

# CARLA L. MACLEAN

Email: carla\_maclean@sfu.ca

Websites: www.carlamaclean.com

[http://www.sfu.ca/psyc/projects/industrial\\_investigation/](http://www.sfu.ca/psyc/projects/industrial_investigation/)

---

## A. ACADEMIC HISTORY

<b>Post-Doctoral Research Fellowship</b> Simon Fraser University, British Columbia	2010 - 2013
<b>Ph.D., Applied Social Cognition</b> University of Victoria, Victoria, British Columbia <i>Investigating industrial investigators: Examining the impact of A Priori knowledge and tunnel vision education.</i>	2004 – 2010 Completed: June 2010
<b>M.Sc., Applied: Industrial/Organizational Psychology</b> Saint Mary's University, Halifax, Nova Scotia <i>Social cognitive factors in workplace accident investigations: The role of the eyewitness.</i>	2001- 2004
<b>B.A., Psychology</b> University of Victoria, Victoria, British Columbia	1994 – 1999

---

## B. HONOURS & AWARDS

Received the UVic Social Science Nomination: <i>Distinguished Dissertation Award</i> 2010 Canadian Association of Graduate Studies/ University Microfilms International	Feb. 2011
<i>Certificate of Academic Excellence</i> from the Canadian Psychological Association for doctoral dissertation	July 2010
Featured student in Worksafe BC's <i>Focus on Tomorrow</i> publication.	Nov. 2006
Featured Psychology student in the Dean of Social Sciences' Annual Report University of Victoria.	June 2006

## I. FELLOWSHIPS AND FINANCIAL AWARDS

\$81,000 (2 yrs) Social Science and Humanities Research Council (SSHRC) Post-Doctoral Fellowship	Sept. 2010
\$94,463 (2 yrs) Worksafe British Columbia: Research at Work Grant Principal Investigator: J. Don Read Co-Investigator: Carla L. MacLean Co-Investigator: D. Stephen Lindsay	Aug. 2010
\$500 American Psychology & Law Association Conference Student Travel Award: Peer-Reviewed	Feb. 2010

\$1,500	BCEOHRN Travel Award for SARMAC Japan: Peer-Reviewed	April 2009
\$67,500 (3 yrs)	Worksafe British Columbia: Doctoral Research Trainee Award	Sept. 2006
\$10,000	British Columbia Environmental and Occupational Health Research Network (BCEOHRN) Research Development Grant Funded by the Michael Smith Foundation for Health Research	Sept. 2005
\$2600	Academic Scholarship, Saint Mary's University	Sept. 2002
\$2380	Academic Scholarship, Saint Mary's University	Sept. 2001

## II. OTHER FUNDING

\$300	Norma M. Wilson Graduate Endowment, University of Victoria	Jan. 2006
\$3000	Canadian Female Doctoral Grant	Sept. 2005

## C. RESEARCH FOCUS

My research interests are focused in Psychology and Law and Occupational Safety. I explore eyewitness memory for critical events (criminal and industrial) and investigator decision making post-event. My specific research interests include: Eyewitness Confidence and Accuracy, Witness Recollection Post-Event, Post-Identification Feedback Effects, Social Influences on Decision Making and Memory, Industrial Incident Investigation, Investigator Decision Making, Confirmation Bias/Tunnel Vision, and Investigative Interviewing Techniques.

## D. PEER REVIEWED PUBLICATIONS

**MacLean, C. L.**, Brimacombe, C. A. E, Allison, M., Dahl, L. C., & Kadlec, H. (*in press*) Post-identification feedback effects: Investigators and evaluators. *Journal of Applied Cognitive Psychology*.

**MacLean, C. L.**, Stinson, V., Kelloway, E. K., & Fisher, R. P. (*in press*). Improving workplace incident investigations by enhancing memory recall. *International Journal of Workplace Health Management*.

Kelloway, K., Stinson, V. & **MacLean, C. L.** (2004). Can eyewitness research improve occupational health and safety? Towards a research agenda. *Journal of Law and Human Behaviour*, 28(1), 115 - 132.

