





# *The 10th International Conference on Occupational Stress and Health*

May 16-19  
2013

## Contents

Conference Co-Chairs	2	General Logistical Information	17
Planning Committee	2	Conference Agenda	18
International Scientific Organizing Committee	2	Preconference Workshops	18
Conference Manager	3	Friday Sessions	19
NIOSH Coordinator	3	Saturday Sessions	31
Conference Contributors and Collaborators	3	Sunday Sessions	46
Westin Bonaventure Hotel and Suites Map	4	Acknowledgments	59
Conference at a Glance	6	Index	62
Conference Schedule Grid	10		
Invited Speakers	13		
Registration Information	16		
Continuing Education General Information	17		

# Work, Stress, and Health Conference 2013

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**Vicki J. Magley, PhD**  
Society for Occupational Health Psychology

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American Psychological Association

#### **NIOSH COORDINATOR**

**Jessica Streit, MS**  
NIOSH

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**Brazil Chapter of the International  
Stress Management Association**

**California Psychological Association**

**Center for Social Epidemiology**

**Centers for Disease Control and  
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**CN Centre for Occupational Health  
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**Communications Workers of America**

**European Academy of Occupational  
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**InterAmerican Society of Psychology**

**Laborers' Health and Safety Fund of  
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**National Aeronautics and Space  
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**National Business Group on Health**

**National Institute for Child Health and  
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**National Institute on Drug Abuse**

**National Safety Council**

**Occupational Safety and Health  
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**University of California at Los  
Angeles Center for Occupational and  
Environmental Health (UCLA COEH)**

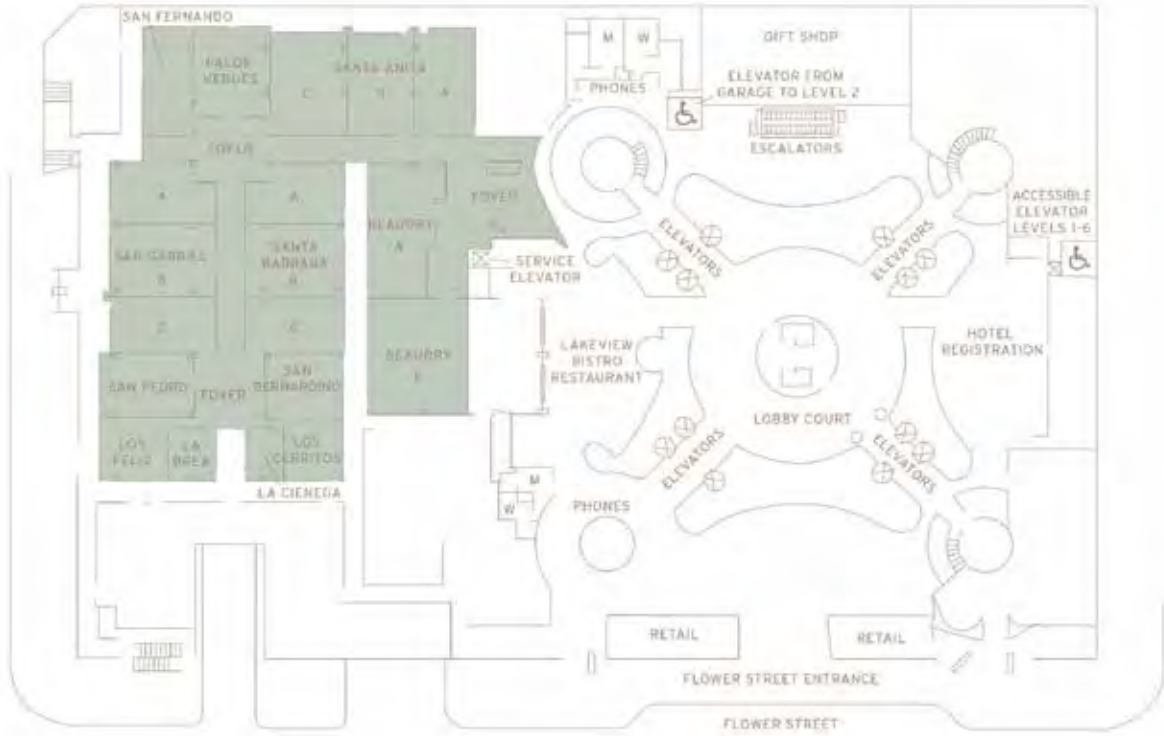
**University of California at Los Angeles  
Labor Occupational Safety and Health  
(LOSH) Program**

**Veterans Health Administration**

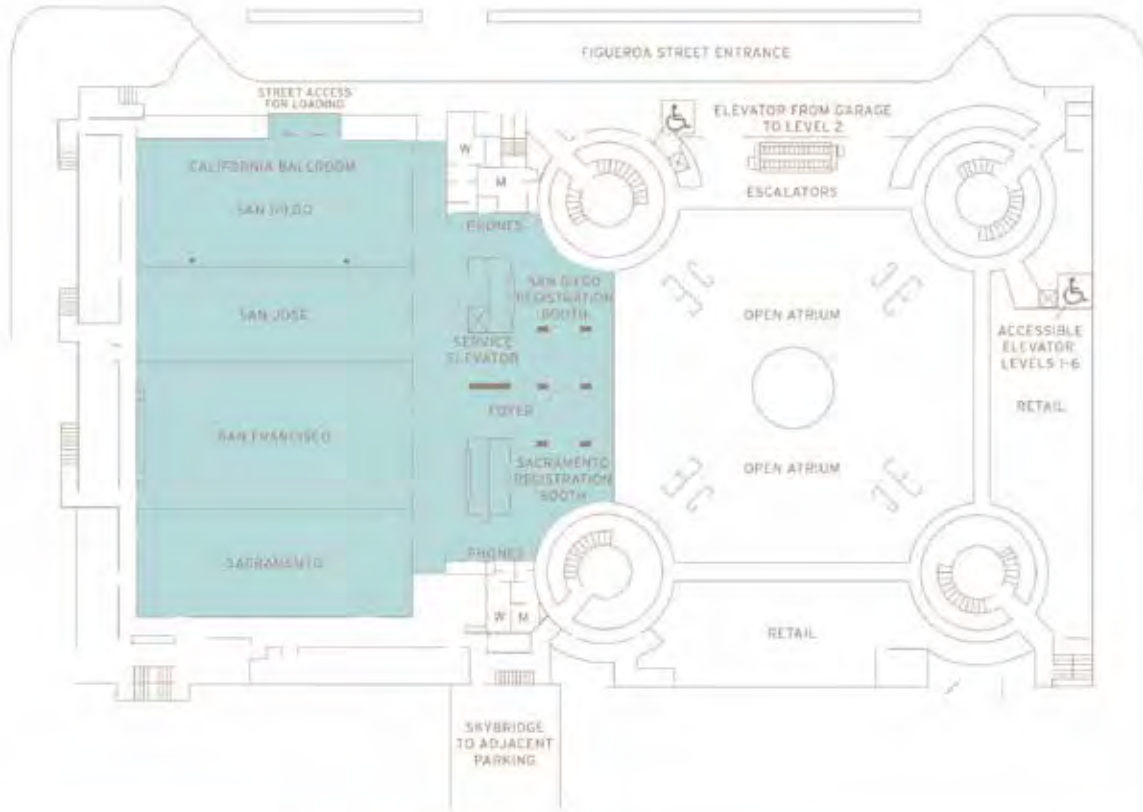
**World Health Organization**

# Westin Bonaventure Hotel and Suites Map

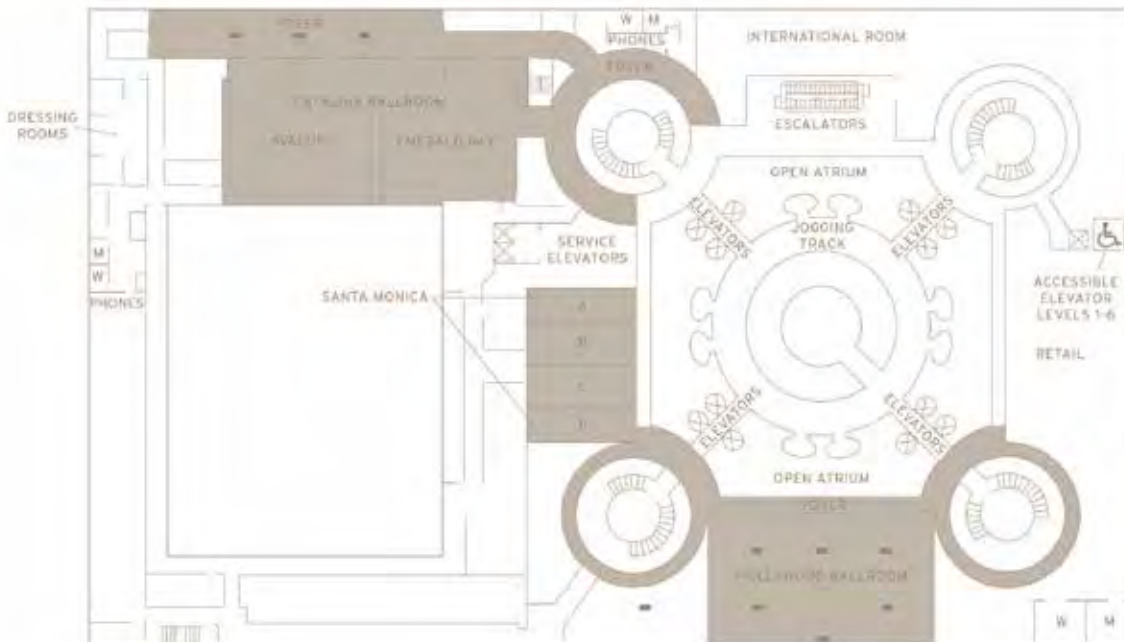
## Lobby Level



Level 2



Level 3



# Conference Program at a Glance

## THURSDAY, MAY 16

**8:00–9:00 a.m.** Continental Breakfast

### PRECONFERENCE WORKSHOPS

**9:00 a.m.–12:00 p.m.** Morning Workshops

A Beginner's Guide to Multilevel Modeling in Occupational Health Research

*San Gabriel A/B*

An Orientation to the Occupational Stress and Recovery Process

*Santa Barbara A/B*

**12:00–1:00 p.m.** Lunch (on your own)

**1:00–4:00 p.m.** Afternoon Workshops

A Guide to Conducting Qualitative Research: What to Look Out For

*San Gabriel A/B*

Archival Data: A Beginner's Guide to How and When to Use It

*Santa Barbara A/B*

Healthy Leadership: Opportunities for Research, Practice, and

Research-to-Practice

*Beaudry B*

### OPENING SESSION

**4:30–6:30 p.m.** Plenary Address

*California Ballroom/San Francisco*

Welcome

Work & Mental Health: Developing an Integrated Intervention Approach

- Anthony LaMontagne, ScD, MA, MEd, Associate Professor and Principal Research Fellow, McCaughey VicHealth Centre for Community Wellbeing, Melbourne School of Population and Global Health, University of Melbourne, Australia

Lifetime and Early Career Achievement Awards

Closing Remarks

**6:30–8:30 p.m.** Opening Reception

*Westin Bonaventure Hotel and Suites – Plaza Pool Deck*

## FRIDAY, MAY 17

**8:00–9:30 a.m.** Poster Session/  
Breakfast Reception

*California Ballroom/Sacramento*

- Health Promotion I
- Individual Factors and Job Stress
- Risk and Protective Factors for Workplace Mistreatment
- Human Resource Management and Benefits
- Work–Life Balance Outcomes
- Supervision and Leadership
- High-Risk Jobs and Populations
- Psychological and Biological Effects of Stress in Emergency Personnel
- Theoretical and Conceptual Issues in Job Stress
- Job Attitudes, Turnover, and Retention
- NIOSH Program Portfolio
- NIOSH Education Research Centers

**9:30–9:45 a.m.** Break

**9:45–11:00 a.m.** Special Plenary Session

Why Countries Need Total Worker Health™

*California Ballroom/San Francisco*

**11:00–11:15 a.m.** Break

**11:15 a.m.–12:30 p.m.** Concurrent Sessions

Adhere or Adapt? Making Sense of Implementation Fidelity in Occupational Health Interventions (Symposium)

*San Gabriel C*

Employment Status, Health, and Stress in a Changing Economy (Paper Panel Session)

*Santa Barbara C*

Consequences of Mistreatment (Paper Panel Session)

*Palos Verdes*

Risk Factors for Burnout (Paper Panel Session)

*San Fernando*

Models and Frameworks for Creating Healthy Workplaces (Paper Panel Session)

*San Bernardino*

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

*San Pedro*

The Journey to a National Standard of Canada for Psychological Health and Safety in the Workplace (Symposium)

*Santa Barbara A/B*

Temporary Employment in a Changing Labour Market: Implications for the Quality of Working Life, Job Insecurity, Health, Well-Being, and Work-Related Attitudes (Symposium)

*San Gabriel A/B*



**12:30–1:45 p.m.**

**Lunch** (on your own)

**12:30–1:45 p.m.**

**Luncheon Tutorial Sessions**

An Epidemiology Primer for Occupational Health Researchers and Practitioners

*San Gabriel C*

Applied Research and Consulting Opportunities in Occupational Safety and Health

*Santa Barbara C*

Measuring Biomarkers of Stress: A Tutorial for Researchers Wanting to Expand Their Methodological Toolkit in Occupational Health

*San Pedro*

**1:45–3:00 p.m.**

**Concurrent Sessions**

Job Stress and Health Interventions (Paper Panel Session)

*Santa Gabriel C*

Effects of the Work Environment on Income and Productivity (Paper Panel Session)

*Santa Barbara C*

Occupational Health Disparities Among Racial and Ethnic Minorities: Current Findings and New Research Directions (Symposium)

*Palos Verdes*

Generational and Aging Workforce Issues (Paper Panel Session)

*San Fernando*

Data Collection Methods and Measure Validation (Paper Panel Session)

*San Bernardino*

Psychosocial Work Stress and Its Effects on Subjective and Objective Sleep Parameters (Symposium)

*San Pedro*

Stress and Well Being Among Healthcare Sector Employees (Symposium)

*Santa Barbara A/B*

Job Insecurity and Changing Work Conditions (Paper Panel Session)

*San Gabriel A/B*

**3:00–3:15 p.m.**

**Break** (with refreshments)

**3:15–4:30 p.m.**

**Concurrent Sessions**

Organizational Health Intervention Research: Model-Based Approaches to Total Worker Health™ (Symposium)

*San Gabriel C*

Workplace Psychosocial Environment: Individual and Organizational Outcomes (Paper Panel Session)

*Santa Barbara C*

Fresh Perspectives on Workplace Aggression (Symposium)

*Palos Verdes*

Psychosocial Working Conditions and Obesity Research in High-Risk Occupations and Populations (Symposium)

*San Fernando*

The Impact of Emotional Intelligence and Emotional Labor on Worker Wellbeing (Paper Panel Session)

*San Bernardino*

Working Outside the Boundaries of Traditional Time and Place (Paper Panel Session)

*San Pedro*

Occupational Health Initiatives: Evidence-Based Safety and Health Interventions (Symposium)

*Santa Barbara A/B*

Occupational Health Psychology: Antecedents and Current Interests (Paper Panel Session)

*San Gabriel A/B*

**4:30–4:45 p.m.**

**Break**

**4:45–6:00 p.m.**

**Concurrent Sessions**

Beyond Worker Health: Toward a Systems Approach to Well-Being and Performance (Roundtable Discussion)

*San Gabriel C*

Work- and Employment-Related Determinants of Migration, Health Status, and Healthcare Cost Distribution (Paper Panel Session)

*Santa Barbara C*

Organizational Interventions and Reactions to Workplace Bullying (Paper Panel Session)

*Palos Verdes*

Creating and Measuring Positive and Engaging Work Environments (Paper Panel Session)

*San Fernando*

Burnout, Presenteeism, and Turnover Among Healthcare Workers (Paper Panel Session)

*San Bernardino*

Total Worker Health™: A Labor Viewpoint (Symposium)

*San Pedro*

Promoting Resilience and Preventing PTSD (Paper Panel Session)

*Santa Barbara A/B*

Preparing for Life After Graduate School: Careers in Occupational Health Psychology (Symposium)

*San Gabriel A/B*

**6:00 p.m.**

**Student Social  
Networking Event**

**SATURDAY, MAY 18**

**8:00–9:30 a.m.**

**Poster Session/  
Breakfast Reception**

*California Ballroom/Sacramento*

- Healthy Workplaces
- Workplace Diversity, Minority and Immigrant Workers, Health Disparities
- Effects of Workplace Mistreatment
- Work–Life Balance
- Social and Organizational Environment
- Resilience and Growth
- Safety Climate 1
- Research Methodology 1
- Prevention/Intervention Methods and Processes
- Workplace Engagement
- Personality
- Emerging Risks, Opportunities, and Issues in Work, Stress, and Health

**9:30–9:45 a.m.**

**Break**

**9:45–11:00 a.m.**

**Concurrent Sessions**

The Future of Corporate Wellness Programs (Symposium)

*San Gabriel C*

HSPH Center for Work, Health, and Well-Being: TWH™ Initiatives in Healthcare, Construction, and Manufacturing (Symposium)

*Santa Barbara C*

Providing Low-Cost Assistance for Workers Affected by Workplace Bullying (Symposium)

*Palos Verdes*

Burnout and Health Outcomes (Paper Panel Session)

*San Fernando*

Effects of Individual Differences on Worker Wellbeing (Paper Panel Session)

*San Bernardino*

Work, Health, and Family (Paper Panel Session)

*San Pedro*

Designing and Evaluating Interventions (Paper Panel Session)

*Santa Barbara A/B*

Initial Results From the Work, Family, and Health Study (Symposium)

*San Gabriel A/B*

**11:00–11:15 a.m.**

**Break**

**11:15 a.m.–12:30 p.m.**

**Concurrent Sessions**

Intellectual Activism: Using Social Media to Share Research and Promote Public Engagement on Employee Health (Symposium)

*San Gabriel C*

Total Worker Health™ and Health Promotion Interventions (Paper Panel Session)

*Santa Barbara C*

Community-Based Participatory Research With Low-Wage Workers in California (Symposium)

*Palos Verdes*

Implications of an Aging Workforce (Paper Panel Session)

*San Fernando*

Research on Nontraditional Stress and Health Topics (Paper Panel Session)

*San Bernardino*

Health, Recovery, and Individual Characteristics: Measurement and Interventions (Symposium)

*San Pedro*

Safety Climate Measurement and Modeling (Paper Panel Session)

*Santa Barbara A/B*

Work and Nonwork Support for Work–Life Issues (Paper Panel Session)

*San Gabriel A/B*

**12:30–1:45 p.m.**

**Lunch (on your own)**

**12:30–1:45 p.m.**

**Luncheon Tutorial Sessions**

Publishing in the *Journal of Occupational Health Psychology*: Questions From Prospective Authors

*San Gabriel C*

Innovations in Work–Family Research, Practice, and Policy: Effects on Total Worker Health™

*Santa Barbara C*

Health-Related Quality of Life: Common Measurement Practices and Their Applicability Towards Research in Work Stress

*San Pedro*

**1:45–3:00 p.m.**

**Concurrent Sessions**

Work, Physical Activity, and Health (Paper Panel Session)

*San Gabriel C*

The CDC's National Healthy Worksite Program With NHWP Implementation Contractor Viridian Health Management (Symposium)

*Santa Barbara C*

Getting Specific About Incivility–Outcome Relationships (Paper Panel Session)

*Palos Verdes*

Work-Related Psychosocial Risk Factors and Mental Health (Paper Panel Session)

*San Fernando*

Working Conditions and Stress Outcomes in Health Care (Paper Panel Session)

*San Bernardino*

The Effects of Organizational Change on Work Environment, Health, and Well-Being (Paper Panel Session)

*San Pedro*

Supervisor Influence on Safety Climate (Paper Panel Session)

*Santa Barbara A/B*

Work-Life Enrichment: Antecedents, Mechanisms, and Outcomes (Paper Panel Session)

*San Gabriel A/B*

**3:00-3:15 p.m.**

**Break** (with refreshments)

**3:15-4:30 p.m.**

**Concurrent Sessions**

Management of Absenteeism (Paper Panel Session)

*San Gabriel C*

Perspectives on Total Worker Health™ (Paper Panel Session)

*Santa Barbara C*

New Findings From the Dark Side: Racism, Sexism, and Heterosexism in Organizations (Symposium)

*Palos Verdes*

Recovery From Work (Paper Panel Session)

*San Fernando*

Longitudinal Studies of Stress and Health (Paper Panel Session)

*San Bernardino*

Impact of Shiftwork and Working Hours (Paper Panel Session)

*San Pedro*

Investigating Workplace Hazards, Conflicts, and Personality:

Promoting Injury Reporting and Risk Communication

(Paper Panel Session)

*Santa Barbara A/B*

Burnout and Work-Life Issues (Paper Panel Session)

*San Gabriel A/B*

**4:30-4:45 p.m.**

**Break**

**4:45-6:00 p.m.**

**Concurrent Sessions**

Occupational Health and Safety Management in European Enterprises: What Drives and Hinders Action? (Symposium)

*San Gabriel C*

Worksite Health Promotion Research and Practice: Improving Worker Vitality, Symptom Self-Management, and Work Engagement (Symposium)

*Santa Barbara C*

Health Disparities, Perceptions of Discrimination, and Worker Wellbeing (Paper Panel Session)

*Palos Verdes*

Psychosocial Risk Factors and Physical Health (Paper Panel Session)

*San Fernando*

The Impact of Coping Strategies on Stress (Paper Panel Session)

*San Bernardino*

Modeling Psychological Distress in Teams (Paper Panel Session)

*San Pedro*

Epidemiology of Hazardous Work (Paper Panel Session)

*Santa Barbara A/B*

Total Worker Health™ in Practice: Applying Research to Improve the Well-Being of Employees (Symposium)

*San Gabriel A/B*

**6:00-7:30 p.m.**

**SOHP Presidential Address, Reception, Awards**

Society for Occupational Health Psychology (SOHP) presidential address, reception, and OHP conference awards

*Avalon/Emerald Bay Ballroom*

**SUNDAY, MAY 19, 2013**

**8:00–9:30 a.m.**

**Poster Session/  
Breakfast Reception**

*California Ballroom/Sacramento*

- Health Promotion 2
- Economic Issues and Concerns
- Workplace Mistreatment
- Work Scheduling
- Factors Influencing Work–Life Balance
- Organizational Practices
- Job and Task Design
- Trauma and Stigmatization
- Psychological Effects of Job Stress
- Sleep, Fatigue, and Work
- Safety Climate 2
- Professional and Educational Development
- Research Methodology 2
- Positive Psychology in the Workplace

**9:30–9:45 a.m.**

**Break**

**9:45–11:00 a.m.**

**Concurrent Sessions**

Derailed Organizational Health and Well-Being Interventions: Confessions of Failure, Solutions for Success (Symposium)  
*San Gabriel C*

Total Worker Health™: Interventions at the Oregon Healthy Workforce Center (Symposium)  
*Santa Barbara C*

Effects of Organizational Change on Employee Well-Being (Paper Panel Session)  
*Palos Verdes*

Job Demands and Musculoskeletal Systems (Paper Panel Session)  
*San Fernando*

Interpreting Longitudinal Surveys: The Balance of Change and Stability in Organizational Life (Symposium)  
*San Bernardino*

The Role of Psychosocial Factors and Support in Worker Well-Being (Paper Panel Session)  
*San Pedro*

Preventing Traumatic Stress (Paper Panel Session)  
*Santa Barbara A/B*

Job Ambiguities and Job Insecurity (Paper Panel Session)  
*San Gabriel A/B*

**11:00–11:15 a.m.**

**Break**

**11:15 a.m.–12:30 p.m.**

**Concurrent Sessions**

The Importance of Fitting Organizational Intervention to the Context (Symposium)  
*San Gabriel C*

Individual and Organizational Risk Factors for Health in Different Occupational Settings (Paper Panel Session)  
*Santa Barbara C*

	8:00 a.m.	8:15	8:30	8:45	9:00 a.m.	9:15	9:30	9:45	10:00 a.m.	10:15	10:30	10:45	11:00 a.m.	11:15	11:30	11:45	12:00 p.m.	12:15	12:30	12:45	1:00 p.m.	1:15	1:30
<b>Thursday, May 16, 2013</b>	<b>8:00–9:00</b> Continental Breakfast				<b>9:00–12:00</b> Preconference Workshops									<b>12:00–1:00</b> Lunch				<b>1:00–4:00</b>					
<b>Friday, May 17, 2013</b>	<b>8:00–9:30</b> Poster Session/Breakfast				Break	<b>9:45–11:00</b> TWH Plenary				Break	<b>11:15–12:30</b> Concurrent Sessions				<b>12:30–1:45</b> Luncheon Tutorials								
<b>Saturday, May 18, 2013</b>	<b>8:00–9:30</b> Poster Session/Breakfast				Break	<b>9:45–11:00</b> Concurrent Sessions				Break	<b>11:15–12:30</b> Concurrent Sessions				<b>12:30–1:45</b> Luncheon Tutorials								
<b>Sunday, May 19, 2013</b>	<b>8:00–9:30</b> Poster Session/Breakfast				Break	<b>9:45–11:00</b> Concurrent Sessions				Break	<b>11:15–12:30</b> Concurrent Sessions				<b>12:30–1:45</b> Luncheon Tutorial Sessions								

Examination of Unique Antecedents of Workplace Mistreatment  
(Paper Panel Session)  
*Palos Verdes*

Work, Stress, and Cardiovascular Health (Paper Panel Session)  
*San Fernando*

Exploring the Determinants of Work Motivation (Paper Panel Session)  
*San Bernardino*

Physical and Mental Effects of Work Conditions (Paper Panel Session)  
*San Pedro*

Trauma and Resilience in the Military (Paper Panel Session)  
*Santa Barbara A/B*

Mechanisms for Moderating or Coping With Work-Related Stress or  
Trauma (Paper Panel Session)  
*San Gabriel A/B*

**12:30-1:45 p.m. Lunch (on your own)**

**12:30-1:45 p.m. Luncheon Tutorial Sessions**

State of the Art in Safety Climate Research  
*San Gabriel C*

Succeeding as a Spokesperson for Occupational Health: Preparing for  
News Media Interviews  
*Santa Barbara C*

**1:45-3:00 p.m. Concurrent Sessions**

Vitality at Work (Paper Panel Session)  
*San Gabriel C*

Stress-Related Disorders: Risk Factors Within and Beyond the  
Workplace (Paper Panel Session)  
*Santa Barbara C*

Development of a Culturally Tailored OSH Questionnaire for Latino  
Immigrant Workers (Symposium)  
*Palos Verdes*

Burnout Precursors and Protective Factors (Paper Panel Session)  
*San Fernando*

A Love/Hate Relationship With the Job (Symposium)  
*San Bernardino*

Job Content Questionnaire 2.0: Results of Multi-Country Pilot  
Studies and Final New Scale Decisions (Symposium)  
*San Pedro*

When Positive Work Experiences and Organizational Stressors Collide  
(Symposium)  
*Santa Barbara A/B*

NIOSH's Total Worker Health™ Centers of Excellence: Integrating  
Worker Protection and Health Promotion (Roundtable Discussion)  
*San Gabriel A/B*

1:45	2:00 p.m.	2:15	2:30	2:45	3:00 p.m.	3:15	3:30	3:45	4:00 p.m.	4:15	4:30	4:45	5:00 p.m.	5:15	5:30	5:45	6:00 p.m.	6:15	6:30	6:45	7:00 p.m.	7:15	7:30	7:45	8:00 p.m.	8:15	8:30
Preconference Workshops									Break	4:30-6:30 Opening Session						6:30-8:30 Opening Reception											
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																	
1:45-3:00 Concurrent Sessions		Break	3:15-4:30 Concurrent Sessions			Break	4:45-6:00 Concurrent Sessions			6:00-7:30 SOHP Presidential Address, Reception, Awards																	
1:45-3:00 Concurrent Sessions		Break	3:15-4:30 Concurrent Sessions			Break	4:45-5:30 Closing Plenary																				

**SUNDAY, MAY 19, 2013** (continued)

**3:00–3:15 p.m.**

**Break**

**3:15–4:30 p.m.**

**Concurrent Sessions**

Work Transitions and Mental Health Throughout the Work–Life Course (Symposium)

*San Gabriel C*

Taking Total Worker Health™ in New Directions: Contrasting General Versus Integrating Approaches (Symposium)

*Santa Barbara C*

Workplace Violence in At-Risk Occupations (Symposium)

*Palos Verdes*

Stress and Well-Being: Physical and Emotional Aspects (Paper Panel Session)

*San Fernando*

Workability and Health Risk Assessment/Prevention

(Paper Panel Session)

*San Bernardino*

Let All Social Partners in the Social Support Process Count: New Perspectives on Classical Theory (Symposium)

*San Pedro*

Safety Management in Hazardous Occupations (Paper Panel Session)

*Santa Barbara A/B*

**4:30–4:45 p.m.**

**Break**

**4:45–5:30 p.m.**

**Closing Plenary**

*Avalon/Emerald Bay Ballroom*

- Best Student Research Award
- Best Intervention Award
- Introduction to *Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations*
- Closing Remarks

# Invited Speakers

## OPENING SESSION PLENARY

### Work & Mental Health: Developing an Integrated Intervention Approach



**Anthony D. LaMontagne, ScD, MA, MEd**, is an associate professor and deputy director of the McCaughey VicHealth Centre for Community Wellbeing at the University of Melbourne's School of Population and Global Health. His background includes a bachelor of science degree from the University of Massachusetts (1982), master's degrees in molecular toxicology from Harvard University (1987) and science and adult basic education from the University of Massachusetts (1988), and a doctor of science in occupational health from the Harvard School of Public Health (1994).

His broad research interest is in developing the scientific and public understanding of work as a social determinant of health and translating this research into policy and practice to improve workplace and worker health. He has an international profile for cross-disciplinary applied epidemiology and intervention research in occupational health and safety and health promotion. Specific areas of intervention research expertise include promoting workplace mental health, improving job quality and psychosocial working conditions, and evaluating government policy interventions.

## LUNCHEON TUTORIALS

### An Epidemiology Primer for Occupational Health Researchers and Practitioners



**Amanda Sonnega, PhD**, received her doctoral degree from Johns Hopkins University School of Public Health in health psychology. She completed a postdoctoral fellowship in psychiatric epidemiology at the Institute for Social Research (ISR) at the University of Michigan. She is an assistant research scientist at ISR, where she is

responsible for integrating communication, outreach, and education efforts for the Health and Retirement Study, and she is a lecturer in the UM School of Public Health, where she teaches a class on psychosocial factors in health-related behavior. Her research focuses on vulnerability and resilience in aging individuals and the role of intergenerational transfers in retirement well-being.

### Applied Research and Consulting Opportunities in Occupational Safety and Health



**Joel Bennett, PhD**, is president of Organizational Wellness & Learning Systems (OWLS), a consulting firm that specializes in evidence-based wellness and e-learning technologies to promote organizational health and employee well-being. Dr. Bennett first delivered stress management programming in 1985, and

OWLS programs have since reached over 20,000 workers across the United States. He is primary developer of "Team Awareness," an evidence-based program recognized by the U.S. Department of Health and Human Services as effective in reducing employee behavioral risks.

Team Awareness has been adapted by the U.S. National Guard as one of their flagship prevention programs, and it has been used by restaurants, electrician training centers, small businesses, and Native American tribal government and has recently been used in South Africa. OWLS clients include corporate, private, nonprofit, local, and federal agencies. OWLS has received close to \$4 million in federal research grants to assess, design, and deliver workplace wellness programs. The OWLS service line includes the Small Business Wellness Initiative, IntelliPrev™, PrevTools™, and ExecuPrev™. Dr. Bennett is the author of over 20 peer-reviewed research articles and has authored/coauthored three books, including *Heart-Centered Leadership, Time & Intimacy*, and *Preventing Workplace Substance Abuse*. In 2008, he received the Service Leadership award from the National Wellness Institute. He earned his bachelor's degree in psychology and philosophy from the State University of New York (Purchase) and his MA and PhD in psychology from the University of Texas at Austin.



**Autumn Krauss, PhD**, is chief scientist at Sentis. In her role, she manages Sentis's global research team, who partner with clients to conduct safety culture audits, safety leadership assessments, and health and well-being interventions. She also works directly with individual organizations and industry associations to conduct workshops

and presentations on the psychology of workplace safety and health. Dr. Krauss is the director of the Sentis Academy, which includes all of Sentis's research internships and university partnerships. The Sentis Academy's current research program, in collaboration with the University of South Australia, investigates the factors that predict whether safety training is used on the job. She holds a PhD in industrial and organizational (I/O) psychology from Colorado State University.



**Kizzy Parks, PhD**, is president of K. Parks Consulting, Inc., an 8(a) certified woman-minority owned/operated small business providing full-service analytics and metrics services, recruiting, training and development, and workforce consulting. The firm specializes in helping organizations create a high-performance

workforce, providing customized business solutions based on business management principles and practical knowledge and experience. The firm's areas of expertise include organizational wellness and effectiveness, diversity and inclusion solutions, organizational assessments and metrics development, and training and development. The firm has provided services to the Department of Defense, the Defense Equal Opportunity Management Institute, and several Fortune 500 companies. In addition to leading successful consulting initiatives, Dr. Parks collaborates on numerous research teams and focuses on research in evaluating organizational development solutions, diversity and inclusion management, and organizational wellness and effectiveness. She received her MS and PhD in I/O psychology from the Florida Institute of Technology.

**Stephanie Pronk, MA**, is a senior vice president at Aon Hewitt, where she leads their national clinical health improvement and measurement team. Ms. Pronk combines more than 25 years of experience in developing, implementing, and evaluating health improvement strategies both domestically and globally. She uses the power of data analytics to provide evidence-based health solutions for clients that improve health and productivity and have a positive impact on the bottom line. Before joining Aon Hewitt, she served as vice president of employer and health management consulting at Ingenix. She also served as the chief health officer for RedBrick Health, where she was responsible for developing and executing the health and consumer engagement strategies of the company. She developed and led national health management consulting operations for various human capital consulting organizations, including Watson Wyatt and William M. Mercer. In this role, she helped clients find new approaches to improving, maintaining, and managing health by focusing on the complete spectrum of health conditions—from prevention to risk reduction to disease management. Ms. Pronk also brings actual hands-on experience in developing, implementing, and evaluating health promotion programs at Westinghouse Electric Corporation, where she was nationally recognized for her innovative program design and results. She began her career teaching health-related courses at the university level and conducted research in the areas of obesity and physical activity. She holds a bachelor's degree in physical education and health from Hastings College and a master's degree in health education from the University of Nebraska at Kearney (formerly Kearney State College).

