

Society for Occupational Health Psychology Newsletter

Winter 2020 - Volume 24

SOHP President's Column



Christopher Cunningham, PhD

SOHP President

University of Tennessee at
Chattanooga

It is ironic that a year which began with endless puns about “seeing clearly” and “looking forward” is now characterized by obscurity and ambiguity. I count my blessings that my family and close friends have been spared all but a few close encounters with the more difficult aspects of this year. I am thankful for many things that have transpired in 2020, in spite of (and in some cases because of) the hard reset and continuing wake-up calls that this year has included. Looking forward, I am filled with hope for all the potential that exists for improvements in 2021 and the years to come.

I am confident that when it comes to the Society for Occupational Health Psychology (SOHP), great things are already happening. Even in a “normal” year, I would be proud of the work that the SOHP Executive Committee has been doing. This is especially true over the past few months, as we have focused our attention on improving our membership experience and offerings, increasing our public education and out-

reach efforts, and strengthening our connections with the broader world of occupational health and safety professionals. Here are some specific highlights to note:

A new SOHP newsletter editor – After the release of our previous newsletter, Dr. Gary Giumetti decided it was time to step down from his post as newsletter editor to focus on other priorities. Gary is missed and we are thankful that we have been able to add Dr. Kyle J. Page to our leadership team as our new newsletter editor. Kyle previously chaired the Graduate Student Issues Committee and acted as part of the communication team handling the Facebook portion of our social media. We are so grateful to have Kyle involved in this new post.

Improved LinkedIn group – <https://www.linkedin.com/groups/78908/> –

Full access to professional networking and development opportunities is now reserved for interested and active SOHP members. Please use this amazing resource to share information about work in the OHP domain, job opportunities, and internships. Also keep an eye out for SOHP-sponsored and facilitated events.

Streamlined membership processing – <http://sohp-online.org/membership/> –

To take advantage of the many valuable SOHP benefits and maintain your professional identity as a member of SOHP, all you need to do is keep your SOHP membership active. We have updated our payment processing steps and improved membership-related messaging efforts. Please help us to continue this momentum by encouraging your colleagues and students to join SOHP.

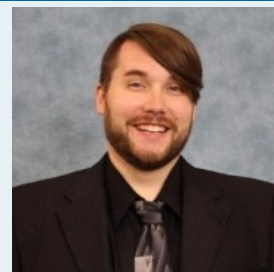
New “Virtual Conversations” webinar series – SOHP’s Education & Training committee (led by Dr. Ashley Nixon) hosted our first three events in September and October. First up was Dr. Leslie Hammer, discussing *Supervisor and Co-worker Support for Employees During and After COVID-19 Return to Work*. Second, Dr. Carles Muntaner presented a



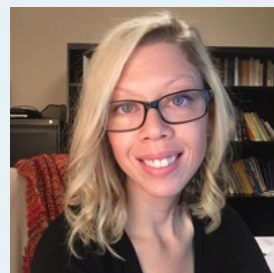
Inside this issue

SOHP President's Column	1
Eulogy for Kari Lindstrom.....	3
Diversity Perspectives	3
COVID-19: Job Market.....	4
SIOU Updates	5
GSI Committee Updates.....	5
EAHOP Updates	6
Success for AIHA 2020	6
NIOSH NPPTL Commentary	8
Upcoming Conferences.....	10

Editorial Team



Kyle J. Page, PhD
SOHP Newsletter Editor



Katrina Burch, PhD
Production Editor

Associate Editors:
Jonathan Burlison
Lauren Murphy

talk entitled, *Causation, Ontology, Racism, and Class: Consequence of occupational gradients for mental health equity*. Third, Dr. Tammy Allen discussed *Work and Nonwork Boundary Management in the Time of COVID-19*. Stay tuned for our next series of webinars in late winter and early spring 2021. Note that these webinars are open to all interested individuals, including students and colleagues so please help to spread the word when you hear about future events in the series.

Ongoing student-focused development events –

We are continuing to focus on supporting future OHP professionals through our efforts to develop programming that directly addresses the needs of our student members. Already this year, SOHP has hosted two virtual events for students. Stay tuned for more details and let me know if you are interested in getting involved with these efforts in any way (as a student or professional).

