

Welcome to the Society for Occupational Health Psychology Newsletter!

Fall/Winter 2018
Volume 20

Welcome to the Fall/Winter Edition of the Newsletter for the Society for Occupational Health Psychology

This edition begins with an update from our society's President, Tammy Allen, PhD, who will be announcing some very exciting things happening within SOHP. Also, Chris Cunningham, PhD introduces SOHP's New Practitioner Committee and the committee objectives.

We have featured a selection of columns from the 2017 Work, Stress, and Health conference, including a study by Kerri Nelson, MS and Vicki Magley, PhD on the effects of anticipated future interaction on employees' responses following sexual harassment experiences. Also, Kristi Lavigne, MS, Matthew Grawitch, PhD, and Sarah Palmer, MS share some findings from their research on the nature of workplace telepressure.

Alyssa McGonagle, PhD and William Shaw, PhD talk about some of the interventions they have been working on to support workers with chronic health conditions and chronic pain in the workplace. We also share an insider's perspective from practitioner, Nancy Larson, PhD, on strategies she created to address ergonomic (human factors) issues in the workplace.

We also include past conference reports by Peter Kelly, MSc on The European Academy of Occupational Health (EAOHP), and an update from L. Casey Chosewood, MD, MPH on the 2nd International Symposium to Ad-

vance *Total Worker Health*[®] conference, which took place earlier in 2018.

Be sure to mark your calendars for the 13th International Conference on Occupational Stress and Health, "Work, Stress and Health 2019: What Does the Future Hold?" This conference will be held at the Sheraton Philadelphia Downtown, Nov. 6-9, 2019.

We are also happy to share an announcement about a recently published book, *Educator Stress: An Occupational Health Perspective*, edited by Teresa Mendonça McIntyre, Scott E. McIntyre, and David J. Francis. This book presents an international perspective on key challenges facing educators and contributing to stress.

Last, but certainly not least, we are excited to welcome our new production editor, Katrina Burch, PhD, who has marvelously worked on bringing a new design to our society's newsletter. A special thank you to the contributors and the editorial team for your work and dedication; this newsletter would not be here without you!

We hope you enjoy this issue of the newsletter and wish you a very Happy and Healthy Holiday Season! If you have any comments or would like to write an article for a future issue, please reach out and let us know:

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Tanya Sidawi-Ostojic



Gary Giumetti



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SOHP Presidential Column 2018

Dear SOHP Members,

It's been a pleasure serving as President this year. I'm delighted to work with such a talented team of board members and committee chairs committed to advancing the mission of SOHP. This is a collaborative team of individuals all dedicated to enriching and enhancing the study and practice of OHP.

This newsletter is a perfect opportunity for me to share some of the exciting things happening within SOHP. As I began my presidential term, I had an overarching goal, to expand and deepen our reach, both to members and to external entities, that could benefit from our expertise. To that end, I want to share with you some of the exciting things we have happening in this regard.

One key way to expand and deepen our reach is to better serve the OHP practitioner community. To help achieve that goal, we have established a new standing committee charged with the purpose of attracting, retaining, and addressing the needs of the OHP practitioner community. President-elect, Chris Cunningham is leading the charge. Please see Chris's column elsewhere in this newsletter for more information and ways in which you can become involved.

In September you may have seen the Call for Series Editor Nomination that went out over the OHP listserv for a new book series entitled, *Occupational Health Psychology: From Research to Practice* (OHP: FRTP). The goal of the OHP: FRTP book series is to produce focused and prescriptive volumes that translate research and practice knowledge with regard to OHP into practical, "how-to" advice on issues of worker health, safety, and well-being. We believe this authored book series will be a great way to reach managers in organizations and share the great deal of expertise held by our members to improve organizations. As of this writing, the deadline for nominations has recently passed and I am delighted to report that Russell Matthews has been appointed as the inaugural

series editor. Russell's research background and connections with the OHP community make him especially suited to fulfill this role. However, anyone in the OHP community can be involved in this effort. What do you see are the key issues facing managers and OHP practitioners in organizations for which a "how-to" book could be a valuable resource? Send us your ideas. Another idea on the horizon is that we can use books from this series as the foundation for developing certification courses on key OHP topics.

Other News

As you know, membership in SOHP includes a subscription to *Occupational Health Science* and to the *Journal of Occupational Health Psychology* (JOHP). What a bargain, right? Because JOHP has been so successful, it is moving from four to six issues a year. This increases costs for the print journal. APA is passing this cost along to SOHP. As a consequence for those of you who want a print copy of the journal, there will be a \$12.00 surcharge to your membership dues. Electronic access will continue to be included in your membership dues with no additional fee.

I hope you have the next Work, Stress, and Health conference on your calendars (<https://www.apa.org/wsh/>). Gwen Fisher and I are serving on the conference committee, with an assist from Lisa Kath. There are some super special sessions being planned around the Future of Work. Mike Ford is chair of the preconference workshop committee and our E&T co-chairs, Irvin Schonfeld and Ashley Nixon, are planning some great sessions to occur during the conference. SOHP is involved in virtually all aspects of the conference planning process. The conference is already shaping up to be a can't miss event. The call for proposals is now open, so submit early and often.

In closing, please feel free to contact me with suggestions, comments, and even complaints! Working together we can continue to advance the field.

