

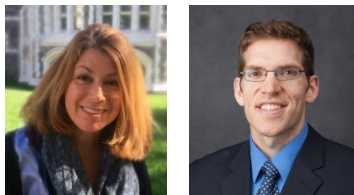
Welcome to the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

Volume 17 (Spring 2017)

Editors Welcome: 2017 Spring newsletter special edition: The Society's newsletter turns 10!



Co-editors,
Tanya Sidawi-Ostojic
 (tsidawioostojic@ccny.cuny.edu),
 and **Gary Giumetti,**
 (gary.giumetti@quinnipiac.edu)

Welcome to the Spring 2017 edition (v. 17) of the Newsletter for the Society for Occupational Health Psychology. First off, I would like to say thank you to Gary Giumetti for serving as the Editor for the newsletter since 2013! It is an honor and privilege for me to follow in your footsteps and to serve as the Society's Newsletter editor.

The Spring Newsletter for the Society for Occupational Health Psychology marks 10 years since the inaugural edition of the Society's newsletter launched in 2007.

As an important milestone we thought it would be appropriate to learn from those who have worked in building awareness and who have greatly contributed to the field of Occupational Health Psychology.

The overall theme of this Spring 2017 Newsletter is to reflect on the past ten years and to hear about the challenges, progress and evolution made in the field of Occupational Health Psychology.

Highlights of the Spring 2017 edition (v. 17) edition include:

Wes Baker shares insights relevant to the development of Occupational Health Psychology and the Work, Stress, and Health Conferences. He talks about the early challenges and what led up to the initial formation of SOHP in 2004. He shares the scope of the Work Stress and Health Conference and offers a 10-year overview on prior conferences.

Eradicating bullying has been a longstanding issue in the workplace. Leading expert on global workplace bullying Ellen Pinkos Cobb offers insights into the past decade of workplace bullying and harassment. She shares a global perspective and highlights countries around the world that have laws in place that prohibit workplace bullying. Additionally, she shares insights into the

Healthy Workplace Bill and the legislative progress made here in the United States of America.

We are grateful to obtain a historical perspective from James Campbell Quick, the founding editor of the Journal of Occupational Health Psychology. He talks about the origins of occupational health psychology; he shares insights into the launching of the journal and shares its remarkable accomplishment in reaching the top 10 applied psychology journal in the world!

The Society for Occupational Health Psychology would not be here today without Leslie Hammer, Founding President and Charter Member of SOHP. Dr. Hammer talks about the growth of the Society over the past 10 years. She talks about the different avenues that have helped the Society grow, and identifies invaluable partnerships that have expanded the field at large.

We are very fortunate to have like-minded individuals abroad who are deeply passionate about the field of Occupational Health Psychology. Peter Kelly, Practice Chair, EAOHP offers reflections about the global challenges that have impacted the field of Occupational Health Psychology. He explains the practical aspects of how we can best respond to changing work environments and emphasizes the importance of turning theoretical constructs into applied interventions.

Of course our Newsletter would not be here let alone complete without the invaluable rendition from Irvin Schonfeld our founder and first editor of the newsletter! He offers his personal account on the birth of the Newsletter, how it began, its journey and its vision. He outlines the significant goals he expected the Newsletter to accomplish and highlights prominent articles that were featured over the past ten years that supported this vision. Thank you Irvin for your knowledge, dedication and contribution to the field of Occupational Health Psychology!

We also have some wonderful updates to share with our readers from the Education and Training Committee! The committee outlines its strategic goals; they share the success of their recent seminars on commute stress and work behavior, and they share a peek into what they have planned for the upcoming WSH conference.

Featured in this edition is an interesting article by Stefani Gosselink that offers a music practitioner perspective regarding how music affects creative thinking and affords a possible link or interdependence between music and occupations.

In another featured article by Krista Burns, president of the American Posture Institute she shares the importance of proper posture in the workplace and its relation to optimal brain function.

We would like to thank those who have contributed to the newsletter and we are truly grateful for the assistance of our editorial team: Heather Odle-Dusseau, and Lauren Murphy, Shujaat Ahmed. We are also pleased to welcome Cristina Neacsu, our newest production team member! Thank you for your time, dedication, and contribution in making this newsletter possible.

Please share the newsletter with friends and colleagues and welcome them to become members of the Society for Occupational Health Psychology! 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 e-mail us: gary.giumetti@quinnipiac.edu or tsidawioostojic@ccny.cuny.edu.

Editors:
Tanya Sidawi-Ostojic
Gary Giumetti

Associate Editors:
Heather Odle-Dusseau
Lauren Murphy

Production Editors:
Shujaat Ahmed
Cristina Neacsu

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The Development of Occupational Health Psychology and the Work, Stress, and Health Conferences
Wesley Baker, American Psychological Association

Occupational Health Psychology (OHP) -- which differs from occupational health because it pays increased attention to the role of psychosocial factors as risk factors for occupational injury and illness, including stress -- began to surface at a 1990 APA/NIOSH (National Institute for Occupational Safety and Health) conference that forged the partnership between the two organizations. Today, it has become a commonly used term among psychologists and the public alike.

A number of occupational trends, such as downsizing, contingent labor and longer work hours, propelled the need for OHP. These, and other issues with a psychological dimension to them, led to the acknowledgment that the work environment was changing, and work stress took on greater salience.

