

Society for Occupational Health Psychology Newsletter



Spring 2025 – Volume 29

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President's Column

Welcome to our SOHP Spring 2025 newsletter! First, I'd like to give a shoutout to the newsletter team (Julie Lanz and her production/associate editors Kinjal Chheda and Alison Hunt) for putting together another wonderful newsletter. And, I wanted to say that seeing many of you at our SOHP reception in Denver really made my SIOP 2025 special. I am so grateful for those of you coming to the reception! The turnout of the reception was amazing: Great conversations and terrific company. A huge thank you to our SOHP graduate student issues committee (especially Lora Bishop and Brittany Lynner) who led this event's planning, and our SOHP's 2025 visibility committee (Brittany Lynner, Wiston Rodriguez, Gargi Sawhney, Rebecca Brossoit, and YoungAh Park) who promoted this event and made it so successful.

At this junction, I'd like to take a moment to reflect on the disheartening news about many of our close colleagues at the National Institute of Occupational Safety and Health (NIOSH) and NIOSH as a whole. As many of you may know, many of our NIOSH colleagues were let go from their jobs within the U.S. Department of Health and Human Services. NIOSH is the only institute at the US federal level that is focused on education, research, and outreach in occupational health, safety and well-being! As a scientific community that supports all workers across all industries nationally and globally, we need to unite, voice and push back. The SOHP leadership is working with colleagues in other closely-related fields (e.g., SIOP, total worker health, industrial hygiene, public health), to initiate/join any advocacy efforts that can best support our amazing colleagues at NIOSH, and would greatly appreciate your participation in some of the efforts to the best of your capacity, and any additional ideas and suggestions you may have to facilitate such efforts.

President's Column (continued)

On the more positive side, I very much look forward to the upcoming WSH2025 in Seattle. A heart-felt Thank You to the conference steering committee and advisory committee, and the SOHP Executive Committee who have poured in countless hours to make this exciting event possible. By deciding to holding our conference at a university campus (instead of hotels), collectively, we are *making the history* of the WSH conference series; we are planning a very engaging, inclusive and accessible conference that is enriching and affordable to all of us coming from very different backgrounds. Upon reflecting on this historic moment, I wanted to express my deepest gratitude to our close NIOSH colleagues (Drs. Steve Sauter, Naomi Swanson, and Joe Hurrell, among others) and the APA colleagues who started this conference series back in 1990. Please read on to learn more about our WSH2025 conference and the upcoming WSH/SOHP awards.



Additionally, I'd like to highlight that in this newsletter we got some exciting new columns, such as the graduate student spotlights, and many informative updates from our Occupational Health Science journal and our allied scientific associations (e.g., EAOHP, STWO and ICOH).

Looking ahead, I remain optimistic about the many opportunities that lie in this era filled with technological advancements and global connections, as well as uncertainties. Now more than ever, well-being management at work remains at the front and center of the workforce management and development. Now more than ever, we as a global scientific community need to hold on to our core values of resilience, belonging and advocacy. Now more than ever, it is time for us to continue doing solid, well-designed research, to translate this work into actionable guidance, and to practice what we believe, teach and research!

Thank you,

Leuzin (LQ)

A Conversation with Irvin Schonfeld

Charting Your Own Course: Diverse Paths to Occupational Health Psychology

Irvin Sam Schonfeld, Ph.D.

*Professor Emeritus,
The City College and the Graduate Center of CUNY*



Tell us about your career.

Unlike many members of the OHP community, I did not specialize in I-O psychology. My route into OHP was closely linked to my working experience outside of academia, as I will explain. I earned a B.S. at Brooklyn College where I majored in psychology and minored in mathematics. After graduating I taught mathematics in a dangerous New York City public school. I largely made out okay because, like many of my students, I grew up in a housing project; however, I got sidelined for two weeks after having been hit in the back by a rock a student threw at me just outside the school building. During my first year at the school, one of my colleagues, a male science teacher, suffered a “nervous breakdown” resulting from the constant tumult in his classroom. However, compared to men teachers, women teachers were more vulnerable to students’ disrespectful behavior, which kept the number of women faculty low; about 10% of the teachers were women. While I was a teacher, I earned

a master’s degree in psychology by taking evening classes at the New School for Social Research (now the New School University). After six years, I left teaching to pursue a doctorate at the Graduate Center of the City University of New York. My concentration was in developmental and educational psychology. Having an interest in mathematics, I took every statistics course available. I also learned computer programming (Fortran, PL-1). My dissertation concerned the development of children’s cognitions about number and quantity. As part of my dissertation research, I tested hypotheses that compared predictions generated by Piaget’s theory and Cattell and Horn’s theory of fluid and crystallized abilities.

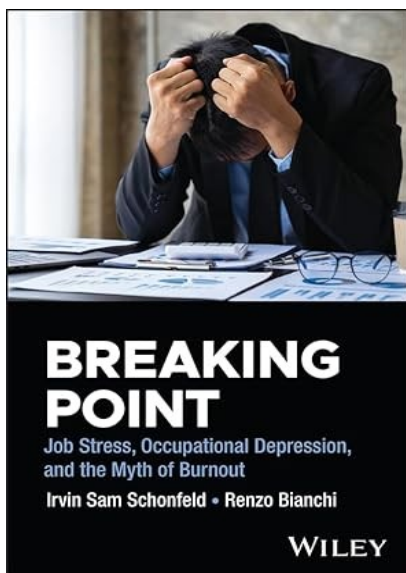
I underline one my failures. I had become a finalist for several academic positions around the US but failed to get a job. With my wedding approaching, I needed to earn a living. *Faute de mieux*, I took the position of Director of Research and Evaluation at a NYC school district. The position turned out to be the worst job I ever had; I had once been a tool-and-die operator at a hot, dusty factory and that miserable job was better. The formidable woman who ran the office of reimbursable programs, the office in which I worked, could never get fired because she was an excellent grant writer who brought a great deal of money to the district. But she was also a bully who publicly and ferociously berated people for small mistakes. She made a secretary cry over some minor typing errors. The district’s reading coordinator broke down and cried inconsolably—she was trembling as she cried—just in anticipation of a tongue-lashing. The district’s cheeky math coordinator discreetly nicknamed the head of the office “the samurai funder.” When the head of the office started to berate me for my “personality,” I told her to go fuck herself. I no longer cared if I got fired.