Increasing collaboration with the international OHP community – SOHP continues to be engaged in efforts to coordinate international research, application, and education efforts pertaining to OHP. This is done largely through involvement with the International Coordinating Group for OHP, as well as concerted efforts to engage international collaborators in SOHP-supported events such as our webinars and the ongoing Work, Stress, and Health conference series. SOHP is not a geographically specific organization and we welcome worldwide members to our growing professional network and family. *By the way, the 2021 Work, Stress, and Health conference is still happening – stay tuned for details here: <https://www.apa.org/wsh>.*

New professional collaboration opportunities –

In November 2020, the SOHP Practice Committee (led by Dr. David Ballard) launched a new Multidisciplinary Collaborative for Occupational Health Professionals (MCOHP) as a hub to connect members from various occupational health and safety-related disciplines, industries, and professionals who work to promote worker health, safety, and performance. This collaborative will serve as a facilitated forum to identify common interests, share knowledge, and develop joint opportunities for research and practice.

- MCOHP will initially be composed of interested members from SOHP and the American

Industrial Hygiene Association (AIHA), with additional professionals representing other disciplines associated with occupational health and safety being added over time. To build initial momentum, MCOHP will hold quarterly virtual meetings with additional electronic communications and digital tools to connect participants and support their networking and collaboration. If you or your colleagues are interested in participating in the MCOHP, contact David Ballard.

davidwballard@gmail.com

This list of work is even more impressive when we remember that SOHP is entirely run by volunteers who all are simultaneously managing very demanding personal work and nonwork lives. What makes all of this possible, is a shared passion and drive to continue building SOHP into the home for OHP professionals to which we all can be proud to belong. Please join me in extending a huge thank you to the incredible team of OHP professionals I get to work with as your current SOHP President.

On a less positive, yet still gratitude-filled note, one of our most integral team members needs to rotate off to manage other responsibilities. Dr. Songqi Liu has served a number of years as the Membership manager for SOHP and we will miss his involvement very much. We need to make sure that we can fill his shoes with another conscientious professional. Any chance you might be interested or know of someone else who might be looking for a new and meaningful service opportunity? If so, please reach out to me directly at president@sohp-online.org so we can discuss the position and any questions you might have. Please also reach out to me if you were excited by any of the other updates in this column or newsletter and you would like to figure out how to get more involved in SOHP operations.

No matter what the remainder of 2020 or all of 2021 may bring us, remember that SOHP is a society built by OHP professionals for OHP professionals. This society exists for your benefit and you can help us to sustain and grow its impact by maintaining your membership and participating in SOHP-related programming. Until our next newsletter, best wishes from me and the entire SOHP Executive Committee to you and yours!

Our Thoughts and Prayers for Kari Lindstrom (1946-2019)

Professor Kari Lindstrom, Finland's "Grand Old Man" of work and organizational psychology, died in Porkkala, Finland on August the 3rd 2019 following a prolonged illness. After graduating from the University of Helsinki and briefly working in the field of vocational guidance, Kari started a long and enormously productive career at the Finnish Institute of Occupational Health (FIOH) in 1969; serving first as a clinical psychologist and continuing as a researcher, Department of Psychology Director (at the age of 32) and ultimately member of FIOH's Board of Directors.

As the Director of the Psychology Department, he helped shift the focus away from behavioral neurotoxicology (the subject of his dissertation) toward an emphasis on psychological and social factors in occupational and organizational health. He had a keen interest in the impact of psychosocial working conditions on mental and physical health

and in developing effective occupational health and safety interventions. He published hundreds of articles and numerous book chapters and edited books on these topics. Along with colleagues in FIOH's Department of Psychology, Kari had a remarkable influence on the training of occupational health and safety professionals in Finland and abroad. His collaborations with researchers in the United States (including many at the National Institute for Occupational Safety and Health), Europe and other Scandinavian countries were extensive and extremely productive.

He was the recipient of many honors throughout his career including being named to the College of Fellows of the European Academy of Occupational Health Psychology in 2006. He will be remembered by his many national and international colleagues as a true pioneer in the field of occupational health psychology.



