

# Monday Memo

Department of Psychology  
University of Calgary  
February 6<sup>th</sup> 2023



## PSYCH's Club Welcomes New Members



The undergraduate PSYCH's Club is open to new members for \$5 a year. Membership includes access to the PSYCH's lounge, which offers snacks, crafts, and quiet work spaces. Visit Education Classroom Block (EDC Room 291) to learn more.

## Research Update

Morgan, J.A., Lindsay, B.L., & Moran, C. (2022). Opening a "Closed Door": A Call for Nuance in Discussions of Open Science. *Industrial and Organizational Psychology*, 15(4), 495–515.  
<https://doi.org/10.1017/iop.2022.72>

## Upcoming Events

### Climate Cafe

Host: Peer Helper Group & Office of Sustainability  
When: Monday February 13 5:00-6:30PM  
Where: MacKimmie Tower, Room 701  
Who: All community members

Do you stress about the environment? Are you fearful of climate change? You don't have to deal with these problems alone! The Office of Sustainability will be hosting a Climate Cafe here on campus! The Climate Café is a safe, judgement-free space to discuss eco-anxiety, guilt, and anger in a constructive way. Our aim is to help move past the fear and panic associated with daunting headlines, ominous reports, and everyday weather changes so that we can all do our part to save the climate.

There will also be donuts and warm drinks!

Sign up here: <https://forms.gle/Z7WvbBkQmRvSDoSj6>

## **Community Helpers Training: TAs Supporting Students**

Host: Student Wellness Services

When: Tuesday February 21st from 12-3pm

Where: MS 427 (in person)

Who: Graduate Student TAs

Have you ever been in a situation where a student approached you with a problem or was in distress and you were unsure what to do next? Ever struggled with figuring out how to support a student who is going through a difficult time? This training will provide you with tools for these situations.

Facilitated by Mandy McCaughley (she/her), Community Training Coordinator, Student Wellness Services, and Brittany Lindsay (she/her), PhD Candidate, Experimental Social Psychology, Department of Psychology

For more information, and to register, please visit

[https://survey.ucalgary.ca/jfe/form/SV\\_8jPtyMVZeyxxFfE](https://survey.ucalgary.ca/jfe/form/SV_8jPtyMVZeyxxFfE)

Please note: The content used in this workshop is from the Community Helpers Training, developed by Alberta Health Services. Participants who complete the full 3-hour training session will receive a training certificate from Alberta Health Services.

## **Organizational Behaviour & Human Resources - Research Seminar: The Price of (In)Authenticity for Black Americans: Cultural Self-Expression and Its Effects on Occupational Opportunities and Job Satisfaction.**

Host: Haskayne School of Business

When: Thursday, February 9, 2023 11:00 am - 12:30 pm

Where: Scurfield Hall, SH310 (RBC Room)

Who: Everyone in the psychology department is welcome!

**Abstract:** In this presentation, I argue that cultural self-expression, or voluntary expression that suggests membership in a minority group is central to a person's identity, simultaneously poses benefits and costs to minorities. On the one hand, aligning external behaviors with one's true inner self should offer psychological advantages. At the same time, signaling a devalued identity is central to one's sense of self may influence perceived interest in intergroup interactions. Across 4 studies, I test this theory using 3 forms of cultural self-expression for Black Americans: hobbies, values, and choice of physical appearance. In Study 1A, White Americans expressed less interest in working with a Black confederate who watches Black 90s sitcoms in their spare time (vs. trying new recipes), and this effect was mediated by their perception that the target was less interested in working with them. I replicate these results with similar manipulations using confederates that expressed a strong affinity for HBCUs (Study 1B) and wearing Black hairstyles (Study 1C). In Study 2, I collect data at the annual meeting for two national associations for Black professionals. Combining self-report participant data and observational field data on participants' hairstyles from the conference, I find evidence that Black women experience lower authenticity at work when there's a mismatch (vs. match) between their actual and preferred choice of hairstyle (i.e., afro vs. straightened hairstyle), and this, in turn, affects their job satisfaction. These results suggests that racial minorities may face pressure to assimilate to improve their career outcomes, even at the expense of their psychological wellbeing.

Bio: Tosen Nwadei pursues research at the intersection of intergroup relations, stigma, and authenticity. In his current program of work, he takes an interdisciplinary (i.e., psychology, sociology, history, anthropology, etc.) approach to investigating the antecedents, consequences, and organizational constraints associated with the expression of stigmatized identities.

