

Society for Occupational Health Psychology Newsletter

Fall 2022 - Volume 28

SOHP President's Column



Gwenith G. Fisher
SOHP President
Colorado State University

SOHP welcomes **Kristen Black** as the new Secretary/Treasurer and **Julie Lanz** as Editor of the SOHP Newsletter. We thank them for their interest and enthusiasm in taking on these important roles in service to our profession. We are incredibly grateful for the time and effort that **Alyssa McGonagle** has devoted to SOHP in her role as Secretary/Treasurer for the past few years. Alyssa has been a terrific and valued member of our SOHP Executive Committee. Thank you, Alyssa! Huge thanks to **Kyle Page** for his work in leading the team to produce the newsletter for two years.

Our new Scientific Affairs Committee (**Larissa** (Lacie) Barber, Rebecca Brossoit, Katrina Burch, Gloria González-Morales, and Courtney Keim) has organized a series of virtual [networking events](#) to connect us together and share ways in which we engage in and communicate our science in a variety of ways. The goal of these events is to bring SOHP members (and potential new members) together to discuss a variety of occupational health psychology topics. Each virtual session has an interactive, roundtable format with guest panelists and audience Q&A, followed by breakout rooms for continuing the discussion and networking. These events will continue through November. Attendance is free! Please complete a brief [registration form](#) to participate.

Many SOHP members will be attending the [3rd International Symposium to Advance Total Worker Health](#), organized by the NIOSH and the Center for Health, Work, and Environment. The meeting is taking place October 11-14, 2022 in Bethesda, Maryland at the National Institutes of Health Natcher Conference Center.

Please save the date for the next Work, Stress and Health Conference November 8-11, 2023 in Miami, Florida. The Call for Papers will be coming soon, with proposals due in early 2023. Additional conferences and events are listed on the SOHP website under Resources Conferences/Events. If there are other meetings, conferences, events or job opportunities you would like us to post on our website, please send information to communications@sohp-online.org.

Best wishes to all of you for being healthy and safe. Thank you for the incredible work you do in our profession to support and advance worker safety, health and wellbeing!



Inside this issue

SOHP President's Column	1
Quiet Quitting	2
OHP through Memes.	3
OHS Update	4
GSI Committee Update	5
TWH Symposium.....	5
SOHP Networking.....	6
Upcoming Conferences.....	7
Journal Access.....	7

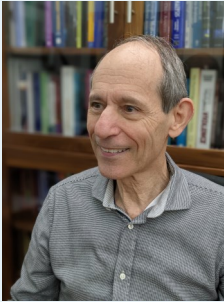
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The OHP Perspective on 'Quiet Quitting'

The latest buzz word going around the internet is quiet quitting. This catchy, but misleading term, has nothing to do with employee turnover. Rather it is about employees setting limits to their working hours and workloads. An employee who resists working extra hours or doing extra tasks beyond their jobs is said to be quiet quitting. Although much of the discussion of quiet quitting has been from the perspective of labor resistance (bringing contributions in line with pay) or career advice (restricting contributions is bad for careers) another perspective is from the OHP lens.

There are several reasons that an employee might draw a line in the sand when it comes to tasks and working hours. Sometimes "quiet quitting" is a response to what the employee believes is poor treatment. Other times it is an attempt to find balance and have a life outside of work. Four OHP issues can drive employees to set boundaries: 1) burnout, 2) illegitimate tasks, 3) injustice, and 4) work-life balance.

1. Burnout

Excessive demands at work in terms of heavy workloads and long working hours can lead to fatigue and burnout. Employees under such conditions can have limited energy to continue to do all that is asked and can set boundaries to facilitate recovery. Employees can adopt strategies to reduce their workload and limit time spent at work. Often employees will discuss the situation with supervisors and ask for assistance in setting priorities. A skilled supervisor will recognize the importance of pacing demands to a sustainable level to avoid burnout and loss of engagement.