**Douglas Roblin, PhD**, is a senior research scientist with the Center for Health Research/Southeast at Kaiser Permanente Georgia. He is also an adjunct assistant professor in health policy and management in the Rollins School of Public Health at Emory University. His principal research interests focus on organization and financing of health care delivery systems, social epidemiology, and evaluation of the influence of psychosocial factors on patient lifestyle, medication adherence, and health care utilization. He has over 2 decades of experience working as a statistician, health economist, and research investigator in health care organizations. Dr. Roblin is principal investigator on a project funded by the National Institute of Diabetes and Digestive and Kidney Diseases and on another funded by the American Cancer Society. He is the site investigator for the HMO Cancer Research Network and the HMO Cancer Communication Research Network. He is also site investigator for research studies of patient-provider communication, health literacy, patient quality of life following hospitalization, and improvements to osteoporosis diagnosis and treatment from interventions being tested in two cluster randomized trials. Dr. Roblin serves as a manuscript reviewer for various peer-reviewed journals, including the *American Journal of Managed Care*, *Medical Care Research and Review*, and *Medical Care*. He has served as deputy editor for *Medical Care*, was on the editorial committee for the *Journal of Quality Improvement*, and participated on the steering committee for the American Diabetes Association's Diabetes Physician Recognition Program from 1998 to 2004. He holds a PhD in anthropology from the University of Michigan and an MA in anthropology from the University of Chicago.



**Lindsay Sears, PhD**, is an executive director principal investigator responsible for advanced well-being research and custom analytics at Healthways, the largest independent global provider of Well-Being improvement solutions. She leads a research team primarily focused on the Healthways Well-Being Assessment and the

Gallup-Healthways Well-Being Index. She and her team provide data-driven insights and recommendations to clients of Healthways and to internal product development and product design groups. Dr. Sears has published several book chapters and research articles on employee well-being, stress, performance, and retention and is passionate about applying science in the discovery of new insights and opportunities to improve people's lives. Before joining Healthways in 2010, she spent several years as a consultant to human resource and organizational development groups. She earned her undergraduate degree in psychology from Rhodes College, her master's in I/O psychology from Portland State University, and her PhD in I/O psychology from Clemson University.

#### Measuring Biomarkers of Stress: A Workshop for Researchers Wanting to Expand Their Methodological Toolkit in Occupational Health



**Diane B. Miller, PhD**, is currently the head of the Chronic Stress & Neurotoxicology Laboratory of CDC-NIOSH at the NIOSH facility in Morgantown, WV. She received her doctorate in experimental psychology and psychopharmacology from the University of Kentucky in 1979. Before joining NIOSH, she

was a senior research toxicologist at the U.S. Environmental Protection Agency, where she evaluated the impact of diverse classes of compounds, including toxic chemicals, pharmacological agents, and drugs of abuse on the adult and developing nervous system. She has also investigated the role pesticides and other chemicals may play in the etiology of neurodegenerative diseases like Alzheimer's and Parkinson's. Her current research utilizes human populations considered to have high levels of occupational stress such as police officers as well as experimental animal models of stress. The release of certain hormones and other biologically active agents is an integral part of the stress response. A particular interest and focus of her research program is the biological mechanism by which substances like cortisol and catecholamines, released in response to stressor exposure, impact disease development. She is an associate editor of the *International Journal of Stress Management* and on the editorial boards of *Neurotoxicology & Teratology* and the *Journal of Drug and Alcohol Research*. Dr. Miller has authored over 100 papers in relevant peer-reviewed journals, including *Brain Research*, the *Journal of Neurochemistry*, and the *Journal of Occupational and Environmental Medicine*.



### **Publishing in the *Journal of Occupational Health Psychology*: Questions From Prospective Authors**



**Joseph J. Hurrell Jr., PhD**, is an adjunct professor of psychology at St. Mary's University in Halifax, Nova Scotia. He is the editor of the *Journal of Occupational Health Psychology* and holds BA and PhD degrees in psychology from Miami University and a master's in clinical psychology from Xavier University. He was previously affiliated with the CDC's NIOSH. He joined NIOSH in 1972 and was a pioneer in the study of psychological factors in occupational health. His leadership helped foster the now widespread international recognition of work-related psychological disorders as a major public health problem, and his research has led to the identification of a wide variety of work-related psychosocial conditions that serve as risk factors for psychological and physical ill health. Before retiring from NIOSH, he was the associate director for science for the Division of Surveillance, Hazard Evaluations and Field Studies, one of the largest divisions of CDC-NIOSH. In this capacity, Dr. Hurrell was responsible for the scientific quality of over 150 ongoing studies addressing a broad range of questions of substantial public health and regulatory importance. Dr. Hurrell has authored over 100 scientific publications and 8 books. He was a co-founder of the APA's *Journal of Occupational Health Psychology* and served as its associate editor for over 10 years. He is also a founding member of the Society of Occupational Health Psychology. Dr. Hurrell has been internationally recognized for his work and is the recipient of numerous awards, including the NIOSH Alice Hamilton Award that recognizes excellence in publications by NIOSH scientists.

### **Innovations in Work-Family Research, Practice, and Policy: Effects on Total Worker Health™**



**Leslie B. Hammer, PhD**, is a professor of psychology at Portland State University and a fellow of the Society for Industrial and Organizational Psychology (SIOP). Her research focuses on ways in which organizations can help reduce work and family stress and improve positive spillover by facilitating both formal and informal workplace supports. Dr. Hammer is the director of the Center for Work-Family Stress, Safety, and Health, funded by grants from the National Institute for Child Health and Human Development and NIOSH. This center is one of six that make up the national Work, Family, and Health Network. She is also the director of the Occupational Health Psychology graduate training program at Portland State University that is funded through a NIOSH training program grant. She is the associate director of the NIOSH-funded Oregon Healthy Workforce Center, one of four centers of excellence in Total Worker Health™. She is a past founding president of the Society for Occupational Health Psychology. Dr. Hammer is on the editorial boards of the *Journal of Occupational Health Psychology* (past associate editor), *Journal of Management*, *Journal of Business and Psychology*, and *Journal of Occupational and Organizational Psychology*. She has published numerous articles on work and family in such publications as the *Journal of Applied Psychology*, *Journal of Occupational Health*

*Psychology*, *Journal of Vocational Behavior*, *Journal of Family Issues*, *Human Resource Planning*, and *Journal of Marriage and the Family* and cowrote a book with Margaret Neal, PhD, titled *Working Couples Caring for Children and Aging Couples: Effects on Work and Well-Being*.

### **Health-Related Quality of Life: Common Measurement Practices and Their Applicability Towards Research in Work Stress**



**Tapas K. Ray, PhD**, is as an economist with CDC-NIOSH. He received his PhD in economics from the University of Connecticut in 2004 and his master's from the Delhi School of Economics in 1996. Before joining the CDC as a prevention effectiveness fellow, he worked in the field of environmental and regulatory economics. His current interests are economics of work stress, musculoskeletal disorders, occupational exposures to electromagnetic fields, and identification of macroeconomic factors contributing to injuries and illnesses in the U.S. manufacturing sector. He has published in both environmental and public health economics.

### **State of the Art in Safety Climate Research**



**Dov Zohar, PhD**, is a professor at the Faculty of Management, Technion – Israel Institute of Technology. He also holds a joint research appointment at the Liberty Mutual Research Institute for Safety in Hopkinton, MA. Dr. Zohar published the original paper on safety climate, which defined the concept and offered a measurement scale that has become the standard in this field. Since then, he has conducted numerous research and consulting projects in various countries that have been published in scientific and professional journals. His recent work focuses on the relationship between safety climate and culture and on a new model linking organizational climate and culture as leverages for organizational safety improvement. This work has won the Human Factors & Ergonomics Jerome Ely Award for Outstanding Scientific Contribution in 1981, the CDC/NIOSH Best Safety Intervention Award in 2003, and the APA Lifetime Achievement Award in 2008. He is also a fellow of SIOP.

### **Succeeding as a Spokesperson for Occupational Health: Preparing for News Media Interviews**

**Rhea K. Farberman, APR**, is the executive director for Public and



Member Communications at the American Psychological Association. Ms. Farberman manages the APA staff responsible for the association's outreach and response to news media and oversees its magazines and website. She has worked as a media relations professional for 25 years, representing academic, federal government, and nonprofit entities to the news media. She is frequently quoted in the national media on psychology topics as APA's spokesperson. She earned a BA in communications from the American University in Washington, DC, and completed graduate studies at the George Washington University. She is an accredited member of the Public Relations Society of America.







## Registration Information

Registration facilities for conference attendees are located at the San Diego registration booth outside the California Ballroom on Level 2.

Registration will be open during the following hours:

Thursday, May 16: 7:00 a.m.–6:00 p.m.  
Friday, May 17: 7:00 a.m.–6:00 p.m.  
Saturday, May 18: 7:00 a.m.–6:00 p.m.  
Sunday, May 19: 7:00 a.m.–12:00 noon

### ON-SITE REGISTRATION FEES

 \$425	Regular
 \$175	Student*
 \$445	SOHP New/Renewing
 \$405	SOHP 2013 Members

\*Please note that the student rate applies only to FULL-TIME degree-seeking undergraduate and graduate students. Verification of student status MAY be required at the time of registration.

# Other Information

## CONTINUING EDUCATION GENERAL INFORMATION

\$65

### Continuing Education (CE) Fee (\$65) for Entire Conference Program\*

Unlimited CE credit will be offered for all conference sessions **EXCEPT** roundtable discussions. A single fee of \$65 allows you to earn CE credits for as many of these sessions as you would like to attend.

\$35

### Continuing Education (CE) Fee (\$35) for Preconference Workshops\*

All preconference workshops will offer CE credits. A single fee (\$35) allows you to earn credit for any combination of preconference workshops attended.

\*Please note that the unlimited CE credit fee is separate from other conference fees charged for these sessions.

Sessions offering CE credit have been reviewed and approved by the APA Continuing Education in Psychology (CEP) Office, which maintains responsibility for their content. Full attendance at each session is required to receive CE credit.

## GENERAL LOGISTICAL INFORMATION

### Messages and Information

General conference information will be available at the San Diego registration booth. For information about any changes in the conference program, please check with someone at the registration booth. In addition, messages for conference attendees can be left there.

### Speaker-Ready Room

APA will provide a Speaker-Ready Room where presenters will provide their presentations to the audio/visual staff. The Speaker-Ready Room is located in Santa Anita C and will be open while the conference is in operation.

### Medical Assistance

If medical assistance is required, please notify someone in the registration area immediately.

### APA Books on Work, Stress, and Health

A combined APA book exhibit/book store representing publishers in the field of occupational stress and health issues will be located in Beaudry 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 16	8:00 a.m.–6:00 p.m.
Friday, May 17	8:00 a.m.–6:00 p.m.
Saturday, May 18	8:00 a.m.–6:00 p.m.
Sunday, May 19	8:00 a.m.–12:00 noon

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

### Wiley Books

Wiley publishes books and journals for professionals, academics, libraries, and students. Visit the Wiley tables to receive a 20% discount on books and free journal samples. The tables will be located outside the San Diego registration booth and will be open during the following hours:

Thursday, May 16	8:00 a.m.–6:00 p.m.
Friday, May 17	8:00 a.m.–6:00 p.m.
Saturday, May 18	8:00 a.m.–6:00 p.m.
Sunday, May 19	8:00 a.m.–12:00 noon

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 in the registration area. Individuals who have lost items in the conference facilities should check at this area and with hotel security.

# Conference Agenda

## THURSDAY, MAY 16

8:00–9:00 a.m.

### Continental Breakfast

### PRECONFERENCE WORKSHOPS

9:00 a.m.–12:00 p.m.

### Morning Workshops

#### A Beginner's Guide to Multilevel Modeling in Occupational Health Research

*San Gabriel A/B*

- Lisa M. Kath, PhD, and Mark G. Ehrhart, PhD, San Diego State University, San Diego, CA

#### An Orientation to the Occupational Stress and Recovery Process

*Santa Barbara A/B*

- Christopher J. L. Cunningham, PhD, The University of Tennessee at Chattanooga, TN

1:00–4:00 p.m.

### Afternoon Workshops

#### A Guide to Conducting Qualitative Research: What to Look Out For

*San Gabriel A/B*

- Irvin Sam Schonfeld, PhD, MPH, City College and the Graduate Center of CUNY, New York, NY; Joseph J. Mazzola, PhD, Roosevelt University, Schaumburg, IL

#### Archival Data: A Beginner's Guide to How and When to Use It

*Santa Barbara A/B*

- Gwenith G. Fisher, PhD, Institute for Social Research, University of Michigan, Ann Arbor, MI; Janet L. Barnes-Farrell, PhD, University of Connecticut, Storrs, CT

#### Healthy Leadership: Opportunities for Research, Practice, and Research-to-Practice

*Beaudry B*

- James Campbell Quick, PhD, University of Texas at Arlington, TX; Joel Bennett, PhD, Organizational Wellness & Learning Systems (OWLS), Fort Worth, TX

### OPENING SESSION

4:30–6:30 p.m.

*California Ballroom/San Francisco*

#### Welcome

- **Gwendolyn Puryear Keita, PhD**, American Psychological Association; **Steven L. Sauter, PhD**, National Institute for Occupational Safety and Health (NIOSH); **Vicki Magley, PhD**, President, Society for Occupational Health Psychology; **John Howard, MD, MPH, JD, LL.M.**, Director, NIOSH; **Jennifer F. Kelly, PhD, ABPP**, Atlanta Center for Behavioral Medicine (Member, APA Board of Directors)

#### Plenary Address

Work & Mental Health: Developing an Integrated Intervention Approach

- Anthony LaMontagne, ScD, MA, MEd, Associate Professor & Principal Research Fellow, McCaughey VicHealth Centre for Community Wellbeing, Melbourne School of Population and Global Health, University of Melbourne, Australia

#### Conference Awards Overview

- Naomi G. Swanson, PhD, NIOSH

#### *Lifetime Career Achievement in Research Awards*

**Christina Maslach, PhD**, University of California, Berkeley, CA

- Award presentation by Michael P. Leiter, PhD, Acadia University, Wolfville, NS, Canada

**Louise Fitzgerald, PhD**, University of Illinois at Urbana-Champaign, IL

*Champaign, IL*

- Award presentation by Lilia Cortina, PhD, University of Michigan, Ann Arbor, MI

#### *Early Career Achievement in Research Award*

**Sharon Toker, PhD**, Tel-Aviv University, Israel

- Award presentation by Mina Westman, PhD, Tel-Aviv University, Israel

#### *Early Career Achievement Practitioner Award*

**Autumn Krauss, PhD**, Sentis, Brisbane, Australia

- Award presentation by Robert Sinclair, PhD, Clemson University, SC

#### Closing Remarks

6:30–8:30 p.m.

### Opening Reception

*The Westin Bonaventure Hotel and Suites – Plaza Pool Deck*

## FRIDAY, MAY 17

8:00-9:30 a.m.

### Poster Session/ Breakfast Reception

California Ballroom/Sacramento

#### Health Promotion 1

- A1** Evaluation of a University Worksite-Based Total Health Program
- Erin M. DeCaro, MPH, University of Alabama, Tuscaloosa, AL; Kate Hendricks, MPH; Jessica Altice, MPH; Rebecca Kelly, PhD
- A2** Prevalence of Mindfulness Activities for Stress Reduction in the U.S. Workforce
- David J. Lee, PhD, University of Miami, Miller School of Medicine Epidemiology, Miami, FL; Stacey L. Tannenbaum, PhD; Manuel A. Ocasio, BS; Cristina A. Fernandez, MSEd; Lora E. Fleming, MD, PhD
- A3** Happy@Work: Effectiveness of a Preventive Web-Based Guided Self-Help Course for Employees With Depressive Symptoms
- Anna Geraedts, MA, Vrije University, Amsterdam, The Netherlands; Noortje Wiezer, PhD; Annet Kleiboer, PhD; Pim Cuijpers, PhD; Willem van Mechelen, PhD, MD
- A4** Vipassana Meditation Course Effects on Stress, Well-Being and Mindfulness at Postcourse and Six-Month Follow-Up
- Eleanor H. Wertheim, PhD, La Trobe University, Melbourne, Victoria, Australia; Roberta Szekeres, DPsych
- A5** Working Late: Organisational Health Intervention Evaluations—What Do Participants Find Beneficial?
- Myanna D. Duncan, PhD, Loughborough University, Loughborough, England, UK; Aadil Kazi, MSc; Cheryl O. Haslam, PhD

#### Individual Factors and Job Stress

- B1** Negative Humor Styles and Well-Being: Can Self-Enhancing Humor Buffer?
- Dr. Tabea E. Scheel, University of Vienna, Vienna, Austria
- B2** Occupational Stress, Coping and Wellbeing Among IT Professionals in Malaysia
- Hazel Melanie L. Ramos, PhD, IWHO, University of Nottingham Malaysia Campus, Semenyih, Selangor, Malaysia; Michael Mustafa, MSc; Jason Tan Jin Leong, MSc
- B3** Religious Coping as a Moderator of the Relationship Between Work Stressors and Job Attitudes
- Jennifer Welbourne, PhD, University of Texas-Pan American, Edinburg, TX; Celina Esparza, MA

- B4** Intrinsic and Extrinsic Job Features, Work Hours, and Job Stress: The Moderating Role of Individual Differences
- Yalda Shefa, BA, San Jose State University, San Jose, CA; Altovise M. Rogers, PhD
- B5** Energizing Our Way to a Better Workforce: An Examination of Employee Energy and Passion
- Brooke A. Baker, BA, Clemson University, SC; Amber N. Schroeder, PhD; Robin M. Kowalski, PhD

#### Risk and Protective Factors for Workplace Mistreatment

- C1** Examining Energy Regulation as a Predictor of Gender-Based Discrimination Responses
- Tessa S. Seidler, BA, Western Kentucky University, Bowling Green, KY; Amber N. Schroeder, PhD; Cameron R. Lile, BA
- C2** Enacted Aggression and Perpetrator Outcomes: The Moderating Roles of Experienced Aggression and Perpetrator Gender
- Lori Francis, PhD, Saint Mary's University, Halifax, NS, Canada; Ashley N. Leopold, MSc; E. Kevin Kelloway, PhD
- C3** Workplace Aggression in Multigenerational Workplaces
- Amy M. Warren, PhD, Memorial University of Newfoundland, St. John's, NL, Canada; E. Kevin Kelloway, PhD; Kathryn Dupré, PhD; Shawn Green, MER
- C4** School Employee Experiences of Student Violence: Risk and Protective Factors
- Benjamin Bass, BS, Old Dominion University, Norfolk, VA; Thivia Mogan, MS; Peter Y. Chen, PhD; Kimberly Henry, PhD; Rocco G. Tomazic, EdD; Yiqiong Li, PhD
- C5** Call Me Maybe? The Impact of Interview Format on Bias Against People With Disabilities
- Anjali Date, Master's candidate, Saint Mary's University, Halifax, NS, Canada; Victor Catano, PhD
- C6** What Shapes Self-Efficacy of Bullying Prevention?
- Peter Y. Chen, PhD, UniSA, Adelaide, SA, Australia; Konstantin P. Cigularov, PhD; Rocco Tomazic, EdD; Kimberly Henry, PhD; Yiqiong Li, PhD
- C7** Psychosocial and Organizational Risks of Workplace Violence in the Public Administration Sector in Poland
- Magdalena Warszewska-Makuch, MA, Central Institute for Labour Protection–National Research Institute, Warsaw, Poland


**FRIDAY, MAY 17** (continued)

- C8** Being Bullied at Work: Psychosocial Work Environment, Organisation's Economic Situation, and Individual Situation of the Target
- Maarit A-L Vartia, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Maria Hirvonen, MSc

**Human Resource Management and Benefits**

- D1** Vitalis: Back to Life and Back to Work
- Ingrid Anderzén, PhD, Uppsala University, Sweden; Anna Finnes, MS; Per Lytsy, MD, PhD
- D2** The Moderating Role of Education and Mediating Effect of Stress on Pay and Satisfaction
- Janelle H. Cheung, BA, Clemson University, SC; Kalifa K. Oliver, PhD

**Work-Life Balance Outcomes**

- E1** Daily Work-Family Conflict and Aggression Toward Family and Friends: A Moderated Mediated Model
- 
- Yihao Liu, BS, University of Florida, Gainesville, FL; Mo Wang, PhD; Chu-Hsiang Chang, PhD; Le Zhou, MS; Junqi Shi, PhD
- E2** Clusters of Work-Life Conflict and Facilitation and Employee Outcomes
- Elizabeth A. Rupprecht, MS, Saint Louis University, St. Louis, MO; Matthew J. Grawitch, PhD; Larissa K. Barber, PhD
- E3** What a Difference a Domain Makes: Discriminant Validity of Interactive Effects of Spillover on Balance
- Patrick W. Maloney, MS, Saint Louis University, St. Louis, MO; Matthew J. Grawitch, PhD; Larissa K. Barber, PhD
- E4** Perceived Dangerousness of the Job and Well-Being Among Correctional Officers: The Role of Perceived Stress and Family Supportive Supervisor Behaviors (FSSB)
- David D. Meier, BA, Portland State University, Portland, OR; Leslie B. Hammer, PhD; Charlotte Fritz, PhD
- E5** Work-Family Balance and Obesity: Evidence From the 2010 National Health Interview Survey
- Abay Asfaw, PhD, NIOSH, Washington, DC; Regina Panacryan, PhD

**Supervision and Leadership**

- F1** Letting Supervisors Help: An Introduction to the Use of Supervisor Support
- Alec Munc, BS, San Francisco State University, San Francisco, CA; Kevin Eschleman, PhD

- F2** Health-Promoting Leadership Behavior in Low-Qualified, Culturally Diverse Workgroups and the Role of Power Distance
- Julia Vowinkel, Dipl-Psych, University of Hamburg, Germany; Eva Winkler, Dipl-Psych; Christine Busch, Dr Dipl-Psych; Julia Clasen, Dr Dipl-Psych

- F3** Changing Working Conditions Among Public Sector Managers in Sweden: Investigating the Results of an Intervention Applying a Holistic Approach
- Erik Berntson, PhD, Stockholm University, Stockholm, Sweden

- F4** Organizational Antecedents to Transformational Leadership
- Susanne Tafvelin, MSc, Umeå University, Sweden; Kerstin Isaksson, PhD; Kristina Westerberg, PhD

**High-Risk Jobs and Populations**

- G1** Psychosocial Risk Management Among Prison Employees: The Impact of Multinational Public Security Policies
- Heriberto Valdez, Psychologist, Comisaría General de Prevención y Reinserción Social del Estado de Jalisco, Puente Grande, Jalisco, Mexico
- G2** Unique Perspectives of Job Stress Among Correction Officers: A Qualitative Investigation
- Timothy J. Bauerle, MA, University of Connecticut, Storrs, CT; Zandra Zweber, MA; Andrea Bizarro, BA; Robert A. Henning, PhD
- G3** Life Expectancy of Police Officers
- John M. Violanti, PhD, University at Buffalo, State University of New York, Buffalo, NY; Desta Fekedulegn, PhD; Tara Hartley, PhD; Michael E. Andrew, PhD; Ja K. Gu, MSPH; Cecil M. Burchfiel, PhD
- G4** Hardiness and Psychological Distress Among Police Officers in the Buffalo Cardio-Metabolic Occupational Police Stress Study
- Michael E. Andrew, PhD, NIOSH, Morgantown, WV; Anna Mnatsakanova, MA; Cecil M. Burchfiel, PhD; Luenda E. Charles, PhD; Tara A. Hartley, PhD; Ja K. Gu, MSPH; John M. Violanti, PhD
- G5** Learning From Reported Critical Incidents Towards Designing Tertiary Prevention Strategies for At-Risk Police Officers
- Jessica S. Dunn, MSc, Assistant Professor, Institute of Work, Health and Organisations, University of Nottingham Malaysia Campus; N. Hunt; A. Santos



Finalist for Best Student Research Award

### Psychological and Biological Effects of Stress in Emergency Personnel

- H1** Occupational Stress, Overweight and Tobacco: Cardiovascular Risk Factors Observed in Paramedics From Quebec
- Sandrine Hegg-Deloye, MSc, Université Laval, Québec, QC, Canada; Patrice Brassard, PhD; Jérôme Prairie, MSc; Dominique Larouche, BSc; Nathalie Jauvin, PhD; Paul Poirier, MD, PhD; Angelo Tremblay, PhD; Philippe Corbeil, PhD
- H2** A Low Hierarchical Support at Work Increases the Risk of Overweight
- Sandrine Hegg-Deloye, MSc, Université Laval, Québec, QC, Canada; Patrice Brassard, PhD; Jérôme Prairie, MSc; Dominique Larouche, BSc; Nathalie Jauvin, PhD; Pierre-Hugues Carmichael; Paul Poirier, MD, PhD; Angelo Tremblay, PhD; Philippe Corbeil, PhD
- H3** Addressing Suicide in the Law Enforcement Agency: Recommendations for Best Practices
- Holly M. Wohlers, MS, University of Wisconsin–Milwaukee, WI; Leah Rouse Arndt, PhD; Marisela Lopez, MS; Rae Anne Frey, BS; Katelyn Llewellyn, BS; Sonia Pinero, BS; Ia Xiong, doctoral candidate; Stephen Wester, PhD
- H4** Effects of the Work Environment on Nurse Burnout in Emergency Department
- Ayda Kebapci, BSN, MSN, School Of Nursing, Koç University, Istanbul, Turkey; Neriman Akyolcu, BSN, MSN, PhD

### Theoretical and Conceptual Issues in Job Stress

- I1** Quest for Happiness: How Much Does Work Matter?
- Mélissa Campbell, MSc, University of Quebec in Outaouais, Canada; Eric Gosselin, PhD
- I2** Psychological Detachment From Work: Construct Definition, Scale Development, and Factor Validation
- Jessica R. Petor, BS, Northern Kentucky University, Highland Heights, KY; Philip J. Moberg, PhD
- I3** Investigating Job Insecurity Climate From a Multilevel Perspective: Outcomes and Methodological Challenges
- Lena Låstad, PhD candidate, Stockholm University, Sweden; Aram Seddigh, PhD candidate; Erik Berntson, Associate Professor; Katharina Näswall, Associate Professor; Hugo Westerlund, Professor; Magnus Sverke, Professor
- I4** Relation Between Risk Factor(s), Mental Distress and Satisfaction at Work
- Matthieu Poirot, PhD, Midori Consulting, Paris, France; Vanessa Boissard, MD

- 15** Job Strain, Individualism–Collectivism, and Mental Health in Colombian Workers
- Boris E. Cendales, Sociologist, Universidad de Los Andes, Bogota, Colombia; Viviola Gomez, PhD
- 16** Need Satisfaction as a Mediator of the Relationship Between Recovery Experiences and Strain
- Lisa M. Perez, PhD, Minnesota State University, Mankato, MN; Paige Woodruff, MA; Marilyn L. Fox, PhD
- 17** The Adaptation Model of Job Stress: Developing a Conceptual Model
- Jeremy D. Mackey, MBA, Florida State University, Tallahassee, FL; Pamela L. Perrewé, PhD; James A. Meurs, PhD
- 18** Technostress: Day-Level Effects of an Accelerating Pace of Technological Change
- Roman Prem, Mag., University of Vienna, Austria; Prof. Christian Korunka; Dr. Bettina Kubicek

### Job Attitudes, Turnover, and Retention

- J1** Going the Extra Mile: Effects of Sex and Organizational Citizenship Behavior Type on Perceived Competence
- Lindsay Bryson, BA (Hons), Saint Mary's University, Halifax, NS, Canada; Joanna Solomon, BSc(Hons); Lucie Kocum, PhD; Camilla Holmvall, PhD
- J2** The Impact of Workload on Intent to Leave for University Faculty
- Logan H. Self, BS, Old Dominion University, Norfolk, VA; Miguel A. Padilla, PhD; Julia N. Zaharieva, MS
- J3** Clowns to the Left of Me, Conflict to the Right: Stuck With Relationship Conflict
- John P. Wittgenstein, BS, Florida International University, Miami, FL; Josh Allen, BA; Valentina Bruk-Lee, PhD; Ashley E. Nixon, PhD
- J4** The Effect of Autonomous Motivation and Situational Constraints on Organizational Commitment and Turnover Intentions
- Kalifa K. Oliver, PhD, Vanderbilt University, Nashville, TN
- J5** The Role of Motivational Aspects Among Teachers of Mathematics in Institutions of Preprimary Education and Elementary School
- Anne Levin, Professor, University of Bremen, Germany; Johanna Gläser, MSc

**FRIDAY, MAY 17 (continued)**

**NIOSH Program Portfolio**

- K1** The NIOSH Work Organization and Stress-Related Disorders Research Program
  - Jessica M. K. Streit, MS, and Naomi G. Swanson, PhD
- K2** A Holistic Approach for Assessing the Consequences of Work on Health
  - Rene Pana-Cryan, PhD, and Frank Hearl, PE
- K3** Overview of Hazards Related to the Organization of Work in Health Care
  - Susan McCrone, PhD, RN; Claire Caruso, PhD, RN; David Weissman, MD
- K4** Integrating Mental Health Into Emergency Preparedness and Response: Emergency Responder Health Monitoring Surveillance (ERHMS)
  - Kimberly Brinker, RN, MSN, MPH, and Renée Funk, DVM
- K5** The NIOSH Wholesale and Retail Trade Sector Program
  - Rashaun Roberts, PhD, and Vern Putz Anderson, PhD
- K6** The NIOSH Health Hazard Evaluation Program
  - Douglas M. Wiegand, PhD
- K7** The NIOSH Services Sector Program
  - Naomi G. Swanson, PhD, and David Utterback, PhD
- K8** The National Occupational Research Agenda: Priority Goals for the Manufacturing Sector
  - Gregory Lotz, PhD; Thais Morata, PhD; Alberto Garcia, MS
- K9** Integrating Construction Safety and Health Into Green Rating Systems
  - Matt Gillen, MS, CIH, and Christine M. Branche, PhD, FACE
- K10** NIOSH Total Worker Health™ Program: Exploring New Research Horizons for Workplace Safety and Health
  - Heidi Hudson, MPH; Kellie Pierson, MS; Chia-Chia Chang, MBA, MPH; Steven Sauter, PhD; Jeannie Nigam, MS; Anita Schill, PhD, MPH; L. Casey Chosewood, MD
- K11** Issues in Incorporating “Well-Being” Into Occupational Risk Assessment, Guidance, and Regulation
  - Paul A. Schulte, PhD; Thomas Cunningham, PhD; Carol M. Stephenson, PhD; Donald E. Eggerth, PhD; Thomas J. Lentz, PhD; Anasua Bhattacharya, PhD

**NIOSH Education Research Centers**

- L1** University of Iowa Healthier Workforce Center for Excellence: NIOSH Total Worker Health™ Center of Excellence
  - Jennifer L. Hall, EdD, University of Iowa Healthier Workforce Center for Excellence; Diane S. Rohlman, PhD; James A. Merchant, MD, DrPH
- L2** The Center for Promotion of Health in the New England Workplace: A NIOSH Total Worker Health™ Center for Excellence
  - Nicole Champagne, EdD, University of Massachusetts Lowell, Lowell MA; Suzanne Nobrega, MS; Robert Henning, PhD; Nicholas Warren, ScD; Martin G. Cherniack, MD; Laura Punnett, ScD
- L3** HSPH Center for Work, Health, and Wellbeing Conceptual Framework for Total Worker Health™ initiatives
  - Glorian Sorensen, PhD, Harvard School of Public Health, Boston, MA; Jack Dennerlein, PhD; Deborah McLellan, PhD; Lorraine Wallace
- L4** Oregon Healthy Workforce Center: A NIOSH Total Worker Health™ Center of Excellence
  - W. Kent Anger, PhD, Oregon Healthy WorkForce Center, Oregon Health & Science University, Portland, OR; Kerry Kuehl; Ryan Olson; Leslie Hammer; Laurel Kincl; Diane Rohlman

**9:30–9:45 a.m.** **Break**

**9:45–11:00 a.m.** **Special Plenary Session**

**Why Countries Need Total Worker Health™**

*California Ballroom/San Francisco*

**Moderator:** John Howard, MD, MPH, JD, LLM, Director, NIOSH, Washington, DC

**Participants:** Ebi Awosika, MD, MPH, Director, VHA Employee Health Promotion Disease Prevention, Acting Director, VHA Drug Testing & Impaired Provider Program, Veterans Health Administration; Pamela Hymel, MD, MPH, FACOEM, Chief Medical Officer, Walt Disney Parks and Resorts; David DeJoy, PhD, Professor Emeritus, Department of Health Promotion & Behavior, College of Public Health, University of Georgia, Athens, GA; Jamie F. Becker, LCSW-C, Associate Director, Health Promotion, Laborers’ Health & Safety Fund of North America

**11:00–11:15 a.m.** **Break**

**11:15 a.m.–12:30 p.m.** **Concurrent Sessions**



**Adhere or Adapt? Making Sense of Implementation Fidelity in Occupational Health Interventions (Symposium)**

*San Gabriel C*

**Chairs:** Henna Hasson, PhD, and Ulrica von Thiele Schwarz, PhD, Medical Management Centre, Karolinska Institute, Stockholm, Sweden

**Paper 1** Implementation Fidelity at Department Level: Process Analysis of an Organizational Level Occupational Health Intervention

- Terese Stenfors-Hayes, PhD, University of British Columbia, Vancouver, BC, Canada; Hanna Augustsson, MSc, PhD student; Henna Hasson, PhD; Ulrica von Thiele Schwarz, PhD

**Paper 2** Painting the Walls or Redesigning Jobs? Measuring and Documenting Active Ingredients During Complex Organizational Interventions

- Caroline Biron, PhD, Laval University, Quebec, Canada

**Paper 3** Using a Fidelity Framework to Balance Adaptation and Adherence: Examples From a Physical Exercise Intervention

- Ulrica von Thiele Schwarz, PhD, Medical Management Centre, Karolinska Institute, Stockholm, Sweden; Henna Hasson, PhD; Petra Lindfors, PhD

**Paper 4** What Happened? Understanding the Mechanisms of Change During Organizational Interventions

- Maria Karanika-Murray, PhD, Nottingham Trent University, UK; Caroline Biron, PhD

**Discussant:** Ray Randall, PhD, Loughborough University, UK

**Employment Status, Health, and Stress in a Changing Economy (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Regina Pana-Cryan, PhD, NIOSH, Washington, DC

**Paper 1** The Relationship Between Absenteeism and Presenteeism: Longitudinal Study of the Attendance Patterns of UK Workers

- Alison M. Collins, PhD, Lancaster University, England, UK; Professor Susan Cartwright

**Paper 2** Employers' View on Retention of Employees During the Economic Crisis

- Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands; Marianne van Zwieten, MSc; Romy Steenbeek, PhD

**Paper 3** Well-Being and Employability During the Job Search Process: A Diary Study of Individuals Receiving Re-Employment Coaching

- Katharina Näswall, PhD, University of Canterbury, Christchurch, New Zealand; Claudia Bernhard-Oettel, PhD

**Paper 4** The Great Recession and Job Stress Among Employed Workers

- Mark Tausig, PhD, University of Akron, OH; Rudy Fenwick, PhD

**Consequences of Mistreatment (Paper Panel Session)**

*Palos Verdes*

**Chair:** Kathi Miner, PhD, Texas A&M University, College Station, TX

**Paper 1** Workplace Bullying and Sickness Absenteeism From Work: Results From the 2010 National Health Interview Survey