### **Rocky Mountain Methodology Academy July 2023**

Host: Canadian Centre for Research Analysis and Methods (CCRAM)

When: July 18 to 29, 2023

Where: University of Calgary

Who: Graduate students, post docs, faculty, anyone who does research

I am pleased to announce the schedule for the Rocky Mountain Methodology Academy, to take place July 18-29, 2023, in Calgary and offered by the Canadian Centre for Research Analysis and Methods (CCRAM). Eight two-day in-person courses are being offered by experts on a variety of topics in behavioural science design and analysis.

Courses will take place at the University of Calgary and include

Introduction to Structural Equation Modeling (Doug Baer, University of Victoria, July 18-19)

Scale Development and Psychometrics (Jessica Flake, McGill University, July 18-19)

Multilevel Structural Equation Modeling (Kristopher Preacher, Vanderbilt University, July 21-22)

Introduction to Multilevel Modeling (Jason Rights, University of British Columbia, July 21-22)

Introduction to Mediation, Moderation, and Conditional Process Analysis (Andrew Hayes, University of Calgary, July 24-25)\*

Latent Profile Analysis (Matthew McLarnon, Mount Royal University, July 24-25)

Introduction to Social Networks Analysis (Jenny Godley, University of Calgary, July 27-28)

Mediation, Moderation, and Conditional Process Analysis: A Second Course (Andrew Hayes, University of Calgary, July 27-28)\*

Your seat in a class includes, at no additional charge, a seat on a chartered bus for a day trip (transportation only) to Banff, one of Canada's most popular and beautiful tourist destinations and just a brief drive from Calgary. For information and to register, go the CCRAM page at <http://ccramsessions.com> or head directly to the summer 2023 program page at <https://haskayne.ucalgary.ca/CCRAM/summer-2023> where you can also download a brochure for distribution to your colleagues, collaborators, and students who might be interested.

University of Calgary affiliates are eligible for a 20% discount on tuition.

\*Graduate students are encouraged to take mediation, moderation, and conditional process from Andrew Hayes for academic credit in the Fall 2023 and Winter 2024 terms through the Haskayne School of Business rather than through CCRAM.

## **The Social, Personality, and Social Development (SPSD) Psychology Research Group Weekly Meeting**

Host: SPSPD

When: Every Monday from 3-4:30 PM

Where: AD247 (online option available see below for Zoom link)

Who: Everyone is welcome!

The Social, Personality, and Social Development (SPSD) Psychology Research Group gathers every Monday from 3:00 pm – 4:30 pm in AD247 (with virtual option available). We discuss and learn about research being conducted by faculty, students, and affiliates of the University of Calgary.

This Monday, February 6th we have the pleasure of welcoming two honour's students from Dr. Deineria Exner-Corten's lab to present their research. Saskia Groot will present their research titled Supporting School Re-entry After a Mental Health Crisis: A Scoping Review. Loyce Sakuhuni will also present their research titled Improving Support for Youth at Risk of Suicide. The presenters would like attendees to know their presentations does include some discussions of suicide which can be a sensitive subject for many. They ask attendees to please prioritize your own well-being and feel free to not attend the session or step out at any time if you need to.

We are very excited to be able to offer hybrid meetings this term, if you are planning on attending in person, we look forward to seeing you in AD247. If you would like to join on Zoom, the meeting information is:

Meeting ID: 975 4355 0996

Passcode: 777809

**GLU/LRC Member Meeting**

# **ARE YOU AN ACADEMICALLY EMPLOYED GRADUATE STUDENT?**

Join us for a membership meeting

**Date:**  
**February 7, 2023**  
**5:30 pm - 7 pm**

**Location:**  
**ICT 122**

## **Register**



**JOIN  
US!!**



**Hear updates:**

- How are negotiations going?
- What is the GLU?
- How is the GLU advocating for me?
- Learn more about becoming involved in the union
- Find out about education opportunities

 [lrc.gsa@ucalgary.ca](mailto:lrc.gsa@ucalgary.ca)

## Volunteer & Job Opportunities

### Volunteer Summer Camp Counselor - Kids Cancer Care

Listen closely and you'll hear the squeal of children laughing and the snap of campfire crackling. Camp Kindle summer camp offers kids with cancer, their siblings and kids with a parent with cancer, a chance to escape all that comes with cancer treatments for a week of outdoor adventure.

Be the volunteer behind the laughter! We are currently looking for camp volunteers for our spring, summer and fall camps.

