

CONFERENCE PROGRAM

The 11th International Conference
on Occupational Stress and Health

Work, Stress, and Health

**2015 Sustainable Work
Sustainable Health
Sustainable Organizations**

May 6-9, 2015

**Preconference Workshops
on May 6**

The Westin Peachtree Plaza
Atlanta, Georgia

SPONSORED BY:

American Psychological Association

National Institute for Occupational Safety and Health

Society for Occupational Health Psychology

Work, Stress, and Health 2015

May 6-9
2015

WELCOME to the 11th International Conference on Occupational Stress and Health. **Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations** addresses the ever-changing nature of work and the implications of these changes for the health, safety, and well-being of workers. This year, the conference focuses on the concept of sustainability and the integral role of occupational safety and health in sustainable economic growth.

Please note
For final presentation titles and authors, please consult the abstract proceedings at www.apa.org/wsh.



Clicking on these links will take you to a listing of each day's events.

Wednesday, May 6

8:00–9:00 a.m.

Continental Breakfast

PRECONFERENCE WORKSHOPS

9:00 a.m.–12:00 p.m.



Morning Workshops

Developing Sustainable Work and Organizations Through Total Worker Health™

Chastain

- ▲ Kellie M. Pierson, MS, Michelle Lee, Chia C. Chang, MBA, MPH, National Institute for Occupational Safety and Health (NIOSH), Cincinnati, OH

Dissemination Roadmaps: Planning the Trip From Research to Practice in Construction Safety and Health

Chastain D

- ▲ Charlotte Chang, DrPH, MPH, UC Berkeley Labor Occupational Health Program, Berkeley, CA; Eileen Betit, BA, CPWR—The Center for Construction Research and Training, Silver Spring, MD

Introduction to Multilevel Modeling

Chastain E

- ▲ Lisa M. Kath, PhD, San Diego State University, San Diego, CA; Alyssa K. McGonagle, PhD, Wayne State University, Detroit, MI

Introduction to Grant Writing

Chastain F

- ▲ Jonathon R. B. Halbesleben, PhD, University of Alabama, Tuscaloosa, AL; Mo Wang, PhD, University of Florida, Gainesville, FL; Robert R. Sinclair, PhD, Clemson University, Clemson, SC

12:00–1:00 p.m.

Lunch (on your own)



1:00–4:00 p.m.

Afternoon Workshops

Evaluation as Key to Sustainability of Work, Health, and Organizations

Chastain

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

THURSDAY

7

FRIDAY

8

SATURDAY

9

Designing the Age-Friendly Workplace

Chastain D

- ▲ Ken Scott, MPH, Colorado School of Public Health, Aurora, CO; James Grosch, PhD, NIOSH, Cincinnati, OH

Overview of Longitudinal Design and Analysis

Chastain E

- ▲ Michael T. Ford, PhD, University at Albany, SUNY, Albany, NY; Russell A. Matthews, PhD, Bowling Green State University, Bowling Green, OH

Junior Faculty Workshop

Chastain F

- ▲ Adam Butler, PhD, University of Northern Iowa, Cedar Falls, IA; Vicki Magley, PhD, University of Connecticut, Storrs, CT

OPENING SESSION

4:30–6:30 p.m.

Peachtree Ballroom B/D

Welcome

- ▲ Gwendolyn Puryear Keita, PhD, American Psychological Association; Margaret M. Kitt, MD, MPH, Capt., U.S. Public Health Service, NIOSH; Mo Wang, PhD, President, Society for Occupational Health Psychology

Plenary Panel: Perspectives on Sustainable Work, Sustainable Health, and Sustainable Organizations

- ▲ Bengt Arnetz, MD, PhD (moderator), Wayne State University; Randi Weingarten, JD, President, American Federation of Teachers; Christopher M. Reh, PhD, Global Director, Safety & Environmental Sustainability, The Coca-Cola Company; Aditya Jain, PhD, University of Nottingham, Nottingham, UK; Margaret M. Kitt, MD, MPH, Capt., U.S. Public Health Service, NIOSH

Conference Awards Overview

- ▲ Naomi G. Swanson, PhD, NIOSH

Distinguished Contributions to Occupational Health Psychology Awards

Patrick H. DeLeon, PhD; J. Donald Millar, MD, MPH; and Jonathan S. Raymond, PhD

- ▲ Award presentation by Steven L. Sauter, PhD, NIOSH, and Gwendolyn Puryear Keita, PhD, American Psychological Association

WEDNESDAY

6

THURSDAY

7

FRIDAY

8

SATURDAY

9

Early Career Achievement Award
Russell A. Matthews, PhD, Bowling Green State
University

▲ Award presentation by Janet Barnes-Farrell, PhD,
University of Connecticut, Storrs, CT

Closing Remarks

6:30-8:30 p.m.

Opening Reception

Peachtree Ballroom A/C

Sponsored by



Thursday, May 7

8:00–9:30 a.m.

Poster Session/Breakfast Reception

Peachtree Ballroom

Sustainable Work, Sustainable Health, Sustainable Organizations

- A1** Sustainable Employability Among Offshore Workers: A Needs Assessment
▲ Vanessa Riethmeister, MSc, Shell, Assen, Drenthe, The Netherlands; Sandra Brouwer, ProfDr; Jac van der Klink, ProfDr; Ute Bültmann, ProfDr
- A2** Assessing Mental and Physical Effects of Rotating Shift Work Among Refinery Workers
▲ Katherine A. McNamara, BS, MFA, University of California at Los Angeles, CA; Wendie Robbins, RN, PhD

Total Worker Health™

- B1** Future Trends in Productivity and Well-Being Interventions: Could They Work?
▲ Christine Ipsen, PhD, Technical University of Denmark, Kgs Lyngby, Denmark; Signe Poulsen, PhD; Liv Gish, PhD
- B2** The Relationship Between Job Stress, Social Support and Occupational Unintentional Injuries by 1:1 Case-Control Study
▲ Xinxia Liu, MS, Sun Yat-sen University, Guangzhou, China
- B3** Determinants of Health and Work Outcomes Among Chinese Immigrant Food Service Workers: A Mediation Model
▲ Jenny H. C. Tsai, PhD, University of Washington School of Nursing, Seattle, WA; Elaine A. Thompson, PhD
- B4** A Randomized Controlled Trial of a Mindfulness-Based Stress Reduction Intervention on Healthcare Worker Safety
▲ Morgan A. Valley, MS, MPH, Colorado State University, Fort Collins, CO; Lorann Stallones, PhD



Finalist for Best Student
Research Award

- B5** MANAGE AT WORK: A Self-Management Group Intervention for Workers With Chronic Physical Health Conditions
▲ William S. Shaw, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Elyssa Besen, PhD; Glenn Pransky, MD; Robert K. McLellan, MD, MPH

Workplace Mistreatment

- C1** Operational Culture and Organizational Practices as Antecedents and Enabling Factors of Workplace Bullying
▲ Maarit A-L Vartia, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Krista Pahkin, LicSc; Nina Olin, MSc
- C2** Antecedents and Outcomes of Work-Linked Couple Incivility
▲ Morgan D. Jones, BA, Indiana University–Purdue University, Indianapolis, IN; Michael T. Sliter, PhD
- C3** Organizational Violence Prevention Climate: Moderating Effects of the Relationship Between Workplace Aggression and Teacher Burnout
▲ Niambi M. Childress, MS, Wayne State University, Detroit, MI; Alyssa K. McGonagle, PhD
- C4** The Role of Poor Sleep Quality in Producing Incivility at Work Among Working College Students
▲ Adam R. Thurley, BA, University of Nebraska at Omaha, Omaha, NE; Lisa L. Scherer, PhD
- C5** The Effects of Student Violence on Employee Burnout and Work Engagement
▲ Benjamin I. Bass, MS, Old Dominion University, Norfolk, VA
- C6** The Moderating Role of Intensity of Interpersonal Conflict and Outcomes
▲ Josh Allen, MS, Florida International University, Miami, FL; Valentina Bruk-Lee, PhD

Work, Life, and Family

- D1** Workaholism and Psychological Detachment: The Buffering Effects of Work Joy
▲ Pamela R. Waltz, MA, Northern Illinois University, DeKalb, IL; Larissa K. Barber, PhD



- D2** Income and Work–Family Conflict: The Role of Family Size, Cost of Living, and Mediators
▲ Deanna K. Burns, BS, Clemson University, Clemson, SC; Janelle H. Cheung, MS; Robert R. Sinclair, PhD; Michael T. Sliter, PhD
- D3** Is Flextime a True Panacea for Work–Family Conflict and Women’s Health?
▲ Benedict J. Fern, MA, University of Nebraska at Omaha, Omaha, NE; Eric J. Faurote, PhD; Lisa L. Scherer, PhD; Joseph G. Grzywacz, PhD
- D4** Positive Spillover and Crossover Effects in Dual-Income Couples
▲ Mihyang An, PhD, Central Michigan University, Mount Pleasant, MI; Terry A. Beehr, PhD
- D5** The Impact of Internal and External Networking on Work–Family Conflict
▲ Lois E. Tetrick, PhD, George Mason University, Fairfax, VA; Kristin Repchick, MA; Julie Steinke, PhD
- D6** Availability and Utilization of Resources as Moderators of Work–School–Life Demands on Student Wellness
▲ Savannah M. Hunter, University of Nebraska at Omaha, Omaha, NE; Lisa L. Scherer, PhD

Job and Task Design

- E1** Work Demands and Heavy Alcohol Use: Testing a Biphasic Self-Medication Model
▲ Michael R. Frone, PhD, SUNY–Buffalo, NY
- E2** Looking at Patient Falls in Hospitals: Administrative Tick Marks or Staff Nurse Turmoil?
▲ Marianne Baernholdt, PhD, Virginia Commonwealth University, Richmond, VA; Bonnie M. Jennings, PhD
- E3** New Ways of Working and Quality of Working Life: The Introduction of a New Office Concept
▲ Christian Korunka, PhD, University of Vienna, Vienna, Austria; Cornelia Gerdenitsch, MS
- E4** Employee Well-Being and Compassion Fatigue Among Animal Caregivers
▲ Liz Cavallaro, doctoral candidate, George Washington University, Washington, DC

- E5** The Effects of Emotional Labor on the Well-Being and Job Satisfaction of Hospitality Workers
▲ Jeffrey J. Bagraim, PhD, University of Cape Town, Western Cape, South Africa; Lakin Smith, MA

Social and Organizational Environment

- F1** The Relationship Between Gender Match and Leader–Member Exchange in Supervisor–Subordinate Dyads From Information Technology
▲ Michael L. Litano, MA, Old Dominion University, Norfolk, VA; Debra A. Major, PhD; Kristina N. Bauer, PhD
- F2** The Contribution of Occupational Psychological, Social, and Mechanical Exposures to Sickness Absence: A Prospective Study
▲ Jan S. Emberland, MSc, NIOSH, Oslo, Norway; Morten Birkeland Nielsen, PhD; Stein Knardahl, MD, PhD
- F3** Teacher Stress and Social Support Usage
▲ Kristen Ferguon, PhD, Nipissing University, North Bay, ON, Canada; Colin Mang, MBA; Lorraine Frost, PhD
- F4** Abusive Supervision and Employee Well-Being and Work Outcomes: The Mediating Effect of Surface Acting
▲ Yisheng Peng, MS, Bowling Green State University, Bowling Green, OH; Steve Jex, PhD; Xuan Liu, PhD; Bao Tian, PhD
- F5** Does Climate of Fear Scale Measure Climate?
▲ Alice Brawley, MS, Clemson University, Clemson, SC; Benjamin P. Hardy, BS
- F6** Social Media in the Workplace: Influences of Organizational Climate and Job Satisfaction
▲ Hannah Murphy, MS, Clemson University, Clemson, SC; Melissa Nagaishi; Jamison LeGrand; Katie Mierek; Cynthia L. Pury, PhD

Traumatic Stress and Resilience

- G1** Longitudinal Predictors of Self-Reliance for Coping With Mental Health Problems in the Military
▲ Kristen S. Jennings, MS, Clemson University, Clemson, SC; Cynthia L. Pury, PhD; Thomas W. Britt, PhD; Janelle H. Cheung, MS; Heidi M. Zinzow, PhD

Psychological and Biological Effects of Job Stress

- H1 The Relationship Between Self-Compassion, Subjective Social Status and Psychological Distress Amongst Individuals Who Have Experienced Involuntary Job Loss
▲ Marie A. Lovdokken, PhD, Alliant International University, Alhambra, CA; Linda Beckman, PhD
- H2 Eating Your Feelings? Linking Employees' Daily Workplace Stressors to Daily Eating Behaviors
▲ Yifan Song, BS, University of Florida, Gainesville, FL; Yihao Liu, BS; Jaclyn M. Koopmann, MS; Mo Wang, PhD; Chu-Hsiang Chang, PhD; Junqi Shi, PhD
- H3 The Effect of Psychosocial Variables on Musculoskeletal Symptoms During Alternative and Standard Keyboard Use
▲ Nancy A. Baker, ScD, Centers for Disease Control and Prevention, Atlanta, GA; Kristina Theis, MPH
- H4 Findings From the NIOSH Quality of Worklife Survey: Job Stress & Burnout
▲ Rashaun Roberts, PhD, NIOSH, Cincinnati, OH; Nicole L. Petersen, PhD; Robin Dunkin, MS
- H5 Major Psychosocial Risk Factors in Mexican Teachers Working at Senior High School Level
▲ Oscar Garcia, BA, UNAM, Distrito Federal, Mexico; Sara Unda, MS; Jesica Tellez, BA
- H6 How Might Work Stress Contribute to Obesity? Systematic Review: Work Stress and Energy Balance-Related Behaviors
▲ Christopher G. Bean, BPsych (Hons), University of Adelaide, Adelaide, South Australia, Australia; Helen R. Winefield, PhD; Amanda D. Hutchinson, PhD; Charli Sargent, PhD

Theoretical and Conceptual Issues in Job Stress

- I1 Coping With Job Loss and Reemployment: A Two-Wave Study
▲ Erica Solove, MS, Colorado State University, Fort Collins, CO; Gwenith G. Fisher, PhD

- I2 The Emotionally Demanding Job and How It Leads to Counterproductive Work Behaviors: A Stressful Relationship
▲ Joseph B. Costa, BA, Roosevelt University, Schaumburg, IL; Joseph J. Mazzola, PhD
- I3 Mental and Physical Presenteeism: Theoretical and Empirical Distinctions in Research and Practice
▲ Jessica S. Waldrop, MS, St. Louis University, St. Louis, MO; Matthew J. Grawitch, PhD; Kaitlyn R. Erb, BA
- I4 The External-Level Job Strain Scales of the Job Content Questionnaire (JCQ) 2.0 Scales
▲ Wilfred Agbenyikey, ScD, Drexel University School of Public Health, Philadelphia, PA; Robert Karasek, PhD; Maren Formazen, PhD
- I5 Surface Acting: Effects of Experiencing Emotions Versus Regulating Them
▲ Norbert K. Semmer, PhD, University of Bern, Bern, Switzerland; Laurence Messerli, PhD; Franziska Tschan, PhD

Positive Psychology and Engagement in the Workplace

- J1 Positive and Negative Outcomes of Daily Demands and Personal Uplifts
▲ Kandice Goguen, BA, Clemson University, Clemson, SC; Kristen Jennings, MS; Janelle Cheung, MS; Anton Sytine, BA; Anna McFadden, MS; Thomas Britt, PhD
- J2 Job Crafting, Work Engagement and Psychological Distress Among Japanese Employees
▲ Asuka Sakuraya, University of Tokyo, Japan; Akihito Shimazu, PhD; Kimika Kamiyama, PhD; Hisashi Eguchi, MD, MBA, PhD; Yujiro Hara, MPH; Katsuyuki Namba, MD, PhD; Norito Kawakami, DMsci

Job Attitudes, Turnover, and Retention

- K1 Development and Validation of a Transformational and Transactional Leader Motivation Scale
▲ Rachel N. Jepsen, MS, Northern Kentucky University, Highland Heights, KY; Sylwia Gutowska, MS; Ryan Allio, MA; Philip J. Moberg, PhD



- K2** Employees' Attitude Towards Staff Turnover in Nigerian Research Institute: Case Study of CRIN and NIHORT
 ▲ Stephen Oluseun Adeogun, PhD, Federal University Of Agriculture Abeokuta, Abeokuta, Ogun State, Nigeria; Enitan Oluwakemi Fapojuwo, PhD; Richard Akinkunmi Oyeyinka, PhD; Kolade Kamilu Bolarinwa, PhD; Oluwatosin Abiola Olaleye, BSc
- K3** Can Co-Workers' Organizational Citizenship Behaviors Mitigate the Relationship Between Workplace Boredom and Burnout?
 ▲ Ramon L. Rodriguez Montalban, PhD, University of Puerto Rico, Rio Piedras, PR; Israel Sanchez Cardona, PhD; Miguel E. Martinez Lugo, PhD
- K4** Do Employees' Attitudes Towards Work or Work Motivation Affect Production Loss?
 ▲ Malin Lohela-Karlsson, PhD, Karolinska Institutet, Stockholm, Sweden; Irene B. Jensen, Professor; Christina Björklund, Associate Professor

NIOSH Program Portfolio (displayed May 7-9)

- L1** The NIOSH Total Worker Health™ Program: Protecting, Preserving and Promoting Worker Well-Being Through Innovative Research, Practice and Partnerships
 ▲ LCDR Heidi Hudson, MPH, Office for Total Worker Health™ Core Team, NIOSH; Tat'Yana Kenigsberg, MPH; Jeanine Nigam, MS; Sara Tamers, PhD, MPH; Donjanea Williams, EdD; Chia-Chia Chang, MBA, MPH; Adele Childress, PhD, MSPH; L. Casey Chosewood, MD, MPH; Tamekia Evans, MPH; Constance Franklin, MPA; Michelle Lee, BS; Kellie Pierson, MS; Steven L. Sauter, PhD; Anita L. Schill, PhD, MPH, MA
- L2** The NIOSH Work Organization and Stress-Related Disorders Research Program
 ▲ Jessica M.K. Streit, MS, NIOSH; Naomi G. Swanson, PhD
- L3** NIOSH Wholesale and Retail Trade Research Program: Young Workers at Risk of Injury
 ▲ Anasua Bhattacharya, PhD, NIOSH; Vern Putz Anderson, Paul Schulte, PhD

- L4** Sustainable Well-Being, Employer Performance, and Healthcare and Disability Systems: Hidden Economic Benefits of Improved Worker Safety and Health by the NIOSH Economics Program
 ▲ Rene Pana-Cryan, PhD, Manager, Economics Cross-Sector Program, NIOSH; Tim Bushnell, PhD, MPA
- L5** The NIOSH Work Transportation, Warehousing, and Utilities Research Program
 ▲ W. Karl Sieber, PhD, NIOSH; Jennifer E. Lincoln, MSSM; Dawn N. Castillo, MPH, NIOSH
- L6** Issues in Incorporating "Well-Being" Into Occupational Risk Assessment, Guidance, and Regulation
 ▲ Paul A. Schulte, PhD, NIOSH; Thomas Cunningham, PhD; Carol M. Stephenson, PhD; Donald E. Eggerth, PhD; Thomas J. Lentz, PhD; Anasua Bhattacharya, PhD
- L7** Overview of Hazards Related to the Organization of Work in Health Care
 ▲ Susan McCrone, PhD, RN, NIOSH; Claire Caruso, PhD, RN; David Weissman, MD

9:30-10:45 a.m.

