

Welcome to the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

Volume 12 (Fall 2014)

Editor's Welcome



Welcome

Gary William Giumetti,
SOHP Newsletter Editor
Quinnipiac University
gary.giumetti@quinnipiac.edu

to the Fall 2014 edition (v.12) of the Newsletter for the Society for Occupational Health Psychology.

In this edition of the newsletter, we feature two columns from international OHP organizations. The first is another installment of the 'Across the Pond' column, written by Mr. Nicholas Andreou. Mr. Andreou provides us with an overview of the recent developments in the European Academy of Occupational Health Psychology (EAOHP), including a report on the 2014 EAOHP conference in London and a description of recent international collaborations as well as publishing initiatives from the organization. The second column is from Dr. Maureen Dollard who serves as the Director of the Asia Pacific Centre for Work, Health, and Safety at University of South Australia. Dr. Dollard describes the recent efforts of the Asia Pacific Academy for Psychosocial Factors at Work as well as the recent conference of the International Commission of Occupational Health: Work, Organizational, and Psychosocial Factors (ICOH-WOPS), held at the Ade-

laide Convention Centre in September 2014.

This edition of the newsletter also continues our coverage of international OHP research institutes that we began in our last newsletter. First, a column from Ms. Kine Reegard describes her safety and telemedicine research efforts at the Institute for Energy Technology in Norway. Second, we have a column from Dr. Xiuzhu Gu, assistant professor at Tokyo Institute of Technology in Japan. Dr. Gu provides an overview of the institute, the current members of her team, and some recent OHP research projects that her team has been working on.

The newsletter also features a highlight of the OHP graduate training program at East Carolina University in Greenville, North Carolina, written by Dr. Mark Bowler.

We also have several columns from the leadership and committee chairs of SOHP. First is a note from the SOHP President, Dr. Mo Wang, who provides us with an update on the important tasks that the executive committee will be working on this year as well as several longer-term initiatives that are in the works. We also have a column from the new SOHP membership committee chair, Dr. Jessie Zhan, who provides us with an update on our current membership and describes an initiative to build a new online membership database.

Additionally, the chair of the Work, Stress, and Health (WSH) conference workshop committee, Dr. Gwen Fisher, provides us with the lineup for the pre-conference workshops and luncheon tutorials to be held during the upcoming WSH conference in Atlanta, Georgia. The final committee report comes from Shujaat Ahmed who is chairing the SOHP Graduate Student Issues (GSI) Committee. Shujaat provides us with an update on the initiatives that the GSI committee has been working on over the past few months and plans for the upcoming year.

Producing the newsletter is a team effort, and I am very grateful for the assistance of the editorial team. The newsletter is made possible with the assistance of Associate Editors, Dr. Heather Odle-Dusseau and Dr. Emily Huang, and Production Editors, Dr. Amber Schroeder and Mrs. Brooke Allison. I thank them for all of their work to bring together this newsletter.

We hope you enjoy reading this issue of the newsletter. If you have any comments or would like to write an article for a future issue, please e-mail me (gary.giumetti@quinnipiac.edu).

Gary Giumetti, Editor
Quinnipiac University

Editor:
Gary Giumetti
Associate Editors:
Heather Odle-Dusseau
Yueng-hsiang (Emily) Huang
Production Editors:
Amber Schroeder
Brooke Allison
Tessa Seidler

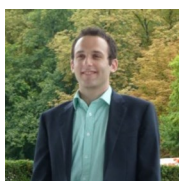
Special points of interest:

- 2015 Work, Stress, & Health Conference Details
- Become a member of SOHP!

Inside this issue:

Across the Pond (Nicholas Andreou)	1-3
Asia Pacific Academy & ICOH-WOPS (Maureen)	3-6
Institute for Energy Technology (Kine Reegard)	7-8
Tokyo Institute of Technology (Xiuzhu Gu)	8-10
OHP program at East Carolina University (Mark Bowler)	10
Note from the SOHP President (Mo Wang)	11
SOHP Membership Report (Jessie Zhan)	11
WSH Conference Workshop Committee Report (Gwen Fisher)	12-13
SOHP Graduate Student Issues Committee Report (Shujaat Ahmed)	14

Across the Pond: Recent Developments of the European Academy of Occupational Health Psychology



Mr.

Nicholas Andreou

Harvard University

The European Academy of Occupational Health Psychology (the Academy/EAOHP) is the European representative for the discipline of occupational health psychology. It exists to support and promote three pillars of activity across Europe: research, education, and professional practice.

The Academy was formally constituted in 1999 at the first European Workshop on Occupational Health Psychology in Lund,

Sweden, organized by the Universities of Lund and Kristianstad. Over the last 15 years the Academy has continued to grow. This article covers some of the most recent developments relating to the Academy¹ and highlights some future directions.

(continues on page 2)

Footnote

¹Older editions of "Across the Pond" cover earlier key developments as well as a detailed coverage of the Academy's history: Volumes 3, 4, 5, of the SOHP newsletter have such features, if you wish to view these.

Across the Pond: Recent Developments of the European Academy of Occupational Health Psychology (cont.)

Conference activities

Following an agreement (effective from 2004 onwards) at the International Co-ordinating Group on Occupational Health Psychology (ICG-OHP), the Academy conference now alternates with the APA/NIOSH/SOHP conference in North America. Thus, the Academy conferences are held every other year. In April 2014, the Academy hosted its 11th conference, which took place in London. This followed conferences held in Lund, Sweden (1999), Nottingham, United Kingdom (2000), Barcelona, Spain (2001), Vienna, Austria (2002), Berlin, Germany (2003), Porto, Portugal (2004), Dublin, Ireland (2006), Valencia, Spain (2008), Rome, Italy (2010), and Zurich, Switzerland (2012).

From approximately 100 delegates at our first conference, the most recent event attracted close to 550 delegates, making it one of the largest Academy conferences we have ever hosted. There were over 500 presentations and posters covering 35 OHP topics. Alongside this, the conference also held three special sessions: the British Psychological Society, Division of Occupational Psychology special session, a European Agency for Safety and Health special session, and a joint Academy/International Commission of Occupational Health - Work, Organization, and Psychosocial Factors (ICOH-WOPS) special session.

The conference held keynotes from Professor Johannes Siegrist and Professor Robert Karasek (joint debate), Professor Tom Cox, and Professor Evangelia Demerouti. The debate focused on the current state and future directions of the theoretical models developed by the speakers, which are central to work, stress and health. Professor Cox delivered the Work and Stress - Routledge Keynote Address, titled, *The UK Management Standards: Looking Forwards, Looking Back*. This reviewed the UK government's approach to reducing stressors and their impact at the workplace. Professor Demerouti gave the EAOHP Fellowship Keynote Address titled, *Job Demands and Job Resources: Given and Crafted*, focusing on more recent developments in the established JDR model around actors' process of 'job crafting'. Videos of the keynote addresses are currently being prepared and will be available to members of the Academy shortly.

The biennial conference is also the venue for the Academy to award the Andre Bussing Award for an outstanding contribution to the discipline. Past winners include Annet de Lange (2004), Nele De Cuyper (2006), Lieke ten Brummelhuis (2008), Kathryn Page (2010), and Verena C. Hahn (2012). At the London 2014 conference, the Academy

awarded Anne-Maarit Mäkitangas with the latest Andre Bussing Award.

We are currently planning for our next conference in Athens, Greece, to be held April 11-13, 2016, right in the centre of the city and next to the Acropolis. For more information please visit: <http://www.eaohp.org/conference.html>.