#### CAMPS

Summer Option 1 - SunRise (ages 3-7) is a day camp in Calgary with field trips, arts and crafts, games, along with special guests visits.

Summer Option 2 - SunHaven & SunMaker (ages 7-17): A five-day overnight camp at Camp Kindle. You will partner with a staff camp counselor and together you engage, support, encourage campers in amazing camp activities such as arts & crafts, games, high ropes, zip line, climbing, swimming and more!

Spring and Fall Camps - A weekend of camp fun. Come out to Camp Kindle and engage and support teens and/or families from a Friday evening to Sunday afternoon.

#### POSITION DESCRIPTIONS

**Camp Counselor:** Provide camper-focused care and support by building camper relationships, providing camper supervision, ensuring health, safety and well-being. Help facilitate camp activities including arts & crafts, field games, campfires and more.

**Camp Buddy:** Buddies are paired with a camper who may require additional support and attention throughout their camp experience. They may require support for behavioral concerns and/or some limited mobility assistance. This could include supports such as help integrating into the group, providing additional time transitioning between activities, or guided walks between locations at camp.

**One-to-one Aids:** Minimum qualifications for one-to-one aids include nursing student, health care aid, nurse, students, or professionals certified in rehabilitation (other areas of specialty may be considered). One-to-one aids are paired with a camper who requires dedicated attention and support at all times. They may require support for personal care (eating, toileting, showering, etc.), for mobility and balance concerns, and behavioral concerns (running away or emotional outburst).

**Floater:** Floaters' roles vary greatly as they provide support where most needed. They are not assigned to a particular group but take initiative to assist groups where extra hands would be helpful. However, if there is a volunteer cancellation (due to illness or last-minute personal emergency), floaters may be assigned to a specific camp group to cover that position.

Apply today!

Email Kylie at [kbradbury@kidscancercare.ab.ca](mailto:kbradbury@kidscancercare.ab.ca)

Applications open until May 31, 2023

## **Acadia University Department of Psychology Child Clinical Psychology, Assistant Professor tenure-track**

Acadia University is located in Mtaban, Mi'kmaki, the ancestral and unceded territory of the Mi'kmaw, Wolastoqiyik (Maliseet), and Peskotomuhkati (Passamaquoddy) people, and is committed to upholding the spirit and tenets of the Treaties of Peace and Friendship, as well as respecting the historical and contemporary contributions of African Nova Scotians to the land, culture, and life of the region. Acadia University is recognized as one of Canada's premier undergraduate universities, offering a liberal arts education unique among postsecondary institutions. Acadia offers a stimulating, vibrant environment, on and off campus, where dedicated faculty inspire and challenge students to be their best through supportive personalized learning environments, holistic education, and nurturing community engagement. Academic innovation and a technology-rich teaching and learning environment have garnered the university a reputation for excellence. Our progressive workplace is located only one hour from Halifax in Nova Scotia's beautiful Annapolis Valley. With a progressive commitment to sustainability, the region offers locally-crafted artisan food and beverage, with many communities embracing organic, fair-trade, and farm-to-table ideals. There is a small, but vibrant, francophone community in the Annapolis Valley, and the university campus is situated 6 kms from Grand-Pré National Park, a UNESCO World Heritage Site that commemorates and celebrates Acadian contributions to the region.

The Department of Psychology invites applications for a tenure-track position at the Assistant Professor level, to commence July 1, 2023. Clinical faculty members are expected to provide clinical supervision, have an established or developing child clinical research program in the candidate's expertise area, and teach graduate and undergraduate courses. Undergraduate courses could include Psychopathology of Childhood, Clinical Psychology, and Abnormal Psychology. The ability to supervise clinical and/or research activities related to the areas of trauma and/or stress, including but not restricted to minority stress and racialized or intergenerational trauma, and support the development of a PsyD program within the department will be considered an asset. Faculty members maintain active research programs involving undergraduate and graduate supervision. The candidate will be expected to actively participate in the ongoing service activities of the Clinical Program Committee, the Department of Psychology, and the broader University community.