Concurrent Sessions

The Role of Knowledge Sharing in Developing Sustainable Organizational Interventions (Symposium)

Augusta A

Chairs: Christine Ipsen, Associate Professor, Technical University of Denmark, Kgs Lyngby, Denmark; Gregor Jenny, Associate Professor, University of Zürich, Zürich, Switzerland; Andrew Noblet, Professor, Deakin Graduate School of Business, Melbourne, Australia

Paper 1 Methods to Support Knowledge Transfer in Participatory Interventions to Ensure Sustainable Interventions

- ▲ Christine Ipsen, Associate Professor, Technical University of Denmark, Kgs Lyngby, Denmark; Signe Poulsen, Post-Doc; Liv Gish, Researcher

Paper 2 Condensing Job Resources and Demands Into a Corporate Health Index as Pivot Point for Company Stakeholders Dealing With Health at Work

- ▲ Gregor Jenny, Associate Professor, University of Zürich, Zürich, Switzerland; Rebecca Baruchli, Researcher; Désirée Füllemann, Researcher; Georg Bauer, Associate Professor

Paper 3 Generating Upward Communication When Planning and Implementing a Job Stress Prevention Intervention

- ▲ Andrew Noblet, Professor, Deakin Graduate School of Business, Melbourne, Australia; Amanda Allisey, Associate Professor; Kathryn Page, DPsych; Tony Lamontagne, Associate Professor

Paper 4 Information and Communication in Sustainable Organizational Intervention Frameworks: Evaluating Participant Perceptions in Four Job Crafting Interventions

- ▲ Lotta Harju, Researcher, Finnish Institute of Occupational Health, Helsinki, Finland; Jari Hakanen, Research Director; Krista Pahkin, LicSc

Discussants: Christine Ipsen, Associate Professor, Technical University of Denmark, Kgs Lyngby, Denmark; Gregor Jenny, Associate Professor, University of Zürich, Zürich, Switzerland; Andrew Noblet, Professor, Deakin Graduate School of Business, Melbourne, Australia

Occupational and Individual Contributors to Obesity (Paper Panel Session)

Peachtree Room

Chair: Marnie Dobson, PhD, University of California at Irvine, Irvine, CA

Paper 1 The Role of Work in the Etiology of Obesity: A Theoretical Framework

- ▲ Peter L. Schnall, MD, University of California at Irvine, Irvine, CA; Choi Bongkyoo, PhD; Marnie Dobson, PhD; Paul L. Landsbergis, PhD

Paper 2 Health Benefits of Regular Leisure Physical Activity Among Adults Reporting Sedentary Work Activity

- ▲ Douglas W. Roblin, PhD, Georgia State University, Atlanta, GA; Kristina H. Lewis, MD, MS; Jeroan J. Allison, MD, MS; Benjamin G. Druss, MD, MPH; Edmund R. Becker, PhD

Paper 3 Effects of Eating Breakfast on Perceived Work Stress With Negative Affectivity as a Moderator

- ▲ Alexis R. Cosco, BA, Roosevelt University, Chicago, IL; Joseph J. Mazzola, PhD

Paper 4 A Pilot Study for Sustainable Worksite Obesity Interventions Among Firefighters: A Participatory Action Research Approach

- ▲ BongKyoo Choi, ScD, Center for Occupational and Environmental Health, University of California at Irvine, Irvine, CA; Joletta Belton, MS; Chuck Legg, BS; Laura Jensen, MS; Beth Mulligan, PA-C; Marnie Dobson, PhD; YoungJu Seo, PhD; Andria Pontello, MS; Javier Garcia-Rivas, MS; Peter L. Schnall, MD

Developments in Healthy Workplace Policy (Paper Panel Session)

Augusta C

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

Paper 1 Policy Developments on Mental Health in the Workplace in Europe

- ▲ Stavroula Leka, PhD, University of Nottingham, Nottingham, England, UK; Aditya Jain, PhD

Paper 2 Developments in Public Regulation of Psycho-Social Working Environment in Denmark

- ▲ Klaus T. Nielsen, PhD, Roskilde University, Roskilde, Denmark

Paper 3 Changing Workplaces and Sustainable Occupational Health Policies and Systems: Systematic Review of Qualitative Scientific Literature

- ▲ Ellen MacEachen, PhD, University of Waterloo, Waterloo, ON, Canada; Agnieszka Kosny, PhD; Christian Stahl, PhD; Fergal O'Hagan, PhD; Emile Tompa, PhD; ; Quenby Mahood, MA; Lisa Redgrift, MA; Sarah Sanford, PhD

Methodological and Measurement Advances in Workplace Mistreatment (Symposium)

Augusta D

Chairs: Liu Qin Yang, PhD, Portland State University, Portland, OR; Michael T. Sliter, PhD; Morgan D. Jones, BA

Paper 1 It Is Time for a Measurement Clean-Up! Differentiation Across Scales on Different Forms of Workplace Mistreatment

- ▲ Michael T. Sliter, PhD, Indiana University–Purdue University, Indianapolis, Indiana; Morgan D Jones, BA; Liu Qin Yang, PhD

Paper 2 Gender Differences in Workplace Mistreatment: An Investigation of Psychometric Properties

- ▲ Kelsey Jo Ritter, MA, Bowling Green State University, Bowling Green, OH; Russell Matthews, PhD

Paper 3 Construct and Criterion-Related Validities of Interpersonal Conflict at Work Measured With Multi-Foci, Multi-Anchor, and Multi-Rater

- ▲ Liu Qin Yang, PhD, Portland State University, Portland, OR; Cong Lui, PhD; Todd Bodner, PhD

Paper 4 Aggregation and Validation of Daily Assessments of Workplace Incivility

- ▲ Vicki J. Magley, PhD, University of Connecticut, Storrs, CT; Jenna C. Shapiro, MA; Michael P. Leiter, PhD; Howard Tennen, PhD

Discussants: Liu Qin Yang, PhD, Portland State University, Portland, OR; Michael T. Sliter, PhD, Indiana University–Purdue University, Indianapolis, IN; Morgan D. Jones, BA, Indiana University–Purdue University, Indianapolis, IN

Consequences of Employee Stress (Paper Panel Session)

Augusta E

Chair: Christopher J. L. Cunningham, PhD, University of Tennessee at Chattanooga, Chattanooga, TN

Paper 1 Is the Burnout–Depression Distinction Valid? A Critical Analysis

- ▲ Irvin S. Schonfeld, PhD, MPH, City College of the City University of New York, NY; Renzo Bianchi, MA, MS

Paper 2 Stress in Call Center Employees: An Investigation of Cumulative Effects

- ▲ Helen M. McFarlane, DHealthPsych, Cardiff Metropolitan University, Cardiff, Wales, UK

Paper 3 A Qualitative Study of Doctors' Perspectives on Resilience as a Strategy for Responding to Work Stress

- ▲ Yvonne McGowan, MSc, Royal College of Surgeons in Ireland, Dublin, Republic of Ireland

Paper 4 Using Ecological Momentary Assessment to Test an Integrated Model of Teachers' Stress: A 2-Year Study

- ▲ Teresa M. McIntyre, PhD, University of Houston, Houston, TX; Scott E. McIntyre, PhD; Cristopher Barr, PhD; David Francis, PhD; Angelia Durand, EdD; Paras Mehta, PhD

Work-Home Interaction (Paper Panel Session)

Augusta F

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

Paper 1 The Conditional Effects of Home–Work Conflict on Mental Health Benefits of Breastfeeding

- ▲ Alexandra Chong, MA, Kent State University, Kent, OH

Paper 2 Workaholism and Family Disengagement: Exploring Family Perspectives

- ▲ Anna K. Young, MA, University of Connecticut, Storrs, CT; Janet L. Barnes-Farrell, PhD



- Paper 3** Consequences of Work-to-Home Integration: Impaired Health Through Work–Life Conflict and Lack of Recovery
 ▲ Ariane G. Wepfer, Master of Psychology, University of Zürich, Zürich, Switzerland; Rebecca Brauchli, PhD; Gregor J. Jenny, PhD; Georg F. Bauer, PhD
- Paper 4** Does Work–Home Interaction Moderate the Relation Between Job Demands and Burn-Out?
 ▲ Sandrine Schoenenberger, PhD, Catholic University of Lille, France
- Exploring Physical and Psychosocial Work Hazards: Risk Factors and Remedies (Paper Panel Session)**
Augusta G
Chair: Lauren M. Menger, MS, Colorado State University, Fort Collins, CO
- Paper 1** Beyond the Fire: Fluctuating Workload and Its Relations to the Psychological Health of Firefighters in Quebec
 ▲ Maude Villeneuve, MA, Laval University, QC, Canada
- Paper 2** Analysis of Factors That Influence Implementation of Job Rotation
 ▲ Dr. Rosimeire S. Padula, University Cidade de São Paulo, Brazil; Maria Luiza Comper, MS; Jack Dennerlein, PhD
- Paper 3** Work Organization Hazards in Hotel Housekeeping: A Qualitative Study
 ▲ Jessica M. Streit, MS, NIOSH, Cincinnati, OH; Kellie M. Pierson, MS; Susanna Nemes, PhD; Pamela Vossen, MPH; Philip J. Moberg, PhD; Lida Orta-Anes, PhD; Susan Afanuh, MA
- Paper 4** Agreement Between Biomechanical Observational Methods to Define Job Rotation Scales
 ▲ Maria Luiza Comper, MS, Universidade Cidade de São Paulo, Brazil; Jack Dennerlein, PhD; Dr. Rosimeire Padula

Taking a Closer Look at the Antecedents of Workplace Safety (Symposium)

Augusta H

Chair: Stephanie A. Anel, BA, University of South Florida, Tampa, FL

- Paper 1** A Finer Grained Analysis: Extraversion Facets in Relation to Occupational Safety Performance
 ▲ Stephanie A. Anel, BA, University of South Florida, Tampa, FL; Paul E. Spector, PhD
- Paper 2** Beyond Safety: Safety Climate's Influence on Contextual Performance
 ▲ Julie J. Lanz, MS, Florida International University, Miami, FL; Ashley E. Nixon, PhD; Archana Manapragada, BS
- Paper 3** The Redundancy of Safety-Related Climate Constructs: Developing a General Organizational Safety Climate Scale
 ▲ Derek M. Hutchinson, BA, University of South Florida, Tampa, FL; Stephanie A. Anel, BA; Paul E. Spector, PhD
- Paper 4** Do Workload and Safety Climate Interact?
 ▲ Stacey R. Kessler, PhD, Montclair State University, Montclair, NJ; Lorenzo Lucianetti, PhD; Shani Pindek, PhD; Paul E. Spector, PhD
- Discussant:** Peter Chen, PhD, Auburn University, AL

10:45–11:00 a.m.

Break

11:00 a.m.–12:15 p.m.

Concurrent Sessions

Organizational justice and sustainability: Approaches and Implications for Performance and the Bottom Line (Paper Panel Session)

Augusta A

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

Paper 1 A Multidisciplinary Approach Towards Sustainable Employability and Sustainable Employment
 ▲ Bram P. I. Fleuren, MSc, Maastricht University, Limburg, The Netherlands; Andries de Grip, Professor; IJmert Kant, Professor; Fred R. H. Zijlstra, Professor

Paper 2 Organizational Sustainable Employability Policies in Relation to Organizational Performance
 ▲ Karolus O. Kraan, MSc, TNO, Leiden, The Netherlands

Paper 3 The Role of Economic Globalization in the Development of Unhealthy Working Conditions
 ▲ Peter L. Schnall, MD, University of California at Irvine, CA; Paul L. Landsbergis, PhD; Marnie Dobson, PhD

Research Update From the Oregon Healthy Workforce Center, a NIOSH Total Worker Health™ Center of Excellence (Symposium)

Peachtree Room

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

Paper 1 Evaluating Web-Based Total Worker Health™ Training for Young Workers: A Tale of Two Work Groups
 ▲ Diane Rohlman, PhD, University of Iowa, Iowa City, IA; Megan Parish, MPH; Diane Elliot, MD; Laura Jeddelloh, BA

Paper 2 The Importance of Supervisory Support: Adaptation of Evidence-Based Training Materials to the Correctional Setting
 ▲ Charlotte Fritz, PhD, Portland State University, Portland, OR; Leslie B. Hammer, PhD; Frankie Guros, MS; Brittnie Sheppard, BS

Paper 3 Long-Term Outcomes for the COMPASS Intervention for Home Care Workers
 ▲ Ryan Olson, PhD, Oregon Health & Science University, Portland, OR; Diane Elliot, MD; Jennifer Hess, PhD; Sharon Thompson, MS; Kristy Luther, BS; Brad Wipfli, PhD; Annie Buckmaster, BS; Robert Wright, PhD; Miguel Marino, PhD

Paper 4 Profiles of Health and Safety Concerns for Public Workers From the Oregon Healthy Workforce Center
 ▲ Ginger Hanson, PhD, Kaiser Center for Health Research, Portland, OR; Nancy Perrin, PhD; Leslie B. Hammer, PhD; Diane Rohlman, PhD; Ryan Olson, PhD; Kerry Kuehl, MD; Kent Anger, PhD; Todd Bodner, PhD; Sharon Thompson, MS; Megan Parish, MPH

Discussant: Lee Newman, MD, University of Colorado, Aurora, CO

Calling B.S. on Common Workplace Myths (Symposium)

Augusta C

Chair: David W. Ballard, PsyD, APA, Washington, DC

Presenter 1 Matthew J. Grawitch, PhD, Saint Louis University, MO

Presenter 2 David W. Ballard, PsyD, APA, Washington, DC

Presenter 3 Larissa K. Barber, PhD, Northern Illinois University, Dekalb, IL

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

Coworkers and Incivility (Paper Panel Session)

Augusta D

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

Paper 1 The Effects of Colleague Role Stressors on Individual Experiences of Incivility: A Moderated Mediation Model
 ▲ Kerri C. Nelson, BA, University of Connecticut, Storrs, CT; Kurt J. Stultz, BA; Lauren E. Gannon, BS; Vicki J. Magley, PhD



Paper 2 Working Together and Highly Involved: A Recipe for Counterproductive Work Behavior Following Exposure to Incivility?

- ▲ Jennifer L. Welbourne, PhD, University of Texas–Pan American, Edinburg, TX; Ana M. Sariol, MBA

Paper 3 The Relevance of Media Characteristics for Targets' Experience of Workplace Aggression

- ▲ Dianne P. Ford, PhD, Memorial University of Newfoundland, St. John's, NL, Canada

Paper 4 "I Was Afraid It Would Be Me Next":

Boundaries and Constraints to Bystander Intervention in Organisational Settings

- ▲ Annabelle M. Neall, BPsych (Hons), University of South Australia, Adelaide, Australia; Michelle R. Tuckey, PhD; Phil S. Kavanagh, PhD

Occupational Health and Psychosocial Needs of Often Forgotten Populations: Bus Drivers, Immigrants, Refugees, and Sex Workers (Paper Panel Session)

Augusta E

Chair: Marnie Dobson, PhD, University of California at Irvine, Irvine, CA

Paper 1 Survey of Mental Health and Needs for Chinese Migrant Workers

- ▲ Weimin Dang, MMS, Peking University Health Science Center, Beijing, China; Xin Yu, MD; Hong Ma, MBBS; Xun Wang, MMS; Tianhang Zhou, MBBS; Zijun Wu, MBBS; Shuwen Wang, MBBS; Xiaozhen Lv, PhD; Jinpeng Zhou, MMS; Qiyuan Zhang, MBBS; Ning Ma, MD; Chuan Shi, PHD; Min Shen, MBBS; Wenting Feng, MBBS; Siheng Li; Haiou Yang, PhD; Yucun Shen, MD

Paper 2 Promoting Psychosocial Health of Female Commercial Sex Workers: Exit Interviews With Peer Educators in Kathmandu, Nepal

- ▲ Lauren M. Menger, MS, Colorado State University, Fort Collins, CO; Helen Santoro; Emily Holcomb; Kristen Anna; Michelle R. Kaufman, PhD; Menuka Thapa, MA; Gwenith G. Fisher, PhD; Ashika Sharma; Lorann Stallones, PhD

Paper 3 Exploring Occupational and Health Behavioral Factors in Obesity and Health Among Urban Bus Operators: A Qualitative Study

- ▲ Marnie Dobson, PhD, University of California at Irvine, Irvine, CA; BongKyoo Choi, ScD; Peter L. Schnall, MD; Javier Garcia, MS; YoungJu Seo, MA

Paper 4 Unemployment in Iraqi Refugees: The Interaction of Pre and Post-Displacement Trauma

- ▲ A. Michelle Wright, MA, Wayne State University School of Medicine, Detroit, MI; Abir Aldhalimi, MA; Judith Arnetz, PhD; Hikmet Jamil, PhD; Mark Lumley, PhD; Nnamdi Pole, PhD; Bengt Arnetz, PhD

Work as a Resource (Paper Panel Session)

Augusta F

Chair: Mina Westman, PhD, Tel-Aviv University, Israel

Paper 1 Intimate Partner Violence and Work: An Empowerment Process Through Work in Middle-Class Women

- ▲ Smita Kumar, PhD candidate, George Washington University, Washington, DC; Andrea Casey, EdD

Paper 2 Enhancing Return to Work From Family Leave in Peer Group: A Randomized Controlled Trial

- ▲ Salla Toppinen-Tanner, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Jukka Vuori, Professor

Paper 3 A Proposed Model of Work, Life and Disability Management

- ▲ LaWanda H. Cook, PhD, Cornell University, Ithaca, NY; Valerie Malzer, MPA; Ishbel McWha, PhD; Beth Livingston, PhD; David Filiberto, PhD; William Erickson, MS

