

Society for Occupational Health Psychology Newsletter

Spring 2022-Volume 27

SOHP President's Column



Gwen Fisher, PhD
SOHP President
Colorado State University

I am honored to serve SOHP in the role of President. For those of you who do not know me, I am in my 10th year as a faculty member in the Industrial-Organizational Psychology program at [Colorado State University](#) in Fort Collins, Colorado where I also direct our Occupational Health Psychology program that is funded by the NIOSH [Mountain and Plains Education and Research Center](#). I also hold a joint appointment in the Colorado School of Public Health that is affiliated with the Center for Health, Work, and Environment, a NIOSH Center of Excellence in Total Worker Health. Time flies when you are having fun – I can't believe I have been in Colorado for almost 10 years. Prior to this I was a Research Scientist at the University of

Michigan Institute for Social Research where I worked on large-scale national survey research projects (e.g., the [Health and Retirement Study](#), the [Aging Demographics and Memory Study](#), and the [Study of Cognition and Aging in the USA](#)). I earned my doctorate in psychology (with a focus on industrial-organizational psychology and occupational health psychology) at Bowling Green State University. I was fortunate to complete my dissertation in 2001 under the direction of the late Dr. Carlla S. Smith whose life was unfortunately cut short due to cancer in 2002. Carlla was a terrific mentor as well as a strong advocate for the field of occupational health psychology. She also secured one of the early grants to support graduate training in occupational health psychology. I am grateful to continue OHP research and graduate training in her memory.

There are three things that I want to do in my role as President of SOHP. First, I look forward to highlighting and elevating the research and practical contributions of our OHP field to workers, organizations, and other occupational health fields who stand to benefit from our knowledge and expertise. Our field has grown tremendously in important ways, from expansion of research topics to an increase in the number of job opportunities. To this end, I am delighted to announce that we have created a new committee: the Scientific Affairs Committee, chaired by Dr. Larissa (Lacie) Barber. This is one mechanism by which we hope to disseminate and translate OHP research into practice a bit more. Please see more information about this fantastic new committee on page 6 of this newsletter.

Second, I hope to foster and strengthen connections among scientists and practitioners in the OHP community, as well as among our colleagues in allied disciplines. Dr. Chris Cunningham made excellent strides in establishing connections with our colleagues in the American Industrial Hygiene Association (AIHA) and I look forward to more opportunities that align with this collaborative outreach. And finally, I hope to not only sustain our membership, but have it grow. Please encourage your colleagues and graduate students to join SOHP, participate in our periodic online networking events, and connect with us on social media such as LinkedIn, Twitter, etc.



Inside this issue

SOHP President's Column	1
Managing Psych. Hazards.....	3
Art & Science of Health Conf.	3
Diversity Initiative Fatigue.....	4
THRIVE Ability Network.....	5
Scientific Affairs Committee	6
SIOU Update.....	7
GSI Committee Update	7
Upcoming Conferences	8
Journal Access.....	8

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Our outstanding Communications Committee, chaired by Dr. Zhiqing (Albert) Zhou has been hard at work updating the SOHP website. For example, we now list OHP-related job opportunities. If you have a position to advertise, please send it to communications@sohp-online.org. There are many other additional resources available on the SOHP website. If you have suggestions for other ways in which we can better meet your needs, please do not hesitate to let me know.

Another important part of the Communications Committee is our newsletter. Dr. Kyle J. Page has served as the Editor for four outstanding newsletters over the past two years. This is his last newsletter leading on behalf of SOHP. We are incredibly grateful for Kyle's time and effort in serving this important role. On behalf of all of us, **thank you, Kyle!**

For those of you attending the upcoming annual SIOP (Society for Industrial Organizational Psychology) conference in Seattle, Washington, USA **please join us for a SOHP social event at Pike Brewing Company—details below.** Please invite your OHP friends, colleagues, and students to join us and meet the terrific people who are part of SOHP! Snacks will be provided and a cash bar will be available. We look forward to connecting in person for the first time in a long time! Many thanks to Lauren Kistler and Alyssa McGonagle for setting up this event! Read more updates about SIOP from Tammy Allen on page 7 of this newsletter.

