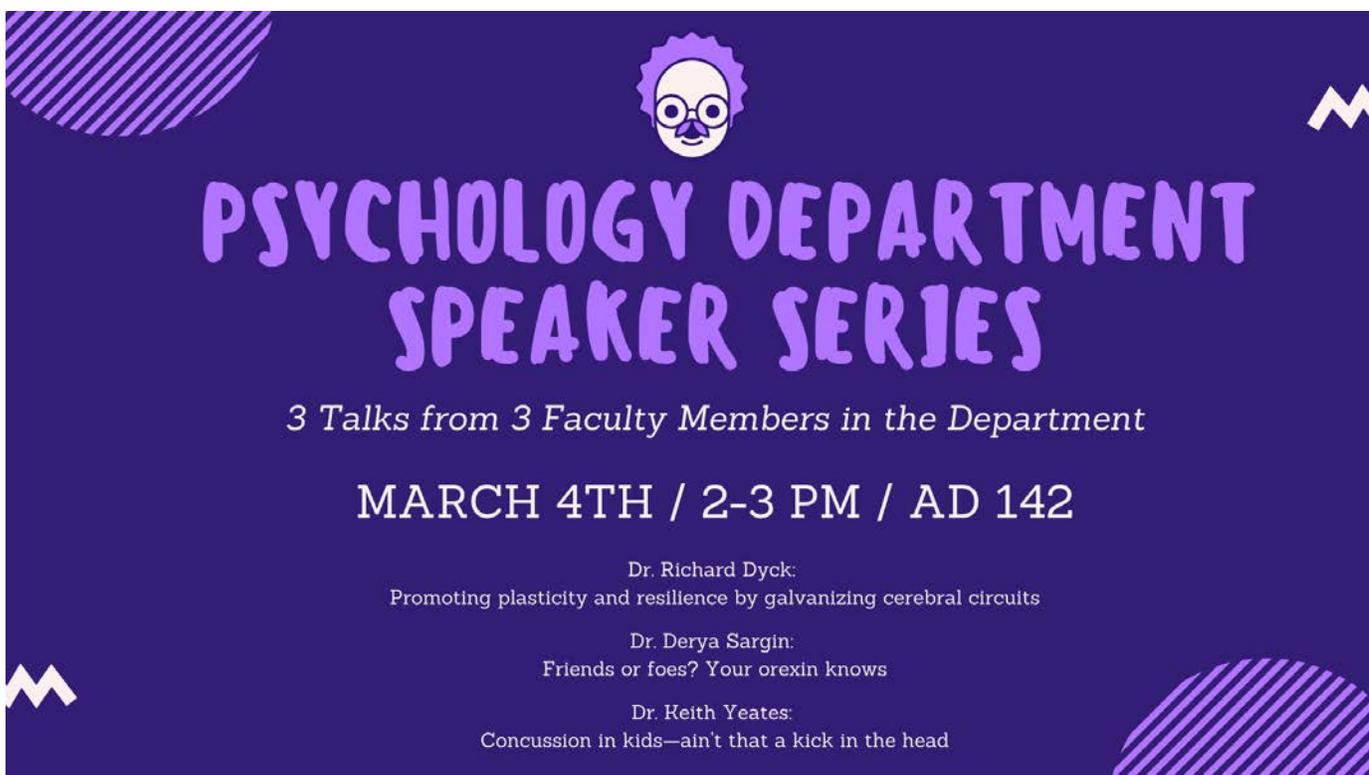
Come celebrate International Women's Day 2020 with a panel of inspiring Indigenous academics discussing matriarchy, and their personal stories of resilience. Join us in community healing amongst Elders, fellow students, and community members. All are welcome to attend our free event, Indigenous Feminist Panel: Infusing Matriarchy Into the Academy at the University of Calgary on Friday, **March 6th from 11 am - 1 pm**.

