

Welcome to the Society for Occupational Health Psychology Newsletter!



Society for
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Psychology

Society for Occupational Health Psychology

Volume 14 (Fall 2015)

Editor's Welcome



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Welcome to the Fall 2015 edition (v. 14) of the Newsletter for the Society for Occupational Health Psychology.

In this edition of the newsletter, we feature a research spotlight on Correctional Officer Health, Safety, and Well-being, written by Dr. Charlotte Fritz and Frankie Guros of Portland State University. Dr. Fritz and Mr. Guros provide an overview of research in progress on correctional officers, a description of the 1st National Symposium on Correctional Officer Health held in July 2014, and highlights of conference presentations on correctional officer health at the 2015 Work, Stress, and Health (WSH) conference.

We are also excited to include a column written by Dr. Pamela Perrewé, which reviews a recent edited book entitled *Research in Occupational Stress and Well*

Being (Volume 13): Mistreatment in Organizations. This volume was co-edited by Dr. Perrewé, Dr. Christopher Rosen, and Dr. Jonathon Halbesleben and is aimed at promoting theory and research on various forms of mistreatment in organizations, including abusive supervision, aggression, ostracism, and incivility.

This edition of the newsletter is also proud to present a number of features related to the 2015 WSH conference held in Atlanta, Georgia in May 2015. First, is an overview of NIOSH research from the WSH conference, as well as a preview of the 2017 conference written by Ms. Angie Sarver. Next, we feature a report from the 2015 WSH conference, written by Wes Baker, APA conference manager, along with a series of photographs from the conference taken by former newsletter editor Irvin Schonfeld and other conference attendees. Finally, the presenters of two pre-conference workshops provide an overview and summary of their special sessions. These include a workshop given by Dr. Michael Ford and Dr. Russell Matthews on Longitudinal Research, as well as a workshop given by Dr. Lisa Kath and Dr. Alyssa McGonagle on Multilevel Modeling.

Lastly, we also have two columns from the leadership of SOHP. First up is a note from the SOHP president-elect, Dr. Lisa Kath. Dr. Kath first shares some 2015 WSH conference reflections and well-deserved shout outs for a job well-done by numerous SOHP members and volunteers that helped to produce the conference. Dr. Kath then introduces the SOHP communications committee and reminds us to renew our SOHP membership for 2016. The second column is a committee report provided by Ms. Shujaat Ahmed, chair of the SOHP Graduate Student Issues (GSI) Committee. In this report, Ms. Ahmed reviews some of the GSI committee activities from the past year, including efforts to coordinate the SOHP receptions at the SIOP and WSH conferences, and she then provides an overview of the committee's goals for the next year ahead.

Producing the newsletter is a team effort, and I want to thank Associate Editors, Dr. Heather Odle-Dusseau and Dr. Emily Huang, and Production Editors, Dr. Amber Schroeder and Mrs. Brooke Allison for all of their work to bring together this newsletter. We hope you enjoy reading this issue of the newsletter. If you have any comments or would like to write an article for a future issue, please email me (gary.giumetti@quinnipiac.edu).

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Note from the SOHP President-Elect



Lisa Kath
President-Elect of SOHP
San Diego State University

Greetings everyone! I'm stepping in for President Mo Wang, who is currently too busy globetrotting to write this column (and Social Exchange Theory predicts he will make it up to me sometime when I'm president, right?). All joking aside, I'm delighted to write about what's been going on with SOHP lately.

Work, Stress, and Health conference

The biggest news is that we had a very successful presence at the Work, Stress, and Health (WSH) conference this May in Atlanta, GA. I have personally been attending this conference since 2009, and it occu-

pies a larger and larger spot in my heart each time I go. This is going to sound very California of me, but the vibe there is just very relaxed and open. I always get the feeling that I'm around people who are similarly committed to issues of worker well-being, and that is really energizing.

But my personal experiences aside, SOHP has taken an active role in participating in the planning and implementation of this conference, and I'm proud to highlight the many ways that SOHP helps make this conference happen.

Note from the SOHP President-Elect (cont.)

First of all, a subset of the SOHP Executive Committee members represent SOHP interests in weekly phone calls with representatives from the American Psychological Association (APA) and the National Institutes of Occupational Safety and Health (NIOSH) that start about a year and a half before each conference. This cycle, **Vicki Magley** and I represented SOHP on those phone calls, but some people representing APA and NIOSH are SOHP members too (like **Gwen Keita**, **Ivonne Moreno-Velazquez**, **Jeannie Nigam**, **Steve Sauter**, **Jessica Streit**, and **Naomi Swanson**).

Two SOHP Executive Committee members also attend the planning meeting that happens in Cincinnati, Ohio in the December before the spring conference. Because Vicki was on sabbatical in Spain, **Joe Mazzola** and I attended this meeting. Coming from San Diego, I had to dig out some winter gear from boxes in the garage, but it wasn't too cold, and I really enjoyed the trip and getting to meet all the people who were on the weekly calls.

SOHP volunteers also help out with some of the committees for the conference. One important committee is the Workshops and Tutorials Subcommittee. Last conference, the chair of that subcommittee was Member-at-Large **Chris Cunningham**, and this conference, it was **Gwen Fisher**. The workshops and tutorials enrich the experience of conference attendees and help keep scientists and practitioners abreast of the latest in the wonderful field of OHP, and these committee chairs have recruited other SOHP members to help them in their work.

Another important activity is helping out with conference awards. A member of the SOHP Executive Committee typically co-chairs the Awards Committee, which recognizes OHP researchers and practitioners for awards like the Lifetime Career Contribution award, the OHP Contribution Award, and the Early Career Contribution Award. Most recently, Past-President Vicki Magley has co-chaired the Awards Committee.

SOHP is committed to supporting and recognizing students who are in OHP programs or pursue OHP interests. **Adam Butler** has been chairing the Student Best Research Awards Subcommittee for the past couple of conference cycles, and in this role he organizes a group of reviewers (other SOHP members, of course!) and coordinates their activities. New this year, Education and Training Committee Chair **Emily Huang** spearheaded an effort to launch a Student Travel Award. With the help of a panel of reviewers (SOHP members, of course!), we were pleased to be able to support five deserving OHP students with \$200 for travel expenses.