Connecting With Those Who Practice: Introducing SOHP's New Practitioner Committee

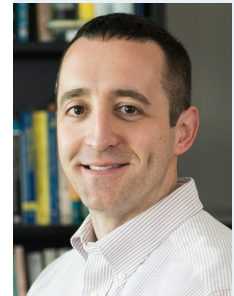
Did you know that SOHP has a new standing committee? I'm guessing the answer is probably "No" and I'm also pretty sure I am right on the verge of losing your interest with this lead-in. The thing is, this new standing committee is really important to the current and future viability of SOHP and the broader field of OHP. Am I getting closer to grabbing your attention? In this brief article, my goal is to explain the rationale for the existence of this new standing SOHP committee and to hopefully engage your help as we work toward addressing the purpose of the Practitioner Committee, which is to promote the inclusion and participation of practitioners (psychologists or otherwise) in SOHP.

The field of OHP is fascinating and rich, given the diversity of topics addressed by individuals working toward understanding and addressing the many complex occupational health and safety-related challenges that exist. In recent years, we have seen tremendous growth in the availability of resources to help with educating students and researchers about the history and current state of this field and its applications and translations to practice, including Leka and Houdmont's (2010; <https://bit.ly/2lgM3cZ>) overview of research, Schonfeld and Chang's (2017; <https://bit.ly/2PZsp7G>) updated summary of our science and review of the history of the field, Cunningham and Black's (2019 via Routledge) application-focused text for practitioners, the new *Occupational Health Science* journal, and a new SOHP series of applied translational texts targeting different areas of OHP. These resources are all fantastic and valuable to our efforts to educate and engage members of our field. Unfortunately, education alone is not sufficient to increase SOHP's connections to the active occupational health practitioner community.

When the current SOHP Executive Committee began meeting this past spring, one of the first items that came up for discussion was how we as a society might be able to broaden our impact, both in terms of OHP research *and* practice (you know, addressing the science and practice aspects of our profession). One critical step toward ac-

complishing this goal is to increase our connection with practitioners working to address a wide variety of occupational health challenges. Doing this increases the reach and impact of our society, and also provides more opportunities for us to engage and learn from a wider variety of professionals. Reviewing our current membership details, it became apparent that although many SOHP members are both researchers and practitioners, we have a disproportionately small number of members who identify primarily as an occupational health practitioner. This has been a challenge facing our field since its inception, and there has always been concern and debate over what an OHP-career could look like, outside of academia or an applied research setting. Given that I primarily teach and work with master's level practitioners, I am particularly interested in helping SOHP increase our targeted education and society visibility efforts within various practitioner communities. This is not to the detriment of our strong and critical base of researcher members, but rather to improve our ability to see the great work being done by OHP researchers to be translated into practical applications that impact real workers.

There are MANY professionals out there with training in psychology and other behavioral and social science fields, and also in engineering/design and allied health fields who apply their knowledge and expertise to address occupational health challenges every day. With unanimous support from the SOHP Executive Committee, we have created this Practitioner Committee to better and more fully engage with OHP practitioners. This is being accomplished through targeted outreach with practitioners and through efforts to build connections between SOHP and other professional organizations to which these practitioners may already belong. We are working to ensure that what we know and understand within OHP today is being disseminated and applied as accurately and widely as possible, especially to practitioners who are in positions to use this knowledge to improve the quality, safety, and general health of work experiences on a daily basis.



Christopher J.L. Cunningham, PhD

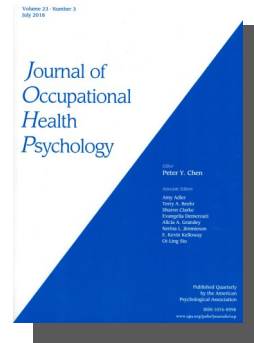
SOHP President-Elect

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Now that you have read this far, I take comfort knowing deep down that you are already thinking about how you can help us increase the practitioner base within SOHP *and* about how SOHP can better meet the needs of our practitioner members. One of the very best things you can do is make your practitioner colleagues aware of SOHP and the benefits of membership, which include access to cutting-edge OHP science and a growing network of professionals with expertise in all areas of occupational health, wellness, safety, etc. If you have ideas about how SOHP could be more relevant to practitioners, we want to hear those as well. Another way you can help is by sharing your ideas regarding how to reach and engage occupational health practitioners. You can reach out to me directly (practice@sohp-online.org) or to any other members of SOHP's Executive Committee with your ideas. Finally, we have room on this committee for a couple of additional members. If you are also passionate about applying OHP science to practice, and you are interested in getting involved in SOHP operations, please consider joining this committee as we continue this work.



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New in 2018

Occupational Health Psychology Included in the Oxford Bibliographies in Psychology Series

Oxford University Press publishes annotated bibliographies in virtually all academic disciplines, including psychology. In 2018 Oxford added an annotated bibliography devoted to occupational health psychology to its series Oxford Bibliographies in Psychology, reflecting the increasing recognition of OHP. The bibliography was written by Irvin Schonfeld, PhD, MPH of the City College of CUNY. Oxford Bibliographies in Psychology is available at most university libraries.