Pictured:
Professor
Kari Lindstrom

Written by:
Joe Hurrell
Steve Sauter

Diversity Perspectives: COVID-19

For months, we've been enjoying a little extra home time with our families and loved ones. We've been hoping this crazy, unreal year ends at any moment. A great portion of Americans haven't had to experience job loss or endure any mental health issues as a result of this time. However, we may be in a privileged group of people as Psychologists and unfortunately, there are people in our community who aren't making lemonade out of the lemons 2020 has given us.

Work & Home Life Balance

In March, a [CBS news report](#) indicated that individuals who identify as Black and/or Hispanic have a higher likelihood of contracting COVID. This is because they are more likely to work lower-paid jobs and work within the service industry, making it almost impossible to work remotely. Char Brown Solutions has seen an increase in resume writing needs from this community with an increase of layoffs in the service industry. Additionally, black and indigenous people of color (BIPOC) are [1.5 to 2.0 times](#) more susceptible to being severely impacted by COVID-19 due to preexisting conditions such as diabetes, lung disease, and heart conditions than whites. Moreover, individuals within this community face a [higher level of stress](#) which has a physiological impact on the

body. That stress varies from systemic racism, income inequality, and violence leading to weakened immune systems thus increasing the risk of COVID-19. As a black female working in a semi-diverse industry of consultants, I am continuously having conversations around the emotional and physical impacts systemic racism has on me, my friends, and individuals within my community. I can only imagine the experience of our essential workers during this time.

In addition to how COVID-19 has impacted BIPOC, we have to be cognizant of the increased [mental health](#) issues overcoming this community. Studies show an increase of anxiety and depression leading to overuse of alcohol, drugs, and an increase in violence. To further exacerbate the issue, access to mental health within the BIPOC and Latinx community is either unreachable due to a lack of healthcare or roadblocked due to the cultural and [social stigma](#) around seeking treatment. One of my most recent resume clients is a stay at home mom who is going through a divorce and just starting to go back to school for a Master's degree in Social Work. However, while going through this divorce, becoming a single parent, and going to school, she now has to find a minimum wage job just to survive. What was once an enjoyable time



Char Brown,

CEO & Resume
Writer of Char
Brown Solutions,
LLC

to raise her children at home, has now turned into increased stress on her and her family. She is one of many Americans who are facing more difficult times during the COVID-19 pandemic.

Call to Action

As an Occupational Health Psychologist, you may

have had at least 1 course in counseling or coaching. Draw on those skills and reach out to your friends and colleagues who might be a single parent, recently separated, or living alone. Mental health is crucial during this time and a quick text or call could save a life.



Lauren Kiproff-Downer

Performance
Coach/Talent
Development
Specialist

United Methodist
Publishing House

COVID-19 and the Changing American Job Market: An OHP Overview

The Covid-19 pandemic introduced a sudden, profound decline in the American job market. Within weeks 20.5 million jobs disappeared, and the unemployment rate rose to 14.7%. Entire industries faltered and struggling companies made difficult decisions to reorganize to survive. These strategic changes have resulted in widespread layoffs and furloughs.

Some sectors were more affected than others. Among the industries most damaged were "non-essential" pre-pandemic strongholds like hospitality, travel, manufacturing, entertainment, fashion, higher education, and dentistry. Airbnb, Boeing, Carnival Cruise Line, Coca-Cola, Hertz, Hilton Hotels, NBCUniversal, Macy's, Uber, and Walt Disney World are among the prominent businesses that have announced major Covid-19 related layoffs. Still, more companies have announced intentions to file for bankruptcy protection or suspend operations altogether. These layoffs and closures present overt and underlying complications. These changes mean financial insecurity for millions of workers. These reductions also represent less access to and higher costs for necessary products, services, and options for safe stress relief and self-care.

Industries supported by continued demand for essential workers, products, and services such as health care and human services, grocery sales, food delivery, public safety, transportation and logistics, and online retail have provided much-needed signs of hope amid the economic challenges. Amazon, Netflix, Costco, and Zoom benefited greatly from the pandemic boom in demand. Though essential workers and industries enjoy relative job security, they also experience significant challenges. Many are dealing with increased workloads as well as an elevated risk of exposure to the virus. At the same time, essential

industries are struggling with understaffing. They are also under the stress of enforcing Covid-19 safety protocols that will keep their workers safe. These challenges often lead to burnout for both workers and industry leaders.

