



## ORGP SYCH@MQ

2011 ISSUE 4

### From the Program Director

Just a reminder that the new Master of Organisational Psychology program begins in First Semester 2012. If you anticipate that, by the end of 2012, you will have units other than the final three placement units to complete, please let me know so that we can check your proposed study and ensure that the units that you are required to complete will still be on offer.

If you are a student planning to commence your thesis in 2012, you must enrol in PSYO944 Research Proposal in First Semester and then PSYO945 Research Thesis in second semester. Please follow the instructions in this issue of the newsletter to select your preferred thesis topic area. While we make every effort to match students with their first preference, this is not always possible due to staffing arrangements. Only in exceptional cases will students be permitted to be supervised by staff outside the organisational team.

I am very pleased to welcome Dr Monique Crane to the Organisational Team. She will contribute to the program through a number of units, beginning in 2012.

*A/Prof Mark Wiggins*

### Welcome: Monique Crane

In 2010 Monique completed her PhD on group and organisational dissent, work that has appeared in the *British Journal of Social Psychology*. Since 2009, she has worked with the Australian Defence Force (ADF) in the area of psychological resilience. In this role, she developed and evaluated a resilience training program for ADF personnel and was a scientific advisor to ADF on the evaluation of post-deployment resilience training for personnel returning from overseas operations. She has been recognised by the Defence Science and Technology Organisation for her work in resilience training. Monique contributes as a chief investigator on a longitudinal study examining psychological resilience in the ADF, a study anticipated to inform training and policies that impact mental health within the ADF. At Macquarie, her broad area of research will involve how organisations are able to foster psychological resilience in the workplace. Her research will investigate the effectiveness of resilience training programs and the ability of workplace characteristics to contribute or erode the psychological resilience of employees.

### Semester Two 2011

Semester Two has begun. Please ensure you are aware of your current enrolments, class venues etc. Students have until late August to withdraw from units without penalty. If you encounter any difficulties please contact the program Director or Deputy-Director.

### New library

After three years of work, the new Macquarie university library is open for business. The most frequently-used items are still available on the shelves, and the rest of the collection can be retrieved through an automated system.



The new library includes a range of useful dedicated spaces such as quiet spaces, dedicated postgraduate student spaces, and even conference-room style booths for practicing presentations. It looks great, the interiors are very pleasant, and it has a café. Go and take a tour!

For more details visit [www.library.mq.edu.au/newlibrary](http://www.library.mq.edu.au/newlibrary)

## Masters Research Projects 2012

It is now time for students to decide whether or not they will be undertaking PSYO944 and PSYO945 in 2012. In this issue we describe the research fields of those supervisors who be available to those MOrgPsy students undertaking their research thesis in 2012. Those students who intend to commence PSYO944/945 in 2012 must use our online survey to indicate preferences for research project and supervisor. The survey link is attached in the email that accompanies the newsletter, but you can also copy and paste the link below into your browser:

[https://macquariehs.qualtrics.com/SE/?SID=SV\\_2sjXp9wvCDMHBHu](https://macquariehs.qualtrics.com/SE/?SID=SV_2sjXp9wvCDMHBHu)

Note that it is important for our planning purposes that students provide this information. If you do not indicate your intention to commence your research project in 2012, we cannot guarantee that you will be able to do so. Students have until October to enter their priorities in the online survey. Be aware that you may not receive your first preference.

Students may wish to speak to one or more of the staff members listed below to help in finalising your priorities.

### *Allan Bull*

Allan's current research interests include motivation, trust in management, employee incentive systems and personality.

### *Monique Crane*

Monique's current research investigates how organisations foster psychological resilience, the extent to which workplace characteristics influence employee resilience, and the effectiveness of resilience training programs.

### *Louise Metcalf*

Louise's current research investigates the role of leadership in organisation sustainability.

### *Ben Searle*

Ben's current research investigates stress and wellbeing (particularly in relation to situational appraisal) along with desirable and undesirable forms of proactive work behaviour.

### *Mark Wiggins*

Mark's current research investigates human performance and advanced technology environments, with a particular focus on cues used by experts to diagnose situations.

If you have any questions about the Masters research project, please consult the Program Director.

## Opportunity: Developing Proactive Leaders

Proactivity involves anticipating problems and opportunities, planning actions in advance, and pursuing goals in the face of obstacles. Researchers have linked employee proactivity to problem-solving, innovation, career success, and various measures of work performance.

In 2012 Dr Ben Searle will lead a team of experts in proactivity and workplace learning to assess evidence-based methods for developing proactivity *in* and *through* organisational leaders. If your organisation is interested in being involved, contact Dr Searle on (02) 9850 8066.

## Upcoming Conferences

ANNUAL MEETING OF THE ACADEMY OF MANAGEMENT  
SAN ANTONIO, TX  
AUGUST 12-16, 2011  
[meetings.aomonline.org/2011/](http://meetings.aomonline.org/2011/)

INTERACTIVE TECHNOLOGIES CONFERENCE FOR THE SOCIETY FOR APPLIED LEARNING TECHNOLOGY  
RESTON, VA  
AUGUST 17-19, 2011  
[www.salt.org/dc/washingtonP.asp](http://www.salt.org/dc/washingtonP.asp)

NATIONAL SAFETY PSYCHOLOGY CONFERENCE 2011  
SYDNEY  
OCTOBER 18-19, 2011  
[www.liquidlearning.com.au](http://www.liquidlearning.com.au)

11th INTERNATIONAL ACADEMY OF MANAGEMENT AND BUSINESS (IAMB) CONFERENCE  
SAN FRANCISCO, TX  
NOVEMBER 7-9, 2011  
[www.iamb.net](http://www.iamb.net)

21ST ANNUAL CONFERENCE OF THE CAREER DEVELOPMENT ASSOCIATION OF AUSTRALIA  
CANBERRA  
29-30 MARCH 2012 -  
[www.onqconferences.com.au/CDAA12/cfa.html](http://www.onqconferences.com.au/CDAA12/cfa.html)

For more information, visit the relevant websites.

If you're involved in a conference in our field, and you'd like us to list it in our newsletter, please contact us.

### Key Contacts

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