

CONFERENCE PROGRAM

Work, Stress, and Health 2011 Work and Well-Being in an Economic Context

May 19–22, 2011

Preconference Workshops on May 19, 2011

**DoubleTree Hotel
at the Entrance to Universal Orlando**

Sponsored by:

American Psychological Association

National Institute for Occupational Safety and Health

Society for Occupational Health Psychology



**The 9th
International
Conference on
Occupational
Stress and Health**

May 19–22, 2011

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Work, Stress, and Health Conference 2011

Conference Co-Chairs

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American Psychological Association

Steven L. Sauter, PhD
National Institute for Occupational Safety and Health

Janet Barnes-Farrell, PhD
Society for Occupational Health Psychology

Planning Committee

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Steven L. Sauter, PhD
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Ted Scharf, PhD
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Clemson University

Jessica Streit, MS
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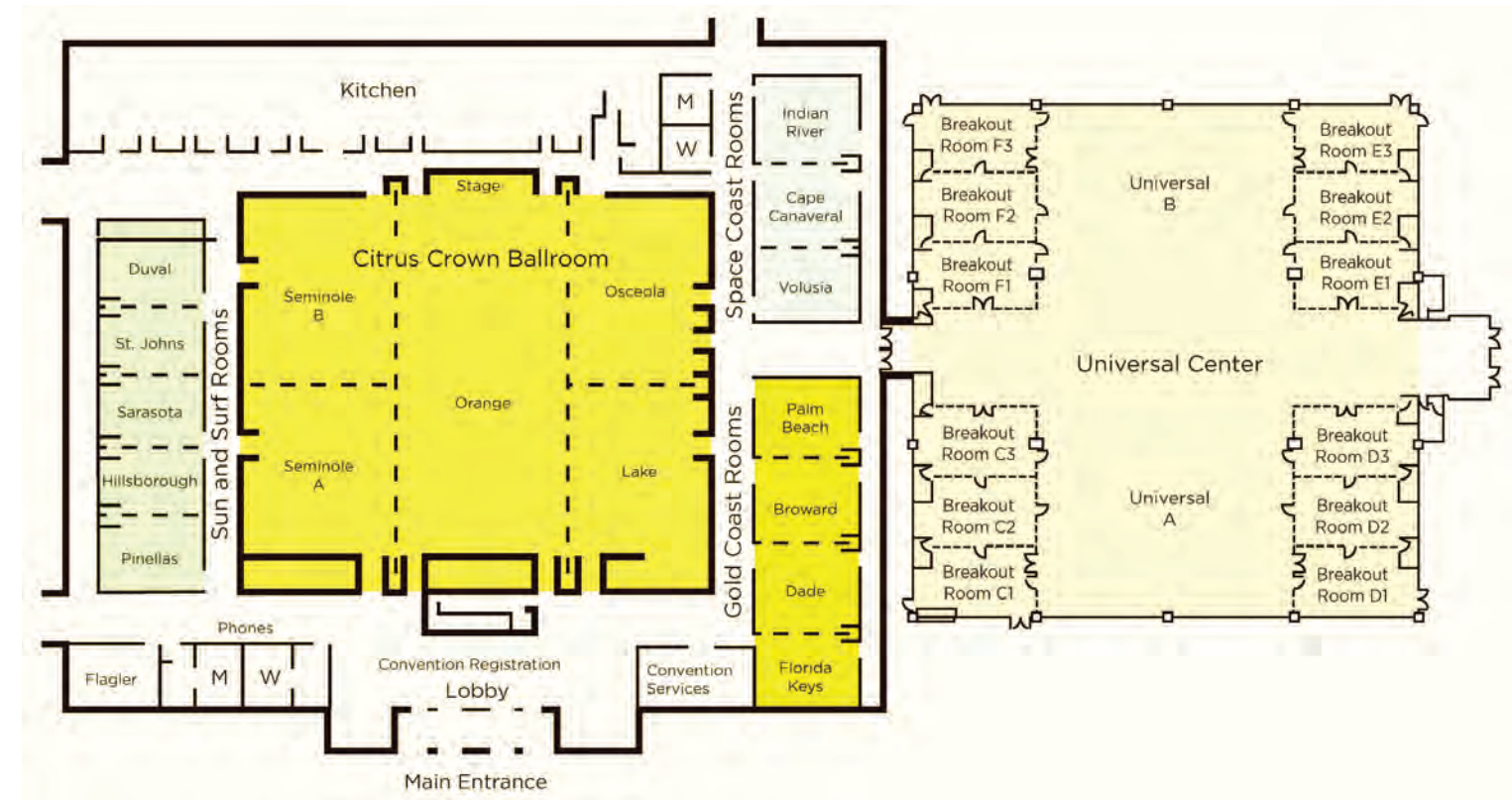
Eusebio Rial-Gonzalez, PhD
European Agency for Safety & Health at Work

Lois Tetrick, PhD
George Mason University

Mo Wang, PhD
University of Maryland

Conference Map

DoubleTree Hotel at the entrance to Universal Orlando



Work, Stress, and Health Conference 2011

International Scientific Organizing Committee

David Ballard, PsyD

American Psychological Association

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Evelyn Kortum, MSc

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Richard Lippin, MD

Former chair of ACOEM Mental Health
Committee, 1996-2001; Member NIOSH/
NORA Team on Organization of Work
Research, 1997-2002 (only physician
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U.S. Centers for Disease Control and Prevention

CN Occupational Health and Safety Research Centre

Conference Collaborators

Brazil Chapter of the International Stress Management Association

Communications Workers of America

European Academy of Occupational Health Psychology

European Agency for Safety and Health at Work

Integrated Benefits Institute

Interamerican Society of Psychology

National Business Group on Health

National Institute of Justice

U.S. Occupational Safety and Health Administration

World Health Organization

CE Credit General Information



Sessions offering continuing education (CE) credits for psychologists have been reviewed and approved by the American Psychological Association (APA) Office of Continuing Education in Psychology (CEP). The APA CEP Office maintains responsibility for the content of the sessions. Full attendance at each session is required to receive CE credit.

Thursday, May 19, 2011

PRECONFERENCE WORKSHOPS

9:00AM–4:00PM **All-Day Workshop**

CEP Evaluating Workplace Safety and Health Interventions:
A Participatory Workshop
Palm Beach/Broward

9:00AM–12:00NOON **Morning Workshops**

CEP From Research to Practice: Creating Age-Friendly Workplaces
Osceola

CEP Using Process Evaluation During Organizational Intervention
Processes
Lake

12:00NOON–1:00PM **Lunch** (on your own)

1:00–4:00PM **Afternoon Workshops**

CEP Integrating Health Protection and Health Promotion:
New Approaches to Worker Well-Being
Osceola

CEP Integrating the Science of Team Training to Create Workplace
Health and Safety
Lake

OPENING SESSION

4:30–6:30PM **Plenary Address**

Sean Nicholson, PhD, What is the Value of a Healthy Worker to a
Company?
Citrus Crown Ballroom/Orange

Lifetime Career Achievement Awards

Early Career Achievement Awards

6:30–8:30PM **Opening Reception**

DoubleTree Hotel—Outdoor Patio/Pool Area

Friday, May 20, 2011

8:00–9:30AM **Poster Session/ Breakfast Reception**

Universal Center/B

- Economic Issues and Concerns
- Effects of Stress
- Emotional Labor
- Sleep, Fatigue, and Work Schedules
- National Occupational Research Agenda (NORA)
- Health Services and Health and Productivity Management
- Positive Psychology and Individual Factors in the Workplace

9:30–10:00AM **Break**

10:00–11:00AM **Special Plenary Session**

Business Cycles: Implications for Work Organization and Health
Citrus Crown Ballroom/Orange

11:00–11:15AM **Break**

11:15AM–12:30PM **Concurrent Sessions**

Economic and Psychological Effects of Physical Exercise in the
Workplace (Paper Panel Session) [Simultaneous English–Spanish
Translation]
Seminole A

CEP Workplace Discrimination: Types and Consequences
(Paper Panel Session)
Seminole B

Practices, Issues, and Solutions in Leading OHP Training Efforts
(Open Discussion Forum)
Lake

CEP Understanding the 3 Rs of Employee Well-Being: Resources,
Respite, and Recovery (Symposium)
Sarasota/Hillsborough/Pinellas

CEP Critical Perspectives on Work Engagement (Symposium)
Osceola

CEP Psychosocial Risk Management in the Workplace: Key
Drivers and Barriers (Symposium)
Palm Beach/Broward

CEP Strategies for Reducing Work–Life Conflict
(Paper Panel Session)
Dade/Florida Keys

CEP Work Organization Factors in Hazardous Environments
(Paper Panel Session)
Cape Canaveral/Volusia

12:30–1:45PM **Lunch** (on your own)

12:40–1:35PM **Luncheon Tutorial Sessions**

Bullying and Harassment at Work: Recent Developments in
Theory Research and Practice
Seminole A

The Effect of the Economy on Health and Health Behaviors
Seminole B

The Role of OHP Practitioners During an Economic Downturn
Lake

1:45–3:00PM **Concurrent Sessions**

CEP The Development, Implementation, and Testing of
Interventions Aimed at Improving Employee Health and
Well-Being (Symposium) [Simultaneous English–Spanish
Translation]
Seminole A

CEP Expanding Conceptions of Economic Stress: Implications for
Occupational Health (Symposium)
Seminole B

CEP Adding Clarification to Processes Associated With
Workplace Incivility (Symposium)
Lake

Retirement Processes and Decisions (Paper Panel Session)
Osceola

CEP Leadership in the Workplace (Paper Panel Session)
Palm Beach/Broward

CEP Antecedents of Work and Non-Work Sources of Social
Support for Reducing Work-Family Conflict (Symposium)
Dade/Florida Keys

Labor and Occupational Stress (Symposium)
Cape Canaveral/Volusia

3:00–3:15PM **Break** (with refreshments)

3:15–4:30PM **Concurrent Sessions**

CEP Job Stress and Burnout in Mexican Samples (Symposium)
[Presented in Spanish, Simultaneous English–Spanish
Translation]
Seminole A

CEP Mistreatment in Health Care Settings (Paper Panel Session)
Lake

CEP Social Support and Workplace Relationships
(Paper Panel Session)
Osceola

CEP Interventions for Worker Health (Paper Panel Session)
Palm Beach/Broward

Changing Employment Arrangements and Job Insecurity
(Paper Panel Session)
Dade/Florida Keys

Union Management Cooperation in Wellness Programs
(Symposium)
Cape Canaveral/Volusia

4:30–4:45PM **Break**

4:45–6:00PM **Concurrent Sessions**

CEP Burnout and Health of Educators in Mexico and Colombia
(Symposium) [Simultaneous English–Spanish Translation]
Seminole A

Graduate Students' Perspectives on Getting Involved, Leading, and
Collaborating on Research Projects (Panel Discussion)
Seminole B

CEP Negative Consequences of Workplace Bullying
(Paper Panel Session)
Lake

Selecting Measures of Job Stressors for Use in NIOSH Health
Hazard Evaluations (Roundtable Discussion)
Osceola

Safety at Work: The Role of Safety Norms, Communication, and
Safety-Related Behavior (Paper Panel Session)
Palm Beach/Broward

CEP Evaluating the Effects of Organizational-Level Interventions:
Developing Theories and Models to Understand the Effects and
Generalizability of Organizational Interventions (Symposium)
Dade/Florida Keys

CEP Technology as a Strategy for Managing Stress (Paper Panel Session)
Cape Canaveral/Volusia

CEP Personality and Work Life (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

6:00PM **Student Social Networking Event**
Seminole B

Saturday, May 21, 2011

8:00–9:30AM

Universal Center/B

- Aging and Work Stress
- High-Risk Jobs, Traumatic Stress, and Resilience
- Work, Life, and Family
- Prevention/Intervention Methods and Processes
- Psychosocial and Physical Work Environment
- Safety Climate, Management, and Training
- Theory, Models, Methods, and Tools
- Workplace Mistreatment





**Poster Session/
Breakfast Reception**

9:30–9:45AM

Break




9:45–11:00AM

Concurrent Sessions

-  Costs of Work Stress, Work Injury, and Health Absences From Work (Paper Panel Session) [Simultaneous English–Spanish Translation]
Seminole A
-  Coping With Workplace Mistreatment (Paper Panel Session)
Seminole B
-  Stretching Conservation of Resources Theory of Stress in Organizational Research (Symposium)
Lake
-  Theoretical and Conceptual Issues in Job Stress (Paper Panel Session)
Osceola

The Effect of Social and Organizational Environment on Employee Well-Being (Paper Panel Session)

Palm Beach/Broward








-  Innovative Stress Prevention and Management Programs (Paper Panel Session)
Dade/Florida Keys
-  Relationships Between Work and Family in a World of Nonstandard Work Schedules (Symposium)
Cape Canaveral/Volusia
-  Antecedents to Safety: Findings From High-Risk Industries (Symposium)
Sarasota/Hillsborough/Pinellas

11:00–11:15AM

Break

11:15AM–12:30PM

Concurrent Sessions

-  Workplace Presenteeism and Challenges for Occupational Health Psychology (Symposium) [Presented in Spanish, Simultaneous English–Spanish Translation]
Seminole A
-  NIOSH Research on the Economics of Work, Stress, and Health (Symposium)
Seminole B
-  A Closer Look at Workplace Violence and Aggression: Examining Direct and Indirect Experiences (Symposium)
Lake
-  Sleep and Fatigue (Paper Panel Session)
Osceola
-  Methods and Measures in Work, Stress, and Health Research (Paper Panel Session)
Palm Beach/Broward
- Professional and Educational Development (Paper Panel Session)
Dade/Florida Keys
-  Methods and Systems for Evaluating Health Behaviors and Planning Worksite Health Promotion Activities (Paper Panel Session)
Cape Canaveral/Volusia
-  Gender in the Workplace: The Difference It Makes (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

12:30–1:45PM

Lunch (on your own)

12:40–1:35PM

Luncheon Tutorial Sessions

- Economic Stressors: Implications of Job Insecurity and Underemployment for Work and Well-Being
Seminole A
- Career Adaptability in Turbulent Economic Times
Seminole B
- Introducing the First Standard on the Management of Psychosocial Risks in the Workplace: PAS1010
Lake

1:45–3:00PM

Concurrent Sessions



-  Contributions of Socio Emotional Disorders and Perceived Stress Toward Employee Productivity Across Economies (Symposium) [Simultaneous English–Spanish Translation]
Seminole A
-  Workplace Incivility (Paper Panel Session)
Seminole B
-  Risk Factors for Occupational Injuries (Paper Panel Session)
Lake
-  Methodology in Occupational Health Research: A Continual Learning Effort (Symposium)
Osceola
-  Employee Job Attitudes and Turnover (Paper Panel Session)
Palm Beach/Broward
-  U.S. Employment Practices in Mainstream Workplace Bullying: Insights from HR, Union, Legal, and Consulting Practitioners (Practitioner Forum)
Dade/Florida Keys
- Crossover Among Business Travelers: Impact on Self and Family (Symposium)
Sarasota/Hillsborough/Pinellas
-  The Measurement of Safety Climate Across Different Industries (Paper Panel Session)
Cape Canaveral/Volusia

3:00–3:15PM

Break (with refreshments)

3:15–4:30PM

Concurrent Sessions

- Burnout, Stress, and Cardiovascular and Chronic Diseases (Symposium) [Simultaneous English–Spanish Translation]
Seminole A
-  Stress and Health Effects of the Recession (Paper Panel Session)
Seminole B
-  Work Organization, Work-Life, and Health Among Vulnerable Worker Populations (Symposium)
Lake
- Supervisor Support as a Buffer (Paper Panel Session)
Osceola



Blending Environmental, Cultural, and Individual Solutions to Balance Excessive Corporate Stress at the Workplace (Practitioner Forum)
Palm Beach/Broward



Targeting Well-Being, Incivility, and Violence at Work: The Efficacy of Individual and Workplace Interventions (Symposium)
Dade/Florida Keys

Time Pressure, Flexible Work Arrangements, and Work-Family Boundaries (Paper Panel Session)
Cape Canaveral/Volusia



Trauma and Resilience (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

4:30–4:45PM

Break

4:45–6:15PM

SOHP Meeting/Reception





Society for Occupational Health Psychology Business Meeting/Reception and OHP Conference Awards
Citrus Crown Ballroom/Orange


Conference Program AT A GLANCE

Sunday, May 22, 2011

7:30-8:15AM Continental Breakfast
Universal Center

8:15-9:30AM Concurrent Sessions

-  Work and Obesity (Paper Panel Session)
Seminole A
-  Contextual Factors Affecting Outcomes of Workplace Incivility (Symposium)
Seminole B
-  Psychological and Biological Effects of Job Stress (Paper Panel Session)
Lake
-  Measures, Models, Methods (Paper Panel Session)
Osceola


 Connecting Flow and Engagement: Convergent and Divergent Constructs (Symposium)
Palm Beach/Broward


Worksite Health Promotion Program Evaluation (Paper Panel Session)
Dade/Florida Keys

Work-Family and Burnout (Paper Panel Session)
Cape Canaveral/Volusia


Response and Recovery Work Beyond Familiar Roles: Risk and Resilience Lessons From the Field (Roundtable Discussion)
Sarasota/Hillsborough/Pinellas


9:30-9:45AM Break


9:45-11:00AM Concurrent Sessions
 Globalization, Technological Change, and Demographic Shifts: Impacts on Working Conditions (Paper Panel Session)
Seminole A


 Mistreatment Issues for Home Healthcare Workers (Paper Panel Session)
Seminole B


 Biological and Physiological Consequences of Stressful Work Conditions (Paper Panel Session)
Lake

 Health and Well-Being in Restructuring: Quantitative Results (Symposium)
Osceola

 Burnout in High-Risk Occupations (Paper Panel Session)
Palm Beach/Broward


 Evidence-Based Practice in Developing and Maintaining Resilience in the U.S. Army (Symposium)
Dade/Florida Keys


 Work Ability and Implications for Occupational Health Psychology (Symposium)
Cape Canaveral/Volusia


 Treatment Seeking and Occupation-Related Stigma (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

11:00-11:15AM Break

11:15AM-12:30PM Concurrent Sessions

 From Unemployment to Sustainable Work Careers With Resource Building Interventions and Policies (Symposium)
Seminole A

 Protecting Your People From Workplace Violence in the Health Care Setting: A Priority for Everyone (Symposium)
Seminole B

 Burnout and Emotional Exhaustion at Work (Paper Panel Session)
Lake

 Individual Factors in the Workplace (Paper Panel Session)
Osceola

TIME	7:30AM	7:45	8:00AM	8:15	8:30	8:45	9:00AM	9:15	9:30	9:45	10:00AM	10:15	10:30	10:45	11:00AM	11:15	11:30	11:45	12:00PM	12:15	12:30	12:45	1:00PM	
Thursday, May 19, 2011									9:00-12:00 Preconference Workshops											12:00-1:00 Lunch				
Friday, May 20, 2011			8:00-9:30 Poster Session/Breakfast Reception					Break	9:45-11:00 Special Economic Plenary			Break	11:15-12:30 Concurrent Sessions			12:30-1:45								
Saturday, May 21, 2011			8:00-9:30 Poster Session/Breakfast Reception					Break	9:45-11:00 Concurrent Sessions			Break	11:15-12:30 Concurrent Sessions			12:30-1:45								
Sunday, May 22, 2011	7:30-8:15 Breakfast		8:15-11:30 Concurrent Sessions					Break	9:45-11:00 Concurrent Sessions			Break	11:15-12:30 Concurrent Sessions			12:30-1:45								

1:15	1:30	1:45	2:00PM	2:15	2:30	2:45	3:00PM	3:15	3:30	3:45	4:00PM	4:15	4:30	4:45	5:00PM	5:15	5:30	5:45	6:00PM	6:15	6:30	6:45	7:00PM	7:15	7:30	7:45	8:00	8:15	8:30PM
		1:00-4:00 Preconference Workshops							Break	4:30-6:30 Opening Session/Sean Nicholson Plenary Address/ Early and Lifetime Career Achievement Awards						6:30-8:30 Opening Reception													
Luncheon Tutorials	1:45-3:00 Concurrent Sessions			Break	3:15-4:30 Concurrent Sessions			Break	4:45-6:00 Concurrent Sessions			6:00 Student Social Networking Event																	
Luncheon Tutorials	1:45-3:00 Concurrent Sessions			Break	3:15-4:30 Concurrent Sessions			Break	4:45-6:15 SOHP Business Meeting/ Reception and Awards																				
Lunch	1:45-3:00 Concurrent Sessions			Break	3:15-4:00 Closing Plenary/Awards																								

Conference Program AT A GLANCE

CEP Building Healthy Organizations: Recommended Practices and Approaches (Paper Panel Session)
Dade/Florida Keys

Job Demands and Control (Paper Panel Session)
Cape Canaveral/Volusia

CEP Workplace Diversity and Work Stress (Paper Panel Session)
Palm Beach/Broward

12:30-1:45PM Lunch (on your own)

12:40-1:35PM Luncheon Tutorial Sessions

The Political Implications of the New Associationist Demand/Control Model: Stress-Disequilibrium Theory, Prevention-Only-Treatable Disease, and the Clean and Conducive Production Alternative Economic Vision
Seminole A

1:45-3:00PM Concurrent Sessions

CEP Return to Work (Paper Panel Session)
Seminole A

CEP Understanding the Abusive Workplace: A Multifaceted Discussion of Science, Practice, and Law (Symposium)
Seminole B

Work Engagement: Antecedents and Consequences (Paper Panel Session)
Lake

CEP Methodological Considerations in Stress Research (Paper Panel Session)
Osceola

CEP Considering Context and Process in Organizational Interventions for Work-Related Health and Well-Being (Symposium)
Dade/Florida Keys

CEP Organizational Change and Its Effects on Health and Productivity (Paper Panel Session)
Cape Canaveral/Volusia

CEP Seeking Treatment for Psychological Problems in High-Stress Occupations (Symposium)
Palm Beach/Broward

3:00-3:15PM Break (with refreshments)

3:15-4:00PM

Citrus Crown Ballroom/Orange

Closing Plenary

- Student Competition Award
- Best Intervention Award
- Total Worker Health—An Introduction to Work, Stress, and Health 2013
- Welcome to Los Angeles, Site of Work, Stress, and Health 2013
- Closing Remarks

Luncheon Tutorial Experts

Bullying and Harassment at Work: Recent Developments in Theory Research and Practice



STÅLE EINARSEN is professor in Work and Organizational Psychology at the University of Bergen, Norway, and head of the Bergen Bullying

Research Group. Professor Einarsen has published extensively on issues related to workplace bullying, leadership, and creativity and innovation in organizations. He is a founding member of the International Association on Workplace Bullying and Harassment, has acted as advisor to the Norwegian Government regarding workplace bullying, and has co-edited two international volumes on bullying and harassment in the workplace. His work has appeared in journals such as *Journal of Occupational and Organisational Psychology*, *Leadership Quarterly*, *Work and Stress*, *British Journal of Management*, *Journal of Occupational Health Psychology*.