Roughly 11.4 million new jobs have emerged since the economic recovery began in May 2020. Though this is good news, it is imperative to note that hiring practices are not necessarily the same as they once were. Some businesses have implemented strategic hiring freezes as they struggle to keep their doors open. When new positions open up, companies of all sizes are opting to hire internally when possible. These new roles often require less experience and offer lower pay and fewer benefits. When new positions get posted externally, experienced workers are down-skilling to jobs for which they are overqualified in the name of continuing to draw an income. In turn, less experienced professionals are relegated to whatever opportunities they can find.

Many more workers are dropping out of the labor force entirely. An estimated 1.1 million people over the age of 20 suspended their job searches between August and September 2020. Women are being forced to leave the job market at an alarming rate of four times as often as their male counterparts. These departures stem from multiple factors. Women are facing increased housework demands, caregiver responsibilities, and other expectations not often imposed upon men. Older workers are also disproportionately vulnerable to involuntary retirement as a result of the pandemic. Since March 2020, 2.9 million workers between ages 55 and 70 involuntarily left the labor force. More than half of those displaced employees attempted to find work only to give up due to a lack of opportunities and the elevated health risks from Covid-19. Forced re-

tirement before workers can prepare financially elevates the risk of old-age poverty faced by these workers and the likelihood that they will be dependent on a familial caregiver, only adding potential stress to caregivers in these already overwhelming times and deepening already entrenched generational divides.

The changes to the American job market have been profound. OHP professionals possess critical skills and insight that can help meet the challenges of the long and uncertain recovery ahead. As such, we must take every opportunity to partner with employees and businesses as they continue to navigate the way forward.

SIOP Updates

Many of us look forward to the annual *Society for Industrial and Organizational Psychology* conference typically held in April each year. SIOP 2021 is scheduled to be held in New Orleans April 15-17. The current plan is to hold a “hybrid” event that will include in person live sessions, virtual live sessions, and virtual asynchronous sessions available during and after the in-person conference (available until May 7, 2021). Of course, the ever evolving COVID-19 pandemic could necessitate changes to the current plan.

Regardless of format, the SIOP conference committee is committed to providing a valuable educational program to attendees. Over 1000 submissions covering a wide variety of content were received this year, suggesting that many members are eager to connect in any format and discuss research and practice! As you are reading this col-

umn, submissions are under review. Conference registration will open in January, 2021. Check the SIOP website for the latest information (<https://www.siop.org/Annual-Conference>).

1. Assist underemployed workers and employees forced out of the job market in developing meaningful strategies for relaunching their careers
2. Study the impact of long-term pandemic isolation related stressors on the mental and physical well-being of workers
3. Offer research and intervention assistance for caregivers and others facing increased work-life conflict issues

In other SIOP news, the Executive Board recently adopted a new Strategic Plan. The new plan is the result of an extensive planning and revision process conducted over the last year and the full plan can be found here: <https://www.siop.org/About-SIOP/Mission>. Something exciting for SOHP members and all interested in employee health, safety, and wellbeing is the extent that the mission and values statements incorporate worker wellbeing.

The new strategic plan underscores the extent that individual health and wellbeing have become accepted as central to the work of organizational psychologists, thus amplifying the mission and message of SOHP.

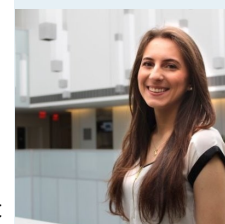
GSI Committee Updates

We will be hosting a SOHP networking event for students and faculty during the week of SIOP 2021. This will be a great opportunity for all SOHP members to reconnect as well as meet new members and expand our networks. Due to the pandemic, we have not yet decided on the format of this event. Once we get closer to the event date, we

will send out updates indicating whether this event will be held in person or virtually. Please be on the lookout for emails with more details. We look forward to connecting with you all at our next SIOP networking event!