For over a century, the Psychology Department has had a presence at Acadia, and today it is one of the largest academic units on campus (500+ majors, 20-25 honours students, 10-12 graduate students) offering numerous programs at the undergraduate and graduate level. We are distinguished from other institutions for our neuroscience and applied options at the undergraduate level, and at the graduate level we offer a Master's of Science in Clinical Psychology, with the hopes of expanding to a Doctoral (Psy.D) program. Our Unit was one of the first on campus to form a departmental Equity, Diversity, and Inclusion committee to act with intention in fostering a climate within and outside of the classroom that is equitable and inclusive to persons from diverse backgrounds. The department is in a renewal phase, having hired several faculty over the past 5 years, and is currently undertaking a comprehensive curriculum renewal to ensure our curriculum is consistent with our program goals, particularly in the areas of equity, diversity, and inclusion. The Department recently saw the development of a world-class Centre for Cognitive Health & Neuroscience, which includes state-of-the-art facilities for applied and cognitive neuroscience research. There are opportunities for professional and research collaborations throughout the region, including Landmark East, Canada's only independent school for students with learning differences and the Issac Walton Killam (IWK) Health Centre, the largest Children's Hospital in Atlantic Canada. As outlined in the 16th Collective Agreement between the Faculty Association and the

University Board of Governors, Acadia faculty receive a range of benefits, including a defined benefit pension plan, yearly professional development funds, dental/vision insurance, professional insurance and registration fees, health insurance to complement the public system, and internal research funding opportunities.

#### Academic Qualifications:

Candidates must have (or be near completion) a Ph.D. or Psy.D. in Clinical Psychology and have an established or developing research program in the candidate's expertise area. Candidates must be eligible for, and maintain, registration as a Psychologist within Nova Scotia.

How to Apply: Candidates are asked to submit their application in a single PDF document to [Faculty.Careers@AcadiaU.ca](mailto:Faculty.Careers@AcadiaU.ca). Receipt of the application will be acknowledged via email. Applications should include the following:

Apply by sending a letter describing clinical and research experience; teaching experience or potential; and a curriculum vitae. The cover letter should clearly demonstrate ways in which the applicant's clinical work, research, and teaching could contribute to the department's commitment to equity, diversity, and inclusion. Please include the names and email/phone contact information of three references (to be contacted if shortlisted), one of which must be from someone who can speak to your clinical activities.

Dr Randy Lynn Newman, Chair of the Search Committee Professor and Head, Department of Psychology  
Acadia University Wolfville, Nova Scotia, Canada B4P 2R6 Email: [Faculty.Careers@AcadiaU.ca](mailto:Faculty.Careers@AcadiaU.ca)

Acadia University invites applications from all qualified individuals; however, Canadians and permanent residents shall be given priority. The University encourages applications from Indigenous people; African Canadians; African Nova Scotians; persons with disabilities; visible minorities; women; persons of any minority sexuality, gender identity or gender expression; and all intersections of these identities. Acadia embraces the principles of equity, diversity, and inclusion as fundamental in creating an expansive academic environment and champions diverse knowledge systems as pillars of academic excellence.

All applicants are required to submit an online Employment Equity Self-Identification Form as part of their application package. The form provides the option of self-identifying based on the applicant's comfort level. Please note that failure to complete the form by the closing date will result in the disqualification of your application.

Closing Date: February 24th , 2023

Accessibility Statement The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require any accommodations at any point during the application and hiring process, please contact Dr. Randy Lynn Newman, Chair and Professor of Psychology ([randy.newman@acadiau.ca](mailto:randy.newman@acadiau.ca)).



## **Tenure-track Assistant Professor in the Faculty of Health and Behavioural Sciences/Department of Psychology, Lakehead University**

Application Deadline: Review of applications will begin on March 1st , 2023, and continue until the position is filled.

Faculty of Health and Behavioural Sciences Department of Psychology

Reference #HBS-2023-24-02 Lakehead University, Thunder Bay Campus, invites applications for one tenure-track appointment at the rank of Assistant Professor in the Faculty of Health and Behavioural Sciences/Department of Psychology. We have a particular need for faculty with clinical competence working with children and adolescents. The academic rank of the appointment will be commensurate with the qualifications of the successful candidate. The position will commence on August 1, 2023.

The successful candidate will:

1. Have completed a PhD in clinical psychology from a CPA- or APA-accredited program.
2. Be registered or eligible for registration in Clinical Psychology with the College of Psychologists of Ontario (CPO). Preference will be given to candidates who are already registered and who are registered with competencies to work with children and adolescents (at a minimum). Those who are not registered must initiate the registration process within the first six months of hire.
3. Show commitment to the scientist-practitioner model.
4. Demonstrate research productivity and the capacity to develop a strong research program and attract external research funding;
5. Have demonstrated ability to teach undergraduate and graduate courses broadly related to their area of expertise and have evidence of an effective teaching record.
6. Experience with experiential learning and online or alternative modes of delivery is highly desired.
7. Be able to supervise undergraduate and graduate student research and contribute to the service and administrative activities of the clinical program, the department, and the university; and,
8. Demonstrated commitments to equity, diversity, decolonization, inclusion, belonging, and social justice.