SOHP also pays for and organizes two major social events at the conference. Graduate Student Issues Committee Chair **Shujaat Ahmed** helped to coordinate the Graduate Student Reception, which was held at Meehan's Pub downtown on Thursday evening. This event was extremely well-attended, and it was great to see students meet, mingle, and network with faculty and practitioners who attended. On Friday evening, President **Mo Wang** kept us all entertained at the SOHP Business Meeting & Reception held at the hotel. Incoming Journal of Occupational Health Psychology (JOHP) Editor in Chief **Peter Chen** also took to the podium to say a few words (and I mean that literally!). And let us not forget that **Joe Mazzola** put together the food and drink order for that event, so if you enjoyed the grub, he's the one to thank.

For the first time, SOHP also hosted an informal meeting during a lunchtime tutorial time slot. **Emily Huang** was our Master of Ceremonies for the event and did a great job getting all of us organized for that event. We look forward to doing this again as a way for members and potential members to meet the Executive Committee and chairs, ask questions, and propose ideas for our group.

Last but not least: the conference simply could not happen if it were not for the many, many conference submission reviewers who volunteered their time the fall before the conference. Now that I have participated in the December planning meeting, I can see how critical it is to have several reviewers of each submission. I believe that this year, we had a record number of reviewers, which meant that each reviewer typically had fewer submissions to review. Please continue to support the conference by reviewing submissions, and those of you who mentor OHP students, please encourage your senior doctoral students to review as well.

So, I've gone on and on like a proud parent, but this was the first WSH conference where I got to see just how many ways SOHP really contributes, and I *am* proud. Thanks to everyone who supported the conference in many ways, small and large.

Introducing:

The Communications Committee

The recent bylaw amendments included a change from having a Conference Committee to having a Communications Committee, to better reflect how SOHP actually operates. And I have to say that there is no one more excited about our Communications Committee than I am. We have recruited two capable and committed co-chairs, **Tanya Sidawi-Ostojic** and **Jessica**

Streit. The three of us have been drafting a long-term vision and a logic model (a new concept for me, but **Jessica** is educating me) for the committee, which will help us concentrate our efforts strategically and allow for evaluation of our progress toward improving SOHP's communication efforts in this new information age.

In the meantime, however, **Tanya** has single-handedly increased the number of "likes" for our SOHP Facebook page into the 600's, if you can believe that! She shares information on OHP topics from sources such as journal articles, NIOSH publications, and the popular press. We are especially happy when we can share the good work that our SOHP members are doing, so if you'd like your work to be featured, please email the Communications Committee at communications@sohp-online.org. We are also happy to hear your ideas for how SOHP can help keep you informed and connected through social and traditional media channels. So if you've got an idea or two, send them to the above email address as well.

Membership Renewal

Many thanks are due to Membership Chair **Jessie Zhan** and Secretary-Treasurer **Joe Mazzola**, who have ably been keeping the SOHP ship afloat by handling new memberships and renewals. I would be remiss if I didn't remind you that if you submit your renewals now, you can keep that JOHP subscription arriving without interruption and continue to support our fabulous organization. So please head over to our website (<http://www.sohp-online.org/membership.htm>) to get everything squared away for 2016.

I've pretty much worn out my welcome by now, so I commend you if you stuck with me this long. Before I go, I'd like to thank Newsletter Editor **Gary Giunetti** and his newsletter staff for their incredible contributions. SOHP has a bright future ahead - I'm excited and honored to be a part of it.



SOHP Business Meeting
Mo Wang, University of Florida, delivering the Presidential Address at the SOHP Business Meeting

"...SOHP is committed to supporting and recognizing students who are in OHP programs or pursue OHP interests."



2015 SOHP Student Travel Award Recipients
Left to right: Emily Huang, SOHP Education & Training Committee Chair, with recipients Carolyn Winslow, Archana Manapragada, Julie Lanz, Victoria Graeve-Cunningham, and Janelle Cheung



SOHP Executive Committee at the SOHP Business Meeting
Left to right: Tanya Sidawi-Ostojic, Jessica Streit, Jessie Zhan, Gargi Sawhney (as the representative for the Graduate Student Issues Committee), Christopher Cunningham, Mo Wang, Joe Mazzola, Lisa Kath, Michael Ford, and Emily Huang

Photos courtesy of Irvin Schonfeld and Emily Huang

Book Announcement



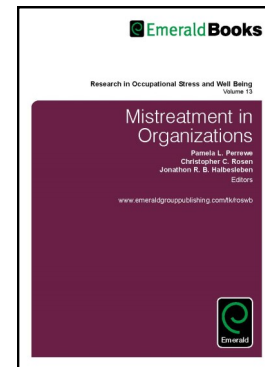
Pamela L. Perrewé
Florida State University



Christopher C. Rosen
University of Arkansas



Jonathon R. B. Halbesleben
University of Alabama



Research in Occupational Stress and Well Being (Volume 13): Mistreatment in Organizations

The objective of this series is to promote theory and research in the increasingly growing area of occupational stress, health and well being, and in the process, to bring together and showcase the work of the best researchers and theorists who contribute to this area. As you know, questions of work stress span many disciplines and many specialized journals. Our goal is to provide a multidisciplinary and international collection that gives a thorough and critical assessment of knowledge, and major gaps in knowledge, on occupational stress and well being.

Volume 13 of *Research in Occupational Stress and Well Being* is focused on mistreatment in organizations. There are numerous forms of mistreatment in organizations including abusive

supervision, aggression, ostracism, and incivility. All of these forms of mistreatment can be damaging to the individual as well as the organization. This volume includes critical topics on customer mistreatment, aggression in the workplace, incivility, and workplace ostracism. Authors include Maureen Ambrose, Jacklyn Koopmann, Mo Wang, Michael Leiter, Kristin Scott, Michelle Duffy, Jonathon Halbesleben, Paul Spector, and Nathan Bowling (among many others).