The Effects of Anticipated Future Interaction on Employees' Responses Following Sexual Harassment Experiences

Those with whom we work often “make or break” the work environment, especially when considering workplace mistreatment; yet, research has not examined how employees react when colleagues with whom they must frequently interact have sexually harassed them. Although sexual harassment can be a one-time occurrence, research shows that these experiences and their consequences are often ongoing (Glomb et al., 1999). Thus, we propose that it is important to distinguish between victims who anticipate interacting with the perpetrator again and those who do not to better understand victims’ responses. We address this gap by exploring how this anticipation affects victims’ appraisals and coping using uncertainty reduction and transactional stress theory frameworks.

According to uncertainty reduction theory, people are motivated to reduce uncertainty when deviant behavior has occurred, they anticipate future interaction, and there is incentive to act (Berger, 1979). Thus, this theory seems to suggest that sexual harassment victims anticipating future interaction with a perpetrator might be more motivated to reduce uncertainty than those who do not. However, whereas the anticipated future

interaction literature focuses on initial interactions, workplace relationships often have some level of familiarity. Therefore, anticipated future interaction in workplace relationships may be perceived differently, especially for sexual harassment, and these differences may influence appraisals and coping.

In the current research, we operationalize appraisal and coping by drawing on transactional stress theory. Previous research has shown that victims of sexual harassment cope in various ways. Whereas some victims utilize indirect methods (e.g., avoidance), others use direct methods (e.g., assertion: Magley, 2002). Notably, victims utilize direct methods less often because of higher perceived risk (Gutek & Koss, 1993). The current study examines two strategies, assertion and formal relief, to better understand anticipated future interaction’s impact on direct coping. However, according to theory, coping cannot be fully understood without first considering appraisal as an important mechanism influencing coping choice (Lazarus & Folkman, 1987). We operationalize appraisal as victims’ perceptions that their situation is changeable and examine it as a mediator between experiences and coping.



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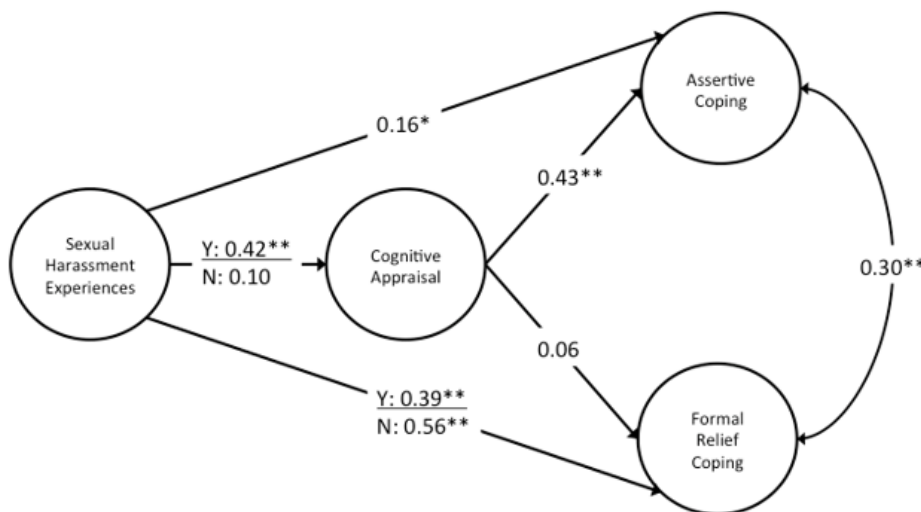


Figure 1. Anticipated future interaction multi-group model with standardized regression coefficients. Paths denoted by a single coefficient did not significantly differ between groups. When paths significantly differed by group: Y = yes, anticipated future interaction, N = no, no anticipated future interaction. ** $p < .01$, * $p < .05$

Previous research has shown that people experience stress and feel less comfortable when anticipating future interaction (Shaffer et al., 1987). Therefore, victims anticipating interaction may feel particularly distressed because direct responses can come at a high cost (e.g., retaliation). Thus, we hypothesized that these victims would be less likely to perceive experiences as changeable than those not anticipating interaction. In turn, theory suggests that people will be less likely to use direct, problem-focused coping when stressors are perceived as unchangeable (Lazarus & Folkman, 1987) and will avoid direct coping methods because they fear backlash (Vijayasiri, 2008). Therefore, we also hypothesized that those anticipating interaction would be less likely to act on their appraisals directly by asserting or reporting than those not anticipating interaction.

Data were collected via an online survey about sexual harassment from 556 employees, of whom 260 reported at least one harassment experience (Mage=40.12, 71% female). Participants were divided into two groups: “Did your work role require you to continue to interact with the person who bothered you?” 119 anticipated future interaction and 141 did not. These two groups were used to test an overall model connecting harassment, appraisal, and coping with the understanding that these relationships may differ between groups. Sexual harassment experiences were measured using 12 items adapted from the Sexual Experiences Questionnaire (SEQ-DoD: Fitzgerald et al., 1999). Appraisal was measured using four items related to problem-focused and emotion-focused coping potential and positive and negative future expectancy (e.g., “Did you think you would be able to make things better?”: Bunk & Magley, 2013). All coping items were drawn from the Coping with Harassment Questionnaire (CHQ: Fitzgerald, 1990). Assertive coping was measured using four items capturing behavior directed towards the perpetrator (e.g., “I stood up to the person [asked the person to leave me alone]”). Formal relief coping was measured using seven items capturing behavior related to making a formal

complaint to management or a union, filing a grievance, or requesting an investigation (e.g., “I made a formal complaint to my company”).