Registration is required due to limited space (by Feb 28):

<https://www.eventbrite.com/e/indigenous-feminist-panel-infusing-matriarchy-into-the-academy-tickets-93341530029>



## EVENTS Continued...



**PSYCHOLOGY DEPARTMENT  
SPEAKER SERIES**

*3 Talks from 3 Faculty Members in the Department*

**MARCH 4TH / 2-3 PM / AD 142**

Dr. Richard Dyck:  
Promoting plasticity and resilience by galvanizing cerebral circuits

Dr. Derya Sargin:  
Friends or foes? Your orexin knows

Dr. Keith Yeates:  
Concussion in kids—ain't that a kick in the head

**Psychiatry (Seb Littmann) Research Day**

The **33rd Annual Sebastian K. Littmann Research Day** will be held on **Friday March 6, 2020**. The research day is a component of the inaugural Departmental Research and Education Day, which also includes the upcoming Psychiatric Quarterly Update Anxiety half day: [https://cumming.ucalgary.ca/cme/courses/topics#lview/event/event\\_id/10231](https://cumming.ucalgary.ca/cme/courses/topics#lview/event/event_id/10231)

The research day will feature Dr. Nicole Kozloff of the University of Toronto, speaking on "Optimizing service delivery for youth and emerging adults with serious mental illness" and the University of Calgary's Dr. Frank Stahnisch "Contextualizing Dr. Sebastian Klaus Littmann's (1931-1986) Career within Psychiatry's Community-Based Transitions, 1970s--1980s -- A CJP Paper Summary".

Registration is now open at EventBrite: <https://www.eventbrite.ca/e/33rd-sebastian-k-littmann-research-day-2020-tickets-83857288407>

Attending the research day is free, but your registration helps with our planning, so please register if you plan to attend.



The 33<sup>rd</sup> Annual Sebastian K. Littmann Research Day  
Friday March 6, 2020, Coombs/Auditorium FMC



**Keynote Presentation:**  
Dr. Nicole Kozloff, CAMH/University of Toronto  
"If you build it, will they come? Optimizing service delivery for youth and emerging adults with serious mental illness"

**Abstract Deadline**  
February 14, 2020



Abstract forms & updated  
information available at:  
[www.psychiatryresearchday.ca](http://www.psychiatryresearchday.ca)

**Special Presentation:**  
**Professor Frank Stahnisch,**

"Contextualizing Dr. Sebastian Klaus Littmann's  
(1931-1986) Career within Psychiatry's  
Community-Based Transitions"

**52<sup>nd</sup> Banff International Conference on Behavioural Science**

The 52<sup>nd</sup> Banff International Conference on Behavioural Science features "Mindfulness for Families, Schools, and Communities: From Promotion to Intervention", **March 15 to 18, 2020**. Details at: <https://banffbehavsci.ubc.ca>. The conference will feature research documenting the benefits of mindfulness practices with regard to improving attention and emotion regulation, and workshops focusing upon skill acquisition in relieving distress, cultivating well-being, and improving health across the life-span in both the general population and clinical populations. If you have any questions, please contact Sue Kim at [hkim725@uwo.ca](mailto:hkim725@uwo.ca)

Please register for this event at: <https://bweventsolutions.regfox.com/banff-international-conferences-on-behavioural-science-2020>

## SCHOLARSHIPS

### Canadian Japanese Mennonite Scholarship

The scholarship was created as a tangible symbol of co-operation between Canadian Japanese and Canadian Mennonites subsequent to a formal apology that was offered to Canadian Japanese by MCC Canada on behalf of Canadian Mennonites. The scholarship is intended to assist the protection of minority and human rights in Canada, and to reduce the potential for abuse of cultural minorities such as that suffered by Japanese Canadians during World War II. Amount: \$2,000.00, **Application Deadline: April 1, 2020**

Selection Criteria - The scholarship will be awarded to a student who is:

- A Canadian citizen, permanent resident, or international student studying at a Canadian university in Canada;
- Enrolled in a graduate degree program the fall semester following the deadline; and
- Engaged in research that will assist the protection of minority or human rights in Canada.

For an application form or for more information visit: [mcccanada.ca/scholarships](http://mcccanada.ca/scholarships) or contact Mennonite Central Committee Canada.