Membership

The Academy also offers the opportunity to join as a member at five different levels. These include Full Member, Associate Member, Student Member, International Affiliate Member, and International Student Affiliate Member. For more information on EAOHP membership please visit: <http://www.eaohp.org/membership.html>

As we include a membership package in our conference registration, most delegates are also members. As such, we have over 500 members in the Academy. Members benefit from an online subscription to our affiliate journal, Work and Stress, founded by the first president of the Academy, Professor Cox, as well as a biannual newsletter, discounts on Academy events, voting rights (Full Members only), and eligibility to apply for funding to support regional events and activities.

At the closing ceremony of the London conference, the academy awarded lifetime fellowships to keynote speakers Professor Karasek, Professor Cox, and Professor Demerouti, as well as Professor Cristina Maslach. These are awarded on the basis of an exceptional contribution to the discipline of occupational health psychology. The full list of the College of Fellows is included below:

International collaboration

The Academy was a founding member of the International Co-ordinating Group for Occupational Health Psychology (ICG-OHP), established in 2000. This group aims to bring together bodies involved in the discipline from around the world, to raise awareness of developments in specific regions as well as create an international agenda. Apart from SOHP, other ICG members include the Asia Pacific Academy for Psychosocial Factors at Work, and RIFART.

The ICG-OHP has a close relation with the International Commission on Occupational Health Scientific Committee on Work Organization and Psychosocial Factors (ICOH-WOPS). The ICG also houses representatives from the two pre-eminent OHP journals (Work and Stress and Journal of Occupational Health Psychology) and supportive organisations (American Psychological Association; National Institute for Occupational Safety and Health; European Agency for Safety and Health at Work).

At our most recent conference a special session was held to discuss the global landscape of OHP. Three memoranda of understanding were signed to foster further international

EAOHP Lifetime Fellows:

Tage Kristensen (2000)	Philip Dewe (2012)
Jose Maria Peiro (2001)	Norbert Semmer (2012)
Andre Bussing (2003)	Michael Marmot (2012)
(posthumous)	Tom Cox (2014)
Johannes Siegrist (2003)	Evangelia Demerouti (2014)
Lois Tetrick (2003)	Robert Karasek (2014)
Michiel Kompier (2004)	Christina Maslach (2014)
Kari Lindstrom (2006)	
Steve Sauter (2006)	
Julian Barling (2008)	
Töres Theorell (2008)	
Cary Cooper (2010)	
Wilmar Schaufeli (2010)	

collaboration. The Academy was a signatory in two of these, strengthening collaboration with ICOH-WOPS and the Asia Pacific Academy, respectively. The Academy provides close support to emerging organizations representing the discipline,
(continues on page 3)

sharing expertise, as well as founding documents, such as constitutions.

The Academy is in the process of further developing its understanding of individual country OHP needs. Once this is completed, a mapping exercise will be conducted to prioritise resources and capacity towards matching those needs and further facilitating the development of OHP in member states.

Publishing initiatives

One of the Academy's first publishing initiatives was an annual book series titled, *'Occupational health psychology: European perspectives on research, practice and education'*, which was comprised of three volumes running from 2006 until 2008. The volumes offer a set of chapters, each of which focuses on a discreet topic within the OHP umbrella. Each volume maintained a focus across the three pillars of the Academy: research, education and practice.

More recently, the EAOHP and SOHP have produced a joint book series titled, *'Contemporary Issues in Occupational Health Psychology'*, published by Wiley-Blackwell. This was mainly subsidised by the Academy, which purchased a copy to provide to each delegate at the conferences. This involved three volumes, with the first published in 2010 and the latest volume published in 2014. The series published contributions from a number of key authors in the field, including key note speakers from the Academy conferences throughout the years.

A new book series is being planned, which, following discussions at the



"From approximately 100 delegates at our first conference, the most recent event attracted close to 550 delegates, making it one of the largest Academy conferences we have ever hosted."

Across the Pond: Recent Developments of the European Academy of Occupational Health Psychology (cont.)

ICG-OHP, will look to bring together the different geographical perspectives on the discipline. Although yet to be finalised, it is planned to have contributions from other regions including the Asia Pacific and South American region. More information about the above publishing initiatives can be found at: <http://www.eaohp.org/publications.html>.

The Academy also publishes a biannual newsletter co-ordinated by [Dr Sue Cowan](#). This features pieces from practitioners in the field, updates from the various forums (research, education and practice), reviews of OHP related texts, commentary on recent research and policy developments, and an overall update on the Academy. The Academy's newsletters can be found here: <http://www.eaohp.org/newsletter.html>.

Where next for the academy?

As the discipline continues to grow, so too must the Academy. Work is going on behind the scenes to constantly improve our presence and what we can offer our members. A detailed overhaul of systems is underway so that we can better achieve this.

On the policy front, the Academy is working to become a partner of key stakeholders in the area. The memorandum of understanding, which was signed between the Academy and ICOH-WOPS at our most recent conference, is an example of such initiatives. The Academy's goal is to become more active in shaping policy decisions as well as contributing its own policy tools at the local, national and regional level.

The Academy is also working to strengthen ties with other national bodies and regional bodies represent-

ing the discipline. At the recent London conference, a joint special session was held with the British Psychological Society, Division of Occupational Psychology for this purpose, with similar events planned for the future.

Last but certainly not least, preparations are well underway in planning our next conference in Athens, Greece, 2016. We have ensured that we can host an even bigger capacity, and we are looking forward to delivering an even better conference to our delegates. Stay up to date with the conference developments bookmark: <http://www.eaohp.org/conference.html>.

We very much hope to see you there!

"EAOHP and SOHP have produced a joint book series titled, 'Contemporary Issues in Occupational Health Psychology,' published by Wiley-Blackwell."

Notable EAOHP websites:

- * Publishing initiatives: <http://www.eaohp.org/publications.html>
- * Newsletters: <http://www.eaohp.org/newsletter.html>
- * Conference updates: <http://www.eaohp.org/conference.html>
- * Membership: <http://www.eaohp.org/membership.html>

Coordination in the Asia Pacific: Asia Pacific Academy for Psychosocial Factors at Work



Dr.

Maureen Dollard
Director, Asia Pacific Centre for
Work Health and Safety
University of South Australia

Coordinated efforts for dialogue on psychosocial factors at work in the Asia Pacific began in 2010 (July 8-9) when an expert meeting was convened in Darwin by Professor Maureen Dollard and Dr. Michelle Tuckey from the Work and Stress Research Group housed within the Center for Applied Psychological Research at the University of South Australia in Adelaide, Australia, and Professor Paula Brough, from the Social and Organisational Psychology Research Unit (SOPRU) at Griffith University, Australia.

Twenty-one experts from Australia, New Zealand, Malaysia, Japan and Germany—including industry regulators, policy makers, and academics from a range of disciplines—met for two days to discuss psychosocial

factors at work in the Asia Pacific. Several important outcomes were:

- 1) Agreement that a multidisciplinary effort was required to address the issues in knowledge development, training, research, interventions, transfer of research to practice, policy development and employee representation.
- 2) Contribution to an Australian national policy statement on psychosocial factors to influence national policy and regulation as Australia progresses towards harmonisation in Work Health and Safety legislation.
- 2) Two special issues on the topics of occupational health psychology in

(continues on page 4)

Coordination in the Asia Pacific: Asia Pacific Academy for Psychosocial Factors at Work (cont.)

the Asia Pacific and a second one on psychosocial factors at work in the Asia Pacific.

3) Plans for a book on psychosocial factors at work in the Asia Pacific.