I also encourage you to attend the following up-

coming conferences / meetings:

- [European Academy of Occupational Health Psychology \(EAOHP\)](#) Meeting - July 6-8, 2022 at the University of Bordeaux, France. More information about the meeting is available here: <https://www.eaohp.org/conference.html>.
- OHP Summer Institute - Week of July 18th in Portland, Oregon, USA
- Third [International Symposium to Advance Total Worker Health](#) - October 11-14, 2022 in Bethesda, Maryland, USA.
- APA/NIOSH/SOHP Work, Stress, and Health Conference - November 8-11, 2023 in Miami, Florida, USA.

Although the COVID pandemic has taken the lives and health of far too many people and had negative global economic and societal consequences, one piece of silver lining has been some elevation in recognizing the importance of public health and worker well-being. It is my sincere hope that many of the lessons learned during this pandemic (e.g., profound effects of presenteeism, the need for paid sick time, and supportive organizational policies and practices to name a few) will be retained. Thank you for being such an important part of our community and doing the excellent work you are doing to protect and promote worker health and well-being. I hope to see many of you soon in Seattle and/or at other upcoming meetings.



SOHP Social Event at SIOP!

- Friday, April 29, 2022
- 6:00-8:30pm
- Pike Brewing Company (1415 1st Ave. Seattle, WA 98101)
- OHP academics, practitioners, friends, colleagues, and students welcome!!

New Book Raises Employer Awareness of Psychological Health and Safety

In today's evolving world of work, it is imperative that organizations manage psychosocial hazards (PSH), work factors that can cause psychological or physical harm and may result in work-related stress if not managed correctly.

PSHs play an increasingly significant role in the workplace, yet many U.S. employers lag behind in their understanding of the risks they pose to both employees and organizations.

A forthcoming book by SOHP member Ellen Pinkos Cobb aims to impress upon U.S. employers the necessity of ensuring workers' psychological health and safety in the world of work.

Managing Psychosocial Hazards and Work-Related Stress in Today's Work Environment: International Insights for U.S. Organization addresses the importance of managing psychosocial hazards and work-related stress through discussion of measures being taken internationally in this area pursuant to legislation and guidance in European countries, Canada, Mexico, and Australia, as well as under the first global standard on psychological health and safety published in 2021.

The argument is advanced for Occupational Health and Safety, Human Resources, and management to work together, rather than in silos, as well as to expand traditional thinking about roles and views of the work environment.

"This is a chronicle of possibilities for U.S. workers and employers. Cobb's encyclopedic roadmap makes crystal clear what can and should be done..... This wonderful book throws down the gauntlet to challenge the U.S. to follow the paths of Nordic countries, Ireland, Spain, the UK, Canada, Australia, Mexico, Japan, and developing countries who have implemented ILO and ISO guidelines." (Dr. Gary Namie, Director, Workplace Bullying Institute)

Ellen Pinkos Cobb is an attorney and author of [International Sexual Harassment Laws for the Multinational Employer](#) (2020) Routledge and [Workplace Bullying and Harassment: New Developments in International Law](#) (2017) Routledge. She is presently working on a book about the importance of managing PSH and Work-related Stress in Today's Work Environment, geared toward United States employers. She may be reached and welcomes comments at Ellenpc2@gmail.com.



Ellen Pinkos Cobb
Attorney and
Author

32nd Annual Art & Science of Health Promotion Conference



[The Art & Science of Health Promotion Conference](#) brings health professionals together from across disciplines, to learn, share, and connect with others in health promotion and wellness.

The three-day Core Conference features breakout sessions that present a balance of the latest science and practical application, keynote speakers who will challenge and inspire, and poster presentations offering a range of research findings and case studies.

Preconference Intensive Training Seminars offer two additional days of in-depth learning in a small group setting presented by some of the most talented and accomplished professionals in health promotion. Seminar topics include cultures of health, evaluating workplace health promotion, neuroscience, and data analytic translation.

Attend sessions presented by the top authors, scientists, entrepreneurs, and program leaders in the field. Be involved through interactive discussions, networking sessions, and fitness activities.