But the field was not exclusively a psychological one. Since the October 1990 issue of the *American Psychologist* (Vol. 45, No. 10) first coined the term, OHP's biggest challenge has been differentiating itself from other occupational health or industrial fields. OHP was interdisciplinary not just within psychology, but outside of psychology, with programs that were headed by physicians, I/O psychologists, counseling psychologists, and social psychologists. People with expertise in epidemiology, ergonomics and industrial hygiene were also involved, so from its beginning, it was hard to clearly define the field.

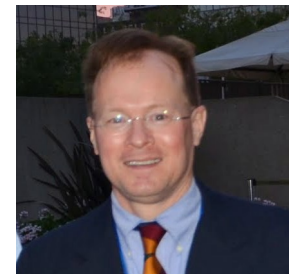
That definition challenge pointed to a clear need for a specific organization focused on OHP. Such an organization for psychologists and other researchers in occupational safety and health formed in the fall of 2004 to bring together professionals in the emerging area, which applies psychological principles to investigating how to reduce workplace psychological stress, injury and illness. Through the formation of the Society for Occupational Health Psychology (SOHP), OHP was able to gain greater recognition and spur further development of the field.

The new OHP society took root with a 1990 cooperative agreement between NIOSH and APA that provided seed money to 11 universities to launch OHP training programs. The two organizations renewed the agreement in 1996, and NIOSH later funded two programs with a more substantial training grant. Today, 12 universities offer graduate training in OHP, with some offering master's and doctoral-level programs.

But when the cooperative agreement expired in 2002 because the programs were successfully up and running, these programs represented the only official face of OHP in the United States. However, the agreement between APA and NIOSH had fostered a broader interest in OHP: During that time, APA created the *Journal of Occupational Health Psychology* (JOHP) in 1996 and NIOSH launched a Web page -- www.cdc.gov/niosh/ohp.html -- dedicated to OHP scholarship. Also, APA and NIOSH, and SOHP (starting in 2008), have organized eleven major international meetings on OHP since 1990, and are gearing up for the twelfth conference in June 2017.

The Work, Stress, and Health Conference Series addresses the ever-changing nature of work and the implications of these changes for the health, safety and well-being of workers. The conference series covers numerous topics of interest to labor, management, practitioners and researchers. Expert presentations and informal meetings with leading scientists and practitioners have provided an exciting forum for learning about the latest developments in OHP. The past 10 years have seen growth in the conference series' reach and influence. And starting in 2008, SOHP has been one of the main partners and conference co-sponsors, playing a key planning role.

Conference Name	Date and Location	Approximate attendance
The 7 th Work, Stress, and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships	March 6-8, 2008, Washington, DC	~750 from 32 countries
The 8 th Work, Stress, and Health 2009: Global Concerns and Approaches	November 5-8, 2009, San Juan, Puerto Rico	~ 800 from 35 countries
The 9 th Work, Stress, and Health 2011: Work and Well-Being in an Economic Context	May 19-22, 2011, Orlando, FL	~ 700 from 32 countries
Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health	May 16-19, 2013, Los Angeles, CA	~ 740 from 34 countries
Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations	May 6-9, 2015, Atlanta, GA	~600 and attracted participants from 30 countries



Wesley Baker,
American Psychological
Association

“The past 10 years have seen growth in the conference series' reach and influence.”

Work, Stress, and Health 2017: Contemporary Challenges and Opportunities will be held on June 7-10, 2017, at the Hilton Minneapolis, Minnesota.

Work, Stress, and Health Conference Website

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

Advancing psychology to benefit society and improve people's lives.

A Decade of Workplace Bullying and Harassment Ellen Cobb, Isosceles Group

Bullies are not new. Nor is workplace bullying new, though giving a name to it is a more recent, and welcome, development. Things are happening in the world of workplace bullying. This article will look at some notable developments over the past decade around the world in this area.

In the past ten years there has been an increased acknowledgement of workplace bullying, and laws and guidelines have been developed by more countries, territories, and provinces. There has also been greater recognition that there can be ill effects on both mental and physical wellbeing as a result of harassment in the workplace.

Basics

Around the world, a variety of terms are used for workplace bullying, mobbing, psychological abuse, psychological violence, and/or harassment. Different terms that are used by different countries for the hostile behavior often referred to as bullying include moral harassment, psychological violence, and mobbing, as well as emotional abuse, bossing, victimization, intimidation, and harassment moral. Japan's term for bullying is power harassment. Regardless of name, bullying, mobbing, and moral harassment describe a variety of negative workplace behaviors that may include verbal threats, personal attacks, innuendo, and deliberate isolation of a colleague. Separate incidents may be relatively innocuous but are often sustained or persistent in character; it is their cumulative effect that is damaging. Workplaces in which bullying and harassment are allowed to occur undermine and harm both the organization and those who work for it. Employer and organization costs may include those from litigation, increased staff turnover and loss of morale, reduced productivity, employees' absenteeism, increases in health care and disability costs, early retirement costs, and counseling program costs. Employees may suffer from a wide range of physical and psychological symptoms.

Global View

Europe: Europe was the earliest region to acknowledge and legislate against workplace bullying. Although no definition of bullying at work has been arrived at in the European Union and there is no specific European-wide legislative provisions which refers explicitly to bullying at work, a number European countries have passed laws defining and prohibiting workplace bullying.