We tested this multi-group SEM model (Figure 1) using Mplus (Muthén & Muthén, 1998-2015), following standard procedures for multi-group analyses. The final model had an acceptable fit (CFI=0.94; RMSEA=0.08). Contrary to hypotheses, there was a positive direct effect of experiences on assertive coping, regardless of group. Further, appraisals partially mediated this relationship for only those anticipating interaction ($c'=.18$, 95% CI: [.106, .255]). There was also a positive direct effect of experiences on formal relief coping for both groups, though this effect was stronger for those not anticipating interaction. Contrary to hypotheses, appraisals did not mediate this relationship.

The results demonstrate that employees anticipating future interaction with perpetrators may appraise and cope with experiences somewhat differently than those who do not. Notably, appraisals were important for those who anticipated interaction and chose to confront the perpetrator. In fact, when considering the total effect, those anticipating interaction were more likely to assert than those who did not. Because these victims must see the offender again, they may be particularly sensitive to the consequences of remaining silent. Thus, they may be motivated to reduce uncertainty regarding future mistreatment by telling perpetrators that their actions are unwanted. In contrast, appraisals did not play a role in formal relief coping. Rather, reporting was more likely as experiences increased. However, those not anticipating interaction were slightly more likely to use this method, implying that they may perceive less risk.

Notably, our findings have implications for future sexual harassment research as well as sexual harassment interventions. Future research could benefit from extending this study to also consider the role of perceived coping effectiveness in un-



derstanding the trajectory of victims' responses when they do and do not anticipate future interaction with the perpetrator. Although it is promising that victims who anticipated interacting with the perpetrator again were willing to assertively respond when they felt that they could improve the situation, it is unclear whether this assertive behavior actually served to end future harassment. Given that victims of sexual harassment may choose to engage in a variety of coping behaviors, understanding not only how coping patterns might differ but also how the perceived effectiveness of those behaviors might change depending on whether future interaction is anticipated would be valuable.

Practically, our findings also suggest a potential need to account for anticipated future interaction in the design of sexual harassment interventions and support systems. For example, if victims who anticipate interacting with the perpetrator in the future are more likely to assert and are somewhat less likely to formally report than those who do not anticipate future interaction, it may be the case that current support systems designed to encourage formal reporting, which can often be a long process, might stop short of meeting the immediate needs of those who have to interact with the perpetrator on a regular basis after the harassment occurs. Overall, our study suggests that anticipation of future interaction may be an important, yet overlooked, contextual factor influencing how victims respond to workplace mistreatment.

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Interventions to Support Workers with Chronic Health Conditions and Chronic Pain in the Workplace

An estimated 68% of the U.S. working population has one or more chronic health conditions, including chronic pain, and associated productivity-related costs for organizations exceed \$153 billion per year (Witters & Agrawal, 2011; Gaskin & Richard, 2012). Although many people with chronic health conditions and chronic pain work successfully with few or no problems, others face significant work-related challenges that can lead to poor quality working life, burnout and poor work ability. This presents an opportunity for OHP researchers and practitioners to help address challenges and promote well-being, work ability, and quality of working life for affected workers. This article provides a brief overview of some of the work that we and other researchers have conducted in this area.

Although chronic health conditions vary in terms of their symptomatology and progression, and severity varies both within and between conditions, *common work-related challenges* exist. These include balancing working hours and attendance with health care needs; deciding whether to disclose a condition at work; effectively communicating with supervisors and colleagues; attaining needed accommodations; coping with stressors; and career planning considering functional limitations (McGonagle & McMillan, 2017; Schneider et al., 2011; Tveito, Shaw, Huang, Nicholas, & Wagner, 2010; Varekamp, Van Dijk, & Kroll, 2013).

Work factors that help workers with chronic health conditions and pain stay employed include job leeway/control, schedule flexibility and supervisor support (Shaw et al., 2012; Teasell & Bombardier, 2001; Feuerstein & Theborge, 1991). These factors have been well-studied in the work-family literature, and the research demonstrates that organizational interventions to address these factors are helpful (Moen et al., 2016; Odle-Dusseau, Hammer, Crain, & Bodner,

2016). While it's clear that organizations should intervene to increase control, flexibility, and supervisor support to improve quality of working life for all workers, these factors are notably critical to workers managing health problems.

In addition to job control, flexibility, and supervisor support, research demonstrates that there are other ways to help promote work longevity and well-being in workers with chronic health conditions and chronic pain that are well-suited to *individual intervention*. These include assisting workers with effective problem-solving, gaining confidence in work abilities, communicating needs assertively and judiciously with coworkers and supervisors, developing coping strategies for managing symptoms at work, and developing skills in managing work roles, family roles, and health needs (Beatty & McGonagle, 2016; Karoly, Ruehlman, & Okun, 2013; Oakman, Kinsman, & Briggs, 2017; Shaw, Feuerstein, Haufler, Berkowitz, & Lopez, 2001; Varekamp, Verbeek, & van Dijk, 2016).