- Abay G. Asfaw, PhD, NIOSH, Washington, DC; Chia-Chia Chang, MBA; Tapas Ray, PhD

**Paper 2** Bullying and Harassment Among College Students: Prevalence and Consequences for Alcohol Use and Mental Health

- Kathleen M. Rospenda, PhD, University of Illinois at Chicago, IL; Jennifer M. Wolff, PhD; Judith A. Richman, PhD

**Paper 3** Seeking Revenge: An Integrated Moderated Mediation Model of Workplace Aggression and Revenge Motivations

- Elliott Larson, BA, Baruch College and the Graduate Center, New York, NY; Vicki Magaly, PhD; Timothy Bauerle, MA; Kyleen Kolomick, MA

**Paper 4** The Curvilinear Relationships Between Abusive Supervision and Work Outcomes

- Kenneth J. Harris, PhD, Indiana University Southeast, New Albany, IN; Ranida B. Harris, PhD; Ana M. Rossi, PhD

**Risk Factors for Burnout (Paper Panel Session)**

*San Fernando*

**Chair:** Christina Maslach, PhD, University of California, Berkeley, CA

**Paper 1** The Mediating Role of Teamwork Between Job Demands and Job Burnout/Job Engagement Among Residents

- Karolina Doulougeri, MSc, University of Macedonia, Thessaloniki, Greece; Anthony Montgomery, PhD; Efharis Panagopoulou, PhD

**FRIDAY, MAY 17** (continued)

**Paper 2** Psychosocial Work Conditions in Association With Self-Rated Health and Burnout in Employees of Different Age

- Yawen Cheng, ScD, Institute of Health Policy and Management, National Taiwan University, Taipei, Taiwan R.O.C.; I-Shin Chen, BS; Chiou-Jong Chen, PhD; Hermann Burr, PhD; Hans-Martin Hasselhorn, MD, PhD

**Paper 3** Where to Start Prevention? Personal Resources and Burnout Risk Among German Student Teachers

- Jana F. Bauer, Degree in psychology, Department of Labor and Vocational Rehabilitation, University of Cologne, Germany; Professor Mathilde Niehaus

**Paper 4** The Relationship Between Decision Latitude Stress, Work Engagement and Burnout Among German Information and Communication Technology Workers

- Birgit S. Lehner, MA, Institute for Medical Sociology, Health Services Research and Rehabilitation Science (IMVR), University of Cologne, Germany; Julia Jung, PhD; Prof. Elke Driller; Prof. Holger Pfaff

**Models and Frameworks for Creating Healthy Workplaces (Paper Panel Session)**

*San Bernardino*

**Chair:** David DeJoy, PhD, University of Georgia, Athens, GA

**Paper 1** The WHO Healthy Workplace Framework and Model

- Evelyn Kortum, PhD, World Health Organization, Geneva, Switzerland

**Paper 2** Integrating the WHO Healthy Workplace Framework Into Canadian Business School Health, Safety and Well-Being Education

- Catherine Fitzgerald, MA, CCC, CHRP, Okanagan College and Saint Mary's University, BC, Canada; Catherine Loughlin, PhD

**Paper 3** Can Corporate Social Responsibility Be Used as a Driver for Occupational Health and Safety: Implications for OHP Practice

- Nicholas J.A. Andreou, MSc, University of Nottingham, UK; Stavroula Leka, PhD; Aditya Jain, PhD; Daniel Mari-Ripa, MSc

**Paper 4** A Community-Based Model for Total Worker Health™ in Small Business: Challenges and Opportunities

- Thomas R. Cunningham, PhD, NIOSH, Cincinnati, OH; Raymond Sinclair, PhD

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

*San Pedro*

**Moderators:** Jennifer Bunk, PhD, West Chester University of Pennsylvania, PA; Anisa Zvonkovic, PhD, Texas Tech University, Lubbock, TX

**The Journey to a National Standard of Canada for Psychological Health and Safety in the Workplace (Symposium)**

*Santa Barbara A/B*

**Participant 1:** Mary Ann Baynton, Mary Ann Baynton & Associates Consulting, co-chair of the Technical Committee on Psychological Health and Safety in the Workplace, program director for the Great-West Life Centre for Mental Health in the Workplace, and member of Mental Health Commission of Canada Advisory Committee

**Participant 2:** Sari Sairanen, National Health and Safety director, Canadian Auto Workers, and member of the Technical Committee on Psychological Health and Safety in the Workplace

**Temporary Employment in a Changing Labour Market: Implications for the Quality of Working Life, Job Insecurity, Health, Well-Being and Work-Related Attitudes (Symposium)**

*San Gabriel A/B*

**Chair:** Alfred F. Wagenaar, MSc, Radboud University Nijmegen, The Netherlands

**Paper 1** Predicting Who Gets Fired and Re-Hired: The Role of Workers' Employment Contract, Age, Health and Performance

- Alfred F. Wagenaar, MSc, Radboud University Nijmegen, The Netherlands; Michiel A.J. Kompier, PhD; Irene L.D. Houtman, PhD; Seth N. J. van den Bossche, MSc; Toon W. Taris, PhD

**Paper 2** Temporary, Self-Employed and Permanent Workers: A Swedish Study on Work Characteristics and Individual Well-Being Over Time

- Claudia Bernhard-Oettel, PhD, Stockholm University, Sweden; Constanze Leineweber, PhD; Hugo Westerlund, PhD

**Paper 3** The Employability of Temporary Workers: Opportunities for Learning and Development

- Ellen van Wijk, PhD, TNO, Hoofddorp, The Netherlands; John Klein Hesselink, PhD; Anneke Goudswaard, PhD

**12:30-1:45 p.m.**

**Lunch** (on your own)

**12:30-1:45 p.m.**

**Luncheon Tutorial Sessions**



Finalist for Best Student Research Award

**An Epidemiology Primer for Occupational Health Researchers and Practitioners**

*San Gabriel C*

Amanda Sonnega, PhD, Institute for Social Research, University of Michigan, Ann Arbor, MI

**Applied Research and Consulting Opportunities in Occupational Safety and Health**

*Santa Barbara C*

**Chair:** Lindsay Sears, PhD, Healthways, Franklin, TN

Joel Bennett, PhD, Organizational Wellness and Learning Systems (OWLS), Fort Worth, TX; Autumn Krauss, PhD, Sentis, Australia; Kizzy Parks, PhD, K. Parks Consulting, Inc., Melbourne, FL; Stephanie Pronk, MA, Aon Hewitt, Minneapolis, MN; Douglas Roblin, PhD, Kaiser Permanente Georgia, Atlanta, GA

**Measuring Biomarkers of Stress: A Tutorial for Researchers Wanting to Expand Their Methodological Toolkit in Occupational Health**

*San Pedro*

Diane B. Miller, PhD, NIOSH, Morgantown, WV

**1:45–3:00 p.m.**

**Concurrent Sessions**

**Job Stress and Health Interventions (Paper Panel Session)**

*San Gabriel C*

**Chair:** Paul Landsbergis, PhD, State University of New York Downstate Medical Center, New York, NY

**Paper 1** Preparation for a Strategic Job Stress Intervention Within the Community Health Sector: A Qualitative Analysis

- Amanda F. Allisey, PhD, Deakin University, Burwood, Victoria, Australia; Andrew J. Noblet, PhD; Kathryn M. Page, DPsych; Anthony D. LaMontagne, ScD, MA

**Paper 2** Organisational Interventions to Improve Wellbeing and Reduce Work-Related Stress in Teachers: A Systematic Review

- Ali Naghieh, MBA, MA, University of Oxford, UK

**Paper 3** Policy Interventions in Health and Safety: What Works and When—Evidence From the UK

- David. Hollis, MSc, University of Nottingham, UK; Stavroula Leka, PhD; Aditya Jain, PhD; Nicholas J.A. Andreou, MSc; Gerard. Zwetsloot, PhD

**Paper 4** Process and Results of Collective Evaluations of Participatory and Multilevel Interventions in Four SMEs (IT and Manufacturing)

- Christine Ipsen, PhD, Technical University of Denmark, Kgs. Lyngby, Denmark; Liv Gish, PhD

**Effects of the Work Environment on Income and Productivity (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Abay G. Asfaw, PhD, NIOSH, Washington, DC

**Paper 1** Effect of Childhood Victimization on Occupational Prestige and Income: Results From a National Longitudinal Survey

- Cristina A. Fernandez, MSED, University of Miami Miller School of Medicine, Miami FL; Sharon L. Christ, PhD; William G. LeBlanc, PhD; Kristopher L. Arheart, EdD; Noella A. Dietz, PhD; Kathryn E. McCollister, PhD; Lora E. Fleming, MD, PhD; Carles Muntaner, PhD, MHS; Peter Muennig, MD, MPH; David J. Lee, PhD

**Paper 2** Workplace Bullying and Health-Related Quality of Life: Results From the 2010 National Health Interview Survey

- Tapas K. Ray, PhD, NIOSH, Cincinnati, OH; Chia-Chia Chang, MBA; Abay G. Asfaw, PhD

**Paper 3** Passions and Pitfalls of CEO Behavior on Company Performance

- Fred Gertsen, PhD, Erasmus University, Rotterdam, The Netherlands; Leslee S. Brown, PhD

**Paper 4** Productivity Impairment Associated With Health and Non-Health Well-Being Risks: A Longitudinal Study in Pooled Employer Sample

- Yuyan Shi, PhD, University of California, San Diego, CA; Lindsay E. Sears, PhD; Carter R. Coberley, PhD; James E. Pope, MD

**Occupational Health Disparities Among Racial and Ethnic Minorities: Current Findings and New Research Directions (Symposium)**

*Palos Verdes*

**Chair:** Donald E. Eggerth, PhD, NIOSH, Cincinnati, OH

**Paper 1** Occupation Health and Stress Among Latino Immigrants

- Michael A. Flynn, MA, NIOSH, Cincinnati, OH

**Paper 2** Occupational Health Disparities and the Myth of the “Model Minority”

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

**Paper 3** Health Disparities and Work Stress Among African Americans

- Rashaun Roberts, PhD, NIOSH, Cincinnati, OH

**FRIDAY, MAY 17** (continued)

**Generational and Aging Workforce Issues  
(Paper Panel Session)**

*San Fernando*

**Chair:** Salla Toppinen-Tanner, PhD, Finnish Institute of Occupational Health, Helsinki, Finland

- Paper 1** Determinants of Physicians' Psychological Distress: Taking Into Account Generational Differences
- Cynthia Mathieu, PhD, Université du Québec à Trois-Rivières, QC, Canada; Caroline A. Mathieu, PhD
- Paper 2** Prospective Association Between Job Strain and Its Components With Cognitive Decline: A 20-Year Follow-Up of the Framingham Offspring Study
- Wilfred Agbenyikey, MPH, University of Massachusetts Lowell, The Framingham Heart Study, Lowell, MA; Rhoda Au, PhD; Robert Karasek, PhD
- Paper 3** Factors Associated With Job Lock in a National Survey of Older Workers
- James Grosch, PhD, NIOSH, Cincinnati, OH; Glenn Pransky, MD, MOcCH; Ross Wilkie, PhD; Gwenith Fisher, PhD

**Data Collection Methods and Measure Validation  
(Paper Panel Session)**

*San Bernardino*

**Chair:** Toni Alterman, PhD, NIOSH, Cincinnati, OH

- Paper 1** Construct Validity of the Individual Work Performance Questionnaire
- Linda Koopmans, MSc, Body@Work, TNO Leiden, VU University Medical Center, Amsterdam, The Netherlands; Claire Bernaards, PhD; Vincent Hildebrandt, PhD; Henrica de Vet, PhD; Allard J van der Beek, PhD
- Paper 2** SOOTHEing Stories From Nova Scotia: A Diary Study
- Michelle Thomason, PhD student, Saint Mary's University, Halifax, NS, Canada; E. Kevin Kelloway, PhD
- Paper 3** Aggression Preventative Supervisor Behavior: Cross-Validation of a New Scale
- Liu-Qin Yang, PhD, Portland State University, OR; David Caughlin, MS; Nanette Yragui, PhD; Kevin Novak, BA
- Paper 4** Development and Pilot Test of Surveys to Assess Hotel Housekeeper Working Conditions
- Kellie M. Pierson, MS, NIOSH, Cincinnati, OH; Jessica M.K. Streit, MS; Pamela Vossen, MPH; Lida Orta Anes, MP, MA, PhD; Philip J. Moberg, PhD; Michael A. Flynn, MA; Julie D. Strominger, BS; Susanna Nemes, PhD; Evan M. Jones, BS

**Psychosocial Work Stress and Its Effects on Subjective and Objective Sleep Parameters (Symposium)**

*San Pedro*

**Chairs:** Michelle Van Laethem, MSc, Radboud University Nijmegen, Behavioural Science Institute, The Netherlands; Göran Kecklund, PhD, Stress Research Institute, Stockholm University, Sweden

- Paper 1** Psychosocial Work Characteristics and Sleep: A Systematic Review of Longitudinal and Intervention Research
- Michelle Van Laethem, MSc, Radboud University Nijmegen, Behavioural Science Institute, The Netherlands; Debby G.J. Beckers, PhD; Michiel A.J. Kompier, PhD; Ap Dijksterhuis, PhD; Sabine A.E. Geurts, PhD
- Paper 2** Too Tired to Prevent Aggression Spillover: Insomnia Mediates the Effect of Abusive Supervision on Undermining at Home
- Larissa K. Barber, PhD, Northern Illinois University, DeKalb, IL; Shannon G. Taylor, PhD; James P. Burton, PhD
- Paper 3** Psychosocial Work Stress and Impaired Physiological Sleep: A Summary of a Series of Field Studies
- Göran Kecklund, PhD, Stress Research Institute, Stockholm University, Sweden; Torbjörn Åkerstedt, PhD
- Paper 4** Sleep, Rumination and Well-Being Among Emergency Workers
- Mirjam Radstaak, MSc, Radboud University Nijmegen, The Netherlands; Sabine A.E. Geurts, PhD; Debby G.J. Beckers, PhD; Jos F. Brosschot, PhD; Michiel A.J. Kompier, PhD

**Stress and Well Being Among Healthcare Sector Employees (Symposium)**

*Santa Barbara A/B*

**Chairs:** Leslie B. Hammer, PhD, and Sarah E. Van Dyck, BA, Portland State University, OR

- Paper 1** Work Schedulers and Schedule Flexibility in Organizations
- Ellen E. Kossek, PhD, Purdue University Krannert, West Lafayette, IN; Matthew M. Piszczek, MHRLR; Kristie McAlpine, MHRLR; Leslie B. Hammer, PhD; Lisa Buxbaum, MSEd
- Paper 2** Psychological Safety Climate, Job-Related Affective Strain, and Safety Workarounds
- Ashley E. Nixon, PhD, Willamette University, Salem, OR; Valentina Bruk-Lee, PhD

**Paper 3** Linking Workplace Psychological Aggression to Employee Health: The Moderating Role of Family-Supportive Supervisory Behaviors

- Nan Yragui, PhD, Washington Department of Labor & Industries, Olympia, WA; Leslie B. Hammer, PhD; Caitlin Demsky, MS; Sarah E. Van Dyck, BA

**Paper 4** Adverse Staffing Events' Effect on Nurse Well-Being and Nursing Practice

- David Cadiz, MBA, PhD; Damon Drown, MS; Sarah E. Van Dyck, BA; Sue Davidson, RN, PhD, CNS

**Job Insecurity and Changing Work Conditions  
(Paper Panel Session)**

*San Gabriel A/B*

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

**Paper 1** Is Leisure Time Physical Activity Related to Neck Pain? Data From 2004 to 2010 NHIS

- Haiou Yang, PhD, UC Irvine Center for Occupational and Environmental Health, Irvine, CA; Akinori Nakata, PhD; Linda Delp, PhD; Gary Wei, MPH; Dean Baker, MD, MPH

**Paper 2** Changes in Work Conditions in Taiwanese Employees by Age and Gender: 2001–2010

- Yawen Cheng, ScD, Institute of Health Policy and Management, National Taiwan University, Taipei, Taiwan R.O.C.; I-Shin Chen, BS; Hermann Burr, PhD; Chiou-Jong Chen, PhD; Tung-Liang Chiang, PhD

**Paper 3** Emotional Labor and Its Associated Factors Among Korean Workers

- Sung-il Cho, ScD, Seoul National University Graduate School of Public Health, Seoul, South Korea; Youngmee Kim, MPH

**Paper 4** The Increase in Job Insecurity: Trajectories and Risk Groups in the U.S. and Europe

- Christian Korunka, PhD, University of Vienna, Austria; Dr. Bettina Kubicek; Matea Paskvan, MS; Roman Prem, MS; Cornelia Gerdenitsch, MS

**3:00–3:15 p.m.** **Break** (with refreshments)

**3:15–4:30 p.m.** **Concurrent Sessions**

**Organizational Health Intervention Research: Model-Based Approaches to Total Worker Health™ (Symposium)**

*San Gabriel C*

**Chair:** Georg F. Bauer, PD, DrMed, DrPH, University of Zurich and ETH Zurich, Switzerland

**Paper 1** Model-Based Process and Outcome Evaluation of a Multi-Component, Multi-Level Stress Intervention in Eight Large Companies

- Georg F. Bauer, PD, DrMed, DrPH, University of Zurich and ETH Zurich, Switzerland; Rebecca Brauchli, PhD; Désirée Füllemann, MSc; Annemarie Fridrich, Dipl. Psych.; Gregor J. Jenny, PhD

**Paper 2** Appraisal of Single Intervention Elements of a Comprehensive Stress-Management Intervention at the Workplace

- Annemarie Fridrich, Dipl. Psych., ETH Zurich, Switzerland; Gregor J. Jenny, PhD; Georg F. Bauer, PD, DrMed, DrPH

**Paper 3** Longitudinal Analysis of Individual and Shared Participation in Stress Management Interventions and Change in Occupational Self-Efficacy

- Désirée Füllemann, MSc, ETH Zurich, Switzerland; Gregor J. Jenny, PhD; Rebecca Brauchli, PhD; Georg F. Bauer, PD, DrMed, DrPH

**Paper 4** Beyond Paid Work: Volunteering as a Psychosocial Resource Concerning Work–Life Balance and Health

- Romualdo Ramos, MSc, ETH Zurich, Switzerland; Rebecca Brauchli, PhD; Prof. Theo Wehner; Georg F. Bauer, PD, DrMed, DrPH; Oliver Hämmig, PhD

**Workplace Psychosocial Environment: Individual and Organizational Outcomes (Paper Panel Session)**

*Santa Barbara C*

**Chair:** William J. Strickland, PhD, Humrro, Alexandria, VA

**Paper 1** Health-Related Employer Support and Future Medical Expenditures

- Jessica A. Williams, MA, UCLA Fielding School of Public Health, Los Angeles, CA

**Paper 2** The Working Conditions Associated With Employee Attitudes in a Reformed Community Health Service

- Andrew J. Noblet, PhD, Deakin University, Burwood, Victoria, Australia; Amanda F. Allisey, PhD; Kathryn M. Page, DPsych; Anthony D. LaMontagne, ScD, MA

**Paper 3** Good Leadership and Psychosocial Work Environment Leads to Higher Productivity: A Cross-Sectional and Prospective Study

- Kasper Edwards, PhD, Technical University of Denmark, Lyngby, Denmark; Hermann Burr, PhD; Niels Møller, MSc; Jan Mouritsen, PhD; Dr. Tage Sønd Kristensen

**FRIDAY, MAY 17** (continued)

- Paper 4** The Influence of Work Characteristics on Return to Work Among Long-Term Sick-Listed Employees With Depression
- Dr. Jenny Huijs, TNO, Hoofddorp, The Netherlands; Dr. Lando Koppes; Prof. Toon Taris; Prof. Roland Blonk

**Fresh Perspectives on Workplace Aggression (Symposium)**

*Palos Verdes*

**Chairs:** Jenna C. Shapiro, BS, and Vicki J. Magley, PhD, University of Connecticut, Storrs, CT

- Paper 1** Coping With Abusive Supervision: Long Term Effects on Employee Attitudes and Intention
- Ismael Diaz, MS, Texas A&M University, College Station, TX; Kathi N. Miner, PhD; Mindy E. Bergman, PhD

- Paper 2** Linking Experienced Incivility to Instigated Incivility for Staff Members and Managers
- Arla Day, PhD, Saint Mary's University, Halifax, NS, Canada; Michael P. Leiter, PhD

- Paper 3** Workplace Aggression Normalization: A Scale Development Piece
- Jenna C. Shapiro, BS, University of Connecticut, Storrs, CT; Zandra Zweber, MA; Anna Young, BA; Vicki J. Magley, PhD

- Paper 4** Testing a Model of Civility Training Effectiveness
- Benjamin M. Walsh, PhD, University of Illinois Springfield, IL; Vicki J. Magley, PhD

**Discussant:** Julian Barling, PhD, Queens University School of Business, Kingston, ON, Canada

**Psychosocial Working Conditions and Obesity Research in High-Risk Occupations and Populations (Symposium)**

*San Fernando*

**Chair:** BongKyoo Choi, ScD, University of California Irvine, CA

- Paper 1** Psychosocial Occupational Risk Factors for Obesity in Male Firefighters: Results of the Forward Study Survey
- BongKyoo Choi, ScD, University of California Irvine, CA; Peter Schnall, MD; Marnie Dobson, PhD; Leslie Israel, DO; Javier Garcia, MS; SangBaek Ko, MD; Dean Baker, MD, MPH

- Paper 2** Occupational and Health Behavioral Causes of Obesity in Firefighters: A Qualitative Study
- Marnie Dobson, PhD, University of California Irvine, CA; BongKyoo Choi, ScD; Peter Schnall, MD; Erin Wigger, BA; Javier Garcia, MS; Leslie Israel, DO; Dean Baker, MD, MPH

- Paper 3** Physical Activity and Nutrition in Firefighters
- HyoungRyoul Kim, MD, The Catholic University of Korea, Seoul, South Korea; BongKyoo Choi, ScD; Peter Schnall, MD; Marnie Dobson, PhD; Leslie Israel, DO; Pietro Galassetti, MD; Javier Garcia, MS; Dean Baker, MD, MPH

- Paper 4** Obesity/Overweight and the Role of Working Conditions in Lower Income Workers: A Qualitative, Participatory Investigation
- Nicole Champagne, EdD, University of Massachusetts Lowell, MA; Suzanne Nobrega, MS; Marcy Goldstein-Gelb, BA; Mirna Montano, BA; Isabel López, BA; Jonny Arevalo, BA; Suezanne Bruce, BA; Laura Punnett, ScD

- Paper 5** Work and Obesity in Mexican Working Population From Different Occupations
- Horacio Tovalin Ahumada, DrPH, National Autonomous University of Mexico, Mexico City, México; Marlene Rodríguez Martínez, MSc

**The Impact of Emotional Intelligence and Emotional Labor on Worker Wellbeing (Paper Panel Session)**

*San Bernardino*

**Chair:** Jo Linder-Crow, PhD, California Psychological Association, Sacramento, CA

- Paper 1** The Impact of Personality, Trait Emotional Intelligence and Emotional Labour on Burnout Among Human Resource Professionals in Malaysia
- Angeli Santos, PhD, University of Nottingham Malaysia Campus, Semenyih, Selangor, Malaysia; Gwi Terk Chern, BSc

- Paper 2** “Emotionally Intelligent Labor”: A Multilevel Study About the Multifaceted Role of Emotional Intelligence in the Emotional Labor Process



- Sonja Scherer, Intermediate Diploma, Goethe-University Frankfurt, Frankfurt am Main, Hessen, Germany; Dr. Dieter Zapf; Sabine Machowski

- Paper 3** Effects of Emotional Intelligence and Ways of Coping on Work–Family Conflict: Evidence From the Hospitality Industry
- Sarlaksha Ganesh, PhD, Indian Institute of Technology (Madras), India; Mangadu P. Ganesh, PhD

**Working Outside the Boundaries of Traditional Time and Place (Paper Panel Session)**

*San Pedro*

**Chair:** Arturo Juarez-Garcia, PhD, Universidad Autonoma del Estado del Morales, Mexico



Finalist for Best Student Research Award

**Paper 1** A Diary Study on the Association Between Smartphone Use After Hours, Psychological Detachment and Exhaustion

- Daantje Derks, PhD, Erasmus University Rotterdam, The Netherlands; Elisabeth B. Schmitz, MSc; Heleen van Mierlo, PhD

**Paper 2** Boundaryless Work as a Threat Towards Mental Health

- Helle Holt, PhD, SFI – The Danish National Centre for Social Research, Copenhagen, Denmark; Mona Larsen, PhD

**Paper 3** Social Context and Engagement Moderate the Relation Between Daily Smartphone Use and Daily Work–Home Interference

- Daantje Derks, PhD, Erasmus University Rotterdam, The Netherlands; Desiree van Duin MSc; Arnold B. Bakker PhD

**Paper 4** The Effects of Telecommuting on Job Satisfaction: Role of Perceived Supervisor Support and Gender Differences

- Anna K. Young, BA, University of Connecticut, Storrs, CT; Daniel J. Herres, BA; Vicki J. Magley, PhD

**Occupational Health Initiatives: Evidence-Based Safety and Health Interventions (Symposium)**

*Santa Barbara A/B*

**Chairs:** Leslie B. Hammer, PhD, Portland State University, OR; Heather N. Odle-Dusseau, PhD, Gettysburg College, PA

**Paper 1** The Influence of Family-Supportive Supervisors on Job Satisfaction and Performance: An Organizational Change Initiative

- Heather N. Odle-Dusseau, PhD, Gettysburg College, PA; Leslie B. Hammer, PhD; Tori L. Crain, BS; Todd Bodner, PhD

**Paper 2** The SHIFT Weight Loss Intervention for Truck Drivers: Baseline Findings From a Randomized Controlled Trial

- Ryan Olson, PhD, Oregon Health and Science University, OR; Wipfli Bradley, PhD; Sharon Thompson, MS; W. Kent Anger, PhD; Todd Bodner, PhD; Diane Elliot, MD; Leslie B. Hammer, PhD; Nancy Perrin, PhD

**Paper 3** The Relation of Mindfulness Training to Public Schools Teachers' Moods, Satisfactions and Sleep

- Tori L. Crain, BS, Portland State University, OR; Kimberly A. Schonert-Reichl, PhD; Robert W. Roeser, MSW

**Occupational Health Psychology (OHP): Antecedents and Current Interests (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Steven L. Sauter, PhD, NIOSH, Cincinnati, OH

**Paper 1** Prehistory of Occupational Health Psychology

- Irvin S. Schonfeld, PhD, City College of the City University of New York, NY

**Paper 2** The Work Stress Turn: Publication Trends and Scientific Representations 1960–2012

- Ari Väänänen, PhD, DSocSc, Finnish Institute of Occupational Health, Helsinki, Finland

**Paper 3** What Are the Most Relevant Journals to OHP? Results of the OHP Publication Outlets Survey v2.0

- Leigh P. Schmitt, PhD, Austin Peay State University, Clarksville, TN; Maria Karanika-Murray, PhD; Irvin S. Schonfeld, PhD

**4:30–4:45 p.m.**

**Break**

**4:45–6:00 p.m.**

**Concurrent Sessions**

**Beyond Worker Health: Toward a Systems Approach to Well-Being and Performance (Roundtable Discussion)**

*San Gabriel C*

**Chair:** David W. Ballard, PsyD, MBA, American Psychological Association, Washington, DC

**Discussants:** David W. Ballard, PsyD, MBA, American Psychological Association, Washington, DC; Matthew J. Grawitch, PhD, Saint Louis University, St. Louis, MO; Larissa K. Barber, PhD, Northern Illinois University, DeKalb, IL; Lois E. Tetrick, PhD, George Mason University, Fairfax, VA

**Work- and Employment-Related Determinants of Migration, Health Status, and Healthcare Cost Distribution (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Douglas W. Roblin, PhD, Kaiser Permanente, Atlanta, GA

**Paper 1** Labor Migration Among Skilled Professionals: Push and Pull Factors in the Migration Process

- Annekatrin Hoppe, PhD, Humboldt University Berlin, Germany; Kaori Fujishiro, PhD; Alena Böhm

**Paper 2** Longest Held Occupation and Long-Term Impairment: Empirical Evidence From the Health and Retirement Study

- Regina Pana-Cryan, PhD, NIOSH, Washington, DC; Abay Asfaw, PhD

**FRIDAY, MAY 17 (continued)**

**Paper 3** The “Cost-Shifting” Impacts of Contingent Employment in the U.S. Agriculture: The Case of Health Insurance  
 • Chia C. Chang, MPH, MBA, NIOSH, Washington, DC; Abay Asfaw, PhD

**Paper 4** Work Psychosocial Determinants of National Country Differences in Health and Gross Domestic Product  
 • Maureen F. Dollard, PhD, University of South Australia, Adelaide, Australia; Daniel Y Nesar

**Organizational Interventions and Reactions to Workplace Bullying (Paper Panel Session)**

*Palos Verdes*

**Chair:** Benjamin Walsh, PhD, University of Illinois, Springfield, IL

**Paper 1** Dissemination of Research Findings to Organizations: Designing a Web Tool for the Prevention of Workplace Bullying  
 • Nathalie Jauvin, PhD, CSSS de la Vieille Capitale, Québec City, Canada; Nadine Bolduc, MA; Michel Vézina, MD, MPH; Charles Gagné, MA

**Paper 2** Establishing a Step-by-Step Approach to Handle Bullying in a Large, Multinational Corporation: The Example of Statoil  
 • Linn I.V. Bergh, MSc, Statoil ASA, Stavanger, Norway; Helge Hoel, PhD; Professor Ståle Einarsen

**Paper 3** Investigation of Complaints of Bullying at Work: Responsibilities and Basic Principles  
 • Maarit A-L Vartiainen, PhD, Finnish Institute of Occupational Health, Helsinki, Finland

**Paper 4** Workplace Bullying: American Employer Reluctance and Inefficacy of Target/Victim-Initiated Solutions  
 • Gary Namie, PhD, Workplace Bullying Institute, Bellingham, WA; Ruth Namie, PhD

**Creating and Measuring Positive and Engaging Work Environments (Paper Panel Session)**

*San Fernando*

**Chair:** Ivonne Moreno-Velázquez, PhD, University of Puerto Rico, San Juan, PR

**Paper 1** Wellbeing at Work: What Is a Good Job?  
 • Andrew P. Smith, PhD, Centre for Occupational and Health Psychology, School of Psychology, Cardiff University, UK

**Paper 2** Serious Gaming Used as Management Intervention to Prevent Work-Related Stress and Raise Work-Engagement Among Workers  
 • Maartje Bakhuis Roozeboom, MSc, TNO, Hoofddorp, The Netherlands; Noortje Wiezer, PhD; Catelijne Joling, PhD

**Paper 3** The Daily Influence of Transactional and Transformational Leaders on Followers’ Work Engagement  
 • Kimberley Breevaart, MSc, Erasmus University Rotterdam, The Netherlands; Prof. Arnold B. Bakker; Jørn Hetland, PhD; Prof. Evangelia Demerouti; Olaf K. Olsen, PhD; Roar Espevik, PhD

**Paper 4** Investigating State Work Engagement Using Experience Sampling Method  
 • Masakatsu Ono, MA, Claremont Graduate University, Claremont, CA; Damian Vaughn, BA

**Burnout, Presenteeism, and Turnover Among Healthcare Workers (Paper Panel Session)**

*San Bernardino*

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

**Paper 1** Job Demands, Burnout, and Suboptimal Care: Evidence From a Sample of Romanian Health Professionals  
 • Adriana Baban, PhD, Babes-Bolyai University, Cluj-Napoca, Cluj, Romania; Florina Spanu, PhD student

**Paper 2** Understanding Turnover as a Process: The Case of Nurses in a Québec Health Centre  
 • Nancy Côté, PhD candidate, Université de Montréal, Québec City, Canada; Audrey Duchesne; Nadine Bolduc

**Paper 3** Facilitators and Barriers for Workplace Participatory Interventions: Perspectives From Employees and Management in Three Nursing Homes  
 • Yuan Zhang, PhD, University of Massachusetts Lowell, MA; Marian Flum, ScD; Rajashree S. Kotejoshyer, MS; Jane Fleishman, MS; Robert Henning, PhD; Laura Punnett, ScD

**Total Worker Health™: A Labor Viewpoint (Symposium)**

*San Pedro*

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

**Paper 1** Women and Health: A Study of Female Shift Workers in the Transportation Industry  
 • Ed Watt, MA, Transport Workers Union; Alison Bondanza, MA



- Paper 2** Unmet Research Needs of Women Hotel Housekeepers
- Pamela Vossen, UNITE HERE
- Paper 3** Occupational Health Issues Among Warehouse Workers
- Andrea Nicholls, MPH, Los Angeles Federation of Labor, Los Angeles, CA
- Paper 4** A Labor Viewpoint: The Canadian Psychological Health Standard
- Sari Sairanen, BA, Canadian Auto Workers
- Paper 5** Organizational Change and Total Worker Health™: A Commentary
- Peter Schnall, MD, MPH, University of California–Irvine, UCLA, and Center for Social Epidemiology, Santa Monica, CA; Paul Landsbergis, PhD; Marnie Dobson, PhD

**Promoting Resilience and Preventing Posttraumatic Stress Disorder (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** Bengt Arnetz, MD, PhD, Wayne State University, Detroit, MI

- Paper 1** Primary and Secondary Traumatization Among Israeli Firefighters: Prevalence Rates and Resilience Factors
- Talma Kushnir, PhD, Ben-Gurion University of the Negev, Beer Sheva, Israel; Lugassi Marc, PhD; Zeev Kaplan, MD
- Paper 2** First Responder Stress, Resilience, and Performance: A National Study Across First Responder Groups
- Bengt Arnetz, MD, PhD, Wayne State University, Detroit, MI; Eamonn Arble, MS
- Paper 3** Frequency and Type of Exposure to Secondary Trauma and Incidence of Posttraumatic Stress in Medical Examiner Personnel
- Elizabeth Brondolo, PhD, St. John's University, Jamaica, NY; Kristina Murani, BA; Pegah Eftekhazadeh; Douglas Delahanty, PhD

**Preparing for Life After Graduate School: Careers in Occupational Health Psychology (Symposium)**

*San Gabriel A/B*

**Chair:** Tori L. Crain, MS, Portland State University, Portland, OR; Madlen Gohlke, BA, Hofstra University, Hempstead, NY

**Discussants:** Christopher J.L. Cunningham, PhD, The University of Tennessee at Chattanooga, TN; Russell Matthews, PhD, Bowling Green State University, OH; Autumn D. Krauss, PhD, Sentis, Brisbane, Australia; Yueng-hsiang (Emily) Huang, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA

**6:00 p.m.**

**Student Social  
Networking Event**

**SATURDAY, MAY 18**

**8:00–9:30 a.m.**

**Poster Session/  
Breakfast Reception**

*California Ballroom/Sacramento*

**Healthy Workplaces**

- A1** A Primary Intervention Concept for Preventing Work Related Stress in SMEs Using In-House Resources and Competences
- Liv Gish, PhD, DTU Management Engineering, Kgs. Lyngby, Denmark; Christine Ipsen, PhD
- A2** Mental Health Awareness Training (MHAT): An Intervention for Leaders
- Jennifer K. Dimoff, HBS, Saint Mary's University, Halifax, NS, Canada; E. Kevin Kelloway, PhD
- A3** The Impact of Psychologically Healthy Workplace and Practice Resource Appraisals on Worker Outcomes
- Elizabeth A. Rupperecht, MS, Saint Louis University, St. Louis, MO; Matthew J. Grawitch, PhD; Larissa K. Barber, PhD
- A4** The Importance of Shared Perceptions on Organizational Learning Between Leaders and Their Teams
- Susanne Tafvelin, MSc, Umea University, Sweden; Henna Hasson, PhD; Ulrica von Thiele Schwarz, PhD
- A5** Workplace Well-Being: Building Positive and Psychologically Healthy Workplaces
- Danielle Mercer, PhD student, Saint Mary's University, Halifax, NS, Canada; Catherine Loughlin, PhD
- A6** Analyzing the Relationship Between Employers' External Image and OSH Initiatives in Europe
- Daniel Mari Ripa MSc, University of Oviedo, Asturias, Spain; Aditya Jain, PhD; Stavroula Leka, PhD; Juan Herrero Olaizola, PhD

**Workplace Diversity, Minority and Immigrant Workers, Health Disparities**

- B1** Characterizing Stress in Hispanic Agricultural Workers
- Diane S. Rohlman, PhD, Oregon Health and Science University, Portland, OR; Meagan C. Shaw, BA; Huszar Silvia, BA; Khalid Khan, PhD
- B2** Self-Aspect Overlap and Culture Impact on Employee Health Outcomes
- Jessica S. Waldrop, MS, Saint Louis University, St. Louis, MO; Elizabeth A. Rupperecht, MS; Amy M. Garczynski, MS; Matthew J. Grawitch, PhD
- B3** Sex and Racial Inequality in Distribution of Workplace Social Factors: Intermediary Determinants of Health
- Toni Alterman, PhD, NIOSH, Cincinnati, OH; Sara E. Luckhaupt, MPH, MD; Rui Shen, PhD; Jia Li, MS

**SATURDAY, MAY 18** (continued)

- B4** Modelling Gender-Related Diversity in Common Health Complaints: Understanding the Aetiological Role of Working Conditions, Psychosocial Hazards, and Unpaid Domestic Labour
- Juliet Hassard, MSc, Birkbeck College, University of London, Wales, UK; Stavroula Leka, PhD; Tom Cox, PhD

- B5** Organizational Factors Associated With Work-Related Injury Among Korean Workers
- Jae Bum Park, PhD, Ajou University, Suwon, South Korea; Ming-Lun Lu, PhD; Akinori Nakata, PhD; Naomi G. Swanson, PhD

**Effects of Workplace Mistreatment**

- C1** Linking Mistreatment From Customers and Employee Strain: The Role of Rumination
- Camilla M. Holmval, PhD, Saint Mary's University, Halifax, NS, Canada; Erin Sheppard, BA

- C2** Differential Reactions to Incivility in American and Chinese Workers
- Ryan P. Whorton, MS, Bowling Green State University, Bowling Green, OH; Yiwei Chen, PhD; Kelsey-Jo Ritter, BS; Rixin Tang, PhD; Steve M. Jex, PhD

- C3** Workplace Incivility, Political Orientation, and Health During Canadian and American Political Elections
- R. Linden Wooderson, BA, Texas A&M University, College Station, TX; Kathi N. Miner, PhD; M. Sandy Hershcovis, PhD

- C4** The Experience of Obesity Discrimination in the Workplace Before Bariatric Surgery and the Treatment Changes After
- Selina L. Mangassarian, MA, California School of Professional Psychology, CA; Emin Gharibian, MA; Lekeisha Sumner, PhD

- C5** Types of Conflict at Work and Psychological Strain: A Meta-Analysis
- Valentina Bruk Lee, PhD, Florida International University, Miami, FL; Ashley E. Nixon, PhD; John Wittgenstein, BS; Josh Allen, BA

**Work-Life Balance**

- D1** Decision Making as a Framework for Understanding Supervisors' Approach to Employee Work-Life Dilemmas
- Lisa L. Scherer, PhD, University of Nebraska-Omaha, NE; Christine J. Quick, BS; Stephanie L. Mueller, BS; Erin C. Gallagher-Clothier, MA; Eric J. Faurote, MA

- D2** Interpersonal Conflict at Work and Satisfaction With Work-Family Balance: The Role of Self-Leadership Strategies
- Sarah F. Bailey, MA, Northern Illinois University, DeKalb, IL; Larissa K. Barber, PhD; Logan M. Justice, MA

- D3** The Effects of Work Family Organizational Culture and Transformational Leadership on Life and Relationship Satisfaction
- Kathyne Dupré, PhD, Memorial University of Newfoundland, St. John's, NL, Canada; Amy M. Warren, PhD; Ashley Blackmore, MA

- D4** Learning How to Manage the Boundaries Between Life Domains: Effects of a Boundary Management Training
- Miriam Rexroth, MSc, Heidelberg University, Germany; Prof. Karlheinz Sonntag

- D5** The Effects of Recovery Experience on Resilience Among Air Force Captains
- Kevin J. Eschleman, PhD, San Francisco State University, CA; Gene M. Alarcon, PhD; Alec Munc, BA; Alex Barelka, PhD

- D6** Work-Life Balance and Quality of Life Among Employees in Malaysia
- Hazel Melanie L. Ramos, PhD, Insitute of Work, Health and Organisations (IWHO) University of Nottingham Malaysia Campus, Semenyih, Selangor, Malaysia; Felix D. Francis, BSc; Reuben Varughese Philip, BSc

- D7** Professional African American and Women Work-Life Balance
- Tina R. Houston-Armstrong, PhD, California School of Professional Psychology, CA; Nina Nguyen, BA; Jessica Hawkins, BA

**Social and Organizational Environment**

- E1** Needs, Good Practices and Strategies to Promote Organizational Wellbeing in Non-Profit Organizations (NPO) of Morelos, Mexico
- Imke Hindrichs, PhD, Universidad Autónoma del Estado de Morelos (UAEM), Mexico; Ulises Hernández-Peña, BSc; Emilio David Beltran-Villegas, BSc

- E2** Antecedents and Consequences of Workplace Incivility and the Role of Past Experience
- M. Anthony Machin, PhD, University of Southern Queensland, Australia; Marisa R. Bertello, MPsych (Clin); Caroline Gillespie, BSc (Hons)

- E3** Supportive Workplace Environment, Perceived Work Demands and Stress Among Executives in the Canadian Public Service
- Leah L. Simpkins, PhD candidate, University of Ottawa, ON, Canada; Louise Lemyre, PhD; Wayne Corneil, ScD; Celine Pinsent, PhD

- E4** “I Wanted You to Know”: How Women With Breast Cancer Inform Their Workplaces
- Lucie Kocum, PhD, Saint Mary’s University, Halifax, NS, Canada; Lynne Robinson, PhD; Catherine Loughlin, PhD; Lindsay Bryson, BA

- E5** What’s Task Conflict Got to Do With it?  
A Meta-Analytical Review
- John P. Wittgenstein, BS, Florida International University, Miami, FL; Josh Allen, BA; Valentina Bruk-Lee, PhD; Ashley E. Nixon, PhD

#### Resilience and Growth

- F1** A Phenomenological Exploration of the Role of Meaning-Making in the Resilience of Aid Workers
- Christina Montaiuti, PhD, Walden University; Pat Carmoney, PhD
- F2** Factors Contributing to Positive Traumatic Growth Following Involvement in Work Trauma for Transportation Workers
- Patrick Sherry, PhD, University of Denver, CO; Jill Pinarowicz, PhD; Jessica Henritze-Hoye, BA
- F3** Sharing Stories of the 9/11 Experience: Examining Rumination as a Means to Posttraumatic Growth
- Katherine M. Richardson, PhD, Pace University, New York, NY

#### Safety Climate 1

- G1** Differential Effects of Regulatory Focus on Safety Compliance and Safety Participation
- Ashlie R. Britton, BA, Bowling Green State University, Bowling Green, OH; Steve M. Jex, PhD
- G2** Developing a Comprehensive Understanding of Risk Perception: A Meta-Analysis
- Lori A. Snyder, PhD, University of Oklahoma, Norman, OK; Brett Litwiller, MA; William D. Taylor, BA
- G3** Effects of Staff Bonus Systems on Safety Behaviors
- Malin Mattson, MSc, Stockholm University, Sweden; Ingemar Torbiörn, Prof. Emer.; Johnny Hellgren, Assoc. Prof.
- G4** Ergonomics Climate: Balancing Safety and Productivity in Organizations
- Krista Hoffmeister, MS, Colorado State University, Fort Collins, CO; Natalie V. Schwatka, MS; Alyssa Gibbons, PhD; John C. Rosecrance, PhD

- G5** Investigating Safety Climate and Ergonomics Climate in Relation to Self-Reported Pain as a Health Outcome
- Lauren A. Murphy, PhD, Harvard School of Public Health, Boston, MA, and Liberty Mutual Research Institute for Safety, Hopkinton, MA; Jack Dennerlein, PhD; Michelle M. Robertson, PhD; Alberto Caban-Martinez, PhD

#### Research Methodology 1

- H1** Developing an Evaluation Survey for the NIOSH Rest Break Topic Page
- Jessica M.K. Streit, MS, NIOSH, Cincinnati, OH; Gail M. Cengia, MS; Jessica M. Damicone, MS; Mallory N. Reed, MS; Philip J. Moberg, PhD; Julie D. Strominger, BS; Kellie M. Pierson, MS; Traci L. Galinsky, PhD
- H2** Cognitive Resource Depletion Scale: Dimensions and Correlates for the Workplace
- Sylvia Gutowska, BS, Northern Kentucky University, Highland Heights, KY; Angela Sarver, BS; Cori White, BS; Erin Bicknell, BA; Philip J. Moberg, PhD
- H3** The Common Problem?: Examining the Impact of Common-Method Variance on the Measurement of Job Attitudes
- Kalifa K. Oliver, PhD, Vanderbilt University, Nashville, TN
- H4** Recall vs. Recognition Measures of Accident Under-Reporting
- Tahira M. Probst, PhD, Washington State University, Vancouver, WA
- H5** Well-Being Locus of Control: The Development of a Measure
- Sarina M. Maneotis, MS, Sentis, Aurora, CO; Christine Smith, MS; Autumn D. Krauss, PhD
- H6** Multi-Faceted Organizational Health Climate Assessment: A Scale Development
- Zandra M. Zweber, MA, University of Connecticut, Storrs, CT; Robert A. Henning, PhD; Vicki J. Magley, PhD
- H7** Collecting Occupational Data for a National Stroke Study Cohort: Methodology of the NIOSH-REGARDS Study
- Leslie A. MacDonald, ScD, NIOSH, Cincinnati, OH; LeaVonne Pulley, PhD; Misty J. Hein, PhD; Kaori Fujishiro, PhD; Virginia J. Howard, PhD

#### Prevention/Intervention Methods and Processes

- I1** Effectiveness of Job Search Interventions: A Meta-Analytic Review
- Songqi Liu, PhD, Pennsylvania State University, University Park, PA; Jason L. Huang, PhD; Mo Wang, PhD [*Best Intervention Competition Honorable Mention*]

**SATURDAY, MAY 18 (continued)**

- 12** Development of an Occupation-Specific Drug Use Screening Instrument for Flight Attendants
- Stephen Tueller, PhD, RTI International, Research Triangle Park, NC; Laurie Cluff, PhD; Deborah Galvin, PhD; Heather Healy, MS; Georgia Karuntzos, PhD; Jeremy Bray, PhD
- 13** Treatment of Work Related Conflicts With Group Psychotherapy: An Integrative Approach
- Lothar Schattenburg, PhD, Psychosomatic Clinic, Bad Neustadt, Germany
- 14** Evaluation Methods of Health and Well-Being Promotion Intervention Projects
- Per Øystein Saksvik, PhD, NTNU, Trondheim, Norway; Jonas Vaag, PhD student; Vibeke Milch, PhD student
- 15** The Environment, People and Time: A Three-Focus Plan for Selfcare in Dentistry in New Zealand
- Linda M. Jones, PhD, Massey University, Wellington, New Zealand; Jeffery Annan, BDS
- 16** Mindfulness-Based Stress Reduction for Middle-Level Managers
- Dorota Zolnierczyk, PhD, Central Institute for Labour Protection–National Research Institute, Warsaw, Poland
- 17** Secondary Prevention of Sexually Transmitted Infections Among Canadian Military Personnel: Health Care Providers' Perspectives
- Kimberley Watkins, MA, Department of National Defence, Ottawa, ON, Canada; Jennifer Lee, PhD; Fiann Crane, MSc; Steve Schofield, PhD; Martin Tepper, MD, MHSc

**Workplace Engagement**

- J1** Servant Leadership and Positive Employee Outcomes: The Mediating Role of Work Engagement and Job Boredom
- Jari J. Hakanen PhD, Finnish Institute of Occupational Health, Helsinki, Finland
- J2** Exploring Social Competence Using SDT: The Influence of Social Skills on Well-Being, Engagement, and Leadership
- Andrew J. Wefald, PhD, Kansas State University, Manhattan, KS; Jennifer Mencl, PhD; Kyle van Ittersum, BA; Mary H. Tolar, EdD
- J3** Developing Expertise in Nuclear Power Industry: What Is the Role of Work Engagement?
- Krista M. Pahkin, LicSc, Finnish Institute of Occupational Health, Helsinki, Finland; Eerikki Y. Mäki, DSc (Tech)

**Personality**

- K1** The Role of Personality Traits in Career Satisfaction Across Different Occupations: A Person-Occupation Fit Perspective
- Kanwarjit Pahwa, Master's degree, The University of Tennessee, Knoxville, TN; John W. Lounsbury, PhD; Brent S. Mallinckrodt, PhD
- K2** An Examination of the "Backlash Effect" of Gender Stereotypes: Personality, Gender and Status Inconsistency
- Sharon Toker, PhD, Tel Aviv University, Israel; Michal Biron, PhD; Renee de Reuver, PhD
- K3** Relations Between the Big Five Personality Traits and Aggressive Behavior Among Security Professionals
- Joao P. Oliveira, PhD, Universidade Lusofona, Lisboa, Portugal

**Emerging Risks, Opportunities, and Issues in Work, Stress, and Health**

- L1** Workaholism and Stress-Related Illnesses
- Shahnaz Aziz, PhD, East Carolina University, Greenville, NC
- L2** Exploring Poor Ergonomic Design on Employee Stress, Health and Wellness: A Needs Assessment
- Bernadette M. Guzman, MPH, University of Louisville, KY; Daniela Hazel, BS; Marelle Botones, BS
- L3** Antecedents and Consequences of Job Insecurity
- Shoshi Chen, PhD, Tel Aviv University, Israel; Ornit Davidson, PhD
- L4** Empathy and Burnout Among Volunteers With Varying Degrees of Person-Organization Fit
- Elizabeth R. Harp, BA, University of Nebraska at Omaha, NE; Lisa L. Scherer, PhD; Joseph A. Allen, PhD

**9:30–9:45 a.m.****Break****9:45–11:00 a.m.****Concurrent Sessions****The Future of Corporate Wellness Programs (Symposium)**  
*San Gabriel C*

**Chair:** T. Warner Hudson, MD, FACOEM, FAAFP, Medical Director, UCLA Health System and Campus Occupational and Employee Health, Los Angeles, CA

- Paper 1** The Roadmap to Building a Culture of Health
- Raymond Fabius, MD, CPE, FACPE, Co-Founder, HealthNext, Newtown Square, PA
- Paper 2** Employer Health Improvement Solutions
- Pamela Hymel, MD, MPH, FACOEM, Chief Medical Officer, Walt Disney Parks and Resorts, Anaheim, CA
- Paper 3** Creating Healthy Workplaces: A Global Model
- Wolf Kirsten, MS, President, International Health Consulting, Tucson, AZ

- Paper 4** Strategic Wellness Benefit Design in an Era of HealthCare Reform: Brief Summary
- Michael Maniccia, Specialist Leader, Human Capital, Deloitte Consulting, LLP, Los Angeles, CA

**HSPH Center for Work, Health, and Wellbeing: TWH™ Initiatives in Health Care, Construction, and Manufacturing (Symposium)**

*Santa Barbara C*

**Chair:** Jack T. Dennerlein, PhD, Northeastern University, Boston, MA

- Paper 1** Workplace Verbal Abuse and Risk of Occupational Injury Among Health Care Workers

- Erika L. Sabbath, ScD, Harvard School of Public Health, Boston, MA; Cassandra Okechukwu, ScD; David Hurtado, MSc; Glorian Sorensen, PhD

- Paper 2** “Be-Well, Work Well”: Integrating Health Protection and Health Promotion for Hospital Patient Care Staff

- Lorraine M. Wallace, MPH, Dana-Farber Cancer Institute, Boston, MA; Jack T. Dennerlein, PhD; Deborah McLellan, PhD; Dean Hashimoto, JD; Glorian Sorensen, PhD

- Paper 3** Mental Health Among Construction Workers: Is It Associated With Workplace Injuries and Musculoskeletal Pain?

- Silje E. Reme, PhD, PsyD, Harvard School of Public Health, Boston, MA; Alberto Caban-Martinez, DO, PhD, MPH; Henrik B. Jacobsen, PsyD; Lynn Onyebeke, MS; Camilla S. Lovvik, PsyD; Jack T. Dennerlein, PhD

- Paper 4** Organizational Factors in Adopting Integrated Approaches to Worker Health by Small-to-Medium-Sized Businesses

- Deborah L. McLellan, PhD, Dana-Farber Cancer Institute, Boston, MA; Jennifer Allen, ScD; Glorian Sorensen, PhD; Nico P. Pronk, PhD

**Providing Low-Cost Assistance for Workers Affected by Workplace Bullying (Symposium)**

*Palos Verdes*

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

- Paper 1** Delivering Free Help for Individuals Bullied at Work via the Internet

- Gary Namie, PhD, Workplace Bullying Institute, Bellingham, WA; Daniel Christensen

- Paper 2** Telephone Coaching for Targets of Workplace Bullying

- Ruth Namie, PhD, Workplace Bullying Institute, Bellingham, WA; Jessi Eden Brown, MS, LMHC, NCC

- Paper 3** The Next Best Thing? A Self-Help Handbook for Workplace Bullying Targets on Accessing Benefits

- David C. Yamada, JD, Suffolk University Law School & New Workplace Institute, Boston, MA; Kimberly Webster

**Burnout and Health Outcomes (Paper Panel Session)**

*San Fernando*

**Chair:** Michael P. Leiter, PhD, Acadia University, Wolfville, NS, Canada

- Paper 1** Occupational Burnout as a Risk Factor for Severe Injuries

- Kirsi Ahola, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Simo Salminen, PhD; Salla Toppinen-Tanner, PhD; Aki Koskinen MSc; Ari Väänänen, PhD

- Paper 2** Long-Term Effects of Burnout on Long-Term Sickness Absenteeism

- Daniel Hultell, PhD, Karolinska Institutet, Stockholm, Sweden; Ann Rudman, PhD; Prof. Petter Gustavsson

- Paper 3** Joint Effect of Chronic Medical Illness and Burnout on Depression Incidence Among Employed Adults

- Dr. Galit Armon, University of Haifa, Israel; Prof. Samuel Melamed; Dr. Sharon Tokar

- Paper 4** Burnout, Engagement, and Self-Reported Treatment for Health Conditions in South Africa

- Leon T. de Beer, MCom, WorkWell Research Unit, North-West University, Potchefstroom, South Africa; Jaco Pienaar, PhD; Sebastiaan Rothmann Jr, MSc

**Effects of Individual Differences on Worker Wellbeing (Paper Panel Session)**

*San Bernardino*

**Chair:** Russell Matthews, PhD, Bowling Green State University, OH

- Paper 1** Narcissism in the Workplace: Gender and Generational Differences and Its Role on Employee Attitudes

- Cynthia Mathieu, PhD, Université du Québec à Trois-Rivières, Trois-Rivières, QC, Canada

- Paper 2** Stress of Work Affecting Health in India: The Role of Self-Efficacy

- Shonali Sud, PhD, St.Bede’s College, Himachal Pradesh University, Shimla, India; Nayantara Sud, BDS

**SATURDAY, MAY 18** (continued)

- Paper 3** Can Autonomy Lead to Emotional Exhaustion? Short-Term Strain Responses Explaining Negative Effects of Autonomy
- Matea Paskvan, Mag, University of Vienna, Austria; Dr. Bettina Kubicek; Prof. Christian Korunka

**Work, Health, and Family (Paper Panel Session)**

*San Pedro*

**Chair:** Adam B. Butler, PhD, University of Northern Iowa, Cedar Falls, IA

- Paper 1** The Impact of Work and Family Stress on Workers' Health
- Mona S. Siha, MD, Faculty of Medicine, Cairo, Egypt

- Paper 2** Nonstandard Work Schedules: Implications for Impoverished Mothers and Their Infants
- Joseph G. Grzywacz, PhD, Oklahoma State University, Tulsa, OK; Beth Reboussin, PhD; Kara Green, MSW; Chris C. Payne, PhD; Randall C. Clinch, DO; Esther M. Leerkes, PhD; Stephanie S. Daniel, PhD

- Paper 3** Workplace Predictors of College Student Alcohol Consumption: Hours Worked, Alcohol Presence, and Alcohol Norms
- Adam B. Butler, PhD, University of Northern Iowa, Cedar Falls, IA

- Paper 4** Negative Health Correlates of Workaholism: An In-Depth Analysis
- Cristian Balducci, PhD, University of Bologna, Italy; Lorenzo Avanzi, PhD; Franco Fraccaroli, PhD

**Designing and Evaluating Interventions (Paper Panel Session)**

*Santa Barbara A/B*

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

- Paper 1** The Sound of Well-Being: Choir Singing as an Organizational Intervention to Improve Well-Being in a Norwegian Municipality
- Jonas R. Vaag, MSc, Nord-Trøndelag Health Trust, Stjørdal, Norway; Per Ø. Saksvik, PhD; Ottar Bjerkeset, PhD

- Paper 2** Creating Healthy Workplaces: Development and Implementation of an Organizational Stress Prevention Program in an Australian Policing Organisation
- Kathryn M. Page, PsyD, University of Melbourne, Victoria, Australia; Amanda F. Allisey, PhD; Andrew J. Noblet, PhD; Anthony D. LaMontagne, ScD, MA

- Paper 3** Participatory Safety Training for Extension Ladder Set-Up and Use: Preliminary Evaluation by Ironworker Instructors
- Ted Scharf, PhD, NIOSH, Cincinnati, OH; G.T. Lineberry, PhD; Michael McCann, PhD; William J. Wiehagen, MSIE, CMSP; Joseph J. Hunt, III, BSEd; Evan Jones, BS; Angela L. Sarver, BS; Pamela S. Kidd, RN, PhD

- Paper 4** Discovery: Baseline Occupational Risk Diagnosis as a Starting Point for Workplace Interventions in Hospital Care
- Irene M.W. Niks, MSc, Eindhoven University of Technology, The Netherlands; Jan de Jonge, PhD; Josette M.P. Gevers, PhD; Irene L.D. Houtman, PhD

**Initial Results From the Work, Family, and Health Study (Symposium)**

*San Gabriel A/B*

**Chairs:** Leslie B. Hammer, PhD, and Krista Brockwood, PhD, Portland State University, OR

- Paper 1** Crafting Organizational Interventions Fostering Healthy Psychosocial Work-Family Environments: Design Principles and Strategies
- Ellen E. Kossek, PhD, Purdue University Krannert, West Lafayette, IN; Leslie B. Hammer, PhD; Erin L. Kelly, PhD; Phyllis Moen, PhD; Ryan Olson, PhD; Krista J. Brockwood, PhD; Brad Wipfli, PhD; W. Kent Anger, PhD; Cassandra Okechukwu, PhD; Georgia Karuntzos, PhD; Rosalind B. King, PhD

- Paper 2** Does Supervisor Support Buffer the Effects of Daily Work-Family Conflict on Negative Affect and Salivary Cortisol?
- David M. Almeida, PhD, Penn State University, University Park, PA; Soomi Lee, MA; Katie M. Lawson, MA; Kelly D. Davis, PhD

- Paper 3** Changing Work and Work-Family Conflict in an Information Technology Workplace
- Erin L. Kelly, PhD; Phyllis Moen, PhD; W. Michael Oakes, PhD; Wen Fan, BA; Cassandra Okechukwu, PhD; Leslie B. Hammer, PhD; Ellen E. Kossek, PhD; Rosalind B. King, PhD; Ginger C. Hanson, PhD; Frank Mierzwa, BA; Lynne Casper, PhD

- Paper 4** The Effects of a Workplace Intervention on the Work-Family Interface for Healthcare Workers
- Leslie B. Hammer, PhD, Portland State University, OR; Ellen E Kossek, PhD; Todd Bodner, PhD; Krista J. Brockwood, PhD; Lisa Berkman, PhD; Phyllis Moen, PhD; Erin L. Kelly, PhD

**11:00–11:15 a.m.**

**Break**

**11:15 a.m.–12:30 p.m.**

**Concurrent Sessions**

**Intellectual Activism: Using Social Media to Share Research and Promote Public Engagement on Employee Health (Symposium)**

*San Gabriel C*

**Chair:** David C. Yamada, JD, Suffolk University Law School, Boston, MA

- Paper 1** Research, Legislative Advocacy, and Blogging for Healthier Workplaces
- David C. Yamada, JD, Suffolk University Law School, Boston, MA
- Paper 2** Trends for Using Social Media to Engage Employers in Creating Organizational Cultures of Health
- Heidi Hudson, MPH, NIOSH Total Worker Health™ Program, Cincinnati, OH; Garrett Burnett, MBA
- Paper 3** Social Media and Employee Well-Being: Taking Your Public Education Message Virtually Everywhere
- David W. Ballard, PsyD, American Psychological Association, Washington, DC
- Paper 4** Evaluating Social Media Efforts to Enhance Engagement and Improve Capacity for Promoting Employee Health
- Jennifer Hall, EdD, University of Iowa College of Public Health, Healthier Workforce Center for Excellence, Iowa City, IA

**Total Worker Health™ and Health Promotion Interventions (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Anthony D. LaMontagne, ScD, MA, MEd, McCaughey VicHealth Centre for Community Wellbeing, Melbourne School of Population and Global Health, University of Melbourne, Australia

- Paper 1** Bottom-Up Job (Re)Design: The Test of 2 Job Crafting Interventions Among Health Care Professionals
- Heather J. Gordon, MSc, Eindhoven University of Technology, The Netherlands; Prof. Evangelia Demerouti; Pascale Le Blanc, PhD; Tanja Bipp, Phil; Prof. Arnold B. Bakker
- Paper 2** Stress in the Workplace: A Stress Assessment and Behavior Change Intervention
- Tamara M. Schult, MPH, Veterans Health Administration, Washington, DC; Ebi R. Awosika, MD, MPH; Sandra K. Schmunk, MA, MS; Brenda Burdette, RD

- Paper 3** Reaching Emerging Adults With Workplace Health Promotion: Evidence-Based Adaptations in Three Settings
- Joel B. Bennett, PhD, OWLS, Fort Worth, TX

**Community-Based Participatory Research With Low Wage Workers in California (Symposium)**

*Palos Verdes*

**Chairs:** Marnie Dobson, PhD, University of California, Irvine; Linda Delp, PhD, MPH, University of California, Los Angeles, CA

- Paper 1** Using Community-Based Participatory Research to Prevent Occupational Musculoskeletal Disorders Among California Farm Workers
- Julia Faucett, RN, PhD, FAAN, University of California, San Francisco, CA
- Paper 2** Understanding and Reducing Health Disparities of Las Vegas Latina Hotel Room Cleaners
- Niklas Krause, MD, MPH, PhD, University of California, Los Angeles, CA
- Paper 3** Taxi Drivers: Impact of Health Status and Stress Levels on Work-Related Injuries
- Linda Delp, PhD, MPH, University of California, Los Angeles, CA; Pin-Chieh Wang, MS, PhD
- Paper 4** Home Care Workers' Health: Job Stressors and Moderating Factors
- Linda Lee, MS, University of California, Los Angeles, CA; Linda Delp, PhD, MPH; Carles Muntaner, PhD

**Implications of an Aging Workforce (Paper Panel Session)**

*San Fernando*

**Chair:** Jane Barnes-Farrell, PhD, University of Connecticut, Storrs, CT

- Paper 1** Work–Home Interaction and Aging Workforce
- Valentina V.T. Trotta, Masters, University of Turin, Italy; Barbara Loera, PhD; Gloria Giudetti, Masters; Marco Ferrara, Masters
- Paper 2** Employment and Carework Among Workers Over Age 55
- Nancy L. Marshall, EdD, Wellesley Centers for Women, Wellesley College, Wellesley, MA
- Paper 3** “Working Late”: Strategies to Enhance Productive and Healthy Work Environments Across the Life Course
- Cheryl O. Haslam, PhD, Loughborough University, England, UK; Aadil Kazi, MSc; Myanna Duncan, PhD
- Paper 4** Bridge Employment Among the Aging Workforce: Recommendations for Future Research
- Annette Shtivelband, MS, Colorado State University, Fort Collins, CO

**SATURDAY, MAY 18** (continued)

**Research on Nontraditional Stress and Health Topics (Paper Panel Session)**

*San Bernardino*

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

- Paper 1** Illegitimate Tasks: Accumulating Evidence for a New Stressor Concept
- Norbert K. Semmer, PhD, University of Bern, Switzerland; Nicola Jacobshagen, PhD; Maria U. Kottwitz, MSc; Céline Mühlethaler, MSc; Wolfgang Kälin, PhD; Achim Elfering, PhD; Laurenz L. Meier; Terry A. Beehr, PhD
- Paper 2** The Power of “We”: Understanding the Collective and Personal Workplace Context
- Maria Karanika-Murray, PhD, Nottingham Trent University, UK
- Paper 3** The Lagged Effect of Emotional Job Demands, Resources and Emotional Support Seeking on Emotional Exhaustion
- Bart Van de Ven, PhD, Ghent University, Belgium; Marieke van den Tooren, PhD; Peter Vlerick, PhD,
- Paper 4** The Role of Globalization in the Development of Unhealthy Working Conditions
- Peter L. Schnall, MD, University of California at Irvine Center for Occupational and Environmental Health, Irvine, CA

**Health, Recovery, and Individual Characteristics: Measurement and Interventions (Symposium)**

*San Pedro*

**Chair:** Arla Day, PhD, Saint Mary’s University, Halifax, NS, Canada

- Paper 1** Work Stress Dynamics: Examining the Concurrent and Cross-Lagged Effects of Stressors in Long-Term Care
- Jennifer H.K. Wong, MSc, CN Centre for Occupational Health & Safety, Halifax, NS, Canada; E. Kevin Kelloway, PhD
- Paper 2** Increasing Recovery Experiences Through the ABLE Program
- Arla Day, PhD, Saint Mary’s University, Halifax, NS, Canada; Mandi MacDonald, MSc; Nikola Hartling, MSc; Lori Francis, PhD
- Paper 3** The Stress of Trying to Be Perfect in the Workplace: The Effect of a Wellbeing Intervention on Perfectionistic Concerns and Stress
- Nikola Hartling, MSc, CN Centre for Occupational Health & Safety, Halifax, NS, Canada; Arla Day, PhD; Lori Francis, PhD

**Paper 4** Recovery Profiles and Their Relationship With Well-Being: Adopting a Person-Centered Approach

- Patrick Horsman, MSc, CN Centre for Occupational Health & Safety, Halifax, NS, Canada; E. Kevin Kelloway, PhD; Arla Day, PhD; Lori Francis, PhD

**Safety Climate Measurement and Modeling (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** Dov Zohar, PhD, Faculty of Management, Technion – Israel Institute of Technology, Haifa, Israel

- Paper 1** Measurement Equivalence and Latent Mean Differences of Safety Climate Measures Across Industries, Positions, and Gender
- Gargi Sawhney, MS, Old Dominion University, Norfolk, VA; Konstantin P. Cigularov, PhD; Pete Kines, PhD
- Paper 2** Safety Climate Applied to Crisis Scenarios: Development of a Measure of Mine Emergency Preparedness Climate
- Timothy J. Bauerle, MA, NIOSH, Pittsburgh, PA; Launa G. Mallett, PhD
- Paper 3** The Role of Safety Climate and Safety Workarounds in Health Professional Burnout
- Amira Dakhlaoui, PhD, University of Montpellier 2, France; Prof. Jean Pierre Neveu
- Paper 4** Measuring Safety Climate: A Multi-Level Approach
- Ceri R. Jones, MSc, University of Nottingham, England, UK; Tom Cox, PhD

**Work and Nonwork Support for Work–Life Issues (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Evelyn Kortum, PhD, World Health Organization, Geneva, Switzerland

- Paper 1** Effects of Job Demands on Marriage and Family of Military Recruiters: Can Spouse Communication Help?
- Jennifer Gibson, PhD, Fors Marsh Group LLC, Arlington, VA; Lindsey Brewer, BA; Sean M. Marsh, PhD; Fahima Z. Vakalia, BA
- Paper 2** Curvilinear Relationships Between Job Resources and Work–Family Outcomes: Moderating Effects of Workload
- Sara Tement, PhD, University of Maribor, Slovenia; Prof. Christian Korunka
- Paper 3** Breastfeeding and the Working Mom: The Impact of Perceived Support on Women’s Well-Being
- Valentina Bruk Lee, PhD, Florida International University, Miami, FL; Natasha Buxo, BS



- Paper 4** Family-Supportive Supervisor Behaviors as a Driver of Family-Supportive Organizational Perceptions: A Multi-Level Examination
- Russell A. Matthews, PhD, Bowling Green State University, OH; Benjamin M. Walsh, PhD; Rachel C. Trout, MA

**12:30-1:45 p.m.** Lunch (on your own)

**12:30-1:45 p.m.** Luncheon Tutorial Sessions

**Publishing in the *Journal of Occupational Health Psychology*: Questions From Prospective Authors**

*San Gabriel C*

Joseph J. Hurrell Jr., PhD, Editor, *Journal of Occupational Health Psychology*, and St. Mary's University, Halifax, NS, Canada