David Ballard, PsyD
GhostNote Consulting



Kennedy Hammonds,
M.S. Candidate
Katrina A. Burch, Ph.D.
Department of Psycho-
logical Sciences
Western Kentucky
University

Exhausted with DEI Efforts? Toward a Better Understanding of Diversity Initiative Fatigue

Diversity, equity, and inclusion (DEI) initiatives are gaining in notoriety, particularly with the social justice movements surrounding Black and Asian Americans in the United States in 2020. Indeed, the United States workforce is [more diverse now than it has been in the past](#). One aspect that contributes to success in organizations is the degree to which the organization embraces and enhances DEI efforts, policies, and procedures. Initiatives that can ensure diversity within organizations are necessary; however, many organizations struggle with successful implementation.

When seeking to implement efforts to enhance DEI, often organizations take the first step to address biases and stereotypes of current employees. Biases and stereotypes can affect organizations by [hindering recruitment and promotion opportunities](#).

Therefore, organizations may implement initiatives or trainings to resolve, or even prevent, employee bias and stereotypes, which can interfere in the workplace. While implementing DEI initiatives may serve as a first step for organizations, many organizations believe that [implementing these initiatives will be a fix-all](#).

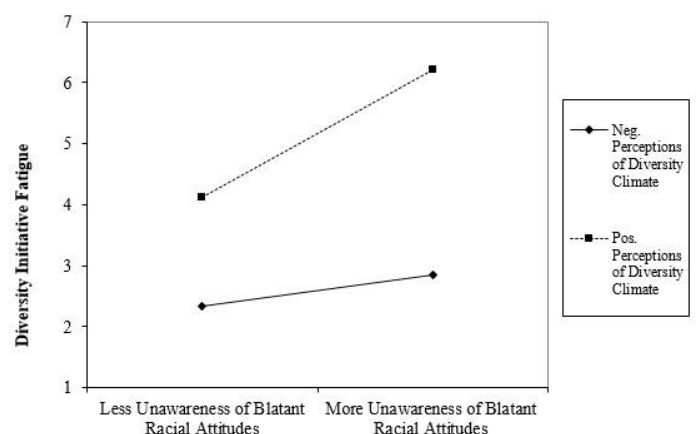
However, for DEI initiatives to be successful, employee buy-in is essential. Unfortunately, not all employees support organizational DEI efforts, which can lead to cynicism toward organization change. As well as being cynical, employees might also suffer from diversity initiative fatigue. [Diversity initiative fatigue](#) is the “extent to which someone experiences a diminished response to or desensitization toward diversity efforts” (p.2). Organizational DEI efforts may lead to employee exhaustion with said efforts (i.e., diversity initiative fatigue). In addition, an [organizations’ diversity climate](#), or “aggregate perceptions about the organization’s diversity-related formal structure characteristics and informal values” (p.24), likely serves as an important and necessary condition in the achievement of DEI initiatives.

We sought to better understand diversity initiative fatigue by examining antecedents (negative attitudes toward BIPOC), outcomes (cynicism toward organizational change), and

boundary conditions (perceived diversity climate) that may buffer these relationships. Data were collected from 187 participants from a university in the south between February and March, 2022. Results indicated that there was a strong positive association between participants’ unawareness of blatant racial attitudes and diversity initiative fatigue ($\beta = .98, p < .001$) and that individual perceptions of diversity climate moderated this relationship ($\beta = .92, p < .001$). However, contrary to what we hypothesized, when participants had favorable perceptions of the diversity climate, this enhanced the relationship between unawareness of blatant racial attitudes toward BIPOC and diversity initiative fatigue. No significant associations were found for cynicism toward organizational change.

Given these findings, what can organizations do to promote DEI initiatives while keeping in mind that such initiatives can backfire? Below are some recommendations:

1. DEI initiatives are best understood through the collection of data. Organizations should track the associated benefits of DEI initiatives as well as ongoing stakeholder support.
2. DEI initiatives should be emphasized within the core values of the organization and proactively supported by top leadership.
3. Successful DEI initiatives require funding to support change. Organizations need to “walk the talk” in demonstrating support.