We consider mistreatment to be a 'workplace stressor' which has been linked to higher emotional burnout, withdrawal behaviors such as tardiness and absenteeism, and lower customer service performance. This is just one example of how mistreatment can affect employees negatively. The topic of this volume, *Mistreatment in Organizations*, is sure to attract the attention of researchers around the globe.

Mistreatment in Organizations

Series: Research in Occupational Stress and Well Being
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 Jonathon Halbesleben (University of Alabama, USA) and
 Chris Rosen (University of Arkansas, USA)
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This peer-reviewed series aims to promote theory and research in the increasingly growing area of occupational stress, health and well being. Volume 13 is focused on mistreatment in organizations. Mistreatment can be a workplace stressor which has been linked to higher emotional burnout, withdrawal behaviors such as tardiness and absenteeism, and lower customer service performance. This is just one example of how mistreatment can affect employees negatively. This is just one example of how mistreatment can affect employees negatively.

This volume, *Mistreatment in Organizations*, is sure to attract the attention of researchers around the globe.

Sample chapters

Customer Mistreatment: A Review of Conceptualizations and A Multilevel Theoretical Model
 Jacklyn Koopmann, Mo Wang, and Yihao Liu

Can I Help You? Employee Prosocial Rule Breaking as a Response to Organizational Mistreatment of Customers
 Maureen L. Ambrose, Regina Taylor, and Ronald L. Hess, Jr.


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OHP Research with Correctional Officers



Charlotte Fritz
Portland State University

Researching Correctional Officer Health, Safety, & Well-Being

Why examine Corrections?

Correctional officers (CO's) work in an environment that provides some unique challenges. From an Occupational Health Psychology perspective there are several reasons to be concerned for those who work as CO's. For example, CO's have life spans 12-15 years shorter than the general population (Parker, 2011), elevated suicide risk (Stack & Tsoudis, 1997; Violanti, Robinson, & Shen, 2014), and higher risks of divorce and other domestic difficulties (McCoy & Aamodt, 2010). In addition, they may face other challenges observed in occupations with shift work and night shifts, such as elevated body mass index (BMI) and sleep disturbances.



Frankie Guros
Portland State University

Furthermore, the constant presence of physical danger takes a toll on CO health and well-being. CO's must constantly scan their environment for threats to themselves, to their co-workers, and to the inmates they supervise. Interviews with CO's reveal that this feeling of alertness often does not diminish when they leave their workplace. While being alert inside the walls of a correctional facility may aid the CO's in performing their job duties, this extended awareness may interfere with their well-being and non-work life (e.g., Obidoo, Reeves, Warren, Reisine, & Cherniack, 2011). Therefore, we feel there is a great need in corrections for research to better understand the challenges CO's face, and, ultimately, for interventions that lessen these burdens.

OHP Research with Correctional Officers (cont.)

Work in progress: Research and Practice

Currently, several research teams in the US are working to better understand the challenges that CO's face in the workplace and develop and evaluate workplace interventions that could offer possible relief for CO's and their families (e.g., University of Connecticut Health Center, Oregon Health and Science University, Portland State University). We highlight three of these institutions below, while acknowledging important research in corrections is simultaneously being conducted in several other institutions as well.

The team at University of Connecticut Health Center alongside researchers from the University of Connecticut and the Center for the Promotion of Health in the New England Workplace (CPH-NEW), a NIOSH Center for Excellence, has been working to adapt a participatory action research approach (PAR) to the corrections environment. Specifically, Martin Cherniack, Jeffrey Dussetschleger, Mazen El Ghaziri, Nicholas Warren, Robert Henning, and their colleagues have focused on the PAR approach to enable action and involve CO's in the full scope of the research process.

Oregon Health and Science University faculty Kerry Kuehl and Diane Elliot along with their research team have been focusing on how the work environment may affect the physical and emotional well-being of CO's. Specifically, Kuehl, Elliot, and their OSHU colleagues distributed surveys to CO's in facilities with varying security levels (i.e., minimum, medium, and maximum) and examined potential differences in CO health indicators (BMI, sleep, etc.). As a next step, they implemented a team-based health promotion intervention.

The research team at Portland State University has been working with the Oregon Department of Corrections (ODOC) focusing on CO work stress, well-being, and work-life balance. Charlotte Fritz and Leslie Hammer have been leading the research collaboration, which started with a survey study of 1,317 CO's across all 14 correctional facilities in Oregon. The findings from this study were presented to the leadership at the ODOC and distributed to all correctional staff in the state. As a next step, the team conducted an intervention study (funded by the Oregon Health Workforce Center, a NIOSH Center of Excellence) focused on a) training supervisors in family-supportive and safety-supportive behaviors and b) examining relationships between the supervisory behaviors and CO health, well-being, and work-family outcomes.

First of Its Kind: National Symposium on Corrections Worker Health

Research focused on CO's took a step forward last summer thanks to the collaborative effort of researchers from both coasts. In July 2014 more than 60 stakeholders from several institutions convened for the first National Symposium on Corrections Worker Health at Portland State University in Portland, Oregon. These researchers and practitioners came from institutions such as the Center for the Promotion of Health in the New England Workplace (UMass Lowell, University of Connecticut, UConn Health Center), the Oregon Healthy Workforce Center (Oregon Health & Science University, Portland State University), Washington State University, and the University of Buffalo. Representatives from the Department of Corrections in several states (Connecticut, Oregon, Washington) attended as well, along with representatives from the Center for Disease Control and Prevention (CDC), the National Institute for Occupational Safety and Health (NIOSH) and the National Institute of Justice (NIJ).

This symposium was conducted using NIOSH's Total Worker Health™ framework to address the role of the CO work environment in CO health and well-being. For example the following topics were addressed during the meeting: health promotion and health protection, safety interventions and the challenges/barriers in the corrections environment, engagement and participatory action, challenges to organizational change initiatives, existing programs addressing mental health issues and suicide rates, the impact of shift work among CO's, and funding and collaboration for research on CO's. Some of the objectives of this meeting were to identify research priorities for the health of CO's and to discuss ideas for increasing research visibility for CO's in the future.