Paper 4 Assessing Nigerian Female Health Workers When Job Stress and Tenure Impact on Work-to-Family Conflict

- ▲ Ejike A. Okonkwo, PhD, Enugu State University of Science and Technology, Enugu, Nigeria

Organizational Climate/Culture: Impact on Health and Well-Being (Paper Panel Session)

Augusta G

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

Paper 1 Organizational Health Climate Matters: Cross-Level Findings From the CDC National Healthy Worksite Program

▲ Gretchen A. Petery, BS, University of Connecticut, Storrs, CT; Kimberly Davies-Schriels, MA; Janet Barnes-Farrell, PhD; Zandra Zweber, PhD; Martin Cheriack, MD, MPH

Paper 2 Organizational Justice and Its Outcomes in Civil-Society-Organizations of Morelos (Mexico)

▲ Imke Hindrichs, PhD, Universidad Autónoma del Estado de Morelos, Cuernavaca, Morelos, Mexico; Daniela K. Gerardo-Rosales, MSc; Yazmin Dimas-Urbe, BSc

Paper 3 Organizational Culture, Work Organization Conditions, and Mental Health

▲ Julie Dextras-Gauthier, MSc, University of Montreal, Montréal, QC, Canada; Alain Marchand, PhD

Paper 4 Organizational Culture, Perceived Job Insecurity and Employee Presenteeism

▲ Abimbola A. Akanni, PhD, Obafemi Awolowo University, Ile-Ife, Nigeria

Supporting Employees in High Stress Jobs: Benefits of Social Support for Physical and Psychological Health (Symposium)

Augusta H

Chairs: Kristen S. Jennings, MS, and Thomas W. Britt, PhD, Clemson University, Clemson, SC

Paper 1 The Role of Social Support in Treatment Seeking and Retention Among Soldiers

▲ Kristen S. Jennings, MS, Clemson University, Clemson, SC; Thomas W. Britt, PhD; Janelle H. Cheung, MS; Heidi M. Zinzow, PhD; Cynthia L. Pury, PhD; Anna C. McFadden, MS

Paper 2 The Moderating Effects of Perceived Organizational Support on the Relationship Between Procedural Justice and Objective

▲ Jennifer R. Rineer, MS, Portland State University, Portland, OR; Donald M. Truxillo, PhD; Todd E. Bodner, PhD; Leslie B. Hammer, PhD

Paper 3 Employee Behavioral Reactions to Musculoskeletal Symptoms: Supervisor Support as a Moderator

▲ Chu-Hsiang (Daisy) Chang, PhD, Michigan State University, East Lansing, MI; Thomas E. Bernard, PhD; Donald S. Blowski, PhD; Russell E. Johnson, PhD

Paper 4 Firefighter Recovery From Work-Related Stressors

▲ Michael T. Sliter, PhD, Indiana University–Purdue University Indianapolis, Indianapolis, IN; Nathan Schultz, BS; Courtney Laughman, BS; Josh Stafford, BS; Morgan Jones, BS

12:15–1:30 p.m.

Lunch (on your own)

12:30–1:15 p.m.

Luncheon Tutorial Sessions

Career Options in Occupational Health Psychology (Panel Discussion)

Augusta A

Songqi Liu, PhD, Pennsylvania State University; Kyle R. Stanyar, PhD, NIOSH; Hao Wu, PhD, Center for Health Research, Healthways; Gwenith G. Fisher, PhD, Colorado State University; Tristan Casey, DPsyc(Org), GradDipOHS, Sentic

Age and Aging in the Workplace (Panel Discussion)

Augusta H

Janet Barnes-Farrell, PhD, University of Connecticut; James Grosch, PhD, NIOSH; Ruth Kanfer, PhD, Georgia Institute of Technology; Mo Wang, PhD, University of Florida

1:30–2:45 p.m.

Concurrent Sessions

Exploring Economic Aspects of Sustainability Through the Use of Gallup Data (Symposium)

Augusta A

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

Paper 1 How Quality of Work Life, Health, and Health Behaviors Vary by Occupation and Wage Level
▲ Tim Bushnell, PhD, NIOSH, Cincinnati, OH

Paper 2 Association Between Perceived Company Workforce Size Change and Productivity
▲ Abay Asfaw, PhD, NIOSH, Washington, DC

Paper 3 Contribution of Workplace Psychosocial Factors Towards “Quality of Life”
▲ Tapas K. Ray, PhD, NIOSH, Cincinnati, OH

Discussant: Regina Pana-Cryan, PhD, NIOSH, Washington, DC

Internet Use-Related Issues (Paper Panel Session)

Peachtree Room

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

Paper 1 The Relationship Between Cyberslacking and Work-Related Variables: Implications for HRM
▲ Farveh Farivar, PhD candidate, Curtin University, Perth, Australia; Roslyn Cameron, PhD

Paper 2 Compulsive Internet Use and Working: Self-Reinforcing Cycle?
▲ Cristina Quiñones, PhD, Open University, Milton Keynes, England, UK; Nada Korak-Kakabadse, PhD

Paper 3 Work–Family Online Networking and Family-to-Work Conflict: Friends or Foes?
▲ Farveh Farivar, PhD candidate, Curtin University, Perth, Australia; Roslyn Cameron, PhD

Tools and Interventions for Creating Mental Well-Being in the Workplace (or Mentally Healthy Workplaces) (Paper Panel Session)

Augusta C

Chair: Ellen Rosskam, PhD, MPH, Webster University, Geneva, Switzerland

Paper 1 Using Measurement and Feedback to Help People Be More Personally Effective
▲ Dorey S. Chaffee, BS, Colorado State University, Fort Collins, CO; Barbara A. Fritzsche, PhD; Natalie W. Dixon, PhD; Robert D. Pritchard, PhD; Elissa Ashwood, MBA

Paper 2 Using an Interactive Self-Assessment Tool to Promote Proactivity When Dealing With Stress and Well-Being Issues at Work
▲ Liliana Dias, MS, Kuleuven, Leuven, Belgium; Audrey Eertmans, PhD; Inge Van den Brande, PhD; Yasmin Handaja, MS; Sofie Taeymans, MS; Debora Vansteenwegen, PhD

Paper 3 The Effects of Training and Checklist Design on Perceived Emotional Strain
▲ Keaton A. Fletcher, BS, BA, University of South Florida, Tampa, FL; Britany N. Telford, BS; Sarah E. Frick, BS; Wendy L. Bedwell, PhD

Paper 4 Defining, Cultivating, and Building Healthy Organizations: Innovative Interventions, Practice, and Sustainability
▲ Debra A. Lindh, EdD, Mindful Effect, LLC, Maple Grove, MN; David Jamieson, PhD

Social Environments of Workgroups: Incivility, Affect, Leadership, and Burnout (Symposium)

Augusta D

Chairs: Arla Day, PhD, Saint Mary’s University, Halifax, NS, Canada; Michael P. Leiter, PhD, Centre for Organizational Research & Development, Wolfville, NS, Canada

Paper 1 Supervisor Burnout as Predictor of Employee Burnout and Supervisor Evaluation
▲ Michael P. Leiter, PhD, Centre for Organizational Research & Development, Wolfville, NS, Canada; Arla Day, PhD; Heather Laschinger, PhD

Paper 2 Transformational Leadership and Workgroup Civility: The Impact on First Line Managers
▲ Arla Day, PhD, Saint Mary’s University, Halifax, NS, Canada; Michael P. Leiter, PhD; Heather Laschinger, PhD

Paper 3 Exploring Processes and Relationships Among Exhaustion and Incivility in the Workplace: A Daily Diary Study

- ▲ Emily Peck, BA, Acadia University, Wolfville, NS, Canada; Michael P. Leiter, PhD; Vicki Magley, PhD; Howard Tennen, PhD; Jenna Shapiro, MA

Paper 4 Happy and Uncivil: The Role of Moral Disengagement and Moral Identity

- ▲ Sandy Lim, PhD, NUS Business School, Singapore; Yang Guo, PhD; Xinxin Li, PhD

Positive Work, Supervision, and Well-Being (Paper Panel Session)

Augusta E

Chair: Israel Sánchez-Cardona, PhD, University of Puerto Rico at Rio Piedras

Paper 1 Predicting Engagement With Coworker and Supervisor Support: A Multi-Level Analysis

- ▲ Bobbie Dirr, BS, University of Houston, TX; Candice Thomas, MA; Christiane Spitzmueller, PhD

Paper 2 The Impact of Workaholism on Performance: Direct and Mediating Effects

- ▲ Mina E. Westman, PhD, Tel-Aviv University, Israel

Paper 3 Good Work - Social Relations, Quality of Work and Vigor in Dentistry

- ▲ Hanne Berthelsen, PhD, MPH, Malmö University, Sweden; Jari Hakanen, Research Director; Hugo Westerlund, Professor

Paper 4 Linking Family-Supportive Supervision to Creativity Through Meaningfulness and Intrinsic Motivation

- ▲ Sara J. McKersie, BA, Bowling Green State University, Bowling Green, OH; Russell A. Matthews, PhD; Clare L. Barratt, MA; Rachel Trout, MA

Sleep, Fatigue, and Performance Issues (Paper Panel Session)

Augusta F

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

Paper 1 Separate and Joint Associations of Shiftwork and Sleep Quality With Lipids

- ▲ Luenda E. Charles, PhD, NIOSH, Morgantown, WV; Ja K. Gu, MSPH; Cathy Tinney-Zara, MPH; Desta Fekedulegn, PhD; Claudia C. Ma, MPH; Michael E. Andrew, PhD; John M. Violanti, PhD; Tara A. Hartley, PhD; Penelope Baughman, PhD; Cecil M. Burchfiel, PhD

Paper 2 Hot and Cold Performance: Circadian Temperature Predicts Performance Awareness During Night Shift Work

- ▲ Drew M. Morris, BSc, Clemson University, Clemson, SC; Jesse H. Walker, HS; June J. Pilcher, PhD

Paper 3 What Exactly Do You Mean by "Fatigue"? Comparing Fatigue Assessments in an Occupational Safety Context

- ▲ Jennifer H.K. Wong, MSc, Saint Mary's University, Halifax, NS, Canada; E. Kevin Kelloway, PhD

Paper 4 Prevalence of Sleep Problems Among Workers and Non-Workers by Arthritis Status

- ▲ Jin Qin, ScD, Centers for Disease Control and Prevention, Atlanta, GA; Kristina Theis, PhD; Nancy Baker, ScD; Charles Helmick, MD; Timothy Cunningham, ScD; Anne Wheaton, PhD; Kamil Barbour, PhD

Work Scheduling Flexibility and Control (Paper Panel Session)

Augusta G

Chair: Peter Kelly, MSc, UK Health and Safety Executive, Bootle, Merseyside, UK

Paper 1 Development of the Shift Work Flexibility Measure

- ▲ Kimberly A. French, MS, University of South Florida, Tampa, FL; Mark D. Agars, PhD; Maryana L. Arvan, BA

Paper 2 A Daily Analysis of Job Demands, Flexitime, Family Supportive Cultures, and Work–Family Conflict

- ▲ Adam Butler, PhD, University of Northern Iowa, Cedar Falls, IA; Dilbur Arsiwalla, PhD; Brenda Bass, PhD

Paper 3 A Pilot Assessment of the Occupational Health Implications of Scheduling Control Among Low-Wage, Hourly Workers

- ▲ David A. Hurtado, ScD, Harvard School of Public Health, Boston, MA

Paper 4 The Erosion of Rhythms in Contemporary Work: New Temporalities of Administrative Work and Teaching

- ▲ Henrik L. Lund, PhD, Roskilde University, Denmark

Safety Climate Research for Mobile Lone Workers: An Extension of the Systems Approach (Symposium)

Augusta H

Chair: Yueng-Hsiang Huang, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA

Paper 1 Differentiation Between High and Low Safety Climate in Trucking: An Item Response Theory Approach

- ▲ Janelle H. Cheung, MS, Clemson University, Clemson, SC; Yueng-Hsiang Huang, PhD; Jin Lee, PhD; Anna McFadden, MS

Paper 2 Recommendations for Safety Interventions in the Trucking Industry: A Work Systems Analysis

- ▲ Anna McFadden, MS, Clemson University, Clemson, SC; Yueng-Hsiang Huang, PhD; Jin Lee, PhD; Michelle M. Robertson, PhD

Paper 3 A Sociotechnical Systems Approach to Examining Safety Climate in the Trucking Industry

- ▲ Michelle M. Robertson, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Lauren A. Murphy, PhD; Yueng-Hsiang Huang, PhD; Marvin Dainoff, PhD; Susan Jeffries, BA

Paper 4 Good Safety Climate Alone May Not Be Enough: Impacts of Climate Variability on Safety Behavior

- ▲ Jin Lee, PhD, Harvard School of Public Health/Liberty Mutual Research Institute for Safety, Boston/Hopkinton, MA; Yueng-Hsiang Huang, PhD; Robert A. Henning, PhD

Discussant: Marvin Dainoff, PhD, CPE, Liberty Mutual Research Institute for Safety, Hopkinton, MA

2:45–3:00 p.m.

Break (food and beverage provided)

3:00–4:30 p.m.

Concurrent Sessions

Role Identity Theory (Interactive Paper Session)

Augusta C

Chair: Jeannie Nigam, MS, NIOSH, Cincinnati, OH

Paper 1 Work–Life Balance, Breaks, and Identity Salience in Indian Expatriates

- ▲ Pooja B. Vijayakumar, MS, University of Tennessee at Chattanooga, Chattanooga, TN; Christopher J. Cunningham, PhD

Paper 2 Personal Factors That Influence Meaning and Prioritization in Work–Nonwork Roles

- ▲ Lindsay W. Benitez, MS, University of Tennessee at Chattanooga, Chattanooga, TN; Christopher J. Cunningham, PhD

Paper 3 Accentuate the Positives of Multiple Roles: Work to Family and Family to Work Facilitation for Employees and Parents

- ▲ Angela M. Sarver, MS, NIOSH, Cincinnati, OH

Paper 4 Two Roles Are Better Than Three? Work–Family and Family–Work Conflict in Caregivers

- ▲ Joseph J. Mazzola, PhD, Roosevelt University, Schaumburg, IL; Kyle Page, BA; Kathleen M. Rospenda, PhD

Paper 5 The Gender Gap in Work–Family Role Blurring

- ▲ Scott Schieman, PhD, University of Toronto, ON, Canada

To Randomize or Not to Randomize, That Is the Question: Design Dilemmas in Intervention Research (Interactive Paper Session)

Augusta D

Chairs: Ulrica von Thiele Schwarz, PhD, Karolinska Institutet, Stockholm, Sweden; Kasper Edwards, PhD, Technical University of Denmark, Copenhagen, Denmark

- Paper 1** A Cross-Disciplinary Perspective on Best Practices in Designing, Leading and Evaluating Improvements in Organization
▲ Ulrica von Thiele Schwarz, PhD, Karolinska Institutet, Stockholm, Sweden; Liv Gish, PhD
- Paper 2** Analyzing Interventions: Are Your Conclusions Out of Context?
▲ Kasper Edwards, PhD, Technical University of Denmark, Copenhagen, Denmark
- Paper 3** Self-Selected Participation or Randomized Allocation in Organizational-Level Occupational Health Interventions: Does It Matter for Intervention Outcomes?
▲ Henna Hasson, PhD, Karolinska Institutet, Stockholm, Sweden; Ulrica von Thiele Schwarz, PhD
- Paper 4** There's More Than One Way to Skin a Cat: Examining the Impact of Research Design on the Implementation of Well-Being Interventions
▲ Amanda Allisey, PhD, Deakin University, Burwood, Victoria, Australia; Andrew Noblet, PhD; Irina Tchernitskaia, MPsych; Kathryn Page, DPsych; Allison Milner, PhD; Anthony Lamontagne, ScD
- Paper 5** A Flexible Approach to the cRCT: Lessons Learned as a "Pracademic"
▲ Kathryn M. Page, PsyD, University of Melbourne, Victoria, Australia

Discussant: Kasper Edwards, PhD, Technical University of Denmark, Copenhagen, Denmark

Operationalizing the Concept of "Well-Being" for Total Worker Health™ (Interactive Paper Session)

Augusta E

Chair: Paul A. Schulte, PhD, NIOSH, Cincinnati, OH

- Paper 1** What TWH™ Needs With Regard to Well-Being
▲ Anita Schill, PhD, MPH, MA, NIOSH, Washington, DC
- Paper 2** Overview of Considerations for Well-Being in Public Policy
▲ Paul A. Schulte, PhD, NIOSH, Cincinnati, OH
- Paper 3** Operationalizing Well-Being for TWH™
▲ Chia-Chia Chang, MPH, MBA, NIOSH, Washington, DC
- Paper 4** Gallup Daily Tracking Survey
▲ Paul Letson, Gallup Organization, Atlanta, GA
- Paper 5** Analysis of Gallup Data
▲ Tapas Ray, PhD, NIOSH, Cincinnati, OH
- Paper 6** Positive Psychology
▲ Sara Algoe, PhD, University of North Carolina at Chapel Hill, Chapel Hill, NC
- Paper 7** Quality of Worklife Survey Analyses
▲ James Grosch, PhD, MBA, NIOSH, Cincinnati, OH

Leadership as It Relates to Employee Health and Organizational Outcomes (Interactive Paper Session)

Augusta F

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

- Paper 1** Independent Process Model of Leadership on Employees' Perceived Work Stress and Hair Cortisol Level
▲ Mathias Diebig, DiplPsych, TU Dortmund University, Dortmund, Germany
- Paper 2** Leader–Member Exchange as a Resource for Work–Family Management: A Meta-Analytic Test of Work–Family Outcomes
▲ Michael L. Litano, MA, Old Dominion University, Norfolk, VA; Valerie N. Streets, MS; Benjamin I. Bass, MS; Debra A. Major, PhD; Richard N. Landers, PhD

- Paper 3** Relationship of Transformational Leadership to the Health and Well-Being of Employees: The Mediating Role of Trust in the Leader
▲ Viviola Gómez-Ortiz, PhD, University of the Andes, Bogotá, Colombia; Lyria E. Perilla, MA
- Paper 4** Does Workaholism Moderate Transformational Leadership–Safety Compliance Relations Among Healthcare Workers?
▲ Leonard I. Ugwu, PhD, University of Nigeria, Nsukka, Enugu, Nigeria; Kingsley I. Enwereuzor, MSc
- Paper 5** Characteristics of Offending Feedback: Even Subtle Cues Matter
▲ Rabea Krings, MSc, University of Neuchâtel, Switzerland; Norbert K. Semmer, PhD
- Paper 6** The Effect of Authentic Leadership and Psychological Capital on Burnout Development, Mental Health, Occupational Satisfaction, and Turnover Intent of New Graduate Nurses in Their First Two Years of Practice
▲ Heather K. Laschinger, PhD, University of Western Ontario, London, ON, Canada; Roberta Fida, PhD

**Identifying Work Organization Issues
(Special Labor Panel)**

Augusta G

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

- Paper 1** The Impact of Workplace Violence on Education Workers: Results From a State-Based Study
▲ Hope M. Tiesman, PhD, NIOSH, Morgantown, WV
- Paper 2** The Organized Workforce in Corrections: An Invisible Key to Officer Health and Well-Being
▲ Maizen el Ghaziri, PhD, MPH, BSN, RN, Postdoctoral Fellow for the Promotion of Health in the New England Workplace, University of Connecticut Health Center

- Paper 3** Long Work Hours, Stressful Work and Health: Perspectives From Researcher–Labor Collaborations
▲ Marnie Dobson, PhD, Center for Social Epidemiology/University of California at Irvine, Irvine, CA

Discussant: David LeGrande, MA, Communications Workers of America, Washington, DC

4:30–6:00 p.m.