Tammy Allen,
PhD
APA Council of
Representatives
- SIOP



Nikola Fedorowicz
GSI chair



Juliet Hassard,
PhD

University of
Nottingham

EAOHP Updates

The 14th EAOHP Conference was first postponed from April, before being moved entirely online from the 2nd to the 4th September 2020. Still adhering to the local Cyprus time, the theme this year was 'Promoting healthy and sustainable work'. There were three keynote addresses given by Paul Schulte, Paula Brough and Stale Einarsen. In addition, the programme included 121 individual oral paper presentations, 31 individual posters, and 84 symposium sessions. The book of proceedings is now available in electronic format on the Academy's website. It includes abstracts of the presentations, posters and keynote speeches, and can be downloaded from the 'Publications' section at www.eaohp.org.

Despite it being an online setting, there was active participation in sessions with the number of participants equivalent, and at times exceeding, what we would normally see at an "in-person" conference. At the end of each Conference day an informal drinks session was held on Zoom for those who wanted to connect in a more casual way.

At each conference, the Academy awards several prestigious awards and fellowships to recognise exceptional contributions to the field of OHP. A Lifetime Fellowships were awarded to Paula Brough and Stale Einarsen for their significant and enduring contribution to the field OHP. The 'EAOHP Andre Bussing Memorial Prize' recognises high quality research by an early career researcher and was awarded to Luis Torres for his research on gender, work, and health. The 'Eusebio Rial-González Innovation and Practice Award in Occupational Health Psychology' was awarded Jukka Vuori in recognition of his work on career management and transitions. The 'Best Poster Award' was awarded to Janet A. Boekhorst (University of Wa-

terloo, Canada).

For the first time at an EAOHP conference, delegates were able to vote for their preferred oral and poster presentations during the online conference. Recipients of this award were: The 'Delegate Choice – Oral Presentation' was awarded to Carolina Rodrigues-Silveira (Applied Psychology Center of the Brazilian Army, Brazil), and the 'Delegate Choice – Poster Presentation' went to Ella Hatton (Coventry University, UK).

The outbreak of COVID-19 meant that the organising committee for the 14th EAOHP Conference had to essentially organise two conferences this year. We were just over three weeks away from the Conference being held in Cyprus when the rapid spread of COVID-19 meant that there was no choice but to postpone the conference. Nevertheless, we are very excited that the conference was very well attended despite the rapid change to its online setting and the ongoing pandemic.

While we are working on the details for the 15th EAOHP Conference in 2020, we are also following this online conference with the intention for a follow-up face-to-face EA-OHP Symposium in June 2021 in Rome. The focus of this event will be on 'Mental health and Well-being at work in times of crisis'. All delegates who have registered for full participant at the recent 14th EAOHP conference will be invited to participate in this event. For more information on this event, please see the EA-OHP website for further details.



Ina Khani

AIHA Communi-
cations Specialist

Success Amidst Adversity for AIHA in 2020

The year 2020 has been difficult worldwide, but nonetheless, AIHA has produced remarkable successes and achievements as well—in large part through the organization's unique role in national pandemic response.

In March, as COVID-19 cases spiked and the country braced for the coming pandemic, occupational and

environmental health and safety (OEHS) experts convened virtually to draft practical, science-based guidelines which businesses, schools, and other organizations could use to prevent the spread of the virus among their employees, students, or members. The guidelines and other resources were made available for free download on a new website titled [Back to](#)

[Work Safely](#). At the same time, the [AIHA Media Outreach Center](#) also became a hub for COVID-19 resources intended for the media and the general public.

The Back to Work Safely initiative is designed to educate employers and consumers about the hazards associated with re-entry into the workplace and correct widespread misinformation on PPE, ventilation, disinfection, and other pandemic-related topics. The Back to Work Safely library is now comprised of guidelines recommending pandemic response practices for 26 classes of organization or business, including higher education, K-12 education, dental offices, bars, amateur sports, and more. Many of the guidelines are available in Spanish as well as English.

At AIHce EXP, AIHA's annual conference—which this year was entirely virtual—AIHA revealed [its brand evolution](#), the organization's vision for its future. The OEHS profession is advancing, and AIHA's reimagined brand is necessary to reflect the profession's development, serve members more completely, recruit the next generation of professionals, and remain relevant to all industry stakeholders. The organization's new tagline reflects AIHA's positioning statement and vision amid an evolving profession by simply summarizing what AIHA strives for as an organization: "Healthier Workplaces. A Healthier World."