The Second Asia Pacific Expert Workshop on Psychosocial Factors at Work was held in Johor Bahru, Malaysia (July 7-8, 2011), which was hosted by Professor Rusli Bin Nordin, from Jeffrey Cheah School of Medicine and Health Sciences, Clinical School Johor Bahru at Monash University. Twenty-eight delegates from Australia, Japan, and different parts of Malaysia, including Sabah and Sarawak, attended the workshop. The key outputs from the two-day workshop were:

- 1) The development of a position statement intended to act as a signpost to suggest and advise that workplace counselling services be included as intervention in the Occupational Safety and Health (OSHA) Act 1994 to promote a work environment that fulfils the psychosocial needs of employees.
- 2) Collaborative research initiatives were developed. Participants initiated and planned an application for a joint university-industry research (Linkage) grant from the Australian Research Council (ARC) for a project comparing psychosocial safety climate in Australian and Malaysian hospitals. This project will involve some small funds from the Malaysian government, which the Australian government will match at a ratio of 1:5, respectively. This collaborative research plan would open up opportunities for sourcing international research grants and an increase in the number of graduate research students.
- 3) A plan to develop human capacity building through joint supervision of PhD students.
- 4) A plan to increase options for training. With an increase in the numbers of graduate research students, more training would be needed in research methodology and innovation.

The Third Expert Workshop on Psychosocial Factors at Work in the Asia Pacific was held at the University of Tokyo. It was chaired by Associate Professor Akihito Shimazu and was attended by 46 participants. A major outcome of the meeting was the official launch of the *Asia Pacific Academy for Psychosocial Factors at Work* on August 3, 2012.

The overarching aim of the Academy is to bring together academics, practitioners, and policy makers from the Asia Pacific region and beyond to contribute to better working arrangements in the region. The Academy provides a forum to discuss psychosocial factors at work, to share and generate knowledge, to deliver education and training, to build greater networks, and to foster opportunities to prevent work injury. The Academy is multidisciplinary in outlook. The executive committee is comprised of the individuals listed on the right.

The Fourth Expert Workshop on Psychosocial Factors at Work in the Asia Pacific was held in Phra Nakhon Sri Ayutthaya Province, Thailand, on November 28-29, 2013, and was convened by Assistant Professor Sara Arphorn. It was hosted by the cooperation of Thai academic institutions: the Research Center for Informal Workers, Department of Occupational Health and Safety, faculty of public health, Mahidol University and the Rajamagala University of Technology, Suan Dusit Rajabhat University, Suansarnrom Psychiatric Hospital, and Naresuan University. The goals of the workshop were successfully achieved by bringing together academics from the Asia Pacific region and beyond to discuss psychosocial factors at work and establish expert networking. The workshop welcomed 35 participants from six countries: Japan, Australia, China, France, Malaysia and Thailand. The program included a special lecture on participatory action-oriented training for the prevention of psychosocial risks at work in different sectors. The lecture consisted of a talk by Dr. Kazutaka Kogi, the President of ICOH, the achievement report from Professor Maureen Dollard, two focus group forums on Education and Training and Research and Practice, and 22 oral presentations. All participants experienced Thai Massage on the last day of the workshop. The workshop ended with good atmosphere of friends for better working arrangement in the region.

The four international expert workshops have been highly successful in coordinating and organizing efforts to understand and address psychosocial factors at work in the Asia Pacific. Many of the plans formulated in the meetings have been implemented with great success. They include:

- 1) A Special Issue of the International Journal of Stress Management titled, *Theory and Methods to Prevent and Manage Occupational Stress: Innovations From Around the Globe*, published in the first journal's issue of 2014 and edited by Professor Paula Brough, Professor Maureen Dollard, and Dr. Michelle Tuckey.
- 2) A successful Australian Research Council grant between the University of South Australia (Professor Dollard and Dr. Tuckey) and the University of Malaya (Dr. Awang Idris). Titled, *The dynamic interplay of physical and psychosocial safety in frontline healthcare workplaces in Australia and Malaysia*, the grant has initiated international collaborative research arrangements on psychosocial factors at work.
- 3) The book, *Psychosocial Factors at Work in the Asia Pacific*, Dordrecht, The Netherlands: Springer International Publishing, edited by Maureen Dollard, Akihito Shimazu, Rusli Bin Nordin, Paula Brough, and Michelle Tuckey.

As a direct outcome of the work of the Asia Pacific Academy for Psychosocial Factors at Work, the book provides for the first time a platform to discuss psychosocial factors at work, to share and generate knowledge, to build greater understanding and more opportunities for prevention of psychosocial work injury, and to contribute to better working arrangements in both developed and emerging economies in the Asia Pacific region and beyond. The book reviews, compares, and contrasts current occupational health and safety legislation and regulatory frameworks for the management of workplace psychosocial risks in Japan, Australia, Malaysia, China, Korea and Thailand. Science-driven evidence on work conditions in the Asia Pacific and their relationships to workplace health and productivity is presented. Examples of research and innovation on psychosocial factors at work in the Asia Pacific are highlighted in the book.

The book enterprise was part of a continuing global effort to bring together academics,

(continues on page 5)

The Academy Executive Committee

- Foundation President-elect Professor Maureen Dollard and Area Representative of Australia
- Vice-President, Professor Rusli Bin Nordin, and Area Representative of Malaysia
- Vice President, Associate Professor Akihito Shimazu and Area Representative of Japan
- Executive Officer, Tessa Bailey, Australia
- Chair Research and Practice, Dr. Michelle Tuckey, Australia
- Chair Education and Training, Professor Rusli Bin Nordin, Malaysia
- Conference Chair, Assistant Professor Sara Arphorn, Area Representative Thailand
- Membership Officer, Professor Nor Hassim Ismail, Malaysia
- External Relations Officer, Annabelle Neall and Mikaela Owen, Australia
- Publications officer, Yasumasa Otsuka, Japan
- Finance Director, Professor Paula Brough, Australia
- Area Representative, Professor Jeong-Ho Chae, South Korea
- Area Representative, Associate Professor Junming Dai, China
- Area Representative, Dr. Pham Minh Khuê, Vietnam
- Area Representative, Dr. Yawen Cheng, Taiwan

International Advisory Committee: Professor Norito Kawakami (Japan), Professor Christian Dormann (Germany), and Dr. Loic Lerouge (France).



4th Expert Meeting in Thailand, November 28-29, 2013

Coordination in the Asia Pacific: Asia Pacific Academy for Psychosocial Factors at Work (cont.)

policy makers, and regulators to deliberate on these issues so that innovations in psychosocial work theories, methodologies, policies, and interventions can be shared across disciplines, cultures, and countries in the Asia Pacific region and that more evidence-based and informed decision making processes are generated to improve work conditions and psychological health. The book represents a multidisciplinary effort to address the issues focusing on knowledge development, research, training, interventions, transfer of research to practice, policy development, and employee representation.

The book canvases innovations in method for workplace health and safety, psychosocial risks in the Asia Pacific, physical health risks at work, work-life balance, and interventions in workplace health and safety. We are delighted that experts in the region have joined in this project. In particular, we were interested in authors from the region working together to produce the chapters. Some authors joined together for the first time. The idea behind the book was to increase research capacity in the region, so we put authors together based on the knowledge of their joint interests. The book features inputs from 30 academics with 26 from the Asia Pacific: Japan (6), Australia (11), China (1), South Korea (1), Malaysia (6), and New Zealand (1). There are additional international contributions from Germany (3) and Belgium (1).

In April of this year, we were delighted to be invited to sign a Memorandum of Understanding (MOU) with The European Academy of Occupational Health Psychology (EAOHP) on scientific and professional collaboration in the field of occupational health psychology (signed in London on the April 16, 2014 at the European Academy of Occupational Health Psychology conference). The MOU includes collaboration for the promotion and development of occupational health psychology at national, international and global levels within the limits of their missions, strategies, competencies, and resources. We very much look forward to this working with the EAOHP to achieve better work conditions for people in the Asia Pacific.