Many of these laws are included as part of occupational health and safety laws, with specific sections addressing bullying and harassment. For those laws which do not specifically address bullying, there is usually a general duty clause requiring employers to assess, prevent, and reduce risks to safety and health at work. This clause has been interpreted to mean an employer's general obligations to ensure workers' health and safety at work means in *every* aspect related to work, including protection from bullying.

A 2015 study found that awareness of the causes and consequences of harassment at work varies greatly among European countries. Awareness is generally low in southern and eastern European countries and tends to increase in Scandinavian countries, the Netherlands and the UK. Procedures in place to deal with bullying and harassment at work are most common in companies in the Scandinavian countries and Belgium, and less observed in the southern and eastern countries.¹ The study's findings are consistent with countries which have passed laws to prohibit bullying in the workplace such as Sweden, France, Norway, Denmark, and the Netherlands.

Recently, European countries, such as Belgium and the Netherlands, are placing bullying and harassment under more umbrella like legislation for psychosocial risks that could lead to stress.

Courts have also stepped into this area. In July 2016, following a seven-year inquiry into a wave of suicides at France Telecom, a Paris public prosecutor recommended that its former chief executive and other key figures be put on trial for workplace bullying. If the trial proceeds, it would be the first trial in France for bullying (known in France as moral harassment) at such a large company.

Australia: Regulation of workplace bullying has moved beyond Europe. As of January 1, 2014, workers in Australia may apply to the Fair Work Commission for an investigation, and if cause is found, have an order issued to stop bullying. In Victoria, Australia, Brodie's Law was introduced in 2011 after a young woman, who was subjected to relentless bullying in her workplace, committed suicide. The law made serious bullying a crime punishable by up to 10 years in jail.

Canada: A number of Canada's provinces have enacted policies and regulations against workplace bullying in the past decade, including the 2014 Saskatchewan Employment Act; the 2013 British Columbia Occupational Health and Safety (OHS) policies relating to workplace bullying and harassment, Manitoba's 2007 Workplace Safety and Health Regulation; and Changes to Ontario Occupational Health and Safety Act (OHSA), effective 2010, which strengthened protections for workers from workplace violence and addressed workplace harassment. In 2016, the Ontario Ministry of Labor issued the Code of Practice to address Workplace Harassment under Ontario's Occupational Health and Safety Act. Quebec's Act Respecting Labor Standards has addressed psychological harassment since 2004.

Chile: Chile passed a law that amended the Labor Code in 2012 to prohibit workplace bullying,

On the Horizon

Workplace Bullying Law in the USA—Workplace bullying is not yet illegal in the USA; however, the push to enact anti-bullying laws state-by-state for the workplace continues to make yearly progress and gather greater numbers ... (Continued on Page 4)



Ellen Cobb
Isosceles Group

“Around the world, a variety of terms are used for workplace bullying, mobbing, psychological abuse, psychological violence, and/or harassment.”

A Decade of Workplace Bullying and Harassment (cont'd)

(continued from page 3) of supports. Suffolk University Professor of Law David Yamada has drafted the Healthy Workplace Bill (HWB), stating: he “wrote the HWB to fill a big void in current employment law that exposes workers to bullying and mobbing without adequate legal protections. It provides severely bullied workers with a civil legal claim for damages and creates liability-reducing incentives for employers to act preventively and responsively toward bullying behaviors.”²

Thirty-one State legislatures (29 States, 2 Territories) have introduced the HWB since the early 2000s. In April 2017, Rhode Island became the most recent state to introduce the HW bill.

A 2014 workplace bullying survey by the Workplace Bullying Institute showed that 27% of Americans have suffered abusive conduct at work; another 21% have witnessed it; and 72% are aware that workplace bullying happens.³

Small inroads in the USA have been made: In 2014, Tennessee enacted a version of Healthy Workplace Bill for public sector agencies, granting legal protection to those government agencies that adopt a model policy to combat abusive behavior in the workplace or craft comparable guidelines of their own. The law applies to any agency, county, metropolitan government, municipality, or other political subdivision of the state. In 2015 California began mandating training in Abusive Conduct in the workplace for supervisors or employers with 50 or more workers. The definition was taken directly from the WBI Healthy Workplace Bill (HWB). Utah has also mandated training, although Utah’s 2015 legislation applies only to state agency employers. Utah requires that employers describe how they will provide protections to employees.

Cyberbullying

Cyberbullying is use of the internet to harass, threaten, or maliciously embarrass. It is similar to traditional workplace bullying and harassment in the workplace, but involves electronic devices and online communications. Surveys have shown an increase in cyberbullying incidents at work. One study from National Library of Medicine of the National Institutes of Health showed that 10.7% of respondents were cyberbullied.⁴

Awareness about the potential invasiveness that can stem from use of social media has not kept pace with its pervasive use but companies have recently started to craft policies to govern social-media etiquette among employees.

See the following sources for more information:

An Act addressing workplace bullying, mobbing, and harassment, without regard to protected class status at <https://malegislature.gov/Bills/190/S1013/BillHistory>.

David Yamada's, 10-year-summary of the U.S. legislative movement at Workplace Bullying and American Employment Law: A Ten-Year Progress Report and Assessment at <https://papers.ssrn.com/sol3/>

papers.cfm?abstract_id=1908465.

The Workplace Bullying Institute at <http://healthyworkplacebill.org/>.