## I. MANUSCRIPTS IN PREPARATION

**MacLean, C. L.**, Brimacombe, C. A. E, & Lindsay, D. S. Investigating industrial investigators: The role of *A Priori* knowledge and tunnel vision education.

Allison, M., Brimacombe, C. A. E., Dahl, L. C., **MacLean, C. L.**, & Garrioch, L. A. "Who Did You Choose?": The Influence of Length of Crime View and Cowitness Post-Identification Feedback on Eyewitness Confidence.

---

### **E. NON-PEER REVIEWED RESEARCH REPORTS**

**MacLean, C. L.**, (2009). Can Psychology Save Lives? The Influence of Tunnel Vision on Industrial Investigations. Research Trainee Project report to the Workers' Compensation Board of British Columbia.

**MacLean, C. L.**, Brimacombe, C. A. E., & Stinson, V. (2007). A Survey of Occupational Accident Investigators: The role of People Evidence. Distributed to industrial investigators throughout Canada. Research funded by the British Columbia Environmental and Occupational Health Research Network.

**MacLean, C. L.**, Brimacombe, C. A. E., & Stinson, V. (2007). Industrial Investigation and People Evidence: Through the Lens of the Investigator. Project report to the British Columbia Environmental and Occupational Health Research Network.

---

### **F. PAPERS AND PRESENTATIONS**

**MacLean, C. L.**, Brimacombe, C. A. E., & Lindsay, D. S. (2010, March). *Investigating industrial investigators: Tunnel vision and the professional investigator*. Paper presented at the American Psychology and Law Society's Conference, Vancouver, Canada.

**MacLean, C. L.**, Lindsay, D. S., & Brimacombe, C. A. E. (2009, July). *A priori knowledge and tunnel vision education: An exploration in the industrial accident investigation*. Paper presented at the Society of Applied Research in Memory and Cognition, Kyoto, Japan.

**MacLean, C. L.**, Lindsay, D. S., & Brimacombe, C. A. E. (2009, May). *Debiasing in the industrial investigation: The role of education*. Paper presented at NorthWest Cognition and Memory Conference, Victoria, British Columbia.

**MacLean, C. L.**, Brimacombe, C. A. E., & Stinson, V. (2007, March). *Deception and the industrial accident investigation: Identification and handling the deceptive interviewee*. Poster presented at Work, Stress, and Health, Washington, DC.

**MacLean, C. L.**, Brimacombe, C. A. E., & Stinson, V. (2007, July). *Detecting and handling the deceptive interviewee: An investigator's perspective*. Paper presented at the Society of Applied Research in Memory and Cognition, Lewiston, Maine.

**MacLean, C.L.**, Brimacombe, C.A.E., & Stinson, V. (2007, May). *The deceptive interviewee: An industrial investigator's perspective*. Paper presented at the NorthWest Cognition and Memory Conference, Vancouver, British Columbia.

**MacLean, C. L.**, Stinson, V. & Brimacombe, C. A. E., (2007, May). *The psychology of occupational accident investigations: A survey of investigators*. Poster presented at the European Congress of Work and Organizational Psychology, Stockholm, Sweden.