The Academy also has a relationship with ICBM (International Society of Behavioral Medicine), whereby Professor Norito Kawakami is a past president. At this moment, the official journal, *International Journal of Behavioral Medicine*, is featuring a special issue on behavioral medicine in Asia Pacific. Guest editors include Shimazu, A., Tsutsumi, A., and Yoshiuchi, K. For more information, please refer to the following website.
<http://www.springer.com/medicine/journal/12529?detailsPage=press>

The fifth meeting took place in Adelaide, South Australia, as part of the Conference of the International Commission of Occupational Health: Work, Organizational and Psychosocial Factors (ICOH-WOPS), on September 17-19, 2014 at Adelaide Convention Centre.

The conference explored a number of themes, including 1) Psychosocial factors at work and their relationship with productivity and health, 2) Psychosocial research in developing countries, 3) Integrative and interdisciplinary approaches, 4) Prevention and interventions for workers at risk, 5) 'Hot topics' such as workplace bullying, sickness absence, and an aging workforce, 6) Organisational factors that promote wellbeing, 7) Managing workers with chronic health disorders and mental health issues, 8) Focus on industries/occupations at risk (e.g. health workers), and 9) Worker health: From research to practice.

The ICOH-WOPS conference featured three pre-conference workshops for attendees, as described below:

- **Longitudinal designs** by Professor Christian Dormann (Johannes Gutenberg-Universität Mainz, Mainz, Germany) and Professor Dieter Zapf (Johann Wolfgang Goethe-University, Frankfurt, Germany). *This workshop aimed to contribute to the use of rigid statistical methodology in the field of occupational health psychology by providing a brief overview of reasons for and types of longitudinal designs*
- **Theory development in work stress research: A meta-theoretical approach** by Professor Jan de Jonge (Eindhoven University of Technology, The Netherlands). *This workshop aimed to analyze and evaluate theoretical models in the area of work stress from a meta-theoretical perspective.*
- **Precarious employment: Understanding an emerging social determinant of health** by Professor Joan Benach (Pompeu Fabra University, Barcelona, Spain)

The conference also featured the following keynote presentations:

- Professor Robert Karasek (University of Massachusetts Lowell, USA), *From the Demand/Control Model to a Feasible Economy of Innovative and Healthy Work.*
- Professor Norito Kawakami (University of Tokyo, Japan), *Mainstreaming positive mental health among workers: A new evidence-based approach?*
- Professor Stavroula Leka, (University of Nottingham, United Kingdom), *Are current policy and practice frameworks appropriate to tackle psychosocial risks and promote mental health in the workplace?*
- Professor Sharon Parker (University of Western Australia, Australia), *Designing Work That Works: Future Directions for Job Design Research and Practice.*

And a State of the Art Address by:

- Associate Professor Joan Benach (Pompeu Fabra University, Spain), *Health Inequities: solutions for our Worst Public Health Epidemic.*

More information on each of the keynote presenters as well as the abstracts for each talk can be viewed at <http://www.unisa.edu.au/Research/Asia-Pacific-Centre-for-Work-Health-Safety/International-Congress-for-Occupational-Health-and-Work-Organisation-and-Psychosocial-Factors11/Keynote-Presentations/>

A standout feature of the conference was *Burning Questions*. Members of the audience asked pre-prepared questions of an expert panel comprising:



Signing the MOU, April 16, 2014
(From left to right): Professor Sergio Iavicoli, President of the European Academy of Occupational Health Psychology, Professor Maureen Dollard, President of the Asia Pacific Academy for Psychosocial Factors at Work, and Professor Stavroula Leka, Chair of the European Academy of Occupational Health Psychology Conference in London.

(continues on page 6)

Coordination in the Asia Pacific: Asia Pacific Academy for Psychosocial Factors at Work (cont.)

- Professor Michael Quinlan, School of Organisation and Management, University of New South Wales, Australia (Labour relations Australia)
- Sandra Dann, Director Working Women's Centre, South Australia, Australia (Women at work, Bullying)
- Mr Michael Borowick, Assistant Secretary, Australian Council of Trade Unions (Industrial relations)
- Professor Maureen Dollard, University of South Australia, Chair
- Professor Akinori Nakata, University of Occupational and Environmental Health, Japan (Public Health, Asia Pacific)
- Professor Stavroula Leka, Professor of Work, Health & Policy, Director, Centre for Organizational Health & Development, University of Nottingham, UK (International policy, Europe)
- Professor Peter Schnall, Professor of Medicine, Director Centre for Social Epidemiology, University of California, Irvine, US (Cardiovascular disease and work stress)

The conference program also featured oral presentations, symposia, and poster presentations from 187 contributing authors. Awards were given for the best student oral paper and the best student poster.

This year's winners were:

- Best student oral paper award: Irene Niks (Eindhoven University of Technology, Eindhoven, The Netherlands), with her co-authors Jan De Jonge, Josette Gevers, and Irene Houtman for the paper entitled, *DIScovery: evaluating tailored work-oriented interventions in hospital care*.
- Best student poster award: Yuya Shimojo (Tohoku University Graduate School of Medicine, Japan), with his co-authors Kyouko Asakura, Miho Sato, Ikue Watanabe for the poster entitled, *Relationships between Work-family Organizational Culture, Organizational Commitment, and Intention to Stay in Japanese Registered Nurses*.

Thank you for reading about the Asia Pacific Academy for Psychosocial Factors at Work. For more information about the academy, please contact Dr. Maureen Dollard (Maureen.Dollard@unisa.edu.au)



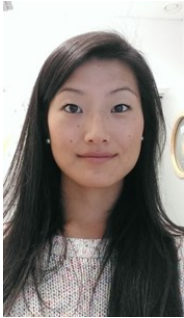
(From left to right): ICOH-WOPS conference organizing committee members, Michelle Tuckey (Scientific Committee Chair), Maureen Dollard (Conference Chair) and Tessa Bailey (Conference Committee Chair).



Footnote

Portions of this column were adapted from Dollard, M.F., Shimazu, S., Bin Nordin, R. Bin, & Brough, P. (2014). Chapter 1. The context of psychosocial factors at work in the Asia Pacific. In Dollard, M.F., Shimazu, A., Nordin, R. Bin, Brough, P., Tuckey, M.R (Eds.), *Psychosocial Factors at Work in the Asia Pacific*. Dordrecht, The Netherlands: Springer International Publishing.

Research to Improve Safety in Complex Systems: Institute for Energy Technology, Norway



Ms. Kine Reegård
Sector Safety—MTO
Institute for Energy Technology

The Institute for Energy Technology (IFE) in Norway is an internationally-oriented research institute for energy and nuclear technology, established in 1948. IFE's mandate is to undertake research and development, on an ideal basis and for the benefit of society, within the energy and petroleum sector, and to carry out assignments in the field of nuclear technology for the nation. Our approximately 600 employees are working within the following main activity areas:

- Nuclear Safety and Reliability
- Nuclear Technology and Physics
- Petroleum Technology
- Energy and Environmental Technology
- Isotope Laboratories
- Safety-MTO



Institute for Energy Technology

Our main tasks are to 1) develop profitable, safe and environmentally friendly technology for petroleum extraction, energy production and energy consumption, 2) maintain and further develop national competence within reactor safety, radiation protection and nuclear technology based on the Halden and JEEP II research reactors, 3) utilize the institute's special competence in the field of nuclear reactor safety in other spheres of society, and 3) conduct basic research in physics based on the JEEP II reactor.

Furthermore, IFE administers the Halden Reactor Project, an international research cooperation on reactor safety, which is sponsored by national organizations in 19 countries under the auspices of the OECD - Nuclear Energy Agency.