Effect of the Economy on Health and Health Behaviors



SEAN NICHOLSON, PHD, is an associate professor in the Department of Policy Analysis and Management (PAM) at Cornell

University and a faculty research fellow at the National Bureau of Economic Research. He is currently conducting research in four areas: the value of new medical technology, the extent and benefits of physician specialization, measuring the financial benefit to an employer of investing in the health of its workers, and the causes of autism. Specific research projects include: estimating quality-adjusted price indexes for colon, lung, and breast cancer drugs in the United States and Europe; examining whether physicians' treatment decisions are influenced by where they train and how their peers treat patients; the welfare effects of variation in physician treatment styles; and measuring the cost to employers of absences and on-the-job productivity losses due to poor health. Prior to joining the PAM Department in 2004, Dr. Nicholson was a faculty member in the Health Care Systems Department at The Wharton School of the University of Pennsylvania. Dr. Nicholson worked for 4 years as a management consultant with APM and taught high school for 2 years before enrolling in graduate school. He received a BA from Dartmouth College in 1986 and a PhD in economics from the University of Wisconsin-Madison in 1997.

The Role of OHP Practitioners During an Economic Downturn



PETER J. KELLY, MSC, works for the Health and Safety Executive in the Health Psychology Unit Corporate Specialist Division. He is

employed as a higher occupational health psychologist. He has been part of the small team of psychologists involved from the beginning in developing the scientific knowledge base for the management-standards approach to tackling work-related stress in the United Kingdom and is a coauthor on papers published on the management standards. In addition, he provides scientific support in relation to mental health promotion and well-being in work for the Health Safety Executive. He undertakes presentation to a wide body of audiences on the prevention of work-related stress and mental well-being. He sits as a co-opted expert on the National Institute of Clinical Excellence review of mental health promotion within the workplace and on the Department for Health's United Kingdom SHIFT Expert review panel on workplace mental health guidance. He has a research interest in the malingering of neuropsychological impairment and has published on the development of a diagnostic battery of clinical tests for the detection malingering of neuropsychological impairment in a UK population.

**Economic Stressors:
Implications of Job Insecurity
and Underemployment for
Work and Well-Being**



DR. TAHIRA PROBST has a PhD in industrial/organizational psychology from the University of Illinois and is a professor of psychology at Washington State University, Vancouver. Her primary research and teaching interests center on the topics of economic stress and job insecurity, organizational safety climate, and accident underreporting. In conducting her research, she has worked with dozens of organizations in numerous countries representing many different industries, including manufacturing, mining, construction, health care, and the public sector. She has published over 60 book chapters and articles and has given numerous presentations on these topics. She was a visiting scholar at the United Nation's International Labor Organization and served as a research consultant for the National Academies Institute of Medicine on their project to evaluate workplace wellness programs at NASA. She is currently associate editor of *Stress & Health* and sits on the editorial boards of *Military Psychology* and the *Journal of Business and Psychology*.

**Career Adaptability in Turbulent
Economic Times**



DR. FREDERICK LEONG is professor of psychology at Michigan State University in the industrial/organizational and clinical psychology programs. He is also the director of the Consortium for Multicultural Psychology Research at MSU. He has authored or coauthored over 200 journal articles and book chapters and also edited or co-edited 12 books. He is editor-in-chief of the *Encyclopedia of Counseling* (Sage Publications) and the *APA Handbook of Multicultural Psychology* (APA Books) and editor of the Division 45 book series on *Cultural, Racial, and Ethnic Psychology*. He is the founding editor of the *Asian American Journal of Psychology*. Dr. Leong is a fellow of the American Psychological Association (Divisions 1, 2, 5, 12, 17, 45, 52), Association for Psychological Science, Asian American Psychological Association, and the International Academy for Intercultural Research. His major research interests include culture and mental health, cross-cultural psychotherapy (especially with Asians and Asian Americans), and cultural and personality factors related to career choice and work adjustment. He is the past president of APA's Division 45 (Society for the Psychological Study of Ethnic Minority Issues), Division 12-Section VI (Clinical Psychology of Ethnic Minorities), the Asian American Psychological Association, and the Division of Counseling Psychology of the International Association of Applied Psychology.

**Introducing the First Standard
on the Management of
Psychosocial Risks in the
Workplace: PAS1010**



DR. STAVROULA LEKA is associate professor in occupational health psychology at the Institute of Work, Health, & Organisations, University of Nottingham. She is a chartered psychologist; a member of the British Psychological Society, the European Association of Work & Organisational Psychology, the International Commission on Occupational Health, and the European Academy of Occupational Health Psychology; and a fellow of the Royal Society for Public Health. She is the director of the Institute's World Health Organization Programme, member of the Planning Committee of the WHO Network of Collaborating Centres in Occupational Health, and manager of its program of work on "Protection and Promotion of Workers' Health." Dr. Leka is member of the European Academy of Occupational Health Psychology Executive Committee and chair of its Education Forum. She is also secretary of the scientific committee "Work Organisation & Psychosocial Factors" of the International Commission on Occupational Health. She is part of a consortium that supports the European Parliament in relation to occupational health and safety policy issues. Dr. Leka's expertise lies in the translation of occupational health and safety knowledge and policy into effective practice. More

specifically, Dr. Leka's research focuses on the evaluation of occupational health policy and its associated infrastructures and supporting systems at different levels (such as international, European, national, and organizational). Her research has a strong applied focus and aims at facilitating effective occupational health management in different organizational contexts, with a particular emphasis on small- and medium-sized enterprises. A key theme in her research is the management of psychosocial risks and work-related stress and the promotion of mental health at the workplace level. As part of her interest in policy implementation, she has been conducting research on the promotion of occupational health and safety through a corporate social responsibility framework. She is the author of the first textbook in occupational health psychology and the technical author of the first standard on the management of psychosocial risks in the workplace. She has been invited as a keynote speaker to a number of international conferences and is expert advisor to the European Commission, the WHO, the ILO, the European Agency for Safety & Health at Work, and the European Parliament.

**The Political Implications
of the New Associationist
Demand/Control Model:
Stress-Disequilibrium Theory,
Prevention-Only-Treatable
Disease, and the Clean
and Conducive Production
Alternative Economic Vision**



ROBERT KARASEK, PHD, holds degrees in sociology and labor relations, civil engineering, and architecture. He is a specialist in the psychosocial aspects of work and work redesign processes and has served on the faculty of industrial engineering departments at Columbia University and at USC in the U.S. His appointments have also included professor/guest professor of work and organizational psychology at Aarhus University and Copenhagen University in Denmark and professor in the Department of Work Environment and codirector of the Kerr Ergonomics Institute at the University of Massachusetts Lowell in the U.S. Dr. Karasek developed the demand/control (D/C) model and is the author of a questionnaire on psychosocial heart risks that has been used in stress-risk studies in Europe, Japan, and the U.S. He has published many peer-reviewed articles, primarily on work organization, job stress, and cardiovascular diseases, and is coauthor of a book on healthy work.

His recent work includes the stress-disequilibrium theory (SDT) of low social control and chronic disease (including the prevention-only-treatable disease hypothesis) and conducive production model in "Clean and Conducive Production" social policy. SDT and conducive production are elaborations, respectively, of the D/C model's job strain and active work hypotheses. Together they comprise the new, systems theory-based associationist demand/control model.

Registration Information

Registration facilities for conference attendees are located in Universal Center/A.

Registration will be open during the following hours:


Thursday, May 19	7:00AM-6:00PM
Friday, May 20	7:00AM-6:00PM
Saturday, May 21	7:00AM-6:00PM
Sunday, May 22	7:00AM-12:00NOON

ON-SITE REGISTRATION FEES

\$425	Regular
\$175	Student
\$445	SOHP New/Renewing
\$405	SOHP 2011 Members

Other Information

Continuing Education General Information

Unlimited CE credits* will be offered for designated conference sessions. A single fee of **\$50** allows you to earn CE credits for as many of these identified conference sessions as you would like to attend over the 3-day conference. For those seeking CE credits for conference sessions, please check in at the registration area to obtain the required Continuing Education Credit package and forms before attending the sessions. These CE sessions are identified by a special APA CE logo in the conference program: 

On-site fees for Preconference Workshops on May 19 are **\$150** per 3-hour workshop and **\$225** per 6-hour workshop. The workshops and selected conference sessions have been reviewed and approved by the APA Office of Continuing Education in Psychology, which maintains responsibility for the content of the program. For those enrolled in Preconference Workshops, please check in at the registration area to obtain the required Continuing Education Credit package and forms before attending the workshop(s). Please note that a flat processing fee of **\$25** is required for obtaining CE credits from APA for the Preconference Workshops.

General Logistic Information

MESSAGE/INFORMATION BULLETIN BOARD

A message/general information board will be located near the registration desk in Universal Center/A. For information about changes in the conference program, consult this bulletin board. In addition, messages for conference attendees can be posted on this bulletin board. Messages will be held for a maximum of 24 hours.

SPEAKER-READY ROOM

APA will provide a Speaker-Ready Room where presenters can practice their presentations and prepare their slide trays if they wish. The Speaker-Ready Room is located in Duval and will be open during the hours of conference operation.

MEDICAL ASSISTANCE

A first-aid kit with bandages and aspirin is available at the registration area during hours of conference operation. If medical assistance is required, please notify somebody at the registration area immediately.

APA BOOKS ON WORK, STRESS, AND HEALTH

A combined book exhibit/book store representing publishers in the field of occupational stress and health issues will be located in Universal Center/A. This exhibit/store will include a combination of books for display only (titles that can be ordered) and books that can be purchased. Books will be on display and sold during the following hours:

Thursday, May 19	8:00AM-6:00PM
Friday, May 20	8:00AM-6:00PM
Saturday, May 21	8:00AM-6:00PM
Sunday, May 22	8:00AM-12:00NOON

Visa, MasterCard, and American Express, checks drawn on U.S. banks, and cash will be accepted.

WILEY-BLACKWELL BOOKS

Wiley-Blackwell publishes books and journals for professionals, academics, libraries, and students. Visit the Wiley-Blackwell booth to receive a 20% discount on books and free journal samples. The booth will be located in Universal Center/A and will be open during the following hours:

Thursday, May 19	8:00AM-6:00PM
Friday, May 20	8:00AM-6:00PM
Saturday, May 21	8:00AM-6:00PM
Sunday, May 22	8:00AM-12:00NOON

Visa, MasterCard, and American Express, checks drawn on U.S. banks, and cash will be accepted.

LOST AND FOUND

Lost and found items may be given to personnel at the registration area. Individuals who have lost items in the conference facilities should check at this area and with hotel security.

*Note: CE credits offered by the APA Continuing Education in Psychology office are for psychologists. Anyone can claim APA CE credits; however, if you are not a psychologist, we encourage you to check with your licensing board as to whether they accept APA CE credit.

Thursday, May 19, 2011

PRECONFERENCE WORKSHOPS

9:00AM-4:00PM

All-Day Workshop

CEP Evaluating Workplace Safety and Health Interventions—A Participatory Workshop
Palm Beach/Broward

- Ted Scharf, PhD, NIOSH, Cincinnati, OH; Konstantin P. Cigularov, PhD, Old Dominion University, Norfolk, VA; Christopher Cunningham, PhD, University of Tennessee at Chattanooga; Daniel Hartley, EdD, and Marilyn Ridenour, MPH, NIOSH, Morgantown, WV

9:00AM-12:00NOON

Morning Workshops

CEP From Research to Practice: Creating Age-Friendly Workplaces
Osceola

- Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT; James Grosch, PhD, NIOSH, Cincinnati, OH

CEP Using Process Evaluation During Organizational Intervention Processes
Lake

- Karina Nielsen, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark; and Raymond Randall, PhD, Occupational Section, School of Psychology, University of Leicester, UK

1:00-4:00PM

Afternoon Workshops

CEP Integrating Health Protection and Health Promotion: New Approaches to Worker Well-Being
Osceola

- Robert Henning, PhD, CPE, Associate Professor, Department of Psychology, University of Connecticut, Storrs, CT; Michelle M. Robertson, PhD, CPE, Research Scientist, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Nicholas Warren, ScD, Associate Professor, Medicine and Ergonomics Coordinator at the Ergonomic Technology Center of Connecticut, University of Connecticut Health Center, Farmington, CT; Suzanne Nobrega, MS, Project Manager, R2P Toolkit Project, Center for the Promotion of Health in the New England Workplace, University of Massachusetts, Lowell, MA; L. Casey Chosewood, MD, Manager, NIOSH Worklife Program, Atlanta, GA; Karen Hopcia, ScD, ANP-BC, Project Director, “Be Well Work Well” Study, Partners Healthcare System/Harvard School of Public Health, Boston, MA; Caitlin Eicher, ScM, Research Assistant, “Be Well Work Well” Study; Dana-Farber Cancer Institute/Harvard School of Public Health, Boston, MA; Matthew J. Lozier, PhD, University of Iowa, Iowa City, IA

CEP Integrating the Science of Team Training to Create Workplace Health and Safety
Lake

- Heidi B. King, MS, FACHE, Deputy Director, U.S. Department of Defense Patient Safety Program, Washington, DC; and Sallie J. Weaver, MS, University of Central Florida Institute for Simulation & Training, Orlando, FL

OPENING SESSION

4:30-6:30PM

Citrus Crown Ballroom/Orange

[Simultaneous English-Spanish Translation]

Welcome

- GWENDOLYN PURYEAR KEITA, PHD, American Psychological Association; STEVEN L. SAUTER, PHD, National Institute for Occupational Safety and Health; JANET BARNES-FARRELL, PHD, President, Society for Occupational Health Psychology; JOHN HOWARD, MD, MPH, JD, LLM, Director, National Institute for Occupational Safety and Health

Plenary Address

- Sean Nicholson, PhD, Associate Professor, Department of Policy Analysis and Management, Cornell University, and a research associate at the National Bureau of Economic Research, *What is the Value of a Healthy Worker to a Company?*

Conference Awards Overview

- Naomi G. Swanson, PhD, NIOSH

Lifetime Career Achievement Award Presentation to Robert Karasek, PhD, University of Massachusetts Lowell, MA

- Award Presentation by Peter M. Schnall, MD, MPH, University of California-Irvine, CA

Lifetime Career Achievement Award (Posthumous) Presentation to Marianne Frankenhaeuser, PhD, Karolinska Institutet, Stockholm, Sweden

- Award Presentation by Bengt Arnetz, MD, Wayne State University, MI

Lifetime Career Achievement Award Presentation to Arie Shirom, PhD, Tel Aviv University, Israel

- Award Presentation by Mina Westman, PhD, Tel Aviv University

Early Career Achievement Award Presentation to Stavroula Leka, PhD, University of Nottingham, UK, and Nick Turner, PhD, University of Manitoba, Canada

- Award Presentation to Stavroula Leka by Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands
- Award Presentation to Nick Turner by Julian Barling, PhD, Queens University School of Business, Kingston, Ontario, Canada

Closing Remarks

6:30-8:30PM

Outside Terrace/Pool Area, DoubleTree Hotel

Opening Reception

Friday, May 20, 2011

8:00-9:30AM

Universal Center/B

Poster Session/
Breakfast Reception

Economic Issues and Concerns

- A1** Workers' Well-Being and Population Well-Being
 - Anasua Bhattacharya, PhD, Paul A. Schulte, PhD, NIOSH, Cincinnati, OH
- A2** Autonomous Motivation as a Moderator of the Relationship Between Situational Constraints and Task Performance
 - Kalifa K. Oliver, MS, Thomas W. Britt, PhD, Clemson University, Clemson, SC
- A3** Evaluating the Psychological Contract in an Economic Downturn
 - Meridith P. Selden, PhD, Daniel Applegate, Wilkes University, Wilkes-Barre, PA
- A4** Job Insecurity in Uncertain Economic Times: Influences on Subjective Job Insecurity and Its Consequences
 - Michael Tuller, MA, Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT; Martin Cherniack, MD, MPH, University of Connecticut Health Center

Effects of Stress

- B1** Cardiovascular Risk Factors, 24-hour Blood Pressure Monitoring (ABPM), and Occupational Stress Among Policemen
 - Alicja Bortkiewicz, PhD, Izabela Mitura MD, Elzbieta Gadzicka, MD, PhD, Nofer Institute of Occupational Medicine, Lodz, Poland

- B2** Assessment of General Health Status Among the Employees of Call Centers and Multinational Companies—Comparative Study
 - Bindu Ashwini Chandrashekarappa, PhD, R.V. College of Engineering, Bangalore, Karnataka, India
- B3** Stressors Identified in Students and Their Actions in Hemoglobin: A Risk to Well-Being
 - Carmen L. P. Silveira, PhD, Bernardino A. S. Netto, PhD, Claudio C. Oliveira, BS, MsC, University UNIPLI-Niterói, Rio de Janeiro, Brazil
- B4** Work Stress, Work Satisfaction, and Daily Alcohol Consumption
 - Cynthia D. Mohr, PhD, Robert Wright, MS, Staci Wendt, MS, Debi Brannan, MS, Portland State University, OR
- B5** Determinants of Burnout in Two Hospitals of an Italian Region
 - Daniela Converso, DrProf, Mara Martini, PhD, Università di Torino, Turin, Italy
- B6** Cardiovascular Risk Factors, 24-H Blood Pressure Monitoring (ABPM), and Occupational Stress Among Policemen
 - Alicja Bortkiewicz, PhD, Izabela Mitura MD, Elzbieta Gadzicka, MD, PhD, Nofer Institute of Occupational Medicine, Lodz, Poland
- B7** A Cultural Perspective on Self-Efficacy at Work and the Relationship to Mental Health
 - Eva Torkelson, PhD, Lund University, Lund, Sweden
- B8** Association of Job Strain and Job Control With Heart Rate Variability During and After Work
 - Gyöngyvér Salavecz, MSc, Semmelweis University, Institute of Behavioral Sciences, Budapest, Hungary; Mária Kopp, PhD; Andrew Steptoe, PhD
- B9** Personal and Organizational Correlates of Employee Obesity: An Examination of Gender and Exercise
 - Katherine A. Wolford, MA, Michael T. Sliter, MA, S. Withrow, Steve M. Jex, PhD, Bowling Green State University, Bowling Green, OH
- B10** Short-Term Relationships Between Conflicts at Work and Well-Being: Testing the Moderating Effect of Depression in Two Diary Studies
 - Laurenz L. Meier, PhD, Sven Gross, MSc, Norbert K. Semmer, PhD, University of Bern, Switzerland

- B11** Gambling as Stress Recovery? A New Perspective on the Job Demands–Gambling Relationship
• Luc R. Bourgeois, BA, E. Kevin Kelloway, PhD, Saint Mary's University, Halifax, Nova Scotia, Canada
- B12** Work-Related Suicide in Japan: Analyzing 228 Cases of Worker Suicides
• Mami Kasahara, MPH, The University of Tokyo, bunkyo-ku, Hongo, Tokyo, Japan; Yasuyuki Shimizu, BA; Yoshihiko Yamazaki, PhD, Public Health Research Center
- B13** The Association Between Hypertension and Stress-Coping Styles Among Blue Collar Workers
• Mohd Ariff Fadzil, MPH, Universiti Teknologi MARA, Malaysia
- B14** Stressors, Marginalization, and Retiree Drinking: Sleep as a Mediator and Gender as a Moderator
• Peter A. Bamberger, PhD, Tel Aviv University, Tel Aviv, Israel; Samuel B. Bacharach, PhD, Cornell University, Ithaca, NY; Elena Belogolovsky, MA, Technion—Israel Institute of Technology, Israel
- B15** Cardiovascular Reactivity in High- and Low-Trait Anxious Individuals During Social Stress Induction
• Peter Jönsson, PhD, Occupational and Environmental Medicine; Mattias Wallergård, PhD, Ergonomics and Aerosol Technology; Kai Österberg, PhD, OEM; Gerd Johansson, Prof, EAT; Björn Karlson, Prof, OEM, A METALUND Project, Lund University, Sweden
- B16** 20,000 in 2011: A Complete Guide to Burnout
• Robert A. Boudreau, PhD, Rylan J. Boudreau, BAsC, University of Lethbridge, Canada
- B17** Workplace Stress and Culture Factors Predicting ATOD Use Among Young Workers
• Sara M. Martin; Christopher J. Cunningham, PhD, The University of Tennessee at Chattanooga, Chattanooga, TN
- B18** Chronic Low-Back Pain and Exposure to Psychosocial Factors and in Health Care Workers. The Role of the Organizational Justice
• Sara Viotti, PhD; D. Converso, DrProf, University of Turin, Turin, Italy; A. d'Errico, MD, Epidemiology Unit, Asl TO3, Piedmont Region, Italy; A. Baratti; B. Mottura, Occupational Medicine, ASL CN1, Piedmont Region, Italy

- B19** Sociodemography and Work Factors Predisposing University Staff to Develop Computer Vision Syndrome in Malaysia
• Suhaila Sanip, MD, MMedEd; Zairina A. Rahman, MD, MPH, Universiti Sains Islam, Malaysia

Emotional Labor

- C1** The Suffering of Nurses in Pediatrics
• Elizabete Borges, MPhil, Oporto College of Nursing, Porto, Portugal
- C2** Surface Acting and Deep Acting: Emotional Labor and Burnout in Firefighters
• Marnie Dobson, PhD, BongKyo Choi, ScD, Peter Schnall, MD, MPH, Leslie Israel, DO, Dean Baker, MD, University of California Irvine, CA
- C3** Dealing With Drunks: Do Inebriated Customers Care About Service With a Smile?
• Michael T. Sliter, MA; Katherine A. Wolford, MA; Steve M. Jex, PhD, Bowling Green State University, Bowling Green, OH
- C4** Comparing Emotional Labor Across Service and Professional Jobs
• Nicolas P. Salter, PhD, Ramapo College of New Jersey; Michael T. Sliter, MA; Scott A. Withrow, Bowling Green State University, Bowling Green, OH
- C5** Examining the Relationships Between Emotional Labor, Stress, and Job Outcomes in COs and DPS Employees
• Nicole Johnson, MA; David Reeves, MA, Vicki Magley, PhD, Lucy Gilson, PhD, University of Connecticut, Storrs, CT

Sleep, Fatigue, and Work Schedules

- D1** Association of Long Work Hours and Poor Sleep Characteristics With Workplace Injury Among Full-Time Employees
• Akinori Nakata, PhD, NIOSH, Cincinnati, OH
- D2** Association of Psychosocial Work Characteristics on Sleep Problems Among Korean Workers
• Jae Bum Park, PhD; Akinori Nakata, PhD; Heekyung Chun, ScD; Naomi G. Swanson, NIOSH, Cincinnati, OH
- D3** Improving Nurses' Quality of Sleep Through Organizational and Personal Factors
• Kyle R. Stanyar, BA, Robert R. Sinclair, PhD, Clemson University, SC; Cynthia Mohr, Portland State University, OR

- D4** Shift Work and Occupational Accidents
• Mona S. Siha, MD, Sahar A. Farahat MD, Faculty of Medicine, Department of Occupational and Environmental Medicine, Cairo University, Egypt
- D5** Effect of Prior Cognitive Activity on Subsequent Psychomotor Vigilance Performance
• Tori L. Crain, BA, Hans P. A. Van Dongen, PhD, Bryan J. Vila, PhD, Gregory Belenky, MD, Washington State University, Spokane, WA

National Occupational Research Agenda (NORA)