Then something amazing happened, which I owe to my wife. She got me to read the section of Sunday’s *Times* called “Careers in Health” in addition to the

A Conversation with Irvin Schonfeld (continued)

section I had been reading, “Careers in Education.” The result was that I got a job at New York State Psychiatric Institute/Dept. of Psychiatry, Columbia University on the strength of my background in psychology, statistics, and programming. The position was in the Division of Child and Adolescent Psychiatry. I worked with David Shaffer, a luminary in psychiatric research. We worked on an important longitudinal study on the relation of a neurological abnormality that was diagnosed at age 7 to mood and anxiety disorders ten years later. There was also a demographically matched group of abnormality-free children selected from the same birth cohort. David had figured out a way to conduct a longitudinal study for the cost of a cross-sectional study by piggybacking on an older study that stopped when the children were age 7. He wrote the intro and comment sections for a paper on the abnormality; I wrote the methods and results sections. It was he who introduced me to the field of epidemiology. David also got me to teach a biostatistics course for psychiatrists on research fellowships. I taught the course every fall semester from 1981 to 2010.

I won a post-doc to study epidemiology at Columbia. I participated in the Psychiatric Epidemiology Training



Program, where I met Bruce Dohrenwend. Bruce conducted epidemiological research on adult psychiatric disorders and tackled the knotty problem of explaining the higher prevalence rates for schizophrenia and depression in the

lowest socioeconomic strata. He developed a strategy to address whether those higher prevalence rates were largely the result of social selection or social causation processes (the social selection explanation turned out to be more compatible with the schizophrenia-related findings and the social causation explanation, with the depression-related findings). That experience got me to be on the lookout for selection-based explanations of what may look deceptively like causal processes in OHP research. Bruce was also involved in research on life stress. His research on life stress meshed with my experience of workplace stress as a teacher in a dangerous urban public school where I observed firsthand the toll the job took on my colleagues as well as the terrible job I had in the school district’s office of reimbursable programs.

I liked that both David and Bruce underlined the value of questioning everything. I have tried to do what I could to demolish a favored hypothesis and find out if the hypothesis withstands those tests, which is what I did in a study I published in 2001 on the impact of job stressors on the mental health and morale of teachers. The skepticism David and Bruce reinforced in me also led me to question received ideas about occupational burnout, a questioning that led to my collaboration with Renzo Bianchi (Norwegian University of Science and Technology) on burnout–depression overlap.

I got a tenure-track job at City College beginning in September 1985 and put in my retirement papers in June 2020. While at City College, I got appointments in other units of the University, the Educational Psychology and Psychology Programs at the CUNY Graduate Center and in the Dept. of Epidemiology and Biostatistics at the CUNY School of Public Health. I was a COVID retiree, having gotten sick in March 2020. I had three grandchildren at the time. I anticipated that eventually I would have a fourth. I wanted to be alive to see them grow up a little.

A Conversation with Irvin Schonfeld (continued)

Although now a professor emeritus, I continue to conduct research and work with doctoral students. John Wiley will soon publish a book I wrote with Renzo entitled *Breaking Point: Job Stress, Occupational Depression, and the Myth of Burnout*.

Can you share one of the most interesting projects you have been a part of in your professional journey?

I underline two projects. One is a collaboration with Joe Mazzola (Meredith College) on qualitative research. We have both been concerned with how qualitative research can play a role in theory elaboration and hypothesis generation and its capacity to get us close to the experiences of people who are exposed to stressful conditions at work. That collaboration has also led to our writing a forthcoming chapter concerning ensuring that more OHP-related qualitative research gets published.

The second project is my collaboration with Renzo. We have been studying burnout–depression overlap in many different countries (e.g., US, France, Brazil, Spain, etc.). In addition, Renzo and I have gotten involved in relevant psychometric research. We co-developed a scale that we believe can replace burnout scales. That scale is the Occupational Depression Inventory. It has been used in more than 80 countries. We also codeveloped two other scales, a measure of job-related anxiety and a measure of pandemic-related anxiety.

What have you learned along the way that you wish someone had told you earlier in your career?

I made the biggest mistake of my career when I was a doctoral student—it probably impeded my chances of getting an academic position a little earlier in my career. I had planned and carried out a study on

children’s cognition about quantity. I wrote a paper based on the study and submitted the paper to the top journal in developmental psychology. The paper was rejected. Discouraged, I didn’t rewrite the paper based on the reviewers’ comments. I should have rewritten the paper and submitted it to another journal, even a less prestigious one. I blame only myself. I should have asked for advice. Advice-seeking is often a good idea.

What advice do you have for the next generation of OHP enthusiasts?

Publications are the coin of the realm in our field and in our sister fields. I address a problem everyone in our field, particularly newcomers, has faced, namely, having a submission rejected or receiving an R&R that is so freighted with criticisms that it may as well have been rejected. A

couple of years after I earned a Ph.D., one of my best friends, Lenny Topp, was working on his dissertation. He needed a little help and I offered to help him. We discussed developmental theory and data analysis. I helped him with some



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editing. In that context I got to know a good-hearted CUNY developmental psychology professor, Marty Hoffman, who was on Lenny’s dissertation committee. Marty was the editor who made the Merrill-Palmer Quarterly a respected developmental psychology journal. He told me something that stayed with me all