**Innovations in Work-Family Research, Practice, and Policy: Effects on Total Worker Health™**

*Santa Barbara C*

Leslie B. Hammer, PhD, Portland State University, OR

**Health-Related Quality of Life: Common Measurement Practices and Their Applicability Towards Research in Work Stress**

*San Pedro*

Tapas K. Ray, PhD, NIOSH, Cincinnati, OH

**1:45-3:00 p.m.** Concurrent Sessions

**Work, Physical Activity, and Health (Paper Panel Session)**

*San Gabriel C*

**Chair:** Heidi Hudson, MPH, NIOSH, Cincinnati, OH

- Paper 1** Associations of Physical Activity With Mental Health and Work Engagement
- Jantien van Berkel, MA; Karin I. Proper, PhD; Cécile R.L. Boot, PhD; Paulien Bongers, PhD; Allard van der Beek, PhD

- Paper 2** Leisure Physical Activity Among Employed Adults: Both Worksite and Residential Built Environments Matter
- Douglas W. Roblin, PhD, Kaiser Permanente Georgia, Atlanta, GA; Edmund R. Becker, PhD

- Paper 3** Evaluating the Sustained Psychological Benefits of On-Site Employee Fitness Programs
- S. Spencer Clancy, MS, The University of Tennessee at Chattanooga, TN; Christopher J. L. Cunningham, PhD

- Paper 4** Sedentary Behaviour at Work: The Impact on Employee Health
- Myanna D. Duncan, PhD, Loughborough University, England, UK; Aadil Kazi, MSc; Cheryl O. Haslam, PhD

**The CDC's National Healthy Worksite Program With NHWP Implementation Contractor Viridian Health Management (Symposium)**

*Santa Barbara C*

**Chair:** Brenda Schmidt, MS, MBA, Viridian Health Management, Phoenix, AZ

**Presenters:** Brenda Schmidt, MS, MBA, Viridian Health Management, Phoenix, AZ; Ed Pienkosz, MS, Viridian Health Management, Phoenix, AZ; Robert Eric Dinenberg, MD, MPH, Viridian Health Management, Phoenix, AZ; Frank Wood, PhD, Viridian Health Management, Phoenix, AZ

**Discussant:** Robert Eric Dinenberg, MD, MPH, Viridian Health Management, Phoenix, AZ

**Getting Specific about Incivility–Outcome Relationships (Paper Panel Session)**

*Palos Verdes*

**Chair:** Jennifer Bunk, PhD, West Chester University of Pennsylvania, PA

- Paper 1** Inconspicuous Intolerance: The Relationship Between Incivility, Discrimination, and Employee Outcomes
- Katherine A. Sliter, PhD, Indiana University–Purdue University, Indianapolis, IN; Michael T. Sliter, PhD; Robert Sinclair, PhD

- Paper 2** Effects of Workplace Incivility on Victims' Physical Well-Being and Counterproductive Work Behaviors
- Zhiqing E. Zhou, MA, University of South Florida, Tampa, FL; Xin Xuan Che, MA; Yu Yan, PhD

- Paper 3** The “I” in Teams: Coach Incivility, Coach Sex, and Team Performance in Female Basketball Teams
- Amber L. Smittick, MS, Texas A&M University, College Station, TX; Kathi N. Miner, PhD; George B. Cunningham, PhD

- Paper 4** Two-Wave Panel Study Investigating the Relative Impact of Cyber and Face-to-Face Incivility on Employee Outcomes
- Gary W. Giumetti, PhD, Quinnipiac University, Hamden, CT; Amber N. Schroeder, PhD; Robin M. Kowalski, PhD

**SATURDAY, MAY 18** (continued)

**Work-Related Psychosocial Risk Factors and Mental Health (Paper Panel Session)**

*San Fernando*

**Chair:** Viviola Ortiz-Gomez, PhD, University of the Andes, Bogota, Colombia

- Paper 1** Prospective Effects of Work-to-Home Interference and Its Prospective Relation to Major Depression and Treatment With Antidepressants Using the Swedish Longitudinal Occupational Survey of Health
- Linda L. Magnusson Hanson, PhD, Stress Research Institute, Stockholm University, Sweden; Constanze Leineweber, PhD; Holendro Chungkham, PhD; Hugo Westerlund, PhD
- Paper 2** Depression and Work Related Stress Risk
- Elvira Micali, PhD, University of Messina–University Hospital, Italy; and Prof. Sebastiano Pantè
- Paper 3** Combining Effect of the DCS and ERI Models on Depression: Findings From Workers in China
- Shanfa Yu, PhD, Henan Provincial Institute of Occupational Health, Zhengzhou, Henan Province, China; Akinori Nakata, PhD; Dr. GuiZhen Gu; Naomi G. Swanson, PhD; Dr. Wenhui Zhou; Lihua He, PhD; Sheng Wang, PhD
- Paper 4** Psychosocial Working Conditions and Cognitive Complaints Among Swedish Employees
- Cecilia U.D. Stenfors, MA, Department of Psychology and Stress Research Institute, Stockholm University, Sweden; Linda M. Hanson, PhD; Gabriel Oxenstierna, PhD; Töres Theorell, PhD; Lars-Göran Nilsson, PhD

**Working Conditions and Stress Outcomes in Health Care (Paper Panel Session)**

*San Bernardino*

**Chair:** Julia Faucett, RN, PhD, FAAN, University of California, San Francisco, CA

- Paper 1** How to Stay Satisfied When Work Intensity Increases? Team Social Climate Helps
- Dr. Bettina Kubicek, University of Vienna, Austria; Matea Paškvan, Mag; Prof. Christian Korunka
- Paper 2** Effort/Reward Imbalance and Mental Health Status in Health Professionals From Six Latin American Countries
- Arturo Juárez-García, PhD, Unidad de Investigaciones y Servicios Psicológicos (UNISEP), and Facultad de Psicología UNAM, Mexico; Gisela Blanco, PhD; Viviola Gómez, PhD; Elena Hernández, MSc; Aldo Vera PhD; Jose J. Ubillus, MSc

- Paper 3** Recovery Experience of Hospital Physicians: Interacting Effects in Relationships Between Working Conditions and Stress-Outcomes
- Grit Tanner, Diploma, University of Hamburg, Germany; Prof. Eva Bamberg; Maren Kersten; Agnessa Kozak; Daniela Delfs; Prof. Albert Nienhaus

- Paper 4** No Way Out: Care Aides' Perceptions of Permanent Assignments
- Elizabeth Andersen, PhD, RN, University of British Columbia, Kelowna BC, Canada; Judith Spiers, PhD, RN

**The Effects of Organizational Change on Work Environment, Health, and Well-Being (Paper Panel Session)**

*San Pedro*

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

- Paper 1** Civility and Burnout in VHA High-Stress Occupations
- Michael Leiter, PhD, Acadia University, Wolfville, NS, Canada; Katerine Osatuke, PhD, Veterans Health Administration, Cincinnati, OH
- Paper 2** The Direct and Indirect Effects of Organizational Politics on Emotional Exhaustion: A Conditional Process Model
- Dianhan Zheng, PhD candidate, University of Houston, Houston, TX; L.A. Witt, PhD; Benjamin Farmer, Bachelor's degree; Zhuxi Wang, PhD candidate; Sophie Romay, Bachelor's degree
- Paper 3** Elements of Feedback That Are Ego-Threatening in a Subtle Way
- Rabea Krings, MSc, University of Bern, Switzerland; Dr. Nicola Jacobshagen; Prof. Achim Elfering; Norbert K. Semmer, PhD
- Paper 4** Leadership and Psychopathy: Influence on Employees' Psychological Distress and Work-Family Conflict
- Cynthia Mathieu, PhD, Université du Québec a Trois-Rivieres, Trois-Rivieres, QC, Canada; Craig S. Neumann, PhD; Robert D. Hare, PhD; Paul Babiak, PhD; Daniel N. Jones, PhD

**Supervisor Influence on Safety Climate (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** E. Kevin Kelloway, PhD, St. Mary's University, Halifax, NS, Canada

- Paper 1** Reducing Policy-Practice Decoupling to Improve Safety Climate and Performance: A Randomized Intervention Field Study
- Dov M. Zohar, PhD, Faculty of Management, Technion Institute of Technology, Haifa, Israel



Best Intervention Competition Award Winner

**Paper 2** A Conceptual Model of Safety Climate From Leadership to Workplace Incidents  
• Xin-Xuan Che, MA, University of South Florida, Tampa, FL; Zhiqing E. Zhou, MA; Yu Yan, PhD

**Paper 3** Supervisor vs. Employee Safety Climate Perceptions: Association With Safety Behavior and Outcomes for Lone Workers  
• Yueng-hsiang Huang, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Dov Zohar, PhD; Michelle M. Robertson, PhD; Jin Lee, MA; Jennifer R. Rineer, MS; Lauren A. Murphy, PhD; Angela Garabet, MSc

**Paper 4** Abusive Supervision, Safety and Individual Voice: A Multilevel Analysis  
• Jing Zhang, Master's degree, University of Houston, Houston, TX; Christiane Spitzmuller, PhD; Hao Wu, Master's degree

**Work-Life Enrichment: Antecedents, Mechanisms, and Outcomes (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Gwenith G. Fisher, PhD, Institute for Social Research, University of Michigan, Ann Arbor, MI

**Paper 1** Linking Domain Centrality, Segmentation, and Work-Family Enrichment: Examining Differences Across Age Groups  
• Tatiana H. Toumbeva, MA, Bowling Green State University, OH; Christopher S. Chang; Russell A. Matthews, PhD

**Paper 2** Work-to-School Enrichment as a Mediator of the Creativity-School Performance Relationship  
• Angela C. Reaves, MS, Florida International University, Miami, FL; Erica N. Drew, MS; Jesse S. Michel, PhD

**Paper 3** Examining the Enrichment Process That Links Family-Supportive Supervisor Behaviors to Individual and Work Outcomes  
• Tatiana H. Toumbeva, MA, Bowling Green State University, OH; Ashlie R. Britton; Russell A. Matthews, PhD

**Paper 4** Work-Family Enrichment and Working Mothers' Physical Activity  
• Joseph G. Grzywacz, PhD, Oklahoma State University, Tulsa, OK; Brian C. Martinson, PhD; Lauren A. Crain, PhD

**3:00-3:15 p.m.**

**Break (with refreshments)**

**3:15-4:30 p.m.**

**Concurrent Sessions**

**Management of Absenteeism (Paper Panel Session)**

*San Gabriel C*

**Chair:** Nico P. Pronk, PhD, FACSME, FAWHP, HealthPartners Institute for Education and Research, Minneapolis, MN

**Paper 1** Optimal Lifestyle Behaviors and Employee Productivity  
• Abigail S. Katz, PhD, HealthPartners, Minneapolis, MN; Nico P. Pronk, PhD; Marcia Lowry, MS

**Paper 2** Workplace-Based Program for Managing Absenteeism and Facilitating Return-to-Work: Describing the Gap Between Evidence and Practice  
• Marie-José Durand, PhD, Université de Sherbrooke, Longueuil, QC, Canada; Marc Corbière, PhD; Marie-France Coutu, PhD; Daniel Reinharz, PhD; Valérie Albert, MSc; Quan Nha Hong, MSc

**Paper 3** Prescription Drug Misuse and Workplace Absenteeism: Results From the 2007-2011 NSDUH  
• Martijn van Hasselt, PhD, RTI International, Behavioral Health Economics Program, Research Triangle Park, NC; Vincent Keyes, MA; Jeremy Bray, PhD

**Perspectives in Total Worker Health™ (Paper Panel Session)**

*Santa Barbara C*

**Chair:** L. Casey Chosewood, MD, NIOSH, Atlanta, GA

**Paper 1** Where Is Work Organization in Total Worker Health™?  
• Peter Schnall, MD, MPH, University of California, Irvine, CA; Marnie Dobson, PhD; Paul Landsbergis, PhD

**Paper 2** Implementation of an Evidenced-Based Multilevel Workplace Intervention to Promote Occupational Health and Safety  
• Malin Lohela Karlsson, PhD, Karolinska Institute, Stockholm, Sweden; Christin Ahnmé Ekenryd, BSc; Prof. Irene B. Jensen; Lydia Kwak, PhD

**Discussant:** L. Casey Chosewood, MD, NIOSH, Atlanta, GA

**New Findings From the Dark Side: Racism, Sexism, and Heterosexism in Organizations (Symposium)**

*Palos Verdes*

**Chairs:** Kathryn J. Holland, MA, and Lilia M. Cortina, PhD, University of Michigan, Ann Arbor, MI

**Paper 1** Mental Health Consequences of Racial Microaggressions  
• Courtney McCluney, BA, University of Michigan, Ann Arbor, MI; Enrique Neblett, PhD

**SATURDAY, MAY 18 (continued)**

**Paper 2** Sticks, Stones, and Stripper Jokes: Effects of Gender Harassment on Women  
 • Kathryn J. Holland, MA, University of Michigan, Ann Arbor, MI; Melanie M. Henderson, MA; Lilia M. Cortina, PhD

**Paper 3** Antecedents and Outcomes of Workplace Heterosexist Harassment  
 • Daniel Herres, MA, University of Connecticut, Storrs, CT; Vicki Magley, PhD


**Discussant:** Sandy Hershcovis, PhD, University of Manitoba, Winnipeg, MB, Canada

**Recovery From Work (Paper Panel Session)**


*San Fernando*

**Chair:** Jennifer F. Kelly, PhD, ABPP, Atlanta Center for Behavioral Medicine, Atlanta, GA; and APA Board of Directors Member

**Paper 1** The Daily Commute From Work to Home: Examining Employees' Experiences in Relation to Recovery  
 • Madelon van Hooff, PhD, Radboud University, Nijmegen, The Netherlands

**Paper 2** Understanding Time Use, Stress, and Recovery Among Early Career Physicians  

 • Christopher J.L. Cunningham, PhD, The University of Tennessee at Chattanooga, TN; Nicole M. Cranley, MS; Mukta Panda, MD

**Paper 3** Relationship Between Recovery Experiences and Work–Family Conflict: A Study on Moderational Effects  
 • Monica Molino, MA, University of Turin, Italy; Prof. Chiara Ghislieri; Prof. Claudio G. Cortese; Prof. Arnold B. Bakker

**Paper 4** Psychological and Physiological Recovery From Work Stressors During Vacation and Its Fadeout: A Longitudinal Study  

 • Shavit Laski, PhD, Tel Aviv University, Israel; Dalia Etzion, PhD; Mina Westman, PhD

**Longitudinal Studies of Stress and Health (Paper Panel Session)**

*San Bernardino*

**Chair:** Kurt Geisinger, PhD, University of Nebraska–Lincoln, NE, and APA Board of Directors member

**Paper 1** Social Stressors and Irritability Over Time: Modeling the Relationship via Growth Mixture Modeling  
 • Ivana Igc, MSc, University of Bern, Switzerland; Norbert K. Semmer, PhD; Anita Keller, MSc; Wolfgang Kälin, PhD; Achim Elfering, PhD; Franziska Tschan, PhD

**Paper 2** A Longitudinal Analysis of Confirmatory Factor Structure and Measurement Invariance of the Demand Control Support Model: An Evidence From SLOSH  
 • Holendro Singh, Chungkham, PhD, Stress Research Institute, Stockholm University, Sweden; Hugo Westerlund, PhD; Tores Theorell, PhD

**Paper 3** Physiologic Health in an Employed Population Over a 4-Year Period  
 • Douglas W. Roblin, PhD, Kaiser Permanente Georgia, Atlanta, GA; Jeroan J. Allison, MD, MS; Lisa Nobel, MS; Benjamin G. Druss, MD, MPH; Peter J. Joski, MSPH; Edmund R. Becker, PhD

**Paper 4** Reciprocal Effects of Work Stressors and Counterproductive Work Behavior: A Five-Wave Longitudinal Study  
 • Laurenz L. Meier, PhD, University of Fribourg, Switzerland; Paul E. Spector, PhD

**Impact of Shiftwork and Working Hours (Paper Panel Session)**

*San Pedro*

**Chair:** Irena M. Iskra-Golec, PhD, Jagiellonian University, Krakow, Poland

**Paper 1** Work/Family Relation, Job Satisfaction, Life Satisfaction, and Health in Day Working and Shift Working Nurses  
 • Irena M. Iskra-Golec, PhD, Jagiellonian University, Krakow, Poland


**Paper 2** Effectiveness of Shiftwork Fatigue Management Strategies: Implications for Employee Safety  
 • Sarina M. Maneotis, MS, Sentis, Aurora, CO; Tristan Casey, MS; Autumn D. Krauss, PhD

**Investigating Workplace Hazards, Conflicts, and Personality: Promoting Injury Reporting and Risk Communication (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** Gargi Sawhney, MS, Old Dominion University, Norfolk, VA

**Paper 1** Communicating Risks After the Hazard Exposure Ended: Workers' Perspectives on Their Past Exposure to PCBs  
 • Kaori Fujishiro, PhD, NIOSH, Cincinnati, OH; Amy Mobley, MEn; Everett Lehman, MBA

**Paper 2**  Safety First: A Predictive Model for Selecting Safer Workers

- Erica N. Drew, MS, Florida International University, Miami, FL; Valentina Bruk-Lee, PhD; Sara Gutierrez, PhD

**Paper 3** Beyond Accidents and Injuries: Work-Safety Tension and Physical Health of Manufacturing Employees

- Zhuo Chen, BS, University of Connecticut, Storrs, CT; Luye Chang, MA; Janet Barnes-Farrell, PhD; Nicholas Warren, ScD; Martin G. Cherniack, MD, MPH

**Paper 4** Job Insecurity and Accident Under-Reporting: Exploring the Moderating Effect of Organizational Safety Climate

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

#### **Burnout and Work-Life issues (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Louise Tourigny, PhD, University of Wisconsin-Whitewater, WI

**Paper 1** Towards a Catastrophe-Based Approach of Burnout in Relation to Workload and Work-Family Interference

- Jean-Pierre Neveu, PhD, University of Montpellier 2, France; Mario Veruete, BSc

**Paper 2** Emotional Exhaustion and Job Performance: On the Role of Organizational Support and Work-Family Conflict

- Louise Tourigny, PhD, University of Wisconsin-Whitewater, WI; Jian Han, PhD; Vishwanath V. Baba, PhD

**Paper 3** Moderation of the Relationship Between Job Strain and Psychological Health of Faculty: Conflict and Facilitation Between Work and Family

- Vivioa Gómez, PhD, Universidad de los Andes, Bogotá, Colombia; Angélica Maria Hermosa, MA; Lyria Esperanza Perilla, MA

**Paper 4** Job Burnout and Work-Home Interaction in a Mexican Factory

- Anabel Camacho-Ávila, MSc, Universidad Autónoma del Estado de Morelos (UAEM), Morelos, Mexico; Imke Hindrichs, PhD, Fernando Arias-Galicia, PhD

**4:30-4:45 p.m.** **Break**

**4:45-6:00 p.m.** **Concurrent Sessions**

#### **Occupational Health & Safety Management in European Enterprises: What Drives and Hinders Action? (Symposium)**

*San Gabriel C*

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

**Paper 1** What Key Drivers and Barriers to Psychosocial Risk Management Do European Managers Report? A Secondary Analysis of ESENER Data

- Stavroula Leka, PhD, University of Nottingham, UK; Aditya Jain, PhD; Irene Houtman, PhD; Sergio Iavicoli, MD, PhD; Marco Mirabile, PhD; Giuliana Buresti, PhD; Diana Gagliardi, MD, INAIL; Maarit Vartia, PhD; Krista Pahkin, LicSocSci

**Paper 2** Factors Influencing the Implementation of Occupational Safety and Health Measures in European Small and Medium Sized Enterprises in Comparison to Large Enterprises?

- Aditya Jain, PhD, University of Nottingham, UK; Stavroula Leka, PhD; Sue Cowan, PhD; Jennie Guise, PhD

**Paper 3** Added Value of Employee Risk Awareness in Explaining Psychosocial Risk Management

- Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands; Marianne van Zwieten, MSc; Ernest de Vroome, PhD

**Paper 4** Towards a Continuous Monitoring System for Psychosocial Risk Management in Europe: Key Issues for the Development of Policies at the European Level

- Cristina Di Tecco, PhD, INAIL, Department of Occupational Medicine, Rome, Italy; Diana Gagliardi, MD; Matteo Ronchetti; Giuliana Buresti; Marco Mirabile; Sergio Iavicoli, MD, PhD

**Discussant:** Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands

#### **Worksite Health Promotion Research and Practice: Improving Worker Vitality, Symptom Self-Management, and Work Engagement (Symposium)**

*Santa Barbara C*

**Chairs:** Cécile R. Boot, PhD, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands; and William S. Shaw, PhD, Liberty Mutual Center for Disability Research, Hopkinton, MA

**Paper 1** A Group Intervention to Improve Job Function in Workers With Chronic Pain: Development and Design

- William S. Shaw, PhD, Liberty Mutual Center for Disability Research, Hopkinton, MA; Torill H. Tveito, PhD; Cecile R.L. Boot, PhD; Robert K. McLellan, MD, MPH

**SATURDAY, MAY 18 (continued)**

**Paper 2** Physical Activity and Relaxation During and After Work Are Independently Associated With Need for Recovery

- Jennifer Coffeng, MSc, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands; Esther Van Sluijs, PhD; Ingrid Hendriksen, PhD; Willem van Mechelen, PhD, MD; Cécile R. Boot, PhD

**Paper 3** Effectiveness of a Workplace Mindfulness Intervention on Work-Related Well-Being: Results of a Randomised Controlled Trial

- Jantien Van Berkel, MSc, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands; Cécile R. Boot, PhD; Karin I. Proper, PhD; Paulien M. Bongers, PhD; Prof. Allard J van der Beek [*Best Intervention Competition Honorable Mention*]

**Discussants:** Cécile R. Boot, PhD, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands; William S. Shaw, PhD, Liberty Mutual Center for Disability Research, Hopkinton, MA; Jennifer Coffeng, MSc, and Jantien Van Berkel, MSc, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands

**Health Disparities, Perceptions of Discrimination, and Worker Wellbeing (Paper Panel Session)**

*Palos Verdes*

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

**Paper 1** Disparities in Musculoskeletal Pain and Health-Related Quality of Life Among U.S. Workers With Arthritis

- Alberto J. Cabán-Martinez, DO, PhD, MPH, Harvard University, Boston, MA; Manuel A. Ocasio, BA; William G. LeBlanc, PhD; Kristopher L. Arheart, EdD; Cristina A. Fernandez, MEd; Lauren A. Murphy, PhD; Oscar Arias, MD; David J. Lee, PhD

**Paper 2** Low-Qualified, Culturally Diverse Workforces in Germany: Working Conditions and Well-Being Among Immigrant and Nonimmigrant Employees

- Julia Vowinkel, DiplPsych, University of Hamburg, Germany; Christine Busch, DrDiplPsych; Julia Clasen, DrDiplPsych; Eva Winkler, DiplPsych

**Paper 3** Perceptions of Discrimination in the Workplace and Its Relationship With Well-Being at Work Among Immigrant Health Care Workers in the Elderly Care Sector in Denmark

- Isabella G. Carneiro, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark; Marie B. Jørgensen, PhD; Sonia Zafar, Health Psychologist

**Paper 4** Job Control, Psychological Demand and Farmworker Health: Evidence From the National Agricultural Workers Survey

- Joseph G. Grzywacz, PhD, Oklahoma State University, Tulsa, OK; Toni Alterman, PhD; Susan Gabbord, PhD; Rui Shen, PhD; Daniel J. Carroll, BS; Carles Muntaner, PhD, MD

**Psychosocial Risk Factors and Physical Health (Paper Panel Session)**

*San Fernando*

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

**Paper 1** Comparisons of Cardiovascular Health in Police Officers, U.S. General Population and U.S. Employed Population

- Tara A. Hartley, PhD, NIOSH, Morgantown, WV; Jack Gu, MS; Penelope J. Baughman, PhD; John M. Violanti, PhD; Michael E. Andrew, PhD; Desta Fekedulegn, PhD; Cecil M. Burchfiel, PhD

**Paper 2** Association of Police-Specific Stress and Shift Work With Subclinical Cardiovascular Disease

- Tara A. Hartley, PhD, NIOSH, Morgantown, WV; Anna Mnatsakanova, MS; Desta Fekedulegn, PhD; John M. Violanti, PhD; Michael E. Andrew, PhD; Joan Dorn, PhD; Cecil M. Burchfiel, PhD

**Paper 3** Comparison of Obesity Measures (BMI, Waist Circumference, and Skin-Fold Body Fat Percentage) for the Firefighter Wellness and Fitness (WEFIT) Program

- Bongkyoo Choi, ScD, University of California, Irvine, CA; Leslie Israel, MD; Dale Steiss, MS; Javier Garcia, MS; Stacey Kojaku, BA; SangBaek Ko, MD; Peter Schnall, MD; Marnie Dobson, PhD; Dean Baker, MD, MPH

**The Impact of Coping Strategies on Stress (Paper Panel Session)**

*San Bernardino*

**Chair:** Vicki Magley, PhD, University of Connecticut, Storrs, CT

**Paper 1** Individual Differences: The Role of Core Self-Evaluations as a Moderator

- Felicity Lamm, PhD, AUT University, Auckland, New Zealand; Andy (Huat Bin) Ang, PhD

**Paper 2** Differential Effects of Coping Styles on the Daily Stressor–Strain Relationship

- Sarah Turgut, MSc, Heidelberg University Institute of Psychology, Germany; Dr. Alexandra Michel; Prof. Karlheinz Sonntag

- Paper 3** Coping Effectively With Work Stress: A New Perspective on the Matching Hypothesis
- Robert R. Wright, PhD, Oregon Health & Science University, Portland, OR; Cynthia D. Mohr, PhD; Robert R. Sinclair, PhD; Liu-Qin Yang, PhD

**Modeling Psychological Distress in Teams (Paper Panel Session)**

*San Pedro*

**Chair:** Michael T. Ford, PhD, University at Albany, SUNY, NY

- Paper 1** Psychological Distress in Team Workers: A Multilevel Analysis Combining the DCS-Model With Organizational Climate Theory
- Katia Levecque, PhD, Ghent University, Belgium; Henk Roose, PhD; Christophe Vanroelen, PhD; Ronan Van Rossem, PhD

- Paper 2** A Multilevel Model of Team Member Stress Over Time
- Clark Calabrese, BSc, University of Connecticut, Storrs, CT; Megan Dove-Steinkamp, MS; Michelle Spina, BA; Robert Henning, PhD

- Paper 3** Testing the Job Demands-Control Model of Stress Using Teams as the Unit of Analysis
- Clark Calabrese, BSc, University of Connecticut, Storrs, CT; Robert Henning, PhD

**Epidemiology of Hazardous Work (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** June M. Fisher, MD, Senior Scientist, Trauma Foundation

- Paper 1** Relationship Between Psychosocial Variables, Accidents and Traffic Violations in Public Transportation Drivers
- Vivioa Gómez Ortiz, PhD, Universidad de los Andes, Bogotá, Colombia; Sergio Alejandro Useche Hernández

- Paper 2** Occupational and Social Stress Among Pregnant Rose Workers in Ecuador
- Alexis J. Handal, PhD, MPH, University of New Mexico, Albuquerque, NM; Andrew Rowland, PhD; Xian Shen, MS; Betty Skipper, PhD; Lauren Hund, PhD; Siobán D. Harlow, PhD

- Paper 3** Occupational Injuries and Illnesses Among Young Workers in Thailand
- Phayong Thepaksorn, PhD, Trang Research Center for Occupational Health, Sirindhorn College of Public Health, Trang, Thailand; Jitti Nisayant, MPH; Sathirakorn Pongpanich, PhD; Archin Songthap, PhD; Buppa Raksanam, PhD

- Paper 4** The Psychosocial Impacts of Child Labor: An Under-Recognized Problem
- Mary E. Miller, MN, Washington State Dept. of Labor and Industries, Olympia, WA; Martijn R. Hofman, MSc; Jennie Gamlin, PhD

**Total Worker Health™ in Practice: Applying Research to Improve the Well-Being of Employees (Symposium)**

*San Gabriel A/B*

**Chair:** Lindsay E. Sears, PhD, Healthways, Nashville, TN

- Presenters:** Autumn Krauss, PhD, Sentis, Aurora, CO; Kizzy M. Parks, PhD, K. Parks Consulting, Melbourne, FL; Joel Bennett, PhD, Organizational Wellness Learning Systems (OWLS), Fort Worth, TX; Stephanie Pronk, PhD, Aon Hewitt, Minneapolis, MN; Douglas W. Roblin, PhD, Kaiser Permanente Georgia, Atlanta, GA; Lindsay E. Sears, PhD, Healthways, Nashville, TN

**6:00-7:30 p.m.**

**SOHP Presidential Address, Reception, Awards**

*Avalon/Emerald Bay Ballroom*

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

**Distinguished Contribution to Occupational Health Psychology Award**

**Joseph J. Hurrell Jr., PhD**, Editor, *Journal of Occupational Health Psychology*, and St. Mary's University, Halifax, NS, Canada

- Award presentation by Capt. W. Gregory Lotz, PhD, U.S. Public Health Service, NIOSH, Cincinnati, OH

**Best *Journal of Occupational Health Psychology* Article Award**

**Jari J. Hakanen, PhD**, Finnish Institute of Occupational Health, Helsinki, Finland; Arnold B. Bakker, PhD, Rotterdam University, The Netherlands; and Markku Jokisaari, PhD, Durham University, England, UK

*A 35-Year Follow-Up Study on Burnout Among Finnish Employees*

- Award presentation by Joseph J. Hurrell Jr., PhD, Editor, *Journal of Occupational Health Psychology*, and St. Mary's University, Halifax, NS, Canada

**SUNDAY, MAY 19**

**8:00–9:30 a.m.**

**Poster Session/  
Breakfast Reception**

*California Ballroom/Sacramento*

**Health Promotion 2**

- A1** Creating Balance With Win: Evolution of a National Employee Stress Management Program for VHA
- Sandra K. Schmunk, MA, MS, Veterans Health Administration, Minneapolis, MN; Tamara Schult, MPH; Brenda Burdett, RD, LDN; Ebi Awosika, MD, MPH
- A2** Effect of Exercise Program to Prevent Neck Pain in Office Workers: A Cluster-Randomized Controlled Trial
- Rattaporn Sihawong, MSC, Chulalongkorn University, Pathumwan, Bangkok, Thailand; Prawit Janwantanakul, PhD; Wiroj Jiamjarasrangsi, MD, PhD; Praneet Pensri, PhD
- A3** Mental Health Promotion Interventions for Migrant Workers in a Shoemaking Company in China
- Xin Yu, Director and Professor, Institute of Mental Health, Peking University, Beijing, China; Weimin Dang; Tianhang Zhou; Yongqiang Lin; Zijun Wu; Wenyi Niu; Lin Lin; Fujun Jia; Meiyang Zhang; Hongling Chu; Qu Liu; Yantao Ma; Shuiming Li; Jinpeng Zhou; Wenting Feng; Lei Yang; Luomin Xiao; Hong Ding; Haiou Yang [*Best Intervention Competition Honorable Mention*]

**Economic Issues and Concerns**

- B1** Aging Workforce: A Regional Transition Study on the Potential of University Graduates With Disabilities
- Jana F. Bauer, Degree in psychology, Department of Labor and Vocational Rehabilitation, University of Cologne, Cologne, Germany; Anne Baumann, MA Hons Psychology; Mathilde Niehaus, Professor; Stephanie Kohl, Degree in psychology
- B2** Insecurity in the Ivory Tower: Budgetary Effects of Pay and Job Insecurity on Faculty Outcomes
- Tahira M. Probst, PhD, Washington State University, Vancouver, WA; Wendi L. Benson, MS; Lixin Jiang, MS; Kristine J. Olson, PhD; Maja Graso, PhD
- B3** The Self-Employed Face the Economic Downturn
- Irvin S. Schonfeld, PhD, City College of the City University of New York, New York, NY; Joseph J. Mazzola, PhD

**Workplace Mistreatment**

- C1** Personal/Group Discrimination Perception: Effects on Incivility Detection
- Lori A. Snyder, PhD, University of Oklahoma, Norman, OK; Elizabeth Hocker, MA

- C2** Defining Workplace Harassment: An Evaluation of Four Criteria
- Marvin G. Claybourn, PhD, St. Thomas University, Fredericton, NB, Canada
- C3** Who to Turn to? Sources of Support After Patient-on-Staff Assault
- Erin L. Kelly, PhD, UCLA, Los Angeles, CA
- C4** Gender Harassment and Its Correlates: A Study Among University Teachers
- Tuija Muhonen, PhD, Malmö University, Sweden
- C5** Advancing the Measurement of Sexual Harassment: Suggestions for Model Improvement and an Alternative Assessment Method
- Peggy Stockdale, PhD, Indiana University-Purdue University, Indianapolis, IN; Katherine A. Sliter, PhD

**Work Scheduling**

- D1** Shift Work and Diurnal Salivary Cortisol Pattern Among Police Officers: The BCOPS Study
- Desta B. Fekedulegn, PhD, NIOSH, Morgantown, WV; Cecil M. Burchfiel, PhD; John M. Violanti, PhD; Michael E. Andrew, PhD; Luenda E. Charles, PhD; Tara A. Hartley, PhD; Diane B. Miller, PhD
- D2** Job Flexibility Effects on Psychological Distress: A Multilevel Study Among Hospital Patient-Care Workers
- David A. Hurtado, MS, Harvard School of Public Health, Boston, MA; Maria Glymour, SD; Silje E. Reme, PhD; Lisa F. Berkman, PhD; Glorian Sorensen, PhD
- D3** Are I-Deals Ideal? Idiosyncratic Deals, Personality, and Engagement
- Kori Callison, PhD, University of Wisconsin–Stout, Menomonie, WI; Erin Steffek, BA

**Factors Influencing Work–Life Balance**

- E1** Anticipated Reactions to Crossing Work/Personal Life Boundaries Online: Self-Focused Emotions, Planning and Work/Personal Life Interference
- Carrie A. Bulger, PhD, Quinnipiac University, Hamden, CT; Chelsea D. Glynn, BA
- E2** Work–Home Integration: Challenge or Hindrance?
- Cornelia Gerdenitsch, Mag, University of Vienna, Austria; Dr. Sara Tement; Prof. Christian Korunka
- E3** Number and Age of Children on Time-Based Family Interference With Work
- Ejike Okonkwo, PhD, Enugu State University of Science and Technology, Enugu, Nigeria



- E4** Contextualizing Work–Family Enrichment: Do Age, Locus of Control, and Children Living at Home Matter?
- Tatiana H. Toumbeva, MA, Bowling Green State University, Bowling Green, OH; Christopher S. Chang, BA; Russell A. Matthews, PhD
- E5** The Influence of Employees’ Parents on Work–Life Balance in Taiwan
- Chih-Ying Wu, MBA, Institute of Work, Health & Organisations, University of Nottingham, UK; Amanda Griffiths PhD; Tom Cox, PhD
- E6** Financially Fragile Families: Implications for Work–Family Conflict?
- Anna C. McFadden, BA, Clemson University, SC; Robert R. Sinclair, PhD; James E. Martin, PhD
- E7** Influence of Personal and Organizational Variables on Employees’ Work–Family Conflict Strain Experience
- Leonard I. Ugwu, PhD, University of Nigeria, Nsukka, Enugu, Nigeria