Workplace Bullying and Harassment: New Developments in International Law, (Routledge) Ellen Pinkos Cobb, JD, at <https://www.routledge.com/Workplace-Bullying-and-Harassment-New-developments-in-international-law/Cobb/p/book/9781138204690>.

References:

¹ Violence and harassment in European workplaces: Extent, impacts and policies, February 24, 2015 at https://www.eurofound.europa.eu/sites/default/files/ef_comparative_analytical_report/field_ef_documents/ef1473en.pdf.

² Minding the Workplace, April 7, 2017, at <https://newworkplace.wordpress.com/2017/04/06/ma-state-house-hearing-for-healthy-workplace-bill/>.

³ <http://www.workplacebullying.org/wbiresearch/wbi-2014-us-survey/>.

⁴ USA Today At Work: Cyberbullies graduate to workplace, by Andrea Kay, Gannett June 8, 2013 <http://www.usatoday.com/story/money/columnist/>

“Thirty-one State legislatures (29 States, 2 Territories) have introduced the HWB since the early 2000s. In April 2017, Rhode Island became the most recent state to introduce the HW bill.”

WORKPLACE WELLNESS AND BULLYING ASSESSMENTS AVAILABLE

The Isosceles Group is proud to announce the availability of two new products: Workplace Wellness Assessments and Workplace Bullying Assessments and Checklists.

Workplace Wellness Assessments provide an overview of workplace wellness and workplace wellness programs in the context of the global environment, current trends, and the role of government. The focus then shifts to details on the current state of employees and workplace wellness in a particular country. This includes applicable legislation, government guidance, whitepapers, strategies, and plans, followed by corporate programs within the country, and wellness service providers.

Workplace Bullying Assessments and Checklists provide general information on the current state of workplace bullying as a global health and safety risk, as well as regional and country specific legislation, trends, government and corporate practices and resources. An audit checklist of applicable legislation is provided at the end for self-assessment.

Learn more about our workplace bullying expert, Ellen Pinkos Cobb, [here](http://www.isoscelesgroup.com).

You can download a free copy of the Malaysia Workplace Wellness Assessment and the Serbia Workplace Bullying Assessment and Checklist below.

If you would like Isosceles to develop an assessment for a particular jurisdiction, please contact Brittany Palmer for a quote by responding to this e-mail or sending a separate e-mail to bpalmer@thisisgroup.com.

[Malaysia Workplace Wellness Assessment](#)

[Serbia Workplace Bullying Assessment & Checklist](#)

JOHP in the beginning and now
James Campbell Quick
University of Texas at Arlington



James Campbell Quick
Distinguished University
Professor
University of Texas at
Arlington

The origins of occupational health psychology were seeded by the intellectual efforts of founding fathers and mothers in Sweden, the United Kingdom, and the United States during the 1970s and 1980s. In the U.S., a strong impetus for the launch of OHP was a team of psychologists within the National Institute for Occupational Safety and Health (NIOSH). Largely a public health research institute, the NIOSH psychologists were able to identify

stress-related and psychological disorders in the workplace as among the Top 10 occupational hazards in the 1980s. By bridging public health, epidemiology, psychology, and engineering, these pioneers connected with the American Psychological Association to leverage their occupational health concern and germinate what we now know as the specialty of occupational health psychology. Steve Sauter at NIOSH and Gwen Puryear Keita at APA were spearheads in building a bridge.

I became involved early on because of my brother's and my signature theory of preventive stress management, which we began framing while in graduate school in the 1970s and launched with the first edition of our book on the subject in 1984. We translated the public health notions of prevention into an organizational context, first targeting the health risk of stress, and then later workplace violence, sexual harassment, suicide, and other risks. I worked from the APA side with several NIOSH psychologists in editing books from the APA-NIOSH work stress conferences, a conference series that continues on in 2017. APA recruited me as the founding editor of the *Journal of Occupational Health Psychology* in 1994. We launched in 1996 and I passed the baton of editorship to Julian Barling in 2000, accepting the co-editorship with Lois Tetrick of the *Handbook of Occupational Health Psychology*, now in its second edition (2011). Following Julian's tenure as JOHP editor, Lois then began as JOHP editor, then Joe Hurrell, and now Peter Chen, all of whom have been remarkable stewards of the journal, lifting it into the top 10 applied psychology journal in the world. That is absolutely terrific for our field!

The field of OHP has continued to blossom and diversify with a wide range of both international and interdisciplinary research. While owned by APA, JOHP is not just a psychology journal. A number of top colleagues and leading researchers in the management field choose JOHP as an important outlet for research

concerning psychological health and wellbeing in the workplace, as well as research on occupational health risks and disorders. APA's publisher in the 1990s was strategically focused on reaching into the international arena, insuring that I was enabled as editor to speak at conferences in the Netherlands, the UK, Israel, Sweden, Switzerland, and other locations to carry the flag for JOHP.

One of the exciting advances within OHP over the past 10 years is the attention to leader and supervisory behaviors, both good behaviors (weapons for prevention) and bad behaviors (health risks). Leslie Hammer and Ellen Ernst Kossek's seminal work on family supportive supervisory behaviors is a powerful workplace intervention demonstrating many organizational and employee positive effects, and a number of their important research pieces have been published in JOHP. From a public health standpoint, the preferred point of intervention is always primary prevention, which means to eliminate or mitigate the health risk. In occupational health settings, the corollary preferred point of intervention is the top of the organization. This is because intervening for positive health at the top can mean positive preventive spill down effects throughout a large organization, helping tens, hundreds, and even thousands of individual workers.