2. Illegitimate Tasks

Illegitimate tasks are a stressor first studied by Norbert Semmer in Switzerland. An illegitimate task is one that the employee believes should be done by someone else or not done at all. As with all stressors, illegitimate tasks are linked to strains, including burnout. Employees will often resist taking on illegitimate tasks, often by complaining that

they should not be a part of their jobs.

3. Injustice

It has long been recognized that people who feel they are unfairly treated will respond by trying to even the score. Often this means cutting back on contributions to the employer so they will feel that the rewards they receive are more in line with the efforts they are making at work.

4. Work-Life Balance

Many working people, particularly those with children, are not willing to sacrifice their nonwork life for the job. One of the major tools for achieving work-life balance is to limit the number of working hours to a reasonable standard that leaves time for nonwork activities such as childcare. Over time the idea of achieving a work-life balance has become more acceptable, as employers recognize that people have demands beyond their jobs. Quiet quitting is really about people finding a balance at work in terms of demands, justice, and rewards. There are many reasons that someone might set boundaries and restrict contributions, with many of them being OHP issues.



Image courtesy of [@iopsychmemes](https://twitter.com/iopsychmemes)
(Twitter)

Community and Communication in OHP through Memes

I am passionate about community and communication in occupational health psychology (OHP), and I encourage you to be creative in ways we can connect in our community and share our knowledge broadly. One way I've done this is by making and sharing memes about industrial-organizational/occupational health psychology (see @iopsychmemes on various social media sites). I'm surprised by how well these memes address the goals of community and communication.

Based on feedback from my followers, memes can highlight shared experiences that build community, such as how long it takes to clean data before analysis. When you see other people liking and sharing a meme about this experience, you know you're not alone.

Memes can also communicate a key point succinctly and (hopefully) memorably. How many times have we shared white papers with leaders; how many times have those white papers been read? Yet, I heard a great story from a pediatrician who follows my memes account on Twitter. She said that they were talking about diversity and hiring, and the meme I shared on that topic popped back into her head. She told her coworkers that it was important to discuss what was being done to create a climate where underrepresented people would feel like they belonged, so they could retain them in their workforce.

I'm staunchly anti-stodginess, because I believe that by dropping unnecessary formality, we better build genuine connection with one another. Memes have offered a fun and effective way to increase connection and diversify our communication, and they work with my quirky sense of humor. Students, practitioners, and researchers can all find enjoyable ways to build each other up and to give our knowledge away to others - so what are you waiting for?

Me: Suggests reducing employee workload

My client:



Image courtesy of [@iopsychmemes](#) (Twitter)



Image courtesy of [@iopsychmemes](#) (Twitter)



Lisa Kath, Ph.D.

Associate Professor

San Diego State
University

Occupational Health Science Update



Robert R. Sinclair,
Ph.D.

Professor

Clemson
University

I am pleased to have the opportunity to provide you an update on the status of our journal *Occupational Health Science*. As the founding editor-in-chief, my general goal for the first phase of the journal's existence has been to take it from being an idea circulated in a proposal (led by Mo Wang along with help from Lois Tetrick, Paul Spector, and me) to being an established journal that scholars will prioritize as they consider where to submit their work. I am pleased to say that we have made several positive steps along that path.

First, and most importantly, we have established a great editorial board. Our current associate editors include Mindy Bergman, Malissa Clark, Tori Crain, Caitlin Demsky, Kim French, Lisa Kath, Alyssa McGonagle, and Jesse Michel. I also want to acknowledge the contributions of Adam Butler and Mike Ford, who will likely have wrapped up their terms as Associate Editor by the time this article appears in print. The Associate Editors bear much of the credit for the journal's progress to date and I deeply appreciate their work. In addition, we have an incredible Editorial Board which now boasts 97 members and we owe a debt of gratitude to numerous other ad hoc reviewers who have contributed to the journal's progress to date. One of my main realizations as editor-in-chief has been that a journal is, as much as anything, a group of people (editors, associate editors, editorial board members, ad hoc reviewers, authors) who are dedicated to a common goal, in our case to share high quality scholarship about workers' safety, health, and well-being. It is so amazing how everyone has helped get the journal going and I hope you will all continue to submit articles and provide reviews in the future.