Dinner (on your own)

6:30–9:30 p.m.

Special Reception*

The Carter Center, Atlanta

*\$85 to attend.

Interested attendees may pay on-site at registration.

Friday, May 8

8:00–9:30 a.m.

Poster Session/Breakfast Reception

Peachtree Ballroom

Economic Issues and Concerns

- A1** Relations of Age Discrimination and Layoff Survivorship to Employee Outcomes via Job and Employment Insecurity
 ▲ Kathleen R. Keeler, BS, George Mason University, Fairfax, VA; Michael R. Frone, PhD; Lois E. Tetrick, PhD
- A2** How Does Economic Growth Influence Work Stressors and Resources Across Industries?
 ▲ Michael T. Ford, PhD, University at Albany, SUNY, NY
- A3** Income, Income Perceptions and Economic Dependency on Nursing Turnover Intentions
 ▲ Janelle H. Cheung, MS, Clemson University, Clemson, SC; Robert R Sinclair, PhD

Workplace Mistreatment

- B1** Harmonious Work Community: Towards Zero Tolerance of Workplace Bullying—A Research and Intervention Project
 ▲ Maarit A-L Vartia, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Marjut Joki, MSc; Niina Olin, MSc
- B2** The Validation of the Italian Version of Violence Scale, Fear Scale and Perceived Organizational Scale
 ▲ Marco Ferrara, Masters, University of Turin, Italy; Sara Viotti, PhD; Ilaria Sottimano, Masters
- B3** How Sleep, Rumination, and Hostile Attribution Bias Affect the Relationship Between Incivility and Health Outcomes
 ▲ Alison M. Bayne, BA, Bowling Green State University, OH ; Steve M. Jex, PhD
- B4** Assessing Interpersonal Conflict in the Workplace: A Validation of the Workplace Interpersonal Conflict Scale (WICS)
 ▲ Robert R. Wright, PhD, Brigham Young University–Idaho, Rexburg, ID; Ashley E. Nixon, PhD; Sharon Thompson, MS; Ryan Olson, PhD; Jacob Wilhite, Expected BS; Autumn Graves, Expected BS; Cody Broadbent, Expected BS

- B5** Counterproductive Work Behaviors and Employee Perceptions, Attitudes, and Well-Being
 ▲ Ivonne Moreno-Velázquez, PhD, University of Puerto Rico–Rio Piedras Campus, Rio Piedras, PR; Israel Sanchez-Cardona, PhD; Karina Silva-Montero, BA; Stephanie Melendez-González, MA; Marialuz Rivera-Rodríguez
- B6** Neuroticism, Trait-Anger, and Emotions: A Moderated Mediation Model of the Stressor-Strain
 ▲ John Wittgenstein, MS, Florida International University, Miami, FL

Work, Life, and Family

- C1** Curvilinear Examinations of Resource Allocation and Interference: Beyond a “One-Size-Fits-All” Perspective of the Work-Life
 ▲ Jessica S. Waldrop, MS, St. Louis University, St. Louis, MO; Kaitlyn R. Erb, BA; Matthew J. Grawitch, PhD
- C2** Beyond Work and Life: The Impact of Resource Allocation in Various Domains on Life Satisfaction
 ▲ Aaron J. Van Groningen, BS, St. Louis University, St. Louis, MO; Kaitlyn R. Erb, BA; Jessica S. Waldrop, MS; Matthew J. Grawitch, PhD
- C3** Family-to-Work Interference and Work Engagement Among Indian and German School Teachers: The Mediating Role of Optimism
 ▲ Mahima Raina, MA, Indian Institute of Technology Delhi, New Delhi, India; Annekatrin Hoppe, PhD
- C4** Young Worker Daytime Sleepiness and Wellness: The Role of Job Satisfaction and Work–School Conflict
 ▲ Sheridan B. Trent, BA, University of Nebraska at Omaha, Omaha, NE; Lisa L. Scherer, PhD
- C5** Work–Family Conflict and Strain: Affective Organizational Commitment as a Moderator
 ▲ Jeannie Nigam, MS, NIOSH, Cincinnati, OH; Steve M. Jex, PhD; Justin Sprung, PhD

Social and Organizational Environment

- D1** Do Multiple Specific Organizational Climates Create Incompatible Demands for Employees?
▲ Alice M. Brawley, MS, Clemson University, Clemson, SC; Cynthia L. Pury, PhD; Cameron Lemere; Briana Smith; Erika Fosu; Michelle Flynn
- D2** The Interactive Effects of Fatigue and Leadership on Employee Safety Behavior
▲ Jane Mullen, PhD, Mount Allison University, Sackville, NB, Canada; Ann Rheume-Bruning, PhD
- D3** Psychological Safety in the Workplace: The Development and Validation of a Multi-Dimensional Scale
▲ Lori N. Nethero, BS, Northern Kentucky University, Highland Heights, KY; Elizabeth Morales, BS; Tiffany M. Ridener, BS; Brad Niehoff, BS; Phillip J. Moberg, PhD
- D4** Development of the Health Climate Scale
▲ Alec H. Munc, MS, Clemson University, Clemson, SC; Robert Sinclair, PhD; Deanna Burns, BA; Janelle Cheung, MS
- D5** Co-Worker Dialogues Have a Great Potential in Workplace Health Promotion
▲ Petra Nilsson, PhD, Kristianstad University, Sweden; Åsa Bringsén, PhD

High-Risk Jobs and Populations

- E1** Worker Training to Promote Disaster Resilience
▲ Joseph T. Hughes, MPH, DHHS-NIH-NIEHS, Durham, NC
- E2** Managing Occupational Stress and Safety Culture in a High-Risk Occupation
▲ Andy Ang, PhD, AUT University, Auckland, New Zealand; Felicity Lamm, PhD
- E3** Utilizing Current Knowledge About Young Workers to Enhance Future Employee Engagement
▲ Donjanea F. Williams, EdD, NIOSH, Atlanta, GA
- E4** Impact of Job Strain on Physiological Parameters and Driving Performance of Bus Operators
▲ Boris Cendales, PhD, Los Andes University, Bogotá, Colombia; Viviola Gómez, PhD; Sergio Useche, MA; Juan P Bocarejo, PhD; Fidel Gómez, MS

Traumatic Stress and Resilience

- F1** The Deadlines Don't Matter Anymore: Perceptions of Daily Stressors for Police Officers Experiencing PTSD
▲ Kristen S. Jennings, MS, Clemson University, Clemson, SC; Janelle H. Cheung, MS; Robert R. Sinclair, PhD; Jonathan Houdmont, PhD

Psychological and Biological Effects of Job Stress

- G1** Haze Threat and Work Stress
▲ Jiajin Tong, PhD, Peking University, Beijing, China; Dong Liu, BA
- G2** Effect of Unemployment on Inflammatory Markers in Refugees Residing in the United States
▲ Abir Aldhalimi, MA, Wayne State University/ University of Detroit Mercy, Detroit, MI; A. Michelle Wright, MA; Hikmet Jamil, MD; Judy Arnetz, PhD; Bengt Arnetz, MD
- G3** Cognitive Appraisals as Mediators of the Relationship Between Job Demands and Work Engagement
▲ Sonia L. Oakley, MS, North Carolina State University, Raleigh, NC; Samuel B. Pond, PhD
- G4** Sustaining and Retaining a Healthy Volunteer Population by Mitigating Burnout
▲ Victoria M. Graeve-Cunningham, MBA, MS, University of Nebraska at Omaha, Omaha, NE; Lisa Scherer, PhD; Joseph Allen, PhD
- G5** Burnout and Mental Health: Study in a Mexican Population
▲ Anabel Camacho-Ávila, MSc, Universidad Autónoma del Estado de Morelos, Cuernavaca, Morelos, Mexico; Leonardo Noriega-Medina, BS; Juan Pablo Escobedo, BS
- G6** Occupational Stress Index [OSI] Among Colombian Bus Rapid Transit Drivers
▲ Sergio A. Useche, MS, Universidad de los Andes, Bogotá, Colombia; Viviola Gómez, PhD; Boris Cendales, PhD; Juan Pablo Bocarejo, PhD
- Aging and Work Stress**
- H1** Assessing the Relationship Between Chronic Health Conditions and Productivity Loss Trajectories
▲ Elyssa Besen, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Glenn Pransky, MD



- H2** Women Working on the Verge of a Nervous Breakdown: The Impact of Menopause Symptoms on the Quality of Working Life
▲ Daniela Converso, Associate Professor, University of Turin, Italy; Denise Licata, Masters; Ilaria Sottimano, Masters; Gloria Guidetti, Masters
- H3** Getting Older but Working With Forever Young: Implications of an Aging Workforce in Kindergarten and Nursery School Grades
▲ Gloria Guidetti, Masters, University of Turin, Italy; Ilaria Sottimano, Masters; Sara Viotti, PhD; Mara Martini, PhD; Daniela Converso, Associate Professor
- H4** When Does a Person Become “Old”? Age and Gender Variations and Linkages to Work Outcomes
▲ Madison Hanscom, BA, Colorado State University, Fort Collins, CO; Jeanette N. Cleveland, PhD
- H5** Interplay Between Self-efficacy and Job Demands and Resources in Influencing Work Engagement and Depression in Older Teachers: A Three-Wave Longitudinal Study
▲ Roosmarijn M.C. Schelvis, MSc, TNO, Leiden, Zuid-Holland, The Netherlands; Fenna Leijten, MSc; Noortje M. Wiezer, PhD; Karen M. Oude Hengel, PhD; Ernst T. Bohlmeijer, PhD; Allard J. Van der Beek, PhD; Jan Fekke Ybema, PhD

Health Services and Health and Productivity Management

- I1** Using Intervention Mapping With Organizational Theories to Create Sustainable Health Promotion Programs in China
▲ Xiaoxia Huang, Masters, Minhang Center for Disease Control and Prevention, Shanghai, China
- I2** Attachment to Employment Before Psychiatric Work Disability Pension Among Young Adults
▲ Pauliina Mattila-Holappa, LicPsych, Finnish Institute of Occupational Health, Helsinki, Finland; Matti Joensuu, MA; Kirsi Ahola, PhD; Marianna Virtanen, PhD

- I3** Work-Related Factors Considered When Forming Expectations for Returning to Work
▲ Amanda E. Young, PhD, Liberty Mutual Research Institute For Safety, Hopkinton, MA; YoonSun Choi, MA

Safety Climate, Management, and Training

- J1** The Relationships of Safety Climate and Safety Behavior With Occupational Unintentional Injuries in Chinese Manufacturing Workers
▲ Xinxia Liu, MS, Centers for Disease Control and Prevention, Zhongshan, Guangdong, China
- J2** Can Civility Norms Enhance Positive Effects of Safety Climate?
▲ Alyssa McGonagle, PhD, Wayne State University, Detroit, MI; Niambi Childress, MA; Benjamin Walsh, PhD; Timothy Bauerle, MA

Research Methodology

- K1** Measurement Equivalence of Core Self-Evaluations in the Philippines and the U.S.
▲ Patrick Rosopa, PhD, Clemson University, Clemson, SC; Jesus A. D. Datu, PhD; Alice M. Brawley, MS; Stephen A. Robertson, BS
- K2** Development and Validation of a New Scale on Ingratiation
▲ Rachel N. Jepsen, MS, Northern Kentucky University, Highland Heights, KY; Caitlyn Kasseddyne, BS; Brandon Styles, BS; Philip J. Moberg, PhD
- K3** Psychological Work Detachment: Construct Definition, Scale Development, and Preliminary Validity Evidence
▲ Jessica R. Petor, MS, Northern Kentucky University, Highland Heights, KY; Philip J. Moberg, PhD
- K4** Development of Measures of Need Satisfaction and Need Support at Work
▲ Susanne Tafvelin, PhD, Umeå University, Sweden; Andreas Stenling, MSc

Prevention/Interventions Methods and Processes

- L1** Truly Accomplished: An Exploratory Study of Motivation and Social Influence
 ▲ Carly G. Tucker, BS candidate, University of Central Florida, Orlando, FL; Barbara A. Fritzsche, PhD; Robert D. Pritchard, PhD; Elissa Ashwood, MBA
- L2** Training to Transfer: Evaluation of a Leader-Focused Mental Health Intervention
 ▲ Allison M. Ellis, MS, Sentis; Tristan Casey, DPsych(Org); Autumn Krauss, PhD
- L3** Implementation of a Workplace-Based Intervention to Improve Psychological Well-Being and Work Ability Among School Teachers
 ▲ Jesper Kristiansen, PhD, National Research Centre for the Working Environment, Copenhagen, Denmark

9:30-10:45 a.m.**Concurrent Sessions****What Characterizes Healthy Organisations? Organisational Factors Related to Low Levels of Sickness Absence (Symposium) [Business/Labor Track Session]***Augusta A*

Chairs: Eva Vingård, Professor, Uppsala University Hospital, Uppsala, Sweden; Magnus Svartengren, Professor, Uppsala University Hospital, Uppsala, Sweden; Ulrich Stoetzer, PhD, Karolinska Institutet, Stockholm, Sweden

- Paper 1** How to Study Organisations: Experiences From the Health and Future Project
 ▲ Eva Vingård, Professor, Uppsala University Hospital, Sweden
- Paper 2** What Factors on an Organisational Level Characterize Healthy Organisations? Results From the Health and Future Project
 ▲ Magnus Svartengren, Professor, Uppsala University Hospital, Sweden
- Paper 3** Organization, Relational Justice and Health: What Explains That Some Organisations Are Healthier Than Others?
 ▲ Ulrich Stoetzer, PhD, Karolinska Institutet, Stockholm, Uppsala, Sweden

Discussants: Eva Vingård, Professor, Uppsala University Hospital, Uppsala, Sweden; Magnus Svartengren, Professor, Uppsala University Hospital, Uppsala, Sweden; Ulrich Stoetzer, PhD, Karolinska Institutet, Stockholm, Sweden; Marianne Parmasund, MSci, Centrum för Arbets- och Miljömedicin, SLL, Stockholm, Sweden; Tomas Eriksson, MSci, Uppsala University Hospital, Uppsala, Sweden; and Åsa Stöllman, MSci, Uppsala University Hospital, Uppsala, Sweden

Assessing Total Worker Health™ in Practice: Applications in Small Business and Workforce Development (Paper Panel Session)*Peachtree Room*

Chair: Douglas W. Roblin, PhD, Georgia State University, Atlanta, GA

- Paper 1** Preparing Total Worker Health™ Professionals to Meet the Needs of Multicultural and Multigenerational Workforces
 ▲ Jennifer L. Hall, EdD, MCHES, University of Iowa Healthier Workforce Center for Excellence, Iowa City, IA
- Paper 2** Next Phase Training at a Worksite Wellness Program Targeting Small Businesses: Pinnacol Assurance HRM Study
 ▲ Kimberly Jinnett, PhD, Integrated Benefits Institute, San Francisco, CA; Karyn Gonzales, MHA
- Paper 3** Assessing Wellness Program and Occupational Safety Integration in Small Employers in Ohio
 ▲ Alysha R. Meyers, PhD, NIOSH, Cincinnati, OH; Tim Bushnell, PhD

Mental Health Interventions and Intervention Effectiveness (Paper Panel Session)

Augusta C

Chair: Martin G. Cherniack, MD, MPH, CPH-NEW UConn Health Center, Farmington, CT

Paper 1 Psychological Interventions in the Workplace and Work Outcomes: A Best-Evidence Synthesis of Systematic Reviews

▲ Shannon L. Wagner, PhD, University of Northern British Columbia, Prince George, BC, Canada; Corinne Koehn, PhD; Marc I. White, PhD; Henry G. Harder, EdD; Izabella Schultz, PhD; Kelly Williams-Whitt, PhD; Orion Warje, BSc; Clermont Dionne, PhD; Mieke Koehoorn, PhD; Romana Pasca, MA; Vernita Hsu, BBA; Lisa McGuire; Iris Lama; Werner Schulz

Paper 2 Social Support and Supervisory Quality Interventions in the Workplace: A Stakeholder-Centred Best-Evidence Synthesis of Systematic Reviews on Work Outcomes

▲ Shannon L. Wagner, PhD, University of Northern British Columbia, Prince George, BC, Canada; Marc I. White, PhD; Corinne Koehn, PhD; Kelly Williams-Whitt, PhD; Orion Warje, BSc; Izabella Schultz, PhD; Henry G. Harder, EdD; Clermont Dionne, PhD; Mieke Koehoorn, PhD; Romana Pasca, MA; Vernita Hsu, BBA; Lisa McGuire; Iris Lama; Werner Schulz

Paper 3 Bullied on the Job: Intervention Strategies for Distressed Clients

▲ Kathleen H. Canul, PhD, University of California at Los Angeles, Los Angeles, CA

Paper 4 Importance of Early Psychological Evaluation and Intervention in the Successful Rehabilitation of the Injured Worker

▲ Jennifer F. Kelly, PhD, Independent Practice, Atlanta, GA

Mistreatment in Organizations: Models, Frameworks, and Empirical Findings (Symposium)

Augusta D

Chair: Pamela L. Perrewe, PhD, Florida State University, Tallahassee, FL

Paper 1 Aggression With a Conscience: A Rational and Moral Framework for Proactive Workplace Aggression