Legally, AIHA is still titled the "American Industrial Hygiene Association." However, in order to better explain the services and activities provided by the organization and its members to stakeholders outside the profession, who may be unfamiliar with IH/OEHS, the organization will now be referred to as "AIHA" in marketing and public education materials. Regardless, the new brand is not a radical departure from the original one.

The heart of the brand evolution is a multi-faceted public awareness campaign entailing proactive outreach to media, businesses, and the general public, to inform them about the national association of occupational health and safety science professionals who safeguard workplaces worldwide, known as AIHA. This **campaign included the creation and launch of AIHA's two new micro-websites, [Worker Health Safety.org](#) and [OEHS Science Careers](#).**

The former, launched in July, is dedicated to highlighting the importance of worker health and safety and to educating non-OEHS/IH professionals and stakeholders about the business value of OEHS/IH's in the workplace. This website aims to encourage businesses to make their employees' health and safety a top priority, beyond simply complying with OSHA requirements. The first three business subsectors targeted in this initial phase of the campaign are [chemical manufacturing](#), [construction](#), and [emergency services](#).

The COVID-19 pandemic has thrown the OEHS/IH profession into the nationwide spotlight, providing potential exposure to students considering professional careers. The job market is strong, and overall, OEHS/IH provides young adults with a rewarding, worthwhile vocation—especially considering that the average early-career OEHS/IH professional makes \$58,300 per year, above the average starting salary for all graduates, \$50,044. Seeing an opportunity to recruit for the profession, AIHA launched the OEHS Science Careers micro-website, aiming to encourage student awareness and interest in OEHS careers.

The new microsite offers free resources for students, teachers, and counselors interested in learning more about the dynamic OEHS/IH profession. Featuring videos of young professionals discussing their jobs and a list of universities offering a degree in OEHS/IH, it also refers to AIHA's [IH Professional Pathway](#) program, an innovative resource to guide young professionals through the various stages of an OEHS/IH career. As for the younger students, AIHA's [IH Heroes](#) is a comic book style program that includes a web-based "smart" game and introduces the profession to students in a fun, educational manner. This new microsite also serves as a comprehensive resource for STEM teachers and career or guidance counselors, who may not be familiar with the OEHS/IH career path.



Emily J. Haas, PhD
Research Health
Scientist, NIOSH

NIOSH, National Personal Protective Technology Laboratory (NPPTL): Commentary for SOHP

The foundation of the 1970 Occupational Safety and Health Act (OSH Act) is to provide employees a workplace free from hazards. Since the 1970s, worker fatalities have went from 38 per day to 13, while incidents have went from 10.9 per 100 workers to less than 3.3 per 100 workers in 2013. With the current workforce being doubled in size, it is no question that the Act has been effective in reducing workplace deaths, injuries, and illnesses. Fifty years later, however, incidents are still high and the fatality and incident rates remain unchanged in recent years. This stagnation does not necessarily mean that the OSH Act has fallen short; rather, it highlights the degree to which the workplace and workforce has evolved and the need to adapt to current economical and societal changes. This commentary focuses on the gaps caused by these changes and the need for more multidisciplinary, systematic interventions to protect today's workforce. All challenges noted here can be the subject of new research and, if deemed warranted, further considered by regulatory agencies.

First, the emergence of both the gig economy and innovative technologies are advancing employment opportunities but not without creating fractured workplaces. Specifically, not only do gig employees function as independent contractors (i.e., they are not protected by the OSH Act), but they are also likely to have multiple employers, disparate communication with those employers, and varying processes for monitoring and reporting hazards. Then, for both gig employees and those who report to physical locations, the introduction of smart systems, automation, and advanced surveillance methods have helped predict, identify, and isolate workers from certain hazards. However, they also pose new and, in some cases, unknown risks. For example, the role of an employee may change from physically operating a piece of equipment to monitoring a technology that now does their original job.

It is important to acknowledge how this subtle shift in job tasks could impact situational awareness, risk perception, and complacency in the work environment. While traditional health and safety processes focus on observable hazards in

the workplace, an automated environment may facilitate hazards that are less visible because of their mitigation being dependent on an individual's characteristics. Consequently, the skills and competencies desired for employment may shift, further initiating changes in recruitment, orientation, and training. Moving forward, soft skills (i.e., skills that enhance effective interactions) may be the new power skills needed to proactively document and mitigate new risks in the workplace.