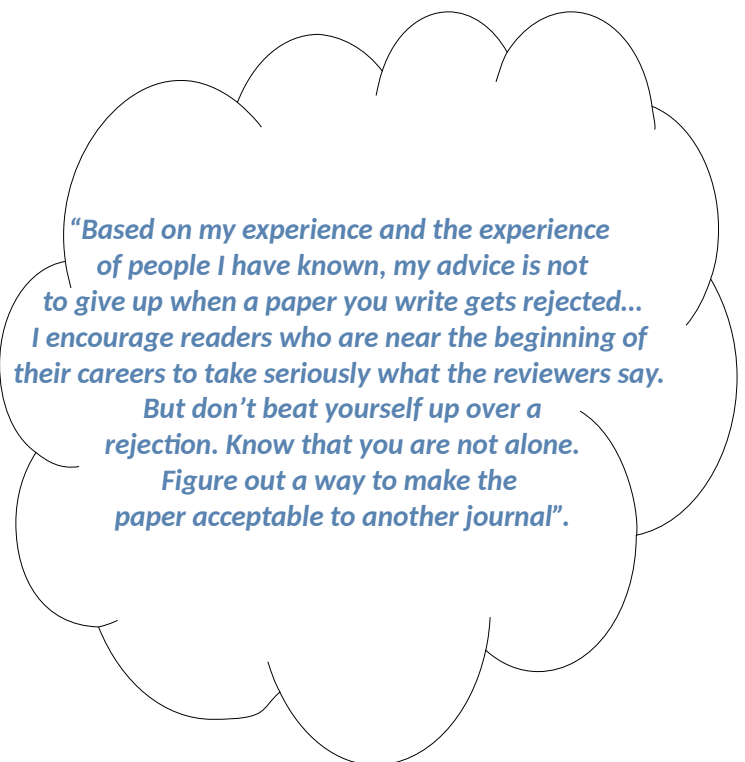
A Conversation with Irvin Schonfeld (continued)

these years. Marty told me that about half the papers he had ever published were originally rejected. He underscored that he was not talking about R&Rs. He was talking about outright rejections. He carefully read the reviews. He figured out which criticisms had some validity. He revised each rejected paper accordingly and eventually got it published.

The first version of the paper David Shaffer and I wrote on the relation of a neurological abnormality to later psychiatric disorder received substantial criticism from a reviewer at the *Archives of General Psychiatry* (now *JAMA Psychiatry*). This was a heavy-going R&R. Undeterred, David composed a carefully worded response that politely addressed the difficult reviewer. We made the necessary edits. The paper was accepted. The editor of a prominent social science journal rejected a paper Bruce Dohrenwend and colleagues wrote about social selection and social causation processes in psychiatric disorder. He and his colleagues later got the paper published in *Science*.

Based on my experience and the experience of people I have known, my advice is not to give up when a paper you write gets rejected. At the time I was attempting to publish my first research papers, I felt bad about getting a paper rejected or receiving an R&R with what seemed like it contained 100 criticisms and suggestions. It took a little time, but I developed the skin of an alligator when I got those reviews. I still feel bad after getting a rejection, but the feeling lasts a minute, then I move on. It can also be helpful to *privately* let off steam when you read what reviewers write. A few years ago, a journal rejected a submission Renzo and I wrote. Not an R&R. A straight rejection. We revised the paper and got it published in a more prestigious journal.

I encourage readers who are near the beginning of their careers to take seriously what the reviewers say. But don't beat yourself up over a rejection. Know that you are not alone. Figure out a way to make the paper acceptable to another journal. It is okay to seek out a less prestigious journal. Get advice from a colleague or mentor. If you get an R&R, make revisions in view of criticisms that are valid. But (politely) contest criticisms that you find wrong-headed. Carefully edit your response to the reviewers. Let a colleague review your response. Don't let your anger spill into your response to reviewers, lest you antagonize them, squandering your opportunity to publish the revised paper in the journal you selected.



"Based on my experience and the experience of people I have known, my advice is not to give up when a paper you write gets rejected... I encourage readers who are near the beginning of their careers to take seriously what the reviewers say. But don't beat yourself up over a rejection. Know that you are not alone. Figure out a way to make the paper acceptable to another journal".

Effects of Office-Yoga and Walking at the Workplace to Improve Health and Well-being: A Longitudinal Randomized Controlled Trial

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Extended periods of sitting and insufficient physical activity are recognized as risk factors for various physical and mental health issues, including cardiovascular disease ([Owen et al., 2010](#)), musculoskeletal discomfort ([Côté et al., 2008](#)), and stress ([Hamer et al., 2014](#)). These challenges impact personal well-being and burden organizations with higher absenteeism and lower productivity ([Pieper et al., 2019](#)), especially as increasingly sedentary office work raises employee risk ([Bailey, 2021](#)).

Recognizing the workplace as both a risk factor and a vital setting for intervention implementation, the World Health Organization ([2018](#)) emphasizes the importance of fostering physical activity at work. Minor behavioral modifications—such as structured exercise breaks—can potentially reduce health risks while simultaneously boosting employee well-being and performance. Although previous meta-analytic

research has established a positive link between workplace physical activity and health outcomes ([Conn et al., 2009](#); [Moreira-Silva et al., 2016](#)), critical questions remain unanswered: How do these interventions impact health over time? Which specific activities yield the most substantial benefits? The scarcity of longitudinal, high-resolution studies impedes the identification of the most effective strategies for enhancing workplace health ([Bordado-Sköld et al., 2019](#)).

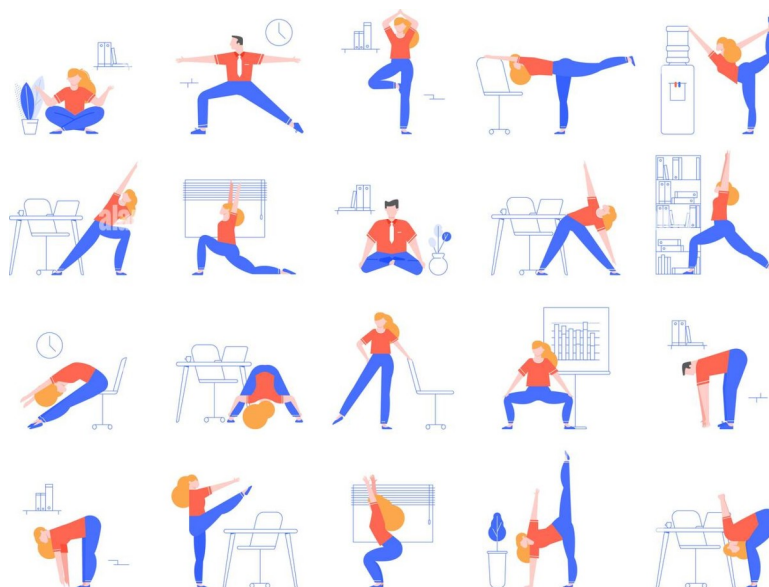
To address these uncertainties, we conducted a randomized controlled trial involving $N = 459$ office workers from five organizations. Participants were randomly assigned to one of three groups: office-yoga, walking, or a waitlist control group. The intervention groups were instructed to integrate either video-guided office-yoga exercises or short walking breaks into their midday routines, while the control group continued with their usual habits. The exercises were scheduled for a daily period of 10-15 minutes. Over a three-month period, we assessed musculoskeletal complaints (MSC)—both prevalence and intensity—as well as activation (vitality and vigilance) weekly. Considering the dynamic nature of health ([Fridrich et al., 2015](#); [Sonnentag, 2015](#)), we applied Bayesian Residualized Change Score Models (BRCSM; [Castro-Schilo & Grimm, 2018](#)) to evaluate improvements