▲ Aura J. Dixon, MS, Michigan State University, East Lansing, MI; Chu-Hsiang Chang, PhD; Russell E. Johnson, PhD

Paper 2 Coworker Responses to Observed Mistreatment: Understanding Schadenfreude in the Response to Supervisor Abuse

▲ Matthew R. Leon, MS, University of Alabama, Tuscaloosa, AL; Jonathon R. B. Halbesleben, PhD

Paper 3 Coworker Support Buffering the Supervisor Incivility–Burnout Relationship

▲ Michael P. Leiter, PhD, Acadia University, Wolfville, NS, Canada; Arla Day, PhD; Heather Laschinger, PhD

Paper 4 Organizational Climate as the Context for Employee Mistreatment

▲ Paul E. Spector, PhD, University of South Florida, Tampa, FL; Shani Pindek, PhD

Discussant: Jonathon R. B. Halbesleben, PhD, University of Alabama, Tuscaloosa, AL

Expanding Immigrant Health Research by Bridging the Pre- and Postmigration Phases (Symposium)

Augusta E

Chairs: Kaori Fujishiro, PhD, NIOSH, Cincinnati, OH; Annetrin Hoppe, PhD, Humboldt Universität zu Berlin, Germany

Paper 1 Pre-Migration Experience of Work and Safety: The Latino Immigrant Perspective

▲ Michael Flynn, MA, NIOSH, Cincinnati, OH; Donald Eggerth, PhD; Carla Castillo, BA

- Paper 2** What Drives People to Migrate? Economic, Social and Individual Influences on the Migration Decision-Making Process
 ▲ Emily Q. Ahonen, PhD, Indiana University, Indianapolis, IN; Annekatrin Hoppe, PhD; Stephanie Saunders, PhD; Kaori Fujishiro, PhD

- Paper 3** Anticipations for the Post-Migration Life, Migration Preparation, and Pre-Migration Health: Young Spaniards Moving to Germany
 ▲ Kaori Fujishiro, PhD, NIOSH, Cincinnati, OH; Annekatrin Hoppe, PhD

- Paper 4** Migration and Health: Feasibility of Conducting a Dual-Cohort, Transnational, Longitudinal Study
 ▲ A. B. de Castro, PhD, University of Washington, Bothell, WA; Gilbert C. Gee, PhD; May C. Wang, PhD; Catherine M. Crespi, PhD; Kaori Fujishiro, PhD

Work Characteristics and Employee Physical and Psychological Well-Being (Paper Panel Session)

Augusta F

Chair: Lois E. Tetrick, PhD, George Mason University, Fairfax, VA

- Paper 1** Does Chronic Work Stress Matter? Trajectories of Working Conditions and Employee's Health and Well-Being 10-Years Later
 ▲ Ivana Igic, MSc, University of Bern, Bern, Switzerland; Norbert K. Semmer, PhD; Anita Keller, PhD; Achim Elfering, PhD; Wolfgang Kälin, PhD; Franziska Tschan, PhD

- Paper 2** The Role of Life Style Factors in the Longitudinal Relationship Between Work Characteristics and Depression
 ▲ Linda L. Magnusson Hanson, PhD, Stress Research Institute at Stockholm University, Stockholm, Sweden

- Paper 3** Decision Latitude and Justice Predict Later Job Satisfaction and Body Mass Index
 ▲ Ana Costa, PhD, Portland State University, Portland, OR; Donald Truxilo, PhD; Leslie B. Hammer, PhD; Tori Crain, MS

- Paper 4** The Emergence and Consequences of Risky Instrumental Behavior Among Organizational Newcomers
 ▲ Peter Bamberger, PhD, Tel-Aviv University, Israel; Songqi Liu, PhD; Mo Wang, PhD; Jonqi Shi, PhD; Samuel B. Bacharach, PhD

Worker Control (Paper Panel Session)

Augusta G

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

- Paper 1** The Relationship Between Job Demands and Burnout, Job Satisfaction and Intention to Leave Among Nurses: Testing the Moderating Effect of Skill Discretion
 ▲ Daniela Converso, PhD, University of Turin, Italy; Sara Viotti, PhD; Gloria Guidetti, Masters; Marco Ferrara, Masters

- Paper 2** Boredom Beyond Routine Tasks: The Role of Overqualification and Job Crafting on Boredom
 ▲ Israel Sánchez-Cardona, PhD, University of Puerto Rico, San Juan, PR; Ramón Rodríguez-Montalbán, PhD; Miguel Martínez-Lugo, PhD

- Paper 3** Assessing the Impact of Organizational Factors on Workplace Health Promotion Participation Rates
 ▲ Aimee A. Dyal, PhD, University of Georgia, Athens, GA; Alexander C. LoPilato, BS; Jeannie A. Nigam, MS; Steven L. Sauter, PhD; David M. DeJoy, PhD

- Paper 4** Looking Beyond High-Strain Work: Passive Jobs During Working Life Also Predict Post-Retirement Cognitive Impairment
 ▲ Erika Sabbath, ScD, Boston College, Chestnut Hill, MA; Marcel Goldberg, MD, PhD; Marie Zins, MD, PhD; Claudine Berr, MD, PhD

Enhancing First Responders' Work and Safety Through Safety Climate and Safety Management Systems (Symposium)

Augusta H

Chair: Ted Scharf, PhD, NIOSH, Cincinnati, OH

Paper 1 Safety Climate and Designing Interventions to Improve Safety Performance

▲ David M. DeJoy, PhD, University of Georgia, Athens, GA

Paper 2 Complementary Perspectives on the Role of Safety Climate in Preventing Workplace Injury

▲ Ted Scharf, PhD, NIOSH, Cincinnati, OH

Paper 3 Promoting First Responders' Resilience Resources Through Safety Climate and Safety Management Systems

▲ Bengt B. Arnetz, MD, PhD, Wayne State University, Detroit, MI

Paper 4 Assessing Safety Climate in the U.S. Fire Service

▲ Jennifer A. Taylor, PhD, Drexel University School of Public Health, Philadelphia, PA

Discussant: Dov Zohar, PhD, Technion - Israel Institute of Technology, Technion City, Haifa, Israel

10:45-11:00 a.m.

Break

11:00 a.m.-12:15 p.m.

Concurrent Sessions

Corporate Social Responsibility, Occupational Health and Organizational Sustainability (Paper Panel Session) [Business/Labor Track Session]

Augusta A

Chair: W. Gregory Lotz, PhD, Captain, U.S. Public Health Service, NIOSH, Cincinnati, OH

Paper 1 The Contribution of Occupational Safety and Health to Sustainable Production

▲ Tim Bushnell, PhD, MPA, NIOSH, Cincinnati, OH

Paper 2 Sustainability and Corporate Responsibility Reporting of Worker Safety, Health, and Well-Being

▲ Chia-Chia Chang, MPH, MBA, NIOSH, Washington, DC

Paper 3 When European Policy of Sustainable Work Organization Meets Reality

▲ Helge Hvid, PhD, Roskilde Universitet, Denmark; Vibeke Scheller, Masters

Paper 4 The Interrelated Roles of Corporate Social Responsibility and Stress in Predicting Negative Employee Outcomes

▲ Paul Fairlie, PhD, York University, Toronto, ON, Canada; Oxana Svergun, Ph.D

Presenteeism (Paper Panel Session)

Peachtree Room

Chair: Robert R. Sinclair, PhD, Clemson University, Clemson, SC

Paper 1 Association Between Job Stress and Presenteeism Among Health Care Workers in Shanghai

▲ Junming Dai, PhD, Fudan University, School of Public Health, Shanghai, China; Li Huang, MA; Hua FU, PhD

Paper 2 Investigating the Temporal Relationship Between Presenteeism and Absenteeism

▲ Luc R. Bourgeois, MSc, Morneau Shepell, Toronto, ON, Canada; Paula Allen, MA

Paper 3 Dimensions of the Psychosocial Work Environment Associated With Decreased Presenteeism and Work Ability Among Nurses

▲ Daniel J. Hatch, PhD, Duke University, Durham, NC; Guy Potter, PhD; Gabriele Freude, PhD

Paper 4 Precarious Job, Job Strain and Presenteeism in a Group of Industrial Workers

▲ Horacio Tovalin, DrPH, UNAM, Mexico; Marlene Rodríguez, MS

Salutogenic Approaches to Occupational Health Management (Symposium)

Augusta C

Chairs: Jean-Pierre Neveu, PhD, IAE-University of Montpellier, France; Christopher J. Cunningham, PhD, University of Tennessee at Chattanooga, TN

Paper 1 Theory and Practice of a Positive Team Intervention Approach Aiming at Strengthening Positive Health Development in Organizations
 ▲ Georg F. Bauer, PhD, University of Zürich, Zürich, Switzerland; Gregor J. Jenny, PhD; Rebecca Brauchli, PhD; Dr. Désirée Fülleemann

Paper 2 Applying a Systemic, Capacity-Building Intervention Approach Aiming at Strengthening Positive Health Development in Organizations
 ▲ Rebecca Brauchli, DrSc, University of Zürich, Zürich, Switzerland; Dr. Désirée Fülleemann

Paper 3 Organizational Climate as a Tool for Occupational Safety and Health
 ▲ Amira Dakhlaoui, PhD, TELUQ-Université du Québec, Montréal, QC, Canada; Jean-Pierre Neveu, PhD

Paper 4 A Resource Management Perspective on Work Design
 ▲ Christopher J. Cunningham, PhD, University of Tennessee at Chattanooga, TN; Whitney Huskey, MS

Discussant: Sharon Glazer, PhD, San Jose State University, San Jose, CA

The Impact of New Workplace Bullying Laws on Employee Relations Stakeholders (Symposium)

Augusta D

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

Paper 1 The Impact of New Workplace Bullying Laws on American Employee Relations Stakeholders
 ▲ David C. Yamada, JD, Suffolk University Law School, Boston, MA

Paper 2 Organizational Implications of Global Workplace Bullying Laws
 ▲ Ellen P. Cobb, JD, The Isoceles Group, Boston, MA

Paper 3 The Significance of Employer Policies in Light of Emerging Workplace Bullying Laws
 ▲ Gary Namie, PhD, Workplace Bullying Institute, Bellingham, WA

Discussant: Maureen Duffy, PhD, Family Therapist and Consultant, Miami Shores, FL

Gender and Incivility (Paper Panel Session)

Augusta E

Chair: Vicki J. Magley, PhD, University of Connecticut, Storrs, CT

Paper 1 Workplace Sexual Harassment Among Female Health Workers in Grass-Root Level Health Institutions in Nepal
 ▲ Bhim Prasad Sapkota, MPH, District Public Health Office, Kathmandu, Bagmati Zone, Nepal

Paper 2 Workplace Incivility in a Scandinavian Context
 ▲ Eva I. Torkelson, Associate Professor, Lund University, Sweden; Kristoffer Holm, Masters; Martin Bäckström, Professor

Paper 3 Disrespect, Turnover, and Subjective Well-Being for Early Career Women and Men in STEM
 ▲ Samantha Chalupa, BA, Texas A&M University, College Station, TX; Kathi Miner, PhD

Paper 4 Hypermasculinity and Civility Norms: A Person-Situation Interaction on Incivility
 ▲ Lauren E. Gannon, BS, University of Connecticut, Storrs, CT; Kerri C. Nelson, BA; Kurt J. Stultz, BA; Vicki J. Magley, PhD

**Work, Stress, Life, and Well-Being
(Paper Panel Session)**

Augusta F

Chair: Russell A. Matthews, PhD, Bowling Green State University, OH

- Paper 1** Family Status, Occupational Stress, and Mortality Risk Among Working American Women: Untangling a Complex Interrelationship
▲ Erika L. Sabbath, ScD, Boston College, Chestnut Hill, MA; Ivan Mejia Guevara, PhD; Clemens Noelke, DrRerSoc; Lisa F. Berkman, PhD
- Paper 2** Contribution of Work-Related Wellbeing Towards Individual Wellbeing
▲ Tapas K. Ray, PhD, NIOSH, Cincinnati, OH
- Paper 3** Gender Differences in Working Conditions, Work–Personal Life Interface, and Wellbeing Among Swedish Managers
▲ Anna Nyberg, PhD, Stress Research Institute, Stockholm, Sweden; Constanze Leineweber, Assistant Professor; Linda M. Magnusson Hanson, PhD
- Paper 4** Sleep Facilitates Work–Home Aggression Spillover, but Exercise May Help
▲ Larissa K. Barber, PhD, Northern Illinois University, DeKalb, IL; Shannon G. Taylor, PhD; James P. Burton, PhD

Examining the Role of Safety-Specific Leadership in the Workplace (Symposium)

Augusta G

Chairs: Gargi Sawhney, MS, and Konstantin P. Cigularov, PhD, Old Dominion University, Norfolk, VA

- Paper 1** A Taxonomy of Effective Leader Behaviors in Construction
▲ Enrique Cabrera-Caban, BS, Old Dominion University, Norfolk, VA; Konstantin P. Cigularov, PhD; Benjamin R. Kaufman, MS
- Paper 2** Examining Safety Attitudes, Norms, and Control as Mediators of Leadership Effects on Employee Safety Motivation
▲ Gargi Sawhney, MS, Old Dominion University, Norfolk, VA; Konstantin P. Cigularov, PhD

- Paper 3** Supervisor Safety Attitudes Moderating the Effects of Workers' Safety Knowledge and Priority on Safety Performance
▲ Kuo-Yang Kao, MA, University of Houston, TX; Christiane Spitzmueller, PhD; Candice Thomas, MA

- Paper 4** To BBS or Not to BBS: Behavioral and Transformational Leadership Approaches to Workplace Safety
▲ Tristan W. Casey, PhD, Sentis, Morningside, Australia; Autumn D. Krauss, PhD

Discussant: David M. DeJoy, PhD, University of Georgia, Athens, GA

Stress and Resiliency in Police Officers and Social Workers (Paper Panel Session)

Augusta H

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

- Paper 1** Resiliency, Life Events, and Depressive Symptoms Among Police Officers: A Post-Hurricane Katrina Analysis
▲ John M. Violanti, PhD, SUNY University at Buffalo, Buffalo, NY; Erin McCanlies, PhD; Anna Mnatsakanova, MS; Michael E. Andrew, PhD; Cecil M. Burchfiel, PhD
- Paper 2** Does Heart Rate Variability Mediate the Relationship Between Work Stress and Metabolic Syndrome?
▲ Michael E. Andrew, PhD, NIOSH, Morgantown, WV; Anna Mnatsakanova, MS; Cecil M. Burchfiel, PhD; Luenda Charles, PhD; Tara A. Hartley, PhD; Desta Fekedulegn, PhD; John M. Violanti, PhD
- Paper 3** Child Care Stress and Symptoms of Psychological Distress Among Police Officers
▲ Tara A. Hartley, PhD, NIOSH, Morgantown, WV; Anna Mnatsakanova, MS; John M. Violanti, PhD; Michael E. Andrew, PhD; Cecil M. Burchfiel, PhD

- Paper 4** Stress and Health Among Police Officers and Social Workers Working With Unaccompanied Refugee Child Deportations
 ▲ Johanna Sundqvist, Umeå University, Sweden; Jonas Hansson; Kenneth Ögren; Anna-Karin Hurtig, Professor; Mojgan Padyab

12:15–1:30 p.m.

Lunch (on your own)

12:30–1:15 p.m.

Concurrent Luncheon Tutorial Sessions
Proper Handling of Missing Data: An Overview and A Brief Tutorial

Augusta A

Kimberly Henry, PhD, Colorado State University

Mindfulness: State of Research and Practice

Augusta H

Tammy D. Allen, PhD, University of South Florida

1:30–2:45 p.m.

Concurrent Sessions

An Integrated View of Employee Health and Well-Being (Symposium) [Business/Labor Track Session]

Augusta A

Chair: Michael Pearn, PhD, Pearn Consulting LLC, San Francisco, CA

- Paper 1** The Role of Physical and Psychological States in the Efficacy of Health and Wellness Interventions
 ▲ Arthur Giacalone, PhD, Independent Practice, Walnut Creek, CA
- Paper 2** Strategies for Dealing With Job Burnout
 ▲ Christina Maslach, PhD, University of California at Berkeley, Berkeley, CA
- Paper 3** Does Maternity Leave Taken During Pregnancy Improve Maternal Health?
 ▲ Julia Goodman, PhD candidate, University of California at Berkeley, Berkeley, CA
- Paper 4** Science-Informed Design Works!
 ▲ Sally Augustin, PhD, Design with Science, La Grange Park, IL

Economic Consequences of Job-Related Benefits (Paper Panel Session)

Peachtree Room

Chair: Kimberly Jinnett, PhD, Integrated Benefits Institute, San Francisco, CA

- Paper 1** The Business Value of Paid Sick Leave
 ▲ Abay G. Asfaw, PhD, NIOSH, Washington, DC; Roger R. Rosa, PhD; Regina Pana-Cryan, PhD
- Paper 2** Pay Inequity and Anger: A New Contingency Model of Investments, Rewards, and Effort (IRE)
 ▲ Scott Schieman, PhD, University of Toronto, ON, Canada
- Paper 3** Does an Adverse Psychosocial Work Environment Predict Worker's Compensation Payouts Among Injured Health Care Workers?
 ▲ Erika L. Sabbath, ScD, Boston College, Chestnut Hill, MA; Leslie Boden, PhD; Dean Hashimoto, MD; Gregory Wagner, MD; Jessica A Williams, PhD; Glorian Sorensen, PhD

Corporate Wellness Programs: Evidence-Based Research to Advance Well-Being (Symposium)

Augusta C

Chair: Sarah DeArmond, PhD, University of Wisconsin Oshkosh College of Business, WI

- Paper 1** Wellness at Work: An Organizing Framework for Research on Wellness Programs
 ▲ Sarah DeArmond, PhD, University of Wisconsin Oshkosh, College of Business, Oshkosh, WI; Melissa G. Bublitz, PhD; April Spivack, PhD
- Paper 2** A Re-Examination of the Relationship Between Corporate Wellness Programs and Job Satisfaction
 ▲ Alec Munc, MS, Clemson University, Clemson, SC; Janet Donnelly, MA; Robert Sinclair, PhD
- Paper 3** Uncovering Moderators of Positive Psychology Interventions to Increase Employee Well-Being
 ▲ Carolyn J. Winslow, MA, George Mason University, Fairfax, VA; Seth A. Kaplan, PhD; Jill Bradley-Geist, PhD; Alex P. Lindsey, MA; Afra S. Ahmad, MA; Amber K. Hargrove, MA