#### Organizational Practices

- F1** Quality of Elderly Care Through Autonomy-Support
- Esther Hauer, MSc, Umeå University, Sweden; Annika M. Nordlund, PhD; Kristina Westerberg, PhD
- F2** Optimize Employee Health in Health Care Lean-Processes: Continuous Survey Processes as a Tool
- Petra Nilsson, PhD, Kristianstad University, Sweden; Ingemar Andersson, Associate Professor; Göran Ejlertsson, PhD; Kerstin Blomqvist, Associate Professor
- F3** Development of a Leadership Measure: Gathering Evidence Towards Construct Validity
- Elizabeth A. Rupperecht, MS, Saint Louis University, St. Louis, MO; Jessica S. Waldrop, MS; Matthew J. Grawitch, PhD

#### Job and Task Design

- G1** Effects of Economic Dependency on the Relationship Between Job Stressors and Job Satisfaction
- Janelle H. Cheung, BA, Clemson University, SC; Robert R. Sinclair, PhD; Mo Wang, PhD; Junqi Shi, PhD
- G2** Cross-National Examination of Emotional Labor, Perceived Organizational Support, and Sex: Armenia, Turkey, and the U.S.
- Ashley E. Nixon, PhD, Willamette University, Salem, OR; Savas Ceylan, PhD; Ece Omuris, MA; Richard Newel, PhD; Gema Ruiz de Huydobro, MA; Artak Manukyan, PhD; Carnot E. Nelson, PhD

#### Trauma and Stigmatization

- H1** Employee Mental Health Treatment Seeking: Perceptions of Responsibility and Resilience
- Skye K. Gillispie, MS, Clemson University, SC; Thomas W. Britt, PhD; Crystal M. Burnette, MS; Anna C. McFadden, BA; Chad R. Breeden, MS
- H2** Stigmatization Mediates the Relationship of Secondary Trauma Exposure to Depression in Medical Examiner Personnel
- Elizabeth Brondolo, PhD, St. John’s University, Jamaica, NY; Heather Leiser; Kristy-Lee Jean-Pierre; Douglas Delahanty
- H3** Prospective Analyses of Changes in Negative Self Appraisals and Depression in Medical Examiner Personnel
- Elizabeth Brondolo, PhD, St. John’s University, Jamaica, NY; Elena M. Brondolo, BA; Madeline Libretti, BA; Douglas Delahanty, PhD
- H4** Mental Health Treatment and Stigma Among Police Officers
- Emin Gharibian, MA, California School of Professional Psychology, CA; Selina L. Mangassarian, MA; Lekeisha Sumner, PhD

#### Psychological Effects of Job Stress

- I1** Early Detection and Treatment of Mental Illness in the Workplace; An Intervention Study
- Helle Ø Sørensen, BSc, Aalborg Psychiatric Hospital, Denmark; Janne T. Larsen; Malene K. Bording, MSSc; Povl Munk-Jørgensen, DrMedSc
- I2** The Relation Between Stressful Conditions and Psychosocial Factors at Work Among Oil Industry Workers
- Sara Unda, Masters, Universidad Nacional Autonoma de México, Mexico; Horacio Tovalín, PhD; Marlene Rodriguez, Master’s degree; Jose Antonio Centeno, Licenciado
- I3** The Role of Guilt on the Relationship Between Burnout and Psychosomatic Disorders: A Cross-National Study
- Hugo Figueiredo-Ferraz, PhD, University of Valencia, Spain; Pedro R. Gil-Monte, PhD
- I4** The Reciprocity of the Quality of Care Providers’ Occupational Life of and the Quality of Care: A Cycle Model
- Marco Ferrara, Degree in psychology, Università degli studi di Torino, Turin, Italy; Sara Viotti, PhD; Daniela Converso, PhD; Valentina Trotta, Degree in psychology; Gloria Guidetti, Degree in psychology; Barbara Loera, PhD
- I5** Project Managers and Burnout
- Shariifah Rahah Sheik Dawood, PhD, Penn State Behrend, Erie, PA

**SUNDAY, MAY 19** (continued)

**Sleep, Fatigue, and Work**

- J1** Effects of Perceived Interest and Difficulty on Auditory Comprehension Under Sleep Deprivation Conditions
  - Kristen S. Jennings, BS, Clemson University, SC; June J. Pilcher, PhD
- J2** Unwinding, Recovery, and Health Among Social Workers and Caretakers at Psychiatric Ward
  - Lars H. Häsänen, PhD, Stockholm University, Sweden; Prof. Gunnar Aronsson; Eva-Lotta Nylén, BA; Sara Göransson, PhD; Prof. Magnus Sverke

**Safety Climate 2**

- K1** Leader Justice and Safety Performance: Moderating Effect of Leader Support for Safety
  - Benjamin R. Kaufman, BA, Old Dominion University, Norfolk, VA; Konstantin P. Cigularov, PhD; Peter Y. Chen, PhD; Krista Hoffmeister, MS; Alyssa M. Gibbons, PhD; Stefani K. Johnson, PhD
- K2** The Role of Leadership in Occupational Safety: A Review of Safety Intervention Literature
  - Thivia Mogan, MS, Old Dominion University, Norfolk, VA; Konstantin P. Cigularov, PhD; Benjamin R. Kaufman, BA
- K3** Expanding Safety Climate Research: The Mediating Effect of Job Attitudes on Turnover Intentions
  - Julie J. Lanz, MS, Florida International University, Miami, FL; Archana Manapragada, BS; Valentina Bruk-Lee, PhD; Ashley E. Nixon, PhD
- K4** Work-Related Stress Mediates the Impact of Safety Climate on Safety Outcomes
  - Luciano Romeo, Associate Professor, University of Verona, Italy; Margherita Brondino, PhD; Gianluigi Lazzarini, PhD; Elisabetta Farisè, PhD; Margherita Pasini, Associate Professor
- K5** Validity of a Generic Safety Climate Scale for Lone Workers Across Different Industries and Companies
  - Jin Lee, MA, Liberty Mutual Research Institute for Safety, Hopkinton, MA, and University of Connecticut, Storrs, CT; Yueng-hsiang Huang, PhD; Michelle M. Robertson, PhD; Lauren A. Murphy, PhD; Angela Garabet, MSc; Wen-Ruey Chang, PhD
- K6** The “Shelf-Life” of Leading and Lagging Safety Climate-Safety Incident Relationships
  - Mindy E. Bergman, PhD, Texas A&M University, College Station, TX; Stephanie C. Payne, PhD; Aaron B. Taylor, PhD; Jeremy M. Beus, PhD

**Professional and Educational Development**

- L1** Empowering Young Workers Through Safety and Health Education
  - Kristen M. Butler, MPH, Georgia Tech Research Institute/ Southeast Center for Young Worker Safety and Health, Atlanta, GA
- L2** Formulation of a Scale to Assess Goal-Types in Workplace Training
  - Casey E. Biggs, BA, Northern Kentucky University, Highland Heights, KY; Philip J. Moberg, PhD; Whitney E. Kessinger, BA; Rebecca L. Shearer, BA
- L3** Job Demands-Resources Model: The Mediational Role of Opportunities for Professional Development
  - Monica Molino, MA, Department of Psychology, Turin, Italy

**Research Methodology 2**

- M1** Developing a Concise Measure of Physical Activity and Establishing Its Relationships With Workplace Stress Outcomes
  - Katherine A. Sliter, PhD, Indiana University-Purdue University Indianapolis, IN
- M2** Discovering Occupational Health Using Smartphone-Enabled Experience Sampling Method (ESM)
  - Masakatsu Ono, MA, Claremont Graduate University, Claremont, CA
- M3** Towards Validating the Italian Version of the “Spanish Burnout Inventory”: A Preliminary Study on a Nursing Sample
  - Sara Viotti, PhD, University of Turin, Torino, Italy; Daniela Converso, DrProf; Pedro R. Gil-Monte, PhD
- M4** Psychometric Properties of the “Spanish Burnout Inventory” (SBI) in a Sample of Spanish Teachers
  - Pedro R. Gil-Monte, PhD, University of Valencia, Spain; Hugo Figueiredo-Ferraz, PhD
- M5** Initial Validation of a Workplace Felt Stigma Scale
  - Alyssa McGonagle, PhD, Wayne State University, Detroit, MI; Hannah Diebel, BA; Zachary Fragoso, BA; Keith Zabel, BA
- M6** The Positive Value of the Workers/Customers Relationship: Development and First Validation of Customer/Patients’ Gratitude Scale (CPGS)
  - Daniela Converso, Master’s degree, University of Turin; Mara Martini, PhD

- M7** Interpreting Hazards in the Work Environment: Scale Development of a Multifaceted Measure of Perceived Risk
- Timothy J. Bauerle, MA, University of Connecticut, Storrs, CT; Zandra Zweber, MA; Katrina Burch, BA; Vicki J. Magley, PhD

**Positive Psychology in the Workplace**

- N1** When Work Stress Leads to Employee Creativity and Job Satisfaction: Role of Positive and Negative Task Feedback From Supervisor
- Laura Riolli, PhD, California State University, Sacramento, CA; Alice Hon, PhD
- N2** Organizational Benefits of Alternate Mindsets: How Meditative Techniques Enhance Well-Being and Creative Production Amongst Employees
- Marie E. Holm, PhD (Cand), ESCP Europe School of Business, Paris, Ile de France, France; Martin Storme, PhD (Cand); Nils Myszkowski, PhD (Cand)
- N3** Job Resources, Personal Resources and Nurses' Job Satisfaction: The Mediating Role of Flow at Work
- Margherita Zito, University Degree, University of Turin, Italy; Lara Colombo, PhD
- N4** Job Crafting: The Pursuit of Happiness at Work
- Cristina D. Kirkendall, PhD, Wright State University, Dayton, OH; Nathan A. Bowling, PhD
- N5** High-Arousal and Low-Arousal Job-Related Positive Affect as Predictors of Low-Grade Inflammation
- Dr. Galit Armon, University of Haifa, Israel; Prof. Samuel Melamed
- N6** Resilience in Men Dealing With Occupational Stress and Burnout
- Danielle Nahon, PhD, University of Ottawa, ON, Canada; Nedra R. Lander, PhD
- N7** Positive and Negative Changes in Students' Experiences During Their First Academic Semester
- Shoshi Chen, PhD, Tel Aviv University, Israel; Mina Westman, PhD; Ornit Davidson, PhD

**9:30-9:45 a.m.**

**Break**

**9:45-11:00 a.m.**

**Concurrent Sessions**

**Derailed Organizational Health and Well-Being Interventions: Confessions of Failure, Solutions for Success (Symposium)**

*San Gabriel C*

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

- Paper 1** Interventions to Prevent Mental Health Problems at Work: Three Main Principles Emerging From Research
- Nathalie Jauvin, PhD, CSSS de la Vieille Capitale, Québec City, Canada; Michel Vézina, MD, MPH; Chantal Brisson, PhD; Renée Bourbonnais, PhD

- Paper 2** Derailed, but Implemented: A Study of Two Natural Work Life Interventions

- Emir Kico, MS, Norwegian University of Science and Technology, Norway; Per Ø. Saksvik, PhD

- Paper 3** Challenges in the Evaluation of a Mental Health Promotion Intervention in Small-to-Medium Enterprises

- Angela Martin, PhD, University of Tasmania, Hobart, Australia; Kristy Sanderson, PhD; Jenn Scott PhD; Paula Brough, PhD

- Paper 4** How Do We Know What "Worked"? Developing Criteria for Successful Organizational Health and Well-Being Interventions

- Caroline Biron, PhD, Laval University, Quebec, Canada

- Paper 5** The Four Pillars of Organizational Interventions: Context, Content, Criterion, and Process

- Maria-Karanika Murray, PhD, Nottingham-Trent University, UK

**Total Worker Health™ Interventions at the Oregon Healthy Workforce Center (Symposium)**

*Santa Barbara C*

**Chair:** Ryan Olson, PhD, Oregon Health & Science University, Portland, OR

- Paper 1** Health Promotion and Protection Intervention Among Oregon Correctional Officers

- Kerry Keuhl, MD, Oregon Health & Science University, Portland, OR; Diane Elliot, MD; Carol DeFrancesco, MA; Adriana Sleight, BS; Jennifer Smith, MPH

- Paper 2** The COMPASS Pilot Study: A Total Worker Health™ Intervention for Home Care Workers

- Ryan Olson, PhD, Oregon Health & Science University, Portland, OR; Robert R. Wright, PhD; Diane Elliot, MD; Jennifer Hess, PhD; Brad Wipfli, PhD; Annie Mancini, BA

- Paper 3** Work-Life and Safety Support Among Construction Workers: Effects on Health and Well-Being

- Leslie Hammer, PhD, Portland State University, Portland, OR; Donald Truxillo, PhD; Todd Bodner, PhD; Mariah Kraner, MS

**SUNDAY, MAY 19** (continued)

- Paper 4** Promoting Safety and Health in Young Employees
- Diane Rohlman, PhD, Oregon Health & Science University, Portland, OR; Megan Parish, MPH; Eric Serres, BS; Hannah White, BS; Diane Elliot, MD; Dede Montgomery, MS

**Discussant:** W. Kent Anger, PhD, Oregon Health & Science University, Portland, OR

**Effects of Organizational Change on Employee Well-Being (Paper Panel Session)**

*Palos Verdes*

**Chair:** Irene Houtman, PhD, TNO, Hoofddorp, The Netherlands

- Paper 1** Being in a Non-Preferred Job After Organizational Change: Associations With Employability and Well-Being in Swedish Managers
- Claudia Bernhard-Oettel, PhD, Stockholm University, Sweden; Katharina Näswall, PhD; Prof. Gunnar Aronsson

- Paper 2** Premerger Mental Health and Change in Job Position During Merger as Predictors of Postmerger Psychotropic Medication
- Pauliina Mattila-Holappa, LicPsych, Finnish Institute of Occupational Health, Helsinki, Finland; Karina Nielsen, PhD; Krista Pahkin, LicSocSci; Aki Koskinen, MS; Anne Kouvonon, PhD; Marianna Virtanen, PhD; Ari Väänänen, PhD

- Paper 3** Interactions Between Lean and Psychosocial Work Environment in a Hospital Setting: A Multiple Method Study
- Waqar Ulhassan, MSc, Karolinska Institute, Stockholm, Sweden; Ulrica von Thiele Schwarz, PhD; Johan Thor, PhD; Christer Sandahl, PhD; Hugo Westerlund, PhD

**Job Demands and Musculoskeletal Symptoms (Paper Panel Session)**

*San Fernando*

**Chair:** Songqi Liu, PhD, Pennsylvania State University, University Park, PA

- Paper 1** Reward and Over-Commitment Increase Trapezius Muscle Activity in a Real Office Work Environment
- Jennifer L. Bruno Garza, BS, Harvard University, Boston, MA; Belinda H.W. Eijkelhof, MS; Maaike A. Huysmans, PhD; Peter W. Johnson, PhD; Jaap H. van Dieen, PhD; Prof. Allard J. van der Beek; Jack T. Dennerlein, PhD

- Paper 2** Job Strain, Effort–Reward Imbalance and Neck, Shoulder and Wrist Symptoms Among Chinese Workers
- Shanfa Yu, PhD, Henan Provincial Institute of Occupational Health, Zhengzhou, Henan Province, China; Akinori Nakata, PhD; Dr. GuiZhen Gu; Naomi G. Swanson, PhD; Lihua He, PhD; Dr. Wenhui Zhou; Sheng Wang, PhD

- Paper 3** The Role of Tremor Assessment in Construction Workers to Prevent Hand Arm Vibration Syndrome
- Linda M. Jones, PhD, Massey University, Wellington, New Zealand

**Interpreting Longitudinal Surveys: The Balance of Change and Stability in Organizational Life (Symposium)**

*San Bernardino*

**Chair:** Michael P. Leiter, PhD, Acadia University, Wolfville, NS, Canada

- Paper 1** Stability and Change Model of Work Engagement and Job Resources: A Seven-Year Three-Wave Follow-Up
- Piia Seppälä, MA, Finnish Institute of Occupational Health, Helsinki, Finland; Jari Hakanen, PhD; Riku Perhoniemi, MA; Asko Tolvanen, PhD; Wilmar Schaufeli, PhD

- Paper 2** Contrasting Methods for Analyzing Changes in Burnout
- Michael P. Leiter, PhD, Acadia University, Wolfville, NS, Canada; Christina Maslach, PhD

- Paper 3** Positive and Negative Mood Trajectories and Their Relationship to Work Ability, Self-Rated Health and Life Satisfaction: A 13-Year Follow-Up Study
- Auli Airila, MSocSc, Finnish Institute of Occupational Health, and University of Helsinki, Finland; Jari J. Hakanen PhD; Ritva Luukkonen PhD; Sirpa Lusa PhD; Anne Punakallio PhD

**The Role of Psychological Factors and Support in Worker Well-Being (Paper Panel Session)**

*San Pedro*

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

- Paper 1** A Team and Individual-Level Model of Antecedents and Outcomes of Job Crafting
- Maria Tims, MSc, Erasmus University, Rotterdam, The Netherlands

- Paper 2** The Role of Work Psychosocial Factors in Ergonomics
- Dr. Elvia Luz González-Muñoz, Ergonomics Research Center, Universidad de Guadalajara, Mexico

- Paper 3** Testing Work Characteristics as Mediating Factors in the Relationship Among Nurse Leadership, Burnout, and Engagement
- Christopher J. L. Cunningham, PhD, The University of Tennessee at Chattanooga; Heather K. Smith, MS

- Paper 4** Health-Related Workplace Support and Pain
- Jessica A. Williams, MA, UCLA Fielding School of Public Health, Los Angeles, CA

**Preventing Traumatic Stress (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** Bengt Arnetz, MD, PhD, Wayne State University, Detroit, MI

- Paper 1** Reducing Mental Health Consequences During Disasters Through Worker Safety and Health Training
- Joseph “Chip” Hughes, MPH, National Institute of Environmental Health Sciences, Research Triangle Park, NC; Jim Remington, RN; Joy Lee, MA

- Paper 2** Strategies Used to Reduce Vicarious Trauma for Mental Health Professionals
- Jessica C. Hawkins, BA, Alliant International University at California School of Professional Psychology, Alhambra, CA; Fredrica Hendrix, BA; Tina Houston-Armstrong, PhD; Mattie President, BA; Rebecca Vivrette, MA

- Paper 3** Predicting Secondary Traumatic Stress: The Relative Importance of Current, Overall, and Frequency of Patient Trauma
- Katie M. Kinkade, BA, University of Georgia, Athens, GA; Lillian T. Eby, PhD

- Paper 4** Self-Reported Stress in Resuscitation: Associations With Performance, With Biological Stress Markers, and Effects of a Short Intervention
- Norbert K. Semmer, PhD, University of Bern, Switzerland; Sabina Hunziker, MD, MPH; Franziska Tschan, PhD; Stephan U. Marsch, MD, MPH

**Job Ambiguities and Job Insecurity (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Tahira M. Probst, PhD, Washington State University, Vancouver, WA

- Paper 1** May General Ambiguity at the Job Be a Vulnerability Factor for Job Insecurity?
- Anne Richter, PhD, Stockholm University and the Swedish School of Health and Sport Sciences, Stockholm, Sweden

- Paper 2** Identifying Risk Groups: New Research on Job Insecurity
- Anne Richter, PhD, Stockholm University and the Swedish School of Health and Sport Sciences, Stockholm, Sweden

- Paper 3** Online Freelancing: Psychologically Healthy?
- Luc R. Bourgeois, MSc, University of Queensland, Brisbane, Queensland, Australia; Hannes Zacher, PhD

- Paper 4** Work Organization, Job Insecurity and Occupational Health Disparities
- Paul A. Landsbergis, PhD, SUNY Downstate School of Public Health, Brooklyn, NY; Joseph G. Grzywacz, PhD; Anthony D. LaMontagne, ScD

**11:00–11:15 a.m. Break**

**11:15 a.m.–12:30 p.m. Concurrent Sessions**

**The Importance of Fitting Organizational Intervention to the Context (Symposium)**

*San Gabriel C*

**Chair:** Karina Nielsen, PhD, University of East Anglia, Norwich Research Park, UK

- Paper 1** The Impact of Intervention-Context Fit on Intervention Outcomes
- Raymond Randall, PhD, Loughborough University, England, UK; Karina Nielsen, PhD

- Paper 2** Tailoring Screening to the Local Context: The Experiences of Participants Using a Tailored Questionnaire to Develop Initiatives to Improve Working Conditions
- Karina Nielsen, PhD, University of East Anglia, Norwich Research Park, UK; Johan Simonsen Abildgaard, MSc; Kevin Daniels, PhD

- Paper 3** Organizational Interventions in a Cultural Context: Health Promoting Leadership in Germany and Sweden
- Kerstin Isaksson, PhD, Mälardalens Högskola, Västerås, Sweden; Carina Loeb, MSc; Eric Hansen, PhD; Gisela Mohr, PhD; Christiane Stempel, PhD

- Paper 4** Can You Promote Health Promoting Leadership in Turbulent Times?
- Gisela Mohr, PhD, University of Leipzig, Germany; Kerstin Isaksson, PhD; Thomas Rigotti, PhD; Torsten Holstad, PhD

**SUNDAY, MAY 19** (continued)

**Individual and Organizational Risk Factors for Health in Different Occupational Settings (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Joseph J. Hurrell Jr., PhD, Editor, *Journal of Occupational Health Psychology*, and St. Mary's University, Halifax, NS, Canada

- Paper 1** Health Behaviors and Health Conditions Among Construction Workers
- Xiuwen Sue Dong, DrPH, CPWR – The Center for Construction Research and Training, Silver Spring, MD; Julie A. Largay, MPH; Xuanwen Wang, PhD
- Paper 2** Occupational Stress, Organizational Policies, and Health Behaviors in Administrative Workers
- Jeannie A. Nigam, MS, NIOSH, Cincinnati, OH; Naomi G. Swanson, PhD; Michael Hopf, MS
- Paper 3** A Framework for Transit Bus Operator Worksite Health Protection and Promotion
- Robin M. Gillespie, PhD, Transportation Learning Center, Silver Spring, MD; Xinge Wang, MS; Tia Brown, MIS; June M. Fisher, MD; George Koutsouras, MPH; Paul A. Landsbergis, PhD; Charles Levenstein, PhD; Deborah McLellan, PhD
- Paper 4** Occupational and Lifestyle Factors and Weight Gain Among a Cohort of Correctional Officers
- Pourn D. Faghri, MD, MS, FACS, University of Connecticut, Storrs, CT; Kelly Wallace, BS; Ashok K. Chaurasia, MS; Martin C. Cherniack, MD

**Examination of Unique Antecedents of Workplace Mistreatment (Paper Panel Session)**

*Palos Verdes*

**Chair:** Paula L. Grubb, PhD, NIOSH, Cincinnati, OH

- Paper 1** Work–Family Conflict as a Mediator Between Job Demands and Interpersonal Deviance: Does Demand Type Matter?
- Sarah F. Bailey, MA, Northern Illinois University, DeKalb, IL; Camille J. Heneghan, BA; Jade S. Jenkins, MA; Larissa K. Barber, PhD
- Paper 2** Understanding Patient-to-Worker Violence in Hospitals: A Qualitative Analysis
- Judy E. Arnetz, PhD, MPH, Wayne State University, Detroit, MI; Lydia Hamblin, BS; Joel Ager, PhD; Mark L. Luborsky, PhD; Lynnette Essenmacher, MPH; Mark J. Upfal, MD, MPH

- Paper 3** Challenging Current Definitions of Workplace Bullying to Include High-Risk Project Teams
- Catherine Loughlin, PhD, Saint Mary's University, Halifax, NS, Canada; Lindsay Bryson, BA(Hons)
- Paper 4** Longitudinal Analysis of the Effect of Authentic Leadership on Workplace Bullying, Burnout and Turnover Intent
- Heather K.S. Laschinger, PhD, University of Western Ontario, London, ON, Canada; Roberta Fida, PhD

**Work, Stress, and Cardiovascular Health (Paper Panel Session)**

*San Fernando*

**Chair:** Peter L. Schnall, MD, MPH, University of California, Irvine, CA

- Paper 1** The Effects of Negative Affectivity on Cardiovascular Reactions to Repeated Exposure to a Stressor
- Lori A. Snyder, PhD, University of Oklahoma, Norman, OK; Brett Litwiller, MA
- Paper 2** Social Support, Gender, and Ambulatory Blood Pressure in Work and Non-Work Settings
- Shayna L. Henry, MA, University of California, Irvine, CA; Marina L. White, MA; Larry D. Jamner, PhD; David Shapiro, PhD
- Paper 3** Job Strain and Ambulatory Blood Pressure: A Meta-Analysis
- Paul Landsbergis, PhD, MPH, State University of New York, Brooklyn, NY; Marnie Dobson, PhD; George Koutsouras, MPH; Peter L. Schnall, MD, MPH

**Exploring the Determinants of Work Motivation (Paper Panel Session)**

*San Bernardino*

**Chair:** Debra A. Major, PhD, Old Dominion University, Norfolk, VA

- Paper 1** New Perspectives on Autonomous Motivation: A Case for a Three-Factor Model
- Kalifa K. Oliver, PhD, Vanderbilt University, Nashville, TN
- Paper 2** For Better or Worse: Passion for Work and Extra-Role Behavior
- Ide Katrine Birkeland, PhD candidate, BI Norwegian Business School, Oslo, Norway
- Paper 3** Job Stress as a Predictor of Occupational Commitment for Men and Women in It
- Debra A. Major, PhD, Old Dominion University, Norfolk, VA; Valerie J. Morganson, PhD; Heather M. Bolen, MS



Finalist for Best Student Research Award

- Paper 4** The Effect of Organizational Support on Faculty Work Motivation
- Julia N. Zaharieva, MS, Old Dominion University, Norfolk, VA; Miguel A. Padilla, PhD; Logan H. Self, BS

**Physical and Mental Effects of Work Conditions (Paper Panel Session)**

*San Pedro*

**Chair:** James Grosch, PhD, NIOSH, Cincinnati, OH

- Paper 1** Re-Regulation of Time Through Development of Temporal Structures With Sustainable Rhythms in Everyday Workplace Practises
- Henrik I. Lund, PhD, Roskilde University, Denmark; Helge S. Hvid, PhD
- Paper 2** Physical and Psychological Health of Mexican Entrepreneurs
- Carmen Camacho-Cristiá, PsycD, Universidad Veracruzana, Mexico; L. Fernando Arias-Galicia, PsycD
- Paper 3** Job Demands and the Metabolic Syndrome: Exploring the Mediating Role of Negative Emotions
- Sharon Toker, PhD, Tel-Aviv University, Israel; Ofer Atad, MSc; Prof. Samuel Melamed; Prof. Shlomo Berliner; Prof. Itzhak Shapira
- Paper 4** Long Hours and Leave From Work: Effects on Psychological and Physical Health
- Jennifer L. Gibson, PhD, Fors Marsh Group LLC, Arlington, VA; Ashton Jacobe, BA

**Trauma and Resilience in the Military (Paper Panel Session)**

*Santa Barbara A/B*

**Chair:** Robert R. Sinclair, PhD, Clemson University, SC

- Paper 1** Keeping Up Spirits: The Effects of Trust in Lower-Level and Higher-Level Leaders and Morale on Perceived Operational Demands
- Sylvie Boermans, MSc, KU Leuven, Belgium
- Paper 2** Does Civilian Job Stress/Support Affect Symptoms of PTSD and Depression in National Guard Veterans?
- Tamara M. Schult, MPH, University of Minnesota School of Public Health, Minneapolis, MN; Melissa A. Polusny, PhD; Christopher R. Erbes, PhD
- Paper 3** Resources Promoting Veteran Health After Transitioning From Military to Civilian Life
- Krystal K. Hachey, MEd, Department of National Defence, Ottawa, ON, Canada; Kerry A. Sudom, PhD

**Mechanisms for Moderating or Coping With Work-Related Stress or Trauma (Paper Panel Session)**

*San Gabriel A/B*

**Chair:** Jantien Van Berkel, MSc, VU University Medical Center, EMGO Institute, Amsterdam, The Netherlands

- Paper 1** The Mistreatment of International Medical Graduates: An Integrity Model Perspective
- Nedra R. Lander, PhD, University of Ottawa, ON, Canada; Danielle Nahon, PhD
- Paper 2** Efficacy of Coping Mechanisms for Dealing With Traumatic Work Events
- Michael Sliter, PhD, Indiana University–Purdue University, Indianapolis, IN; Emily Q. Ahonen
- Paper 3** The Moderating Role of Health-Oriented Leadership on the Relation of Anticipated Threat and Emotional Exhaustion
- Dr. Alexandra Michel, University of Heidelberg, Germany; Sarah Turgut, DiplPsych; Dr. Karlheinz Sonntag
- Paper 4** Daily Achievements, Emotional Irritation and Back Pain: A Multilevel Study With Nurses
- Celine M. Muehlethaler, MSc, University of Bern, Switzerland; Chiara P. Knecht, MSc; Norbert K. Semmer, PhD

**12:30–1:45 p.m.**

**Lunch** (on your own)

**12:30–1:45 p.m.**

**Luncheon Tutorial Sessions**

**State of the Art in Safety Climate Research**

*San Gabriel C*

Dov Zohar, PhD, Technion Institute of Technology, Haifa, Israel

**Succeeding as a Spokesperson for Occupational Health: Preparing for News Media Interviews**

*Santa Barbara C*

Rhea K. Farberman, APR, American Psychological Association, Washington, DC



**SUNDAY, MAY 19** (continued)

**1:45–3:00 p.m.**

**Concurrent Sessions**

**Vitality at Work (Paper Panel Session)**

*San Gabriel C*

**Chair:** Bengt Arnetz, MD, PhD, Wayne State University, Detroit, MI

**Paper 1** Cost-Effectiveness and Return on Investment of a Worksite Vitality Intervention Among Older Hospital Workers

- Johanna M. van Dongen, MSc, Body@Work, VU University Amsterdam, VU University Medical Center, The Netherlands; Jorien E. Strijk, PhD; Karin I. Proper, PhD; Marieke F. van Wier, MSc; Willem van Mechelen, PhD; Maurits W. van Tulder, PhD; Allard J. van der Beek, PhD

**Paper 2** Effects of a Worksite Vitality Intervention on Vitality, Work Engagement, Productivity and Sick Leave

- Jorien E. Strijk, PhD, Netherlands Organisation for Applied Scientific Research, TNO, Leiden, The Netherlands; Karin I. Proper, PhD; Willem van Mechelen, PhD; Allard J. van der Beek, PhD

**Paper 3** Determinants of Energy in Knowledge Workers: Cross-Sectional and Prospective Assessments

- Bengt Arnetz, MD, PhD, Wayne State University, Detroit, MI; Carissa L. Broadbridge, MA

**Paper 4** Moving Away From an Illness Focus in Occupational Health: Strategy and Evidence for Pursing “Vitality”

- Joseph G. Grzywacz, PhD, Oklahoma State University, Tulsa, OK; Joyce M. Young, MD; Jacquie Halladay, MD; Meg Bach, MS; Stewart Sill, MS

**Stress-Related Disorders: Risk Factors Within and Beyond the Workplace (Paper Panel Session)**

*Santa Barbara C*

**Chair:** Sharon Toker, PhD, Tel Aviv University, Israel

**Paper 1** Job Strain and Severe Depressive Symptoms: Are Effects Modified by Private Life Social Support?

- Ida E. H. Madsen, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark; Marianne Borritz, PhD; Martin L. Nielsen, PhD; Reiner Rugulies, PhD

**Paper 2** The Role of Personality in Predicting Repeat Participation in Periodic Health Screening

- Dr. Galit Armon, University of Haifa, Israel; Sharon Toker, PhD

**Paper 3** The Contribution of Work and Non-Work Factors to Mental Health

- Alain Marchand, PhD, University of Montreal, Quebec, Canada; Pierre Durand, PhD; Andrée Demers, PhD; Victor Haines; Sonia Lupien, PhD; Vincent Rousseau, PhD; Steve Harvey, PhD; Marie-Hélène Parizeau, PhD

**Paper 4** Antecedents of Employee Sleep Quality: Workplace Climate and Work–Family Integration

- Altovise M. Rogers, PhD, San Jose State University, CA; Neelam Rattan, PhD; Jennifer Ton; Jennifer Lam; Yalda Shefa

**Development of a Culturally Tailored OSH Questionnaire for Latino Immigrant Workers (Symposium)**

*Palos Verdes*

**Chair:** Donald E. Eggerth, PhD, NIOSH, Cincinnati, OH

**Paper 1** Insuring Conceptual Equivalence in Multi-Language Questionnaires

- Michael A. Flynn, MA, NIOSH, Cincinnati, OH

**Paper 2** Comparing Active Versus Reactive Adjustment Modes Among Hispanic and Non-Hispanic Workers

- Annette Shtivelband, MA, Colorado State University, Fort Collins, CO

**Paper 3** Risk Perception and Acceptance Among Latino Immigrant Workers

- Donald E. Eggerth, PhD, NIOSH, Cincinnati, OH

**Burnout Precursors and Protective Factors (Paper Panel Session)**

*San Fernando*

**Chair:** Christina Maslach, PhD, University of California, Berkeley, CA

**Paper 1** The “Dark Side” of Engagement and the Moderating Role of the Motivational Climate at Work

- Christina G.L. Nerstad, PhD, BI Norwegian Business School, Oslo, Norway; Prof. Astrid M. Richardsen; Sut I.W. Humberstad, Doctoral candidate

**Paper 2** Does Identity Matter? The Moderating Role of Recovery Status on Professional Stigma and Burnout

- Katie M. Kinkade, BA, University of Georgia, Athens, GA; Laura N. Provolt, BA; Lillian T. Eby, PhD

**Paper 3** The Moderating Role of Organizational Identity in the Job Demands–Burnout Relationship

- Marshall N. Valencia, PhD, University of Nottingham Malaysia Campus, Kuala Lumpur, Malaysia



- Paper 4** Job Control in Context: The Impact of Sense of Coherence on Burnout
- Andrea Bizarro, BA, University of Connecticut, Storrs, CT; David Reeves, MA; Xiaoyuan Zhu, BA; Robert A. Henning, PhD

**A Love/Hate Relationship With the Job (Symposium)**

*San Bernardino*

**Chair:** E. Kevin Kelloway, PhD, Saint Mary's University, Halifax, NS, Canada

- Paper 1** Loving One's Job: A Within-Person, Across-Jobs Approach
- Michelle Inness, PhD, University of Alberta, Edmonton, AB, Canada; E. Kevin Kelloway, PhD; Julian Barling, PhD; Nick Turner, PhD

- Paper 2** Preliminary Findings on the Health Implications of Loving One's Job
- Laure E. Pitfield, MSc, Saint Mary's University, Halifax, NS, Canada; E. Kevin Kelloway, PhD; Lori Francis, PhD

- Paper 3** Hating One's Job: An Investigation of an Overlooked Concept Among Health Care Professionals
- Timur Ozbilir, MSc, Saint Mary's University, Halifax, NS, Canada; Tyra McFadden, BA; E. Kevin Kelloway, PhD