- MacLean, C. L.,** Brimacombe, C. A. E., & Stinson, V. (2007, March). *Interviewee credibility: An investigator's perspective*. Poster presented at the John Jay Collage of Criminal Justice's Conference, New York, New York.
- MacLean, C. L.,** Brimacombe, C. A. E., Allison, M., Boyce, M & Dahl, L. C. (2006, May). *Post-identification feedback and the eyewitness: How credible is your witness?* Paper presented at the NorthWest Cognition and Memory Conference, Vancouver, British Columbia.
- MacLean, C. L.,** Brimacombe, C. A. E., Allison, M., Boyce, M & Dahl, L. C. (2006, March). *Juror's perceptions of eyewitness credibility following post-identification feedback*. Poster presented at the American Psychology and Law Society's Conference, St. Petersburg, Florida.
- MacLean, C. L.,** (2005, July). *The psychology of saving lives: How psychology can enhance industrial accident investigations*. Poster presented at the Workman's Compensation Board (WCB) of BC and Association of Worker's Compensation Boards of Canada (AWCBC) Public Forum, Vancouver, British Columbia.
- MacLean, C. L.,** Stinson, V., & Kelloway, K. E. (2005, May) *Did you see that? The role of a psychologically-based investigation form in industrial accident investigations*. Paper presented at the NorthWest Cognition and Memory Conference, Bellingham, Washington.
- MacLean, C. L.,** Stinson, V., & Kelloway, K. E. (2005, March). *Eyewitness memory for a workplace accident: Can a psychologically-based investigation form enhance recall?* Paper presented at the American Psychology-Law Society Conference, La Jolla, California.
- Brimacombe, C. A. E., Allison, M., **MacLean, C. L.,** Boyce, M. & Dahl, L. C. (2005, March). *Eyewitness testimony following post-identification feedback: Anything but the truth?* Paper presented at the American Psychology-Law Society Conference, La Jolla, California.
- Dahl, L. C., Brimacombe, C. A. E., & **MacLean, C. L.,** (2005, March). *Fingerprint versus eyewitness evidence: Equally important in the forensic drama?* Paper presented at the American Psychology-Law Society Conference, La Jolla, California.
- MacLean, C. L.,** Kelloway, K, & Stinson, V. (2004, June). *Social cognitive factors in workplace accident investigations: The role of the eyewitness*. Poster presented at the Canadian Psychological Association Conference, St. John's, Newfoundland.
- MacLean, C. L.,** (2001, March). *Bullying in the workplace*. Paper presented at the Saint Mary's Psychology Conference, Halifax, Nova Scotia.

---

## G. RESEARCH EXPERIENCE

- Graduate Studentship,** Dr. Stephen Lindsay & Dr. Elizabeth Brimacombe      Sept. 2009 – Aug. 2010  
University of Victoria
- \* Collaboration on research on investigators' perceptions of eyewitness' reports and identification decisions.
  - \* Developed stimulus material, collected data and analyzed findings.

**Research Assistant**, Dr. Elizabeth Brimacombe  
University of Victoria  
\* Constructed and implemented research exploring witness credibility and the post-identification feedback effect. Sept. 2004 – Sept. 2006

**Research Assistant**, Dr. Stephen Lindsay & Dr. Elizabeth Brimacombe  
University of Victoria  
\* Confederate in research exploring the relationship between eyewitness evidence and investigator decision making in criminal investigation. Sept. 2004 – Sept. 2006

**Research Assistant**, Dr. Helena Kadlec  
University of Victoria  
\* Developed conference presentation materials on Signal Detection Theory. Sept. 2004 – April 2005

**Research Assistant**, Dr. Victor Catano  
Saint Mary's University  
\* Conducted testing sessions assessing academic cheating behaviour.  
\* Coded and entered data from a survey format research design. March – May 2004

**Research Assistant**, Dr. Arla Day  
Saint Mary's University  
\* Conduct literature reviews on work, stress, and coping.  
\* Conducted interviews with uniformed services across Canada (police, fire service, ambulatory) as a review of chronic and critical stress programs offered. Oct. 2003 – May 2004

**Research Assistant**, Dr. Veronica Stinson  
Saint Mary's University: Environment Canada  
\* Conducted literature searches on models of organizational culture change. Oct. – Dec. 2003

**Research Assistant**, Dr. Robert Gifford  
University of Victoria  
\* Surveyed University of Victoria students about their transportation practices.  
\* Data entry. April– Sept. 1999

**Research Assistant**, Dr. Stephen Lindsay  
University of Victoria  
\* Stroop memory testing using a computer based protocol.  
\* Coded and entered data. Feb. – July 1999

---

## H. OTHER PROFESSIONAL EXPERIENCE

**Workshop Instructor: People Evidence in the Industrial Investigation**  
\* Imperial Oil May 2011  
\* Worksafe BC April 2011  
\* Western Forest Products Nov & Dec. 2007

**Program Evaluation Consultant**, United Way July 2004  
\* Developed a structured interview protocol.  
\* Interviewed university and non-profit organizations regarding the Evaluation Partnering Program.