The Manage at Work study, led by Dr. Shaw, was a randomized, controlled trial of a five-session group program for workers with chronic health conditions and chronic pain on-site in organizations with five participating employers (Shaw et al., 2014). The program, which incorporated the aforementioned topics, showed significant improvements in worker engagement and well-being (Besen, Tveito, McLellan, & Shaw, 2017).

Dr. McGonagle led a randomized, controlled trial study of a six-session, one-on-one coaching intervention for workers with chronic health conditions and chronic pain. We found significant improvements in participant work ability and personal well-being (McGonagle, Beatty, & Joffe, 2014).

We, along with a team of expert collaborators, are now proposing an eight-week, self-managed online program for workers with chronic health conditions and chronic pain that will incorporate educational materials and exercises relating to goal setting, problem solving, pain management, assertive communication and disclosure, work-life-health balance, maintaining physical safety, stress management and coping, and the Americans with Disabilities Act. We see a great need and opportunity for OHP researchers and practitioners to help in this area and hope to see research and practice continue to address these issues.

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Organizational Ergonomics from the Perspective of a Practitioner

The expertise of human factors and ergonomics specialists has been applied to systems, jobs, and the design of work in order to reduce human error and improve human performance. “Ergonomics (or human factors) is ... concerned with the understanding of the interactions among humans and other elements of a system ... in order to optimize human well-being and overall system performance” (Larson, 2012).

As a practitioner, working within two global Fortune 100 companies, I wore many ‘hats.’ Over my career, I have conducted thousands of individual workstation evaluations in offices and manufacturing operations; built alliances and collaborated with numerous departments

including occupational medicine, facilities management, engineering, human resources, and legal, not to mention the variety of individual business departments; established global ergonomics program expectations; and provided program performance results to executive management.

Whereas there are as many variations of company-focused ergonomic programs as there are business models and company cultures, virtually all programs share the common goals of enhancing employee well-being and providing safe and healthy work conditions and providing economic value to the company.

Table 1. Ergonomic Problem Strategies

Strategy & Scope		Measure of Success	Core Competencies	Organizational Location
Business Champion / Technical Expert Unique solutions to individual problems.	Assess and implement solutions for infrequently occurring or unique ergonomic issues. Often initiated by specific employee request or need. Efforts are conducted locally to meet well-defined specific need.	Resolution of individual's MSD symptoms through workstation redesign or equipment changes. Success is dependent upon knowledge and skill of a technical expert to resolve ergonomic issues.	-Ergonomics Technical Expertise -Training	Expertise provided as part of technical department or contract resource.
Participatory Ergonomics Collaborative efforts to create solutions to address ergo issues that cross department responsibilities.	Cross functional teams, led by technical experts identify appropriate solutions, including participants from across the company identify and create solutions to complex and interdependent ergonomic issues. Solutions focus on programs, training, and tools. Efforts are conducted across business organizations.	Establishment or revision of processes, jobs, or programs to address cross-functional ergonomic issues. Success is dependent upon collaborative efforts to implement systems and processes enabling locations to achieve company-wide prioritized objectives.	-Ergonomic Technical Expertise -Project Management -Collaborative Leadership -Program Development -Training	Leadership from a business or technical department. Internal or contract expert resource.
Macro-ergonomics Strategic focus utilizing ergonomics to achieve business objectives.	Create strategic policy, programs and performance expectations for consistent application of ergonomics, to support business objectives and achieve conformance to internal and external requirements. Typically instigated when ergonomics is recognized as an integral part of achieving business objectives and when there are efficiencies to be gained by comprehensive, company-wide initiatives.	Implementation of sustainable, effective and efficient policy, programs and standards that support ergonomics. Success is measured by achievement of corporate-wide goals and business objectives.	-Strategic Planning -Systems and Program Development -Compliance Assurance	Leadership, from department with global/ corporate responsibility.

The challenge is how do we, as practitioners, understand our responsibilities. Is it to provide assistance to an individual employee or create a platform for ergonomics and human factors to be integrated throughout the company? Of course, the answer depends upon the unique business need and business culture. And, the answer within a company changes over time as leadership and business climates change. Over the years I developed a table (see Table 1 on page 10, Larson, 2005) that provides a context to help me answer these questions. The table

summarizes ways to assess ergonomic problems within an organization, and could be used by individuals in various fields.

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NIOSH Holds 2nd International Symposium to Advance Total Worker Health®

NIOSH's *Total Worker Health* (TWH) program convened the [2nd International Symposium to Advance Total Worker Health®](#) which was held May 8-11th on the campus of the National Institutes of Health. Many SOHP colleagues and stakeholders attended, presented, and chaired sessions during the event.

Begun in 2014, the **International Symposium to Advance Total Worker Health** is the only NIOSH-sponsored public conference focused solely on advancing Total Worker Health research, practice, policies, and programs. Bringing together experts from academia, labor, business, and government, the Symposium examines opportunities to make workplaces safer and improve the health and well-being of the workforce across the nation and world.

The theme for the 2018 Symposium was **Work & Well-Being: How Safer, Healthier Work Can Enhance Well-Being**. The TWH Program supports the development and adoption of ground-breaking research and best practices of approaches that emphasize the opportunities to sustain and improve worker safety and health through a primary focus on the workplace. The TWH approach integrates workplace interventions that protect safety and health with activities that advance the overall well-being of workers. Establishing policies, programs, and practices within the workplace that focus on advancing the safety, health, and well-being of the workforce may be helpful for individuals, their families, communities, employers, and the economy as a whole.