Email: [canada@mcccanada.ca](mailto:canada@mcccanada.ca) (Attn: CJM Scholarship)

## VOLUNTEER AND JOB POSTINGS

### Masters in Experimental Psychology with Specialization in Wearable Technology

**The Healthy Families Lab** at the University of Calgary is advertising for a **MSc or PhD student** in an experimental psychology with an interest in exercise and sleep during the transition to parenthood. The student would become part of an innovative line of research investigating interventions to improve and preserve health behaviours (e.g., sleep and exercise) during the transition to parenthood and the role of digital and wearable technology in both assessment and health promotion. Primarily supervised at the University of Calgary, the student would have the opportunity to be a part of the wearable technology program and to collaborate with the Behavioural Medicine Lab at the University of Victoria.

Interested students are encouraged to reach out to Dr. Tomfohr-Madsen for more details. <https://www.healthyfamilieslab.com/>

Dr. Janet Ronsky is looking for a **Master's or recently graduated Master's student** to work on a **patient-oriented research project evaluating a novel knee brace for osteoarthritis**. This project represents an opportunity to work directly with patients in the research process, and to evaluate the outcomes of adopting a patient-oriented research approach. Therefore, the focus of this project is to (1) strengthen our preliminary clinical trial plan by refining the priorities, design and desired outcomes, and (2) complete and evaluate a pilot clinical trial based on patient and knowledge-user participation in all phases of the project. **Term:** 1-year (starting between May and September 2020)

#### Responsibilities:

The selected candidate will be supervised by Dr. Janet Ronsky and will play a key role in all aspects of the project including proposal refinement, data collection and analysis, and knowledge translation and dissemination. This project could form the basis for a Master's level thesis.

- Plan and lead focus groups with research team members and patient partners
- Work closely with the study research coordinator(s)
- Collect and analyse participant data
- Prepare regular study updates and reports for the research team
- Prepare abstracts and manuscripts for submission to conferences and journals

Please contact Dr. Emily Bishop ([elbishop@ucalgary.ca](mailto:elbishop@ucalgary.ca)) for more information about the position and required qualifications.

The Department of Psychology at **Brock University**, located in the Niagara region of Canada, invites applications for a **two probationary tenure-track positions, at the rank of Assistant Professor** to commence as early as July 1, 2020. Review of applications will begin immediately; posting closes March 2, 2020. We have openings for:

**1) Community Psychology.** Individuals with a focus on how the environment impacts (mental) health, or with an emphasis on poverty, diversity, and/or Indigenous populations, are especially encouraged to apply here: [https://brocku.wd3.myworkdayjobs.com/brocku\\_careers/job/St-Catharines-Main-Campus/Assistant-Professor--Community-Psychology\\_JR-1004962](https://brocku.wd3.myworkdayjobs.com/brocku_careers/job/St-Catharines-Main-Campus/Assistant-Professor--Community-Psychology_JR-1004962)

**2) Biological Psychology.** Individuals who use animal models to investigate fundamental questions in biological psychology, from any area of biological psychology / behavioural neuroscience are encouraged to apply at here: [https://brocku.wd3.myworkdayjobs.com/brocku\\_careers/job/St-Catharines-Main-Campus/Assistant-Professor--Biological-Psychology\\_JR-1004961](https://brocku.wd3.myworkdayjobs.com/brocku_careers/job/St-Catharines-Main-Campus/Assistant-Professor--Biological-Psychology_JR-1004961)

## VOLUNTEER AND JOB POSTINGS Continued...

The Department of Psychology in the Faculty of Arts and Social Sciences at **Simon Fraser University (SFU)** invites applications for **one tenure-track faculty position at the rank of Assistant Professor in Clinical Child Neuropsychology or Clinical Child Psychology** to begin as early as **July 1, 2020**. Given program needs, strong preference will be given to applicants with expertise in clinical child neuropsychology, but we welcome strong applicants with expertise in clinical child psychology more broadly. Applicants must have completed a Ph.D. with a focus on clinical child neuropsychology or clinical child psychology from a CPA- or APA-accredited institution by the time of appointment or shortly thereafter. Successful candidates must be eligible for registration with the College of Psychologists of British Columbia, must initiate the registration process within the first 12 months of hire and subsequently maintain registration throughout their employment.