- Paper 4** Leading for Well-Being: Design and Evaluation of a Brief Supportive Leadership Intervention
 ▲ Tristan W. Casey, DPsysc(Org), Sentis, Englewood, CO; Krista Hoffmeister, PhD, Sentis; Autumn D. Krauss, PhD, Sentis

**Supervision and Incivility/Stress
(Paper Panel Session)**

Augusta D

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

- Paper 1** Abusive Supervision Undermines Subordinates' Organizational Loyalty Through Decreasing Their Mental and Physical Health
 ▲ Kathleen Otto, PhD, Philipps University of Marburg, Germany; Torsten J. Holstad, PhD; Thomas Rigotti, PhD
- Paper 2** The Effects of Source of Incivility on Emotional Appraisal: Role of Supervisor Acts of Incivility on Emotional Appraisal
 ▲ Madeline Schiappa, BA, University of Connecticut, Storrs, CT; Vicki Magley, PhD
- Paper 3** Day-Level Leadership and Employees' Day-Level of Work Stress: A Multilevel Analysis of Leader Activity
 ▲ Mathias Diebig, DiplPsych, TU Dortmund University, Germany
- Paper 4** Toxic Leadership in the Social Change Nonprofit Sector
 ▲ Vega Subramaniam, MA, Vega Mala Consulting, Rockville, MD

**Violence Experienced by Health Care Workers
(Paper Panel Session)**

Augusta E

Chair: Paula Grubb, PhD, NIOSH, Cincinnati, OH

- Paper 1** Research to Practice: Development of a Framework for Prevention of Workplace Violence Towards Hospital Workers
 ▲ Judith E. Arnetz, PhD, Wayne State University, Detroit, MI; Joel Ager, PhD; Lynnette Essenmacher, MPH; Lydia Hamblin, MA; Jim Russell, BSN; Mark J. Upfal, MD; Mark Luborsky, PhD

- Paper 2** Impact of a Randomized Controlled Intervention on Patient-to-Worker Violence in Hospitals
 ▲ Lynnette Essenmacher, MPH, Detroit Medical Center Occupational Health Services, Detroit, MI; Judith E. Arnetz, PhD; Joel Ager, PhD; Lydia Hamblin, MA; Jim Russell, BSN; Mark J. Upfal, MD; Mark Luborsky, PhD
- Paper 3** Expecting the Unexpected: Assaults to Paramedics and EMTs in an Urban Fire Department
 ▲ Jennifer A. Taylor, PhD, Drexel University School of Public Health, Philadelphia, PA; Brittany Barnes, MPH; Jasmine Wright, MPH; Andrea L Davis, MPH
- Paper 4** Preventing Bullying: Perspectives From Human Resources and Labor Union Leaders in Puerto Rico
 ▲ Ivonne Moreno-Velázquez, PhD, University of Puerto Rico - Rio Piedras Campus, San Juan, PR; Luis Mojica-Llopiz, MA; Marialuz Rivera-Rodríguez; Gabriela Sotomayor Xon; Héctor Torres; Leysa Guerrero-Chapman, BA; Anthony Matos-Melo

Exploring the Three Approaches to Sleep Research From a Diary Perspective (Symposium)

Augusta F

Chair: Michelle Van Laethem, MSc, Radboud University Nijmegen, The Netherlands

- Paper 1** Sleep Quality and Detachment as Antecedents of Feeling Energized to Show Daily Voice Behavior
 ▲ Antje Schmitt, PhD, University of Kassel, Germany
- Paper 2** A Diary and Other Portable Methods as Tools to Assess Sleep and Sleepiness Among Truck Drivers
 ▲ Mikael Sallinen, PsyD, Finnish Institute of Occupational Health, Helsinki, Finland; Mia Pylkkönen, MSc; Maria Sihvola, MSc

- Paper 3** The Impact of a Stressful Life Event on Sleep Quality and the Role of Perseverative Cognition
 ▲ Michelle Van Laethem, MSc, Radboud University Nijmegen, The Netherlands; Debby G. J. Beckers, PhD; Ap Dijksterhuis, PhD; Sabine A. E. Geurts, PhD

Discussant: Madelon L.M. van Hooff, PhD, Radboud University Nijmegen, The Netherlands

Psychosocial and Organizational Determinants of Occupational Outcomes (Paper Panel Session)

Augusta G

Chair: Kathy M. Rospenda, PhD, University of Illinois at Chicago, IL

- Paper 1** Child Care Workers: Why Do They Stay, Why Do They Leave?
 ▲ Olivia Blöchliger, MSc, University of Zürich, Zürich, Switzerland; Georg Bauer, PhD, MD
- Paper 2** Relations Between Dimensions of Empowering Leadership and Multidimensional Work Motivation
 ▲ Michael A. Machin, PhD, University of Southern Queensland, Toowoomba, Queensland, Australia
- Paper 3** Selection Factors and Psychosocial Working Conditions as Predictors of Occupational Outcomes in the Swedish Police
 ▲ Stefan Annell, PhD candidate; Stockholm University and Swedish Defence Recruitment Agency, Stockholm, Sweden; Petra Lindfors, PhD; Magnus Sverke, PhD
- Paper 4** Is Job Boredom Shared or Individual Experience? A Multilevel Comparative Study on Job Boredom in Different Industries
 ▲ Lotta K. Harju, MSc, Finnish Institute of Occupational Health, Helsinki, Finland; Jari J. Hakanen, Professor; Krista M Pahkin, LicSc

Understanding and Promoting Employee Resilience and Well-Being (Paper Panel Session)

Augusta H

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

- Paper 1** Associations of Personality and Individual Difference Characteristics With Mental Health Services Use in Military Recruits
 ▲ Jennifer E. C. Lee, PhD, Department of National Defence, Ottawa, ON, Canada; Deniz Fikretoglu, PhD; Ann-Renée Blais, PhD; Kerry A. Sodom, PhD; Erin Beatty, PhD
- Paper 2** A Study of the Moderating Role of Personality Traits in the Relationship Between Work and Salivary Cortisol
 ▲ Annick Parent-Lamarche, Masters, University of Montreal, QC, Canada; Alain Marchand, PhD
- Paper 3** Optimizing Mental Health Training in the Canadian Armed Forces: Examining the Effects of Intelligence, Instructor Type, and Instruction Method
 ▲ Deniz Fikretoglu, PhD, DRDC Toronto, ON, Canada; Erin Beatty, PhD; Aihua Liu, PhD

2:45-3:00 p.m.

Break (food and beverage provided)

3:00-4:30 p.m.

Concurrent Sessions

Evidence-Based Benefits, Programs, and Services for Dealing With Cancer in the Workplace (Paper Panel Session) [Business Labor Track Session]

Augusta C

Chair: Ron Finch, EdD, Finch & Associates, LLC, Fredericksburg, VA

Presenters: Ron Finch, EdD, Principal, Finch & Associates, LLC, and Vice President, National Business Group on Health (Retired); Scott Rothermel, MSW, Principal, Rothermel & Associates, Inc.

**Advances in Workplace and Nonworkplace
Mistreatment Research (Interactive Paper Session)**

Augusta C

Chair: Pamela L. Perrewe, PhD, Florida State University, Tallahassee, FL; Paul E. Spector, PhD, University of South Florida, Tampa, FL

- Paper 1** The Buffering Effects of Resilience on Nurse Conflict
▲ Julie J. Lanz, MS, Florida International University, Miami, FL; Valentina Bruk-Lee, PhD
- Paper 2** Emotional Intelligence Moderates the Relations Between Interpersonal Conflict and Organizational Citizenship Behaviors: A Cross-National Examination
▲ Cong Liu, PhD, Hofstra University, Hempstead, NY; Tanja Ilic, MA; Liu-Qin Yang, PhD
- Paper 3** Worker Mistreatment: Examining Conflict, Incivility, and the Moderating Role of Locus of Control
▲ John P. Wittgenstein, MS, Florida International University, Miami, FL; Valentina Bruk-Lee, PhD
- Paper 4** Workplace Incivility's Relationship With Perceptions of Workplace Safety and Safety Behavior
▲ Derek M. Hutchinson, BA, University of South Florida, Tampa, FL; Zhiqing E. Zhou, PhD; Liu-Qin Yang, PhD; Paul E. Spector, PhD
- Paper 5** Illegitimate Tasks and Musculoskeletal Disorder Symptoms: The Mediating Role of Anxiety
▲ Maryana L. Arvan, BA, University of South Florida, Tampa, FL; Paul E. Spector, PhD
- Paper 6** Aggression Preventive Supervisor Behaviors and Employee Outcomes: The Medial Roles of Psychological Safety and Violence Prevention Climate
▲ Alexa Garcia, MA, Portland State University, Portland, OR; Liu-Qin Yang, PhD
- Paper 7** Passive Leadership and Work–Family Conflict: Examining the Mediating Role of Workload
▲ Zhiqing E. Zhou, PhD, Florida Institute of Technology, Melbourne, FL; Xin Xuan Che, MA

Paper 8 Family–Work Conflict: Spillover of Spousal Undermining

- ▲ Haylee J. Hackney, MBA, Florida State University, Tallahassee, FL; Pamela L. Perrewe, PhD; James Meurs, PhD

Discussant: Daniel C. Ganster, PhD, Colorado State University, Ft. Collins, CO

Stress on Worker Well-Being/Burnout (Interactive Paper Session)

Augusta D

Chair: Joseph J. Mazzola, PhD, Roosevelt University, Schaumburg, IL

- Paper 1** Stress in Emergency Medicine Residents and Implications for Physician Health and Patient Care
▲ Bengt B. Arnetz, MD, PhD, Wayne State University, Detroit, MI; Philip Lewalski, MD; Judith Arnetz, PhD; Karin Przyklenk, PhD
- Paper 2** Examining Nonwork-Related Antecedents of Employee Health and Wellbeing Outcomes
▲ Kate Conley, BA, University of Georgia, Athens, GA; Lauren M. Zimmerman, BS; Angela A. Beiler-May, MS; Malissa A. Clark, PhD
- Paper 3** The Mediating Role of Job-Related Negative Affect in the Job Control–Physical Symptoms Relationship
▲ Armando Falcon, BS, Florida International University, Miami, FL; Archana Manapragada, BS; Julie Lanz, MS; April Schantz, BS
- Paper 4** Associations of Psychosocial Job Characteristics to Burnout and Depression in the Nursing Profession
▲ Guy G. Potter, PhD, Duke University, Durham, NC; Daniel J. Hatch, PhD; Gabriele Freude, PhD
- Paper 5** Burned Out Workers Live in a Depressive Cognitive World: The Example of U.S. Teachers
▲ Irvin S. Schonfeld, PhD, MPH, City College of the City University of New York, NY; Renzo Bianchi, PhD

Paper 6 Job Burnout in Health Service Providers: A Meta-Analysis of 35 Years of Intervention Research

- ▲ Kimberly C. Dreher, MS, Indiana University-Purdue University, Indianapolis, IN; Michelle P. Salyers, PhD

Paper 7 Burnout or Depression

- ▲ Renzo Bianchi, PhD, Université de Franche-Comté, Besançon, France; Irvin S. Schonfeld, PhD, MPH

Promoting Safety in Hazardous Work Environments: The Importance of Safety Leadership and Communication (Interactive Paper Session)

Augusta E

Chair: Ted Scharf, PhD, NIOSH, Cincinnati, OH

Paper 1 Association Between Safety Climate and Fall Hazards on Construction Sites

- ▲ Luz S. Marin, ScD, Northeastern University, Boston, MA; Hester Lipscomb, PhD; Manuel Cifuentes, ScD; Laura Punnett, ScD

Paper 2 Social Exchange Relationships and Safety Outcomes in a High Hazard Industry

- ▲ Ceri R. Jones, PhD, University of Leicester, Leicestershire, England, UK; Tom Cox, PhD

Paper 3 The Effects of Agreement and Discrepancy Between Espoused and Enacted Safety Norms on Safety Outcomes

- ▲ Jahnina J. Moss, San Diego State University, San Diego, CA; Alyssa K. McGonagle, PhD; Timothy J. Bauerle, MA

Paper 4 Safety Silence: The Conceptualization and Measurement of a New Construct

- ▲ Archana Manapragada, BS, Florida International University, Miami, FL; Valentina Bruk-Lee, PhD

Paper 5 The Importance of Leadership for Safety Behaviors and Occupational Injuries of Differing Severity

- ▲ Malin Mattson, Masters, Stockholm University, Stockholm, Sweden; Ulrica v Thiele Schwarz, Associate Professor; Henna Hasson, PhD, Associate Professor; Johnny Hellgren, Associate Professor; Susanne Tafvelin, PhD

Paper 6 Leading the Way to Safety: The Development of the S.A.F.E.R. Leadership Model

- ▲ Timur Ozbilir, MS, Saint Mary's University, Halifax, NS, Canada; Jennifer H. K. Wong, MS; Jennifer K. Dimoff, MS; Aleka M. MacLellan, MS; Lenora Collins, MS; Kevin Kelloway, PhD

Paper 7 Improving Construction Site Safety Communication and Safety Climate Through a Safety Recognition and Communication Program

- ▲ Emily H. Sparer, MS, Harvard University, Boston, MA; Paul J. Catalano, ScD; Robert F. Herrick, ScD; Jack T. Dennerlein, PhD

Designing and Implementing Occupational Safety and Health Programs to Eliminate/Minimize Safety and Health Concerns Related to Inadequate Work Organization (Special Labor Panel)

Augusta F

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

Paper 1 Involving Frontline Healthcare Workers in Strategies for Preventing Occupational Exposure to Blood

- ▲ June Fisher, MD, San Francisco General Hospital, San Francisco, CA

Paper 2 Total Worker Health™ in Action: A Community Hospital Case Study

- ▲ Suzanne Nobrega, MS, Center for the Promotion of Health in the New England Workplace, University of Massachusetts, Lowell, MA

Paper 3 Tackling Educator Stress: Union-Driven Interventions in Newtown, CT, and the U.S.

- ▲ Tom Kuroski, American Federation of Teachers

WEDNESDAY

6

THURSDAY

7

FRIDAY

8

SATURDAY

9

**Sustainability, Occupational Safety and Health—
Developing a Research Agenda for Occupational
Health Psychology (Interactive Paper Session)**

Augusta G

Chair: Aditya Jain, MSc, MA, PhD, Nottingham
University, Nottingham, UK

Presenters: Chia-Chia Chang, MPH, MBA, NIOSH; Helge
Hvid, PhD, Roskilde Universitet; Karolus O. Kraan, MSc,
TNO; Ellen MacEachen, PhD, University of Waterloo,
Waterloo, ON, Canada; Regina Pana-Cryan, PhD, NIOSH;
Peter L. Schnall, MD, MPH, University of California,
Irvine, CA

4:30–6:00 p.m.

Dinner (on your own)

6:00–7:30 p.m.

**SOHP Presidential Address and Reception
and OHP Conference Awards**

Savannah Ballroom

**Business meeting and reception for current and
interested SOHP members**

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

Gwenith G. Fisher, PhD, Colorado State University; Alicia
Stachowski, University of Wisconsin–Stout; Frank J.
Infurna, Arizona State University; Jessica D. Faul, Institute
for Social Research, University of Michigan; James Grosch,
NIOSH; and Lois E. Tetrick, George Mason University

▲ *Mental Work Demands, Retirement, and Longitudinal*

Trajectories of Cognitive Functioning

JOHP, 2014, 19(2): 231–242

Saturday, May 9

8:00–9:30 a.m.

Poster Session/Breakfast Reception

Peachtree Ballroom

Best Practices in Creating Healthy Workplaces

- A1** Postural Analysis of Pork Special Cuts in a Slaughterhouse in Brazil
 ▲ Wemerton Luis Evangelista, PhD, Instituto Federal Minas Gerais (IFMG), Bambui, Minas Gerais, Brazil; Laureilton J. A. Borges; Cassia M. S. Noronha, Masters
- A2** The Relations Between Psychological Health Climate and Individual Health Behaviors
 ▲ Brooke B. Allison, MS, Clemson University, Clemson, SC; Deanna K. Burns, BS; Alec Munc, MS; Robin M. Kowalski, PhD

Collaborative and Participatory Approaches

- B1** Effects of a Participatory Intervention on Work Climate and Attitudes: A Swedish Pilot Study
 ▲ Eva Charlotta Nylén, BSc, Stockholm University, Stockholm, Sweden; Petra Lindfors, PhD; Lars Ishäll, PhD; Sara Göransson, PhD; Gunnar Aronsson, PhD; Camilla Kylin, PhD; Magnus Sverke, PhD
- B2** Peer Health Mentoring in the Corrections Workplace: Development, Implementation, and Initial Findings
 ▲ Dana A. Farr, MA, UConn Health Center, Farmington, CT; Martin G. Cherniack, MD; Sara Namazi, BA; Diana Tubbs, BA; Susan Reisine, PhD; Jeffrey Dussetschleger, DDS; Alicia Dugan, PhD

Workplace Diversity, Minority and Immigrant Workers, Health Disparities

- C1** Presenteeism Among Self-Employed Workers: A Study From a Nationally Representative Sample of Korean Workers
 ▲ Jae Bum Park, PhD, Ajou University Hospital, Suwon, South Korea; Min-Su Kim, MPH; Kyoung-Bok Min, PhD; Kyung-Jong Lee, PhD

- C2** Safety and Productivity Among Immigrant Dairy Workers
 ▲ Lauren M. Menger, MS, Colorado State University, Fort Collins, CO; Florencia Pezzutti, MA; Lorann Stallones, PhD; John Rosecrance, PhD; Noa Roman-Muniz, DVM
- C3** Exploring Gender Differences in Perceived Musculoskeletal Pain Using the NIOSH Quality of Worklife Survey
 ▲ Kari Geronilla, MD, NIOSH, Cincinnati, OH; Rashaun Roberts, PhD; Robin Dunkin, MS
- C4** “Al volante de su salud”: An Exploratory Study of the Health of Hispanic Taxi Drivers
 ▲ Edda Z. Cotto-Rivera, BS, Georgia State University, Atlanta, GA; Douglas W. Roblin, PhD; Kim R. Ramsey-White, PhD
- C5** Wellness Programs and Potential Adverse Impact
 ▲ Janelle H. Cheung, BS, Clemson University, Clemson, SC; Deanna K. Burns, BS; Robert R. Sinclair, PhD; Phillip L. Roth, PhD; Peggy Tyler, PhD; James McCubbin, PhD

Workplace Mistreatment

- D1** The study of Different Components in the Social Process of Workplace Incivility
 ▲ Kristoffer Holm, Masters, Lund University, Lund, Sweden; Eva Torkelson, Associate Professor; Martin Bäckström, Professor
- D2** How Rude!: Sleepiness and Incivility Interpretations
 ▲ Christopher J. Budnick, BA, Northern Illinois University, DeKalb, IL; Larissa K. Barber, PhD
- D3** Workplace Aggression and Occupational Safety: A Moderated Mediation Model
 ▲ Caitlin A. Demsky, MS, Portland State University, Portland, OR; Charlotte Fritz, PhD
- D4** Vicarious Exposure to Male Sexual Harassment: Perceived Motives and Evaluations of Ethicality
 ▲ Angela M. Dionisi, PhD, Carleton University, Ottawa, ON, Canada; Julian Barling, PhD

D5 The Role of Conflict Types on Nurses' Engagement and Safety Workarounds

▲ Ashley E. Nixon, PhD, Willamette University, Salem, OR; Valentina Bruk-Lee, PhD

D6 Give Me a Break: An Exploratory Study on Workplace Social Events and Breaks and Their Effect on Incivility and Bullying

▲ Brian J. Rector, MA, Tennessee Department of Labor, Nashville, TN; Leigh P. Schmitt, PhD

D7 Addressing Workplace Aggression: Developing an Intervention With a Participatory Action Research Approach

▲ Nanette L. Yragui, PhD, Washington Department of Labor & Industries, SHARP Research, Olympia, WA; Leslie B. Hammer, PhD; Caitlin A. Demsky, MS; Sarah Van Dyck, MS; Lauren A. Murphy, PhD

Human Resource Management and Benefits: Health, Pension and Other Benefits

E1 What Are the Biases Against Currently Employed Workers at the Point of Resume Evaluation?