We have a variety of metrics to further document the progress of the journal. In 2019 we had 98 submissions. By 2021 that number rose to 132 and we already have 133 through July 2022. Our acceptance rate for those submissions has stayed around 20% through 2021 (although it is a lower so far this year at 13%). In 2019 we accepted 20 articles. This was just short of our article "budget" of 24 articles per year (i.e., six articles in each of four issues per volume). In 2021 we accepted 29 manuscripts and our

pipeline of articles in the peer review process has steadily grown each year.

Interest in our articles is growing as well. In 2019, we had 11,205 full article text requests. That number rose to 51,821 in 2021 and is at 38,465 through July of this year, suggesting that we should surpass 2021 has the highest figure to date. Moreover, the journal web site reports 48,765 downloads of articles in 2021 – a figure that again substantially exceeds past rates. Citations to these articles are growing as well, as the journal now reports an h5 index of 13. These figures reflect great progress for a new journal and I look forward to exceeding them in the future.

Our publisher, Springer, has done a great job getting the journal included in index services including Baidu, CLOCKSS, CNKI, CNPIEC, Dimensions, EBSCO Discovery Service, Emerging Sources Citation Index, Google Scholar, INIS Atom index, Japanese Science and Technology Agency (JST), Naver, Norwegian Register for Scientific Journals and Series, OCLC WorldCat Discovery Service, Portico, ProQuest ExLibris Primo, ProQuest ExLibris Summon, PsycINFO, Psynindex, TD Net Discovery Service, and Wanfang. Getting listed in PsycINFO was an especially big win for us last year. The next goals are to be listed in Scopus and getting an official impact factor. There is an application process for the impact factor with certain publishing criteria we need to meet before we can apply but I expect we will have one in the next couple of years.

Looking toward the future, I have a few other goals for the journal. First, I want to continue to hit our publication budget as noted above. As submissions and acceptances rise each year, I am confident that we will be able to do that but of course we need your submissions! Second, I would like to continue to expand our editorial board and list of ad hoc reviewers. Many of you are helping already, but if you would like to volunteer to review or nominate someone else to be considered please let me know! I am especially interested in bringing on early career scholars who can help support the sustained growth of the journal in the future. Finally, I would like to



Occupational Health Science Update (continued)

continue to expand our efforts to publish both high quality empirical research and creative alternative format articles that help extend occupational health literature. As one example, Alyssa McGonagle is leading a forthcoming special issue related to the implications of work design, work organization and organizational practices for workers with chronic health conditions. Please let me or her know if you

would like more information about that. I am definitely open to other creative ideas for special issues or other kinds of creative contributions that extend our literature. With those goals in mind, I am so grateful for all of the contributions of our colleagues around the world to date and I look forward to working with even more of you in the future!

GSI Committee Update

The Graduate Student Issues (GSI) committee represents student associates and provides a connection for student members to voice their ideas to the organization at large. The GSI committee provides support for the SOHP executive committee efforts through involvement with networking and social events. The GSI committee is comprised of the committee head Lauren Kistler, a PhD candidate at Clemson University, and committee members Brittany Lynner, a doctoral student at Colorado State University, and Morgan Taylor, a PhD candidate at Portland State University. This past spring, the GSI committee organized a happy hour event during the Society for Industrial and Organizational Psychology (SIOP) annual conference in Seattle, WA. There was a wonderful turnout of SOHP members at Pike Brewing Com-

pany that provided an opportunity for members to connect with their close colleagues and to build new network connections with members while enjoying delicious bites and brews. The committee looks forward to planning a similar event for the next SIOP conference in Boston. For the upcoming semester, the GSI committee will be supporting the exciting networking and professional development events that have been organized by the new SOHP Scientific affairs committee. If you are interested in becoming a part of the GSI committee or for other ways to get involved in SOHP as a student member, please contact Lauren Kistler at ldkistl@g.clemson.edu. We look forward to seeing you all at our events this upcoming year!