Safety research: Man-Technology-Organization (MTO)

Our 74 employees in sector Safety-MTO perform work concerned with safe and efficient operation of complex processing plants such as nuclear power plants and petroleum installations, as well as transport systems. The sector is comprised of three departments: Industrial Psychology (27), Software Engineering (25) and Systems and Interface Design (22). We hold a variety of expertise which we combine in an interdisciplinary approach to all of our projects to understand how we may improve safety in complex systems. Experience from major accidents in complex systems show that they often result from combinations of human errors, failure of technical systems, and/or organizational conditions. Understanding this interaction forms a basis for optimal utilisation of the technology and building robust organizations where decisions are made on the best possible foundation. Our current priority areas are 1) to study factors affecting human performance in complex decision-making, 2) further development of the sector's experimental facilities (Halden Man-Machine Laboratory), 3) use of virtual reality technology for design, maintenance and training, 4) devise methods and technology to improve the reliability of safety-critical software, and 5) develop methods and tools to implement and improve Integrated Operations (IO) in the petroleum industry.

Main on-going activities

Human Reliability. The nuclear power industry is constantly working to improve safety. The technical systems for controlling nuclear power plants are gradually becoming more reliable, resulting in increased focus on the human contribution to safety and reliability and increasing application of methods for analysing human reliability. We have carried out a major international project in which various Human Reliability Analysis (HRA) methods are being evaluated against empirical data from human-machine studies in our laboratory. This provides a point of reference for the nuclear power industry in its constant effort to improve human reliability, particularly in demanding accident scenarios. The knowledge of HRA is now also being transferred to the petroleum industry where the purpose is to adapt such methods for use in accident scenarios in order to manage risks during the design and operation of petroleum installations.

Integrated System Validation. When designing new and modernising existing control rooms, the nuclear power authorities require safety to be documented by means of an independent Integrated System validation (ISV). A set of human performance criteria has been developed, which we are testing experimentally and use as a basis for preparation of international standards.

Control room systems and operator interfaces. Our Halden Man-Machine Laboratory is used for design and early testing of various operator support systems and user interfaces. We provide knowledge on control room upgrades for nuclear power plants, prototypes of operator interfaces, and large screen displays that can be used as a basis for design and requirement specifications both in the nuclear industry and the petroleum industry, and facilitate alarm analyses.

Integrated Operations (IO). We are one of three research partners in the IO Center, a research-based innovation center focused on the application of IO in the petroleum industry. We have carried out a number of case studies, including cooperation and management during meetings for planning and production optimization, risk management in maintenance and modification planning, and improving telemedicine. Based on the case studies, we derive lessons learned, recommendations, and guidance that is readily applicable for the industry partners. Tools, methods, and prototypes have also been developed that facilitate the IO way of working and contributes to maintaining and/or improving safety and production.

Assistance projects for the Norwegian Ministry of Foreign Affairs. Virtual Reality (VR) technology has proven to be a useful tool for design, maintenance, and training. Radiation visualisation is one important application, and a series of dedicated tools are being developed to assist with VR-based training and education. Such tools can be used to plan the decommissioning of nuclear plants and reduction of radiation doses when working in radioactive areas. Currently, we are working in a project that is part of the cooperation between the Norwegian and Russian supervisory authorities that aims to improve monitoring, planning of tasks, and personnel training by introducing better visualisation of existing and future radiation data. VR is used for tasks such as optimisation of waste disposal, increasing understanding of radiation among workers, and, hence improving safety for both staff and the plant.

(continues on page 8)



HAMMLAB

Research to Improve Safety in Complex Systems: Institute for Energy Technology, Norway (cont.)

Example work: Telemedicine in the petroleum industry

To illustrate some of the work that we do in sector Safety-MTO, we will briefly describe on-going work on telemedicine in the oil and gas industry. This project is part of our work in the area of IO. IO is a concept for improving ways of working together enabled by employment of emerging and proven technologies. This refers to sharing of data between roles at any time, regardless of their geographical and/or organizational location. As such, telemedicine can be understood as the application of IO for delivery of medical services offshore. The common set-up regarding offshore medical services in the petroleum industry is to have a medical role located on the offshore installation (e.g. nurse, health technician) and a doctor who is available 24 hours per day and located onshore. When necessary—for example, when an ECG image needs to be interpreted in cases of acute chest pain—medical experts at a hospital are also contacted. The ambition of the project is to find ways of having better and faster medical decisions in the telemedicine system by focusing on how we may improve the connection between roles involved, and how we may improve the sharing and transfer of relevant information and data between the roles. This project is part of the IO Center portfolio and is executed in collaboration with Sintef, ConocoPhillips Norway, Petrobras, IBM Norway, St. Olavs Hospital, and Albert Einstein Hospital.

One of the reasons for the current focus on telemedicine within the petroleum industry is the trend of increasing illness-related cases offshore, while the number of accident-related cases decreases. As the number of disease-related consultations offshore increases, the collaboration between offshore medical personnel, onshore doctors, and medical experts becomes increasingly relevant. Telemedicine, then, can improve the medical services offshore by reducing the time spent on diagnosing, providing richer information for diagnosing and decision-making regarding treatment of a patient, aid in performing treatment of a patient as well as increase the offshore medical personnel's perception of support, and increase the offshore personnel's perception of safety.

IFE's work in the project is focused on how one may achieve these benefits by implementation of telemedicine, referring to a whole system change where changes related to technology, work processes, people, organization and governance should be aligned. Our main activities are focused on analysing the different aspects of the telemedicine system, understanding what changes and improvements can and should be done, what practices one should retain, and the interdependencies that need to be managed. From this work, we derive at a set of recommendations for analysing, understanding, and improving telemedicine that can be applied in the oil and gas industry.

You are most welcome to visit our webpage (<http://www.ife.no/en>) for more information on IFE, our work and publications, and to contact us regarding cooperative proposals and ideas.

"One of the reasons for the current focus on telemedicine within the petroleum industry is the trend of increasing illness-related cases offshore, while the number of accident-related cases decreases."

Human Factors Research Team: Tokyo Institute of Technology



Dr.
Xiuzhu

Assistant Professor
Tokyo Institute of Technology

Gu

Tokyo Institute of Technology (Tokyo Tech for short) is the top university for engineering and science in Japan with a history spanning more than 130 years. The Institute has three undergraduate schools with 23 departments, 6 graduate schools with 45 departments, and many research institutes across three campuses located in Ookayama, Suzukakedai and Tamachi. About half of our school body of 10,000 students are undergraduate students, and the rest are graduate students. The university has about 1,200 International students. There are about 1,200 faculty members and 600 administrative staff members. Recently, the university began plans to implement a major restructuring of the research and education systems, and a new institutional system is also planned to start in April 2016.

About our team

Our laboratory is located in the Ookayama campus and housed within the Department of Industrial Engineering and Management, Graduate School of Decision Science and Technology. Our research topics are mainly related to human factors, including risk management and organization management in various domains (e.g., maritime, railway, road trans-

(continues on page 9)



About our Institute

Human Factors Research Team: Tokyo Institute of Technology (cont.)

portation and health care) and life support research, such as interface design and advertisement, etc. Details of the research related to OHP will be introduced below.

In our research team, there are four faculty members, including a professor, an associate professor, an assistant professor and a visiting researcher. Students are composed of one PhD candidate, 11 master's students, and 5 bachelor's students (as of September, 2014).

About our research related to OHP

Health care

Safety culture

A project on safety culture in health care started in 2002 as a pilot study in Japan. A small-scaled survey assessment was conducted in 2002; subsequently, an extensive survey assessment—which resulted in more than 20,000 responses from 84 hospitals—was conducted in 2006. A twelve-dimensional factor structure was elicited, and positive safety culture was assumed to make significant contribution to better safety performance. Given that there is a larger number of dialysis patients (over 300,000) in Japan and its safety-critical therapy process of circulating blood outside of patient body, the safety culture study was extended to specific dialysis facilities.

We also started cross-cultural studies on safety culture in Chinese health care in 2008 as a pioneer safety culture study in China. A prototypical model of safety culture for Chinese health care comprising nine dimensions was acquired with criterion-related validity. Compared with the Japanese sample, safety culture in Chinese health care was characterized as strong awareness of own competence, positive attitudes to organization, but large power distance and unrealistic staff recognition of human error. Safety culture in China seems to be not mature, characterized by a strong blame culture. Thus, a non-punitive healthcare culture should be fostered to improve safety in China.