▲ Leigh P. Schmitt, PhD, PsychETech, Clarksville, TN; Joshua Boyd, BS

E2 Manager Experiences With the Return-to-Work Process in a Large, Publically Funded, Hospital Setting: Walking a Fine Line

▲ Amanda E. Young, PhD, Liberty Mutual Research Institute for Safety, Hopkinton, MA; Mette Jensen Stochkendahl, PhD; Corrie Myburgh, PhD; Jan Hartvigsen, PhD

Work Scheduling

F1 Impact of Shift-Work on Workplace Accidents in the Mining Industry: Health & Safety Management Systems

▲ Kyle R. Stanyar, NIOSH, Pittsburgh, PA

Work, Life, and Family

G1 Child Care Stress and Anxiety: Role of Partner's Shift and Stressful Work Events Among Police

▲ Anna Mnatsakanova, MS, NIOSH, Morgantown, WV; Tara A. Hartley, PhD; Michael E. Andrew, PhD; Cecil M. Burchfiel, PhD; John M. Violanti, PhD

G2 More Than Work and Life: How Different Life Domains Impact Each Other and Well-Being Outcomes

▲ Kaitlyn R. Erb, BA, Saint Louis University, MO; Jessica S. Waldrop, MS; Matthew J. Grawitch, PhD

G3 Furthering the Work-Family Adaptation Model: An Over Time Examination of Enrichment and Job Satisfaction

▲ Alexandra A. Smrcina, MS, Bowling Green State University, Bowling Green, OH; Russell A. Matthews, PhD; Rachel C. Trout, PhD

G4 Emotional Labor at Work Spills Over Into the Family Domain: A Meta-Analysis

▲ Mihyang An, PhD, Central Michigan University, Mount Pleasant, MI; Maja Osolnik, MA; Terry A. Beehr, PhD

G5 The Mediating Role of Work-Life Balance on the Relationship Between Life-School Demands on Health

▲ Benedict J. Fern, MA, University of Nebraska-Omaha, NE; Lisa L. Scherer, PhD; Eric J. Faurote, PhD

G6 The Bi-Directional Relationship Between the Work Hours of Dual-Earner Couples and Overt Anti-Social Behavior in Children

▲ Jenna-Lyn R. Roman, BA, University of South Florida, Tampa, FL; Christina N. Barnett; Kimberly A. French, MS; Soner Dumani, MA

G7 Work-Family Conflict Offshore

▲ Vanessa Riethmeister, MSc, Shell, Assen, Drenthe, The Netherlands; Sandra Brouwer, ProfDr; Jac van der Klink, ProfDr; Ute Bültmann, ProfDr

Organizational Practices

H1 Experiencing Organizational Restructuring: What Are The Longitudinal Effects on Employees' Work Engagement and Job Boredom?

▲ Krista M. Pahkin, LicSc, Finnish Institute of Occupational Health, Helsinki, Finland; Jari J. Hakanen, Professor; Lotta K. Harju, MSc

- H2** The 2013 U.S. Government Shutdown and Subsequent Employee Well-Being, Psychological Distress, and Burnout
 ▲ Lisa Baranik, PhD, East Carolina University, Greenville, NC; Janelle Cheung, MS; Katelyn Briggs, BA; Robert Sinclair, PhD; Lauren Lanzo, BA
- H3** Organizational Imposed Targets as a Predictor of Employees' Subjective Well-Being and Commitment to Organization
 ▲ Christiana M. Onyedibe, MSc, University of Nigeria, Nsukka, Nigeria

Psychological and Biological Effects of Job Stress

- I1** From 57 for 57: A Bibliography of Burnout Citations—1957 to Present
 ▲ Robert A. Boudreau, PhD, University of Lethbridge, AB, Canada; Wyatt F. Boudreau, BA; Amanda J. Mauthe-Kaddoura, MSc
- I2** Perceived Stress-Related Enduring Symptoms of Lecturers in Alvan Ikoku Federal College of Education, Owerri
 ▲ Okere Godwin Nneji, PhD, Alvan Ikoku Federal College of Education, Owerri, Imo State, Nigeria
- I3** Burnout: Cortisol Reactivity and Habituation to Acute Psychosocial Stress
 ▲ Peter Jönsson, PhD, Kristianstad University, Kristianstad, Sweden; Kai Österberg, PhD; Mattias Wallergård, PhD; Åse Hansen, Professor; Gerd Johansson, Professor
- I4** A Predictive Model of Psychosocial Risk Factors for Burnout Syndrome in Mexican University Teachers
 ▲ Sara Unda, PhD candidate, Fes Zaragoza UNAM, Mexico City, Mexico; Horacio Tovalin, PhD; Marlene Rodríguez, MS; Oscar García, BS; Jesica Téllez, BS
- I5** The Mediating Role of Feelings of Guilt in the Relationship Between Burnout and Seeking Help From a Health Professional
 ▲ Hugo Figueiredo-Ferraz, PhD, University of Valencia, Valencia, Spain; Ester Grau-Alberola, PhD; Pedro R. Gil-Monte, PhD; Marta Llorca-Pellicer, BS; José Luis Llorca-Rubio, BS

Sleep, Fatigue, and Work

- J1** The Effect of Deployment Length on Fatigue and Recovery of Wildland Firefighters
 ▲ Zachary S. McGillis, MHK (C), Laurentian University, Sudbury, ON, Canada; Céline Larivière, PhD; Sandra Dorman, PhD; Tammy Eger, PhD; Michel Larivière, PhD; Ayden Robertson, MHK (C); Caleb Leduc, MHK

Health Services and Health and Productivity Management

- K1** Workplace Health Promotion and Barriers to Physical Activity
 ▲ Kristin A. Horan, BS, Bowling Green State University, Bowling Green, OH; Elnora D. Kelly, MPA
- K2** Eating and Leisure-Time Physical Activity in the Context of Work Organization
 ▲ Jessica A. Williams, PhD, Harvard School of Public Health, Cambridge, MA; Mariana A. Arcaya, ScD; SV A Subramanian, PhD
- K3** A Systematic Review of the Impact of Fibromyalgia in the Workplace
 ▲ Jesus J. Marrero, Bachelors, University of Puerto Rico, San Juan, PR; Ivonne Moreno-Velázquez, PhD

Research Methodology

- L1** Gender in Work Health Promotion: Theoretical Implications for Interventions in a Male Dominated Organisational Field
 ▲ Pieck Nadine, PhD, University of Hanover, Lower Saxony, Germany
- L2** Psychometric Characteristics of the Italian Version of the Customers-Initiated Support Scale
 ▲ Barbara Loera, PhD, University of Turin, Italy; Daniela Converso, Associate Professor; Mara Martini, PhD
- L3** How to Measure Computer Use: A Case Study Among University Students
 ▲ Birgitta Wanek, PhD, Lund University, Lund, Sweden

- L4** The Development and Initial Validation of a Multidimensional Measure of Organizational Followership
 ▲ Heather D. Puhl, BA, Northern Kentucky University, Highland Heights, KY; Philip J. Moberg, PhD; Hope Dischar; Rezeda Dozier
- L5** The Development of a Measure of Work-Related Underload
 ▲ Megan N. Naude, BS, Colorado State University, Fort Collins, CO; Gwenith G. Fisher, PhD

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

- M1** Stress in a New Era of Employment: A Study of Crowdsourcing Employees on MTurk
 ▲ Alice M. Brawley, MS, Clemson University, Clemson, SC; Cynthia L.S. Pury, PhD; Erika Fosu, BS in progress; Michelle Flynn, BS in progress; Cameron Lemere, BS in progress; Briana Smith, BS in progress

9:30-10:45 a.m.

Concurrent Sessions

Current Issues in Total Worker Health™ (Paper Panel Session)

Augusta A

Chair: Chia-Chia Chang, MBA, MPH, NIOSH, Washington, DC

- Paper 1** Sex Differences and Similarities in Reporting Musculoskeletal Conditions as Common Causes of Work Disability
 ▲ Kristina A. Theis, MPH, U.S. Centers for Disease Control and Prevention, Atlanta, GA; Doug Roblin, PhD; Charles G. Helmick, MD; Ruiyan Luo, PhD
- Paper 2** Individual and Work Factors Related to Older Workers' Health Promotion Program Participation
 ▲ Gwenith G. Fisher, PhD, Colorado State University, Fort Collins, CO; Angela K. Martin, MS; James W. Grosch, PhD; Liliana T. Starr, MPH; Lee Newman, MD; Robert B. Wallace, MD

- Paper 3** Mindfulness to Create Sustainable Health as Part of a Total Worker Health™ Program
 ▲ Pamela G. Reeves, BS, California Southern University, Irvine, CA

Work Conditions and Well-Being (Paper Panel Session)

Peachtree Room

Chair: Erika Sabbath, ScD, Boston College, Chestnut Hill, MA

- Paper 1** Long Work Hours and Health in China
 ▲ Peng Nie, Masters, University of Hohenheim, Stuttgart, Baden-Württemberg, Germany; Dr. Steffen Otterbach; Dr. Alfonso Sousa-Poza
- Paper 2** Health Effects of Employment-Related Demands and Resources Among Labor Market Entrants in Germany
 ▲ Katharina Klug, MS, Bremen International Graduate School of Social Sciences, Bremen, Germany
- Paper 3** Informal Work and Life Satisfaction in Colombia: Evidence From a Middle Income Country
 ▲ David A. Hurtado, ScD, Harvard University, Boston, MA

What Effects Do Process and Context Factors Have on Intervention Outcomes? (Symposium)

Augusta C

Chair: Henna Hasson, PhD, Associate Professor, Karolinska Institutet, Stockholm, Sweden

- Paper 1** The Relative Importance of Transformational Leadership and Intervention-Specific Leadership for Outcomes of Occupational Health Intervention
 ▲ Robert Lundmark, DiplPsych, Karolinska Institutet, Stockholm, Sweden; Henna Hasson, PhD; Ulrica von Thiele Schwartz, PhD; Dan Hasson, Associate Professor; Susanne Tafvelin, PhD

- Paper 2** Does the Time Point Matter? The Influence of the Intervention Process on Intervention Outcomes
 ▲ Susanne Tafvelin, PhD, Umeå University, Sweden; Ulrica von Thiele Schwartz, Associate Professor; Karina Nielsen, Professor; Henna Hasson, PhD
- Paper 3** The Role of Organizational Climate and Supervisor Support in the Benefits of a Resource-Enhancing Intervention: A Randomized Controlled Trial in 17 Organizations
 ▲ Salla Toppinen-Tanner, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Jukka Vuori, Professor
- Paper 4** Linking Quantitative Process Appraisal and Outcome Data of an Intervention Project With Nursing Divisions
 ▲ Annemarie Fridrich, DiplPsych, University of Zurich, Switzerland; Alice Inauen, PhD; Gregor J. Jenny, PhD; Rebecca Brauchli, PhD; George F. Bauer, PhD

Discussant: Ulrica von Thiele Schwartz, Associate Professor, Stockholm University, Stockholm, Sweden

Bullying and Incivility in Healthcare Settings (Paper Panel Session)

Augusta D

Chair: Larissa K. Barber, PhD, Northern Illinois University, DeKalb, IL

- Paper 1** The Impact of Rudeness on the Performance of Medical Teams
 ▲ Peter Bamberger, PhD, Tel Aviv University, Israel; Arieh Riskin, MD; Amir Erez, PhD; Trevor Foulk, MS
- Paper 2** Impact of Workplace Bullying on Missed Nursing Care and Care Quality in the Elder-Care Sector
 ▲ Annie Høgh, PhD, University of Copenhagen, Denmark; Marianne Baernholdt, PhD; Thomas Clausen, PhD

- Paper 3** Undergraduate Nursing Student Distress When Exposed to Workplace Bullying in Healthcare Settings
 ▲ Paula L. Grubb, PhD, NIOSH, Cincinnati, OH; Gordon L. Gillespie, PhD
- Paper 4** Workplace Aggression, Safety Culture, and Worker Injuries in a Healthcare Setting
 ▲ Alyssa McGonagle, PhD, Wayne State University, Detroit, MI; Lynnette Essenmacher, MPH; Lydia Hamblin, MA; Joel Ager, PhD; Mark Luborsky, PhD; Jim Russell, BSN; Mark Upfal, MD; Judy Arnetz, PhD

Individual Protective Factors and Their Relationship With Work Outcomes (Paper Panel Session)

Augusta E

Chair: Joseph J. Mazzola, PhD, Roosevelt University, Schaumburg, IL

- Paper 1** Employee Resiliency in a Global Context
 ▲ Lisa Beichl, MBA, Transparent Borders LLC, Philadelphia, PA
- Paper 2** The Role of Stress Mindset on Physiological Stress Levels and Task Performance
 ▲ Michael Byrne, BA, Roosevelt University, Schaumburg, IL; Joseph J. Mazzola, PhD; Alexis R. Cosco, BA
- Paper 3** Self-Efficacy Health Habits and Work in the Indian Scenario?
 ▲ Shonali Sud, PhD, St. Bede's College, Himachal Pradesh University, Himachal Pradesh, India; Nayantara Sud, BDS

Fostering Employee Health: The Role of Experiences That Contribute to Recovery (Symposium)

Augusta F

Chair: Madelon L.M. van Hooff, PhD, Radboud University Nijmegen, The Netherlands

- Paper 1** Mastery Experiences as Resource-Generating Recovery Experiences: Relationships With Creativity and Job Satisfaction
 ▲ Allison M. Ellis, MS, Sentis; Caitlin A. Demsky, MS; Charlotte Fritz, PhD

Paper 2 Sleep Quality and the Subjective Experience of Social Media

- ▲ Michelle Van Laethem, MSc, Radboud University Nijmegen, The Netherlands; Debby G. J. Beckers, PhD; Ap Dijksterhuis, PhD; Sabine A. E. Geurts, PhD

Paper 3 Employees' Need Satisfaction and Recovery on Non-Work Days: Does the Timing of Non-Work Days Make a Difference?

- ▲ Madelon L. M. van Hooff, PhD, Radboud University Nijmegen, The Netherlands; Paul Flaxman, PhD; Mia Söderberg, PhD; Chris Stride, PhD; Sabine A.E. Geurts, PhD

Paper 4 Assessing the Effect of a 4-Week Internet-Based Mindfulness Intervention on Work-Related Rumination, Sleep and Fatigue: A Randomised Waitlist Control Study

- ▲ Dawn Querstret, MSc, University of Surrey, England, UK; Mark Cropley, PhD; Chris Fife-Schaw, PhD

Emotional Labor (Paper Panel Session)

Augusta G

Chair: Ivonne Moreno-Velázquez, PhD, University of Puerto Rico - Rio Piedras Campus, Rio Piedras, PR

Paper 1 Testing a Eustress/Distress Model of "Service with a Smile"

- ▲ Cristina Quiñones, PhD, Open University, Milton Keynes, England, UK; Raquel Rodriguez-Carvajal, PhD

Paper 2 The Paradox of Compassionate Work: A Mixed-Methods Study of Veterinarians and Animal Health Technologists

- ▲ Alicia Polachek, MA, University of Calgary, AB, Canada; Jean Wallace, PhD

Paper 3 Emotional Work: Exploring the Condition of Mexican Teachers

- ▲ Marlene Rodriguez-Martínez, Masters, Universidad Nacional Autonoma de Mexico, Iztapalapa, Mexico; Dr. Jose Horacio Tovalín-Ahumada; Sara Guadalupe Unda-Rojas, Masters

10:45-11:00 a.m.
Break

11:00 a.m.-12:15 p.m.