Conference Presentations at Work, Stress & Health 2015

At the 2015 Work, Stress, and Health Conference in Atlanta, Georgia, several presentations and one symposium highlighted recent work on CO health, safety, and well-being. Specifically, the symposium "Staying Healthy and Safe: Relationships between Workplace Stressors and Employee Outcomes in Corrections" (chaired by Charlotte Fritz and Frankie Guros, Portland State University) focused entirely on the correctional setting. It included four papers with a focus on CO health, safety, and well-being. John Violanti (University of Buffalo) presented recent national data on correctional officer suicide. Charlotte Fritz and colleagues (Portland State University) introduced a conceptualization of work-related hypervigilance in corrections and its association with health and well-being. Kerry Kuehl and colleagues (Oregon Health and Science University) presented data regarding prison security level and CO health and safety. Finally, Martin Cherniack and colleagues (UConn Health Center) presented research focusing on an adaptation of a participatory action research approach to the corrections environment.

Furthermore, several papers were presented in other symposia that focused on CO health and well-being. For example, Mazen El Ghaziri and colleagues (UConn Health Center) provided ideas on how organization in the workplace may be a key to CO health and well-being. Charlotte Fritz and colleagues (Portland State University) presented a second paper focusing on the effects of a supervisory-support intervention on CO well-being and work-life balance. Lastly, Dana Farr and colleagues (UConn Health Center) presented a project on the initial findings of a peer health mentoring project in corrections.

"...the constant presence of physical danger takes a toll on CO health and well-being. CO's must constantly scan their environment for threats to themselves, to their co-workers, and to the inmates they supervise."

"While several research groups around the country have started to investigate CO health, well-being, and safety, much work remains to be done."

OHP Research with Correctional Officers (cont.)

Future Directions

While several research groups around the country have started to investigate CO health, well-being, and safety, much work remains to be done. Over the past few years it has become clear that this occupation sorely needs attention from OHP researchers and practitioners. We look forward to seeing more empirical research published in this field along with publications targeted at policy-makers that bring more attention to the corrections environment.

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"We look forward to seeing... publications targeted at policy-makers that bring more attention to the corrections environment."

Work, Stress, and Health 2015: An Overview and 2017 Preview



Angie Sarver, MS,

Work, Stress, and Health 2015
Executive Administrative Assistant

The 2015 Work, Stress, and Health conference included several new features, including business and labor track sessions and interactive panel sessions. Business and labor track sessions were designed for working professionals who may have only been able to attend one day of the conference and highlighted select applied research findings. The interactive panel sessions included 6-8 presenters who gave five-minute presentations, followed by a robust moderated discussion of the topic with the

audience. The interactive panel sessions were in response to conference attendee requests for more discussion time and received favorable comments. For example, one attendee reported, "I was very pleased with the Interactive panel format. The presenters did not bore the audience with the minor details of their research. They were quick and stimulated a lot of discussion." We hope to continue the interactive panel format in future conferences.



WSH Conference 2015
Morning poster session on May 7

Conference photo courtesy of
Irvin Schonfeld

Work, Stress, and Health 2015: An Overview and 2017 Preview (cont.)

Seven pre-conference workshops were held the day of the opening session, and attendees were offered continuing education credits for attending. NIOSH staff were involved with presentation of two workshops, one on Total Worker Health and Sustainability and another on Designing the Age Friendly Workplace.

The conference was kicked off with an opening panel titled "Perspectives on Sustainable Work, Sustainable Health, and Sustainable Organizations," highlighting the conference theme. Panel moderator, Dr. Bengt Arnetz, Professor of Environmental and Occupational Health at Wayne State University, provided an introduction to sustainability as it relates to the field of occupational health psychology and introduced the four panelists. Randi Weingarten, President of the American Federation of Teachers discussed sustainability impacts on workers. Jim Wood, Director of Occupational Safety and Health at The Coca-Cola Company and Dr. Aditya Kailash Jain of Nottingham University Business School described sustainable organizations from business and policy perspectives. Dr. Margaret Kitt, NIOSH Deputy Director for Program, concluded the panelist presentations by detailing how sustainable societies are healthy and productive, with sustainable organizations and workers. The panel concluded with a discussion among panel members.

The conference proceeded on Thursday, May 7 with morning poster sessions, paper and symposia sessions, and afternoon interactive panel sessions. NIOSH researchers made many valuable contributions to the conference, and some of the Organizational Science and Human Factors Branch presentations will be highlighted in this column, as the column author is a member of this particular branch. Other NIOSH researchers presented on a range of topics. These included a symposium on immigrant health research, job stressors and their impact on the health of police officers, operationalizing the concept of well-being, enhancing safety climate, and integration of wellness and occupational safety programs in small businesses. More details on NIOSH contributions to

the 2015 conference can be found at <http://apa.org/wsh>.

NIOSH Quality of Worklife Survey

Through an interagency agreement with the National Science Foundation, NIOSH supports the Quality of Worklife Survey, a module of the General Social Survey conducted by the National Opinion Research Center, which results in a treasure trove of survey data from a nationally representative sample of working adults. The survey has been conducted in 2002, 2006, 2010, and 2014. The survey questions include (but are not limited to) hours of work, workload, worker autonomy, layoffs and job security, job satisfaction/stress, and worker well-being. The NIOSH Work Organization and Stress Related Disorders team members and collaborators used this rich data set to investigate gender differences in musculoskeletal disorders and job stress and burnout and presented findings at the conference. As stated in authors Dr. Rashaun Roberts, Dr. Kari Geronilla (Nationwide Children's Hospital), and Robin Dunkin-Chadwick's conference abstract, "analyses found that employed women are more likely than men to report upper extremity musculoskeletal pain. While men and women generally report similar levels of exposure to some of the psychosocial stressors investigated in this study (e.g., job demands), women reported increased exposure to a lack of job control. They also report higher levels of exposure to gender discrimination and sexual harassment. These stressors strongly influence perceived pain in the upper extremities."