- \* Produced a project report highlighting the program's strengths as well as recommended areas of improvement.

**Academic and Vocational Counsellor**, Saint Mary's University Sept. 2003 – Aug. 2004

- \* Aided students in course selection and applying to graduate school.

**Intern**, Personnel Psychology Centre (PPC) May 2002 – Aug. 2002

Public Service Commission: Federal Government

- \* Aided in Assessment Centre creation through development of assessment material.
- \* Participated in assessment of job candidates by engaging in role playing exercises with candidates.
- \* Created a Critical Incident writing package for job analysis.
- \* Assessed future safety investigators for the Transportation Board as member of a 6 person behaviour based interview team.

**Research Clerk**, Human Factors Issues and Research in Atlantic Canada Oct. 2002

Conference: St. Johns, Newfoundland

- \* Part of a two person team responsible for written summaries of conference presentations.

**Case Worker**, John Howard Society Oct. 1999 – Jan. 2001

- \* One-on-one case worker in a supported living program for adults who were mentally challenged (IQ of 50 to 70) and/or mentally ill. All clients had been in contact with the law.
- \* Produced personalized education and activity plans.
- \* Organized and facilitated group sessions and community outings.
- \* Distributed medication.

**Support Worker**, Vancouver Island Health Authority: Wisteria House April 1999 – Nov. 1999

- \* Provided emotional support to clients with a range of mental health issues (e.g., depression, schizophrenia, anxiety).
- \* Distributed medication
- \* Organized and participated in group outings and in-house activities.

---

## I. TEACHING FOCUS

Inspired teachers over the years have taught me the value of good instruction. From these experiences I have learned the value of a learning environment that offers structure as well as fosters a motivation to learn. I work to include teaching techniques and assessment methods that encourage students to learn at a deeper, more functional level than simply recitation from the text book. I encourage class attendance with timely examples of core course concepts and in-class exercises.

---

## J. TEACHING EXPERIENCE

### I. UNIVERSITY INSTRUCTOR

**Social Psychology** (Co-instructor) University of Victoria May 2008

**Law and Psychology** University of Victoria July – Sept. 2007

**Statistics** (Lab Instructor) Saint Mary's University Jan. – Aug. 2004

## II. GUEST LECTURES

**People Evidence and the Industrial Accident Investigation** Association of Canadian Ergonomists & Worksafe BC Nov. 2009  
Human Factors Perspectives on Safety

**People Evidence in the Industrial Investigation** Worksafe BC Sept. 2009  
Community of Practice: Human Factors Workshop

**Investigative Interviewing** University of Victoria June 2009  
Psychology and Law  
\* Cognitive Interview, Reid Technique, and False Confessions

**Predictors of Job Performance** University of Victoria Feb. 2008  
Industrial/Organizational Psychology  
\* Personality measures, motor skills testing, integrity testing, assessment centres, interviewing, work simulations

**Eyewitness Memory: A Piece in Four Part Harmony** Simon Fraser University Nov. 2006  
Psychology and Law Graduate Seminar  
\* Interviewee Credibility: An Investigator's Perspective  
\* Co-lectures: Dr. C.A.E. Brimacombe, Dr. L. Dahl, & Dr. M. Boyce

**Investigative Interviewing** University of Victoria July 2006  
Psychology and Law  
\* Cognitive Interview, Reid Technique, and False Confessions

**Aggression** University of Victoria Nov. 2005  
Social Psychology  
\* Theories of Aggression

## III. TEACHING ASSISTANTSHIPS

\* Tutored students, assisted in classes, and managed grading. Sept 2001 – July 2010

Psychology Participant Pool Assistant/  
Make up exams/ Course Evaluation University of Victoria 5 Terms

Psychology and Law University of Victoria Saint Mary's University 2 Terms

Industrial Psychology University of Victoria 1 Term

Social Psychology University of Victoria Saint Mary's University 2 Terms

Introductory Psychology University of Victoria 1 Term

Human Factors	Saint Mary's University	1 Term
Statistics (General and Advanced)	Saint Mary's University	6 Terms
Abnormal Psychology	Saint Mary's University	1 Term