- E1** NORA Construction Sector Goals: A Look at Draft Work Organization and Construction Culture Goals
• Matt Gillen, MS, CIH, Robert E. McCleery, MSPH, CIH, David Bang, PhD, MPH, CHES, NIOSH, Washington, DC, Cincinnati, OH, Atlanta, GA
- E2** Economics and Worker Well-Being: A Holistic Approach
• Rene Pana-Cryan, PhD; Tapas Ray, PhD; Frank Hearl, PE; Stephen Hudock, PhD, NIOSH, Washington, DC and Cincinnati, OH
- E3** Anticipating, Recognizing, Evaluating, Controlling, and Confirming a Comprehensive Decision-Making Framework for Total Worker Health
• Mark D. Hoover, PhD, CHP, CIH; Paul J. Middendorf, PhD, CIH; D. Gayle DeBord, PhD, Cynthia A. Striley, PhD, NIOSH, Morgantown, WV, Cincinnati, OH, and Atlanta, GA
- E4** NIOSH Occupational Health Disparities Cross-Sector Program
• Sherry Baron, MD, MPH; Andrea L. Steege, PhD, MPH; Theresa Schnorr, PhD, NIOSH, Cincinnati, OH
- E5** Implementing Research to Practice: Highlights Involving Work-Related Stress and Other Occupational Safety and Health Priorities
• Truda McCleery, MPH, Amanda Harney, MPH; Max Lum, PhD, NIOSH, Cincinnati, OH, and Washington, DC
- E6** NIOSH Services Sector Research Program
• Naomi Swanson, PhD, David Utterback, PhD, NIOSH, Cincinnati, OH
- E7** The NIOSH Small Business Assistance and Outreach Program
• Thomas Cunningham, PhD, Ray Sinclair, PhD, NIOSH, Cincinnati, OH

- E8** The Wholesale and Retail Trade Sector: Advancing Priorities Through Research and Partnerships
• Rashaun Roberts, PhD; Vern Putz Anderson, PhD, CPE, EID, NIOSH, Cincinnati, OH
- E9** Beyond Work Life: Moving Toward Total Worker Health
• L. Casey Chosewood, MD, Anita L. Schill, PhD, MPH, MA, Teri Palermo, RN, Jeannie A. S. Nigam, MS, Tanya Headley, MS, Steven L. Sauter, PhD, NIOSH, Atlanta, GA, Washington, DC, and Morgantown, WV
- E10** NIOSH Work Organization and Stress-Related Disorders Research Program
• Jessica Streit, MS; Jeannie A. S. Nigam, MS, NIOSH, Cincinnati, OH

Health Services and Health and Productivity Management

- F1** The Complexities of Handling Return-to-Work Issues in Employees With Multiple Medical Problems
• Elizabeth Hudson, MSN, RN, FNP-BC, CCM, COHN-S; Elizabeth Frenzel, MD, MPH; Georgia Thomas, MD, MPH; Angela Passaretti, MSW, CEAP, The University of Texas MD Anderson Cancer Center, Houston, TX
- F2** Stress Reduction by Means of Guided-Imagery Meditation: The Role of Recovery Experiences and Intrinsic Motivation
• Madelon van Hooff, PhD, Matthijs Baas, PhD, University of Amsterdam, The Netherlands
- F3** How Employee Wellness Program Participation and Commitment Affects Burnout and Overall Health
• Russell A. Matthews, PhD, Louisiana State University, Baton Rouge, LA
- F4** Return-to-Work
• Motoki Endo, MD, Dokkyo Medical University, Mibu Machi, Tochigi Prefecture, Japan

Positive Psychology and Individual Factors in the Workplace

- G1** Assessment of Quality of Life Among University Staff
• Adeline Zamora, MPH; Jean C. Cêtre, MD, OSPEL: Observatory for Health Personnel at the University of Lyon, France; David Pérol, MD, PhD, Department of Public Health-Centre Léon-Bérard Lyon; Mitra Saadatian-Elahi, PhD; Philippe Vanhems, MD, PhD, University Lyon

- G2** Proactive Personality and Customer Service Quality: The Moderating Role of Organizational Strategies
• Aleksandra Luksyte, MA, Zhuxi Wang, BS, Prema Ratnasingam, BA, Christiane Spitzmueller, PhD, University of Houston, TX
- G3** Does Core Self-Evaluation Stability Impact Stress and Performance?
• Amber N. Schroeder, MS, Patrick J. Rosopa, PhD, Christina E. Rossi, BA, Clemson University, SC
- G4** Personality and Coping With Work-Related Travel
• Andrea V. R. Swenson, MS, Anisa M. Zvonkovic, PhD, Texas Tech University, Lubbock, TX
- G5** The Healthy Worker Over Time
• Anne Richter, PhD Cand., Stockholm University, Sweden
- G6** Development and Validation of a Workplace Courage Scale
• Christie L. Kelley, MS, Cynthia L. Pury, PhD, Clemson University, SC
- G7** Dealing With Promotion Failure in Academic Medicine: An Integrity Model Perspective
• Danielle Nahon, PhD, Nedra R. Lander, PhD, University of Ottawa, Ontario, Canada
- G8** Personality-Occupational Strain Relationship: The Mediating Role of Individual Stress-Management Tactics
• Dianhan Zheng, MS, Zhuxi Wang, BS, University of Houston, TX
- G9** The Relationship of Engagement and Job Satisfaction: A Multi-Sample Study
• Gene M. Alarcon, PhD; Joseph B. Lyons, PhD, Air Force Research Laboratory, Wright Patterson AFB, OH
- G10** On Becoming Engaged: Exploring the Relationship Between Study Engagement and Work Engagement
• Israel Sánchez-Cardona, MA, Karen Nieves-Lugo, PhD, Ramón Rodríguez-Montalban, PhD, Frances Torres-Oquendo, BA, Elliot J. Acevedo-Soto, BA, José Toro-Alfonso, PhD, University of Puerto Rico
- G11** Toward a Model to Explain the Contributions of Empathy to Organizational Well-Being
• Ivonne Moreno-Velázquez, PhD, Israel Sánchez-Cardona, BA, Marilis Cuevas-Torres, MA, Natasha Morales-Rivera, BA, University of Puerto Rico

- G12** Extraversion, Neuroticism, and Burnout Among Urban Firefighters: The Role of Personality on Everyday Work Environment
• Joao P. Oliveira, PhD, Universidade Lusofona, Lisboa, Portugal
- G13** The Relationship Between Perceived Social Recognition in Adolescence and Job Satisfaction in Adulthood
• Jørn Hetland, PhD, University of Bergen, Norway; Arnold B. Bakker, PhD; Annet H. de Lange, PhD; Bente Wold, PhD
- G14** Personal Resources as an Antecedent of Work Engagement: The Role of Self-Efficacy
• Karen Nieves-Lugo, PhD, Elliot Acevedo-Soto, BA, Israel Sánchez-Cardona, MA, Ramón Rodríguez-Montalban, PhD, Frances M. Torres-Oquendo, BA, Jose Toro-Alfonso, PhD, University of Puerto Rico
- G15** Flow in Managers—A Multimethod, Multilevel Study of the Antecedents of Flow in Middle Managers
• Karina Nielsen, PhD, Bryal Cleal, PhD, National Research Centre for the Working Environment, Denmark
- G16** How Does Use of Social Media and Company Broad ICTs Affect Innovative Work Behavior and Employee Well-Being?
• Karolus O. Kraan, MSc, Steven Dhondt, PhD, Tanja de Jong, MSc, TNO Work and Employment, Hoofddorp, The Netherlands
- G17** “Say Cheese!”: The Relationship Between Duchene Smiles and Occupational Health Criteria
• Kevin J. Eschleman, MS, Nathan A. Bowling, PhD, Wright State University, Dayton, OH; Matthew J. Hertenstein, PhD, Sabrina Long, MS, Depauw University, Greencastle, IN
- G18** Dysfunctional Personality Styles Thrive in Political Environments
• Kori R. Callison, MA, University of Houston, TX; B. Lindsay Brown, BS; Sabrina D. Volpone, MA
- G19** Health Implications of Loving One’s Job
• Laure E. Pitfield, MSc, E. Kevin Kelloway, PhD, Lori D. Francis, PhD, Saint Mary’s University, Halifax, Nova Scotia, Canada
- G20** To What Extent Do Core Self-Evaluations and Coping Style Influence the Perception of Job Insecurity?
• Lena Låstad, PhD Cand., Stockholm University, Sweden

- G21** Labor Psychosocial Factors in Small Neighborhood Stores and Owners’ Perceived Well-Being—Luz Amparo Pérez F., Universidad Nacional de Colombia, Sede Bogotá, Colombia
- G22** It’s Good to be Grateful: Gratitude Interventions at Work
• Martha J. Baker, MA, Lisa E. Baranik, PhD, East Carolina University, Greenville, NC
- G23** Meaning-Making Matters More: Dispositional Commitment as a Predictor of Job Attitudes and Health Outcomes
• Melissa C. Waitsman, MS; Skye K. Gillispie, BA; Robert R. Sinclair, PhD, Clemson University, Clemson, SC; Mo Wang, PhD, University of Maryland, College Park, MD; Junqi Shi, PhD, Peking University, China
- G24** Crossover of Emotions From the Individual to the Team
• Mina Westman, PhD, Giora Keinan, PhD, Tel Aviv University, Israel; Efrat Mishna-Shadach, PhD
- G25** Measuring Role Identification: Alternative Methods and Predictive Validity
• Patricia G. Bagsby, MS, Saint Louis University, St. Louis, MO; Larissa K. Barber, PhD, Smith College; Matthew J. Grawitch, PhD; LaMarcus Bolton, MS, Saint Louis University
- G26** Engagement Crossover in Teams: Examining the Mediating Roles of Coworker Support and Positive Coworker Interaction
• Prema Ratnasingam, BA, Hao Wu, MA, William R. King, BA, Christiane Spitzmueller, PhD, University of Houston, TX
- G27** How Easily Are You “Infected” by Your Colleagues’ Engagement? Exploring Potential Moderators of Engagement Contagion
• Prema Ratnasingam, BA, Hao Wu, MA, William R. King, BA, Cyrus Mirza, BA, Christiane Spitzmueller, PhD, University of Houston, TX
- G28** Preventing Burnout With Psychological Capital
• Sara J. Roberts, MA, Lisa L. Scherer, PhD, Andre D. Hennig, University of Nebraska at Omaha, Omaha, NE

9:30–10:00AM

Break

10:00–11:00AM **Special Plenary**
Business Cycles: Implications for Work Organization and Health

Citrus Crown Ballroom/Orange

[Simultaneous English–Spanish Translation]

- Moderator: John Howard, MD, MPH, JD, LLM, Director, NIOSH, Washington, DC
- Participants: Kosali Simon, PhD, Indiana University, Bloomington, IN; Mark Tausig, PhD, University of Akron, Akron, OH; Richard Price, PhD, University of Michigan, Ann Arbor, MI

11:00–11:15AM

Break

11:15AM–12:30PM **Concurrent Sessions**
Economic and Psychological Effects of Physical Exercise in the Workplace (Paper Panel Session)

Seminole A

[Simultaneous English–Spanish Translation]

- Chair: Peter J. Kelly, MSc, Health and Safety Executive, UK

Paper 1 Effects of a Workplace-Based Physical Exercise Intervention on Costs Associated With Sickness Absence
• Ulrica von Thiele Schwarz, PhD, Stockholm University & Medical Management Center (MMC), Karolinska Institutet; Henna Hasson, PhD, Lund University School of Economics and Management, Vårdal Institute and MMC, Karolinska Institutet; Petra Lindfors, PhD, Stockholm University

Paper 2 Work-School Conflict and Job Satisfaction: The Buffering Effects of Physical Activity
• Eric J. Faure, MA, Lisa L. Scherer, PhD, Desiree N. Johnson, BS, University of Nebraska at Omaha

Paper 3 Effects of Physical Exercise Intervention on Employee Self-Rated and Objective Organizational On-the-Job Productivity
• Henna Hasson, Lund University School of Economics and Management, Vårdal Institute and Medical Management Center (MMC), Karolinska Institutet; Ulrica von Thiele Schwarz, Stockholm University, MMC, Karolinska Institute

Workplace Discrimination: Types and Consequences (Paper Panel Session)

Seminole B

- Chair: C. Gail Hepburn, PhD, University of Lethbridge, Alberta, Canada

Paper 1 Beyond Overt Discrimination: The Effects of Subtle Discrimination on Attitudes and Performance
 • Lori Anderson Snyder, PhD, University of Oklahoma; Lauren V. Blackwell, PhD, Oak Ridge National Laboratory; Elizabeth M. Hocker, MA, University of Oklahoma

Paper 2 The Effectiveness of Disability Attitude Measures in Predicting Responses to Peers With Disabilities
 • Jennifer S. Carmichael, PhD, Altisource Portfolio Solutions; Lori A. Snyder, PhD, Brett J. Litwiller, University of Oklahoma, OK

Paper 3 The Relationship Between Discrimination and Bullying: A UK Perspective
 • Sabir I. Giga, PhD, University of Bradford, UK

Paper 4 Sexual Orientation Discrimination in the Workplace: Examining the Perpetrator's Perspective
 • Sabrina D. Volpone, MA, Temple University, Philadelphia, PA; Kori R. Callison, MA, B. Lindsay Brown, BA, University of Houston, TX; Derek R. Avery, PhD, Temple University

Practices, Issues and Solutions in Leading OHP Training Efforts: An Open Discussion (Open Discussion Forum)

Lake

- Moderators: Guillermo Wated, PhD, Barry University, Miami Shores, FL; and Leslie Hammer, PhD, Portland State University, Portland, OR

Understanding the 3 Rs of Employee Well-Being: Resources, Respite, and Recovery (Symposium)

Sarasota/Hillsborough/Pinellas

- Chairs: Arla Day, PhD, Saint Mary's University; Mina Westman, PhD, Tel Aviv University

Paper 1 Developing and Validating an Expanded Recovery Experiences Scale
 • Sonya Stevens, PhD, Arla Day, PhD, Saint Mary's University

Paper 2 Does One Day Make a Difference?
 • Patrick A. Horsman, E. Kevin Kelloway, PhD, Saint Mary's University

Paper 3 The Relationship Between Leisure-Time Sports Activity and Personal Resources
 • Inga J. Nägel, PhD student, University Konstanz; Sabine Sonnentag, PhD, University Mannheim

Paper 4 The Impact of Personal Resources on Burnout and Engagement
 • Mina Westman, PhD, Shoshi Chen, PhD, Dalia Etzion, PhD, Tel Aviv University

Critical Perspectives on Work Engagement (Symposium)

Osceola

- Chair: Wilmar B. Schaufeli, PhD, Utrecht University, The Netherlands

Paper 1 Engagement, Angels, and Razors: Examining the Practical Usefulness of Conceptually Distinct Measures of Employee Engagement
 • Peter H. Langford, PhD, Louise P. Parkes, PhD, Voice Project, Macquarie University, Australia

Paper 2 A Longitudinal Test of the Job Demands-Resources Model in an Industrial Plant
 • Wilmar B. Schaufeli, PhD, Utrecht University, The Netherlands

Paper 3 Employee Work-Environment Preferences and Their Relationship to Engagement and Well-Being: A Cross-Cultural Examination
 • William H. Macey, PhD, Benjamin Schneider, PhD, Valterra Corporation, Rolling Meadows, IL

Paper 4 Work Engagement and Occupational Injuries: Is Safety Short-Circuited By Self-Efficacy?
 • Jonathon R. B. Halbesleben, PhD, University of Alabama, Tuscaloosa, AL

Psychosocial Risk Management in the Workplace: Key Drivers and Barriers (Symposium)

Palm Beach/Broward

- Chair: Stavroula Leka, PhD, University of Nottingham, UK

Paper 1 Best Practice and Key Needs in the Management of Psychosocial Risks at the Workplace
 • Stavroula Leka, PhD, University of Nottingham, UK

Paper 2 Towards Indicators and Monitoring of Psychosocial Risk Management: Closing the Gap Using ESENER
 • Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands

Paper 3 Managing Psychosocial Risk at Work in the EU: Policy and Employee Participation
 • Michael Ertel, MSc, Ulrike Stilijanow, MA, Eberhard Pech, MSc, Federal Institute for Occupational Safety & Health (BAuA), Berlin, Germany

Paper 4 Drivers, Obstacles, Needs, and Measures Taken for the Management of Psychosocial Risk by European Enterprises: Evidence From the ESENER Survey
 • Aditya Jain, MSc, MA, University of Nottingham, UK
 • Discussant: Stavroula Leka, PhD, University of Nottingham, UK

Strategies for Reducing Work-Life Conflict (Paper Panel Session)

Dade/Florida Keys

- Chair: Debra Major, PhD, Old Dominion University, Norfolk, VA

Paper 1 Childcare Vouchers: An Answer to Stress Prevention and a Tool for Work-Life Balance
 • Nathalie Renaudin, Edenred, Brussels, Belgium

Paper 2 An I-Deals Model of Preventive and Episodic Work-Family Coping
 • Debra A. Major, PhD, Heather M. Lauzun, MS, Meghan P. Jones, MS, Old Dominion University, Norfolk, VA

Paper 3 Work-Family Conflict as an Antecedent of Intentions to Change One's Schedule
 • Christie L. Kelley, MS, Kronos, Inc., Beaverton, OR/
 Clemson University, SC; Kristin Charles, PhD, Kronos, Inc.

Work Organization Factors in Hazardous Environments (Paper Panel Session)

Cape Canaveral/Volusia

- Chair: Kathleen Kowalski-Trakofler, PhD, NIOSH, Pittsburgh, PA

Paper 1 Mental Health Status and Work Functioning of Dutch Occupational Physicians
 • Dr. Karen Nieuwenhuijsen, Dr. Judith K. Sluiter, Coronel Institute of Occupational Health, Academic Medical Center, University of Amsterdam

Paper 2 Comparison of Stress Level and Quality of Life Among Nurses From Metro and Non-Metro Indian Cities
 • Vasundhara Pathak, Tania Chakraborty, Suman Mukhopadhyay, Ergonomics and Human Factors Engineering Laboratory, National Institute of Industrial Engineering (NITIE), Mumbai, Maharashtra, India

Paper 3 Sources of Chronic Organizational Stress in First Responders
 • Matthew Ventimiglia, MA, Wayne State University, University of Detroit Mercy; Sarah Thomsen, PhD, InDevelop-IPM; Dana C. Nevedal, MA, Wayne State University; Bengt B. Arnetz, MD, PhD, Wayne State University, Uppsala University

Paper 4 A Cross-National Model of Job Stress and Satisfaction Variables: A Farming Context
 • Huat Bin (Andy) Ang, MBA, University of Auckland, New Zealand; F. Lamm; R. Tipples

12:30–1:45PM

Lunch (on your own)

12:40–1:35PM

Concurrent Luncheon
Tutorial Sessions

Bullying and Harassment at Work: Recent Developments in Theory Research and Practice

Seminole A

- Ståle Einarsen, PhD, University of Bergen, Norway

The Effect of the Economy on Health and Health Behavior

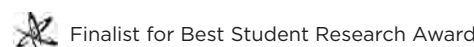
Seminole B

- Sean Nicholson, PhD, Cornell University, Ithaca, NY

The Role of OHP Practitioners During an Economic Down Turn

Lake

- Peter J. Kelly, MSc, Health and Safety Executive, UK



Finalist for Best Student Research Award

1:45–3:00PM

Concurrent Sessions

CEP **The Development, Implementation and Testing of Interventions Aimed at Improving Employee Health and Well-Being (Symposium)**
Seminole A

[Simultaneous English–Spanish Translation]

• Chairs: David W. Reeves II, MA, Jin Lee, University of Connecticut, Storrs, CT

Paper 1 The Business Decision Scorecard Tool for Planning Workplace Health Promotion/Protection Interventions
• Michelle Robertson, PhD, Liberty Mutual Research Institute for Safety; Robert Henning, PhD, Nicole Johnson, MA, Megan Dove-Streinkamp, MS, University of Connecticut, The Center for the Promotion of Health in the New England Workplace Research Team

Paper 2 Implementation and Testing of a Toolkit for a Participatory Health Promotion and Health Protection Intervention
• David W. Reeves II, MA, University of Connecticut; Nicholas Warren, ScD, University of Connecticut Health Center; Robert Henning, PhD, University of Connecticut

Paper 3 The More the Merrier? A Dose-Response Study of Organizational-Level Interventions (*Winner of the Best Intervention Competition Award*)
• Caroline Biron, PhD, Hans Ivers, PhD, Jean-Pierre Brun, PhD, Laval University; Cary L. Cooper, CBE, Lancaster University

Paper 4 OHP Interventions: Putting All Pieces Together
• Ivonne Moreno-Velázquez, PhD, Olga V. Díaz Torres, Jessica Nieves-García, Karen Nieves-Lugo, Graciela Vega-Debién, Marilis Cuevas-Torres, Israel Sánchez Cardona, University of Puerto Rico

CEP **Expanding Conceptions of Economic Stress: Implications for Occupational Health (Symposium)**
Seminole B

• Chair: Robert Sinclair, PhD, Clemson University, SC

Paper 1 Money Matters: Financial Demands and the Employment Relationship
• Robert R. Sinclair, PhD, Elise N. Bascom, Clemson University; James E. Martin, PhD, Wayne State University, MI

Paper 2 Spousal Crossover of Job Demands and Satisfaction on Low-Wage Worker Health
• Rachel Daniels, PhD, Booz Allen Hamilton; Leslie B. Hammer, Portland State University, OR; Ellen Ernst Kossek, Michigan State University, East Lansing, MI

Paper 3 The Impact of Job Acquisition on Economic Deprivation and Psychological Distress
• M. Anthony Machin, PhD, P. Nancey Hoare, PhD, University of Southern Queensland, Australia

Paper 4 The Social Safety Net and Its Effect on Outcomes of Job Insecurity
• Maïke E. Debus, Universität Zürich, Switzerland; Tahira M. Probst, Washington State University Vancouver, WA; Cornelius J. König, Universität des Saarlandes; Martin Kleinmann, Universität Zürich
• Discussant: Steven L. Sauter, PhD, NIOSH, Cincinnati, OH

CEP **Adding Clarification to Processes Associated With Workplace Incivility (Symposium)**
Lake

• Chairs: Nicole Johnson, MA, Vicki Magley, PhD, University of Connecticut, Storrs, CT

Paper 1 Examining the Assumptions of Incivility
• Ashley Nixon, PhD, Paul Spector, PhD, University of South Florida, Tampa, FL

Paper 2 The “In” Group: Social Identity Comparison and Appraisal of Workplace Incivility
• Lisa Marchiondo, MA, Lilia Cortina, PhD, University of Michigan, Ann Arbor, MI

Paper 3 Perceived Organizational Support as an Explanatory Mechanism Through Which Incivility Tolerance Affects Employee Stress
• Daniel J. Herres, BA, Vicki J. Magley, PhD, University of Connecticut, Storrs, CT
• Discussant: Julian Barling, PhD, Queens University, Kingston, Ontario, Canada

Retirement Processes and Decisions (Paper Panel Session)
Osceola

• Chair: Reidar Mykletun, PhD, University of Stavanger, Oslo, Norway

Paper 1 Older Workers and Love of Job: Implications for Retirement Timing and Well-Being
• Amy M. Warren, PhD, Memorial University of Newfoundland; E. Kevin Kelloway, PhD, Saint Mary's University; Kathryne Dupré, Memorial University of Newfoundland

Paper 2 Predicting Retirement Upon Eligibility: An Embeddedness Perspective
• Peter A. Bamberger, Tel Aviv University, Isreal, and Cornell University, Ithaca, NY; Samuel B. Bacharach, Cornell University

Paper 3 Reconceptualizing Preretirement Planning: An Application of the Personal Resource Allocation Model
• Patricia G. Bagsby, MS, Matthew J. Grawitch, PhD, David C. Munz, PhD, Saint Louis University, MO

CEP **Leadership in the Workplace (Paper Panel Session)**
Pam Beach/Broward

• Chair: Gary Adams, PhD, University of Wisconsin–Oshkosh, WI

Paper 1 The Relationship Between Apologies and Well-Being Among Leaders in Organizations
• Alyson Byrne, Julian Barling, PhD, Queen's University, Kingston, Ontario, Canada; Kathryne Dupré, PhD, Memorial University of Newfoundland