Effects of Office-Yoga and Walking at the Workplace to Improve Health and Well-being: A Longitudinal Randomized Controlled Trial (continued)

from baseline to the end of the intervention, and Bayesian Latent Growth Models (BLGM; [Hesser, 2015](#)) to analyze health trajectories over time. Results from BRCSMs revealed small beneficial effect sizes for reducing MSC prevalence in both the office-yoga group ($d = -0.26$) and the walking group ($d = -0.31$), with the walking intervention showing a relative advantage in reducing MSC intensity ($d = -0.23$). Additionally, BLGM analyses indicated that participation in either intervention corresponded with a downward trend in MSC prevalence and MSC intensity compared to the waitlist control group, although no significant differences between the intervention groups emerged. Concerning participants'

activation levels, neither intervention demonstrated a beneficial or adverse effect. The findings remained robust with respect to concurrent sports, gender, and exercise familiarity.

In summary, our findings suggest that brief, low-threshold, and cost-effective workplace physical activity interventions—namely, office-yoga and walking—can improve musculoskeletal health without introducing undesirable side effects. However, the low baseline levels of complaints in the sample and the inconclusive role of intervention adherence as a potential mediator underscore the need for further research in the domain of workplace physical activity interventions.



Reference

Nath, A., Schimmelpfennig, S. & Konradt, U. (2024). Effects of Office-Yoga and Walking at the Workplace to Improve Health and Wellbeing: A Longitudinal Randomized Controlled Trial. *Occupational Health Science*, 8, 679–709. <https://doi.org/10.1007/s41542-024-00194-y>

Occupational Health Science Update

Bob Sinclair, Ph.D.

*Editor-in-Chief
Clemson University*

I am pleased to provide an update on Occupational Health Science. I think the journal is doing quite well and I would like to share just a few quick points about our continued progress.

First, our editorial team continues to evolve. While Tori Craig and Malissa Clark have stepped down from the editorial team (thanks to both for your work!), we were able to add Alexander Jackson (Middle Tennessee State), Heather Odle-Dusseau (Gettysburg College), and Chris Cunningham (University of Tennessee at Chattanooga) as Associate Editors, so we have net growth in the editorial team. Similarly, we have a slight increase in editorial board members from 108 to 112. As I have noted previously, this awesome group of people really is the journal in many respects as their contributions are vital to its success – along with all the great contributions of our authors. I am continually on the hunt for new reviewers and board members so if you are interested in/willing to review or if you have colleagues or current/former PhD students who might be interested in getting involved, please let me know.



The journal metrics continue to suggest that the journal is doing well. The two data points I get the most questions about are rejection/acceptance rates and impact factors. In 2023, we had 282 submissions and 28 acceptances (9.9%). In 2024, those numbers rose to 391 submissions and 45 acceptances (11.5%). The growth in submissions is great from my perspective as it highlights the increasing awareness of and interest in the journal. In prior reviews the acceptance rate was around 20%. As I have noted, there are some challenges in interpreting these numbers as to whether they reflect increasing rigor of the review process or increasing numbers of submissions that don't meet the journal's standards in one way or another. I do not know what percentage of the rejections are desk rejections (which indicate either poor fit of the topic or poor quality of the submission) but I do know that it is a fairly substantial number of the submissions. The large number of desk rejections inflates the rejection statistics so, while we maintain solid editorial standards for publications in the journal, it is not the case that only about 10% of the reasonably well-done studies on topics relevant to the journal get published. At my last update, we had an initial impact factor (IF) of 3.1. That number slipped to 2.1 in 2024. However, the initial impact factor was biased upward by having a few very highly cited submissions and a comparatively smaller number of articles published than we do now. I think the 2.1 IF is still very solid relative to the developmental stage of the journal.

Occupational Health Science Update (continued)


Another useful metric is the number of times our articles have been downloaded. They offer further evidence of the growing interest in the journal.

2021 = 48,765

2022 = 70,029

2023 = 137,293

2024 = 147,970

 Number of downloads
by year

Our managing editor recently sent me a couple of the download “stars” for 2024. The most downloaded paper was [Compassion Fatigue, Secondary Traumatic Stress, and Vicarious Traumatization: a Qualitative Review and Research Agenda](#) (Ravuvola, Vega, & Lavigne, 2019) with 18,008 downloads in 2024. Of recent papers (i.e., those published between 2022 and 2024), [Effects of Office-Yoga and Walking at the Workplace to Improve Health and Wellbeing: A Longitudinal Randomized Controlled Trial](#) (Nath, Schimmelpfennig, & Konradt, 2024) is the leader with 5,965 downloads in 2024. Congratulations to these authors and to all the other papers that have received interest in our field!

One of the journal innovations I have enjoyed the most is our invited papers where I ask experts in an area that seems to be of particular social importance to comment on the science behind the social policy issues. In March 2023 issue, we published a paper titled The Dobbs Decision and the future of Occupational Health in the US in which a group of authors (lead by Mindy Bergman and Vanessa Gaskins) commented on the various ways that the Dobbs decision will (mostly adversely) affect workers. Similarly, in March 2024, a team lead by Mikki Hebl and Eden King published a contribution titled [Understanding and Addressing the Health Implications of Anti-LGBTQ+ Legislation](#) that was unfortunately prescient of the current state of affairs in the US. I am also proud that, in the June 2024 issue, we published our first special issue/collection on Chronic Health Conditions and work with a guest editorial team led by Alyssa McGonagle. I have a couple of other invited papers and a special issue in the works that I am excited about. I am always open to suggestions or ideas if you have any you’d like to discuss.