---

## K. PROFESSIONAL DEVELOPMENT

### I. TRAINING COURSES

<b>Cognitive Interview Training</b>	Aug. 2007
Ronald P. Fisher: Florida International University and Federal Bureau of Investigation: * Studied and practiced techniques employed in the Cognitive Interview.	
<b>Industrial Incident Investigation (II):</b>	Dec. 2005
Det Norske Veritas (DNV): * Studied and practiced investigative techniques: Evidence collection and analysis, human factor considerations, and systematic cause analysis technique (root cause analysis).	
<b>Investigative Interviewing (POL704):</b>	Sept. 2004
Justice Institute of British Columbia: * Studied techniques utilized by law enforcement officials for interviewing and interrogation of a witness/victim/suspect.	

### II. WORKSHOPS

<b>Functional Resonance Analysis Method (FRAM)</b>	June 2010
Industrial Incident Investigation: Erik Hollnagel	
<b>Task Analysis</b>	March 2009
Community of Practice: Human Factors Workshop	
<b>Let's Talk Teaching: Reflections on Effectively Using Your Teaching Evaluations.</b>	Nov. 2007
Dr. Marty Wall, University of Victoria	
<b>Knowledge Transfer and Exchange</b>	April 2007
British Columbia Environmental Occupational Health Research Network Educational Event.	
<b>The Grammar Hammer: Good Grammar for Great Writing ~ Part I &amp; II</b>	Oct. 2007
Teaching and Learning Centre, University of Victoria	
<b>Writing Effective Multiple Choice Tests</b>	May 2006
Teaching and Learning Centre, University of Victoria	

### III. COMMITTEE & PROFESSIONAL SERVICE

<b>Website Development:</b> Society for Applied Research in Memory and Cognition (SARMAC)	July 2010
* Member of the eight-person committee that provided feedback and generated ideas about SARMAC's new website.	



**Conference Planning:** Northwest Cognition and Memory (Nowcam) May 2009  
 \* Member of the four-person team responsible for creating the conference program.

**Graduate Student Representative:** University of Victoria Sept. 2006 – Sept. 2007  
 \* Attended faculty staff meetings to provide the student perspective.  
 \* Communicated information relevant to graduate students to psychology graduate student body.

**Graduate Student Orientation Co-organizer:** University of Victoria Sept. 2006  
 \* Co-organized a campus tour and provided information about the University, the psychology program, and life in Victoria.

**Board Member:** BC Environmental and Occupational Health Nov. 2005 – Jan. 2008  
 Research Network (BCEOHRN) a Michael Smith funded research network.  
 \* Provide mentorship and networking/collaboration opportunities for those interested in occupational health.  
 \* Member of the Education Working Group: Co-organizer of the educational event on effective knowledge translation.

**Psychology Department Representative:** University of Victoria’s Career Fair. Nov. 2005  
 Nov. 2006

**Conference Planning:** Saint Mary’s Psychology Conference. March 2001  
 \* Member of team responsible for creating the conference program & conference scheduling.

**Volunteer:** Victoria Youth Custody Center Sept. 1997 – Dec. 1998  
 \* Worked as a volunteer in the arts and crafts program at Victoria’s youth custody center.

***Ad Hoc Reviewing***

<b>Text</b>	Forensic Psychology: Pozzulo, Bennell, & Forth: Person Canada	Feb. 2010
<b>Website</b>	Society for Applied Research in Memory and Cognition	July 2010
<b>Conference</b>	American Psychology and Law Society conference submissions.	Oct. 2005

**L. PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

Canadian Psychological Association	2004 – Present
Industrial & Organizational Psychology Affiliation	
Criminal Justice Psychology Affiliation	
American Psychology and Law Society	2004 – Present
British Columbia Environmental and Occupational Health Research Network	2005 – Present
Society of Applied Research in Memory and Cognition	2006 – Present