After medical errors

For employee health and wellness, interactions with and forgiveness from patients after medical errors are of critical importance. We conducted some studies on these issues as an international project between 2002 and 2009 in Japan, Denmark, and China. Research targets were health care providers and patients. Health care providers' reporting of their own errors and their interaction with patients who have suffered adverse events were studied.

As outcomes of our projects, we found that although Asian patients' perceptions of health care professionals and organizations were not very trustful, healthcare providers' disclosure of medical error, apology to affected patient, and the results of patient forgiveness still proved to be generalizable to non-Western cultures. Patients prefer to receive a "full" apology, which included explicit words of apology and an undertaking of hospital responsibility. During the research period, Japanese patients' perceptions have changed slightly to more positive. In addition, small power distance, blame-free atmosphere, and some other dimensions of safety culture are tied to openness about an adverse event and staff willingness to perform "positive" reactions to the patient. Therefore, healthcare staff should make a "sincere apology" to a patient as soon as he/she makes a medical error. Apologizing might, in fact, be a useful approach to resolving both healthcare professionals and patient distress after an adverse event. Therefore, training courses must be required for healthcare professionals to obtain proper knowledge about how to disclose errors, apologize to a patient, and effectively communicate with patients.

Operations management

An ongoing project creating an operations management system in health care has started since 2010. The system configuration is shown in Figure 1.

As an important stakeholder in health care, employees are concerned about their satisfaction, safety, health, etc. However, indicators related to employee work demands and

development are perceived as not so important to performance management by healthcare management and staff. Employee satisfaction is viewed as very crucial, but actual employee satisfaction is relatively low, especially among nurses. In Japan, a shortage of health care providers and therefore their excessive workload are quite serious problems. In spite of their hard work, their dissatisfaction is relatively high with salary and welfare conditions and they want more career development chances. Thus, their work conditions and environment should be improved to support self-actualization (including career development) and to reduce their workload.

Transportation

Safety culture

Safety culture studies were also conducted for the occupational trucking industry as one type of road transportation in Japan from 2008 to 2009. A six-dimensional safety culture structure was elicited and confirmed its criterion validity by correlations with safety outcome measures (incident records in this study). Incident records were collected from trucking companies in which we assessed the safety culture. Significant correlations with safety outcome measures were identified for the following safety culture factors: strong awareness of safety management/systems, teamwork, and realistic competence-based view. Thus, safety culture contributes positively to the safety performance in a trucking organization.

Our future interests are in safety culture research in the modern, advanced railway in Japan and other countries. We would try to tackle this topic with our former experience in one of the oldest projects on safety, i.e., track maintenance in high-speed railway.

Employee satisfaction

As a crucial performance indicator, occupational truck drivers' job satisfaction was also studied in Japan from 2008 to 2009. A four-factor satisfaction construct was revealed and significant differences in driver satisfaction with these factors were identified by personal attributes, such as age, work experience, and employee conditions. Satisfaction factors' impacts—especially satisfaction with training and vehicle on traffic safety—were discovered using incident records.

Employee safety

This study sought to identify factors contributing to preventable road traffic crashes, based on analyses of crash records in Japan. Each record specified individual and task-related attributes and history of road crashes. As individual attributes, each record included age, gender, experience, employment condition, supervisor assessment of fuel-efficient driving, penalty points on driver's license, scores of five personality traits and attitude factors, and four sensorimotor functions measured by a driver aptitude test. Examples of task-related attributes were vehicle type, delivery, and annual working days.

Road crashes in the trucking industry were found to be associated with the following factors: penalty points of the driver's license, emotional stability, safety attitudes, delivery area or range, driver workload, and driving experience. In addition to well-known causal factors for driver errors in road transportation, managers in a trucking firm should provide drivers with safety-oriented work schedules to well control their stress and workload. Example policies include more frequent breaks (for a shorter duration), particularly for medium- or long-distance drivers, controlling annual driving distance, and training not only (continues on page 10) for technical skills but also for

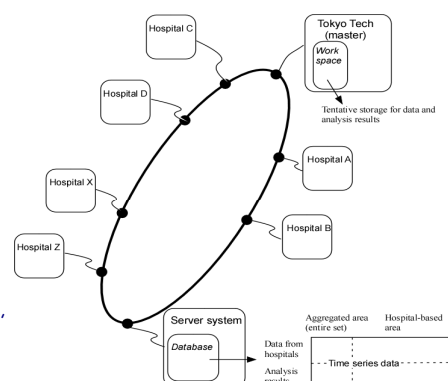
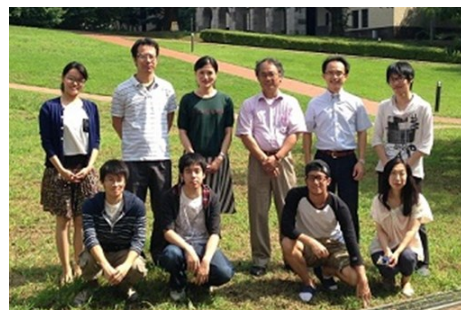


Figure 1. System Configuration



Human Factors Research Team

Human Factors Research Team: Tokyo Institute of Technology (cont.)

enhanced safety attitudes and behaviors.

For further information, please visit our website:

http://www.me.titech.ac.jp/~itohlab/intro_all.html

Occupational Health Psychology at Eastern Carolina University



Dr.
Bowler Mark
Associate Professor
Eastern Carolina University

The Department of Psychology at East Carolina University offers a concentration in Occupational Health Psychology (OHP) within its Health Psychology doctoral program. This concentration is designed to provide students with the knowledge and skills necessary to engage in organizational research and develop interventions designed to improve the overall quality of working life while ensuring organizational productivity. The faculty of our program focus on areas such as workaholism (Dr. Shahnaz Aziz), employee well-being and mentoring (Dr. Lisa Baranik), addiction and creativity (Dr. Jennifer Bowler), counterproductive employee behavior (Dr. Mark Bowler), EEO law and disabilities (Dr. John Cope), and quantitative methods (Dr. Alexander Schoemann). The research of our faculty has been published in journals such as *Journal of Occupational Health Psychology*, *Stress and Health*, *Psychological Bulletin*, *Substance Use and Misuse*, *Human Performance*, *Journal of Applied Psychology*, *Journal of Vocational Behavior*, *Organizational Research Methods*, and *Psychological Methods*.

Students who enroll in our program

are expected to first complete a Master's degree in Industrial/Organizational (I/O) Psychology (if they have not completed one previously). It is our belief that successful research and practice in OHP is based on a strong foundation of I/O theory and best practices. We strongly encourage applications from students with and without a Master's degree. However, most students who join our program with a Master's degree in another field will most likely be required to complete the courses associated with the I/O Master's offered by our department.

In addition to engaging in research, an essential part of our program is an internship that typically occurs during the summer between a student's first and second year. This internship provides students with an opportunity to apply skills learned through coursework and to acquire new skills in an organizational setting. Recently, we have had students intern at organizations such as Duke Energy, Central Regional Hospital, and the U.S. Army John F. Kennedy Special Warfare Center and School. Work at Duke Energy included tasks such as developing and implementing an employee engagement survey, analyzing retirement data, and developing 360-degree feedback assessments and performance criteria for identifying high-potential employees. Works at Central Regional Hospital included the evaluation of a formal workplace mentoring program used by their direct-care staff, assisting in the revision of policies related to the seclusion and restraint of patients, and assisting in design of staff development/training programs. Finally, Work at the Special Warfare Center has included the development of predictive models to assist in the selection of Special Forces candidates engaged in the Combat Diver

Qualification Course (CDQC), development of predictive models to assist in the assignment of Special Forces candidates to foreign language courses, and psychological testing and database management for various other Special Forces training schools.