Dr. Roberts, Nicole Petersen (Bowling Green State University), and Robin Dunkin-Chadwick also collaborated to investigate job stress and burnout across the first three waves of survey data, and reported that "... significant differences in levels of job stress and burnout by industrial sector were found. A greater percentage of people working in the healthcare sector reported notably higher levels of job stress than people working in other industries. Further, a greater percentage of people working in the healthcare and construction sectors respectively reported experiencing significantly

higher levels of burnout than people working in other industries. Levels of job stress and burnout were also found to vary by job type, work arrangement, and other variables. Permanent employees and contractors experienced higher levels of stress and burnout than employees working under other types of arrangements. In addition, supervisors and full-time employees reported more stress and burnout than non-supervisors and part-time employees. People who were self-employed reported lower stress and burnout than people who were not. In terms of health and safety, analyses found that workers who experienced high levels of stress and burnout reported being in poor health compared to people with low stress and burnout."

Work Organization and Health Promotion

OSHFB members were also involved with presentations on health promotion. NIOSH researcher Dr. Jim Grosch, co-Director of the National Center for Productive Aging and Work: A NIOSH Total Worker Health™ Center, collaborated with colleagues on a paper titled: Individual and Work Factors Related to Older Workers' Health Promotion Program Participation. They found that, "conscientiousness was significantly positively related to participation and extroversion, openness to experience, and neuroticism were negatively related to participation in a diabetes self-management program. The pattern of findings varied by the health program. For example, blood pressure and blood sugar screening were related to demographic characteristics, health status, personality, and perceived organizational support. Cholesterol screening replicated findings for personality and psychosocial work variables, but not for demographic and health variables."

The impact of organizational factors on workplace health promotion (WHP) participation rates was explored by NIOSH researchers Dr. Jeannie Nigam, Dr. Steve Sauter, and colleagues. Constructs the group used for their research included workload, emotional demands, work life balance (WLB-measured as an imbalance), leader-member exchange (LMX), and social support. They found that,



WSH Opening Panel
Bengt Arnetz, Wayne State University, moderated the open panel, titled "Perspectives on Sustainable Work, Sustainable Health, and Sustainable Organizations."



WSH Opening Panel
Randi Weingarten, President of AFT, was a member of the opening panel.



Winners, Best Intervention Competition
Tristan Casey (left) and Allison Ellis (center) of Sentis receiving the winning awards for the Best Intervention Competition. This award was presented by Rene Pana-Cryan, NIOSH Office of the Director (right).



Honorable Mention, Best Intervention Competition
Emily Huang (left) and Michelle Robertson (center) of Liberty Mutual receiving Honorable Mention for the Best Intervention Competition. This award was presented by Rene Pana-Cryan, NIOSH Office of the Director (right).

Conference photos courtesy of Irvin Schonfeld

Work, Stress, and Health 2015: An Overview and 2017 Preview (cont.)

"LMX was by far the strongest job resource predictor of WHP participation. It was also found that 1) work engagement and social support were significantly and positively related to participation and 2) WLB was significantly and negatively related to participation.

It was determined that the best fitting model was one that specified direct effects from LMX and WLB to engagement and participation, LMX to psychological strain, and the interaction between LMX and WLB to psychological strain. With high LMX buffering the negative effects that WLB had on psychological strain. The observed direct pathways from LMX and WLB to WHP participation are consistent with the literature. High LMX yields positive organizational outcomes (more participation) whereas; high WLB (measured as an imbalance) yields negative organizational outcomes (less participation). The interaction between LMX and WLB is also a potentially useful finding. Employees who have a good relationship with their leader (high LMX) will be less likely to experience psychological strain due to high imbalance between their work and life. Conversely, if an employee has a poor relationship with their leader (low LMX) then high work-life imbalance will lead to greater psychological strain."

Work Organization and Work-related Risk Factors

Jessica Streit, Kellie Pierson, and their colleagues presented findings from their qualitative study of work organization hazards in hotel housekeeping. They found "housekeepers have concerns about their physical and psychological health. Both of these have been negatively affected by work enough to require medical attention and medications at times. Additionally, the housekeepers iden-

tified many issues related to the design of their job tasks, their lack of appropriate resources to do their jobs well, and the common industry practice requiring them to work in isolation. They report working in negative and adversarial organizational climates. Mistrust, disrespect, discrimination, hostility, bullying, retaliation, favoritism, and supervisory abuse proliferate. The housekeepers have difficulty balancing work and life challenges, but they are not comfortable discussing any of this with management or asking supervisors and coworkers for assistance."

OSHFB researchers Dr. Edward Hitchcock, Dr. Naomi Swanson, and Dr. Ming-Lun (Jack) Lu worked in partnership with colleagues to investigate work-related psychosocial and organizational factors for neck and back pain. They found "workers who had exposure to a hostile work environment, experienced work-family imbalance or job insecurity, had a significantly higher risk for neck and back pain. The risk for those who had non-standard work arrangements to have neck pain was also significantly higher than those who did not. Those who had multiple jobs and those who worked 41 to 45 hours per week also had an increased risk for back pain. Controlling for other work-related risk factors, compared with those who work 40 hours per week, those who worked 46 to 59 hours per week and those who worked 60 hours and over per week were more likely to have neck pain." Finally, those who worked alternative shifts were less likely to have back pain while those who worked in healthcare support, construction and extraction or military-specific occupations had increased risk for back pain.

NIOSH Researcher Dr. Paula Grubb and colleague Dr. Gordon Gillespie

investigated bullying in the undergraduate nursing setting. They found that "there was a high incidence of workplace bullying exposure for this sample of undergraduate nursing students. These findings reflect that workplace bullying is not only an endemic problem for health care settings, but also is a problem for the students visiting these particular health care settings."

Safety Climate

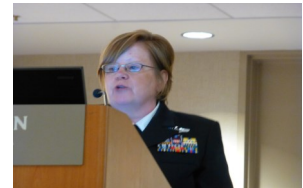
A symposium moderated by Dr. Ted Scharf titled, "Enhancing First Responders Work and Safety through Safety Climate and Safety Management Systems," addressed "the alignment between organizational policies and practices with respect to professional demands on first responders, as well as workers in other hazardous environments, and the role of leadership and organizational factors in guiding and supporting first responders during and following critical incidents."