Paper 2 Socioeconomic Stratification of Perceived Leadership
• Töres PG Theorell, MD, PhD, Anna Nyberg, Constanze Leineweber, Linda Magnusson Hanson, Gabriel Oxenstierna, Hugo Westerlund, Stress Research Institute, Stockholm University

CEP **Antecedents of Work and Nonwork Sources of Social Support for Reducing Work-Family Conflict (Symposium)**
Dade/Florida Keys

• Chairs: Leslie B. Hammer, PhD, Portland State University, OR; Laurent M. Lapierre, PhD, University of Ottawa, Canada

Paper 1 Domain-Specific Predictors of Organizational Support, Supervisor Support, and Family Support
• Heather N. Odle-Dusseau, PhD, Gettysburg College; Tiffany M. Greene-Shortidge, PhD, Kenexa; Tom W. Britt, PhD, Clemson University

Paper 2 Managers' Relational Self-Concept and Trust in Employees: Implications for Whether Managers Support Employees' Need to Meet Nonwork Demands
• Laurent M. Lapierre, PhD, University of Ottawa; Leslie B. Hammer, PhD, Portland State University

Paper 3 Antecedents of Supervisory Mentoring Support for Reducing Protégé Work-Nonwork Conflict
• Tanja C. Rothrauff, PhD, Katie Kinkade, BA, Lillian T. Eby, PhD, University of Georgia

Paper 4 Comparing Union, Family, and Supervisor Linkages to Coworker Support: A Job-Demands Resources Approach
• Ellen E. Kossek, PhD, Matthew Piszczek, MHRLR; Peter Berg, PhD, Michigan State University

Labor and Occupational Stress (Symposium)
Cape Canaveral/Volusia

• Chair: Dave LeGrande, MA, RN, Communications Workers of America, Washington, DC

Paper 1 Unhealthy Work
• Peter Schnall, MD, MPH, Director, Center for Social Epidemiology; Clinical Professor of Medicine, University of California Irvine; and Adjunct Professor of Public Health, UCLA

Paper 2 Work Organizational Issues and Their Effects on Injuries and Illnesses Across the U.S. Manufacturing Sector
• Jim Frederick, MS, Assistant Director of Health, Safety, and Environment, United Steelworkers

Paper 3 Union-Management Cooperation in Wellness Programs for Transit Workers
• Ed Watt, MSILR, Health and Safety Director, Transport Workers Union

Paper 4 Intervening to Prevent Coworker Conflict Among State Government Workers
• Matt London, MS, New York State Public Employees Federation; Jane Lipscomb, PhD, RN, FAAN, University of Maryland Baltimore Schools of Nursing and Medicine, MD

3:00–3:15PM

Break (with refreshments)

3:15–4:30PM Concurrent Sessions

CEP **Job Stress and Burnout in Mexican Samples (Symposium)**
Seminole A

[Simultaneous English–Spanish Translation]

• Chair: Pedro R. Gil-Monte, PhD, University of València, Spain

Paper 1 The Role of Guilt on the Relationship Between Burnout, Depression, and Absenteeism in Mexican Teachers
• Pedro R. Gil-Monte, PhD, Hugo Figueiredo-Ferraz, LP, University of València; Sara Unda, MSc, Jorge Sandoval, MSc, Universidad Autónoma de México

Paper 2 Job Burnout in Mexican Population: Core Predictors and Mental Health Consequences
• Anabel Camacho-Ávila, MSc, Arturo Juárez-García, PhD, UAEM; Pedro R. Gil-Monte, PhD, UV; Javier García-Rivas, MSc, UAEM, and Juana Medellín-Moreno, UAT

Paper 3 Burnout, Psychosocial Factors, and Health Conditions in Mexican Lawyers
• Marlene Rodríguez Martínez, MSc, Universidad Nacional Autónoma de México

Paper 4 Burnout Syndrome/Engagement and Implications for Academic Performance Among University Students in Morelos, Mexico
• Julio Campuzano Rincon, PhD, Universidad Latinoamericana/Instituto Nacional de Salud Pública de México
• Discussant: Pedro R. Gil-Monte, PhD, University of València, Spain

CEP **Mistreatment in Health Care Settings (Paper Panel Session)**
Lake

• Chair: Nicholas Warren, ScD, University of Connecticut Health Center, Farmington, CT

Paper 1 Effects of Aggression Exposure on Worker Health Outcomes in the Inpatient Psychiatric Setting
• Joanne DeSanto Iennaco, PhD, APRN, Kris Fennie, PhD, Jane Dixon, PhD, Robin Whittemore, PhD, APRN, Lawrence Scahill, MSN, PhD, Yale University, Len Bowers, RMN, PhD, King's College London

Paper 2 Social Undermining and Well-Being in Project Groups: The Role of Communal Orientation
• C. Gail Hepburn, PhD, Janelle R. Enns, PhD, University of Lethbridge, Alberta, Canada

Paper 3 Assessment of Exposure to Physical and Nonphysical Violence in Physical Therapy: A Qualitative Study
• Chu-Hsiang Chang, PhD, Michigan State University; Erin M. Eatough, MA, Danesh Jaiprakash, BA, University of South Florida

Paper 4 Nursing and Violence in the Workplace
• Elizabete Borges, MPhil, Oporto College Nursing; Teresa Rodrigues Ferreira, PhD, Psychology, Oporto College Nursing, Porto-Portugal

CEP **Social Support and Workplace Relationships (Paper Panel Session)**
Osceola

• Chair: Peter Schnall, MD, MPH, University of California Irvine, CA

Paper 1 Working Relationship Quality, Employee Well-Being, and Commitment: The Moderating Role of Working Independence Preference
• Dianhan Zheng, MS, Zhuxi Wang, University of Houston, TX

Paper 2 Source Matching Hypotheses of Social Support: Does It Matter Who Provides the Support?
• Kirsten T. Gobeski, PhD, Booz Allen Hamilton, Indianapolis, IN

Paper 3 The Influence of Group Consensus Perceptions of Coworkers and Supervisor Trust on Individual Stress Perceptions: A Multilevel Dynamic Model
• Nealia Sue Bruning, PhD, University of Manitoba, Winnipeg, Canada; Patrick F. Bruning, MSc, Purdue University; Dan Ganster, PhD, Colorado State University

Paper 4 The Association Between Organizational Support Climate and Individual Workers' Health
• Els Clays, PhD, Ghent University, Belgium; Annalisa Casini, PhD, France Kittel, PhD, Isabelle Godin, PhD, Free University of Brussels; Lutgart Braeckman, PhD, Heidi Janssens, MD, Guy De Backer, PhD, Dirk De Bacquer, PhD, Ghent University

CEP **Interventions for Worker Health (Paper Panel Session)**
Palm Beach/Broward

• Chair: Christian Korunka, PhD, University of Vienna, Austria

Paper 1 The Mediating Role of Personal Resources Within the Implementation of a Stress-Management Intervention: The Impact of Work-Related Self-Efficacy on Health
• Frithjof Mueller, MSc, Gregor J. Jenny, Dr., Georg F. Bauer, MD, DrPH, University of Zurich and ETH Zurich, Switzerland

Paper 2 A Participatory Stress Intervention Process: The Core of a Self-Help Tool to Successful Preventive Changes
• Christine Ipsen, PhD, DTU Management Engineering, Technical University of Denmark

Paper 3 Employees' Perceptions of Intervention Exposure and Intervention Effectiveness: A Preventive Organizational Intervention in a Large Workplace
• Henna Hasson, PhD, Lund University, The Swedish Institute for Health Sciences, Karolinska Institutet & Santé des Populations: URESP, Centre de Recherche FRSQ du Centre Hospitalier Affilié Universitaire de Québec, Canada; Chantal Brisson, PhD, URESP & Social and Preventive Medicine Department, Laval University (Quebec), Canada; Stéphanie Guérin, BSc, URESP; Mahée Gilbert-Ouimet, MSc, URESP; Geneviève Baril-Gingras, PhD, Industrial Relations Department, Laval University; Michel Vézina, MD, MPH, National Public Health Institute, (Quebec) Canada & Social and Preventive Medicine Department, Laval University; Renée Bourbonnais, PhD, Rehabilitation Department, Laval University & Center of Health and Social Services, Vieille Capital (Quebec), Canada

Paper 4 Health Effects on Leaders and Coworkers of an Art-Based Leadership Development Program
• Julia Romanowska, BA, Karolinska Institute, Stockholm, Sweden; Gerry Larsson, Professor, Hugo Westerlund, Assistant Professor, Britt-Maj Wikström, Professor

Changing Employment Arrangements and Job Insecurity (Paper Panel Session)
Dade/Florida Keys

• Chair: Roland Blonk, PhD, TNO, Hoofddorp, The Netherlands

Paper 1 Can Labour Contract Differences in Health and in Work-Related Attitudes be Explained by Quality of Working Life and/or Work Insecurity?
• Alfred F. Wagenaar, MSc, Michiel A. J. Kompier, PhD, Radboud University Nijmegen, The Netherlands; Irene L. D. Houtman, PhD, Seth van den Bossche, MSc, Peter Smulders, PhD, TNO Work and Employment, Hoofddorp, The Netherlands; Toon W. Taris, PhD, Utrecht University

Paper 2 A Qualitative Study of Job Stress in the Self-Employed
• Irvin Sam Schonfeld, PhD, City College of CUNY, New York, NY; Joseph J. Mazzola, PhD, University of Tulsa

Paper 3 Job Insecurity and Two Forms of Job Dependence—Testing an Underlying Assumption
• Anne Richter, PhD Cand., Katharina Näswall, Associate Professor, Claudia Bernhard-Oettel, PhD, Magnus Sverke, Professor, Stockholm University, Sweden

Union Management Cooperation in Wellness Programs (Symposium)
Cape Canaveral/Volusia

• Chair: David LeGrande, MA, RN, Communications Workers of America, Washington, DC

Paper 1 Integration of Employee Wellness Programs Into Occupational Health and Safety for Department of Transportation Regulated Employees
• Daria Luisi, PhD, MPH, Employee Wellness Programs

Paper 2 Healthy Work, Healthy Bus Operator: An Agenda for Action
• June Fisher, MD, Senior Scientist, Trauma Foundation

Paper 3 Union-Management Cooperation in Wellness Programs
• Ed Watt, MSILR, Transport Workers of America

4:30–4:45PM Break

4:45–6:00PM Concurrent Sessions

CEP **Burnout and Health of Educators in Mexico and Colombia (Symposium)**
Seminole A

[Simultaneous English–Spanish Translation]

• Chair: Fernando Arias-Galicia, PhD, Morelos State University, Mexico

Paper 1 Organizational and Supervisor Support, Burnout and Health in Mexican Professors
 • Carmen Camacho-Cristiá, PhD, Universidad Veracruzana, México; Fernando Arias-Galicia, PhD, Morelos State University, Mexico

Paper 2 Areas of Worklife Associated to Job Burnout in Educational Community Instructors (Morelos State-Mexico)
 • Arturo Juárez-García, PhD, Anabel Camacho Ávila, MP, Citnithya A. Flores Jiménez, BP, School of Psychology, Universidad Autónoma del Estado de Morelos

Paper 3 Impact of Occupational Stress on Health of Academic Staff in Colombian Universities
 • Viviola Gómez Ortiz, PhD, Angélica María Hermosa, MA, Esperanza Perilla, Universidad de los Andes, Colombia

Paper 4 Structural Model of Burnout and Perceived Physical Health: A Study in Educational Personnel
 • Martha E. González, MPD, L. Fernando Arias-Galicia, PhD, Psychology School, Morelos State University, México
 • Discussant: Horacio Tovalín, National University of Mexico

Graduate Students' Perspective on Getting Involved, Leading, and Collaborating on Research (Panel Discussion)
Seminole B

• Moderator: David W. Reeves II, MA, University of Connecticut, Storrs, CT

Participant 1 Benjamin Walsh, MA, University of Connecticut, Storrs, CT

Participant 2 Krista Hoffmeister, BS, BS, Colorado State University, Fort Collins, CO

Participant 3 Joseph Mazzola, PhD, University of Tulsa, OK

CEP Negative Consequences of Workplace Bullying (Paper Panel Session)
Lake

• Chair: Gary Namie, PhD, Workplace Bullying Institute, Bellingham, WA

Paper 1 Personality Traits in Victims of Bullying at Work
 • Luciano Romeo, Prof., Luisa Pelizza, PsyD, Emanuele Quintarelli, MD, Andrea Riolfi, MD, Silvia Tisato, MD, Silvia Dal Ponte, MD, Antonia Ballottin, PsyD, Luigi Perbellini, Prof., Occupational Medicine, Department of Public Health and Community Medicine, University of Verona, Italy

Paper 2 Bullying or Violence During Training and the Risk of Dropout Two Years Later
 • Annie Hogh, PhD, University of Copenhagen; Hanne Giver, MSc, Harald Hannerz, PhD, and Betina H. Pedersen, MSc, The National Research Centre for the Working Environment, Copenhagen, Denmark

Paper 3 Dispositional and Worklife Factors Influencing New Graduate Nurses' Physical and Mental Well-Being
 • Heather K. Spence Laschinger, RN, PhD, FAAN, FCAHS, Ashley L. Grau, MSc, Carol A. Wong, RN, PhD, The University of Western Ontario

Selecting Measures of Job Stressors for Use in NIOSH Health Hazard Evaluations (Roundtable Discussion)
Osceola

• Chair: Douglas M. Wiegand, PhD, NIOSH, Cincinnati, OH

Participant 1 Peter Y. Chen, PhD, University of South Australia

Participant 2 Joseph J. Hurrell, Jr., PhD, Editor, Journal of Occupational Health Psychology

Participant 3 Steve Jex, PhD, Bowling Green State University, OH

Participant 4 Akinori Nakata, PhD, NIOSH, Cincinnati, OH

Participant 5 Jeannie A. S. Nigam, MS, NIOSH, Cincinnati, OH

Participant 6 Michelle Robertson, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA

Participant 7 Lois Tetrick, PhD, George Mason University, Fairfax, VA

Safety at Work: The Role of Safety Norms, Communication, and Safety-Related Behavior (Paper Panel Session)
Palm Beach/Broward

• Chair: Tahira Probst, PhD, Washington State University, Vancouver, WA

Paper 1 Organizational Climate and Resident Safety in Nursing Homes: Mediating Effects of Safety Culture
 • Judy Arnetz, PhD, MPH, Dalia Elsouhag, MD, Bengt Arnetz, MD, PhD, Wayne State University School of Medicine; Peter Lichtenberg, PhD, Mark Luborsky, PhD, Wayne State University Institute of Gerontology; and Ludmila Zhdanova, PhD, Department of Psychology, Carleton University

Paper 2 Safety-Related Helpful Behaviour Among Coworkers: Causes and Effects on Occupational Safety Performance-Grit
 • Krause-Juettler, PhD, University of Technology Dresden, Germany

Paper 3 Intensity and Crystallization of Safety Norms and Their Implications to Predict Safety Behaviors at Work
 • Carla S. Fugas, PhD Cand., Lisbon University Institute, Portugal; L. José, PhD, University of Valência; Sílvia A. Silva, PhD, Lisbon University Institute & CIS

CEP Evaluating the Effects of Organizational-Level Interventions: Developing Theories and Models to Understand the Effects and Generalizability of Organizational Interventions (Symposium)
Dade/Florida Keys

• Chair: Karina Nielsen, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark

Paper 1 The Effects of Work-Related Interventions on Health and Well-Being: Trade-Offs Involved and Implementation Issues to be Considered
 • Norbert K. Semmer, PhD, University of Bern, Switzerland

Paper 2 The Importance of "Fit": An Evidence-Based Model for Intervention Management
 • Raymond Randall, PhD, University of Leicester, UK; Karina Nielsen, PhD, National Research Centre for the Working Environment, Denmark

Paper 3 Developing an Evidence-Based Model for Evaluating Organizational Interventions
 • Karina Nielsen, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark

CEP Technology as a Strategy for Managing Stress (Paper Panel Session)
Cape Canaveral/Volusia

• Chair: Yueng-hsiang (Emily) Huang, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA

Paper 1 The Role of Scheduling Technology in the Health Care Industry
 • Kristin E. Charles, PhD, Kronos, Inc., Beaverton, OR; Christie L. Kelley, MS, Kronos, Inc./Clemson University, SC

Paper 2 Promoting Safe Work Schedules: A NIOSH Rest-Break Toolbox
 • Jessica M. K. Streit, MS, NIOSH, Cincinnati, OH; Kellie M. Pierson, NIOSH; Kari O'Donnell, BS, SSI; Tiffany R. Ripley, MS, Tier1 Performance Solutions; Julia Limanowski, MS, Traci L. Galinsky, PhD, NIOSH

Paper 3 Safety-Related Diary as a Method of Occupational Injury Prevention
 • Alzbeta Jandova, Professor, Technische Universität Dresden, Germany

Paper 4 A NIOSH Work-Life Project: Development and Validation of a Multipurpose Short Practitioner Survey
 • Nicholas Warren, ScD, University of Connecticut Health Center; Alicia Dugan, David Reeves, University of Connecticut; Suzanne Nobrega, University of Massachusetts, Lowell

CEP Personality and Work-Life (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

• Chair: Ronald J. Burke, PhD, York University, Toronto, Ontario, Canada

Paper 1 The Interactive Effects of Proactive Personality & Time-Management Behavior on Health
 • Alexander Ng, MPhil candidate, Winton Au, PhD, The Chinese University of Hong Kong

Paper 2 Individual Differences in Work-Life Interface Perceptions
 • Matthew J. Grawitch, PhD, Saint Louis University, MO; Larissa K. Barber, PhD, Smith College, Northampton, MA; Patrick Maloney, MS, Saint Louis University; Stephanie Mooshegian, PhD, Saint Louis University

Paper 3 Work-Family Conflict and Stress: The Moderating Effect of Personality Among Working Parents in Malaysia
• Michelle Lee Chin Chin, MSc, Hazel Melanie Ramos, PhD, University of Nottingham Malaysia Campus

Paper 4 Role Identification and Resource Allocation: Promoting Positive and Decreasing Negative Work Outcomes
• Patricia G. Bagsby, MS, LaMarcus Bolton, MS, Matthew J. Grawitch, PhD, Steven L. Winton, PhD, Saint Louis University, MO; Larissa K. Barber, PhD, Smith College, Northampton, MA

6:00PM **Student Social Networking Event**
Seminole B

Saturday, May 21, 2011

8:00–9:30AM

Universal Center/B

**Poster Session/
Breakfast Reception**

Aging and Work Stress

- A1** Attitudes Toward Technology in an Aging Workforce: The Role of Training and Work Organization
• James W. Grosch, PhD, NIOSH, Cincinnati, OH; Sara J. Czaja, PhD, Joseph Sharit, PhD, University of Miami
- A2** Age Bias and Resume Evaluation as a Determinate of Hiring-Manager Age and Applicant Age
• Jeremy Lynch, MA, Leigh P. Schmitt, PhD, Austin Peay State University, Clarksville, TN
- A3** What Would Make Employees Continue Working After the Age of 63
• Maarit Vartia-Väänänen, PhD, Maria Hirvonen, MSc, Finnish Institute of Occupational Health, Helsinki, Finland
- A4** The Influence of Work Organization Job-Level Factors on Self-Care and Health-Related Quality of Life Among Older Workers With Cardiovascular Disease
• Victoria Vaughan Dickson, PhD, Alexandra Howe, BSN, Joshua Deal, BSN, Margaret M. McCarthy, MSN, New York University College of Nursing, NY

High-Risk Jobs, Traumatic Stress, and Resilience

- B1** Developing Norms for the Postdeployment Reintegration Scale in Canadian Forces Members
• Deniz Fikretoglu, PhD, Don McCreary, PhD, Defence R & D, Toronto (DRDC Toronto), Toronto, Ontario, Canada
- B2** Assessment of a Primary Prevention Program for Posttraumatic Stress Disorder in Urban Police
• Eamonn P. Arble, MS, Bengt B. Arnetz, PhD, Wayne State University, MI; Lena Backman, MA, Stockholm Centre for Public Health; Ake Lublin, MD, Red Cross Hospital, Stockholm, Sweden
- B3** Sensation Seeking and Burnout Among Police Officers: Protective Versus Maladaptive Effects
• Joao P. Oliveira, PhD, Universidade Lusofona, Lisboa, Portugal
- B4** Delivering HIV/AIDS Care: Occupational Burnout and Coworker Support in a National Sample of Care Providers
• Julie A. Maertens, MS, Stefanie Putter, BS, Polly S. Todd, Colorado State University, Fort Collins, CO

B5 Identity Crisis: Complexities of Work-Role Transitions for Members in the Military
• Charles R. Grah, PhD, Kevin R. Harris, PhD, Leigh P. Schmitt, PhD, Rebecca L. Hangge, Austin Peay State University, Clarksville, TN

B6 Work After War: National Guard Soldiers' Experience of the Postdeployment Return to Civilian Employment
• CPT Stacey A. Krauss, MS, Brooke Army Medical Center Clinical Internship Program, San Antonio, TX; Katherine K. Dahlsgaard, PhD, Chestnut Hill College

B7 An Examination of Resilience: Its Relationship to Work Stress Among Accountants Practicing in Barbados
• Cheryl A. Cadogan-McClean, PhD, University of the West Indies, Bridgetown, Barbados

B8 Trauma and Psychological Health: Exploratory Study of How Police Officers Cope From Psychological Impacts of Dealing With Trauma
• Sajida Naz, PhD, University of Huddersfield, West Yorkshire, UK

B9 Depression and Coping Among Police Officers
• Anna Mnatsakanova, MS, Michael E. Andrew, PhD, Luenda E. Charles, PhD, Cecil M. Burchfiel, PhD, NIOSH, Morgantown, WV; John M. Violanti, PhD, State University of New York at Buffalo, NY

B10 Physical Activity and the Cortisol Awakening Response (CAR) Among Police Officers
• Desta Fekedulegn, PhD, NIOSH, Morgantown, WV; Michael L. Jenkins, Jr., BS, Drexel University, Philadelphia; Cecil M. Burchfiel, PhD; Michael E. Andrew, PhD, NIOSH, Morgantown, WV; John M. Violanti, PhD, State University of New York at Buffalo, NY; Luenda E. Charles, PhD; Diane B. Miller, PhD, NIOSH, Morgantown, WV

B11 Association of Sleep Quality With Depression in Police Officers
• James E. Slaven, MS, MA, Indiana University-Purdue University Indianapolis, IN; Anna Mnatsakanova, MS, Cecil M. Burchfiel, PhD, Luenda E. Charles, PhD, NIOSH, Morgantown, WV; Lindsay M. Smith, BS, West Virginia University, Morgantown, WV; Michael E. Andrew, PhD, Ja K. Gu, MSPH, Claudia Ma, MPH, MS, Desta Fekedulegn, PhD, NIOSH, Morgantown, WV; John M. Violanti, PhD, State University of New York at Buffalo

B12 Metabolic Syndrome and Carotid Intima Media Thickness Among Urban Police Officers
• Tara A. Hartley, MPA, MPH, NIOSH, West Virginia University, Morgantown, WV; Anoop Shankar, MD, PhD, West Virginia University, Morgantown, WV; Desta Fekedulegn, PhD, NIOSH, Morgantown, WV; John M. Violanti, PhD, State University of New York at Buffalo, NY; Michael E. Andrew, PhD, NIOSH, Morgantown, WV; Sarah S. Knox, PhD, West Virginia University, Morgantown, WV; Cecil M. Burchfiel, PhD, MPH, NIOSH, Morgantown, WV