What challenges do we face? The most important short-term challenge is finding and maintaining a good crop of reviewers. Beyond simply finding reviewers, the issues we face are probably common to most journals, including (1) reviewers turning down invitations to review revisions of papers where they were a reviewer on the first version, (2) poor quality reviews (although we are doing our best to weed out those reviewers), and (3) calibrating the review process so that all Associate Editors are using similar criteria to evaluate papers, particularly in regard to methodological and theoretical rigor. These are all fairly normal challenges for any journal, and I think we generally do well in managing them. So, while we have our challenges, the journal is doing great. Each year, we receive more submissions and interest in our publications continues to grow over time. Our Associate Editors and editorial board are doing incredible work – always we always need more help! We continue to pursue invited papers and special collections submissions and I would love to hear any ideas you have for other innovative topics and approaches. Thank you all for your involvement in Occupational Health Science as editors, reviewers, and authors! I look forward to working with all of you even more in the future!

Joint Congress of ICOH-WOPS & APA-PFAW



The Scientific Committee "Work Organisation and Psychosocial Factors" of the International Commission on Occupational Health (ICOH WOPS) and the Asia Pacific Academy for Psychosocial Factors at Work (APA PFAW) will organize their 2nd Joint Congress which will take place at the University of Economics, Ho Chi Minh City, Vietnam, from December 10-12, 2025.

- See the Congress website: <https://congress2025-imaginetomorrow.com>
- Promotion video: https://drive.google.com/file/d/1yJttTZx4WFN_O7nA0OGhImEr1ogQx9Oe/view?usp=drive_link).

It will be another opportunity to bring together leading and



distinguished academic researchers, practitioners, policymakers, and professionals from around the world. There will be a focus on cross-cultural aspects of work and stress. The deadline for submitting abstracts is April 23.

Scientific Affairs Committee (SAC) Update

The [SOHP Blog Series](#) was officially launched by the Scientific Affairs Committee in 2023! Blog posts cover topics ranging from interdisciplinary research methods in OHP, mega threats, work-family policies, and unique OHP jobs. Learn more about the SOHP Blog Series [here](#) and view submission guidelines [here](#).

If you would like to contribute to the SOHP Blog Series, we would love to hear from you. Feel free to contact the [Blog Coordinator, Rebecca Brossoit \(rbrossoit@rice.edu\)](#), to pitch your blog ideas and learn more about the blog writing process.

We look forward to connecting with you at the Work, Stress, and Health Conference in Seattle!

The Scientific Affairs Committee

Chair: Rebecca Brossoit

Members: Lacie Barber, Courtney Keim, Keaton Fletcher, & Madison Hanscom



Work, Stress & Health (WSH) Conference 2025: Challenges, Resilience and Community

M. Gloria González Morales, PhD (She / Her / Ella)

Associate Professor, [Claremont Graduate University](#)

President-Elect, Society for Occupational Health Psychology ([SOHP](#))

We are **thrilled to return** to a Work, Stress & Health (WSH) Conference in person on **July 8-11** at the **University of Washington, Seattle**.

Despite operating with limited external support in today's challenging sociopolitical climate, the strength of our community has transformed obstacles into opportunities.

One of the topics I research and hold dear is the challenge/hindrane model of work stress. Stressors can be seen as hindrances or obstacles to our success, but they can also represent challenges or opportunities for growth, learning, and improvement. Organizing a conference without the resources and support of long-term partners poses significant hindrances and can lead to many sleepless nights.

However, over the past year, SOHP members have demonstrated the strength, generosity, expertise, and resilience of our community. This conference embodies an inspiring, positive, and truly powerful story of learning, growth, and, with your support, hopefully, success. Together, we've transformed a significant and hindering stressor into a challenge, an opportunity for growth and connection. The secret is the resilience of our community.



Resilience in Action

While previous WSH conferences relied on substantial external funding and logistical resources, WSH2025 highlights the power of innovation and community resilience. We are grateful to the individuals who have devoted their time, energy, and expertise to serve on the WSH2025 steering committee, WSH2025 advisory committee, and the SOHP executive committee.

These committees have played a crucial role in our strategic planning:

- Working with a university venue instead of a traditional hotel or conference center, which offers both flexibility and cost-effectiveness
- Leveraging SOHP's existing infrastructure for website hosting and financial management to keep expenses low

Work, Stress & Health (WSH) Conference 2025: Challenges, Resilience and Community (continued)

- Securing affordable accommodation options for all participants. [Click here to reserve](#) a 3-night stay in beautiful Seattle during summer for \$247!

A Small, Supportive Conference Focused on Belonging

SOHP is dedicated to creating healthier and safer workplaces for people. Throughout planning and all conference activities, we remain committed to the values of belonging, respect, and well-being. These principles guide our research, practice, and every aspect of the conference experience. Examples of our focus on building community are:

- A community hub with poster sessions throughout the day to maximize community-building opportunities, especially for students.
- Inaugural doctoral consortium on Tuesday, July 8, and Best Student Paper Competition to support the work of our emerging scholars and practitioners.

We're finalizing an exciting program featuring:



- Pre-conference events on Tuesday, July 8: three workshops and the inaugural doctoral consortium (learn more on p. 15)
- An inaugural panel discussion on the well-being needs of Workforce 5.0, which includes workers from multiple generations with diverse backgrounds and complex well-being needs).
- A distinguished keynote featuring *Dr. Robert Sinclair*, a founding member and past president of the Society for Occupational Health Psychology, as well as the founding and current Editor-in-Chief of Occupational Health Science.
- **More than 250** presentations and posters throughout the conference.

The program outline is available at <https://workstressandhealth.com/>
The detailed program is available on our [conference submission platform](#)

Register Today!

Two **FREE** Workshops During the Conference at WSH 2025

From Research To Practice: Elevate Occupational Health Strategies

Ashley E. Nixon, Ph.D., SHRM-SCP, SPHR

Associate Dean of Academic Affairs

Willamette University

Co-Chair of the SOHP Education and Training Committee and WSH Program Committee

As the workplace continues to evolve, the demand for practical, evidence-based strategies to support employee well-being is more important than ever. At **WSH 2025**, we're excited to offer **two free in-conference workshops** designed to equip attendees with actionable tools to improve organizational health and effectiveness.