THRIVE Ability Network



Brian Schoo

Director of People Analytics at Nestlé

Fostering an inclusive workplace culture is critical not only for business success, but also for the well-being of employees. Nestlé empowers its employees to be proud of their unique experiences and provides resources and support to those who need it. One way we do this is through the THRIVE Ability Network, an emerging Employee Resource Group (ERG) at Nestlé. The mission of the THRIVE Ability Network is to enable personal empowerment and belonging, allowing employees to bring their authentic self to work every day. Through sharing experiences, we gain understanding, build resilience, and reduce stigma. We foster hope and perseverance in the face of adversity.

This group was founded by Nestlé employee Christine Hambleton in 2019 after she endured a critical illness and was mentored through the experience by a long-time colleague. After experiencing the benefit of this type of support first-hand, she partnered with others in the organization to create this vital network at Nestlé with three pillars: Critical Illness, Disability, and Caregiving. In 2021, a Mental Wellness pillar and an ambassador network were added.

The Mental Wellness pillar has four focus areas: De-Stigmatization, Education, Support, and Policy. These focus areas, along with the group's other pillars, are supported by the Ambassador Program where employees can sign up to serve as or connect with an ambassador. THRIVE ambassadors offer personal 1-on-1 support, listen, and connect individuals with resources available through Nestlé's Health and Wellness programs. Through our ambassador volun-

teers, we have over 21 areas of support to date, such as addiction, anxiety, depression, learning disabilities, autism, loss of limb, Tourette syndrome, cancer, parental mental wellness, and more.

While the core focus of the Mental Wellness pillar is to support our colleagues, we also firmly believe that this pillar will have a direct, positive impact on the company's bottom line. As we embrace mental wellness at Nestlé, we can also increase inclusiveness—mental health does not discriminate against race, sexual orientation, gender, or socioeconomic status. The THRIVE Ability Network aims to enable retention of employees, as well as unlock speed and agility through real, not projected, courage. To do this, we enable curiosity and collaboration as we tap into the understanding and problem-solving abilities of growth, rather than fixed mindsets.

In 2021 the THRIVE Ability Network was recognized by Nestlé USA's CEO, Steve Presley, as a winner of a True North award, an internal recognition that celebrates the work of individuals and teams that drive our organization forward. Steve champions the importance and power of Nestlé employees caring about their colleagues throughout the organization. This recognition and top-down support of the THRIVE Ability Network has helped grow the network from 30 people in 2019 to over 500 people as of March 2022.



SOHP Introduces the Inaugural Scientific Affairs Committee

Lacie Barber, Ph.D.
Associate Professor
San Diego State
University

It is a thrill to announce that the Society for Occupational Health Psychology has selected the inaugural members for the Scientific Affairs Committee! We are excited to have a variety of members (listed below) representing OHP research activities from a variety of institutions at the doctoral, masters, and undergraduate level.

The key goals of this committee for the 2022-2023 term are as follows:

- To promote high-quality OHP research publications and scholarship in OHP to non-academic audiences
- To promote ethics and integrity in research among the OHP community
- To promote sources of funding and funding support for grad students and junior faculty
- To connect both early career and established OHP researchers around the world who share common research interests
- To promote a synergy between research, education/training, and practice in different areas of psychological research
- To serve as a liaison with the Editors of relevant

OHP journals and the new book series

After a few years of remote work and virtual conferences, many of us feel disconnected from our scientific community. My hope for this committee is to help spark joy in research by improving the prosocial impact of OHP science and our sense of shared community. We will assess ways that we convey what we are doing to non-scientists in a way that is engaging and fun. Additionally, we will assess how we can connect with each other to provide emotional support (sharing vulnerabilities, challenges), instrumental support (sharing tips and tools), and appraisal support (cheerleading each other's accomplishments).

One thing that I absolutely love about our society is that we have a great group of people who want to be supportive of each other's science and students. I'm hoping that creating some virtual space for activities throughout the year will help keep people connected in an accessible format to support our membership's diversity.