JOHP continues to pay attention to chronic occupational health risks. For example, Ann McFadyen and I did a 20th Anniversary retrospective invited article for JOHP on the problem of sexual harassment, an occupational health problem first spotlighted in JOHP during my editorship. What was fascinating to me was some of the ways in which we have made progress for good, but also how the problem has morphed so that men and the LGBTQ community are increasingly victimized. Occupational health problems are truly chronic and will not go away, but they can be preventively managed so as to improve the working lives of millions of people around the world. The need for occupational health psychologists will continue to grow rather than abate. There is a continuing need for good young women and men to engage in OHP...and publish in JOHP.

For contact information and instructions for manuscript submission, please visit:

<http://www.apa.org/pubs/journals/ocp/>

“One of the exciting advances within OHP over the past 10 years is the attention to leader and supervisory behaviors”



The Society of Occupational Health Psychology: The Past 10 years
Leslie Hammer, Founding President of SOHP, Portland University and Oregon Health & Sciences University, & Heather Odle-Dusseau, Gettysburg College



Leslie Hammer, Founding President of SOHP, Portland State University and Oregon Health & Sciences University



Heather Odle-Dusseau, Gettysburg College

Since the inaugural newsletter for the Society of Occupational Health Psychology in 2007, the field of Occupational Health Psychology has continued to grow, cultivating more members, organized meetings, and added a second journal in the past year (*Occupational Health Science*; see SOHP's previous newsletter for an overview of the new journal). We have even had an entry added to Wikipedia back in 2008, thanks to Irvin Schonfeld.

Turning to organized conferences and meetings, since 2007 we have seen five APA/NIOSH/SOHP international conferences on Work, Stress, and Health, with an upcoming sixth conference occurring in June in Minneapolis. In addition to the international conference, we have seen the addition of the Occupational Health Psychology Summer Institute. In 2012, the first OHP Summer Institute was held in Portland, Oregon hosted by Portland State University and Oregon Health & Sciences University. Subsequent institutes were held in 2013 and 2015 in Halifax, Nova Scotia hosted by Saint Mary's University and the Canada Center for Occupational Health and Safety, and 2014 and 2016 back to Portland, Oregon. This summer (2017) the Institute is back in Halifax with the theme: Navigating Healthy Workplaces: Risks, Perils, & Op-

portunities. Save the date now for the July 17-20 OHP Summer Institute in Halifax Nova Scotia, at Saint Mary's University.

In 2011, we saw the emergence of the concept Total Worker Health, which is an approach developed with NIOSH (National Institute for Occupational Safety and Health) that relies on science to obtain a more holistic view of how worker health and well-being is impacted. Total Worker Health (TWH) is defined as "policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being", and evolved from earlier NIOSH initiatives aimed at increasing healthy workplaces (<https://www.cdc.gov/niosh/twh/>). As the TWH initiative relies on empirical research, and subsequently promotes applied solutions to integrate occupational health and safety into workplace policies and programs, the recognition of Occupational Health Psychology is furthered through partnerships with TWH.

In addition to the growth of SOHP, our colleagues in Europe have also expanded their body of the OHP discipline. The European Academy of Occupational Health Psychology (EAOHP) includes OHP graduate training programs at four separate institutions: The University of Leiden in the Netherlands, West University of Timisoara in Romania, The University of Nottingham, and the University of Zurich/University of Lausanne in Switzerland. In addition, EAOHP's journal *Work and Stress* is a common outlet for OHP researchers.

In sum, the last 10 years have been exciting and fruitful for the Society of Occupational Health Psychology. Given the continuance of productive research and practice, the future of SOHP will no doubt maintain this momentum.

Stories from Practitioners: Music Profession
Stefani Gosselink, Business Owner, Piano Instructor

At a dinner party, I had the pleasure of meeting Anna. I learned she was a computer programmer. She works for a fairly large firm where she and her team develop new products. "And what do you do?" she asked. "I teach piano," was my reply. "O, wow!" she said with great enthusiasm. "My best programmers are the ones who've taken music lessons--especially piano."

This was the first time I had heard anything like this. I had never given any thought to a connection between working with computers and the study of music. Basically a Luddite in my early relationship with the machine, I took to the computer like a dolphin in ocean water. Could there be something symbiotic

between these two seemingly polar opposites? I mean, had this been only 15 years ago, I would have said there is absolutely no relationship between art and technology.

After reflecting on Anna's last comment, I began to give this some serious thought. "It's as if those who studied music can look beyond what's on the page to find more in it," she said. "I can spot them right away. Those who are not musically trained seem to see only what's in front of them. They lack the same depth. They don't seem to be able to envision beyond what could be past the screen in front of them. Basic music instruction deals with notes, fingers, and beats plus the development of a ... (Continued on page 7).