In addition to traditional I/O coursework (e.g., Employee Selection, Organizational Behavior) and general psychology electives (e.g., Ethics and Professional Practice, Cognitive Psychology), students in our program take specialized courses such as Counterproductive Work Behavior, Occupational Health Psychology, Career Development and Executive Coaching, and Employee Evaluation and Development. The coursework culminates with the Seminar in Applied Occupational Health Psychology during which students complete a service learning project for a local organization. Finally, our students typically complete a five-course statistics sequence which awards a Graduate Certificate in Quantitative Methods for the Behavioral and Social Sciences.

For more information about the East Carolina University OHP program, please visit <http://www.ecu.edu/cs-cas/psyc/> or contact Dr. Mark Bowler (bowlerm@ecu.edu).



Rawl Building, Home of the
Psychology Department at ECU

Note from the SOHP President



Dr. Mo Wang
Professor
University of Florida

Greetings! I hope that you have had a great fall (or spring for our members in the Southern Hemisphere)! I assumed the role of SOHP President in January 2014, along with other executive committee members: Lisa Kath (President-Elect), Vicki Magley (Past President), Joseph Mazzola (Secretary-Treasurer), and Christopher Cunningham and Michael Ford (Members at Large). It is a wonderful team to have, and we strive to serve you well.

Here are some important tasks that the Executive Committee has taken on. First, we are working on updating our website to explicitly link it to our membership management system. We expect this to result in much more efficient communication with our members as well as allow the members to have direct access to their membership information. Second, our society by-laws have not been updated since 2008. Therefore, the Executive Committee is working on updating our by-laws document to make sure that it accurately reflects our current practice and the state of the society. The updated by-laws will be available for members to vote on in early 2015 when we conduct our next election. Third, the Executive Committee is working closely with American Psychological Association and the National Institute for Occupational Safety and Health in planning the Work, Stress and Health Conference in 2015. SOHP is a formal co-sponsor of the conference and we have great responsibility for ensuring the success of the conference. In addition, the conference offers a wonderful opportunity for us to reach out to multiple disciplines and broaden our membership basis. Therefore, we

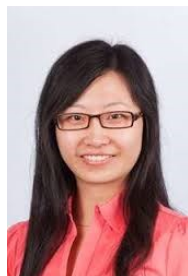
would really like to get our members involved in the conference in any way we can (e.g., as a reviewer, presenter, attendee, or promoter). If you are interested, please check out the conference website (<http://www.apa.org/wsh/>).

As a long-term initiative, the Executive Committee is also examining the possibility for launching a multidisciplinary academic journal on *Occupational Health Science*. A journal committee, including Bob Sinclair, Paul Spector, and Lois Tetrick, has been appointed to explore this possibility. The goal is to create a multidisciplinary outlet that will publish occupational health related research from various disciplines, such as psychology, public health, occupational medicine, nursing, safety, epidemiology, human resource management, economics, and ergonomics.

As you can see, there is a lot to be done during my term, and I really count on your continued effort and support. Please feel free to contact me (mo.wang@warrington.ufl.edu) if you have any suggestions, comments, or interest in volunteering for the society. Together, we will advance SOHP in its mission to enhance worker health and well-being via research, practice and education!

"As a long-term initiative, the Executive Committee is also examining the possibility for launching a multidisciplinary academic journal on *Occupational Health Science*."

SOHP Membership Committee Report



Dr. Zhan Assis-Professor
Wilfrid Laurier University

Jessie
tant

provided me great help and guidance in the transition process. Thank you, Lisa!

Through the years of 2013-2014 (up to August 1), we have 254 paid members, including 59 members newly joining our society. Among the paid members, 151 are full members, 11 are professional members, 10 are international affiliates, and 82 are student affiliates. I would like to say THANK YOU to all members for your support for the society and encourage you to take advantage of our membership benefits. Also, please consider encouraging your colleagues, collaborators, and students to join SOHP to help our society grow.

We have now started the membership renewal process for 2015. For those members who have not had a chance to pay your 2015 SOHP renewal dues, please consider doing so early to make sure that you receive the January issue of *Journal of Occupational Health Psychology* on time. To renew your membership, please follow the instructions on the SOHP website (<http://sohp.psy.uconn.edu/membership.htm>).

SOHP is in the process of building its online membership management system. This system will allow each member to easily view and update one's membership and contact information. Before that is up and running, please feel free to email me (membership@sohp-online.org) if you would like to check your membership status. Also, please do not hesitate to contact me to share your ideas about how the Membership Committee could better serve you and other SOHP members.

"Through the years of 2013-2014 (up to August 1), we have 254 paid members, including 59 members newly joining our society."

As the new SOHP Membership Chair, I would like to take this opportunity to introduce myself. I am an Assistant Professor of Organizational Behavior/Human Resource Management in the School of Business and Economics at Wilfrid Laurier University. My research primarily focuses on older worker employment and retirement, emotion regulation at work, and work stress and coping. I started my term as the Membership Chair in January 2014. The outgoing Membership Chair, Dr. Lisa Kath, has

Work, Stress, and Health Conference Workshop Committee Report



Dr.

Gwenith G. Fisher
Assistant Professor
Colorado State University

The 2015 Work, Stress, and Health Conference will include the following 8 pre-conference workshops and 5 tutorials. Each 3-hour pre-conference workshop (CE credit available) will take place on May 6, 2015, from either 9-12 or 1-4; a fee is required to participate. Tutorials will take place during lunchtime at the conference, between May 7-9, 2015. No additional fee is required for tutorial attendance beyond conference registration.

The 2015 WSH Workshop Planning Committee includes Gwenith G. Fisher, Colorado State University (chair); Lindsay Sears, Healthways; Alyssa McGonagle, Wayne State University; Kathi Miner, Texas A&M University; and Lauren Menger, Colorado State University.

Pre-Conference Workshops on May 6, 2015:

• Developing Sustainable Work and Organizations through Total Worker Health™

* Presenters: Kellie Pierson, Michelle Lee, Chia C. Chang (NIOSH)

* A growing body of evidence supports a link between worker safety, health and well-being and the health and sustainability of organizations. During this interactive session, members of the CDC National Institute for Occupational Safety and Health (NIOSH) Total Worker Health™ Office will explain how to successfully integrate worksite safety and health programs to improve overall employee outcomes. Attendees will have the opportunity to apply lessons learned to their own workplace.

• Dissemination Roadmaps: Planning the Trip from Research to Practice in Construction Safety and Health

* Presenters: Charlotte Chang, UC Berkeley Labor Occupational Health Program;

* Eileen Betit, CPWR – The Center for Construction Research and Training

* In this workshop, presenters will introduce participants to the Dissemination Roadmap Tool and how it is used. Participants will work in small groups to practice using the roadmap on their own current or previous research experiences. Steps will include anticipating promising findings for translation; identifying end-user and intermediary audiences; envisioning resulting health and safety changes; planning for resources and partners necessary to progress along the dissemination pathway; and planning for the evaluation of dissemination efforts.

• Evaluation as Key to Sustainability of Work, Health, and Organizations

* Presenter: Chris Cunningham, University of Tennessee of Chattanooga

* This workshop is designed for individuals engaged in the design, implementation, and evaluation of interventions or programs within the work environment to sustain or improve worker health and well-being. The content will be delivered in an accessible fashion for participants who are either entirely new or have a moderate degree of experience with evaluation challenges.

• Designing the Age-friendly Workplace

* Presenters: James Grosch, NIOSH; Ken Scott, University of Colorado Denver

* As the workforce ages, it is important for employers to have practical, evidence-based training tools to help them prepare. Through a collaboration funded by the National Institute for Occupational Safety and Health, the University of Washington and the Colorado School of Public Health developed a collection of action-oriented educational materials and planning tools to help businesses prepare for the changes ahead. In this workshop, you will be introduced to the workshop materials as well as strategies to help workplaces ensure the health, safety and well-being of their workers throughout their working lives.