These highly engaging sessions focus on implementing and scaling workplace interventions that promote mental health, resilience, and performance:

Disseminating Evidence-Based Approaches

This workshop with Dr. Joel Bennett explores how to scale resilience-building programs while maintaining their core effectiveness across diverse settings.

Uncovering Context in Program Evaluation

This workshop introduces the **Effect Modifier Assessment (EMA)** protocol – a method for identifying contextual factors that influence intervention outcomes. This hands-on session is led by Drs. Suzanne Nobrega, Kasper Edwards, Mazen El Ghaziri, and Serena Rice.

Whether you're a researcher, consultant, or practitioner, these free sessions offer a valuable opportunity to expand your toolkit, apply the latest methods, and connect with others dedicated to building healthier workplaces.

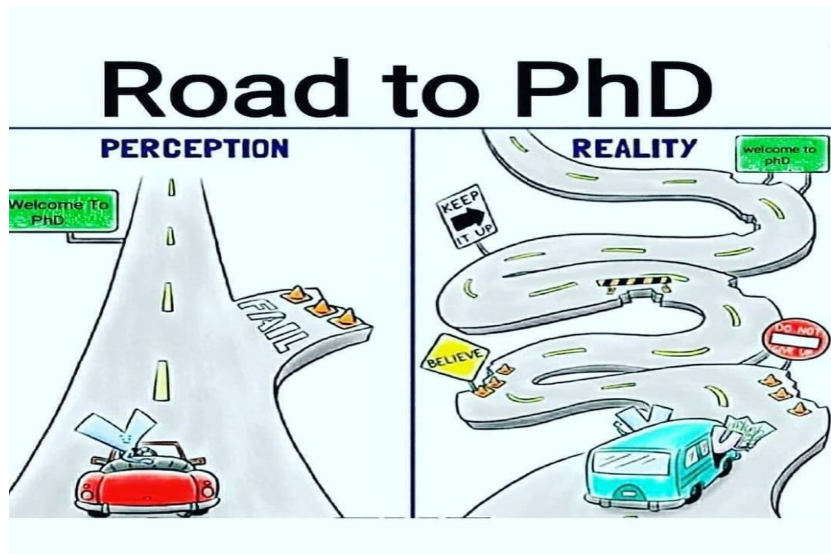


Don't miss your chance to be part of these cutting-edge discussions—join us at WSH 2025 and take advantage of these free professional development opportunities!

Doctoral Consortium: Calling All OHP Doctoral Students!

Join us for the First Annual Doctoral Consortium at WSH 2025—a full-day event designed to empower the next generation of occupational health psychology scholars and practitioners. This inaugural consortium offers a unique and valuable opportunity to connect with peers, network with established professionals in the field, and build lasting relationships within the OHP community.

Throughout the day, you'll engage in interactive sessions focused on key areas for early career development, including effective and inclusive teaching practices, how to strategically build and sustain your research pipeline, and navigating diverse career paths in academia, applied practice, or both. Whether you're just starting your doctoral journey or preparing for the next big step, this consortium is designed to offer practical tools, inspiration, and a supportive professional network.



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We will also have a networking lunch where you can connect with other students and professionals in OHP.

Don't miss this exciting opportunity to learn, connect, and grow at the start of what promises to be a valued annual tradition!

Stars of Tomorrow: Graduate Student Spotlights (NEW!)

Meet our featured graduate students! In our newly created spotlight segment, we highlight the research, achievements, and aspirations of outstanding students who are making an impact in their field.

Graduate Student Spotlight #1: Rosalyn Stoa



Rosalyn Stoa was a fifth-year Ph.D. candidate in Industrial-Organizational Psychology at Colorado State University. She is set to defend her dissertation titled “Safety Exists in the Context: The Role of Socialization in Relation to Newcomer Adjustment and Safety based on Self-Determination Theory.” Rosalyn’s research interests focus on workplace safety, particularly safety socialization, newcomer adjustment, and safety cynicism. Her interest in OHP began as an undergraduate, sparked by a health psychology course and her dual majors in business and psychology. That interest deepened as she sought programs with a health focus and found OHP. Her specific focus on safety emerged while refining a research grant proposal, leading her to an under-researched yet vital aspect of worker well-being.

One of the most rewarding aspects of Rosalyn’s graduate experience has been mentoring undergraduate research assistants. She is passionate about creating an inclusive, supportive environment where students feel like valued contributors to the

research process. Rosalyn encourages students interested in OHP to explore diverse industries and work environments. Through the Mountain & Plains Education and Research Center, she has visited various worksites, gaining valuable insight into how health and safety are perceived across roles and settings.

Outside of research, Rosalyn enjoys trying new hobbies, including crocheting, reading, and building a model greenhouse. She recommends the podcasts Maintenance Phase and If Books Could Kill for anyone interested in critical conversations around health and psychology.

Graduate Student Spotlight #2: Ian Siderits



Ian Siderits is a sixth-year Ph.D. candidate in Industrial-Organizational Psychology at North Carolina State University. He recently proposed his dissertation titled “Green Over Gold: A Comparison of Biophilic vs. Traditional Office Spaces.” Ian’s research interests focus on workplace nature contact, biophilic workspace design, employee trust dynamics,

Stars of Tomorrow: Graduate Student Spotlight (continued)

technology in the workplace, and overall employee health and well-being. His goal is to contribute to work environments that promote well-being and meaningfulness in employees' lives. Ian's passion for OHP grew from an early desire to help others. Originally interested in counseling psychology, he discovered I-O psychology and OHP as fields that combined his interest in people's well-being with his love of nature and applied research. The most rewarding part of Ian's graduate experience has been teaching and collaborating. He is passionate about helping students build connections and guiding them toward their career goals, while also engaging in

interdisciplinary research collaborations that spark curiosity and growth. His advice for students interested in OHP is simple: talk to people. He encourages students to connect with professionals, ask questions, and seek out new opportunities. Outside of his academic work, Ian enjoys glass jewelry making and creating educational resources, including guides on [I-O psychology basics](#), [AI tools](#), and [literature search strategies](#). He recommends the Coaching Outdoors podcast and the work of Catherine O. Ryan and Stephen R. Kellert for those interested in the connection between nature and well-being.