The Department of Psychology is located on both the Thunder Bay and Orillia campus with this position being located at the Thunder Bay campus. Thunder Bay is located on Lake Superior in beautiful Northwestern Ontario; home to affordable living; thriving food and arts communities; and four-season, world class outdoor recreation (<https://vimeo.com/484127771>). The Department offers arts and science undergraduate programs, graduate programs in Psychological Science (MSc and PhD), MA Clinical Psychology, and CPA-accredited PhD Clinical Psychology programs at the Thunder Bay campus and an HBA psychology program at the Orillia campus.

Lakehead is a comprehensive university with a reputation for innovative programs and cutting-edge

research. Our campuses are located in Thunder Bay on the traditional lands of the Fort William First Nation, Signatory to the Robinson Superior Treaty of 1850 and in Orillia on the traditional territory of the Anishinaabeg, and Rama First Nation. Lakehead University acknowledges the history that many nations hold in the areas around our campuses and is committed to a relationship with Métis and Inuit and First Nations peoples. Lakehead has approximately 10,000 students and 2,160 faculty and staff. With an emphasis on collaborative learning and independent critical thinking and a multidisciplinary teaching approach, Lakehead offers a variety of degree and diploma programs at the undergraduate, graduate, and doctoral levels through its nine faculties, including Business Administration, Education, Engineering, Health and Behavioural Sciences, Natural Resources Management, Science and Environmental Studies, Social Sciences and Humanities, Graduate Studies, and Faculty of Law. For further information, please visit: [www.lakeheadu.ca](http://www.lakeheadu.ca).

For further information, please contact Dr. Rupert Klein, Chair of the Department of Psychology at (807) 343-8535 or via email at [rgklein@lakeheadu.ca](mailto:rgklein@lakeheadu.ca). Detailed information on the Department of Psychology and our programs is available at: <https://www.lakeheadu.ca/programs/departments/psychology>.

The electronic application (in the form of one PDF document) quoting Reference # HBS2023-24-02 should include: a letter of interest, curriculum vitae, evidence of teaching effectiveness (including a statement of teaching philosophy, statement of experience with and approach to equity, diversity, and inclusion in teaching, course outlines and teaching evaluations for previously-taught courses), a statement of a research plan (current and future interests), copies of the three most significant publications, and the names and contact information of three references. A completed Confirmation of Eligibility to Work in Canada.pdf form must accompany your package.

Applicants should submit their electronic application to:

Attn: Dr. Mirella Stroink, Dean Faculty of Health and Behavioural Sciences Lakehead University 955 Oliver Road Thunder Bay ON P7B 5E1 e-mail: [fhbs@lakeheadu.ca](mailto:fhbs@lakeheadu.ca)

Lakehead University is committed to creating a diverse and inclusive environment and welcomes applications from all qualified individuals including women, racialized persons, Indigenous people, persons with disabilities and other equity-seeking groups. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This is in accordance with Canadian immigration requirements.

Lakehead University has an Equity, Diversity and Inclusion Action Plan 2019-2024 with a goal to recruit and retain a diverse workforce as measured by increasing representation of under-represented groups among applicants, candidates and hires. Experience working with Indigenous or racialized communities, and/or members of other equity-deserving groups is a strong asset. A lived experience or worked experience of any of these issues is preferred.

We appreciate your interest; however, only those selected for an interview will be notified. Lakehead University is committed to supporting an accessible environment. Applicants requiring accommodation during the interview process should contact the Office of Human Resources at (807) 343-8010 ext. 8334 or [human.resources@lakeheadu.ca](mailto:human.resources@lakeheadu.ca) to make appropriate arrangements.

This position is subject to budgetary approval.

## **Submissions to the Monday Memo**

Please submit your upcoming events, open positions, announcements, congratulations and more for the Monday Memo through this link: [https://survey.ucalgary.ca/jfe/form/SV\\_77Cs2PySTolknwW](https://survey.ucalgary.ca/jfe/form/SV_77Cs2PySTolknwW)

Please submit Fridays by 12pm noon to be included the following Monday.