B13 The Development of Post-Traumatic Stress Syndrome in a Sample of Victims of Bank Robbery Among Employees of the Italian Credit Sector
• Daniela Converso, DrProf; Sara Viotti, PhD, Università di Torino, Turin, Italy

Work, Life, and Family

- C1** Conflict and Enrichment Between Spheres of Life in a Sample of Italian Health Sector Employees: An Investigation Using the Survey Work-Home Interaction (SWING)
• Daniela Converso, DrProf; Sara Viotti, PhD, Università di Torino, Turin, Italy; Imke Hindrichs, PhD, Universidad Autónoma del Estado de Morelos (UAEM), México
- C2.** Measuring Organizational Work-Life-Balance Culture: Validation of the WLB-Culture Scale
• Anika Nitzsche, Julia Jung, Elke Driller, PhD, Christoph Kowalski, PhD, Holger Pfaff, Prof., University of Cologne, Germany
- C3** Understanding the Mechanism Linking Family Interference With Work and Employee Safety
• Chu-Hsiang Chang, PhD, Michigan State University, East Lansing, MI; Erin M. Eatough, MA, University of South Florida; Russell E. Johnson, Michigan State University
- C4** How Does a Vacation From Work Affect Employee Health and Well-Being?
• Jessica de Bloom, MSc; Sabine A. E. Geurts, PhD; Michiel A. J. Kompier, PhD, Behavioural Science Institute, Radboud University Nijmegen, the Netherlands
- C5** Work-Family Conflict and Drinking Behavior: The Mediating Roles of Depression and Anxiety
• Kathleen M. Rospenda, PhD, Judith A. Richman, PhD, Lauren Milner, MA, University of Illinois at Chicago, IL

- C6** Psychological Health of Mothers Having Children With an Intellectual Disability According to Their Occupational Status
• Louis Richer, PhD; Lise Lachance, PhD; Karine N. Tremblay, PhD, Université du Québec à Chicoutimi, Québec, Canada; Alain Côté, PhD, Centre de Réadaptation en Déficience Intellectuelle et en Troubles Envahissants du Développement Saguenay–Lac-Saint-Jean
- C7** Work–Private Life Interplay: A Qualitative Study on Borders and Roles
• Maria Baltzer, MSc, Constanze Leineweber, PhD, Hugo Westerlund Professor, Stress Research Institute, Stockholm University, Sweden
- C8** Low-Income Workers and Work-Family Issues
• Nancy L. Marshall, EdD, Wendy W. Robeson, EdD, Julie Dennehy, M. M., Wellesley Centers for Women, Wellesley College, MA
- C9** Examining the Relationships Between Boundary-Management Fit, Work-Family Balance, and Job Outcomes for Telecommuters
• Nicole Johnson, MA, Janet Barnes-Farrell, PhD, Vicki Magley, PhD, University of Connecticut, Storrs, CT
- C10** Work–Family Opportunities and Challenges Faced by Parents of Children With Autism Spectrum Disorder
• Russell A. Matthews, PhD, Suzanne M. Booth, Claire Taylor, Louisiana State University, Baton Rouge, LA
- C11** Equifinality in Work-Life Balance: Perceptions of Employer and Institutional Support Among Nontraditional Students
• Brandon Smit, MS, Stephanie Mooshegian, PhD, Saint Louis University, MO

Prevention/Intervention Methods and Processes

- D1** Understanding Obstacles in the Organizational Change Process—Lessons Learned From 50 Consultants
• Annette Shtivelband, BA, John Rosecrance, PhD, Colorado State University, Fort Collins, CO
- D2** Harnessing “Green” Momentum to Motivate Safety and Health Action
• Thomas R. Cunningham, PhD, NIOSH, Cincinnati, OH; Neville Galloway-Williams, MS, Virginia Polytechnic Institute and State University Blacksburg, VA

- D3** A Longitudinal Intervention Study of the Participatory Approach for Small-Scale Enterprises in Japan
• Tomoko Ikeda, PhD, University of Occupational and Environmental Health, Kitakyushu, Fukuoka, Japan

Psychosocial and Physical Work Environment

- E1** Making Sense of Love: A Multilevel Approach to Workplace Romance and Team Effects
• Angela M. Dionisi, MSc, Queen’s University, Kingston, Ontario, Canada
- E2** The Impact of “Breakthrough Collaborative” on Learning Climate and Work Load
• Esther Hauer, MSc, Annika M. Nordlund, PhD, Kristina Westerberg, PhD, Umeå University, Sweden
- E3** Energy Source Obtaining by the Sea Oil Platforms and Their Working and Life Conditions
• Hilda Herman, MD, PhD, Greta Nita, Nuti Deliu, National Institute of Public Health, Bucharest, Romania; Rodica Calota, Medical Unit Petromar, Constanta, Romania

- E4** Creating a Healthy Workplace: Participative Climate is a Key for Workers’ Health and Work-Motivation
• Keiko Sakakibara Seki, MPH, The University of Tokyo, Japan; Yoshihiko Yamazaki, PhD, Public Health Research Center

- E5** Is Multitasking Worth it? Polychronicity Buffers Performance (But Not Affective) Decrements
• Matthew J. Grawitch, PhD, Saint Louis University, St. Louis, MO; Larissa K. Barber, PhD, Smith College, Northampton, MA; Patricia G. Bagsby, MS(R); Elizabeth A. Rupperecht, BA, Saint Louis University

- E6** Managing Performance Decrements After Expressed Turnover Intentions: The Mitigating Impact of Perceived Organizational Support
• Michael R. Smith, MS, Kansas State University, Manhattan, KS; Maura J. Mills, PhD, Hofstra University; Ronald G. Downey, PhD, Kansas State University

- E7** Work Environment and Psychological Stress in Federal Public Service Executives in Canada: Towards Organizational Health
• Sandra Kenny, PhD(c), L. Lemyre, PhD, W. Corneil, ScD, J. Barrette, PhD, L. Simpkins, PhD(c), University of Ottawa, Ontario, Canada; E. Gosselin, PhD, M. Lauzier, PhD, Université du Québec en Outaouais

- E8.** Job Stress and Team Climate in Academic Teams in the Tallin University of Technology, Estonia
• Silja-Riin Voolma, Tallinn University of Technology, Estonia

- E9** Toward Understanding the Direct and Indirect Effects of Transformational Leadership on Well-Being: A Longitudinal Study
• Susanne Tafvelin, MSc, Kerstin Armelius, PhD, Kristina Westerberg, PhD, Umeå University, Sweden

- E10** Workplace Social Climate Associated With Sense of Coherence and Their Effects on Workers’ Health
• Tomoe Mashiko, RN, PHN, MPH, the University of Tokyo, Japan Yoshihiko Yamazaki, PhD, Public Health Research Foundation

- E11** Prevention of Physiological and Psychological Stress in a Food Retail Chain in Estonia
• Veronika Kaidis, MS, Piia Tint, PhD, Viuu Tuulik, PhD, Tallinn University of Technology, Estonia

Safety Climate, Management, and Training

- F1** The Relationship Between Safety Performance, Safety Outcomes, Workplace Injuries, and Productivity
• Autumn D. Krauss, PhD, Kronos, Beaverton, OR

- F2** Health and Safety Climate: Developing a Model for the South African Construction Industry
• Chao Nkhungulu Mulenga, Mcom, Jeffrey J. Bagraim PhD, University of Cape Town, South Africa

- F3** The Relationship Between Job Insecurity and Safety Performance: Leadership Matters
• Gary A. Adams, PhD, University of Wisconsin Oshkosh, WI; Jaclyn Tucker, MS, S. C. Johnson and Son Company; Dale Feinauer, PhD, Peter Meyerson, PhD, University of Wisconsin Oshkosh

- F4** Coworkers’ Influence on Safety-Related Behaviour: An Ego-Centered Network Analysis
• Grit Krause-Juettler, PhD, University of Technology Dresden, Germany

- F5** The Moderating Effects of Accountability on the Psychological Well-Being Safety Relationship
• Kevin J. Eschleman, MS, Richard Petronio, PhD, Jessica Salyers, Stephanie Swindler, PhD, Air Force Research Laboratory, Wright-Patterson AFB, OH

- F6** Leadership Behaviors Critical to Improving Safety in Construction: A Qualitative Study
• K. Hoffmeister, BS, BA, Colorado State University, Fort Collins, CO; K. P. Cigularov, PhD, Old Dominion University; S. Johnson, PhD, University of Colorado Denver; P. Y. Chen, PhD, University of South Australia; L. Menger, BA; J. C. Rosecrance, PhD; N. V. Schwatka, MS, Colorado State University

Theory, Models, Methods, and Tools

- G1** Using Multilevel Modeling to Examine Energy as a Predictor of Stress
• Christine L. Pusilo, MS, Christie L. Kelley, MS, Thomas W. Britt, PhD, Michael Muthleb, HS, Daniel P. Leach, HS, Clemson University, SC

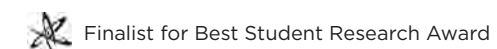
- G2** Adapt and Validate Spanish Ergonomic Job Exposure Tools
• Kellie M. Pierson, MS, Jessica M. K. Streit, MS, NIOSH; Lida Orta Anes, MP, MA, PhD, UPR, Pamela Vossen, MPH, UNITE HERE; Michael A. Flynn, MA, NIOSH; Caroline J. Bailey, MA, MPH, TKC Global Solutions

- G3** The Role of Ostracism and Supervision in the Racioethnicity-Turnover Relationship
• Kori R. Callison, MA, University of Houston, TX; Sabrina D. Volpone, MA; B. Lindsay Brown, BS

- G4** The Moderating Effect of Mentoring on the Emotional Regulation-Job Satisfaction Relationship
• Kuo-Yang Kao, MS, Daniel R. Nicely, BS, Altovise Rogers, MA, University of Houston, TX; Mi-Ting Lin, MS, University of Texas-Health Science Center at Houston; Christiane Spitzmueller, PhD, University of Frankfurt/University of Houston; Chun-Hung Lin, MS, Fu Jen Catholic University

- G5** Commuting Stress and Self-Regulation at Work: Moderating Roles of Commuting Means Efficacy and Task Significance
• Le Zhou, BS, Laura Wolkoff, BA, Songqi Liu, MS, Yujie Zhan, MS, Mo Wang, PhD, University of Maryland, College Park, MD; Junqi Shi, PhD, Peking University, China

- G6** A Meta-Analytic Review of the Demands-Control-Social Support Model of Job Strain
• Leigh P. Schmitt, PhD, Joshua Boyd, Courtney Geiber, Austin Peay State University, Clarksville, TN; Nicole Ann Mayo, PsychETech



Finalist for Best Student Research Award

- G7** Identifying Publication Outlets in Occupational Health Psychology: An Opinion Survey
 • Leigh P. Schmitt, PhD, Austin Peay State University, Clarksville, TN; Maria Karanika-Murray, Nottingham Trent University, UK; Irvin Sam Schonfeld, The City College of the City University of New York
- G8** Do Employees Need to be Happy to be Healthy? A Longitudinal Latent Variable Analysis
 • John F. Finch, PhD, Lisa E. Baranik, PhD, Benjamin Uhrich, MA, Martha J. Baker, MA, Catherine Buria, MA, East Carolina University, Greenville, NC
- G9** Reexamining the Job Demands-Resources Model of Burnout Among Younger and Older Manufacturing Workers
 • Luye Chang, MA, Kimberly Davies-Schriels, MA, Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT
- G10** Application of Guidelines for the Development of Personality Short Forms for Science and Practice
 • Patrick W. Maloney, MS, Matthew J. Grawitch, PhD, Saint Louis University, St. Louis, MO; Larissa K. Barber, PhD, Smith College, Northampton, MA
- G11** Refinement and Validation of the Self-Control and Perceived Stress Scales
 • Patrick W. Maloney, MS, Matthew J. Grawitch, PhD, Saint Louis University, St. Louis, MO; Larissa K. Barber, PhD, Smith College, Northampton, MA
- G12** Positive Psychology at Work: The Servant Leader
 • R. Rodríguez-Carvajal, Universidad Autónoma de Madrid, Spain; D. van Dierendonck, Erasmus Universiteit Rotterdam; B. Moreno-Jiménez, Sara de Rivas Herмосilla, Universidad Autónoma de Madrid; C. Quiñones, University of Southampton
- G13** Measures of Facet Job Stressors: Examination of a Single-Item Approach
 • Stephanie L. Gilbert, MSc; E. Kevin Kelloway, PhD, Saint Mary's University, Halifax, Nova Scotia, Canada
- G14** Nontask Organizational Conflict: An Understudied Source of Social Stress at Work
 • Valentina Bruk-Lee, PhD, Florida International University, Miami, FL; Ashley E. Nixon, PhD, University of South Florida

Workplace Mistreatment

- H1** Examining the Factor Structure of Workplace Aggression: Toward a More Parsimonious Model
 • Cristina D. Kirkendall, MS, Nathan A. Bowling, PhD, Wright State University, Dayton, OH; Sandy Hershcovis, PhD, Jennifer Bozeman, MBA, University of Manitoba, Canada
- H2** Work-Related Violence and Incident Use of Psychotropics
 • Ida E. H. Madsen MSc, National Research Centre for the Working Environment, Copenhagen, Denmark; Hermann Burr, PhD, Federal Institute for Occupational Safety and Health; Reiner Rugulies PhD, National Research Centre for the Working Environment
- H3** Fearful or Bothered: A Comparison of Two Types of Sexual Harassment Appraisals
 • Isis H. Settles, PhD, NiCole T. Buchanan, PhD, Stevie C.Y. Yap, BA, Zaje A. T. Harrell, PhD, Michigan State University, East Lansing, MI
- H4** Reaching Your Boiling Point? Building Awareness and Managing Workplace Bullying
 • Bella Galperin, PhD, Laura E. Strite, BA, MBA, The University of Tampa, FL
- H5** A Brief Empirical Test of the Spiral of Incivility
 • Michael T. Sliter, MA, Katherine A. Wolford, MA, Bowling Green State University, OH; Shuang Yueh Pui PhD, University of Illinois-Springfield; Steve M. Jex, Bowling Green State University
- H6** The Sexual Harassment of Military Men: The Role of Race and Rank
 • NiCole T. Buchanan, PhD, Isis H. Settles, PhD, Brian Colar, BA, Michigan State University, East Lansing, MI
- H7** The Development and Validation of a Customer Incivility Scale
 • Nicole L. Wilson, MSc, University of Alberta, Canada; Camilla M. Holmval, PhD, Saint Mary's University
- H8** Gender and Type of Aggression: Relationship Versus Physical Aggression
 • Paul E. Spector, PhD, Zhiqing E. Zhou, BA, University of South Florida, Tampa, FL

- H9** The Effects of Bullying and Productivity and the Novice Nurse
 • Peggy A. Berry, MSN, Gordon L. Gillespie, PhD, Donna Gates, EdD, John C. Schafer, PhD, University of Cincinnati, OH
- H10** Expectancy Responses to Perceptions of Abuse and Stress in Aggressive Work Behavior
 • Philip J. Moberg, PhD, Northern Kentucky University, Highland Heights, KY; Alayna P. Tackett, BS, Cincinnati Children's Hospital Medical Center
- H11** Dangers in the Field: An Ethnographic Study on Client-Initiated Violence Affecting Child Welfare Workers
 • Rose M. Handon, PhD, LSW, Walden University, Columbus, OH
- H12** Counterproductive Work Behavior as a Reaction to Interpersonal Injustice: An Experimental Study
 • Ryan P. Whorton, MS, Scott A. Withrow, BS, Bowling Green State University, OH

9:30-9:45AM

Break

9:45-11:00AM

Concurrent Sessions

CEP **Costs of Work Stress, Work Injury, and Health Absences From Work (Paper Panel Session)**
Seminole A

[Simultaneous English-Spanish Translation]
 • Chair: Tim Bushnell, PhD, NIOSH, Cincinnati, OH

- Paper 1** Increased Primary Care Visit Rates and Health Care Costs Associated With Worksite Stress
 • Douglas W. Roblin, PhD, Peter J. Joski, MSPH, Kaiser Permanente, Atlanta, GA; Jeroan J. Allison, MD, MS, University of Massachusetts Medical School, MA; Edmund R. Becker, PhD, Benjamin G. Druss, MD, MPH, Rollins School of Public Health at Emory University, GA
- Paper 2** A New Approach to Estimating the Economic Impact of Health-Related Absenteeism at Work
 • Brian Bankert, MA, Carter Coberley, PhD, James Pope, MD, Aaron Wells, PhD, Healthways, Inc., Franklin, TN
- Paper 3** Incidence and Costs of Depression After Workplace Injury
 • Abay Asfaw, PhD, NIOSH, Washington, DC, Kerry Souza, NIOSH

CEP **Coping With Workplace Mistreatment (Paper Panel Session)**
Seminole B

• Chair: Sandy Hershcovis, PhD, University of Manitoba, Canada

- Paper 1** Coping as a Marker of Sexual Harassment Training Effectiveness
 • Zandra M. Zweber, Jenna C. Shapiro, Vicki J. Magley, PhD, University of Connecticut, Storrs, CT
- Paper 2** Coping With Incivility From Graduate Advisors and the Effect on Graduate Student Well-Being
 • Ismael Diaz, BA, Kathi Miner-Rubino, PhD, Mindy E. Bergman, PhD, Amanda Pesonen, MS, Texas A&M University, College Station, TX

Paper 3 The Relationship Between Stress Response, Coping Resources, and Violence at Work
 • Elizabete Borges, MPhil, Teresa Rodrigues Ferreira, PhD, Oporto College Nursing, Porto-Portugal

Paper 4 Half-Full Means Half-Empty: The Reverse-Buffering Effects of Optimism for Undermining Behavior at Work
 • Ashlie R. Britton, BA, Michael T. Sliter, MA, Steve M. Jex, PhD, Bowling Green State University, OH; Paula L. Grubb, PhD, NIOSH, Cincinnati, OH

CEP **Stretching Conservation of Resources Theory of Stress in Organizational Research (Symposium)**
Lake

• Chairs: Christopher J. L. Cunningham, PhD, Neil M. Morelli, MS, The University of Tennessee at Chattanooga, TN

- Paper 1** Meaningfulness in Life as a Buffer Against Stress: An Application of COR Theory
 • Omar F. Ganai, BA, Sharon Glazer, PhD, San Jose State University, CA
- Paper 2** Furthering COR Theory: How Personal Values Influence Stress Response
 • Neil M. Morelli, MS, Christopher J. L. Cunningham, PhD, The University of Tennessee at Chattanooga
- Paper 3** Can Pushing Them to Do More Backfire?
 • Sarah DeArmond, PhD, University of Wisconsin, Oshkosh, WI; Russell A. Matthews, PhD, Louisiana State University, Baton Rouge, LA; Jennifer Bunk, PhD, West Chester University, PA

- Paper 4** Healing Through Story Telling: Resource Gain and Posttraumatic Growth Among World Trade Center Victims
 • Katherine M. Richardson, PhD, Pace University, New York, NY

CEP **Theoretical and Conceptual Issues in Job Stress**
 (Paper Panel Session)
Osceola

- Chair: Norbert K. Semmer, PhD, University of Bern, Switzerland

- Paper 1** Affective and Behavioral Reactions to Daily Failure Experiences: A Diary Study
 • Norbert K. Semmer, PhD, University of Bern, Switzerland

- Paper 2** Predicting Subjective Success and Failure by Illegitimate Tasks and Vice Versa: A Three-Wave Study
 • Céline Mühlenthaler, MS, Nicola Jacobshagen, PhD, Wolfgang Kälin, PhD, Laurenz L. Meier, PhD, Simone Grebner, PhD, Norbert K. Semmer, PhD, University of Bern Switzerland

- Paper 3** Impact of Psychological Capital on Employee Well-Being and Performance of Organizational Citizenship Behavior
 • Joseph C. L. Nip, MSc, Julian C. L. Lai, PhD, City University of Hong Kong

- Paper 4** Experiencing Challenge Stressors Fosters Self-Esteem—A Three-Wave Cross-Lagged Study
 • Pascale S. Widmer, MSc, Norbert K. Semmer, PhD, University of Bern, Switzerland

The Effect of Social and Organizational Environment on Employee Well-Being (Paper Panel Session)

Palm Beach/Broward

- Chair: Jennifer Bunk, PhD, West Chester University, PA

- Paper 1** Examining the Relationship Between the Social Environment of Work and Workplace Mistreatment
 • Paula L. Grubb, PhD, Rashaun K. Roberts, PhD, NIOSH, Cincinnati, OH; Steve M. Jex, PhD, Michael T. Sliter, MA, Bowling Green State University, OH

- Paper 2** Workplace Impression Management Norms, Employee Tactic Usage, and Stress Outcomes
 • Ranida B. Harris, PhD, Indiana University Southeast, New Albany, IN; Vickie C. Gallagher, PhD, Cleveland State University, OH; Ana Maria Rossi, PhD, International Stress Management Association, Brazil

- Paper 3** Workplace Bullying on the East European Country Example
 • Merle Tambur, MSC, Maaja Vadi, PhD, University of Tartu, Tallinn, Estonia

- Paper 4** Exploring Individual and Organizational-Level Antecedents of Experienced Workplace Incivility
 • Sara A. Terlecki, Christopher J. L. Cunningham, PhD, The University of Tennessee at Chattanooga, TN

CEP **Innovative Stress Prevention and Management Programs**
 (Paper Panel Session)
Dade/Florida Keys

- Chair: Michael Ertel, MSc, Federal Institute for Occupational Safety & Health (BAuA), Berlin, Germany

- Paper 1** The Travails in Academic Medicine: An Integrity Model Perspective
 • Nedra R. Lander, PhD, Danielle Nahon, PhD, University of Ottawa, Ontario, Canada

- Paper 2** Social Media and Threats of Violence: Anatomy of a Facebook Threat
 • Georgia Thomas, MD, MPH, Elizabeth Frenzel, MD, MPH, John Hyatt, MSW, The University of Texas MD Anderson Cancer Center, Houston, TX

- Paper 3** Integration of Stress Resilience Training in Realignment Strategies in a Large Academic Medical Center
 • Georgia A. Thomas, MD, MPH, William B. Baun, EPD, FAWHP, Michele Nelson-Housley, MS, CHES, The University of Texas MD Anderson Cancer Center, Houston, TX

- Paper 4** Understanding the Effectiveness of Workplace Incivility Training: A Conceptual Multilevel Model
 • Benjamin M. Walsh, MA, Vicki J. Magley, PhD, University of Connecticut, Storrs, CT

CEP **Relationships Between Work and Family in a World of Nonstandard Work Schedules (Symposium)**
Cape Canaveral/Volusia

- Chairs: Irena Iskra-Golec, PhD, Jagiellonian University, Cracow, Poland; Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT

- Paper 1** Working Mothers' Physical Activity: The Role of Work Schedules and Work-Family Conflict
 • Joseph G. Grzywacz, PhD, Wake Forest University School of Medicine, Winston-Salem, NC; Brian C. Martinson, PhD, A. Lauren Crain, PhD, HealthPartners Research Foundation; Sara A. Quandt, PhD, Wake Forest University School of Medicine

- Paper 2** Work/Family Spillover, Family Communication, Style of Attachment, and Well-Being of Workers of Different Shift Schedules
 • Irena Iskra-Golec, PhD, Jagiellonian University, Cracow, Poland