"Save the date now for the July 17-20 OHP Summer Institute in Halifax Nova Scotia, at Saint Mary's University"



Stefani Gosselink
Business Owner, Piano
Instruction

Stories from Practitioners: Music Profession (cont'd)

(Continued from page 6).

few other important skills. The music tells the player what to do, and how to do it. Play loud. Play soft. Speed up. Slow down. It can also give information about what the composer had in mind as far as how the music should sound. But music can be taught where the player develops a relationship between what the composer has written and how the player thinks it should be played. Similar to the black lines on white paper in a coloring book, the music can be thought of as black dots on white paper. It's the job of the musician to find the hidden meaning of those dots and expose them. There are musical directions, of course, however in studying music this way, interpretation becomes as valuable as playing the correct notes, using the right fingers, and adhering to a regular beat. It becomes an interaction between composer and player. In other words, it's in *how* these directions are interpreted that make the difference.

Numerous neurological¹ studies have been done on the relationship of music. Here² is one great video that

has been passed among music enthusiasts and educators that not only distinguishes between listening to and playing music, but it also points out that making music helps with creative problem solving in both academic and social situations. "Because making music is crafting and understanding its emotional content and message, musicians often have higher levels of executive function—a category of interlinked tasks that include planning, strategizing, and attention to detail." Dr. Anita is an award winning Australian educator, academic and researcher in the area of music education, particularly in the impact of music education on cognitive development. The more I read and learn, a clearer picture emerges about possible connections between playing music and how it could be applied to creative thinking—an aspect of any work environment that is becoming more and more necessary. The key, though, might be in revealing an interdependence between music and the work we do as once hidden, now in view.

¹https://en.m.wikipedia.org/wiki/Cognitive_neuroscience_of_music

²<https://www.youtube.com/watch?v=R0JKCYZ8hng>

“The more I read and learn, a clearer picture emerges about possible connections between playing music and how it could be applied to creative thinking—an aspect of any work environment”

Reflections on Ten Years of Occupational Health Psychology Practice: The European Academy of Occupational Health Psychology (EAOHP) Practitioner Journey Peter Kelly, Practice Chair, EAOHP

A decade passes by in the blink of an eye. As I look back at the last 10 years of EAOHP practice and conferences, I am reminded that much has been achieved. The European Academy of Occupational Health Psychology (EAOHP) held its first conference in Lund, Sweden in 1999, and since then other conferences have been held in Berlin, Rome, Zurich, London, and Athens. We look forward to continuing these efforts for our 13th EAOHP conference, which will take place on September 5-7, 2018, in Lisbon. We have developed our practitioner forums and have had practitioner streams become standard in the conference programme. The EAOHP conference is now attended by over 500 occupational health psychologists from across the globe. Importantly during this time, EAOHP, SOHP, NIOSH, and APA have formed the International Coordinating Group for OHP (ICG-OHP), which has helped to grow the profession through various forums. We meet as a group at each conference in Europe and the USA, and we have made significant progress during the last 10 years.

Furthermore, I am reminded how much has changed in the OHP world. We have gone from a thriving global economy to a global recession, and now we are in the midst of a recovery. We have seen the recognition of work-related stress as a global issue spanning nations and continents, to the move back, in the last 5 years, towards individual-centred approaches aimed at tackling work-related stress through mindfulness and resilience training. We are moving away from the organisational approaches of 10 years ago that have focused on prevention. There is also the routine implementation of zero-hour contracts and the birth of the health and wellbeing movement, just to name a few.

During this time, our EAOHP practitioner forums

have seen the emphasis move and develop to reflect the changes in our profession, from one of theoretical perspectives on work and job strain to the practical aspects of how OHP can best respond to the challenging work environments that are now the norm. Let us remember that it was only 12 years ago that Blackberry was first launched onto the unsuspecting world of work, and 10 years ago the first iPhone was launched and the world of apps was born. It has been interesting to observe how presentations on new technology have gone from highlighting the freedom these new devices will have on work and how they would reduce stress, to the opposite where the same devices are now seen as sources of job stress. There is also the introduction of the 24/7 work culture, where emails must be sent and answered within a nanosecond. I remember a time when I finished work at 5pm and had to wait until 9am the next day to read my email. Those were the days.

I am pleased to see how the work of the EAOHP and SOHP has risen to the challenge of addressing some of these issues through innovative practices and the development of interventions, and how we have sought to encourage our colleagues to look at work in a different way and to provide solutions for the world of work. My plea is this, that we as a profession continue to take theoretical constructs and turn them into practical interventions that can be implemented in organisations and on the shop floor. Where will we be in the next 10 years? I hope we will still be championing workers' occupational health needs, and as a profession we will continue to evolve best practice in managing practitioners' issues. Ultimately let's hope we will continue to see changes in the way people work, based on theory and practice, which has evolved out of the OHP movement.



Peter Kelly, Practice Chair, EAOHP

“The EAOHP conference is now attended by over 500 occupational health psychologists from across the globe.”

How the *SOHP Newsletter* got started and got going Irvin Sam Schonfeld, City College and the Graduate Center, City University of New York

In March 2006, the Work, Stress, and Health conference was taking place in Miami. The conference was sponsored by the American Psychological Association and the National Institute for Occupational Health. The Society for Occupational Health Psychology, which would eventually become a co-sponsor of the conference, was two years old. Leslie Hammer, the first president of SOHP, was leaving office. Peter Chen would soon step into the role of president.

Peter asked me to meet with him during a lunch break. He said to me that SOHP, like other learned societies, should have a newsletter to communicate news to the members. We agreed that a newsletter should communicate both organization- and OHP-related news to our membership. I added that non-members who share an interest in our discipline would also appreciate such a newsletter. Peter asked me to organize and edit what would become the newsletter that published this feature. I agreed to do it. I was eager to help our organization, and advance our discipline.