Looking Ahead to Work, Stress, and Health 2017

Planning has begun for the twelfth Work, Stress, and Health Conference to be held June 7-10, 2017 in Minneapolis, Minnesota at the Hilton Minneapolis. The conference theme is Contemporary Challenges and Opportunities. We are excited to be holding the next conference in Minneapolis; Travel and Leisure Magazine named Minneapolis as one of the top five smartest cities in the US, so it is an apt location for the conference! Minneapolis has a multitude of activities for everyone that we will be informing attendees about in the time leading up to the conference. The detailed call for proposals will be available in the spring of 2016. We hope you will plan to join us for another great conference in 2017!



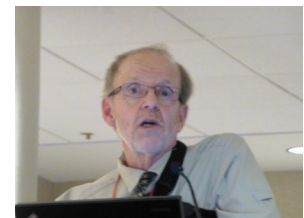
APA Public Interest Directorate
Gwendolyn Puryear Keita, Executive Director, APA Public Interest Directorate, was a core conference organizer.



WSH Opening Panel
Margaret Kitt, NIOSH, opening panel member from NIOSH Office of the Director



WSH Opening Panel
Aditya Kalish Jain, University of Nottingham, opening panel member



Recognizing Colleagues
Steven Sauter, NIOSH, providing the introduction to the Distinguished Contributions to OHP award

Conference photos courtesy of Irvin Schonfeld

If you are interested in becoming a member of SOHP, please visit our website at <http://sohp.psy.uconn.edu/Index.html>

WSH Workshop: Conducting Longitudinal Research in the Study of Work, Stress, and Health



Michael Ford
University at Albany,
SUNY



Russell Matthews
Bowling Green State
University

Many substantive research questions in occupational health psychology these days involve issues related to change. Does a particular job-related demand or resource predict an increase in strains over time? Does an *increase* in demands correspond with an increase in strains? Are there qualitatively distinct subpopulations within the broader study sample for whom change patterns can be identified? How long does it take for change in strains (or stressors) to occur? This is an exciting time for the field because the answers to these questions are not entirely known or intuitive. Along with this amalgam of questions are a corresponding array of methods to use.

The goal of our preconference workshop entitled "Conducting Longitudinal Research in the Study of Work, Stress, and Health" was to review some of these methods that occupational health psychologists can employ when studying change. Our session was attended by a diverse set of researchers representing several countries, including Canada, Singapore, the UK, China, Sweden, Australia, and the U.S. Although the research areas among at-

tendees were diverse, all shared a common interest in the study of change and were actively engaged in the session, asking thoughtful questions and making positive intellectual contributions.

We started the session with introductions in order to get a sense for what everyone's interests were specifically. We then spent the bulk of the time on statistical methods and corresponding research designs and theoretical questions. This led us to discuss hierarchical regression analysis of lagged effects, path analysis and structural equation modeling, multilevel modeling in the analysis of covariance over time, multilevel modeling in the analysis of growth curves, latent growth modeling, growth mixture modeling, and latent change score analysis. In the process we reviewed raw syntax and output as well as published articles in top-tier journals that used these methods. We concluded the session with a discussion of practical issues in longitudinal research.

What struck us in preparing and leading this workshop was just how little we know substantively about change in occupational health psychology. This includes issues such as the time course of change, the extent to which individuals adapt to change, and the dynamic interactions between the employee and the work environment that unfold over time. In our own experience we have found that many of the long-term variables that we study, such as job satisfaction, symptoms of work-related stress, and work-related stressors, are notably resistant to or are slow to change. Improving worker well-being, which is one of the fundamental goals of OHP, involves change by definition. Thus research questions related to change are critical not only for theory but also for practice. Our hope is that we left this workshop with a broadened understanding of the tools available to us in trying to untangle the complexities associated with longitudinal research and analysis in OHP.

A diverse set of researchers representing several Canada, Singapore, the United Kingdom, China, Sweden, Australia, and the United States attended the workshop.

WSH Workshop: Introduction to Multilevel Modeling



Lisa Kath
San Diego State
University



Alyssa McGonagle
Wayne State
University

We were honored to be invited to give a workshop at this year's Work, Stress, and Health conference in Atlanta, GA in May, 2015. It's always fun when you get

to talk to a captive audience about one of your favorite topics. We had over 20 participants, which was a great turnout, and the participants came from all over the world and were at various stages in their careers. We really appreciated participants' willingness to ask questions and incorporate their research ideas into the discussion, because that certainly enriches the experience for everyone.

After introductions (and some good-natured discussion about Canadians and non-Canadians), we launched into the task at hand. We split the presentation into three major topics: theory, meas-

urement, and analysis. One of our main goals was to ensure that those who were new to multilevel modeling didn't just jump right into the analyses, because there's a lot of thinking and planning ahead that goes into creating a good multilevel model.

One big question we tackled right away is: why bother with multilevel modeling in the first place? Because the workers we study in OHP are often naturally nested into groups of some type (e.g., work teams), multilevel modeling allows us to examine individual influences and social (or group) influences on individual worker attitudes/behaviors. That way of thinking fits well with a wide variety of OHP topics, for example, examin-

WSH Workshop: Introduction to Multilevel Modeling (cont.)

ing the extent to which team safety climate influences individual worker safety behaviors.

We also spent some time with the question of: what are your focal groups? Group membership can be very tricky in some organizations, with some individuals belonging to multiple, inter-connected groups or teams. Therefore, it's important to take the time to think about which group is likely to exert the most social influence on the outcomes in question. We also talked about the group-level construct that is being measured, addressing such questions as... What is the construct, conceptually speaking, and does it differ when considering it at the individual versus group level? How will it be measured at the individual level, the group level, or both? This is pretty intense thinking for a morning workshop, but everyone was a good sport about it and, thanks to the planning commit-

tee, we were supplied with coffee and breakfast beforehand to help us power through.