Lauren Kistler
Ph.D. Student
Clemson
University

Total Worker Health™ Symposium

The 3rd International Symposium to Advance *Total Worker Health*® brings together safety and health professionals, employers, researchers, policymakers, organized labor representatives, and the academic community to learn and connect. This one-of-a-kind event will offer workshops, scientific presentations, and networking for attendees to examine opportunities to make workplaces safer and to improve the health and well-being of the workforce across the world. It is an opportunity to collaborate and share insights with investigators and practitioners using new methods and transdisciplinary approaches. Through compelling keynote addresses, expert presentations, pre-conference workshops, and informal networking, participants can gain practical strategies to rapidly address existing and emerging issues so workers can thrive. Rochelle

Walensky, MD, MPH, CDC Director will provide a virtual presentation. Other keynote speakers are:

- Earl Dotter, photojournalist and Visiting Scholar at the Harvard School of Public Health
- Saru Jayaraman, President of One Fair Wage and Director of the Food Labor Research Center at the University of California, Berkeley
- Douglas L. Parker, Assistant Secretary of Labor for Occupational Safety and Health
- Karina Nielsen, Chair in Work Psychology, Institute of Work Psychology at the Sheffield University Management School

[View the agendas](#) and register now to participate virtually or in person at the campus of the National Institutes of Health (NIH) in Bethesda, MD. In-person capacity is limited, but virtual participation is unlimited. We look forward to seeing you!



Chia-Chia Chang,
MPH, MBA
NIOSH

Science Networking Events

SOHP Scientific
Affairs Committee

Society for Occupational Health Psychology



**Looking to reignite your
research “spark”?**

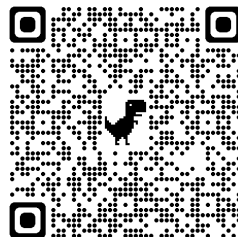
This series of virtual events is hosted by SOHP's new Scientific Affairs committee.

We aim to bring SOHP members (and potential members) together to discuss a variety of occupational health psychology topics with networking opportunities.

Each virtual session has an interactive, roundtable format with guest panelists and audience Q&A, followed by breakout rooms for continuing the discussion and networking.

We look forward to seeing you there!

To join, register at the following link:



Fall 2022 Schedule

**The Shadow CV – Learning
from OHP Science Failures**

September 14
3:00PM (Pacific) / 6:00PM (Eastern)

**Let's Get Social – Sharing
OHP Science on Social Media**

September 20
4:00PM (Pacific) / 7:00PM (Eastern)

**Listen to the Research –
Podcasting OHP Science**

October 11
3:00PM (Pacific) / 6:00PM (Eastern)

**Show Me the Money –
Funding OHP Science**

October 25
4:00PM (Pacific) / 7:00PM (Eastern)

**Research Careers Outside of
Academia – Applying OHP
Science in Organizations**

November 10
3:00PM (Pacific) / 6:00PM (Eastern)

**Looking for Acceptance –
Publishing OHP Science**

November 29
3:00PM (Pacific) / 6:00PM (Eastern)



Society for
Occupational
Health
Psychology

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.

For comments on the newsletter or submission, please contact:

Julie Lanz, Ph.D.
lanzjj@unk.edu

Upcoming Conferences

Meeting	Location	Date	Website
3rd International Symposium to Advance Total Worker Health™	Virtual & In-Person; Bethesda, MD	Oct. 11-14, 2022	https://web.cvent.com/event/a2843014-6c6c-4d37-b791-4e8019459eac/summary
Symposium on Epidemiology in Occupational health	Mumbai, India	March 14-17, 2023	www.epicoh2023.in/
Society for Industrial and Organizational Psychology Annual Conference	Boston, MA	April 19-22, 2023	https://www.siop.org/Annual-Conference
Association for Psychological Science Annual Convention	Washington, D.C.	May 25-28, 2023	https://www.psychologicalscience.org/conventions/2023-aps-annual-convention

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>.



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

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

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