• Intro to Multilevel Modeling

* Presenters: Lisa Kath, San Diego State University; Alyssa McGonagle, Wayne State University

* This workshop presents an introduction to the topic of multilevel modeling (MLM), in which we answer questions such as: 1) in what situations does MLM come in handy, 2) how can you design MLM studies, and 3) how do you run MLM analyses? Even if you're not sure you're ready to do MLM studies yet, join us to see if it might be right for your work. Presenters will provide a lot of support, emotional and instrumental, as you embark on this journey toward a more holistic modeling of what influences employee attitudes and behaviors.

• Overview of longitudinal design and analysis

* Presenters: Michael T. Ford, University at Albany, SUNY; Russell A. Matthews, Bowling Green State University

* The overarching aims of this session are to a) review the longitudinal methods available to occupational health researchers, with some coverage of technical details of the most popular methods, and b) provide the attendees with practical resources and guidance for conducting and publishing their own longitudinal research.

(continues on page 13)

Pre-Conference Workshops on May 6, 2015 (continued from page 12):

• Introduction to Grant Writing

* Presenters: Mo Wang, University of Florida; Bob Sinclair, Clemson University;

* Jonathon Halbesleben, University of Alabama

* The workshop facilitators, all experienced in obtaining funding and reviewing proposals for federal agencies, will offer a behind-the-scenes look at the federal funding process aimed at helping attendees submit highly competitive proposals. The session will provide an interactive environment that contrasts the funding mechanisms offered by federal agencies, develops skills related to writing effective proposals, and outlines the review criteria and process used by federal agencies to review proposals. The topics will be reinforced by hands-on exercises de-

"The 2015 Work, Stress, and Health Conference will include 8 pre-conference workshops and 5 tutorials."

The 2015 Work, Stress, and Health Conference will take place in Atlanta, the capital and most populous city in Georgia.

Work, Stress, and Health Conference Workshop Committee Report (continued)

signed to show participants how grants are actually scored and to better understand what distinguishes successful and unsuccessful applications. This session will be targeted at researchers interested in the grant process but with little experience applying for grants.

• Junior Faculty Workshop

- * Presenters: Vicki Magley, University of Connecticut; Adam Butler, University of Northern Iowa
- * This workshop, targeted to junior faculty or prospective faculty, will discuss topics relevant to launching and cultivating a successful academic career, including best practices and tips for successfully conducting research, writing, teaching, strategic service, the tenure process, navigating department politics, and how to establish and maintain a healthy work/life balance. This session will also serve as a valuable networking opportunity among participants.

Lunchtime Tutorials: May 7-9, 2015:

• Mindfulness - State of Research and Practice

- * Presenter: Tammy Allen, University of South Florida

• Missing Data

- * Presenter: Kim Henry, Colorado State University

• Panel Discussion: Age & Aging in the Workplace

- * Presenters:
 - * Janet Barnes-Farrell, University of Connecticut
 - * James Grosch, NIOSH
 - * Ruth Kanfer, Georgia Institute of Technology
 - * Mo Wang, University of Florida

• Panel Discussion: Career Options in Occupational Health Psychology

- * Presenters:
 - * Songqi Liu, Assistant Professor, Pennsylvania State University
 - * Kyle R. Stanyar, Behavioral Research Scientist, NIOSH
 - * Hao Wu, Ph.D., Senior Applied Researcher, Healthways
 - * Gwenith G. Fisher, Ph.D., Assistant Professor & Director of Training in OHP
 - * Tristan Casey, Research Scientist, Sentis

• Job Content Questionnaire Redesign

- * Presenter: Robert Karasek

"Tutorials will take place during lunchtime at the conference, between May 7-9, 2015. No additional fee is required for tutorial attendance beyond conference registration."

Graduate

The 2015 WSH Workshop Planning Committee includes Gwenith G. Fisher, Colorado State University (chair); Lindsay Sears, Healthways; Alyssa McGonagle, Wayne State University; Kathi Miner, Texas A&M University; and Lauren Menger, Colorado State University.

The 2015 Work, Stress, and Health Conference will be held at the Westin Peachtree Plaza Hotel. At 723 feet, the tower is the 2nd -tallest hotel skyscraper in the Western Hemisphere.

We hope to see you at one of the pre-conference workshops or lunchtime tutorials!

The 2015 APA/NIOSH Conference on Work, Stress, and Health

Wes Baker

American Psychological Association

The eleventh International Conference on Occupational Stress and Health, "Work, Stress and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations," will be held at the Westin Peachtree Plaza on May 6-9, 2015, with preconference workshops and opening events on May 6. This conference is convened by the American Psychological Association, the National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology.

Visit <http://www.apa.org/wsh/> for more information.



Thank you for reading the Society for Occupational Health Psychology Newsletter!

Society for Occupational Health Psychology

Volume 12 (Fall 2014)

SOHP Graduate Student Issues Committee Report



Ms. Shujaat F. Ahmed
Graduate Student
Illinois Institute of Technology

I would like to thank the outgoing chair, Krista Hoffmeister, for her hard work and would like to express my gratitude to the SOHP executive board for helping with this transition. Also, I would like to welcome our new GSI committee members, and congratulate any members who have recently graduated.

Our overarching goals for this year are to (1) provide support for the new SOHP website, (2) recruit new students (national and international) to SOHP, and (3) continue to have an active presence at SIOP and WSH. The GSI committee has made great

progress in accomplishing these goals. In an effort to provide information for the new SOHP website, we have already accumulated a list of research funding opportunities along with deadlines that can be posted to the new website. We are currently working on providing ongoing job postings to the SOHP webmaster. Our second goal of recruiting new students to SOHP has been successful, in part due to reaching out to universities and making students aware of SOHP's existence. In the GSI committee alone, we have recruited 45 new students this year. We plan to continue recruiting interested students as student affiliates through active communication with OHP and non-OHP graduate programs. Our third goal of having an active presence is evident through our annual SOHP receptions, and, more recently, our social at the 2014 SIOP conference in Honolulu, Hawaii, where over 70 people attended. We hope to have just as good of a turnout for the SOHP reception at the WSH conference next year. In keeping with our goal of having an active presence, the GSI committee has recently submitted a proposal for the WSH conference, which includes

having a speed mentoring workshop and a roundtable session to discuss OHP careers.

Our committee is dedicated to serving graduate students in OHP as well as those who work with them. If you have any comments or concerns, or if you have questions about GSI committee membership, please e-mail me at: sahmed22@hawk.iit.edu. Also, if you are interested in seeing a detailed list of the SOHP GSI committee goals or a list of research funding opportunities, please contact me.

"Our social at the 2014 SIOP conference in Honolulu, Hawaii, [was attended by] over 70 people. We hope to have just as good of a turnout for the SOHP reception at the WSH conference next year."

ABOUT SOHP

The Society for Occupational Health Psychology is a non-profit organization with the purpose of engaging in activities to instruct the public on subjects useful to the individual and beneficial to the community. These efforts are achieved (1) by obtaining, and disseminating to the public factual data regarding occupational health psychology through the promotion and encouragement of psychological research on significant theoretical and practical questions relating to occupational health and (2) by promoting and encouraging the application of the findings of such psychological research to the problems of the workplace.

If you are interested in becoming a member of SOHP please visit our website at:

<http://sohp.psy.uconn.edu/>

For comments on the newsletter or submissions please contact the Editor:

Gary W. Giumetti
Department of Psychology
Quinnipiac University
275 Mount Carmel Avenue, Box CE-PSY
Hamden, CT 06518
gary.giumetti@quinnipiac.edu