Measurement for higher-level constructs can be very simple, such as group size, or more complex, such as group affective tone. When the construct requires that measurement at the individual level be aggregated to the group level, sometimes tests need to be run to determine the level of agreement of these individual-level measurements within groups, as well as variation between groups. So we dug into how the measures can/should be constructed, as well as how/when to test for agreement within groups and variation between groups.

Finally, we got to the analysis part. We covered how to run analyses for three broad types of models using HLM software, although we provided references for analyses using a number of other software packages. The

three models we covered were single-level models, cross-level direct effects models, and cross-level moderation models. We taught participants how to draw a picture of their model (using our conventions), and then taught them to repeat the mantra, "It's just regression" while converting their model drawing into equations. Once they got comfortable with mantra #2 ("every beta gets a gamma"), they were well on their way to setting up analyses for their models.

So, although we have to admit it was probably a bit grueling to get through all that in 3 hours, we certainly enjoyed the opportunity to introduce such a lovely group of people to this powerful way of thinking about (and analyzing) multiple influences on individuals in the workplace. We would like to end with a big thanks to all of our participants for making the most of our morning together!

Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations - A Conference Report by Wes Baker

Wesley Baker, American Psychological Association

The American Psychological Association (APA), along with the National Institute for Occupational Safety and Health (NIOSH), and the Society for Occupational Health Psychology (SOHP) convened the tenth international conference on occupational stress and health, *Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations*, in Atlanta, Georgia, at the Westin Peachtree Plaza Hotel on May 6-9, 2015. Over 570 people from 27 countries were present at the conference. Participants included professionals from academia, government, business, industry, and labor, and once again marked a continued growth in the number of stakeholders gathered together to address the issue of occupational stress and health. This 11th international conference focused on the concept of "sustainability," and the integral role of occupational safety and health in sustainable economic growth. For enterprises, sustainability refers to the potential for maintenance of business success over the long term. For workers, sustainability is the potential for long-term maintenance of well-being. However, it has become increasingly clear that these two conditions are inextricably connected. In business, sustainability efforts have most commonly focused on environmental responsibility — at least historically so. But this is changing. Increasingly, corporate sustainability interests have expanded to include social responsibility, labor practices and occupational and environmental safety and health.

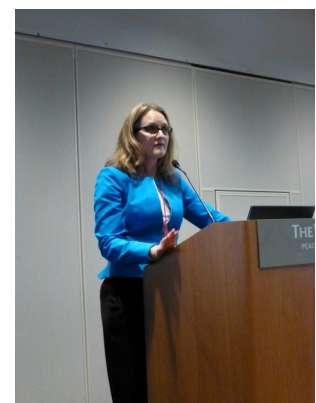
Papers presented at the conference covered a great variety topics relevant to work, stress and health. Topics included the overall main focus on sustainability, as well as Total Worker Health™, Economic Issues and Concerns, Best Practices in Creating Healthy Workplaces, Workplace Diversity, Minority and Immigrant Workers, Health Disparities, Workplace Mistreatment, Work, Life, and Family, High Risk Jobs and Populations, Traumatic Stress and Resilience, Psychological and Biological Effects of Job Stress, and Safety Climate, Management, & Training, to name a few.

The conference featured seven pre-conference workshops that took place on May 6. Forty-seven paper panel sessions, 28 symposia, six special luncheon tutorials, and 146 poster presentations occurred over the three days of the conference. In addition, a new format was introduced - 8 "Interactive Panels" were presented on Thursday and Friday afternoons. The Interactive Panels featured in-depth discussion on conference topics. The format provided the audience with a rapid and intensive overview of research while also allowing for more in-depth dialogue among presenters and the audience. During the Interactive Panel sessions, panel presenters briefly shared findings (e.g., research studies, literature, best practices, and new approaches) in 5-minute presentations, which were followed by interaction and discussion with the audience and other panel presenters.

The opening session on the afternoon of May 6 featured a plenary panel that addressed perspectives on sustainability issues in the workplace, and the closing session on the afternoon of May 9 was highlighted by an introduction on the



Distinguished Contributions to OHP Award
Left to right: Stuart Millar (on behalf of his father, J. Donald Millar), Patrick DeLeon, and Jonathan Raymond received the Distinguished Contributions to OHP award at WSH 2015 conference.



Closing Session
Jeannie Nigam, NIOSH, moderating the closing session

Photos courtesy of Irvin Schonfeld

Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations - A Conference Report (cont.)

contemporary challenges and opportunities in the workplace, which will be the focus of the next conference in 2017. A special conference reception was held on Thursday evening at The Carter Center in Atlanta.

As in past WSH conferences, several categories of awards were presented. Three awards were presented to honor distinguished contributions to the field of occupational health psychology, as well as to mark the 25th anniversary of the very first WSH conference in 1990. These awards went to Patrick H. DeLeon, PhD, J. Donald Millar, MD, MPH, and Jonathan S. Raymond, PhD. An early career achievement award was presented to Russell A. Matthews, PhD, of Bowling Green State University. Other awards are listed below.

The winner of the JOHP Best Paper Award for a paper published in the *Journal of Occupational Health Psychology* in 2013-2014:

- Gwenith G. Fisher, PhD, Colorado State University; Alicia Stachowski, University of Wisconsin-Stout; Frank J. Infurna, Arizona State University; Jessica D. Faul, Institute for Social Research, University of Michigan; James Grosch, NIOSH; and Lois E. Tetrick, George Mason University; *Mental Work Demands, Retirement, and Longitudinal Trajectories of Cognitive Functioning JOHP, 2014, 19(2): 231-242*

SOHP Student Award committee chair Adam Butler announced the finalists and winner of the Best Student Research Award. The award winner was:

- Kerri C. Nelson, BA, University of Connecticut - The Effects of Colleague Role Stressors on Individual Experiences of Incivility: A Moderated Mediation Model

The other student finalists for the award are:

- Alexandra Chong, MA, Kent State University - Breastfeeding Efficacy and Depression: The Roles of Duration and Home-Work Conflict
- Morgan A. Valley, MS, MPH - A Randomized Controlled Trial of a Mindfulness-Based Stress Reduction Intervention on Healthcare Worker Safety
- Victoria M. Graeve-Cunningham, MBA, MS, University of Nebraska at Omaha - Sustaining and Retaining a Healthy Volunteer Population by Mitigating Burnout
- Yifan Song, BS, University of Florida - Eating Your Feelings? Testing a Model of Employees' Daily Work-Related Stressors, Sleep Quality, and Negative Mood on Eating Behaviors

The winning paper in the Best Intervention Competition was:

- Allison M. Ellis, MS, Sentis; Tristan W. Casey, DPsych(Org); and Autumn D. Krauss, PhD, Sentis - Training to Transfer: Evaluation of a Leader-Focused Mental Health Intervention

Award of Honorable Mention was presented to:

- Michelle M. Robertson, Yueng-hsiang Huang, & Jin Lee, Liberty Mutual Research Institute for Safety, Hopkinton, MA, Harvard School of Public Health - Effects of an Office Ergonomics Intervention on Computing Behaviors, Musculoskeletal Health, Culture and Performance

Certificate of Participation was presented to:

- Katharina Naswall, Sanna Malinen, & Joana Kuntz, University of Canterbury, Christchurch, New Zealand - Change from the inside: Research-informed but organization-driven intervention to promote worker wellbeing

Plans are underway for the next conference, Work, Stress, and Health 2017: Contemporary Challenges and Opportunities, June 7-10, 2017 in Minneapolis, Minnesota, at the Hilton Minneapolis. Conference details will be available soon at

<http://www.apa.org/wsh/>.

Graduate Student Issues Committee Report



Shujaat F. Ahmed
Illinois Institute of
Technology

The Graduate Student Issues (GSI) Committee for SOHP consists of 11 volunteer student members. This committee works to facilitate student development into professional OHP researchers

and practitioners, while addressing the needs of all SOHP student members.

Our committee members have been keeping busy this year. As in previous years, the GSI student members helped plan the SOHP receptions at the Society for Industrial and Organizational Psychology (SIOP) and for the Work, Stress, and Health (WSH) conferences. Both socials turned out to be a huge success and were well attended; as one researcher said, "The WSH one was very well attended this year. The back section where we were was packed, it was a little hard to hear there were so



JOHP Best Paper Award
Gwen Fisher of Colorado State University, winner of Best JOHP Paper (left) and Janet Barnes-Farrell of UCONN, presenter of award on behalf of JOHP (right) at WSH



Best Student Research Competition
Kerri Nelson of University of Connecticut, winner (left) with participants Victoria Graeve-Cunningham of University of Nebraska (center left), Alexandra Chong of Kent State University (center right), and



Best Student Research Competition
Competition winners Lauren Gannon (left) and Kerri Nelson (center), University of Connecticut, standing with Adam Butler, University of N. Iowa (right), who chaired the WSH Student Research

Conference photos courtesy of
Irvin Schonfeld

Thank you for reading the Society for Occupational Health Psychology Newsletter!

Graduate Student Issues Committee Report (cont.)

many conversations going on, and the first round of food went quite quickly... Venue was really cool too [at WSH - Meehan's Pub]." There was at least a thirty-five percent increase in the number of people that attended both conference receptions compared to the last two years, and this shows how quickly OHP as a field is growing. Special thanks goes to **Archana Manapragada** for finding and booking the location (Irish Pub Philly 12th St) for the social at SIOP, and to **Stephanie Andel**, **Derek Hutchinson**, and **Aaron Manier** for designing the WSH and SIOP conference reception flyers. I also want to thank **Gargi Sawhney** for representing our committee at this year's WSH SOHP luncheon tutorial. Congrats on graduating and good luck with your future endeavors.

Our major goals for this year are to (1) Recruit new student members to SOHP, (2) Design a membership survey and analyze the results from that survey, (3) Participate in and/or help coordinate a webinar, and (4) Plan for the SOHP receptions at SIOP and WSH conferences.

According to the membership committee, there were 47 SOHP student affiliates last year. Our numbers have increased this year to a total of 80 student affiliates! We want to continue recruiting new student members by informing other students within our respective graduate programs and by working with the SOHP communications and the membership committee through social media outlets, and reminder membership emails.

In addition to recruiting members, we want to keep our current members happy and engaged. So, the graduate student committee hopes to conduct a membership survey to see what platforms are best for sending SOHP-related information and find out what they'd like to hear from us about. We also plan on analyzing and providing our findings to the executive committee and current members. Thanks to the **executive committee** for this opportunity and for their continued guidance.

To better develop current GSI members as professionals, another goal is to have a few senior graduate students on the committee present some of their research via a webi-

nar. We are currently still in the planning stages for this goal. Thanks to **Jessica Streit** for this idea, and our advisor, **Mike Ford** for his unwavering support.

Our final goal would be to continue planning for the SOHP receptions at the SIOP and WSH conferences. We plan to continue working as a team divvying up the duties, so future conference receptions may be as successful and enjoyable as this year was. Thanks to all those who attended this year's reception at SIOP and WSH, and we hope to see every one of you at our future events!

If you are either an undergraduate or a graduate student who has any questions, or can identify problems that you would like to see addressed, please contact me at (sahmed22@hawk.iit.edu). For a list of our current GSI members, visit <http://www.sohp-online.org/GSICom.htm>.



Irvin Schonfeld and Daisy Chang socializing at the 2015 WSH conference



(Left to right): Cong Liu, Joe Mazzola, Liu-Qin Yang, Valentina Bruk-Lee, Paul Spector, Maryana Arvan, Derek Hutchinson, and Stephanie Andel

Photos courtesy of Irvin Schonfeld and Paul Spector

For comments on the newsletter or submissions, please contact the Editor:

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ABOUT SOHP

The Society for Occupational Health Psychology is a non-profit organization with the purpose of engaging in activities to instruct the public on subjects useful to the individual and beneficial to the community. These efforts are achieved (1) by obtaining, and disseminating to the public factual data regarding occupational health psychology through the promotion and encouragement of psychological research on significant theoretical and practical questions relating to occupational health and (2) by promoting and encouraging the application of the findings of such psychological research to the problems of the workplace.