L. Casey Chosewood, MD, MPH
Office for Total Worker Health, NIOSH



TWH explores opportunities to both protect workers from hazards and *advance* their health and well-being by targeting the conditions of work. Our 2018 Symposium theme explored a broad range of topics related to the core values of TWH: safer work, healthier work design, and better defining and understanding worker well-being. Representatives from across the spectrum of occupational safety and health were in attendance. The expanded Symposium highlighted 4 years of new research, new interventions, and new partnerships in the field of TWH. More than 100 presenters shared the latest science on TWH and integrated practices, providing more than 70 hours of unique instructional content.

This year's symposium welcomed almost 400 participants from 15 countries. About 15% of attendees were from countries outside the United States, providing global perspectives and novel insights. With the highest number of presenters and participants ever convened for the topic of TWH, over 37 states were represented and 70 attendees attended pre-symposium workshops. Over 170 abstracts were submitted, rounding out a robust scientific portfolio. Presenters spoke on nearly every traditional occupational safety and health topic as well as dozens of late-breaking talks on emerging risks, the new economy, and the powers and perils of technology.

In opening keynotes and plenaries, attendees heard from our new, young, dynamic [Surgeon General Dr. Jerome Adams](#), who inspired participants to see worker health as an essential priority for a better, more prosperous nation. He made it clear that he understands that good work is critical to our families and our communities. His passion about the opioid crisis is clearly personal and hopefully will motivate all of us to do more in our own organizations to address it.

Attendees also heard from the UK's Dame Carol Black. Her clarion call for us to do more for mental health challenges facing workers, often directly from or exacerbated by challenging working conditions, resonated loudly and clearly.

We visited the inspiring [Blue Zones](#) together in Mr. Tony Buettner's address and gained global

insights from Mr. Hans-Horst Konkolewsky of IS-SA. Thursday's final keynote address from Zen Buddhist teacher, physician, and Harvard professor [Dr. Robert Waldinger](#) prompted reflections on personal work fulfillment.

A few final, personal takeaways shared during the week in Bethesda for me include:

- The nature of our work, as a force for both challenge and opportunity, *matters* now more than ever before.
- Work, as we know it, is rapidly *changing*, and with its shifting winds, our individual and collective health hangs in the balance.
- New paradigms and novel approaches for advancing worker safety, health, and well-being are necessary in this quickly evolving environment.

TWH approaches are increasingly showing promise and are a vital part of the solution to the complex challenges and exciting opportunities facing today's workers.

We cannot advance TWH or realize its full potential alone. Partnerships and collaborations are essential if we wish to improve worker safety, health, and well-being. NIOSH looks forward to working with all of you in the years that lie ahead. To find abstracts, information on continuing education, or other symposium details, please visit the [official website](#) of the symposium. Find highlights on Twitter by searching #TWH2018.

Book Announcement

Educator Stress: An Occupational Health Perspective

This book brings together the most current thinking and research on educator stress and how schools and school districts can support quality teachers and quality education. It adopts an occupational health perspective to examine the problem of educator stress and presents theory-driven intervention strategies to reduce stress and support educator resilience and healthy school organizations.

The book provides an international perspective on key challenges facing educators such as teacher stress, teacher retention, training effective teachers, teacher accountability, cyberbullying in schools, and developing healthy schools.

Divided into four parts, the book starts out by introducing and defining the problem of educator stress internationally and examining educator stress in the context of school, education system, and education policy factors.

Part I includes chapters on educator mental health and well-being, stress-related biological vulnerabilities, the relation of stress to teaching self-efficacy, turnover in charter schools, and the role of culture in educator stress. Part II reviews the main conceptual models that explain educator stress while applying an occupational health framework to educational contexts. Part II underlines the role of organizational factors, including work organization and work practices. Part II also proposes a dynamic integrative theory of educator

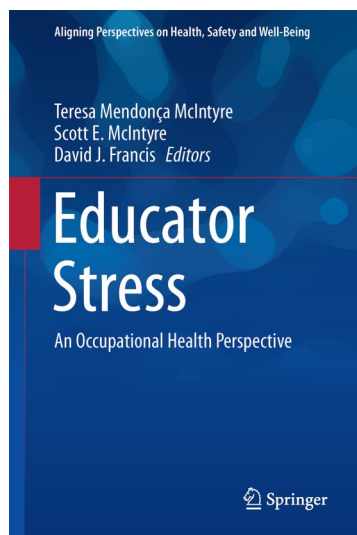
stress, and highlights the changing nature of educator stress with time and context. Part III starts with the definition of what constitutes a healthy school organizations as a backdrop to the following chapters. These next chapters review the application of occupational health psychology theories and intervention approaches to

reducing educator stress, promoting teacher resources and developing healthy school systems. The chapters in Part III review interventions at the individual, individual-organizational interface, and organizational levels. Part III ends with a chapter addressing cyberbullying, a new challenge affecting schools and teachers. Part IV discusses the implications for research, practice and policy in

education, including teacher training and development.

In addition, Part IV presents a review of methodological issues affecting research on educator stress and identifies future trends for research on this topic, including the use of ecological momentary assessment in educator stress research.