Upcoming Conferences

Meeting/Conference	Location	Date
Division of Health Psychology Conference 2025	Great Britain	June 4-5, 2025
2nd International Congress on Psychology & Behavioral Sciences	London, UK	June 12-13, 2025
Psychology Health & Safety Conference (PHSCON)	Sydney, Australia (hybrid)	June 19-20, 2025
International Society of Critical Health Psychology	Galway, Ireland	July 1-4, 2025
Work, Stress, & Health (WSH) Conference 2025	Seattle, WA	July 8-11, 2025
American Psychological Association	Denver, CO	August 7-9, 2025
International Conference on Occupational Health Psychology	Rome, Italy	August 21-22, 2025
6th International Conference on Research in Psychology	Oxford, UK	August 22-24, 2025
4th International Symposium to Advance Total Worker Health	Besthesda, MD & Virtual	October 21-24, 2025
International Conference on Occupational Health	New York City, New York	November 10-11, 2025

Advancing Worker Well-Being: The Society for Total Worker Health® and the 4th International Symposium to Advance Total Worker Health

The *Society for Total Worker Health* (STWH) is a vibrant professional community advancing holistic, science-based approaches to worker safety, health, and well-being. Aligned with the Total Worker Health framework developed by the National Institute for Occupational Safety and Health (NIOSH), STWH brings together researchers, practitioners, labor leaders, and advocates working to create healthier, more equitable work environments. The mission of the society is to serve as a hub, a community, for sharing new and innovative ideas to expand Total Worker Health research, training, education, dissemination, and real-world solutions.

One of the Society's signature events is the 4th International Symposium to advance Total Worker Health. The 2025 TWH Symposium will be held October 21–24, 2025, in Bethesda, Maryland. The event will be hybrid, with opportunities to participate either in person or virtually. Symposium programming will explore critical topic areas such as the challenges facing today's workforces, healthy workplace design, TWH intervention and implementation science, work and health inequalities, field advancement, and measurement tools and approaches.

Attendees will engage in interactive workshops, panel discussions, and poster sessions. The annual Society for TWH member meeting will be held in person at the conference! A highlight of this year's event is a keynote address by Janice Z. Gassam Asare, PhD, founder of BWG Business Solutions and a leading expert in workplace equity and inclusion.

Applications for registration scholarships open March 31, offering support for students and professionals actively implementing TWH strategies. Registration opens April 30, with early bird pricing available through June 15, 2025.

To learn more or get involved, visit www.society4twh.org.





International Symposium to Advance
Total Worker Health®

Early Bird Registration Opens Soon!



Register between April 30th - June 15th to save.

October 21-24, 2025
Bethesda, Maryland, USA

[Learn More](#)

Healthy Work Podcast: OHP Should Inform and Explore Public Policy

Keaton Fletcher, Ph.D.

Assistant Professor, Colorado State University



Through hosting the Healthy Work Podcast, I have had the opportunity to talk to brilliant OHP scholars from around the world, including a mini-series funded by EAOHP highlighting the work from members of the European Academy of Occupational Health Psychology. One thing that has stood out to me,

particularly when talking to our European colleagues, is the role of public policy in OHP issues. In our discussions, many EAOHP scholars highlighted how their work has informed government policy, changing or guiding regulations around the workplace experience to better worker safety and wellbeing (e.g., [Karhula, Leka](#)). Here in the U.S., I [interviewed](#) David Yamada, a law professor advocating for regulations around workplace bullying. Yet, the target audience of societal policy makers seems absent from the much of the discourse in our field. I argue here, and elsewhere ([Fletcher & Garcia, in press](#)), that government policy makers must be considered as central and key stakeholders in our science.

We know that, from a public health perspective ([Schmidt, 1994](#); [Tetrick et al., 2024](#)), primary interventions designed to eliminate risks, are more effective at widespread impact than secondary interventions (those designed to reduce impact of exposure on those at risk) or tertiary interventions (those designed to address the downstream consequences of exposure). And although it has been

argued that OHP “focuses on primary interventions” ([Tetrick et al., p. 212](#)), for many of us, there is a disconnect between this argued focus and the actual implementation of our work. Our practical implications sections are often centered on actions employees, frontline managers, or organizational decision makers can take (all secondary or tertiary actions). We often try to make the business case for why employee wellbeing matters. Rarely do we discuss sweeping societal changes that might eliminate some of these risks simply for the sake of bettering people’s lives. Similarly, we rarely study the individual experiences of societal policy changes that impact the workplace (e.g., tariffs/trade agreements, overtime regulation changes, etc.), leaving this to economists and political scientists who tend to overlook the internal experience of individual workers.

One may raise concerns akin to those highlighted by [Steele and Spector \(2024\)](#) that an appearance of advocacy undermines our perceived legitimacy as experts. Yet, I argue, our science has provided clear and grounded insight into a number of issues that are too large to tackle for any one individual or organization.

For many of us, impact can be reached through science-based advocacy or advisement of public policy. This may manifest as writing evidence-based public comments on proposed policy changes, collaborating with think tanks who write draft policy, or meeting with government representatives to discuss the science of OHP. The Society for Industrial and Organizational Psychology has an [advocacy academy](#) that may be helpful for those looking to take this

Healthy Work Podcast: OHP Should Inform and Explore Public Policy (continued)

hands-on approach. As researchers, we can begin speaking more toward public policy in our practical implications and research design (and reviewing this shifted focus favorably). We can attend interdisciplinary conferences that focus on workplace

policy (e.g., [Labor and Employment Relations Association](#)). And, for those interested in researching these societal-level impacts, I am guest editing a special issue in Occupational Health Science with a special call for OHP research that crosses into these macro-level issues.

References

Schmidt L. R. (1994). A psychological look at public health: Contents and methodology. *International Review of Health Psychology*, 3, 3-36.

Tetrick, L. E., Quick, J. C., & Quick, J. D. (2005). 15 Prevention perspectives in occupational health psychology. In A.-S. G. Antoniou & C. L. Cooper (Eds.), *Research companion to organizational health psychology* (pp. 209-217). Edward Elgar Publishing Limited.

Update on the 2025 Best Student Research Competition

Carrie Bulger, Ph.D.