- Paper 4** Advancing Hate of Job Theory: Development and Validation of a Self-Report Measure
- Patrick Horsman, MSc, Saint Mary's University, Halifax, NS, Canada; Kate Calnan, MSc

**Discussant:** Julian Barling, PhD, Queen's University, Kingston, ON, Canada

**Job Content Questionnaire 2.0: Results of Multi-Country Pilot Studies and Final New Scale Decisions (Symposium)**

*San Pedro*

**Chair:** Robert A. Karasek, PhD, University of Massachusetts Lowell, Lowell, MA

- Paper 1** Psychometric Comparisons Across 4 JCQ 2.0 Pilots
- Wilfred Agbenyikey, MPH, University of Massachusetts Lowell, Lowell, MA; Maureen Dollard, PhD; Maren Formazin, PhD; Li-jian Li; Sung-il Cho; Robert A. Karasek, PhD

- Paper 2** Macro-Level Shift in Modelling Work Stress
- Maureen Dollard, PhD, Center for Applied Psychological Research, University of South Australia, Magill Campus, Adelaide, Australia; Maren Formazin, PhD; Robert A. Karasek, PhD; Sarven McLinton; Jian Li; Wilfred Agbenyikey, MPH; Sung-il Cho

- Paper 3** Psychometric and Predictive Validity: The German JCQ 2.0 Pilot

- Maren Formazin, PhD, Federal Institute for Occupational Health, Berlin, Germany; Dr. Matthias Möhner; Dr. Norbert Kersten; Prof. Hans Martin Hasselhorn; Robert A. Karasek, PhD

**Discussants:** Jian Li, PhD, University of Dusseldorf, Dusseldorf, North Rhine-Westphalia, Germany; Sung-il Cho, ScD, Seoul National University Graduate School of Public Health, Seoul, South Korea; Bongkyoo Choi, ScD, University of California Irvine, CA; Irene Houtman, PhD, TNO, The Netherlands

**When Positive Work Experiences and Organizational Stressors Collide (Symposium)**

*Santa Barbara A/B*

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

- Paper 1** Positive Psychological States and Organizational Citizenship Behaviors: Context Matters
- Anna C. McFadden, BA, Clemson University, SC; Thomas W. Britt, PhD

- Paper 2** But We're Here to Help! Buffers of the Relationship Between Victim Incivility and Its Outcomes
- Michael Sliter, PhD, Indiana University–Purdue University Indianapolis, IN

- Paper 3** Expressive Writing Interventions in Occupational Health: Issues and Opportunities
- Robert R. Sinclair, PhD, Clemson University, SC; Cynthia D. Mohr, PhD; Sarah N. Arpin, BA

- Paper 4** When Work Demands Result in Positive Outcomes
- Thomas W. Britt, PhD, Clemson University, SC; Hailey A. Herleman, PhD; Heather N. Odle-Dusseau, PhD; DeWayne Moore, PhD; Carl A. Castro, PhD; Anthony Cox; Charles W. Hoge

**NIOSH's Total Worker Health™ Centers of Excellence: Integrating Worker Protection and Health Promotion (Roundtable Discussion)**

*San Gabriel A/B*

**Chair:** Jack T. Dennerlein, PhD, Northeastern University, Boston, MA

- Paper 1** The Center for the Promotion of Health in the New England Workplace (CPH-NEW)
- Nicole Champagne, EdD, University of Massachusetts Lowell, Lowell MA

- Paper 2** The Harvard School of Public Health Center for Work, Health, and Well-Being (CWHW)
- Deborah McLellan, PhD, Dana-Farber Cancer Institute, Boston, MA

**SUNDAY, MAY 19** (continued)

**Paper 3** The Oregon Healthy Workforce Center (OHWC)  
 • W. Kent Anger, PhD, Oregon Health & Science University, Portland, OR

**Paper 4** The University of Iowa Healthier Workforce Center for Excellence (HWCE)  
 • Diane Rohlman, PhD, Oregon Health & Science University, Portland, OR

**3:00–3:15 p.m.** **Break**

**3:15–4:30 p.m.** **Concurrent Sessions**

**Work Transitions and Mental Health Throughout the Work-Life Course (Symposium)**

*San Gabriel C*

**Chair:** Jukka Vuori, PhD, Finnish Institute of Occupational Research, Helsinki, Finland

**Paper 1** Enhancing Resources to Return to Work From Family Leave Among Finnish Women  
 • Salla Toppinen-Tanner, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Pia Pulkkinen, MA; Jukka Vuori, PhD

**Paper 2** Contributors to Retirement: Job Burnout, Depression and Their Longitudinal Relationship as Moderated by Workplace Affective Commitment  
 • Amiram D. Vinokur, PhD, University of Michigan, Ann Arbor, MI; Inbal Nahum-Shani, PhD; Ari Shirom, PhD

**Paper 3** Explaining the Varying Effects of Retirement on Alcohol Consumption: The Role of Unit-Level Drinking Norms and Stress Climate  
 • Inbal Nahum-Shani, PhD, University of Michigan, Ann Arbor, MI; Peter Bamberger, PhD; Samuel Bacharach, PhD; Etti Doveh, PhD

**Discussant:** Richard H. Price, PhD, University of Michigan, Ann Arbor, MI

**Taking Total Worker Health™ in New Directions: Contrasting General Versus Integrating Approaches (Symposium)**

*Santa Barbara C*

**Chairs:** Ulrica von Thiele Schwarz, PhD, and Henna Hasson, PhD, Karolinska Institute, Stockholm, Sweden

**Paper 1** Merging Occupational Health, Safety and Health Promotion With Lean: The First Year of an Integrated Systems Approach  
 • Terese Stenfors-Hayes, PhD, University of British Columbia, Vancouver, BC, Canada; Henna Hasson, PhD; Hanna Augustsson, MSc; Ulrica von Thiele Schwarz, PhD

**Paper 2** Co-Workership and Continuous Improvements of Processes in Healthcare: A Workplace Health Promotion Process?

- Katrin Skagert, PhD, Institute of Stress Medicine, Gothenburg, Sweden; Prof. Lotta Dellve; Caroline Bergman, MSc

**Paper 3** Supporting Managers in Improving Their Quality of Life at Work: An Active Ingredient of Organizational Stress Interventions

- Caroline Biron, PhD, Laval University, Quebec, Canada; Jean-Pierre Brun, PhD

**Paper 4** The Sound of Well-Being: A Cultural Intervention Aiming to Improve Well-Being Among Norwegian Employees

- Jonas R. Vaag, MSc, Nord-Trøndelag Health Trust, Stjørdal, Norway; Per Ø. Saksvik, PhD; Ottar Bjerkeset, PhD

**Discussant:** Henna Hasson, PhD, Karolinska Institute, Stockholm, Sweden

**Workplace Violence in At-Risk Occupations (Symposium)**

*Palos Verdes*

**Chair:** Marilyn L. Ridenour, MPH, NIOSH, Morgantown, WV

**Paper 1** Workplace Bullying and Incivility  
 • Paula L. Grubb, PhD, NIOSH, Cincinnati, OH; Rashaun K. Roberts, PhD

**Paper 2** Intervention Evaluation of the Violence Prevention Community Meeting  
 • Marilyn L. Lanza, DNSc, PMHCNS-BC, ARNP, Edith Nourse Rogers Memorial Veterans Hospital, Bedford, MA; Marilyn Ridenour, MPH; Scott Hendricks, MS

**Paper 3** Incidence and Risk Factors of Workplace Violence on Psychiatric Staff  
 • Marilyn L. Ridenour, MPH, NIOSH, Morgantown, WV; Marilyn Lanza, DNSc, PMHCNS-BC, ARNP; Scott Hendricks, MS; Daniel Hartley, EdD

**Paper 4** Psychological and Social Work Contexts Associated With Violence to Home Health and Hospice Care Workers  
 • Carri Casteel, PhD, University of North Carolina at Chapel Hill, NC; Corinne Peek-Asa, PhD; Maryalice Nocera, MSN; Catherine J. Vladutiu, PhD

**Stress and Well-Being: Physical and Emotional Aspects  
(Paper Panel Session)**

*San Fernando*

**Chair:** Haiou Yang, PhD, UC Irvine Center for Occupational and Environmental Health, Irvine, CA

- Paper 1** Employment Status, Occupational Category, Occupational Hazards, and Job Stress in Relation to Telomere Length
- Kaori Fujishiro, PhD, NIOSH, Cincinnati, OH; Ana Diez-Roux, MD, PhD; Paul Landsbergis, PhD; Teresa Seeman, PhD; Nancy S. Jenny, PhD
- Paper 2** Well-Being and Life Satisfaction: Associations Observed in an Employed Population
- Nico P. Pronk, PhD, HealthPartners, Minneapolis, MN; Marcia Lowry, MS; Abigail S. Katz, PhD; Thomas E. Kottke, MD
- Paper 3** Empirical Validation of a Theoretical Model of Off-Job Reactivity to Daily Work Stress
- Charles C. Calderwood, MS, Georgia Institute of Technology, Atlanta, GA; Phillip L. Ackerman, PhD

**Workability and Health Risk Assessment/Prevention  
(Paper Panel Session)**

*San Bernardino*

**Chair:** Alyssa McGonagle, PhD, Wayne State University, Detroit, MI

- Paper 1** Work Ability: A Sensitive Predictor of Short-Term Health Outcomes
- Nicholas Warren, ScD, University of Connecticut Health Center, Farmington, CT; Janet Barnes-Farrell, PhD
- Paper 2** The Evolution of the Organizational Survey: Toward an Integrated Assessment of Employee Health and Climate
- Jodie L. Royan, PhD, Fors Marsh Group LLC, Arlington, VA; Joseph N. Luchman, MA; Brian Griepentrog, PhD; Sean Marsh, PhD
- Paper 3** A New Global Approach of Psychosocial Risks Prevention and of Well-Being Development
- Hazem Ben Aissa, PhD, Université Paris Sud, Sceaux, France [*Best Intervention Competition Honorable Mention*]
- Paper 4** Work Ability: Evidence of Construct Validity in a Sample of U.S. Workers
- Alyssa McGonagle, PhD, Wayne State University, Detroit, MI; Gwenith G. Fisher, PhD

**Let All Social Partners in the Social Support Process Count:  
New Perspectives on Classical Theory (Symposium)**

*San Pedro*

**Chairs:** Liu-Qin Yang, PhD, Portland State University, Portland, OR; Robert R. Wright, PhD, Oregon Health & Science University, Portland, OR

- Paper 1** Be Mindful of What You Impose on Your Colleagues: Social Burden in the Workplace
- Liu-Qin Yang, PhD, Portland State University, Portland, OR; Margaret Nauta, PhD; David E. Caughlin, MS; Paul E. Spector, PhD
- Paper 2** Dr. Jekyll and Mr. Hyde: Effects of Ambivalent Supervisors Who are Both Supportive and Unsupportive
- Lisa M. Kath, PhD, San Diego State University, CA; Mark G. Ehrhart, PhD; Jaynelle F. Stichler, RN
- Paper 3** Crossover of Positive and Negative Work–Family Spillover Through Spousal Support: A Cross-National Study
- Michael T. Ford, PhD, University at Albany, SUNY, NY; Jia-Fei Jin, PhD

**Discussant:** Ellen E. Kossek, PhD, Purdue University Krannert, West Lafayette, IN

**Safety Management in Hazardous Occupations  
(Paper Panel Session)**

*Santa Barbara A/B*

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

- Paper 1** Predictors of Training Transfer for a Train-the-Trainer Program in the Aquaculture Industry
- Tristan W. Casey, BPsySci, Sentis, Brisbane, Queensland, Australia; Autumn Krauss, PhD; Karolina Stasiak, Bachelor's degree
- Paper 2** Safety Support, Error Management, Safety Communication, and Safety Performance
- Tristan W. Casey, BPsySci, Sentis, Brisbane, Queensland, Australia; Autumn Krauss, PhD
- Paper 3** Organizational Socialization and New Worker Occupational Safety
- Jane Mullen, PhD, Mount Allison University, Sackville, NB, Canada; E. Kevin Kelloway, PhD; Mike Teed, PhD candidate

**SUNDAY, MAY 19** (continued)

- Paper 4** Associations of Occupational Safety Climate, Attitude and Behaviors With Work-Related Injuries Among Manufacturing Workers
- Wei-Qing Chen, PhD, School of Public Health, Sun Yat-sen University, Guangzhou, China; Zhi-xiong Huang, MPH; Ya-ni Xiao, MD; Dongbo Guang, MD; Shao-bin Huang, MPH; Xu-hua Liu, Bachelor of Medicine

**4:30–4:45 p.m.** **Break**

**4:45–5:30 p.m.** **Closing Plenary**

*Avalon/Emerald Bay Ballroom*

**Best Student Research Award**

- Award presentation by Adam Butler, PhD, University of Northern Iowa, Cedar Falls, IA

**Best Intervention Award**

**Dov Zohar, PhD**, Faculty of Management, and Tal Polatchek, Technion – Israel Institute of Technology, Haifa, Israel  
*Reducing Policy–Practice Decoupling to Improve Safety Climate and Performance: A Randomized Intervention Field Study*

- Award presentation by Ted Scharf, PhD, NIOSH, Cincinnati, OH, for John Howard, MD, MPH, JD, LLM, NIOSH Director

**Introduction to Work Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations**

May 7–10, 2015, The Westin Peachtree Plaza, Atlanta, GA

- Bengt Arnetz, PhD, Wayne State University, Detroit, MI

**Closing Remarks**

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# Index

- Abildgaard, Johan Simonsen, **51**  
Ackerman, Phillip L., **57**  
Agbenyikey, Wilfred, **26, 55**  
Ager, Joel, **52**  
Ahmed, Shujaat, **59**  
Ahola, Kirsi, **2, 35, 60**  
Ahonen, Emily Q., **53**  
Airila, Auli, **50**  
Aissa, Hazem Ben, **57**  
Åkerstedt, Torbjörn, **26**  
Akyolcu, Neriman, **21**  
Alarcon, Gene M., **32**  
Albert, Valérie, **41**  
Allen, Jennifer, **35**  
Allen, Joseph A., **34**  
Allen, Josh, **21, 32, 33, 59**  
Allisey, Amanda F., **25, 27, 36**  
Allison, Jeroan J., **42**  
Almeida, David M., **36**  
Alterman, Toni, **26, 31, 44, 60**  
Altice, Jessica, **19**  
An, Mihyang, **60**  
Andersen, Elizabeth, **40**  
Andersen, Thale, **60**  
Anderson, Vern Putz, **22**  
Andersson, Ingemar, **47**  
Anderzén, Ingrid, **20, 60**  
Andreou, Nicholas J.A., **24, 25**  
Andrew, Michael E., **20, 44, 46**  
Ang, Andy (Huat Bin), **44, 60**  
Anger, W. Kent, **22, 29, 36, 50, 56**  
Annan, Jeffery, **34**  
Arble, Eamonn, **31**  
Arevalo, Jonny, **28**  
Arheart, Kristopher L., **25, 44**  
Arias, Oscar, **44**  
Arias-Galicia, Fernando, **43, 53**  
Armon, Galit, **35, 49, 54**  
Arndt, Leah Rouse, **21**  
Arnetz, Bengt, **2, 31, 51, 54, 58, 59**  
Arnetz, Judy E., **52**  
Aronsson, Gunnar, **48, 50**  
Arpin, Sarah N., **55**  
Asfaw, Abay G., **20, 23, 25, 29, 30, 60**  
Atad, Ofer, **53**  
Au, Rhoda, **26**  
Augustsson, Hanna, **23, 56**  
Avanzi, Lorenzo, **36**  
Awosika, Ebi R., **22, 37, 46**  
Aziz, Shahnaz, **34**  
Baba, Vishwanath V., **43**  
Baban, Adriana, **30**  
Babiak, Paul, **40**  
Bach, Meg, **54**  
Bacharach, Samuel, **56**  
Bailey, Sarah F., **32, 52**  
Baker, Brooke A., **19**  
Baker, Dean, **27, 28, 44**  
Bakker, Arnold B., **29, 30, 37, 42, 45**  
Balducci, Cristian, **36**  
Ballard, David W., **2, 29, 37, 60**  
Bamberg, Eva, **40**  
Bamberger, Peter, **56**  
Barber, Larissa K., **20, 26, 29, 31, 32, 52**  
Barelka, Alex, **32**  
Barlring, Julian, **2, 28, 55**  
Barnes-Farrell, Janet L., **2, 18, 37, 43, 57, 59, 60**  
Bass, Benjamin, **19**  
Bateson, Gayle, **59**  
Bauer, Georg F., **27**  
Bauer, Jana F., **24, 46**  
Bauer, Jeremy, **60**  
Bauerle, Timothy J., **20, 23, 38, 49, 60**  
Baughman, Penelope J., **44**  
Baumann, Anne, **46**  
Baynton, Mary Ann, **24**  
Becker, Edmund R., **39, 42**  
Becker, Jamie F., **22**  
Beckers, Debby G.J., **26**  
Beehr, Terry A., **38, 59**  
Beltran-Villegas, Emilio David, **32**  
Bennett, Joel B., **13, 18, 25, 37, 45**  
Benson, Wendi L., **46**  
Bergh, Linn I.V., **30**  
Bergman, Caroline, **56**  
Bergman, Mindy E., **28, 48, 60**  
Berkman, Lisa F., **36, 46**  
Berliner, Shlomo, **53**  
Bernaards, Claire, **26**  
Bernhard-Oettel, Claudia, **23, 24, 50**  
Berntson, Erik, **20, 21**  
Bertello, Marisa R., **32**  
Beus, Jeremy M., **48**  
Bhattacharya, Anasua, **22, 60**  
Bicknell, Erin, **33**  
Biggs, Casey E., **48**  
Bipp, Tanja, **37**  
Birkeland, Ide Katrine, **52**  
Biron, Caroline, **23, 49, 56, 60**  
Biron, Michal, **34**  
Bizarro, Andrea, **20, 55**  
Bjerkset, Ottar, **36, 56**  
Blackmore, Ashley, **32**  
Blanco, Gisela, **40**  
Blomqvist, Kerstin, **47**  
Blonk, Roland, **28**  
Bodner, Todd, **29, 36, 49**  
Boermans, Sylvie, **53**  
Böhm, Alena, **29**  
Boissard, Vanessa, **21**  
Bolduc, Nadine, **30**  
Bolen, Heather M., **52**  
Bondanza, Alison, **30**  
Bongers, Paulien M., **39, 44**  
Boot, Cécile R.L., **39, 43, 44**  
Bording, Malene K., **47**  
Borritz, Marianne, **54**  
Botones, Marelle, **34**  
Bourbonnais, Renée, **49**  
Bourgeois, Luc R., **51**  
Bowling, Nathan A., **49**  
Branche, Christine M., **22**  
Brassard, Patrice, **21**  
Brauchli, Rebecca, **27**  
Bray, Jeremy, **34, 41**  
Breedon, Chad R., **47**  
Breevaart, Kimberley, **30**  
Brewer, Lindsey, **38**  
Brinker, Kimberly, **22**  
Brisson, Chantal, **49**  
Britt, Thomas W., **47, 55**  
Britton, Ashlie R., **33, 41**  
Broadbridge, Carissa L., **54**  
Brockhaus, Ann, **2**  
Brockwood, Krista J., **36**  
Brondino, Margherita, **48**  
Brondolo, Elena M., **47**  
Brondolo, Elizabeth, **31, 47**  
Brosschot, Jos F., **26**  
Brough, Paula, **49, 60**  
Brown, Jessi Eden, **35**  
Brown, Leslee S., **25**  
Brown, Tia, **52**  
Bruce, Suezanne, **28**  
Bruk-Lee, Valentina, **21, 26, 33, 43, 48**  
Brun, Jean-Pierre, **56**  
Bruno Garza, Jennifer L., **50**  
Bryson, Lindsay, **21, 33, 52**  
Bulger, Carrie A., **46, 60**  
Bunk, Jennifer, **24, 39, 60**  
Burch, Katrina, **49**  
Burchfiel, Cecil M., **20, 44, 46, 60**  
Burdette, Brenda, **37**  
Buresti, Giuliana, **43**  
Burgel, Barbara, **59**  
Burke, Michael, **2**  
Burnett, Garrett, **37**  
Burnette, Crystal M., **47**  
Burr, Hermann, **24, 27**  
Burton, James P., **26**  
Busch, Christine, **20; 44**  
Buss, Julia, **59**  
Butler, Adam B., **36, 58, 59, 60**  
Butler, Kristen M., **48**  
Buxbaum, Lisa, **26**  
Buxo, Natasha, **38**  
Cabán-Martínez, Alberto J., **33, 35, 44, 60**  
Cadiz, David, **27**  
Cadogan-McClean, Cheryl, **60**  
Caesens, Gaetane, **60**  
Calabrese, Clark, **45**  
Calderwood, Charles C., **57**  
Callison, Kori, **46**  
Calnan, Kate, **55, 60**  
Camacho-Ávila, Anabel, **43**  
Camacho-Cristiá, Carmen, **53**  
Campbell, Mélissa, **21**  
Campbell, Venetta, **59**  
Caponecchia, Carlo, **60**  
Carayon, Pascale, **2**  
Carlotto, Mary Sandra, **60**  
Carmichael, Pierre-Hugues, **21**  
Carmoney, Pat, **33**  
Carneiro, Isabella G., **44**  
Carroll, Daniel J., **44**  
Cartwright, Susan, **23**  
Caruso, Claire, **22, 60**  
Casey, Tristan W., **42, 57**  
Casper, Lynne, **36**  
Casteel, Carri, **56**  
Castro, Carl A., **55**



Catano, Victor, **19**

Caughlin, David E., **26, 57, 60**

Cendales, Boris E., **21**

Cengia, Gail M., **33**

Centeno, Jose Antonio, **47**

Ceylan, Savas, **47**

Champagne, Nicole, **22, 28, 55**

Chang, Charlotte, **59**

Chang, Chia-Chia, **22, 23, 25, 30, 60**

Chang, Christopher S., **41, 47**

Chang, Chu-Hsiang, **20**

Chang, Luye, **43**

Chang, Wen-Ruey, **48**

Chapman, Larry, **59**

Charles, Luenda E., **20, 46, 60**

Chaurasia, Ashok K., **52**

Che, Xin-Xuan, **41**

Chen, Chiou-Jong, **24, 27**

Chen, I-Shin, **24, 27**

Chen, Peter Y., **2, 19, 48, 59, 60**

Chen, Shoshi, **34, 49**

Chen, Susan, **60**

Chen, Wei-Qing, **58**

Chen, Yiwei, **32**

Chen, Zhuo, **43**

Cheng, Yawen, **24, 27**

Chern, Gwi Terk, **28**

Cherng, Chian-Fang, **60**

Cherniack, Martin G., **22, 43, 52,**

Cheung, Janelle H., **20, 47**

Chiang, Tung-Liang, **27**

Cho, Sung-il, **27, 55**

Choi, BongKyoo, **28, 44, 55, 60**

Chosewood, L. Casey, **2, 22, 41, 60**

Christ, Sharon L., **25**

Christensen, Daniel, **35**

Chu, Hongling, **46**

Chun, Hee Kyoung, **59**

Chungkham, Holendro Singh, **40, 42**

Cigularov, Konstantin P., **19, 38, 48, 59, 60**

Clancy, S. Spencer, **39**

Clarke, Sharon, **60**

Clasen, Julia, **20, 44**

Claybourn, Marvin G., **46**

Clays, Els, **60**

Clinch, Randall C., **36**

Cluff, Laurie, **34, 60**

Coberley, Carter R., **25**

Coffeng, Jennifer, **44**

Collins, Alison M., **23**

Collins, Jim, **59**

Colombo, Lara, **49**

Converso, Daniela, **47, 48**

Corbeil, Philippe, **21**

Corbière, Marc, **41**

Corneil, Wayne, **32**

Cortese, Claudio G., **42**

Cortina, Lilia M., **18, 41, 42, 59, 60**

Côté, Nancy, **30**

Coutu, Marie-France, **41**

Cowan, Sue, **43**

Cox, Anthony, **55**

Cox, Tom, **32, 38, 47**

Crain, Lauren A., **41**

Crain, Tori L., **29, 31, 59**

Crane, Fiann, **34**

Cranley, Nicole M., **42**

Cuijpers, Pim, **19**

Cunningham, Christopher J.L., **18, 31, 39, 42, 51, 59, 60**

Cunningham, George B., **39**

Cunningham, Thomas R., **22, 24, 59**

Dakhlaoui, Amira, **38**

Damicone, Jessica M., **33**

Dang, Weimin, **46**

Daniel, Stephanie S., **36**

Daniels, Kevin, **51**

Date, Anjali, **19**

Davidson, Ornit, **34, 49**

Davidson, Sue, **27**

Davies-Schrills, Kimberly, **60**

Davis, Kelly D., **36, 60**

Dawood, Shariffah Rahah Sheik, **47**

Day, Arla, **28, 38, 59**

de Beer, Leon T., **35**

DeCaro, Erin M., **19**

DeFrancesco, Carol, **49**

de Jonge, Jan, **36**

DeJoy, David, **2, 22, 24**

Delahanty, Douglas, **31, 47**

DeLaney, Sheli, **60**

Delfs, Daniela, **40**

Dellve, Lotta, **56**

Delp, Linda, **27, 37**

Delprino, Robert, **60**

Demerouti, Evangelia, **30, 37**

Demers, Andrée, **54**

Demsky, Caitlin, **27, 59, 60**

Dennerlein, Jack T., **22, 33, 35, 50, 55**

de Reuver, Renee, **34**

Derks, Daantje, **29,**

de Vet, Henrica, **26**

de Vroome, Ernest, **43**

Diaz, Ismael, **28**

Dickson, Victoria, **60**

Diebel, Hannah, **48**

Dietz, Noella A., **25**

Diez-Roux, Ana, **57**

Dijksterhuis, Ap, **26**

Di Milia, Lee, **2**

Dimoff, Jennifer K., **31**

Dinenberg, Robert Eric, **39**

Ding, Hong, **46**

Di Tecco, Cristina, **43**

Dobson, Marnie, **28, 31, 37, 41, 44, 52**

Dollard, Maureen F., **30, 55**

Dong, Xiuwen Sue, **52**

Dorn, Joan, **44**

Doulougeri, Karolina, **23**

Doveh, Etti, **56**

Downey, Ron, **59**

Drew, Erica N., **41, 43**

Driller, Elke, **24**

Driscoll, Richard, **60**

Drown, Damon, **27**

Druss, Benjamin G., **42**

Duchesne, Audrey, **30**

Duncan, Myanna D., **19, 37, 39**

Dunn, Jessica S., **20**

Dupré, Kathryne, **19, 32**

Durand, Marie-José, **41**

Durand, Pierre, **54**

Eby, Lillian T., **51, 54**

Edwards, Kasper, **27**

Eftekharzadeh, Pegah, **31**

Eggerth, Donald E., **22, 25, 54, 59, 60**

Ehrhart, Mark G., **18, 57**

Eijkelhof, Belinda H.W., **50**

Einarsen, Ståle, **30**

Ejlertsson, Göran, **47**

Ekenryd, Christin Ahnmé, **41**

Elfering, Achim, **38, 40, 42**

Elisburg, Donald, **2**

Elliot, Diane, **29, 49, 50**

Ellis, Allison, **59**

Erbes, Christopher R., **53**

Ertel, Michael, **60**

Eschleman, Kevin J., **20, 32**

Esparza, Celina, **19**

Esperanza Perilla, Lyria, **43**

Espevik, Roar, **30**

Essenmacher, Lynnette, **52**

Etzion, Dalia, **42, 60**

Fabius, Raymond, **34**

Faghri, Pouran D., **52**

Fan, Wen, **36**

Farberman, Rhea K., **15, 53**

Farisè, Elisabetta, **48**

Farmer, Benjamin, **40**

Faucett, Julia, **37, 40, 59**

Faurote, Eric J., **32**

Fekedulegn, Desta, **20, 44, 46**

Feng, Wenting, **46**

Fenwick, Rudy, **2, 23, 60**

Fernandez, Cristina A., **19, 25, 44**

Fernandez Arata, Manuel, **2**

Ferrara, Marco, **37, 47**

Ferrie, Jane, **59**

Ferris, Pat, **59**

Fida, Roberta, **52**

Figueiredo-Ferraz, Hugo, **47, 48**

Finnes, Anna, **20**

Fischer, Frida Marina, **2**

Fisher, Gwenith G., **18, 26, 41, 57, 59**

Fisher, June M., **45, 52**

Fitzgerald, Catherine, **24**

Fitzgerald, Louise, **18**

Fleishman, Jane, **30**

Fleming, Lora E., **19, 25**

Flum, Marian, **30**

Flynn, Michael A., **25, 26, 54**

Ford, Michael T., **45, 57, 60**

Formazin, Maren, **55**

Fox, Marilyn L., **21**

Fraccaroli, Franco, **36**

Fragoso, Zachary, **48**

Francis, Felix D., **32**

Francis, Lori, **19, 38, 55, 60**

Frey, Rae Anne, **21**

Fridrich, Annemarie, **27**

Fritz, Charlotte, **20**

Frone, Michael, **2**

Fugas, Carla, **60**

- Fujishiro, Kaori, **29, 33, 42, 57, 60**  
 Füllemann, Désirée, **27**  
 Funk, Renée, **22**  
 Gabbord, Susan, **44**  
 Gagliardi, Diana, **43**  
 Gagné, Charles, **30**  
 Galassetti, Pietro, **28**  
 Galinsky, Traci L., **33, 60**  
 Gallagher, Daniel, **60**  
 Gallagher-Clothier, Erin C., **32**  
 Galvin, Deborah, **34**  
 Gamlin, Jennie, **45**  
 Ganesh, Mangadu P., **28**  
 Ganesh, Sarlaksha, **28**  
 Ganster, Daniel, **2**  
 Garabet, Angela, **41, 48**  
 Garcia, Alberto, **22**  
 Garcia, Javier, **28, 44**  
 Garczynski, Amy M., **31**  
 Geisinger, Kurt, **42**  
 Geraedts, Anna, **19**  
 Gerdenitsch, Cornelia, **27, 46**  
 Gershon, Robyn, **59**  
 Gertsen, Fred, **25**  
 Geurts, Sabine A.E., **26**  
 Gevers, Josette M.P., **36**  
 Gharibian, Emin, **32, 47**  
 Ghislieri, Chiara, **42**  
 Gibbons, Alyssa M., **33, 48**  
 Gibson, Jennifer L., **38, 53**  
 Giga, Sabir, **59**  
 Gillen, Matt, **22**  
 Gillespie, Caroline, **32**  
 Gillespie, Robin M., **52**  
 Gillispie, Skye K., **47**  
 Gil-Monte, Pedro R., **47, 48, 60**  
 Gilmore, Phillip, **60**  
 Gish, Liv, **25, 31**  
 Giumetti, Gary W., **39, 59, 60**  
 Gläser, Johanna, **21**  
 Glymour, Maria, **46**  
 Glynn, Chelsea D., **46**  
 Godin, Judith, **60**  
 Gohlke, Madlen, **31, 59**  
 Goldstein-Gelb, Marcy, **28**  
 Gómez Ortiz, Viviola, **2, 21, 40, 43, 45, 60**  
 González-Muñoz, Elvia Luz, **50**  
 Göransson, Sara, **48**  
 Gordon, Deborah, **59**  
 Gordon, Heather J., **37**  
 Gosselin, Eric, **21**  
 Goudswaard, Anneke, **24**  
 Graso, Maja, **46**  
 Grawitch, Matthew J., **20, 29, 31, 47, 60**  
 Green, Kara, **36**  
 Green, Shawn, **19**  
 Griepentrog, Brian, **57**  
 Griffiths, Amanda, **47**  
 Grosch, James, **26, 53, 60**  
 Grubb, Paula L., **52, 56**  
 Grzywacz, Joseph G., **36, 41, 44, 51, 54, 59**  
 Gu, GuiZhen, **40, 50**  
 Gu, Ja K., **20, 44**  
 Guang, Dongbo, **58**  
 Guidetti, Gloria, **47**  
 Guise, Jennie, **43**  
 Gustavsson, Petter, **35**  
 Gutierrez, Sara, **43**  
 Gutowska, Sylvia, **33**  
 Guzman, Bernadette M., **34**  
 Hachey, Krystal K., **53**  
 Haimann, Cliff, **60**  
 Haines, Victor, **54**  
 Hakanen, Jari J., **34, 45, 50**  
 Hall, Jennifer L., **22, 37**  
 Halladay, Jacquie, **54**  
 Hamblin, Lydia, **52**  
 Hammer, Leslie B., **15, 20, 22, 26, 27, 29, 36, 39, 49, 59**  
 Hämmig, Oliver, **27**  
 Han, Jian, **43**  
 Handal, Alexis J., **45**  
 Hansen, Eric, **51**  
 Hanson, Ginger C., **36**  
 Hare, Robert D., **40**  
 Harlow, Siobán D., **45**  
 Harp, Elizabeth R., **34**  
 Harris, Kenneth J., **23**  
 Harris, Ranida B., **23**  
 Harrison, Robert, **59**  
 Hartley, Daniel, **56, 60**  
 Hartley, Tara A., **20, 44, 46, 60**  
 Hartling, Nikola, **38, 60**  
 Harvey, Steve, **54**  
 Häsänen, Lars H., **48**  
 Hashimoto, Dean, **35**  
 Haslam, Cheryl O., **19, 37, 39**  
 Hassard, Juliet, **32**  
 Hasselhorn, Hans-Martin, **24, 55**  
 Hasson, Henna, **23, 31, 56**  
 Hauer, Esther, **47**  
 Hawkins, Jessica C., **32, 51**  
 Hazel, Daniela, **34**  
 He, Lihua, **40, 50**  
 Healy, Heather, **34**  
 Heaney, Catherine, **59**  
 Hearl, Frank, **22**  
 Hegg-Deloye, Sandrine, **21**  
 Hein, Misty J., **33**  
 Heinen, LuAnn, **2**  
 Hellgren, Johnny, **33**  
 Henderson, Melanie M., **42**  
 Hendricks, Kate, **19**  
 Hendricks, Scott, **56**  
 Hendriksen, Ingrid, **44**  
 Hendrix, Fredrica, **51**  
 Heneghan, Camille J., **52**  
 Henning, Robert A., **2, 20, 22, 30, 33, 36, 45, 55, 60**  
 Henritze-Hoye, Jessica, **33**  
 Henry, Kimberly, **19**  
 Henry, Shayna L., **52**  
 Herleman, Hailey A., **55**  
 Hermosa, Angélica Maria, **43**  
 Hernández, Elena, **40**  
 Hernández-Peña, Ulises, **32**  
 Herrero Olaizola, Juan, **31**  
 Herres, Daniel J., **29, 42**  
 Hershcovis, M. Sandy, **32, 42**  
 Hess, Jennifer, **49**  
 Hesselink, John Klein, **24**  
 Hetland, Jørn, **30**  
 Hildebrandt, Vincent, **26**  
 Hilton, Irma, **60**  
 Hindrichs, Imke, **32, 43**  
 Hirvonen, Maria, **20**  
 Hitchcock, Ted, **60**  
 Hocker, Elizabeth, **46**  
 Hoel, Helge, **30**  
 Hoffmeister, Krista, **33, 48, 59**  
 Hofman, Martijn R., **45**  
 Hoge, Charles W., **55**  
 Högskola, Mälardalens, **51**  
 Holland, Kathryn J., **41, 42**  
 Hollis, David, **25**  
 Holm, Marie E., **49**  
 Holmvall, Camilla M., **21, 32**  
 Holstad, Torsten, **51**  
 Holt, Helle, **29**  
 Hon, Alice, **49**  
 Hong, OiSaeng, **59**  
 Hong, Quan Nha, **41**  
 Hopf, Michael, **52**  
 Hoppe, Annekatrin, **29, 60**  
 Horsman, Patrick, **38, 55**  
 Houdmont, Jonathan, **2**  
 Houston-Armstrong, Tina R., **32, 51**  
 Houtman, Irene L.D., **2, 23, 24, 36, 43, 50, 55, 60**  
 Howard, John, **18, 22, 58**  
 Howard, Virginia J., **33**  
 Huang, Jason L., **33**  
 Huang, Shao-bin, **58**  
 Huang, Yueng-hsiang (Emily), **2, 31, 41, 48, 57, 59, 60**  
 Huang, Zhi-xiong, **58**  
 Hudock, Stephen, **60**  
 Hudson, Heidi, **2, 22, 37, 39, 60**  
 Hudson, T. Warner, **34**  
 Hughes, Joseph "Chip," **51**  
 Huijs, Jenny, **28**  
 Hultell, Daniel, **35**  
 Humborstad, Sut I.W., **54**  
 Hund, Lauren, **45**  
 Hung, Lily, **60**  
 Hunt, Joseph J. III., **36**  
 Hunt, N., **20**  
 Hunziker, Sabina, **51**  
 Hurrell, Joseph J. Jr., **2, 15, 39, 45, 52, 59**  
 Hurtado, David A., **35, 46**  
 Huysmans, Maaïke A., **50**  
 Hvid, Helge S., **53**  
 Hymel, Pamela, **22, 34**  
 Iavicoli, Sergio, **2, 43**  
 Igc, Ivana, **42**  
 Ikeda, Tomoko, **2**  
 Inness, Michelle, **55, 60**  
 Ipsen, Christine, **25, 31, 60**  
 Isaksson, Kerstin, **20, 51**  
 Iskra-Golec, Irena M., **2, 42, 60**  
 Israel, Leslie, **28, 44**  
 Jacobe, Ashton, **53**  
 Jacobsen, Henrik B., **35**  
 Jacobshagen, Nicola, **38, 40**