It took about one year to get the newsletter running. I spent time reading newsletters published by existing learned societies in order to get ideas. My most important aims were to establish a set of goals for the newsletter and to bring on board associates who could help me produce the publication. Joe Hurrell and Kizzy Parks agreed to become associate editors. Janet Barnes-Farrell and Kim Davies-Schrlis agreed to work on the layout. Janet got the newsletter a home on a University of Connecticut server. By the third issue Janet and I decided that she and Kim or Kim's replacement should be called what they really were, namely, production editors. Leslie Golay stepped into the role Kim had held. The composition of the editorial team changed over nine issues I published. At one point or another the editorial and production team included a number of other individuals who have been associated with OHP, including Jennifer Bunk, Lori Francis, and Tim Bauerle, and one person from outside of OHP, Alfred Rosenblatt, a personal friend who had recently retired from his job as editor of the *IEEE Spectrum* magazine. Fortunately for me, Janet Barnes-Farrell stayed with the Newsletter through the nine issues that constituted my term as editor, a term that ended in October 2010. For all the members of that editorial team, I am grateful for their help.

While assembling a team, I also concentrated on the goals of the newsletter. My first and foremost goal, as per my original conversation with Peter, was to communicate information that would be useful to the SOHP membership as well as nonmembers interested in our discipline. With that goal in mind, I commissioned articles on publishing in the *Journal of Occupational Health Psychology* (vols. 1 and 2), news of the WSH, EAOHP, and ICOH-WOPS conferences (conference articles and announcements are found in almost every issue), committee reports, book announcements, and so forth.

I also commissioned more focused articles on topics such as identifying optimal publication outlets for OHP researchers (vol. 7), successful workplace wellness programs (vols. 1, 2, and 3), and understanding the statistical concept of mediation (vol. 9).

My second goal was to keep our readers informed about OHP-related aspects of major news events. In that vein, I commissioned articles on contemporary concerns such as the problem of suicide in the military (vol. 6), the impact of the Great Recession on people's lives (vols. 5, 6, and 7), mental health in 9/11 first responders (vol. 4), and the impact of involuntary job loss (vol. 9).

My third goal was to highlight the activities of institutions that are important to sustaining OHP. I commissioned a series of articles on OHP-related research conducted at NIOSH (vols. 1, 3, 5, 7, and 9). It has been important to me to spotlight the fine work that the people at NIOSH have been engaged in. In another series of articles, I put a spotlight on doctoral programs that trained graduate students in OHP. I thus commissioned articles on training programs at the Colorado State University (vol. 4), Portland State University (vol. 5), the University of Connecticut (vol. 6), University of Houston (vol. 7), Clemson University (vol. 8), and Kansas State University (vol. 9). It gives me great pleasure to know that this series has continued under the new editors.

My fourth goal was to publish articles about the history of our discipline and our organization, although I was not as successful as I wanted in meeting this goal. In the first issue, Leslie Hammer and I published an historical article on the events leading to the founding of SOHP. Other history-related articles addressed the history of the European Academy of Occupational Health Psychology (vol. 7), the origins of the term "occupational health psychology" (vol. 8), and the founding of the *Journal of Occupational Health Psychology* (vol. 9). I have been concerned that some of our history will be lost as memories fade, and some of us retire or die. It is important that we preserve our past so that we can learn from it and build on it. I fault myself for not publishing more articles on our history. I tried to make up for that gap in another way. The first chapter of a recently published book on OHP covers our history (<http://www.springerpub.com/occupational-health-psychology.html>).

I also had a ragbag of more minor goals. I will identify three. One is that I tried, and largely failed, to use the Newsletter to spark SOHP members to contribute to OHP-related entries in Wikipedia (vols. 7 and 8). My idea was that because the encyclopedia is used by a great many high school and college students, I thought representation on Wikipedia would spur students to take our courses and, even, pursue careers in OHP. I did achieve the second goal. I wanted to get the Newsletter indexed in an APA database. Unfortunately newsletter articles do not qualify for coverage in PsycINFO. The newsletter, however, qualified for coverage in the APA database for the so-called "gray"

(continued on page 9)



Irvin Sam Schonfeld,
City College and the
Graduate Center, City
University of New York

“to communicate information that would be useful to the SOHP membership as well as nonmembers interested in our discipline.”



An evening of fun at WSH
2006 in Miami

How the SOHP Newsletter got started and got going (continued)

literature, *PsycEXTRA* (vol. 7; I thank Janet Barnes-Farrell, the sharp-eyed production editor, for placing a very apt, yet droll, graphic next to the short article on *PsycEXTRA*). The third is that I wanted to include attractive photos in the newsletter. I thought photos would add to readers' interest in what we do. Sometimes I did double-duty, and served as the Newsletter's photographer. In the first issue, I published two photos I took at the Miami WSH conference. One was of attendees dancing in a conga line at an evening party we had on an outdoor hotel patio. The other was of Christian Dormann—looking like a young Marlon Brando in his sunglasses—and his lovely family. The idea was to

show readers just how convivial our gatherings truly are.