We seek candidates who will contribute to and complement existing strengths in clinical neuropsychology or clinical child psychology. All candidates should clearly demonstrate the potential to establish a strong research program focused on children, youth, adolescence, and/or developmental issues. A commitment to diversity in research, teaching, and service and to mentoring students who will conduct research with and serve diverse populations also is desirable.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Application materials should be submitted electronically, via email to [psyclin@sfu.ca](mailto:psyclin@sfu.ca). Please provide a cover letter, curriculum vitae, research and teaching statements, copies of representative publications, and arrange for three referees to submit letters of reference. Applications will be reviewed as they are received until the position is filled, with priority given to completed applications received prior to **December 16, 2019**.

Inquiries should be directed to:  
Dr. Deb Connolly / Chair, Department of Psychology / [debc@sfu.ca](mailto:debc@sfu.ca)

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### Postdoctoral Fellow in Clinical and Developmental Psychology

The **Developmental Psychobiology laboratory** at the University of Calgary is looking for a **postdoctoral fellow in clinical and developmental psychology** to join a CIHR-funded study investigating the links between gut microbiota and mental health in children and adolescents. For further details please go to [https://careers.ucalgary.ca/jobs/search?utf8=%3F&cf\[jobreqid\]=20038&c\\_keywords=20038#results](https://careers.ucalgary.ca/jobs/search?utf8=%3F&cf[jobreqid]=20038&c_keywords=20038#results). Interested applicants should contact Dr. Giesbrecht at [ggiesbre@ucalgary.ca](mailto:ggiesbre@ucalgary.ca)

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### Department of Psychology –PSYCHOLOGIST, CMHRT (part time 17.5 hours/week)

As a part-time staff psychologist in the CMHRT, you will be a vital member of the Clinical Area of our Psychology department. You will provide clinical supervision and training of clinical graduate students and residents in conducting comprehensive diagnostic and cognitive assessments, case formulation, and evidence-based therapy for children, adolescents and adults. The CMHRT is a vibrant learning environment and you will have the opportunity to attend weekly Clinical Area activities of research presentations, client conferences, and clinical workshops. Reporting to the CMHRT Director and Director of Clinical Training, you will be a valued partner in helping our Centre and training program to thrive and develop. The posting is now open and we are hoping to have a psychologist in place by **July 1 2020**.

For further information about the position, please contact Dr. Marjory Phillips, Director, CMHRT at [marjory.phillips@uwaterloo.ca](mailto:marjory.phillips@uwaterloo.ca). Please also refer to the job ad for more information and for submission of an application ([Psychologist, CMHRT job ad](#))

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The Department of Psychiatry at **Mount Sinai Hospital and the University of Toronto** now welcome applications for a **Postdoctoral Research Fellow**. They were recently awarded by the Patient Centered Outcomes Research Institute (PCORI) to conduct a large, multi-site trial that aims to scale-up psychological treatments for perinatal depression and anxiety ([www.thesummittrial.com](http://www.thesummittrial.com)). This is an exciting opportunity to work with a large and interdisciplinary group of researchers, clinicians and diverse stakeholders in real-world settings.

Responsibilities, qualifications and submission procedures are detailed in the link below.

- [Postdoctoral Fellow position](#), begins July 2020 (PhD in Clinical or Counselling Psychology preferred)

For further questions please contact Sarah Rachel Katz ([SarahRachel.Katz@sinaihealthsystem.ca](mailto:SarahRachel.Katz@sinaihealthsystem.ca))

# Happy Monday!

Congratulations to everyone included in the Monday Memo! The department recognizes your hard work and dedication. Keep it up!



“Colin”

Colin is available to adopt along with his other friends at [AARCS](#)

**Do you have something you would like to include in the Monday Memo newsletter? Please send it to [pnguy@ucalgary.ca](mailto:pnguy@ucalgary.ca) before Thursday at noon.**

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