- Paper 3** Work-Family and Family-Work Conflict and Enrichment: Relationships With Healthy Eating in Working Mothers
 • Fiona Jones, PhD, University of Bedfordshire, UK; Joseph Grzywacz, PhD, Wake Forest University

- Paper 4** Work-Life Conflict and Job-Related Well-Being in UK Police Officers: The Role of Recovery Processes
 • Gail Kinman, PhD, University of Bedfordshire, UK; Almuth McDowell, PhD, University of Surrey, UK; Mark Cropley, PhD, University of Surrey
 • Discussant: Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT

CEP **Antecedents to Safety: Findings From High-Risk Industries (Symposium)**
Sarasota/Hillsborough/Pinellas

- Chairs: Erin Eatough, MA, University of South Florida, Tampa, FL; Chu-Hsiang (Daisy) Chang, PhD, Michigan State University, East Lansing, MI

- Paper 1** Caring Workgroups: An Antecedent to Safety Behavior via Motivation
 • Erin Eatough, MA, University of South Florida, Tampa, FL; Chu-Hsiang (Daisy) Chang, PhD, Michigan State University, East Lansing, MI

- Paper 2** Multilevel Investigation of the Effects of Safety Communication and Training Transfer Climate on Construction Safety
 • Konstantin P. Cigularov, PhD, Old Dominion University, Norfolk, VA; Autumn D. Krauss, PhD, Kronos Inc., Beaverton, OR; Jeremy B. Watson, MA, Illinois Institute of Technology; Peter Y. Chen, PhD, University of South Australia; John Rosecrance, PhD, Colorado State University, Fort Collins, CO

- Paper 3** Linking Sustainable Building Design and Construction With Worker Safety and Health
 • Steffanie L. Wickham, MPH, University of South Florida; Chu-Hsiang Chang, PhD, Michigan State University; Thomas E. Bernard, PhD, University of South Florida
 • Discussant: E. Kevin Kelloway, PhD, St. Mary's University, Halifax, Nova Scotia, Canada

11:00–11:15AM

Break

11:15AM–12:30PM

Concurrent Sessions

CEP **Workplace Presenteeism and Challenges for Occupational Health Psychology (Symposium)**
Seminole A

[Simultaneous English–Spanish Translation]

- Chair: Aldo Vera-Calzaretta, MBA, Fellow Mount Sinai ITREOH Program, Escuela de Salud Pública Universidad de Chile

- Paper 1** Analysis of the Concept of Presenteeism: A View From the Qualitative Analysis
 • Aldo Vera-Calzaretta, MBA, Fellow Mount Sinai ITREOH Program, Escuela de Salud Pública Universidad de Chile; Claudia Carrasco-Dájer, Escuela de Salud Pública, Universidad de Chile

- Paper 2** Spanish Translation and Validity of the Stanford Presenteeism Scale-6 in a Mexican Sample
 • Javier García-Rivas, MS, Arturo Juárez-García, PhD, Anabel Camacho-Ávila, MS, Universidad Autónoma del Estado de Morelos, México

- Paper 3** Why Health Workers Report to Work Sick, Even Though They May Have Sick Leave
 • Claudia Carrasco-Dájer, Escuela de Salud Pública, Universidad de Chile

- Paper 4** Spanish Translation and Validity of the Health Performance Questionnaire HPQ in a Chilean Sample
 • Aldo Vera-Calzaretta, MBA, Fellow Mount Sinai ITREOH Program, Escuela de Salud Pública Universidad de Chile, Claudia Carrasco-Dájer, Escuela de Salud Pública, Universidad de Chile

NIOSH Research on the Economics of Work, Stress, and Health (Symposium)

Seminole B

- Chair: Rene Pana-Cryan, PhD, NIOSH, Washington, DC

Paper 1 Work Hours, Sleep Sufficiency, and Prevalence of Depression Among Full-Time Employees: A Community-Based Cross-Sectional Study
• Akinori Nakata, PhD, NIOSH, Cincinnati, OH

Paper 2 Impact of Health-Risk Factors on Workers' Compensation and Health Insurance Claims
• Anasua Bhattacharya, PhD, NIOSH, Washington, DC

Paper 3 Changes in Family Member Health Care Claims Following Work Injury: Musculoskeletal, Psychological, and Nutritional Diagnoses
• Abay Asfaw, PhD, Regina Pana-Cryan, PhD, NIOSH, Washington, DC; Steven Sauter, PhD, Tim Bushnell, PhD, NIOSH, Cincinnati, OH

A Closer Look at Workplace Violence and Aggression: Examining Direct and Indirect Experiences (Symposium)

Lake

- Chair: E. Kevin Kelloway, PhD, St. Mary's University, Halifax, Nova Scotia, Canada

Paper 1 Outcomes of Vicarious Workplace Aggression
• Kathryne E. Dupré, PhD, Memorial University; Julian Barling, PhD, Queen's University; and Kimberly-Anne Dawe, MER, Shannahan's Investigation & Security

Paper 2 The Kids Are Not Alright: An Examination of Workplace Aggression and Violence Among Young Adults
• Michael Teed, PhD Cand., Bishop's University, Sherbrooke, Quebec, Canada; Jane Mullen, PhD, Mount Allison University

Paper 3 An Examination of Insider and Outsider Aggression and Social Support as Predictors of Well-Being in Public School Teachers
• Kate M. Calnan, MSc, E. K. Kelloway, PhD, Saint Mary's University

Paper 4 Differential Effects of Insider and Outsider Workplace Aggression on Organizational and Personal Outcomes
• Jennifer H. K. Wong, BSc, E. Kevin Kelloway, PhD, Saint Mary's University; Stephen B. Perrott, PhD, Mount Saint Vincent University
• Discussant: Joseph J. Hurrell, Jr., PhD

Sleep and Fatigue (Paper Panel Session)

Osceola

- Chair: Frida Marina Fischer, PhD, Universidade de São Paulo, Brazil

Paper 1 Managing Driver Fatigue in Occupational Settings: A Review
• Ross Owen Phillips, Fridulv Sagberg, Institute of Transport Economics (TØI), Oslo, Norway

Paper 2 Are Better Sleepers More Engaged Workers? A Self-Regulatory Perspective on Sleep Hygiene and Work Engagement
• Larissa K. Barber, PhD, Smith College, Northampton, MA; Matthew J. Grawitch, PhD, David C. Munz, PhD, Saint Louis University

Paper 3 Social Stressors at Work, Ambulatory Sleep Actigraphy, and Recovery During the Weekend
• Diana Pereira, Sven Gross, Achim Elfering, University of Berne, Switzerland

Methods and Measures in Work, Stress, and Health Research (Paper Panel Session)

Palm Beach/Broward

- Chair: Irvin Schonfeld, PhD, City College of CUNY, New York, NY

Paper 1 The Nurses Work Functioning Questionnaire (NWFQ): Development and Psychometric Evaluation
• Fania R. Gärtner, MSc, Dr. Karen Nieuwenhuijsen, Prof, Dr. Frank J.H. van Dijk, MD, Dr. Judith K. Sluiter, Coronel Institute of Occupational Health, Academic Medical Center, University of Amsterdam, The Netherlands

Paper 2 Organizational Health Propensity: Development of a Measure of Context in Relation to Health and Well-Being
• Maria Karanika-Murray, PhD, G. Michaelides, PhD, Division of Psychology, Nottingham Trent University, UK

Paper 3 Feasibility Study for Using Ecological Momentary Assessment (EMA) to Study Job Stress in Middle School Teachers
• Scott E. McIntyre, PhD, University of Houston–Clear Lake, TX; Teresa M. McIntyre, PhD, Paras Mehta, PhD, Angelia Durand, EdD, Pat Taylor, PhD, David Francis, PhD, University of Houston

Paper 4 Exploring the Benefits of Triangulation of Methods in Research on Police Stress: A Caribbean Perspective
• Jessica S. Dunn, MSc, University of Nottingham Malaysia Campus; Shona Kelly, PhD, University of Adelaide; Nigel Hunt, PhD, University of Nottingham, UK; Angeli Santos, PhD, University of Nottingham Malaysia Campus

Professional and Educational Development (Paper Panel Session)

Dade/Florida Keys

- Chair: Lois Tetrick, PhD, George Mason University, Fairfax, VA

Paper 1 Meeting Tomorrow's Scientific Challenges: An Evaluation of Early Career Scientists at NIOSH
• Virginia Sublet, PhD, NIOSH, Washington, DC

Paper 2 An Evaluation of the First UK Certificate in Cognitive Behaviour Skills for Occupational Health Professionals
• Alan Dovey MSc, RMN, DPSN, Dip Psych, Sharon A. Wilday, MSc, SROT, Dip COT, Working Minds UK, University of Birmingham, UK

Methods and Systems for Evaluating Health Behaviors and Planning Worksite Health Promotion Activities (Paper Panel Session)

Cape Canaveral/Volusia

- Chair: Curtis Breslin, PhD, Institute for Work & Health, Toronto, Ontario, Canada

Paper 1 Field Tests of the CPH-NEW Toolkit: A Grassroots Participatory Program for Workplace Health Promotion/Protection
• Suzanne Nobrega, MS, Elizabeth G. Erck, MS, University of Massachusetts, Lowell, MA; Robert A. Henning, PhD, CPE, Nicolas Warren, ScD, University of Connecticut, Storrs, CT; Michelle Robertson, PhD, CPE, Liberty Mutual Research Institute for Safety, Hopkinton, MA

Paper 2 Lifestyle Factors, Chronic Illness and Worksite health Promotion Activities
• Karen M. Milner, PhD, University of the Witwatersrand, Johannesburg, South Africa; Craig Nossel, MBBCh, MBA, Roseanne da Silva, BScHons, FIA, CFP®, Leegail F. Adonis, MMed; Michael Greyling, MSc

Paper 3 The Impact of Work Stress and Work Schedule on Health Behaviors: Analyses Using Longitudinal Canadian National Sample
• Selahadin A. Ibrahim, MSc, Peter M Smith, PhD, Institute for Work & Health, Toronto, Ontario, Canada

Paper 4 Development of a Database Tracking System to Facilitate Distributed Communication of Worksite Health Promotion/Protection Activities
• Scott Ryan, MS, Robert Henning, PhD, CPE, Megan Dove-Steinkamp, MS, University of Connecticut, Storrs, CT

Gender in the Workplace: The Difference It Makes (Paper Panel Session)

Sarasota/Hillsborough/Pinellas

- Chair: Sarah DeArmond, PhD, University of Wisconsin–Oshkosh, WI

Paper 1 Job Characteristics, Psychosocial (Non)Work-, Health- and Person-Related Factors as Mediators of Gender Difference in Sickness Absence
• Annalisa Casini PhD, School of Public Health, Université Libre de Bruxelles and FNRS, Belgium; Els Clays, PhD, Public Health Department, University of Gent; Isabelle Godin PhD, France Kittel PhD, School of Public Health, Université Libre de Bruxelles

Paper 2 Gender Effects on the Strength and Outcomes of Professional Networks
• Lori Anderson Snyder, PhD, University of Oklahoma, Norman, OK; Jennifer S. Carmichael, PhD, Altisource Portfolio Solutions; Darin S. Nei, MS, Shawn M. Snidow, MA, University of Oklahoma

Paper 3 Male- and Female-Dominated Sectors and Work Role Orientation: A Secondary Analysis of the 4th European Working Conditions Survey
• Juliet Hassard, MSc, Stavroula Leka, PhD, Aaron McLoughlin, MSc, University of Nottingham, UK

- Paper 4** Sex and Gender Differences in the Relative Risk of Fatal Occupational Injuries
 • Timothy J. Bauerle, BA, Vicki J. Magley, PhD, University of Connecticut, Storrs, CT

12:30–1:45PM

Lunch (on your own)

12:40–1:35PM

Concurrent Luncheon
Tutorial Sessions

Economic Stressors: Implications of Job Insecurity and Underemployment for Work and Well-Being

Seminole A

- Tahira Probst, PhD, Washington State University, Vancouver, WA

Career Adaptability in Turbulent Economic Times

Seminole B

- Frederick Leong, PhD, Michigan State University, East Lansing, MI

Introducing the First Standard on the Management of Psychosocial Risks in the Workplace: PAS1010

Lake

- Stavroula Leka, PhD, University of Nottingham, UK

1:45–3:00PM

Concurrent Sessions

Contributions of Socio-Emotional Disorders and Perceived Stress Towards Employee Productivity Across Economies (Symposium)

Seminole A

[Simultaneous English–Spanish Translation]

- Chair: Tapas Ray, PhD, NIOSH, Cincinnati, OH

- Paper 1** Chronic Socio-Emotional and Physical Health Conditions as Contributors to Employee Work Performance
 • Brian Gifford, PhD, Kimberley Jinnett, PhD, Integrated Benefits Institute, San Francisco, CA

- Paper 2** Stress: A Pivotal Window Into the Management of Workplace Depression
 • Harris Allen, PhD, Harris Allen Group, Brookline, MA; Alberto Colombi, MD, PPG Industries, Inc., Pittsburgh, PA

- Paper 3** Perception of Stress and Its Effect on Productivity: The Global Perspective
 • Tapas Ray, PhD, Jessica M. K. Streit, MS, NIOSH, Cincinnati, OH; Alberto Colombi, MD, PPG Industries, Inc., Pittsburgh, PA

Workplace Incivility (Paper Panel Session)

Seminole B

- Chair: Lilia Cortina, PhD, University of Michigan, Ann Arbor, MI

- Paper 1** Emotional Mechanisms Linking Incivility at Work to Withdrawal and Aggression at Home: An Experience-Sampling Study
 • Remus Ilies, PhD, Michigan State University, East Lansing, MI; Sandy Lim, PhD, National University of Singapore; Joel Koopman, Michigan State University; Paraskevi Christoforou, Richard Arvey, PhD, National University of Singapore

- Paper 2** Gender and Ethnic Differences in the Magnitude and Impact of Incivility
 • Jennifer L. Welbourne, PhD, Ashwini Gangadharan, University of Texas–Pan American, Edinburg, TX

- Paper 3** Well-Being Consequences of Supervisor Incivility for Women in STEM
 • Amber L. Smittick, Kathi Miner-Rubino PhD, Ismael Diaz, Mindy E. Bergman, PhD, Texas A&M University, College Station, TX

- Paper 4** Selective Incivility and Intersectionality: Who Has It Worst?
 • Lauren E. Zurbrugg, Kathi Miner-Rubino, PhD, Texas A&M University, College Station, TX

Risk Factors for Occupational Injuries (Paper Panel Session)

Lake

- Chair: Kathyne Dupré, PhD, Memorial University of Newfoundland, Canada

- Paper 1** Long Work Hours, Mandatory Overtime, and Workplace Injury From the 2002/2006 General Social Survey
 • Akinori Nakata, PhD, Naomi G. Swanson, PhD, Steven L. Sauter, PhD, Jeannie A.S. Nigam, MS, NIOSH, Cincinnati, OH

- Paper 2** Work Injuries and Their Psychosocial and Contextual Correlates Among Canadian Men and Women
 • Curtis Breslin, PhD, S. Ibrahim, MSc, P. Smith, PhD, C. Mustard, PhD, B. Amick, PhD, Institute for Work & Health, Toronto, Ontario, Canada; K. Shankardass, PhD, St Michael's Hospital

- Paper 3** Incidence of Shift Work Injury Among Police Officers
 • John M. Violanti, SUNY at Buffalo, NY; D. Fekedulegn, M. E. Andrew, L. E. Charles, T. A. Hartley, C. M. Burchfiel, NIOSH, Morgantown, WV

- Paper 4** A 14-Year Examination of the Individual and Occupational Risk-Specific Factors for Occupational Injuries: Results From the NPHS
 • Nancy Beaugard, PhD, School of Industrial Relations, University of Montreal, University of Montreal Research Institute in Public Health, Quebec, Canada; Alain Marchand, PhD, Pierre Durand, PhD, School of Industrial Relations, University of Montreal; Andrée Demers, PhD, Department of Sociology, University of Montreal

Methodology in Occupational Health Research: A Continual Learning Effort (Symposium)

Osceola

- Chairs: Lisa M. Kath, PhD, San Diego State University, CA; Vicki J. Magley, University of Connecticut, Storrs, CT

- Paper 1** Working With Difference Scores: An Applied Primer
 • Christopher J. L. Cunningham, PhD, University of Tennessee at Chattanooga, TN

- Paper 2** A Brief Introduction to Multilevel Modeling
 • Lisa M. Kath, PhD, San Diego State University, CA

- Paper 3** Analysis of Daily Diary Data: Non-Normal Outcomes, Mediation, and Moderated Mediation
 • Songqi Liu, MS, University of Maryland, College Park, MD

- Paper 4** The Duration of Associations Between Stressors and Strains: A Meta-Analytic Review of Main and Reciprocal Effects
 • Russell A. Matthews, PhD, Louisiana State University, Baton Rouge, LA

Employee Job Attitudes and Turnover (Paper Panel Session)

Palm Beach/Broward

- Chair: Rudy Fenwick, PhD, University of Akron, OH

- Paper 1** Employee Turnover: A 2-Wave Longitudinal Investigation of a National Representative Sample
 • Stig Berge Matthiesen, PhD, Anders Skogstad, PhD, University of Bergen, Norway

- Paper 2** On Presenteeism and Its Consequences: Evidence From Turkish Nurses
 • Louise Tourigny, PhD, University of Wisconsin–Whitewater, WI; Vishwanath V. Baba, PhD, McMaster University; Dilek Zamantili Nayir, PhD, Marmara Üniversitesi; Xiaoyun Wang, PhD, University of Manitoba, Canada

- Paper 3** Relationships Among Caregivers' Working Conditions, Mental Health, and Intention to Leave in Long-Term Care Centers
 • Yuan Zhang, PhD, Laura Punnett, ScD, Rebecca Gore, PhD, University of Massachusetts, Lowell, MA

U.S. Employment Practices Mainstream Workplace Bullying: Insights from HR, Union, Legal and Consulting Practitioners (Practitioner Forum)

Dade/Florida Keys

- Chair: Gary M. Namie, PhD, Workplace Bullying Institute, Bellingham, WA

- Paper 1** Re-Framing the Consulting Client's Objective: From Bullies to Bullying
 • Gary M. Namie, PhD, Ruth F. Namie, PhD, Workplace Bullying Institute, Bellingham, WA

- Paper 2** An HR Professional Creates Innovative Program for Workplace Bullying in Schools
 • Matt Spencer, EdD, Hesperia Unified School District, Hesperia, CA

- Paper 3** Unions Representing Bullied Working People
 • Greg Sorozan, MEd, LCSW, SEIU/NAGE Local 282, Quincy, MA

- Paper 4** Integrating Legal Issues Relative to Workplace Bullying Into Employment
• David C. Yamada, JD, New Workplace Institute, Boston, MA

Crossover Among Business Travelers: Impact on Self and Family (Symposium)

Sarasota/Hillsborough/Pinellas

- Chair: Anisa M. Zvonkovic, PhD, Texas Tech University, Lubbock, TX

- Paper 1** Daily Work and Family Experiences of Business Travelers and Spouses
• Anisa M. Zvonkovic, PhD, NaYeon Lee, PhD, Erika D. Brooks, MS, Andrea V.R. Swenson, MS, Texas Tech University, Lubbock, TX

- Paper 2** Crossover on Marital Relationships: Travel Intensity and Perceptions of Travel
• Anisa M. Zvonkovic, PhD, NaYeon Lee, PhD, Erika D. Brooks, MS, Andrea V.R. Swenson, MS, Texas Tech University, Lubbock, TX

- Paper 3** Crossover of Vigor Between Business Travelers and Their Spouses
• Mina Westman, PhD, Dalia Etzion, PhD, Shoshi Chen, PhD, Asnat Daniel, MSc, Tel Aviv University, Israel

CEP The Measurement of Safety Climate Across Different Industries (Paper Panel Session)

Cape Canaveral/Volusia

- Chair: Konstantin Cigularov, PhD, Old Dominion University, Norfolk, VA

- Paper 1** Safety Climate for Mobil Lone Workers (Truck Drivers)
• Yueng-hsiang Huang, PhD, Dov Zohar, PhD, Michelle Robertson, PhD, Lauren Murphy, MS, Angela Garabet, MS, Garry Gray, PhD, Ryan Powell, MS, Liberty Mutual Research Institute for Safety, Hopkinton, MA

- Paper 2** Factors That Influence Safety in a High-Hazard Industry
• Tom Cox, CBE, PhD, CPsychol, AcSS, FBPsS, FRSPH, FRSA, Hon FFOM (Dublin), Hon FErgS, Amanda J. Griffiths, PhD, PGCE, Cpsychol, AcSS, AFBPsS, Ceri R. Jones, BSc, MSc, University of Nottingham, UK

- Paper 3** Development and Analysis of a Firefighter Safety Climate Model
• Todd D. Smith, PhD, Embry-Riddle Aeronautical University, Daytona Beach, FL; David M. DeJoy, PhD, University of Georgia

- Paper 4** Measuring Safety Climate in Construction: A Validation Study With Iron Workers
• Ted Scharf, PhD, NIOSH, Cincinnati, OH; Michael McCann, PhD, CPWR, Silver Spring, MD; Joseph Hunt III, BSEd, Ronald Repmann, Frank Migliaccio, International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers, St. Louis, MO, Springfield, NJ, Washington, DC

3:00–3:15PM

Break (with refreshments)

3:15–4:30PM

Concurrent Sessions

Burnout, Stress and Cardiovascular and Chronic Diseases (Symposium)

Seminole A

[Simultaneous English–Spanish Translation]

- Chair: Horacio Tovalin-Ahumada, DrPH, Universidad Nacional Autónoma de México

- Paper 1** Cardiovascular Risk and the Burnout Syndrome in Mexican Workers
• Horacio Tovalin-Ahumada, DrPH, FES Zaragoza, UNAM; Pedro Gil-Monte, PhD, Universidad de Valencia; Rubén Marroquín-Segura, PhD, Sara Unda-Rojas, MSc, Marlene Rodríguez-Martínez, MSc, Jorge Sandoval-Ocaña, BSc, FES Zaragoza, UNAM

- Paper 2** Psychosocial Job Conditions Associated With Cardiovascular Risk Factors in Manufacturing Industry Employees in Mexico
• Arturo Juárez-García, PhD, Universidad Autónoma del Estado de Morelos, Mexico; Juana Medellín Moreno, MD, Universidad Autónoma de Tamaulipas; Javier García, MP, Anabel Camacho Ávila, MP, Universidad Autónoma del Estado de Morelos

- Paper 3** The Burnout Syndrome and Its Relationship to Disease Prevalence in School Personnel From Mexico City
• Sara Unda-Rojas, MSc, Horacio Tovalin-Ahumada, DrPH, Jorge Sandoval-Ocaña, BSc, Marlene Rodríguez-Martínez, MSc, FES Zaragoza, UNAM; Pedro Gil-Monte, PhD, Universidad de Valencia, Spain

- Paper 4** Burnout Syndrome and Mental Disorders in Middle School Teachers From Mexico City
• Jorge Sandoval-Ocaña, BSc, Horacio Tovalin-Ahumada, DrPH, Marlene Rodríguez-Martínez, MSc, Sara Unda-Rojas, MSc, FES Zaragoza, UNAM; Pedro Gil-Monte, PhD, Universidad de Valencia, Spain

CEP Stress and Health Effects of the Recession (Paper Panel Session)