The editors' concluding comments reflect upon the application of an occupational health perspective to advance research, practice, and policy directed at reducing stress in educators, and promoting teacher and school well-being.



Teresa Mendonça McIntyre, Scott E. McIntyre, David J. Francis (Eds.)

Educator Stress: An Occupational Health Perspective

Series: Aligning Perspectives on Health, Safety and Well-Being
Presents an international perspective on key challenges facing educators and contributing to educator stress.

- Showcases the application of occupational health psychology models and intervention approaches to educator stress.
- Illustrates the application of innovative research methodologies to study educator stress.
- Offers an integrative and comprehensive review of theory, research, methodology, and interventions on educator stress.

Available from your library or springer.com/shop

Work, Stress and Health Conference Call for Proposals Now Open!

Share what you know about the future of work and healthy workers with an international, multidisciplinary audience at the 2019 Work, Stress and Health conference.

Submit your proposal for an opportunity to present a paper or poster, or to participate in any of the different types of engaging presentation sessions. **Submission deadline is January 28, 2019.**

“What Does the Future Hold?”

The 2019 conference will give special attention to the workplace of the future. As the world copes with growing economic, political, environmental, and social changes, what can organizations do to sustain the health and productivity of their workers? How do we design and manage organizations to accommodate the needs and use the skills of a changing workforce?

About Work, Stress and Health

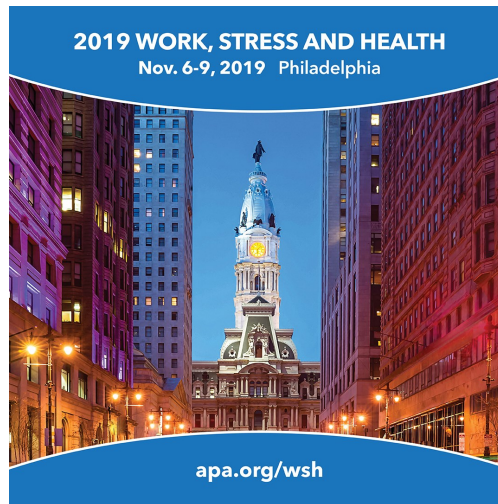
The Work, Stress and Health conference is organized by the American Psychological Association, the National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology.

Conference participants come from a variety of fields, including behavioral and social science, medicine disci-

plines, public health, social services, industry groups, military, and emergency response.

Scientists, practitioners, and students in these and related fields are encouraged to pre-

sent their latest research and organizational interventions.



Word Scramble Answers: danger, telepresence, harassment, fatigue, ergonomic, psychosocial, intervention, depression.

Does the Pressure from Workplace Telepressure Come from the Environment or from Within Us? And Does it Really Matter Anyway?

The rise of information communication technologies (ICT; e.g., email, cellular phones, video conferencing, collaborative software) in the workplace has often been lauded as a positive change in employee communication, allowing for numerous benefits such as productivity, creative collaboration, organizational flattening, and work-home flexibility (Rice & Bair, 1984; Sproull, Kiesler, & Kiesler, 1992). More recently, however, focus has turned to the potential “dark side” of increased technology use at work as employers and employees have grown dependent on, and expectant of, that constant connection to work (Dabbish & Kraut, 2006). New York City has gone so far as to propose legislation to prohibit employers from requiring workers to stay connected outside of working hours (Wolfe, 2018).

In an attempt to study the detrimental effects of this inability to “unplug” from work-related communication technologies, two I-O psychologists have recently coined the term *workplace telepressure*, defined as a preoccupation with and urge to respond promptly to any work-related ICT messages during personal or business hours (Barber & Santuzzi, 2015; 2017). Workplace telepressure occurs as a consequence of the autonomy paradox (Mazmanian, Orlikowski, & Yates, 2013) or the felt need to stay connected to the workplace through ICTs at all times. Since the initial coinage of the term, telepressure has been a hot topic for the popular press, with the term appearing several times in magazines such as *Forbes* and the *Huffington Post* (Ashford, 2014; Keswin, 2016).

Despite the speed at which the construct was adopted by the media, very few empirical studies had been published on the topic, with Barber and Santuzzi (2015; 2017) being the only original research existing on the topic. The Organizational Health Initia-

tive lab at Saint Louis University decided to explore this novel construct further, largely because the original construct description implied that external forces were driving employees to stay connected to work, but the items used to measure the construct suggested this pressure might occur from within the individual, via more trait-level phenomena. While the conclusions in the original article proposed that workplace telepressure is an internal state resulting from external demands (Barber & Santuzzi, 2015), the subsequent article suggested that workplace telepressure is an individual difference due to findings of construct stability across time (Barber & Santuzzi, 2017). Unfortunately, only the original study examined the functions of work-related demands and individual difference constructs for telepressure comparatively (Barber & Santuzzi, 2015), leaving these relationships and the nature of the telepressure construct unclear.

As such, we set out to re-test the initial relationships observed by Barber and Santuzzi (2015) within a broader context of variables, ranging from perceptions of workplace factors (i.e., (work overload, ICT response and availability expectations, ICT control, and perceived control over workplace demands) and a more complete complement of individual differences variables (i.e., conscientiousness, extraversion, neuroticism, workaholism, self-control). Some of these were assessed by Barber and Santuzzi (2015) during initial measurement construction, but not all of them were included when assessing associations with well-being or self-reported work-related behaviors.