Concurrent Sessions

Staying Healthy and Safe: Relationships Between Workplace Stressors and Employee Outcomes in Corrections (Symposium)

Augusta A

Chairs: Charlotte Fritz, PhD, and Frankie Guros, MS, Portland State University, Portland, OR

Paper 1 Correctional Officer Suicide: Recent National Data

- ▲ John M. Violanti, PhD, University at Buffalo, The State University of New York, Buffalo, NY

Paper 2 Always on Alert: Work-Related Hypervigilance and Employee Outcomes in Corrections

- ▲ Charlotte Fritz, PhD, Portland State University, Portland, OR; Frankie Guros, MS; Leslie Hammer, PhD; Brittne Shepherd, BS; David Meier, MS

Paper 3 The Effect of Prison Security Level on Health and Safety of Correctional Officers

- ▲ Kerry Kuehl, MD, DrPH, Oregon Health & Science University, Portland, OR; Diane L. Elliot, MD; Bharti Garg, MD; MPH; Adriana Sleigh, BS

Paper 4 Health Improvement Through Employee Control II (HITEC2): Adapting the Participatory Action Research Approach to Corrections

- ▲ Martin G. Cherniack, MD, MPH; UConn Health Center, Farmington, CT; Jeffrey Dusssetschleger, DDS; Robert Henning, PhD; Mazen El Ghaziri, PhD; Nicholas Warren, PhD

Working Well Across the Lifespan: Perceptions, Intentions and Adjustments for Increased Well-Being (Paper Panel Session)

Peachtree Room

Chair: Jennifer F. Kelly, PhD, Independent Practice, Atlanta, GA

- Paper 1** Younger Workers' Perception of Older Workers' Capabilities
▲ Abimbola A. Akanni, PhD, Obafemi Awolowo University, Ile-Ife, Nigeria
- Paper 2** Toward Developing Age-Sensitive OH Models: Exploring Differential Effects of Work Design Throughout the Lifespan
▲ Romualdo Ramos, MSc, University of Zurich, Switzerland; Gregor Jenny, PhD; Georg Bauer, MD
- Paper 3** Accommodation Strategies Reported by Computer Users With Osteoarthritis
▲ Nancy A. Baker, ScD, Centers for Disease Control and Prevention, Atlanta, GA; Kristina Theis, MPH

Intervention Methods and Design (Paper Panel Session)

Augusta C

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

- Paper 1** Process Outcomes in Stress Management Intervention (SMI) Evaluation Research: A Systematic Review
▲ Bo M. Havermans, MSc, VU University Medical Center, Amsterdam, Noord-Holland, The Netherlands; Roosmarijn M. C. Schelvis, MSc; Cécile R. L. Boot, PhD; Evelien P. M. Brouwers, PhD; Johannes R. Anema, PhD; Allard J. Van der Beek, PhD

- Paper 2** To What Extent Does Implementation Influence Intervention Effects in an Organizational-Level Intervention for Work-Related Stress?
▲ Roosmarijn M. C. Schelvis, MSc, TNO, Leiden, Zuid-Holland, The Netherlands; Noortje M. Wiezer, PhD; Karen M. Oude Hengel, PhD; Ernst T. Bohlmeijer, PhD; Allard J. Van der Beek, PhD

- Paper 3** Designing Health Interventions for Construction Workers: Implications of Length-Biased Sampling
▲ Emily H. Sparer, MS, Harvard School of Public Health, Boston, MA; Justin Manjourides, PhD; Jack T. Dennerlein, PhD

- Paper 4** From Making Merry to Very Scary: Profiling Post-December Holiday Increases in Employee Assistance Program Access
▲ Paul Fairlie, PhD, York University, Toronto, ON, Canada; Kemi Salawu, MA

Coaching as an Intervention Strategy for Workplace Bullying (Symposium)

Augusta D

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

- Paper 1** Using Coaching to Address Workplace Bullying: Targets, Aggressors, and Organizational Leaders
▲ David C. Yamada, JD, Suffolk University Law School, Boston, MA
- Paper 2** From Languishing to Flourishing: Using Positive Psychology to Promote Work Environments That Counteract Bullying
▲ Ivonne F Moreno Velazquez, PhD, University of Puerto Rico, San Juan, PR
- Paper 3** 3 on 3 Solutions for Negative Behavior Modification
▲ John-Robert Curtin, PhD candidate, 4Civility Institute, Louisville, KY

Discussant: Jessi Eden Brown, MS, Jessi Eden Brown LLC, Lake Forest Park, WA

Sex, Drugs, and Alcohol: Methodological Challenges and Solutions in Occupational Health Research (Symposium)

Augusta E

Chair: Gwenith G. Fisher, PhD, Colorado State University, Fort Collins, CO

Paper 1 Challenges and Strategies in Conducting Occupational Health Research With Female Sex Workers in Kathmandu, Nepal

- ▲ Lauren M. Menger, MS, Colorado State University, Fort Collins, CO; Gwenith G. Fisher, PhD; Michelle R. Kaufman, PhD; Lorann Stallones, PhD

Paper 2 Methodological Challenges in Conducting Research Among Workers in the Colorado Marijuana Industry

- ▲ Kevin M. Walters, BS, Colorado State University, Fort Collins, CO; Gwenith G. Fisher, PhD; Liliana T. Starr, MPH

Paper 3 Methodological Challenges in Examining Employee Drinking Behavior

- ▲ Peter Bamberger, PhD, Tel Aviv University; Smithers Institute, Cornell University, Ramat Aviv, Israel

Paper 4 Challenges With Understanding Employee Substance Use: A Motivational Perspective

- ▲ Cynthia Mohr, PhD, Portland State University, Portland, OR; Cameron McCabe, MA; Sarah Haverly; Leslie B. Hammer, PhD

Discussant: Lois E. Tetrick, PhD, George Mason University, Fairfax, VA

First Responder and Public Safety Families (Symposium)

Augusta F

Chair: Robert Delprino, PhD, SUNY Buffalo State, Buffalo, NY

Paper 1 Family Centered Support Programs

- ▲ Katherine Richardson, PhD, Pace University, New York, NY

Paper 2 Law Enforcement Families From the Spouse and Child's Perspective

- ▲ Chelsie Cimirelli, BA, SUNY University at Buffalo, Buffalo, NY; Robert Delprino, PhD

Paper 3 Strategies for Working First Responder and Public Safety Families: An Officer/Practitioner Perspective

- ▲ Deborah Moore, PhD, Human Development Services, New York, NY; Robert Delprino, PhD

Discussant: Deborah Moore, PhD, Human Development Services, New York, NY

The Changing Nature of Work: Documenting Demands, Stress, and Conflict (Symposium)

Augusta G

Chair: Brian J. Hoffman, PhD, University of Georgia, Athens, GA; and Lauren A. Wood, PhD, University of Georgia, Athens, GA

Paper 1 The Changing Nature of Work: A Cross-Temporal Meta-Analysis

- ▲ Lauren A. Wood, PhD, University of Georgia, Athens, GA; Brian J. Hoffman, PhD

Paper 2 Identifying Stressful Work Events: What Are They and How Do They Compare?

- ▲ Ruth Kanfer, PhD, Georgia Institute of Technology, Atlanta, GA; Matthew Betts, MS; Sarah Farmer, BS

Paper 3 Knowing Is Half the Battle: What Management Textbooks Do (and Don't) Teach About Work-Nonwork Balance

- ▲ Malissa A. Clark, PhD, University of Georgia, Athens, GA; Rachel L. Williamson, BA; Lauren M. Zimmerman, BS; Katelyn N. Sanders; Melissa E. Mitchell, MA; Brian J. Hoffman, PhD

Discussant: Brian J. Hoffman, PhD, University of Georgia, Athens, GA

WEDNESDAY

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THURSDAY

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FRIDAY

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SATURDAY

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**Safety Efficacy, Climate, and Attitude
(Paper Panel Session)**

Augusta H

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

- Paper 1** Training Evaluation and Mine Rescue Teams: Challenges of Gauging Training Transfer for Emergency Response KSAOs
▲ Timothy J. Bauerle, MA, NIOSH, Pittsburgh, PA; Launa G. Mallett, PhD
- Paper 2** Exploring the Conceptual Relationship Between Stigma and Climate Related to Employee Safety and Health
▲ Alec Munc, MS, Clemson University, Clemson, SC; Kristen Jennings, MS; Robert Sinclair, PhD
- Paper 3** Attitudes, Knowledge and Preventive Practices Regarding Occupational Hazards Among Automobile
▲ Ikpe E. Ibenekwu, MSc, University of Nigeria, Nsukka, Nigeria
- Paper 4** A Qualitative Analysis of Situational Pressures That Influence Firefighters' Decision-Making About Personal Protective Equipment
▲ Michael Maglio, MPH (C), Drexel University School of Public Health, Philadelphia, PA; Andrea L. Davis, MPH; Jennifer A. Taylor, PhD

12:15-1:30 p.m.

Lunch (on your own)

12:30-1:15 p.m.

Concurrent Luncheon Tutorial Sessions

Job Content Questionnaire Redesign

Augusta A

Robert A. Karasek, PhD, Emeritus Professor, Department of Psychology, Copenhagen University, and Emeritus Professor, Department of Work Environment, University of Massachusetts Lowell, Lowell, MA

Society for Occupational Health Psychology Session

Augusta H

1:30-2:45 p.m.

Concurrent Sessions

Working or Retiring: How to Enhance Employees' Motivation and Work Ability for Longer Careers (Symposium)

Augusta A

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

- Paper 1** Who Works Longer? Results From the Health and Retirement Study
▲ Amanda Sonnega, PhD, University of Michigan, Ann Arbor, MI; Courtney McCluney, BA; Lindsay Ryan, PhD; Gwenith G. Fisher, PhD
- Paper 2** Working Longer With Poor Work Ability and Relation to Worker Well-Being
▲ Alyssa K. McGonagle, PhD, Wayne State University, Detroit, MI; Gwenith G. Fisher, PhD
- Paper 3** Health and Health Inequality Consequences of Mismatches Between Preferred and Actual Employment Arrangements Among Older Americans
▲ Sarah Burgard, PhD, University of Michigan, Ann Arbor, MI
- Paper 4** Organizational Leadership Practices and Longer Careers: How Does Organizational Age Culture Affect Employees' Subjective Work Ability and Retirement Plans?
▲ Marjo Wallin, PhD, Finnish Institute of Occupational Health, Helsinki, Finland; Jorma Seitsamo, PhD; Jukka Vuori, PhD

Discussant: Richard H. Price, PhD, University of Michigan, Ann Arbor, MI

**Workplace Injuries, Antecedents, and Outcomes/
Consequences (Paper Panel Session)**

Peachtree Room

Chair: Donald Elisburg, PhD, National Clearinghouse for Worker Safety and Health Training

- Paper 1** Return to Work of Aging Workers After Occupational Rehabilitation: State of Research 2004–2014
▲ Genevieve Brisebois, MS, VGC, Institut de recherche Robert-Sauvé en santé et en sécurité du travail, Québec, Canada
- Paper 2** Towards a Broader Understanding of Workplace Injuries
▲ Amanda McEvoy, BSc (Hons), Carleton University, Ottawa, ON, Canada; Cara MacIsaac; Kathryne E. Dupre, PhD; Julian Barling, PhD
- Paper 3** Impact of Work-Related Injuries on Mental Health Among Construction Workers: A Longitudinal Study
▲ Xiuwen Sue Dong, DrPH, CPWR–The Center for Construction Research and Training, Silver Spring, MD; Xuanwen Wang, PhD Julie Largay, MPH
- Paper 4** Injured Workers Have Higher Odds of and Faster Time to Turnover
▲ Cassandra A. Okechukwu, ScD, Harvard School of Public Health, Boston, MA

Interventions for Physical and Mental Wellness in the Workplace (Paper Panel Session)

Augusta C

Chair: Michelle M. Robertson, PhD, Libery Mutual Research Institute for Safety, Hopkinton, MA

- Paper 1** Change From the Inside: Research-Informed but Organization-Driven Intervention to Promote Worker Well-Being
▲ Katharina Naswall, PhD, University of Canterbury, Christchurch, New Zealand; Sanna Malinen, PhD; Joana Kuntz, PhD

- Paper 2** Workplace Wellness and Employee Needs: A Firm Fit for a Fit Firm
▲ Barbara A. Fritzsche, PhD, University of Central Florida, Orlando, FL; Brandon E. Sholar, BS; Derek McMullen, BS; Justin P. Stevens, BS
- Paper 3** Effects of an Office Ergonomics Intervention on Computing Behaviors, Musculoskeletal Health, Culture and Performance
▲ Michelle M. Robertson, PhD, Libery Mutual Research Institute for Safety, Hopkinton, MA; Yueng-hsiang Huang, PhD; Jin Lee, PhD
- Paper 4** Sedentary Work and the Alternative Workstation: NIOSH Case Study
▲ Constance C. Franklin, MPA, NIOSH, Atlanta, GA; Kellie M. Pierson, MS

Counseling Individuals Bullied at Work Across Venues: Internet, Telephone Coaching, Union and Therapy Practice (Symposium)

Augusta D

Chair: Ruth F. Namie, PhD, Workplace Bullying Institute, Bellingham, WA

- Paper 1** Counseling Employees With Union Contract Protections From Bullying Behaviors
▲ Greg Sorozan, MEd, LCSW, National Association of Government Employees, Quincy, MA
- Paper 2** Lessons From Practical Immersion in the Bullied Target Experience
▲ Ruth F. Namie, PhD, Workplace Bullying Institute, Bellingham, WA
- Paper 3** Observations From Coaching and Counseling Targets of Workplace Bullying by Telephone
▲ Jessi E. Brown, MS, NCC, Eden Therapy, Seattle, WA
- Paper 4** Trauma-Informed Therapy as Treatment of Choice for Targets of Workplace Bullying, Mobbing, and Abuse
▲ Maureen Duffy, PhD, Nova Southeastern University, Ft. Lauderdale, FL

Methods (Paper Panel Session)*Augusta E*

Chair: Carolyn Smith PhD, RN, University of Cincinnati College of Nursing, Cincinnati, OH

Paper 1 Measuring Challenge and Hindrance Appraisals of Job Demands

- ▲ Isaac B. Thompson, MS, North Carolina State University, Raleigh, NC; Sonia L. Oakley, MS; Isaac B. Thompson, MS; Andrew A. Weedfall, BA; Joshua S. Andrews, BA; Samuel B. Pond, PhD

Paper 2 Using Coworkers' Reports to Measure Contextual Workplace Features: An Application to Flexible Work Arrangements and Mental

- ▲ David A. Hurtado, ScD, Harvard University, Boston, MA

Paper 3 The Interplay Between Employee Resilience and Work-Related Factors: Developing an "Employee Resilience Climate Assessment"

- ▲ Dina Themistocleous, BSc, University of Bath, England, UK; Andrew Weyman, PhD; David Wainwright, PhD

Paper 4 Using Mixed Methods to Modify and Validate Three Workplace Violence Related Instruments in Young Workers

- ▲ Carolyn Smith PhD, RN, University of Cincinnati College of Nursing, Cincinnati, OH; Kathryn Napierski

The Link Between Stressors and Mental Well-Being (Paper Panel Session)*Augusta F*

Chair: Jessica M. Streit, MS, NIOSH, Cincinnati, OH

Paper 1 Workplace Stress, Depression and Suicidal Ideation Among Animal Health Care Providers

- ▲ Alicia Polachek, MA, University of Calgary, AB, Canada

Paper 2 Work-Health Conflict: Scale Development for Workers Managing a Chronic

- ▲ Sarah R. Stoddart, PhD candidate, Wayne State University, Detroit, MI; Alyssa McGonagle, PhD

Paper 3 Interventions for Workplace Mental Health: What Works, What Doesn't Work, What We Don't Know

- ▲ Ellen Rosskam, PhD, Webster University, Geneva, Geneva, Switzerland

Physical, Psychosocial and Organizational Factors in Illness and Injuries (Paper Panel Session)*Augusta G*

Chair: Viviola Gómez-Ortiz, PhD, University of the Andes Bogotá, Colombia

Paper 1 Work-Related Psychosocial and Organizational Factors for Neck Pain

- ▲ Haiou Yang, PhD, University of California at Irvine, Irvine, CA; Scott Haldeman, MD; Edward Hitchcock, PhD; Naomi Swanson, PhD; Akinori Nakata, PhD; Linda Delp, PhD; Dean Baker, MD

Paper 2 Working Conditions, Driving Behavior, Accidents Risk and Health of Operators of Bus Rapid Transit

- ▲ Viviola Gómez-Ortiz, PhD, University of the Andes, Bogotá, Colombia; Boris Cendales, PhD; Sergio Useche, Masters; Juan Pablo Bocarejo, PhD

Paper 3 The Public Sector and Occupational Risk Factors for Obesity in Firefighters: Utilizing Mixed-Methods, Participatory Research

- ▲ Marnie Dobson, PhD, University of California at Irvine, Irvine, CA; BongKyoo Choi, ScD; Peter L Schnall, MD; Javier Garcia, MS

Paper 4 Work-Related Risk Factors for Low Back Pain

- ▲ Haiou Yang, PhD, University of California at Irvine, Irvine, CA; Edward Hitchcock, PhD; Scott Haldeman, MD; Naomi Swanson, PhD; Akinori Nakata, PhD; Linda Delp, PhD; Dean Baker, MD

WEDNESDAY

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THURSDAY

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FRIDAY

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SATURDAY

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**Gulf Responder Resilience Training Project:
Community-Based Disaster Training for Workers,
Supervisors, and Clinicians (Symposium)**

Augusta H

Chair: Joseph Hughes, MPH, National Institute of Environmental Health Science, Research Triangle Park, NC

Paper 1 The Gulf Responder Resiliency Training Project Evaluation Process: Assessing Training Effectiveness and Impact

- ▲ Sue Ann Sarpy, PhD, Sarpy and Associates, Charlottesville, VA; Felicia Rabito, PhD; Nancy Goldstein, PhD

Paper 2 Developing and Implementing Resiliency Training for Vulnerable Populations Following Hurricane Sandy: A Case Study

- ▲ Arturo Archila, BA, Make the Road New York, Jackson Heights, NY

Paper 3 Developing and Implementing Resiliency Training Within a Refresher Course

- ▲ Josefina Mendez, BS, Mendez Environmental, Kenner, LA; Sue Ann Sarpy, PhD

Paper 4 Evaluation of Disaster Worker Training: Influence of Worker Race and Ethnicity on Safety Performance in Oil Spill Clean-Up Efforts

- ▲ Sue Ann Sarpy, PhD, Sarpy and Associates, Charlottesville, VA; Felicia A. Rabito, PhD; Burke Michael, PhD

2:45-3:00 p.m.

Break

3:00-4:30 p.m.

Closing Plenary

Savannah Ballroom

Best Student Research Award

- ▲ Award presentation by Adam Butler, PhD, University of Northern Iowa, Cedar Falls, IA

Best Intervention Award

Allison M. Ellis, MS, Sentis; Tristan W. Casey, DPsych(Org); and Autumn D. Krauss, PhD, Sentis

▲ *Training to Transfer: Evaluation of a Leader-Focused Mental Health Intervention*

▲ Award presentation by Ted Scharf, PhD, NIOSH, Cincinnati, OH, for John Howard, MD, MPH, JD, LL.M., NIOSH Director

**Introduction to Work, Stress, and Health 2017:
Contemporary Challenges and Opportunities**

June 7-10, 2017

The Hilton Minneapolis, Minneapolis, Minnesota

Closing Remarks

Work, Stress, and Health 2015
Sustainable Health
Sustainable Health
Sustainable Organization

May 6-9, 2015
The Westin Peachtree Plaza
Atlanta, Georgia

May 6, 2015
Preconference Workshops



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