Seminole B

- Chair: Ronald Downey, PhD, Kansas State University, Manhattan, KS

- Paper 1** Economic Context, Stress, and Substance Use Among Young Working Adults
• Laurie A. Cluff, PhD, Martijn van Hasselt, PhD, Jeremy W. Bray, PhD, RTI International, Research Triangle Park, NC; Deborah M. Galvin, PhD, Substance Use and Mental Health Services Administration, Washington, DC

- Paper 2** Consequences of the Great Recession on the Employed: Survivors' Work Stress & Employee Assistance Program Utilization
• Sepideh Modrek, PhD, Mark R. Cullen, MD, Stanford University, Palo Alto, CA

- Paper 3** Effects of the Economic Downturn on the Mental Health of Construction Workers
• Xiuwen Sue Dong, DrPH, Xuanwen Wang, PhD, Christina Daw, PhD, CPWR—The Center for Construction Research and Training, Silver Spring, MD

- Paper 4** Psychosocial Working Conditions and Self-Rated Health in a Swedish Economic Crisis: A One-Year Follow-Up Study
• Bongkyoo Choi, ScD, University of California–Irvine; Per-Olof Östergren, MD, Catarina Canivet, MD, Sara Lindeberg, MD, Mahnaz Moghadassi, PhD, Lund University; Robert Karasek, PhD, University of Massachusetts, Lowell, MA

CEP Work Organization, Work–Life, and Health Among Vulnerable Worker Populations (Symposium)

Lake

- Chair: Jennifer E. Swanberg, PhD, University of Kentucky, Lexington, KY

- Paper 1** Decoupling as a Management Strategy: The Case of Work–Family Stress in Nursing Homes
• Cassandra A. Okechukwu, SrD, Harvard School of Public Health, Boston, MA

- Paper 2** Schedule Instability, Flexibility, and Financial Strain: Implications for Retail Employees' Stress and Work
• Julia R. Henly, PhD, Susan J. Lambert, PhD, University of Chicago, IL

- Paper 3** Workplace Policies and Low-Income Parents' Mental Health
• Maureen Perry-Jenkins, PhD, Julianna Smith, University of Massachusetts, Amherst, MA; Lauren Page Wadsworth, Massachusetts General Hospital

- Paper 4** Work Organization and Latinos: Effects of Job and Workplace Conditions on Latino Farmworker Health
• Jennifer Swanberg, PhD, University of Kentucky, Lexington, KY

Supervisor Support as a Buffer (Paper Panel Session)

Osceola

- Chair: Leigh P. Schmitt, PhD, Austin Peay State University, Clarksville, TN

- Paper 1** Supervisor–Subordinate Trust: A Protective Factor Against Occupational Stress During Economic Downturns
• Charlene K. Stokes, PhD, Stephanie D. Swindler, PhD, Kevin J. Eschleman, PhD, Joseph B. Lyons, PhD, Gene M. Alarcon, PhD, Air Force Research Laboratory, Wright-Patterson AFB, OH

- Paper 2** Feedback Influences the Development of Vigor Across a Work Week: A Latent Growth Approach to Diary Data
• Sven Gross, MSc, Laurenz L. Meier, PhD, Norbert K. Semmer, PhD, University of Bern, Switzerland

- Paper 3** Work Support, Work–Family Conflict, and Workaholism: Examining the Moderating Role of Economic Impact
• Heather M. Lauzun, MS, Meghan P. Jones, MS, Debra A. Major, PhD, Old Dominion University, Norfolk, VA

- Paper 4** Instrumental Feedback Versus Social Support: Comparing the Strain-Buffering Effects of Two Types of Supervisory Behaviors
 • Mark S. Preston, PhD, Columbia University, New York, NY

CEP **Blending Environmental, Cultural, and Individual Solutions to Balance Excessive Corporate Stress at the Workplace (Practitioner Forum)**
Palm Beach/Broward

- Chair: Ron Finch, EdD, National Business Group on Health, Washington, DC

- Participant 1** Dee Edington, PhD, University of Michigan, Ann Arbor, MI

- Participant 2** Allan Kennedy, MEd, AT&T

- Participant 3** Daniel Conti, PhD, JPMorgan Chase

- Participant 4** Paul Heck, MS, DuPont Company

CEP **Targeting Well-Being, Incivility, and Violence at Work: The Efficacy of Individual and Workplace Interventions (Symposium)**
Dade/Florida Keys

- Chair: Arla Day, PhD, Saint Mary's University, Halifax, Nova Scotia, Canada

- Paper 1** Creating Flow to Reduce Stress
 • Patrick A. Knight, PhD, Clive J. Fullagar, PhD, Christopher J. Waples, Kansas State University, Manhattan, KS

- Paper 2** Achieving Balance in Life and Employment: The Impact of a Coaching Intervention on Employee Well-Being
 • Arla Day, PhD, Lori Francis, PhD, Sonya Stevens, PhD, Joseph Hurrell, PhD, Saint Mary's University; Patrick McGrath, PhD, IWK Hospital; Amy Morgan, BA, Saint Mary's University

- Paper 3** Getting Better and Staying Better: Results of a Follow-Up Analysis
 • Michael P. Leiter, PhD, Acadia University, Canada; Heather K. S. Laschinger, PhD, University of Western Ontario; Arla Day, PhD, Debra Gilin-Oore, Saint Mary's University

- Paper 4** Patient Care Provider Safety: Examining of Intervention to Reduce Hospital Violence
 • Ashley E. Nixon, PhD, University of South Florida, Tampa, FL
 • Discussant: E. Kevin Kelloway, PhD, St. Mary's University, Halifax, Nova Scotia, Canada

Time Pressure, Flexible Work Arrangements, and Work-Family Boundaries (Paper Panel Session)
Cape Canaveral/Volusia

- Chair: Nancy Marshall, PhD, Wellesley College, MA

- Paper 1** Erasing Work-Family Boundaries: An Effect Study of the Transition From Office-Based Working to Full-Time Telecommuting
 • Elianne F. van Steenberg, Esther S. Kluwer, Maria C. W. Peeters, Utrecht University, The Netherlands

- Paper 2** A Fine-Grained Assessment of the Relationship Between Work-Family Conflict and Flexible Work Arrangements
 • Tammy D. Allen, PhD, Ryan C. Johnson, MA, Kaitlin M. Kiburz, University of South Florida, Tampa, FL; Kristen M. Shockley, PhD, Baruch College—City University of New York, NY

- Paper 3** Plugged In or Stressed Out? The Effect of Email Use on Work-Family Conflict
 • Jennifer Bunk, PhD, Lindsey C. Stephens, West Chester University of Pennsylvania, PA

CEP **Trauma and Resilience (Paper Panel Session)**
Sarasota/Hillsborough/Pinellas

- Chair: Donald Elisburg, JD

- Paper 1** Investigating the "Rescue Personality": Volunteer Firefighters
 • Shannon Wagner, PhD, University of Northern British Columbia, Canada

- Paper 2** Posttraumatic Growth Through Friendship: An Examination of Informal Support Networks Developed Among FDNY 9/11 Widows
 • Katherine M. Richardson, PhD, Pace University, New York, NY

- Paper 3** Stress, Decision Making, and Firefighters: Experiments in Virtual Reality Environments
 • Shawn T. Bayouth, MS, Nir Keren, PhD, Warren D. Franke, PhD, Kevin M. Godby, BA, Ross G. Bohner, MS, Iowa State University, Ames, IA

- Paper 4** Using a Resilience Training Continuum Model: Teaching Psychologists to Enhance the Resiliency of Service Members
 • Deloria R. Wilson, PhD, Beda Jean-Francois, PhD, Brandi Booth, PhD, Warrior Resiliency Program, San Antonio, TX

4:30-4:45PM

Break

4:45-6:15PM SOHP Business Meeting/Reception

Citrus Crown Ballroom/Orange

Society for Occupational Health Psychology (SOHP) business meeting and reception for current and interested SOHP members

Distinguished Contribution to Occupational Health Psychology Award Presentations

- Award Presentations by W. Gregory Lotz, PhD, Captain, U.S. Public Health Service, NIOSH, Washington, DC; Janet Barnes-Farrell, PhD, University of Connecticut, Storrs, CT

Society for Occupational Health Psychology Founders: Janet Barnes-Farrell, PhD, Peter Y. Chen, PhD, Leslie B. Hammer, PhD, Robert A. Henning, PhD, Gwendolyn Puryear Keita, PhD, Russell A. Matthews, PhD, Robert R. Sinclair, PhD, Lois E. Tetrick, PhD

Founding Editor of the Society for Occupational Health Psychology Newsletter: Irvin Schonfeld, PhD

Best Journal of Occupational Health Psychology Article Award Presentation

- Award Presentation by Joseph J. Hurrell Jr., PhD, Editor, *Journal of Occupational Health Psychology*

Galit Armon, PhD, Arie Shirom, PhD, Tel Aviv University; Samuel Melamed, PhD, Academic College of Tel-Aviv-Yaffo; Itzhak Shapira, MD, Tel Aviv Sourasky Medical Center, and Tel Aviv University *Elevated Burnout Predicts the Onset of Musculoskeletal Pain Among Apparently Healthy Employees*

Sunday, May 22, 2011

7:30–8:15AM

Continental Breakfast

San Cristobal Foyer

8:15–9:30AM

Concurrent Sessions

CEP Work and Obesity (Paper Panel Session)

Seminole A

• Chair: Bongkyoo Choi, ScD, University of California, Irvine, CA

Paper 1 Exploring Occupational and Behavioral Risk Factors for Obesity in Firefighters

• Bongkyoo Choi, ScD, Peter Schnall, MD, Marnie Dobson, PhD, Leslie Israel, DO, Pietro Galassetti, MD, Andria Pontello, MS, Stacey Kojaku, BA, Dean Baker, MD, University of California, Irvine; Paul Landsbergis, PhD, State University of New York Downstate Medical Center

Paper 2 Workplace Healthy Eating Promotion: The European Programme FOOD (Fighting Obesity Through Offer and Demand)

• Nathalie Renaudin, Nolwenn Bertrand, Edenred, Brussels, Belgium

Paper 3 The Association Between Overweight, Sickness Absence and Presenteeism Among Men and Women

• Heidi Janssens, MD, Els Clays, PhD, Ghent University Belgium; Annalisa Casini, PhD, France Kittel, PhD, Free University of Brussels; Dirk De Bacquer, PhD, Lutgart Braeckman PhD, Ghent University

Paper 4 Daily Workplace Barriers and Facilitators to Proper Nutrition and Exercise Behaviors

• Joseph J. Mazzola, PhD, University of Tulsa, OK; Katherine Alexander, MA, Bowling Green State University, OH; Jeffrey T. Moore, MS, Colorado State University, CO; Steve Jex, PhD, Bowling Green State University

CEP Contextual Factors Affecting Outcomes of Workplace Incivility (Symposium)

Seminole B

• Chairs: Nicole Johnson, MA, Vicki Magley, PhD, University of Connecticut, Storrs, CT

Paper 1 The Many Faces of Workplace Aggression: Using Relative Weights Analysis to Investigate Differential Source Effects

• Timothy Bauerle, BA, Benjamin Walsh, MA, Vicki Magley, PhD, University of Connecticut, Storrs, CT

Paper 2 Incivility, Psychological Distress, and Math Self-Concept Among Gender and Ethnic Minorities in STEM

• Amanda Pesonen, BA, Kathi Miner-Rubino, PhD, Texas A&M University; Anne Rinn, PhD, University of North Texas

Paper 3 Public Versus Private Experiences of Workplace Incivility: A Social Capital Perspective

• Jennifer Bunk, PhD, Matthew Pettengill, BA, Michaele Lynne Jacot, BS, Ruby Montero, BA, West Chester University of Pennsylvania
• Discussant: Lilia Cortina, PhD, University of Michigan, Ann Arbor, MI

CEP Psychological and Biological Effects of Job Stress (Paper Panel Session)

Lake

• Chair: Akinori Nakata, PhD, NIOSH, Cincinnati, OH

Paper 1 Work Stressors and Multimorbidity Using Three Canadian National Samples

• Selahadin A. Ibrahim, MSc, Peter M. Smith, PhD, Institute for Work & Health, Toronto, Ontario, Canada; Pierre Cote, PhD, Toronto Western Hospital

Paper 2 Association Between Depressive Symptoms and Metabolic Syndrome Among Two Cohorts of Police Officers

• Tara A. Hartley, MPA, MPH, NIOSH, West Virginia University, Morgantown, WV; Sarah S. Knox, PhD, West Virginia University; Desta Fekedulegn, PhD, NIOSH; Celestina Barbosa-Leiker, PhD, Washington State University; John M. Violanti, PhD, University at Buffalo; Michael E. Andrew, PhD, Cecil M. Burchfiel, PhD, MPH, NIOSH

CEP Measures, Models, Methods (Paper Panel Session)

Osceola

• Chair: Töres Theorell, PhD, Karolinska Institute, Stockholm, Sweden

Paper 1 Stress of Options: Exploratory Factor and Reliability Analyses of Three New Instruments

• Holger Pfaff, PhD, Julia Jung, MSc, University of Cologne, Germany

Paper 2 The Moderating Effect of Role Quality on the Relationship Between Work–Family Conflict and Well-Being

• Jenna R. LeCompte-Hinely, MS, Leslie B. Hammer, PhD, Margaret B. Neal, PhD, Portland State University, OR

Paper 3 Quality of Working Life: Development of a Measure to Evaluate Effects of Work-Based Interventions

• Darren Van Laar, PhD, Simon Easton, C.Clin.Psychol., University of Portsmouth, UK

Paper 4 Cognitive Activation Theory of Stress: An Integrative Theoretical Approach to Work Stress

• James A. Meurs, PhD, University of Mississippi, MS; Pamela L. Perrewé, PhD, Florida State University

CEP Connecting Flow and Engagement: Convergent and Divergent Constructs (Symposium)

Palm Beach/Broward

• Chair: Ronald G. Downey, PhD, Kansas State University, Manhattan, KS

Paper 1 Flow as Positive, Focused, Engagement

• Clive J. Fullagar, PhD, Kansas State University, Manhattan, KS

Paper 2 Measuring Engagement: What Are the Important Dimensions?

• Disha D. Rupayana, PhD, SkillSurvey Inc., Wayne, PA

Paper 3 Individual- and Group-Level Engagement: A Consideration of Conceptualization and Measurement

• Andrew J. Wefald, PhD, Maura J. Mills, PhD, Hofstra University; Michael R. Smith, MS, Kansas State University

Paper 4 Collective Work Engagement: Level Issues and Construct Validation

• Patrícia L. Costa, PhD Cand., Ana M. Passos, PhD, Instituto Universitário de Lisboa (ISCTE-IUL), Lisboa, Portugal; Arnold B. Bakker, PhD, Rotterdam University, The Netherlands

Worksite Health Promotion Program Evaluation (Paper Panel Session)

Dade/Florida Keys

• Chair: Karen Milner, PhD, University of the Witwatersrand, South Africa

Paper 1 Proposed Evaluation Framework for the Canadian Forces Stress: Take Charge! Health Promotion Program

• Christine Dubiniecki, MSc, Jennifer Born, MSc, Directorate of Force Health Protection, Department of National Defence, Ottawa, Ontario, Canada; Jennifer E. C. Lee, PhD, Director General Military Personnel Research and Analysis & Directorate of Force Health Protection, Department of National Defence, Canada

Paper 2 Evaluation of a Worksite Wellness Program Designed to Reduce Cardiovascular Risks

• Douglas W. Roblin, PhD, Brandi E. Robinson, MPH, Roslin Nelson, Stacey A. Benjamin, MA, CHES, Kaiser Permanente, Atlanta, GA

Paper 3 Worksite Health Promotion Programs: Shedding New Light on Nonparticipating Employees

• Sharon Toker, PhD, Danit Ein-Gar, PhD, Tel Aviv University, Israel; Catherine A. Heaney, PhD, MPH, Stanford University, CA

Work–Family and Burnout (Paper Panel Session)

Cape Canaveral/Volusia

• Chair: Kirsi Ahola, PhD, Finnish Institute of Occupational Health, Helsinki, Finland

Paper 1 Comparison of Effort–Reward and Work–Life Imbalance as Independent Predictors of General Stress and Burnout

• Oliver Hämmig, PhD, Rebecca Brauchli, MSc, Georg F. Bauer, MD, DrPH, University of Zurich, Switzerland

Paper 2 Gender Differences in Poor Self-Rated Health, Emotional Exhaustion, and Problem Drinking in Relation to Work–Family Conflict: A 2-Year Follow-Up

• Constanze Leineweber, PhD, Hugo Westerlund, PhD, Linda L Magnusson Hanson, PhD, Maria Baltzer, MSc, Stress Research Institute, Stockholm University

Paper 3 Examining the Mediation Contributions of Work–Family Conflict Pressures in the Stressor–Strain Process
• Tatiana Toumbeva, Suzanne Booth, Russell Matthews, PhD, Louisiana State University, Baton Rouge, LA

Paper 4 Work–Family Enrichment as a Mediator Between Job Resources, Emotional Exhaustion, and Depersonalization: Is There Another Way for Diminishing Burnout?
• Sara Tement, Christian Korunka, PhD, University of Vienna, Austria

Response and Recovery Work Beyond Familiar Roles: Risk and Resilience Lessons From the Field (Roundtable Discussion)
Sarasota/Hillsborough/Pinellas

• Chair: Dori Reissman, MD, MPH, NIOSH, Washington, DC

Paper 1 Challenges in U.S. Army Mortuary Affairs Remains Recovery Mission to 2010 Haiti Earthquake
• Quinn M. Biggs, PhD, MPH, James E. McCarroll, PhD, MPH, Carol S. Fullerton, PhD, Christine Gray, MPH, James A. Naifeh, PhD, Lt. Jennifer Bornemann, MSW, USPHS, Dori Reissman, MD, MPH, Robert J. Ursano, MD, Center for the Study of Traumatic Stress, Department of Psychiatry, Uniformed Services University of the Health Sciences, Bethesda, MD

Paper 2 Full and Partial PTSD in Police Officers and Other Workers Involved in World Trade Center Rescue and Recovery
• Robert Pietrzak, PhD, MPH, Yale School of Medicine, West Haven, CT

Paper 3 Assessing Psychosocial and Work Organizational Issues Among Deepwater Horizon Response Workers
• Douglas M. Wiegand, PhD, Dori Reissman, MD, MPH, Stefanie Evans, MS; Kathleen Kawalski-Trakofler, PhD, NIOSH
• Discussant: Kathleen Kowalski-Trakofler, PhD, NIOSH, Pittsburgh, PA

9:30–9:45 AM

Break

9:45–11:00 AM **Concurrent Sessions**

CEP **Globalization, Technological Change, and Demographic Shifts: Impacts on Working Conditions (Paper Panel Session)**
Seminole A

• Chair: Arturo Juárez-García, PhD, Universidad Autónoma del Estado de Morelos, Mexico

Paper 1 Changing Demographics and Work Patterns of the U.S. Labor Force, 1999–2009
• Dean Baker, MD, Haiou Yang, PhD, University of California, Irvine, CA; Akinori Nakata, PhD, NIOSH, Cincinnati, OH; Bongkyoo Choi, ScD, MPH, Peter Schnall, MD, MPH, University of California, Irvine

Paper 2 The Role of Globalization in the Development of Unhealthy Working Conditions and Chronic Diseases
• Peter L. Schnall MD, MPH, University of California, Irvine

Paper 3 Globalization and the Need to Address Psychosocial Risks in Developing Countries
• Evelyn G.E. Kortum, MSc, World Health Organization, Geneva, Switzerland

Paper 4 From “Fordist” to “Post” (“Neo”) Fordist Job Stress
• Rudy Fenwick, PhD, Mark Tausig, PhD, University of Akron, OH

CEP **Mistreatment Issues for Home Health Care Workers (Paper Panel Session)**
Seminole B

• Chair: Lisa Kath, PhD, San Diego State University, CA

Paper 1 The Safety Task Assessment Tool (STAT) for Home Care Workers
• Ryan Olson, PhD, Brad Wipfli, PhD, Oregon Health & Science University, Portland, OR; Robert Wright, MS, Portland State University; Layla Garrigues, RN, Oregon Health & Science University; Joanne Lees, BA, Hollin Consulting

Paper 2 Profiling Physical and Nonphysical Violence Against Home Health Care Workers
• Jessica M. K. Streit, MS, Traci L. Galinsky, PhD, Amy Feng, MS, NIOSH, Cincinnati, OH

CEP **Biological and Physiological Consequences of Stressful Work Conditions (Paper Panel Session)**
Lake

• Chair: Robert Henning, PhD, University of Connecticut, Storrs, CT

Paper 1 Organizational Politics and Blood Pressure: Divergent Effects of Political Behavior and Political Climate
• Daniel C. Ganster, PhD, Colorado State University, Fort Collins, CO; Christopher C. Rosen, PhD, University of Arkansas, AK; Bronston T. Mayes, PhD, California State University–Fullerton, CA

Paper 2 The Interaction Between Job Stress and Age on Cardiovascular Disease Among Bus Drivers
• Su-Shan Tsai, PhD Cand., Saou-Hsing Liou, MD, PhD, Academia Sinica, National Health Research Institutes and National Defense Medical Center, Taiwan

Paper 3 Occupational Disparities in Physiological Stress Levels Among U.S. Workers
• Alberto J. Caban-Martinez, MPH, Frank C. Bandiera, MPH, Tainya C. Clarke, MPH, Manuel A. Ocasio, BA, Diana Kachan, BS, Kristopher L. Arheart, EdD, Lora E. Fleming, MD, PhD, David J. Lee, PhD, University of Miami, FL

CEP **Health and Well-Being in Restructuring: Quantitative Results (Symposium)**
Osceola

• Chairs: Karina Nielsen, PhD, National Research Centre for the Working Environment, Denmark; Noortje Wiezer, TNO, Work & Employment, Hoofddorp, The Netherlands

Paper 1 Effects of New Organizational Ownership on Employees’ Job Insecurity and Psychological Health and Well-Being
• Karina Nielsen, PhD, Jørgen Vinslöv Hansen, PhD, National Research Centre for the Working Environment, Denmark

Paper 2 Effects of Organizational Merger on Employees’ Psychological Health and Well-Being
• Pauliina Mattila-Holappa, LicPsych, Finnish Institute of Occupational Health, Helsinki, Finland; Ari Väänänen, PhD, University of Tampere, Finland; Aki Koskinen, MSc, Krista Pahkin, MSocSc, Anneli Leppänen, PhD, Finnish Institute of Occupational Health

Paper 3 The Effect of Restructuring on Psychological Health and Well-Being of Survivors: Analysis of the Dutch Data
• Tanja de Jong, MSc, Noortje Wiezer, PhD, Maartje Bakhuis Roozeboom, MSc, Catelijne Joling, PhD, TNO, Hoofddorp, The Netherlands

Paper 4 The New Questionnaire on the Restructuring-Health Relationship
• Maria Widerszal-Bazyl, PhD, Zofia Mockała, MSc, Central Institute for Labour Protection–National Research Institute and the PSYRES Group, Poland
• Discussant: Sturle D. Tvedt, MSc, NTNU, Norway

CEP **Burnout in High-Risk Occupations (Paper Panel Session)**
Palm Beach/Broward

• Chair: Jonathan Halbesleben, PhD, University of Alabama, AL

Paper 1 Burnout and Quality of Care in the Health Sector
• Patrícia L. Costa, PhD Cand., Ana M. Passos, PhD, Sílvia A. Silva, PhD, Susana M. Tavares, PhD, Instituto Universitário de Lisboa (ISCTE-IUL), Lisboa, Portugal; Ema Leite, PhD, Hospital de Santa Maria, Centro Hospitalar de Lisboa Norte, E.P.E., Lisboa, Portugal