As such, we are currently planning a wide variety of activities to help support this mission. Examples in-



Scientific Affairs Committee

Lacie Barber - Chair
Associate Professor
San Diego State University

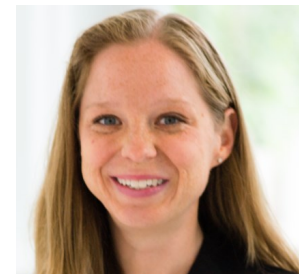
Rebecca Brossoit - Member
Assistant Professor
Louisiana State University



Katrina Burch - Member
Assistant Professor
Western Kentucky University



Gloria González-Morales - Member
Associate Professor
Claremont Graduate University



Courtney Keimm - Member
Assistant Professor
Bellarmine University

clude scientific communication strategies on social media platforms and a blog on our website that promotes OHP research in digestible formats to non-academic audiences. Starting in the fall, we are also hoping to build a lineup of virtual session events that bring people together for learning and networking around a variety of OHP science topics. We are particularly interested in getting members together to discuss how we can improve our science with effective science mentoring, navigating scientific failures/setbacks, promoting scientific ethics and integrity with good lab practices,

and translating our research to practice.

Stay tuned for more information! [Also feel free to reach out if you want to contribute content to our blog or serve as a guest speaker/panelist! We welcome all member contributions as we move forward with these efforts.](#)

SIOP Update

After a two-year pandemic-induced hiatus, you will once again be able to mix, mingle, and learn the latest from the comfort of a conference meeting room as the 2022 SIOP conference will be held in person in Seattle April 27-30, 2022. Over 2,000 of your colleagues have already registered to attend in person. Prefer to stay in your loungewear and the comfort of home? No worries – SIOP has you covered there as well as many sessions will also be simulcast to virtual attendees.

The schedule this year is spread out over several weeks with virtual pre-conference offerings starting the week of April 11th. The week of April 18th offers a variety of virtual events as well includ-

ing advanced professional development workshops, consortia, and a poster session. In person events begin on April 27th.

Moreover, OHP topics remain on the forefront. The SIOP annual list of “Top 10 Work Trends for 2022” includes multiple worker health and wellbeing related topics (<https://www.siop.org/Business-Resources/Top-10-Work-Trends>). Look for an IG-NITE session on these trends in the program.

Find out more about the SIOP conference here (<https://www.siop.org/Annual-Conference>). I look forward to seeing many of you in Seattle!



Tammy Allen,
Ph.D.

Past President,
SOHP

University of
South Florida

GSI Committee Update

The Graduate Student Issues committee works each year to support SOHP's social and networking events, as well as to provide a connection between student associates and SOHP as a whole. The GSI committee is currently headed by Lauren Kistler, a PhD student at Clemson University. This past year the GSI committee has worked closely with the SOHP executive committee to host virtual events for our members. In the Fall of 2021, the committee supported the Early Career Speed Mentoring event during the Work, Stress, and Health virtual conference. In the Spring of 2022,

the GSI committee hosted a virtual panel discussion and networking event for graduate students and early professionals that featured three OHP professionals who gave insight about their jobs and provided advice for navigating the job market. The next exciting networking opportunity and happy hour event will take place at the Society for Industrial and Organizational Psychology (SIOP) annual conference in Seattle, WA. The SOHP happy hour will be hosted at Pike Brewing Company on April 29th from 6pm to 8:30pm. We look forward to seeing you there.



Lauren Kistler

Ph.D. Student,
Clemson University

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	Virtual & In-Person; Seattle, WA	April 28-30, 2022	https://www.siop.org/Annual-Conference
Association for Psychological Science Convention	Virtual & In-Person; Chicago, IL	May 26-29, 2022	https://www.psychologicalscience.org/conventions/2022-aps-annual-convention
15th EAOHP Conference	In-Person; Bordeaux, France	July 6-8, 2022	http://www.eaohp.org/conference.html

How Do I Access *Occupational Health Science*?

Each year, our publisher, Springer, will send SOHP a list of unique URLs for each SOHP member. SOHP will provide members with those links, which you can use to associate your SpringerLink account with your SOHP membership. You can set up and verify your Springerlink account at <https://support.springer.com/en/support/home>. Once you have **received your unique URL and** associated these two accounts you may access *Occupational Health Science* by logging in on the journal's webpage at: <https://link.springer.com/journal/41542>.

For comments on the newsletter or submission, please contact:

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