Along the same lines, the OSH Act was timely when it was written in that it heavily emphasized physical protections for workers. However, changes in the organization of work and the workforce itself has exacerbated employees' mental and emotional stress. Relevant examples include stigma and consequent discrimination around mental health, workplace bullying or harassment, perceived autonomy, presenteeism, pressure to produce, and increased shift work. Such psychosocial and mental health risks have been considered an individual-level problem and as a result, a Total Worker Health approach is not yet standardized in OSH management systems. If companies view these issues situationally, it may be more manageable for organizations to intervene around psychosocial risks. Moving forward, leaders may benefit from fostering an OHS management system that integrates practices and processes to address person-based factors (e.g., increased collaboration opportunities, conflict management skills, and change management scenarios) rather than only stress the priority of safety on the job.

Finally, workplace injuries, emergencies, and natural disasters demonstrate the continued need for valid approaches to health, safety, and risk management. The success of these systems, however, is interdependent with the established safety culture in which they operate. Particularly, if workers engage in more contract or subcontract work, they may never have the chance to develop a positive relationship with their employer or understand the culture, much less execute the desired workplace practices. In other words, the development and adoption of advanced technologies and communication mechanisms has not experienced a seamless integration in OSH. Although organiza-

To that end, more intervention strategies are needed based on company size, diversity, and location. To advance this level of research to practice first, researchers and organizational leaders may need to revitalize their own research inquiries, processes, policies, and practices while more time-intensive standards are developed and reviewed. Second, collaborative case studies between government and industry are critical to demonstrating the business case of health and safety in the workplace. If large organizational entities can work together to demonstrate leadership by example, it may serve as motivation for employees to engage and participate in workplace safety and health as well.

Disclaimer: The findings and conclusions in this report are those of the author(s) and do not necessarily represent the official position of the National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention.

Michaels, D. (2015). Statement of David Michaels before the Committee on Education and the Workforce Subcommittee on Workforce Protections, US House of Representatives, October 7, 2015. Accessed from <https://www.osha.gov/news/testimonies/10072015> on September 1, 2020.

US Bureau of Labor Statistics (2019). Survey of occupational injuries and illnesses data. Summary and historical data accessed from <https://www.bls.gov/iif/soii-data.htm#summary> on September 1, 2020.

Leka, S. & Jain, A. (2010). Health impact of psychosocial hazards at work: An overview. World Health Organization, Geneva. Accessed from https://apps.who.int/iris/bitstream/handle/10665/44428/9789241500272_eng.pdf;jsessi on September 1, 2020.



About SOHP

The **Society for Occupational Health Psychology (SOHP)** is a non-profit organization dedicated to the generation, dissemination, and application of scientific knowledge in order to improve worker health and well-being.

In order to achieve these goals, SOHP seeks to:

- Promote psychological research on significant theoretical and practical questions related to occupational health;
- Encourage the application of findings from psychological research to workplace health concerns; and
- Improve education and training related to occupational health psychology at both the graduate and undergraduate levels.

Upcoming Conferences

Meeting	Location	Date	Website
Society for Industrial and Organizational Psychology	New Orleans, LA Hybrid Event	April 15-17, 2021	https://www.siop.org/Annual-Conference
Association for Psychological Science Convention	Virtual	May 26-27, 2021	https://www.psychologicalscience.org/
European Academy of Occupational Health Psychology Symposium	Virtual	June, 2021	https://eaoph.org/conference.html
Academy of Management Conference	Virtual	July 30 - August 3, 2021	https://aom.org/events/annual-meeting
Work, Stress, and Health Conference	Miami, FL	November 3-6, 2021	https://www.apa.org/wsh

For comments on the newsletter or submissions, please contact the co-editors:

Kyle J. Page
kylejpage@gmail.com

OR

Carrie Bulger
Carrie.bulger@qu.edu



On Facebook <https://www.facebook.com/SOHP1/>

On Twitter: <https://twitter.com/SocietyforOHP>

On LinkedIn: <https://www.linkedin.com/groups/78908>