We found that the collection of variables we included in our study explained 24.9% of the variance in telepressure (after correcting for attenuation). Individual differences factors in the form of personality



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Saint Louis University

traits accounted for 40.1% of this explained variance, while perceptions of work demands (also admittedly affected by personality traits) accounted for 45.4% of this explained variance (with demographics accounting for the remainder).

When we replicated the regression results observed by Barber and Santuzzi (2015) for emotional exhaustion, psychological detachment, and satisfaction with work-life balance using our expanded list of variables, we found that telepressure did not explain any unique variance. The variance explained in emotional ex-

workplace telepressure is truly novel, or whether it is simply a directed form of workaholism. Our research was unable to fully address this issue, leaving it open to future research.

Since our investigation (Grawitch et al., 2018), two additional studies have been published on the topic of workplace telepressure (Santuzzi & Barber, 2018; Van Laetham, Van Vianen, & Derks, 2018). However, neither of them currently consider the role of workaholism as a possible explanation for the preoccupation with responding to work-related messages. In addition, much of the

“In barely one generation, we have moved from exulting the time-saving devices that have so expanded our lives to trying to get away from them—often in order to make more time. The more ways we have to connect, the more many of us seem desperate to unplug.” ~ Pico Iyer

haustion by telepressure was subsumed by perceptions of work demands, neuroticism, workaholism, and self-control. The variance explained in psychological detachment by telepressure was subsumed by workaholism or ICT availability perceptions (both possessed the capacity to explain the observed association between telepressure and detachment). Finally, the variance explained in satisfaction with work-life balance by telepressure was subsumed by either workaholism or perceptions of work demands (both possessed the capacity to explain the observed association between telepressure and WLB satisfaction). Finally, when it came to explaining email behavior, we found that workplace telepressure explained significant variance in work-related email behavior at work but not outside of work. Coupled with the regression results, it calls into question whether

research to date has not demonstrated strong associations with any measured outcomes, largely interpreting results as a function of statistical significance rather than the magnitude of those associations. Therefore, the question remains as to whether research in this area is producing anything of substance and whether the construct has any utility beyond other established constructs (e.g., workaholism, ICTs), given its relatively weak association with general well-being. In addition, from a practitioner standpoint, the results of our study suggest that attempts to address issues of telepressure will be met with limited success if they only focus on *external pressures* and fail to consider the *internal pressures* brought about by individual differences factors (e.g., workaholism, self-control, neuroticism).

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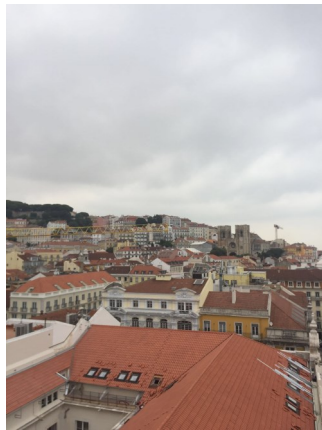
The Journey of a Traveling Psychologist

EAOHP 2018 in Lisbon was a culmination of my Mamma Mia summer tour of six countries and 15 cities to the soundtrack of Mamma Mia and Abba's greatest hits.

Would there be a fire within my soul after Lisbon?
Would it be "My my, how can I resist you" Lisbon?
Well, yes Lisbon you delivered and the fire in my soul was reignited!

This year's EAOHP conference saw in excess of 450 people who travelled

to Lisbon for the 13th European Academy of Occupational Health Psychology Conference which took place from September 5 -7, 2018. The presentation and symposiums stimulated discussion around the conference theme, adapting to rapid changes in today's workplace.



We had keynotes from Professor Leslie B. Hammer, Professor David E. Guest, and Professor Maria José Chambel, covering a range of excellent

insight on the world of work and our roles as Occupational Health Psychologist's in changing workplaces.

The symposia were of the highest standard and delegates had a wide range of themes to choose from with lots of opportunities for

networking and forming collaborations. We as a profession are growing and it is exciting to see and be a part of the future of occupational health psychology.

Mamma Mia, now I really know Lisbon 2018 you delivered.



Peter Kelly, Msc, Senior Psychologist
Health & Safety Executive
Practitioner Chair, EAOHP

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.

Word Scramble

nrdgea	_____
ueeprsetelr	_____
haamnrtses	_____
tiuagfe	_____
oocegrmni	_____
acplohoicyss	_____
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Note: Answers to Word Scramble can be found on page 14.

For comments on the newsletter or submissions, please contact the co-editors:

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Upcoming Conferences

The 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)
SIOP April 4 -6, 2019
Gaylord National Resort & Conference Center
National Harbor, Maryland

The 13th International Conference on Occupational Stress and Health, "Work, Stress and Health 2019: What Does the Future Hold?,"
Nov. 6-9, 2019
Sheraton Philadelphia Downtown

The 14th European Academy of Occupational Health Psychology Conference (EAOHP)
2020 date and location to be announced soon!

The 33rd International Congress on Occupational Health 2021 (ICOH 2021)
March 21- 26, 2021
Melbourne Convention and Exhibition Center