Paper 2 Psychological Burnout, Occupational Stress and Coping Strategies Among Police Personnel
• Neeti Bawa, MA, Rajinder Kaur, PhD, Guru Nanak Dev University, Punjab, India

Paper 3 Gender Differences in Client Bullying, Stress, and Burnout in Policing Following the Recent Economic Downturn
• Angeli Santos, PhD, Vala Jonsdottir, MSc, University of Nottingham Malaysia Campus

Paper 4 Burnout and Social Support: Are Health Care Professionals for Persons With Disabilities in Bad Health?
• Elke Driller, Anika Nitzsche, Julia Jung, Birgit Lehner, & Holger Pfaff, University of Cologne, Germany

CEP **Evidence-Based Practice in Developing and Maintaining Resilience in the U.S. Army (Symposium)**
Dade/Florida Keys

• Chairs: Robert R. Sinclair, PhD, Clemson University, SC; Maj. Jeffery L. Thomas, PhD, Walter Reed Army Institute of Research, Silver Spring, MD

Paper 1 Mental Health Advisory Teams: Illustrating Occupational Health Psychology's Role in Military Operations
 • Maj. AJ Jeffery L. Thomas, PhD, LTC Paul Bliese, Walter Reed Army Institute of Research

Paper 2 Why Don't Military Veterans Seek Mental Health Treatment? An Occupational Health Agenda
 • Thomas W. Britt, PhD, Clemson University; Amy B. Adler, PhD, U.S. Army Medical Research Unit–Europe; Paul Y. Kim, Walter Reed Army Institute of Research

Paper 3 Comprehensive Soldier Fitness Program and the Global Assessment Tool
 • CPT Paul Lester, PhD, LTC Sharon McBride, PhD, Comprehensive Soldier Fitness, U.S. Army

Paper 4 U.S. Army Resilience Training for the Career and Deployment Cycles
 • LTC Dennis McGurk, PhD, Walter Reed Army Institute of Research; Amy B. Adler, PhD, U.S. Army Medical Research Unit–Europe; Michael Rinehart, BS, Richard Keller, BS, Antonio Best, BS, U.S. Army
 • Discussant: LTC Paul Bliese, Walter Reed Army Institute of Research

CEP Work Ability and Implications for Occupational Health Psychology (Symposium)
Cape Canaveral/Volusia

• Chairs: Gwenith G. Fisher, PhD, University of Michigan, Ann Arbor, MI; Alyssa McGonagle, MA, University of Connecticut, Storrs, CT

Paper 1 Getting the Picture: Work Ability and Sociodemographic Characteristics Among Older Workers in the U.S.
 • Gwenith G. Fisher, PhD, University of Michigan; Alyssa McGonagle, MA, University of Connecticut; James Grosch, PhD, NIOSH; Janet L. Barnes-Farrell, PhD, University of Connecticut

Paper 2 Relationships Between Work Ability and “The Work Ability House”—Towards a Multi-Dimensional Work Ability Model
 • Reidar Mykletun, PhD, Trude Furunes, PhD, University of Stavanger, Norwegian School of Hotel Management, Oslo, Norway

Paper 3 Work Ability Among Nursing Professionals: Multiple Associated Variables Require Comprehensive Intervention
 • Frida Marina Fischer, PhD, São Paulo University, Brazil; Maria Carmen Martinez, Epidemiology Nucleus, Hospital Samaritano, São Paulo, Brazil

Paper 4 Predicting Retirement Intentions/Behavior: A Panel Study of Education, Gender, Health, Age and Age Discrepancy
 • Trude Furunes, PhD, University of Stavanger, Norwegian School of Hotel Management, Oslo, Norway; Annet H. de Lange, PhD, Radboud University Nijmegen

CEP Treatment Seeking and Occupation-Related Stigma (Paper Panel Session)
Sarasota/Hillsborough/Pinellas

• Chair: Gwendolyn Puryear Keita, PhD, American Psychological Association, Washington, DC

Paper 1 The Health and Career Outcomes of the Transition From Military to Civilian Life: A Review
 • Kimberley Watkins, MA, Defence Research and Development Canada and Director General Military Personnel Research and Analysis, Ottawa, Ontario, Canada

Paper 2 Determinants of Treatment Seeking in Reserve Component Veterans and College Students
 • Melissa C. Waitsman, MS, Thomas W. Britt, PhD, Clemson University, SC; Elizabeth Bennett, PhD, Michael Crabtree, PhD, Washington Jefferson University; Christie L. Kelley, MS, Kalifa Oliver, MS, Christine Haugh, MS, Clemson University

Paper 3 Time to Seek Help: The Impact of Job Control and Incident Intensity
 • Dana R. Vashdi, PhD, University of Haifa, Israel; Peter A. Bamberger, PhD, Tel Aviv University; Samuel B. Bacharach, PhD, Cornell University, NY

Paper 4 Police Psychological Services: A National Survey
 • Robert P. Delprino, PhD, Buffalo State College, SUNY, Buffalo, NY; Charles Bahn, PhD, CUNY John Jay College of Criminal Justice, NY

11:00–11:15AM

Break

11:15AM–12:30PM

Concurrent Sessions

CEP From Unemployment to Sustainable Work Careers With Resource Building Interventions and Policies (Symposium)
Seminole A

• Chair: Jukka Vuori, PhD, Finnish Institute of Occupational Health, Helsinki, Finland

Paper 1 Future Challenges for Research and Development of the JOBS Intervention for Unemployed Job Seeker
 • Richard H. Price, PhD, Amiram D. Vinokur, PhD, University of Michigan, Ann Arbor, MI

Paper 2 Enhancing Work Career Management and Mental Health With Resource-Building Group Intervention in Changing Organizations
 • Jukka Vuori, PhD, Salla Toppinen-Tanner, MA, Pertti Mutanen, MA, Finnish Institute of Occupational Health, Helsinki, Finland

Paper 3 Enterprise Restructuring and Health: The Recommendations of the EU Expert Group HIREs (Health in Restructuring)
 • Thomas Kieselbach, PhD, University of Bremen, Germany

Paper 4 Long-Term Older Unemployed and Developmental Outcomes of Subsidized Work
 • Roland Blonk, PhD, TNO, The Netherlands
 • Discussant: Richard Price, PhD, University of Michigan, Ann Arbor, MI

CEP Protecting Your People From Workplace Violence in the Health Care Setting: A Priority for Everyone (Symposium)
Seminole B

• Chair: Marilyn Ridenour, MPH, NIOSH, Morgantown, WV

Paper 1 Violence in Healthcare: An Overview of the Problem
 • Paula L. Grubb, PhD, Rashaun K. Roberts, PhD, NIOSH, Cincinnati, OH

Paper 2 Emotional Response of Psychiatric Nursing Staff in Relation to Severity and Circumstances of Patient Aggression
 • Marilyn Ridenour, MPH, NIOSH, Morgantown, WV

Paper 3 The Effect of Violence on Healthcare Workers' Stress and Productivity
 • Donna Gates, EdD, Gordon Gillespie, PhD, Paul Succop, PhD, Maria Sanker, BSN, Tammy Mentzel, BA, University of Cincinnati, OH; Terry Kowalenko MD, University of Michigan Medical Center, Ann Arbor, MI

Paper 4 Prevention of Violence Against Pharmacists
 • Daniel Hartley, EdD, NIOSH, Morgantown, WV

CEP Burnout and Emotional Exhaustion at Work (Paper Panel Session)
Lake

• Chair: Jeannie A.S. Nigam, MS, NIOSH, Cincinnati, OH

Paper 1 Abusive Supervision and Feedback Avoidance: The Mediating Role of Emotional Exhaustion
 • Marilyn V. Whitman, PhD, Jonathon R.B. Halbesleben, PhD, University of Alabama, Tuscaloosa, AL

Paper 2 Burnout and Health Risk Behavior: A Population-Based Study
 • Kirsi Ahola, PhD, Helena Rossi, MD, Laura Pulkki-Råback, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Anne Kouvonen, PhD, Warsaw School of Social Sciences and Humanities, Poland

Paper 3 Staying Well Abroad: Expatriates' Work and Non-Work Demands and Resources
 • Anna R. Koch, MSc, Carmen Binnewies, PhD, University of Mainz, Germany

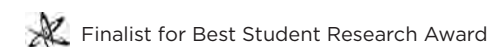
Paper 4 Perceptions of Acceleration at Work as Challenge and Hindrance Stressors
 • Heike Ulferts, Bettina Kubicek PhD, Christian Korunka, PhD, University of Vienna, Austria

CEP Individual Factors in the Workplace (Paper Panel Session)
Osceola

• Chair: Ivonne Moreno-Velázquez, PhD, University of Puerto Rico

Paper 1 Personality Factors Influencing Managers' Cognitive Stress
 • Anders Hytter, PhD, Linneaus University, Växjö, Sweden

Paper 2 Psychological Counseling: Helping Middle Management Coping With Globalization and Outsourcing
 • Marco Mariucci, Dr., Psychologist, Psychotherapist, A.I.P.S. (Health Promotion Association), Vejano, Italy



Finalist for Best Student Research Award

Building Healthy Organizations: Recommended Practices and Approaches (Paper Panel Session)

Dade/Florida Keys

- Chair: Veronica S. Harvey, PhD, AON Hewitt, Houston, TX

Paper 1 Does Training Matter When Building Healthy Learning Organizations? A Case Study of Canadian Executives

- Nancy Beauregard, PhD, School of Industrial Relations, University of Montreal, University of Montreal Research Institute in Public Health, Quebec, Canada; Louise Lemyre, PhD, School of Psychology, University of Ottawa; Jacques Barrette, PhD, Telfer School of Management, University of Ottawa; Wayne Corneil, ScD, Institute of Population Health, University of Ottawa

Paper 2 Global Guidance Based on the WHO Global Model for Healthy Workplaces

- Evelyn G. E. Kortum, MSc, World Health Organization, Geneva, Switzerland

Paper 3 Exploring the Potential of CSR to Promote Workers' Well-Being Through the WHO Healthy Workplaces Framework

- Aditya K. Jain, MSc, MA, Stavroula Leka, PhD, University of Nottingham, UK; Evelyn G. E. Kortum, MSc, World Health Organization, Geneva, Switzerland

Job Demands and Control (Paper Panel Session)

Cape Canaveral/Volusia

- Chairs: Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands

Paper 1 Identification of Critical Levels of Job Control in Relation to Depressive Symptoms

- Su Mon Kyaw-Myint, MAppSci, Lyndall Strazdins, PhD, Mark Clements, PhD, Peter Butterworth, PhD, Australian National University, Canberra, Australia; Lou Gallagher, PhD

Paper 2 Factors Buffering Against the Effects of Job Demands: How Does Age Matter?



- Elyssa Besen, BA, Christina Matz-Costa, MSW, Jacqueline James, PhD, Sloan Center on Aging and Work, Boston College, Boston, MA

Paper 3 Is Declining Fitness-for-Work in Britain Due to Deteriorating Job Demands and Control?

- Ben Baumberg, London School of Economics and Political Science, UK

Paper 4 Occupation-Differential Construct Validity of the JCQ Psychological Job Demands Scale With Physical Job Demands Items

- BongKyo Choi, ScD, Dean Baker, MD, University of California, Irvine; Alicia Kurowski, MS, Meg Bond, PhD, Laura Punnett, ScD, University of Massachusetts, Lowell; Els Clays, PhD, Dirk De Bacquer, PhD, Ghent University

Workplace Diversity and Work Stress (Paper Panel Session)

Palm Beach/Broward

- Chair: Rashaun Roberts, PhD, NIOSH, Cincinnati, OH

Paper 1 Workplace Racial/Ethnic Composition and Job Satisfaction: Different Associations for Whites and Minority Workers

- Annkatrin Hoppe, Prof. Dr., Humboldt University Berlin, Germany; Kaori Fujishiro, PhD, NIOSH; Catherine A. Heaney, PhD, Stanford University, CA

Paper 2 Assessing Occupational Stress in the Canadian Multicultural Workplace

- Romana Pasca, MA, Shannon L. Wagner, PhD, University of Northern British Columbia, Canada

Paper 3 Being Bicultural in the Workplace: An Examination of Work-Related Outcomes of Cultural Conflict and the Role of Bicultural Efficacy in Health Settings

- Alexandra Budjanovcanin, MSc, David Guest, PhD, King's College London, UK

Paper 4 Exposure to Workplace Stressors: Identifying Racial and Ethnic Differences

- Rashaun K. Roberts, PhD, Paula L. Grubb, PhD, Robin Dunkin-Chadwick, MS, NIOSH, Cincinnati, OH

12:30-1:45PM

Lunch (on your own)

12:40-1:35PM

Luncheon Tutorial Session

The Political Implications of the New Associationist Demand/Control Model: Stress-Disequilibrium Theory, Prevention-Only-Treatable Disease, and the Clean and Conducive Production Alternative Economic Vision

Seminole A

- Robert Karasek, PhD, University of Massachusetts, Lowell

1:45-3:00PM

Concurrent Sessions

Return to Work (Paper Panel Session)

Seminole A

- Chair: Bengt Arnetz, MD, Wayne State University, MI

Paper 1 Return to Work After Sickness Absence With Mental Health Problems

- Maj. Britt Nielsen, MS, Reiner Rugulies, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark; Ute Bültmann, PhD, University Medical Center Groningen, The Netherlands

Paper 2 Expanding the Scope of a Fitness-for-Duty Program: A Model for Addressing Psychological Impairment

- John Hyatt, MSW, Georgia Thomas, MD, MPH, University of Texas MD Anderson Cancer Center, Houston, TX

Understanding the Abusive Workplace: A Multifaceted Discussion of Science, Practice, and Law (Symposium)

Seminole B

- Chair: Valentina Bruk-Lee, PhD, Florida International University, Miami, FL

Paper 1 Nurses' Exposure to Workplace Physical and Nonphysical Violence: A Review

- Paul E. Spector, PhD, Zhiqing E. Zhou, BA, Xin Xuan Che, BA, University of South Florida, Tampa, FL

Paper 2 Nonlinear Effects of Abusive Supervision on Counterproductive Behaviors

- Nathan A. Bowling, PhD, Wright State University, Dayton, OH; Mo Wang, PhD, University of Maryland; Yaping Gong, PhD, Hong Kong University of Science and Technology; Junqi Shi, PhD, Peking University, China

Paper 3 Combating Workplace Bullying Through Theory-Based Executive Coaching

- Suzy Fox, PhD, Loyola University, Chicago, IL

Paper 4 Gender Discrimination and the Emerging Law of Workplace Bullying

- Kerri L. Stone, JD, Florida International University, Miami, FL
- Discussant: David C. Yamada, Suffolk University Law School

Work Engagement: Antecedents and Consequences (Paper Panel Session)

Lake

- Chair: Naomi Swanson, PhD, NIOSH, Cincinnati, OH

Paper 1 Job Resources as Antecedents and Consequences of Work Engagement in Eldercare Workers: A Longitudinal Study

- Christian Korunka, PhD, Bettina Kubicek, University of Vienna, Austria

Paper 2 Organizational Identity and Its Impact on the Drivers and Consequences of Work Engagement

- Marshall N. Valencia, PhD, University of Nottingham Malaysia Campus; Selangor Darul Ehsan, Malaysia

Paper 3 Interaction Between Goal Orientations and Perceived Motivational Climate: Relevance for Work-Related Well-Being and Ill Health

- Christina G. L. Nerstad, PhD Cand., Astrid M. Richardsen, PhD, BI Norwegian Business School, Oslo, Norway; Glyn C. Roberts, PhD, Norwegian University of Sport Sciences

Methodological Considerations in Stress Research (Paper Panel Session)

Osceola

- Chair: Leslie MacDonald, ScD, NIOSH, Cincinnati, OH

Paper 1 Response Inconsistencies in Self-Reports of Stress

- Gene M. Alarcon, PhD, Air Force Research Laboratory, Wright Patterson AFB, OH; David M. Lohuis, PhD, Derek Copeland, BS, Wright State University, Dayton, OH

Paper 2 Feasibility of Computer-Assisted Telephone Surveys (CATS) in Immigrant Latino Worker Safety Research

- Joseph G. Grzywacz, PhD, Wake Forest School of Medicine, Winston-Salem, NC; Carlos Evia, PhD, Virginia Tech, Blacksburg, VA; Antonio J. Marin, MA, Sara A. Quandt, PhD, Wei Lang, PhD, Thomas A. Arcury, PhD, Wake Forest School of Medicine, Winston-Salem, NC

Paper 3 Feasibility of Saliva Sampling for Cortisol in Work-Family Research

- Rebecca L. Stephens, BA, Joseph G. Grzywacz, PhD, C. Randall Clinch, DO, MS, Thomas A. Arcury, PhD, Wake Forest School of Medicine

- Paper 4** Measuring Workplace Bullying: Concepts, Measures, and Evaluation
- Carlo Caponecchia, PhD, University of New South Wales, Sydney, Australia

CEP **Considering Context and Process in Organizational Interventions for Work-Related Health and Well-Being (Symposium)**
Dade/Florida Keys

- Chairs: Caroline Biron, PhD, Laval University, Quebec, Canada; Maria Karanika-Murray, PhD, Nottingham Trent University, UK

- Paper 1** Implementation of an Occupational Intervention: Do Employees Perceive the Changes Managers Implement?
- Henna Hasson, PhD, Lund University, The Swedish Institute for Health Sciences, Karolinska Institutet & Santé des Populations: URESP, Centre de Recherche FRSQ du Centre Hospitalier Affilié Universitaire de Québec, Canada; Mahée Gilbert-Ouimet, MSc, URESP; Geneviève Baril-Gingras, PhD, Industrial Relations Department, Laval University, Quebec, Canada; Chantal Brisson, PhD, URESP & Social and Preventive Medicine Department, Laval University; Michel Vézina, MD, MPH, National Public Health Institute, Quebec, Canada & Social and Preventive Medicine Department, Laval University; Renée Bourbonnais, PhD, Rehabilitation Department, Laval University & Center of Health and Social Services Vieille Capital, Quebec, Canada; Sylvie Montreuil, PhD, Industrial Relations Department, Laval University

- Paper 2** Intervention Research on Adverse Psychosocial Work Factors: An Empirical Identification of Organizational Practices Conducive to Health
- Mahée Gilbert-Ouimet, MSc, Geneviève Baril-Gingras, PhD, Chantal Brisson, PhD, Michel Vézina, MPH, Renée Bourbonnais, PhD, Laval University, Quebec, Canada

- Paper 3** Evaluation of an Intervention to Prevent Mental Health Problems: Facilitating and Hindering Factors
- Nathalie Jauvin, PhD, CSSS de la Vieille Capitale; Julie Dussault, PhD Cand., CSSS de la Vieille Capitale / Université Laval; Renée Bourbonnais, PhD, Michel Vézina, MD, MPH, Université Laval, Quebec, Canada

- Paper 4** Researching Process and Context Issues in Organizational Interventions: Some Considerations
- Maria Karanika-Murray, PhD, Nottingham Trent University, UK; Caroline Biron, PhD, Laval University, Quebec, Canada

CEP **Organizational Change and Its Effects on Health and Productivity (Paper Panel Session)**
Cape Canaveral/Volusia

- Chair: Sturle Tvedt, PhD, Norwegian University of Science and Technology

- Paper 1** Efficiency in Emergency Care: Staff Ratings of Perceived Efficiency, Work-Related Efforts, and Energy Levels on Workdays With Short and Long Throughput Times
- Ulrica von Thiele Schwarz, PhD, Stockholm University & Medical Management Center (MMC), Karolinska Institutet, Sweden; Henna Hasson, PhD, Lund University School of Economics and Management, Vårdal Institute and MMC, Karolinska Institutet; Åsa Muntlin Athlin, PhD, Uppsala University

- Paper 2** The Effect of Organizational Restructuring Process on the Well-Being of Employees
- Krista Pahkin, MSocSc, Pauliina Mattila-Holappa, LicPsych, Ari Väänänen, PhD, Aki Koskinen, MSc, Finnish Institute of Occupational Health, Helsinki, Finland

- Paper 3** Healthy Change Process Index Experiments: Independent Manipulation of Single Dimensions of Organizational Change Processes
- Sturle D. Tvedt, MSc, Asgeir Berland, BSc, Jonas R. Vaag, MSc, Per Ø. Saksvik, PhD, Norwegian University of Science and Technology, Trondheim, Norway

CEP **Seeking Treatment for Psychological Problems in High-Stress Occupations (Symposium)**
Palm Beach/Broward

- Chair: Thomas W. Britt, PhD, Clemson University, SC

- Paper 1** High-Risk Jobs, Masculine Gender Role Theory, and Men's Disinclination for Therapy: A Theoretical Model
- Timothy J. Bauerle, BA, Vicki J. Magley, PhD, University of Connecticut, Storrs, CT

- Paper 2** Leadership, Social Climate, and Barriers to Care in Soldiers Returning From Combat
- Paul Y. Kim, MA, Walter Reed Army Institute of Research, Silver Spring, MD; Thomas Britt, PhD, Clemson University; Lyndon Riviere, PhD, Walter Reed Army Institute of Research

- Paper 3** Organizational Factors as Determinants of Stigma and Barriers to Mental Health Treatment
- Christie L. Kelley, MS, Thomas W. Britt, PhD, Clemson University, SC

- Paper 4** An Integrative Model of Treatment Seeking in High-Stress Occupations
- Thomas W. Britt, PhD, Clemson University, SC; Elizabeth Bennett, PhD, Michael Crabtree, PhD, Washington & Jefferson University; Paul Kim, MA, Walter Reed Army Institute of Research

3:00–3:15PM

Break (with refreshments)

3:15–4:00PM

Closing Plenary

Citrus Crown Ballroom/Orange

Moderator: Vicki Magley, PhD, University of Connecticut, Storrs, CT

Best Student Research Award

- Award Presentation by Ronald Downey, PhD, Kansas State University, Manhattan, KS

Best Intervention Award

- Award Presentation by Rene Pana-Cryan, PhD, NIOSH, Washington, DC (on behalf of John Howard, MD, MPH, JD, LLM, Director, NIOSH)

Caroline Biron, PhD, Hans Ivers, PhD, Jean-Pierre Brun, PhD, Laval University; Cary L. Cooper, CBE, Lancaster University
The More the Merrier? A Dose-Response Study of Organizational-Level Interventions

Total Worker Health: Introduction to the Work, Stress, and Health 2013 Theme

- L. Casey Chosewood, MD, NIOSH, Atlanta, GA

Welcome to Los Angeles: Location of Work, Stress, and Health 2013: Total Worker Health

- Douglas Gilstrap, The Westin Bonaventure Hotel and Suites

Closing Remarks

ACKNOWLEDGMENTS

We would like to thank the following individuals for their assistance and invaluable help:

Overall Conference Awards Committee

Ronald Downey, PhD, Kansas State University, Manhattan, KS
Joseph J. Hurrell, Jr., PhD, Editor of the *Journal of Occupational Health Psychology*
Vicki J. Magley, PhD, University of Connecticut, Storrs, CT
Ted Scharf, PhD, NIOSH, Cincinnati, OH
Naomi G. Swanson, PhD, NIOSH, Cincinnati, OH

Lifetime Career Achievement Award Committee & Early Career Achievement Award Committee

Vicki J. Magley, PhD, University of Connecticut, Storrs, CT
Naomi G. Swanson, PhD, NIOSH, Cincinnati, OH

Best Intervention Competition Review Team

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