Jain, Aditya, **24, 25, 31, 43**

Jamner, Larry D., **52**

Janwantanakul, Prawit, **46**

Jauregui, Maritza, **60**

Jauvin, Nathalie, **21, 30, 49**

Jean-Pierre, Kristy-Lee, **47**

Jenkins, Jade S., **52**

Jennings, Kristen S., **48**

Jenny, Gregor J., **27**

Jenny, Nancy S., **57**

Jensen, Irene B., **41**

Jex, Steve M., **32, 33**

Jia, Fujun, **46**

Jiamjarasrangsri, Wiroj, **46**

Jiang, Lixin, **46**

Jin, Jia-Fei, **57**

Johnson, Peter W., **50**

Johnson, Ryan, **60**

Johnson, Stefani K., **48**

Joiner, Kevin, **59**

Joling, Catelijne, **30**

Jones, Ceri R., **38**

Jones, Daniel N., **40**

Jones, Evan M., **26, 36**

Jones, Linda M., **34, 50**

Jørgensen, Marie B., **44**

Joski, Peter J., **42**

Juárez-García, Arturo, **2, 28, 40**

Jung, Julia, **24**

Justice, Logan M., **32**

Källin, Wolfgang, **38, 42**

Kaplan, Zeev, **31**

Karanika-Murray, Maria, **23, 29, 38, 49**

Karasek, Robert A., **26, 55**

Karlsson, Malin Lohela, **41, 60**

Karuntzos, Georgia, **34, 36**

Kath, Lisa M., **18, 57, 59**

Katz, Abigail S., **41, 57**

Kaufman, Benjamin R., **48**

Kazi, Aadil, **19, 37, 39**

Kebapci, Ayda, **21**

Kecklund, Göran, **26**

Keita, Gwendolyn Puryear, **2, 18, 50, 60**

Keller, Anita, **42**

Kellaway, E. Kevin, **2, 19, 26, 31, 38, 40, 55, 57**

Kelly, Erin L., **36, 46**

Kelly, Jennifer F., **18, 42**

Kelly, Peter, **2, 59, 60**

Kelly, Rebecca, **19**

Kersten, Maren, **40**

Kersten, Norbert, **55**

Kessinger, Whitney E., **48**

Keyes, Vincent, **41**

Khan, Khalid, **31**

Kico, Emir, **49**

Kidd, Pamela S., **36**

Kim, HyoungRyoul, **28**

Kim, Youngmee, **27**

Kincl, Laurel, **22**

Kines, Pete, **38**

King, Brandon, **60**

King, Rosalind B., **2, 36**

Kinkade, Katie M., **51, 54**

Kirkendall, Cristina D., **49**

Kirsten, Wolf, **34**

Kleiboer, Annet, **19**

Knecht, Chiara P., **53**

Ko, SangBaek, **28, 44**

Kochert, Jon, **60**

Kocum, Lucie, **21, 33**

Kohl, Stephanie, **46**

Kojaku, Stacey, **44**

Kolomick, Kyleen, **23**

Kompier, Michiel A.J., **24, 26**

Koopmans, Linda, **26**

Koppes, Lando, **28**

Kortum, Evelyn, **2, 24, 38**

Korunka, Christian, **21, 27, 36, 38, 40, 46, 60**

Koskinen, Aki, **35, 50**

Kosmoski, Carin, **60**

Kossek, Ellen E., **26, 36, 57**

Kotejoshyer, Rajashree SD., **30**

Kottke, Thomas E., **57**

Kottwitz, Maria U., **38**

Koutsouras, George, **52**

Kouvonen, Anne, **50**

Kowalski, Robin M., **19, 39**

Kozak, Agnessa, **40**

Kraner, Mariah, **49**

Krause, Niklas, **37, 59**

Krauss, Autumn D., **13, 18, 25, 31, 33, 42, 45, 57**

Krings, Rabea, **40**

Kristensen, Tage Sønd, **27**

Kubicek, Bettina, **21, 27, 36, 40**

Kuehl, Kerry, **22**

Kushnir, Talma, **31**

Kwak, Lydia, **41**

Lam, Jennifer, **54**

Lamm, Felicity, **44**

LaMontagne, Anthony D., **6, 13, 18, 25, 27, 36, 37, 51**

Lander, Nedra R., **49, 53**

Landsbergis, Paul A., **25, 31, 41, 51, 52, 57, 59, 60**

Lanz, Julie J., **48**

Lanza, Marilyn L., **56**

Largay, Julie A., **52**

Larouche, Dominique, **21**

Larsen, Janne T., **47**

Larsen, Mona, **29**

Larson, Elliott, **23**

Laschinger, Heather K.S., **52, 60**

Laski, Shavit, **42**

Låstad, Lena, **21**

Lawson, Katie M., **36**

Lazzarini, Gianluigi, **48**

Leavy, Richard, **60**

Le Blanc, Pascale, **37**

LeBlanc, William G., **25, 44**

Lee, David J., **19, 25, 44**

Lee, Jennifer, **34**

Lee, Jin, **41, 48**

Lee, Joy, **51**

Lee, Linda, **37**

Lee, Soo-Jeong, **59**

Lee, Soomi, **36**

Leerkes, Esther M., **36**

LeGrande, David, **3, 30**

Lehman, Everett, **42**

Lehner, Birgit S., **24**

Leineweber, Constanze, **24, 40**

Leiser, Heather, **47**

Leiter, Michael P., **18, 28, 35, 40, 50**

Leka, Stavroula, **3, 24, 25, 31, 32, 43, 59, 60**

Lemyre, Louise, **32**

Lentz, Thomas J., **22**

Leong, Frederick, **3, 25**

Leong, Jason Tan Jin, **19**

Leopold, Ashley N., **19**

Levecque, Katia, **45**

Levenstein, Charles, **52**

Levin, Anne, **21**

Li, Jia, **31**

Li, Jian, **55**

Li, Shuiming, **46**

Li, Yiqiong, **19**

Libretti, Madeline, **47**

Lile, Cameron R., **19**

Lin, Bing, **60**

Lin, Lin, **46**

Lin, Yongqiang, **46**

Linder-Crow, Jo, **28, 59, 60**

Lindfors, Petra, **23**

Lineberry, G.T., **36**

Litwiller, Brett, **33, 52**

Liu, Qu, **46**

Liu, Songqi, **33, 50, 59**

Liu, Xu-hua, **58**

Liu, Yihao, **20**

Llewellyn, Katelyn, **21**

Loeb, Carina, **51**

Loera, Barbara, **37, 47**

López, Isabel, **28**

Lopez, Marisela, **21**

Lotz, Gregory W., **22, 45**

Loughlin, Catherine, **24, 31, 33, 52**

Lounsbury, John W., **34**

Lovvik, Camilla S., **35**

Lowry, Marcia, **41, 57**

Lu, Ming-Lun, **32**

Luborsky, Mark L., **52**

Luchman, Joseph N., **57**

Luckhaupt, Sara E., **2, 31, 60**

Lund, Henrik I., **53**

Lupien, Sonia, **54**

Lusa, Sirpa, **50**

Luukkonen, Ritva, **50**

Lytsy, Per, **20**

Ma, Yantao, **46**

MacDonald, Leslie A., **33, 44, 60**

MacDonald, Mandi, **38**

Machin, M. Anthony, **32, 60**

Machowski, Sabine, **28**

Mackey, Jeremy D., **21**

Madsen, Ida E. H., **54**

Magley, Vicki J., **2, 18, 28, 29, 33, 42, 44, 49, 59, 60**

Magnusson Hanson, Linda L., **40**

Mai, Barbara, **60**

Major, Debra A., **52**

Mäki, Eerikki Y., **34**

Malinowski, Beth, **59**

- Mallett, Launa G., **38, 60**  
Mallinckrodt, Brent S., **34**  
Maloney, Patrick W., **20**  
Manapragada, Archana, **48**  
Mancini, Annie, **49**  
Maneotis, Sarina M., **33, 42**  
Mangassarian, Selina L., **32, 47**  
Maniccia, Michael, **35**  
Manukyan, Artak, **47**  
Marc, Lugassi, **31**  
Marchand, Alain, **54**  
Mari-Ripa, Daniel, **24, 31**  
Marsch, Stephan U., **51**  
Marsh, Sean M., **38, 57**  
Marshall, Nancy L., **37, 60**  
Martin, Angela, **49**  
Martin, James E., **47**  
Martinez, Melissa, **60**  
Martini, Mara, **48**  
Martinson, Brian C., **41**  
Maslach, Christina, **18, 23, 50, 54**  
Materna, Barbara, **59**  
Mathieu, Caroline A., **26**  
Mathieu, Cynthia, **26, 35, 40**  
Matthews, Russell A., **31, 35, 39, 41, 47**  
Mattila-Holappa, Pauliina, **50**  
Mattson, Malin, **33**  
Mazzola, Joseph J., **18, 46**  
McAlpine, Kristie, **26**  
McCann, Michael, **36**  
McCluney, Courtney, **41**  
McCollister, Kathryn E., **25**  
McCreary, Donald, **60**  
McCrone, Susan, **22**  
McFadden, Anna C., **47, 55, 59**  
McFadden, Tyra, **55**  
McGonagle, Alyssa, **48, 57**  
McIntyre, Scott, **59**  
McLellan, Deborah L., **22, 35, 52, 55**  
McLellan, Robert K., **43**  
McLinton, Sarven, **55**  
Meier, David D., **20**  
Meier, Laurenz L., **38, 42, 60**  
Melamed, Samuel, **35, 49, 53**  
Mencl, Jennifer, **34**  
Mercer, Danielle, **31**  
Merchant, James A., **22**  
Meurs, James A., **21, 60**
- Micali, Elvira, **40**  
Michael, Erica, **60**  
Michel, Alexandra, **44, 53**  
Michel, Jesse S., **41**  
Mierzwa, Frank, **36**  
Milch, Vibeke, **34**  
Miller, Diane B., **14, 25, 46, 60**  
Miller, Mary E., **45**  
Miner, Kathi N., **23, 28, 32, 39**  
Mirabile, Marco, **43**  
Mnatsakanova, Anna, **20, 44**  
Moberg, Philip J., **21, 26, 33, 48, 60**  
Mobley, Amy, **42**  
Moen, Phyllis, **36**  
Mogan, Thivia, **19, 48**  
Möhner, Matthias, **55**  
Mohr, Cynthia D., **45, 55**  
Mohr, Gisela, **51**  
Molino, Monica, **42, 48**  
Møller, Niels, **27**  
Montaiuti, Christina, **33**  
Montano, Mirna, **28**  
Montgomery, Anthony J., **23**  
Montgomery, Dede, **50**  
Moore, DeWayne, **55**  
Mooshegian, Stephanie, **60**  
Morata, Thais, **22**  
Moreno-Velázquez, Ivonne, **2, 30, 60**  
Morganson, Valerie J., **52**  
Morrow, Stephanie, **60**  
Mouritsen, Jan, **27**  
Mueller, Stephanie L., **32**  
Muennig, Peter, **25**  
Mühlethaler, Céline M., **38**  
Muhonen, Tuija, **46, 60**  
Mullen, Jane, **57**  
Munc, Alec, **20, 32**  
Munk-Jørgensen, Povl, **47**  
Muntaner, Carles, **25, 37, 44**  
Murani, Kristina, **31**  
Murphy, Lauren A., **33, 41, 44, 48**  
Mustafa, Michael, **19**  
Myszkowski, Nils, **49**  
Naghieh, Ali, **25**  
Nahon, Danielle, **49, 53, 60**  
Nahum-Shani, Inbal, **56**  
Nakata, Akinori, **2, 27, 32, 40, 50, 59, 60**  
Namie, Gary, **30, 35, 60**
- Namie, Ruth, **30, 35**  
Näswall, Katharina, **21, 23, 50**  
Nauta, Margaret, **57**  
Neblett, Enrique, **41**  
Nelson, Carnot E., **47**  
Nemes, Susanna, **26**  
Nerstad, Christina G.L., **54, 60**  
Neser, Daniel Y., **30**  
Neumann, Craig S., **40**  
Neveu, Jean-Pierre, **38, 43**  
Newel, Richard, **47**  
Nguyen, Nina, **32**  
Nicholls, Andrea, **31**  
Niehaus, Mathilde, **24, 46**  
Nielsen, Karina, **3, 50, 51, 59, 60**  
Nielsen, Martin L., **54**  
Nienhaus, Albert, **40**  
Nigam, Jeannie A., **2, 22, 52, 59, 60**  
Niks, Irene M.W., **36**  
Nilsson, Lars-Göran, **40**  
Nilsson, Petra, **47**  
Nisayant, Jitti, **45**  
Niu, Wenyi, **46**  
Nixon, Ashley E., **21, 26, 32, 33, 47, 48**  
Nobel, Lisa, **42**  
Noblet, Andrew J., **25, 27, 36**  
Nobrega, Suzanne, **22, 28**  
Nocera, Maryalice, **56**  
Nordlund, Annika M., **47**  
Novak, Kevin, **26**  
Nylén, Eva-Lotta, **48**  
Oakes, W. Michael, **36**  
Ocasio, Manuel A., **19, 44**  
Odlé-Dusseau, Heather N., **29, 55**  
Okechukwu, Cassandra, **35, 36**  
Okonkwo, Ejike, **46**  
Oliveira, Joao P., **34**  
Oliver, Kalifa K., **20, 21, 33, 52**  
Olsen, Olaf K., **30**  
Olson, Kristine J., **46**  
Olson, Ryan, **22, 29, 36, 49, 60**  
Omuris, Ece, **47**  
Ono, Masakatsu, **30, 48**  
Onyebeke, Lynn, **35**  
Orta Anes, Lida, **26**  
Osatuke, Katerine, **40**  
Otsuka, Yasumasa, **3**  
Oxenstierna, Gabriel, **40**
- Ozbilir, Timur, **55, 60**  
Padilla, Miguel A., **21, 53**  
Page, Kathryn M., **25, 27, 36**  
Pahkin, Krista M., **34, 43, 50**  
Pahwa, Kanwarjit, **34**  
Pana-Cryan, Regina, **2, 20, 22, 23, 29, 59, 60**  
Panagopoulou, Efharis, **23**  
Panda, Mukta, **42**  
Pandalai, Sudha, **60**  
Pangert, Barbara, **60**  
Pantè, Sebastiano, **40**  
Pappas, William, **3**  
Parish, Megan, **50**  
Parizeau, Marie-Hélène, **54**  
Park, Jae Bum, **3, 32, 60**  
Parks, Kizzy M., **13, 25, 45, 59, 60**  
Pasini, Margherita, **48**  
Paškvan, Matea, **27, 36, 40**  
Payne, Chris C., **36**  
Payne, Stephanie C., **48**  
Peek-Asa, Corinne, **56**  
Pensri, Praneet, **46**  
Perez, Lisa M., **21, 60**  
Perhoniemi, Riku, **50**  
Perrewé, Pamela L., **3, 21**  
Perrin, Nancy, **29**  
Peters, Robert, **60**  
Petor, Jessica R., **21**  
Pfaff, Holger, **24**  
Philip, Reuben Varughese, **32**  
Pienaar, Jaco, **35**  
Pienkosz, Ed, **39**  
Pierson, Kellie M., **2, 22, 26, 33, 60**  
Pilcher, June J., **48**  
Pinarowicz, Jill, **33**  
Pinero, Sonia, **21**  
Pinsent, Celine, **32**  
Piszczek, Matthew M., **26**  
Pitfield, Laure E., **55**  
Poirier, Paul, **21**  
Poirot, Matthieu, **21**  
Polusny, Melissa A., **53**  
Poms, Laura Wheeler, **60**  
Pongpanich, Sathirakorn, **45**  
Pope, James E., **25**  
Popkin, Stephen, **59**  
Prairie, Jérôme, **21**  
Pransky, Glenn, **26**

Prem, Roman, **21, 27**  
 President, Mattie, **51**  
 Price, Richard H., **56**  
 Probst, Tahira M., **3, 33, 43, 46, 51**  
 Pronk, Nico P., **35, 41, 57**  
 Pronk, Stephanie, **14, 25, 45**  
 Proper, Karin I., **39, 44, 54**  
 Provolt, Laura N., **54**  
 Pulkkinen, Pia, **56**  
 Pulley, LeaVonne, **33**  
 Punakallio, Anne, **50**  
 Punnett, Laura, **22, 28, 30**  
 Quick, Christine J., **32**  
 Quick, James Campbell, **18, 60**  
 Radstaak, Mirjam, **26**  
 Ragsdale, Jennifer, **60**  
 Raksanam, Buppa, **45**  
 Ramos, Hazel Melanie L., **19, 32, 60**  
 Ramos, Romualdo, **27**  
 Randall, Raymond, **23, 51**  
 Rattan, Neelam, **54**  
 Raver, Jana, **60**  
 Ray, Tapas K., **2, 15, 23, 25, 39, 59, 60**  
 Reaves, Angela C., **41**  
 Reboussin, Beth, **36**  
 Reed, Mallory N., **33**  
 Reeves, David, **55**  
 Reinharz, Daniel, **41**  
 Reme, Silje E., **35, 46**  
 Remington, Jim, **51**  
 Rexroth, Miriam, **32**  
 Rial-Gonzalez, Eusebio, **3**  
 Richardsen, Astrid M., **54**  
 Richardson, Katherine M., **33, 60**  
 Richman, Judith A., **23**  
 Richter, Anne, **51**  
 Ridenour, Marilyn L., **56, 60**  
 Rigotti, Thomas, **51**  
 Rineer, Jennifer R., **41, 60**  
 Rinker, Jordan, **59**  
 Riolli, Laura, **49**  
 Ritter, Kelsey-Jo, **32**  
 Riviere, Lyndon, **60**  
 Roberts, Rashaun K., **22, 25, 44, 56, 59, 60**  
 Robertson, Michelle M., **33, 41, 48**  
 Robinson, Lynne, **33**  
 Roblin, Douglas W., **14, 25, 29, 39, 42, 45, 60**  
 Rodríguez Martínez, Marlene, **28, 47**  
 Roeser, Robert W., **29**  
 Rogers, Altovise M., **19, 54**  
 Rohlman, Diane S., **22, 31, 50, 56**  
 Romay, Sophie, **40**  
 Romeo, Luciano, **48**  
 Ronchetti, Matteo, **43**  
 Roose, Henk, **45**  
 Roozeboom, Maartje Bakhuys, **30**  
 Rosecrance, John C., **33**  
 Rospenda, Kathleen M., **23, 60**  
 Rossi, Ana M., **23**  
 Rothmann, Sebastiaan Jr., **35**  
 Rousseau, Vincent, **54**  
 Rowland, Andrew, **45**  
 Royan, Jodie L., **57**  
 Rudman, Ann, **35**  
 Rugulies, Reiner, **54**  
 Ruiz de Huydobro, Gema, **47**  
 Rupperecht, Elizabeth A., **20, 31, 47**  
 Sabbath, Erika L., **35, 60**  
 Sairanen, Sari, **24, 31**  
 Saksvik, Per Øystein, **34, 36, 49, 56**  
 Salanova, Marisa, **3**  
 Salminen, Simo, **35**  
 Sanchez-Cardona, Israel, **59**  
 Sandahl, Christer, **50**  
 Sanderson, Kristy, **49**  
 Santos, Angeli, **20, 28**  
 Sarver, Angela L., **33, 36**  
 Sauter, Steven L., **2, 18, 22, 29, 59, 60**  
 Sawhney, Gargi, **38, 42, 59**  
 Scharf, Ted, **2, 36, 58, 59, 60**  
 Schattenburg, Lothar, **34**  
 Schaufeli, Wilmar, **3, 50**  
 Scheel, Tabea E., **19**  
 Scherer, Lisa L., **32, 34, 59**  
 Scherer, Sonja, **28**  
 Schill, Anita, **2, 22, 60**  
 Schmidt, Brenda, **39**  
 Schmitt, Leigh P., **29**  
 Schmitz, Elisabeth B., **29**  
 Schmunk, Sandra K., **37, 46**  
 Schnell, Peter L., **3, 28, 31, 38, 41, 44, 52, 59**  
 Schneider, Kimberly, **60**  
 Schofield, Steve, **34**  
 Schonert-Reichl, Kimberly A., **29**  
 Schonfeld, Irvin S., **18, 29, 46**  
 Schroeder, Amber N., **19, 39, 60**  
 Schult, Tamara M., **37, 46, 53**  
 Schulte, Paul A., **22**  
 Schwatka, Natalie V., **33, 59**  
 Scott, Jenn, **49**  
 Sears, Lindsay E., **14, 25, 45, 59**  
 Seddigh, Aram, **21**  
 Seeman, Teresa, **57**  
 Seidler, Tessa S., **19**  
 Self, Logan H., **21, 53**  
 Semmer, Norbert K., **3, 27, 38, 40, 42, 51, 53**  
 Seppälä, Piia, **50**  
 Serres, Eric, **50**  
 Shapira, Itzhak, **53**  
 Shapiro, David, **52**  
 Shapiro, Jenna C., **28**  
 Shaw, Meagan C., **31**  
 Shaw, William S., **43, 44, 60**  
 Shearer, Rebecca L., **48**  
 Shefa, Yalda, **19, 54**  
 Shen, Rui, **31, 44**  
 Shen, Xian, **45**  
 Sheppard, Erin, **32**  
 Sherry, Patrick, **33**  
 Shi, Junqi, **20, 47**  
 Shi, Yuyan, **25**  
 Shirom, Ari, **56**  
 Shtivelband, Annette, **37, 54, 59, 60**  
 Siha, Mona S., **36**  
 Sihawong, Rattaporn, **46**  
 Sill, Stewart, **54**  
 Silvia, Huszar, **31**  
 Simpkins, Leah L., **32**  
 Sinclair, Raymond, **24, 59, 60**  
 Sinclair, Robert R., **2, 18, 39, 45, 47, 53, 55, 60**  
 Skagert, Katrin, **56**  
 Skipper, Betty, **45**  
 Skvorc, Casey, **60**  
 Sleigh, Adriana, **49**  
 Sliter, Katherine A., **39, 46, 48**  
 Sliter, Michael T., **39, 53, 55, 60**  
 Smith, Andrew P., **30**  
 Smith, Christine, **33**  
 Smith, Heather K., **51**  
 Smith, Jennifer, **49**  
 Smittick, Amber L., **39**  
 Snyder, Lori A., **33, 46, 52**  
 Solomon, Joanna, **21**  
 Songthap, Archin, **45**  
 Sonnega, Amanda, **13, 25**  
 Sonnentag, Sabine, **3**  
 Sonntag, Karlheinz, **32, 44, 53**  
 Sorensen, Glorian, **22, 35, 46**  
 Sørensen, Helle Ø., **47**  
 Spanu, Florina, **30**  
 Spector, Paul E., **42, 57**  
 Spiers, Judith, **40**  
 Spina, Michelle, **45**  
 Spitzmuller, Christiane, **41**  
 Stallones, Lorann, **60**  
 Stanyar, Kyle, **60**  
 Starheim, Liv, **60**  
 Stasiak, Karolina, **57**  
 Steenbeek, Romy, **23**  
 Steffek, Erin, **46**  
 Steiss, Dale, **44**  
 Stellman, Jeanne, **3**  
 Stempel, Christiane, **51**  
 Stenfors, Cecilia U.D., **40**  
 Stenfors-Hayes, Terese, **23, 56**  
 Stephenson, Carol M., **22**  
 Stichler, Jaynelle F., **57**  
 Stockdale, Peggy, **46**  
 Storme, Martin, **49**  
 Streit, Jessica M.K., **2, 3, 22, 26, 33, 59, 60**  
 Strickland, William J., **27**  
 Strijk, Jorien E., **54**  
 Strominger, Julie D., **26, 33**  
 Sud, Nayantara, **35**  
 Sud, Shonali, **35**  
 Sodom, Kerry A., **53**  
 Sumner, Lekeisha, **32, 47**  
 Sverke, Magnus, **21, 48**  
 Swanson, Naomi G., **2, 18, 22, 32, 40, 50, 52, 59, 60**  
 Szekeres, Roberta, **19**  
 Tafvelin, Susanne, **20, 31**  
 Takahashi, Masaya, **3**  
 Tang, Rixin, **32**  
 Tannenbaum, Stacey L., **19**  
 Tanner, Grit, **40**  
 Taris, Toon W., **24, 28**  
 Tausig, Mark, **3, 23, 60**  
 Taylor, Aaron B., **48**  
 Taylor, Jennifer, **59**

- Taylor, Shannon G., **26**  
 Taylor, William D., **33**  
 Teed, Mike, **57**  
 Tement, Sara, **38, 46, 60**  
 Tepper, Martin, **34**  
 Tetrick, Lois E., **3, 29, 38, 60**  
 Theorell, Töres, **3, 40, 42**  
 Thepaksorn, Phayong, **45**  
 Thomason, Michelle, **26**  
 Thompson, Sharon, **29**  
 Thor, Johan, **50**  
 Tims, Maria, **50**  
 Toker, Sharon, **18, 34, 35, 53, 54, 60**  
 Tolar, Mary H., **34**  
 Tolvanen, Asko, **50**  
 Tomazic, Rocco G., **19**  
 Ton, Jennifer, **54**  
 Toppinen-Tanner, Salla, **26, 35, 56, 59, 60**  
 Torbiörn, Ingemar, **33**  
 Torkelson, Eva, **60**  
 Toumbeva, Tatiana H., **41, 47**  
 Tourigny, Louise, **43**  
 Tovalín Ahumada, Horacio, **3, 28, 47**  
 Tremblay, Angelo, **21**  
 Trotta, Valentina V.T., **37, 47**  
 Trout, Rachel C., **39**  
 Truxillo, Donald, **49, 60**  
 Tschan, Franziska, **42, 51**  
 Tsutsumi, akizumi, **3**  
 Tueller, Stephen, **34**  
 Turgut, Sarah, **44, 53**  
 Turner, Nick, **55, 60**  
 Tvedt, Sturle, **60**  
 Tveito, Torill H., **43**  
 Ubillus, Jose J., **40**  
 Ugwu, Leonard I., **47**  
 Ulhassan, Waqar, **50**  
 Unda, Sara, **47**  
 Upfal, Mark J., **52**  
 Useche Hernández, Sergio Alejandro, **45**  
 Utterback, David, **22**  
 Vaag, Jonas R., **34, 36, 56**  
 Väänänen, Ari, **29, 35, 50**  
 Vakalia, Fahima Z., **38**  
 Valdez, Heriberto, **20**  
 Valencia, Marshall N., **54**  
 Van Berkel, Jantien, **39, 44, 53**  
 Van de Ven, Bart, **38**  
 van den Bossche, Seth N.J., **24**  
 van den Tooren, Marieke, **38**  
 van der Beek, Allard J., **26, 39, 44, 50, 54**  
 van Dieen, Jaap H., **50**  
 van Dongen, Johanna M., **54**  
 van Duin, Desiree, **29**  
 Van Dyck, Sarah E., **26, 27**  
 van Hasselt, Martijn, **41**  
 van Hooff, Madelon, **42**  
 van Ittersum, Kyle, **34**  
 Van Laethem, Michelle, **26**  
 van Mechelen, Willem, **19, 44, 54**  
 van Mierlo, Heleen, **29**  
 Vanroelen, Christophe, **45**  
 Van Rossem, Ronan, **45**  
 Van Sluijs, Esther, **44**  
 van Tulder, Maurits W., **54**  
 van Wier, Marieke F., **54**  
 van Wijk, Ellen, **24**  
 van Zwieten, Marianne, **23, 43**  
 Vartia, Maarit A-L, **20, 30, 43**  
 Vaughn, Damian, **30**  
 Vera, Aldo, **3, 40**  
 Veruete, Mario, **43**  
 Vézina, Michel, **30, 49**  
 Vinokur, Amiram D., **56**  
 Violanti, John M., **20, 44, 46**  
 Viotti, Sara, **47, 48**  
 Virtanen, Marianna, **50**  
 Vivrette, Rebecca, **51**  
 Vladutiu, Catherine J., **56**  
 Vlerick, Peter, **38, 60**  
 von Thiele Schwarz, Ulrica, **23, 31, 50, 56, 60**  
 Vossenias, Pamela, **26, 31**  
 Vowinkel, Julia, **20, 44**  
 Vuori, Jukka, **56**  
 Wagenaar, Alfred F., **24**  
 Wagner, Shannon, **60**  
 Waldrop, Jessica S., **31, 47**  
 Wallace, Kelly, **52**  
 Wallace, Lorraine M., **22, 35**  
 Walsh, Benjamin M., **28, 30, 39, 60**  
 Wang, Mo, **3, 20, 33, 47, 59**  
 Wang, Pin-Chieh, **37**  
 Wang, Sheng, **40, 50**  
 Wang, Xinge, **52**  
 Wang, Xuanwen, **52**  
 Wang, Zhuxi, **40**  
 Warren, Amy M., **19, 32**  
 Warren, Nicholas, **3, 22, 30, 43, 57, 60**  
 Warszevska-Makuch, Magdalena, **19**  
 Watkins, Kimberley, **34**  
 Watt, Ed, **30**  
 Webster, Kimberly, **35**  
 Wefald, Andrew J., **34**  
 Wehner, Theo, **27**  
 Wei, Gary, **27**  
 Weissman, David, **22**  
 Welbourne, Jennifer, **19, 60**  
 Wertheim, Eleanor H., **19**  
 Wester, Stephen, **21**  
 Westerberg, Kristina, **20, 47**  
 Westerlund, Hugo, **21, 24, 40, 42, 50**  
 Westman, Mina, **3, 18, 42, 49**  
 White, Cori, **33**  
 White, Hannah, **50**  
 White, Marina L., **52**  
 Whorton, Ryan P., **32**  
 Widess, Ellen, **59**  
 Wiegand, Douglas M., **22, 60**  
 Wiehagen, William J., **36**  
 Wiezer, Noortje, **19, 30**  
 Wigger, Erin, **28**  
 Wigmore, Dorothy, **59**  
 Wilkie, Ross, **26**  
 Williams, Jessica A., **27, 51**  
 Wilson, Michael, **59**  
 Wilson, Nicole, **60**  
 Winkler, Eva, **20, 44**  
 Wipfli, Bradley, **29, 36, 49**  
 Wirth, Oliver, **60**  
 Witt, L.A., **40**  
 Wittgenstein, John P., **21, 32, 33, 59**  
 Wohlers, Holly M., **21**  
 Wolff, Jennifer M., **23**  
 Wong, Imelda, **60**  
 Wong, Jennifer H.K., **38, 61**  
 Woo, Vivian, **59**  
 Wood, Frank, **39**  
 Wooderson, R. Linden, **32**  
 Woodruff, Paige, **21**  
 Wright, Robert R., **45, 49, 57, 61**  
 Wu, Chih-Ying, **47**  
 Wu, Hao, **41**  
 Wu, Zijun, **46**  
 Wynne, Kevin, **61**  
 Xiao, Luomin, **46**  
 Xiao, Ya-ni, **58**  
 Xiong, Ia, **21**  
 Yamada, David C., **35, 37**  
 Yan, Yu, **39, 41**  
 Yang, Haiou, **3, 27, 46, 57**  
 Yang, Lei, **46**  
 Yang, Liu-Qin, **26, 45, 57**  
 Young, Anna K., **28, 29**  
 Young, Joyce M., **54**  
 Yragui, Nanette, **26, 27**  
 Yu, Shanfa, **40, 50**  
 Yu, Xin, **46**  
 Zabel, Keith, **48**  
 Zacher, Hannes, **51**  
 Zafar, Sonia, **44**  
 Zaharieva, Julia N., **21, 53**  
 Zapf, Dieter, **28**  
 Zhang, Jing, **41**  
 Zhang, Meiyang, **46**  
 Zhang, Yuan, **30, 61**  
 Zheng, Dianhan, **40, 61**  
 Zhou, Jinpeng, **46**  
 Zhou, Le, **20**  
 Zhou, Tianhang, **46**  
 Zhou, Wenhui, **40, 50**  
 Zhou, Zhiqing E., **39, 41, 61**  
 Zhu, Xiaoyuan, **55**  
 Zito, Margherita, **49**  
 Zohar, Dov M., **15, 38, 40, 41, 53, 58, 61**  
 Zolnierczyk, Dorota, **34**  
 Zvonkovic, Anisa, **24**  
 Zweber, Zandra M., **20, 28, 33, 49, 59**  
 Zwetsloot, Gerard, **25**



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