Professor of Psychology, Quinnipiac University



At the upcoming WSH Conference in Seattle, SOHP will once again **honor a student-authored study through the Best Student Research Competition**. Student authors whose abstracts were accepted for presentation at the conference AND who indicated they wished to enter the Best Student Research Competition, have been notified that the next step is to submit a full manuscript to Dr. Carrie Bulger, the Chair of the Award Competition. Papers should be emailed to Dr. Bulger (carrie.bulger@quinnipiac.edu) no later than June 15, 2025 at 11:59 PM Pacific time (the same time zone as the conference!). Papers should not exceed 5500 words of text (research reports of about 3000 words are encouraged).

The purpose of the Best Student Research Competition is to recognize and draw attention to the outstanding student research conducted in occupational health psychology. Submissions of the papers will undergo a blind review. Student research will not be reviewed or judged by any person who may be an academic advisor to, or serve as a committee member for, that student. Papers are evaluated based on the excellence of the research, including connection to research and theory in OHP, creativity of the approach, quality of the research design, quality of results, and implications for theory and practice. Five finalists will be selected and will be recognized at the SOHP Reception at the WSH Conference. The winner will be selected based on an evaluation of the finalists' presentations at the conference.

EAOHP Updates

Juliet Hassard

Publication Officer for EAOHP,

Director of Postgraduate Research, Queen's Business School, Belfast, UK

The next European Agency for Occupational Healthy Psychology Bi-Annual Conference will take place from 15–17 June 2026 at the University of Helsinki, Finland's oldest and largest university. Founded in 1640, the university will host leading researchers, practitioners, and policymakers to explore the latest developments in occupational health psychology.

The 2026 theme is “Mental Health at Work: From Research to Policy and Practice.” The programme includes oral and poster presentations, invited symposia, and a special international session led by the International Coordinating Group for Occupational Health Psychology (ICG-OHP). Over three days, delegates will engage with cutting-edge research, innovative interventions, and vital policy discussions shaping the future of workplace well-being.



Keynote Speakers

- Professor Jari Hakanen (Finnish Institute of Occupational Health / University of Helsinki)
- Professor Sabine Sonntag (University of Mannheim, Germany)

Social Events

- Welcome Reception: Held at Helsinki City Hall, offering a warm Finnish welcome in one of Europe's most vibrant capitals.
- Conference Dinner: Hosted on 16 June at Sipuli Restaurant, a historic red-brick venue with views of Uspenski Cathedral—perfect for an unforgettable evening.

Post-Conference Workshops (18 June, 2026)

These interactive, small-group workshops offer a unique opportunity to deepen your knowledge and skills. Led by top international scholars and practitioners, sessions will focus on practical applications, methodological innovations, and evidence-based strategies for improving mental health at work. Ideal for both early-career and experienced professionals. The call for papers and registration opens in May 2025. We encourage early planning, as the conference will primarily be face-to-face. We look forward to welcoming you to Helsinki!

Advancing Occupational Health Psychology Through Inclusive Research Design

Valentina Bruk-Lee, Ph.D. and Ron Wolfart,

Florida International University (FIU)



Adults with intellectual and developmental disabilities (IDD) remain significantly underrepresented in the workforce and in the research that shapes the programs and policies intended to support them. The Healthy Work Lab at FIU aims to

address this by engaging in research methods that center the lived experiences of adults with IDD. We hope that our experiences in adopting inclusive, participatory methods to meaningfully engage individuals with IDD in the research process can help to shape best practices in occupational health psychology (OHP).

With support from the National Institute on Disability, Independent Living, and Rehabilitation Research, we are working to refine our Ready to Lead training program, which prepares managers to supervise employees with IDD effectively. Central to this effort is a commitment to inclusive research design, where people with IDD are co-researchers and collaborators of the research. Drawing on our experience and guided by the existing literature on inclusive research practices, our team identified and addressed common barriers to participation for individuals with IDD. Among these were inaccessible language, procedural

complexity, and limited flexibility in research processes.

To overcome these barriers, adults with IDD contributed to the development of our interview materials, consent procedures, recruitment flyers, and demographic surveys. They offered critical feedback on the accessibility of our study protocols - ranging from the language used to the design of study materials - that significantly shaped our research methods. Below we highlight a few of the many ways in which we designed our research to be inclusive, which we believe are transferable to a wide range of other studies.

- We formed an advisory board with representation from advocates, members with lived experience, and others from the relevant community.
- Throughout, we followed universal design principles and plain language guidelines to enhance comprehension and engagement.
- We simplified and provided instructions in multiple formats, embedded visual prompts to encourage participants to ask questions, shared our study materials in advance, provided sensory toys, and dedicated time to build rapport and reduce anxiety.
- When needed, participants could have a support person with them.
- We implemented strategies such as comprehension checks during the consent process to ensure participants understood the purpose and risks of the study.

- We considered the accessibility of our meeting space, offered written instructions on redeeming compensation, and offered travel stipends given the common reliance on public transportation among our sample.

The insights gained helped ensure that our findings adhered to the ‘Nothing About Us, Without Us’ principle, reflecting the preferences of individuals with IDD, rather than our own assumptions. Several important lessons emerged that may guide future research efforts in OHP. First, accessibility is not a final check, but a design principle that should be embedded from the start and throughout all aspects of research. Second, participatory research takes time and

involves building trust and meaningful relationships with the community. Third, the inclusive research practices we embedded in this study could be of benefit to all participants across other study topics by improving clarity and raising engagement in the research process. Lastly, we believe that the steps undertaken to ensure inclusive research methods strengthened the rigor of our study and enhanced the credibility of our findings.

We encourage researchers and practitioners alike to rethink traditional research paradigms and to adopt practices that actively engage the communities at stake. If you’re considering research that includes individuals with disabilities, we’re happy to share our tools, lessons learned, and approaches so that, together, we can remove barriers to research participation.



About SOHP

The **Society for Occupational Health Psychology (SOHP)** is a non-profit organization dedicated to the generation, dissemination, and application of scientific knowledge in order to improve worker health and well-being.

In order to achieve these goals, SOHP seeks to:

- Promote psychological research on significant theoretical and practical questions related to occupational health;
- Encourage the application of findings from psychological research to workplace health concerns; and
- Improve education and training related to occupational health psychology at both the graduate and undergraduate levels.

For comments on the newsletter or if you're interested in contributing, please contact:

Julie Lanz, Ph.D.

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How Do I Access Occupational Health Science?

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



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