It was a great privilege for me to be the founding editor of the SOHP Newsletter. I got to work with a very fine editorial team and contributing authors. In addition, I got to learn a great deal about OHP and become acquainted with many of the fine people who contribute to our discipline. Finally, I am happy to say that an excellent new team of editors has taken over the work of publishing the Newsletter. I salute Gary Giumetti, Tanya Sidawi-Ostojic, Heather Odle-Dusseau, Lauren Murphy, Shujaat Ahmed, and Janelle Cheung.

Updates from the Education and Training Committee Larissa Barber, Northern Illinois University Janelle Cheung, Oregon Health & Science University Liu-Qin Yang, Portland State University

Spring greetings to you all! On behalf of the Education and Training committee, we are excited to report our recent updates and accomplishments. Aligned with the missions of the SOHP leadership team led by Dr. Lisa Kath, our committee set two primary strategic goals for our 2016-2018 term—namely 1) to broaden our outreach to graduate students and faculty in graduate programs that do not have a OHP emphasis, and 2) to build and maintain a sense of community in our field by starting and facilitating a series of regional/national/international brownbags or webinars focused on occupational safety and health (OSH). To date, we have carried out some successful activities that support our committee's strategic goals.

2017 Work, Stress, & Health Conference Activities
In Fall 2016, our committee created three interactive session submissions for the 2017 Work, Stress, and Health (WSH) conference, all of which focus on education and training. These 3 sessions included a number of scholars as panelists who represent different areas expertise in Dr. Bradley Wipfli (Portland State University)

Best Practices in Education & Training: Teaching Graduate and Undergraduate Courses in Occupational Health Psychology (OHP).

This panel focuses on sharing teaching advice and recommendations about successful (and in some cases unsuccessful) strategies for teaching OHP-related courses and integrating OHP-related material into other psychology courses, at the graduate and undergraduate student level. Presenters include:

- Dr. Larissa Barber (Northern Illinois University)
- Dr. Carrie Bulger (Quinnipiac University)
- Dr. Tori Crain (Colorado State University)

Relatedly, our committee is also co-sponsoring a graduate

-student career session (Careers in OHP) at the conference, together with the WSH Workshops Committee. This session will feature recently hired graduate students with OHP training providing a “realistic job search preview” on application processes across a range of applied and academic positions.

Please do check out all of these sessions in the conference program, as they are intended to complement information covered in the career-related tutorial session on the previous day. We hope to see you all there.

OSH Brownbag & Webinar: In March 2017, our committee successfully coordinated a regional OSH brownbag on the topic of commute stress and work behavior that was presented by Dr. Chu-Hsiang (Daisy) Chang (Michigan State University) at Portland State University, Portland, Oregon. As our very first OSH brownbag series, we broadcasted it as a webinar which was accessible by interested attendees from all around the globe. The talk was very well received by all attendees including those who dialed in online. Also in March 2017, we announced the call for applications to the WSH student travel awards, which are to be given for the second time in the history of SOHP. We streamlined the process to an online format via the Qualtrics survey platform and just finished collecting submissions. We will also be coordinating the evaluations of the applications (in April) and award notifications (in May). The awardees will be recognized at the closing plenary of the conference.

At this moment, our committee is busy with preparing for the upcoming WSH conference in June at Minneapolis, MN, including coordinating the aforementioned interactive sessions and evaluating the applications for the WSH student travel awards. We very much look forward to you joining us at our conference sessions this June and/or at the next brownbag/webinar in the fall.



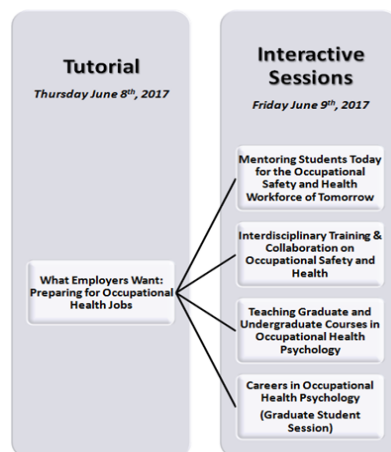
Larissa Barber, Northern Illinois University



Janelle Cheung, Oregon Health & Science University



Liu-Qin Yang, Portland State University



“This panel focuses on sharing teaching advice and recommendations about successful ... strategies for teaching OHP-related courses ... at the graduate and undergraduate student level.”

Digital Dementia by Krista Burns, Co-Founder, American Posture Institute

Posture is Declining at the Speed of Technology: Posture is declining at the speed of technology, and you are the answer to halt postural decline. Modern day workers have different needs than workers of the past. A new health epidemic has arrived, it is called "Digital Dementia."

Overall 1.8 billion people own smartphones and use their devices on a daily basis. Some studies estimate that an average person checks their screen 150 times a day. Data shows that nearly 70 percent of 11 to 12-year-old kids use a mobile phone; 90 percent by the age of 14 (Williams, 2016).

Developmental patterns due to technology utilization have drastically changed, and society is suffering from the epidemic of postural decline for it. To offset the ill health effects of sensory mismatch associated with Digital Dementia, it is of utmost importance to understand the brain-based presentation of these workers. Optimal postural design and neurologic function starts at a young age and requires focused attention throughout the lifespan. This issue is more relevant than ever before.

It is undeniable that recent advancements in technology are beneficial to the advancement of society in an economic and business sense. However, the long-term affects of the technologic era are still unknown. Millennials are a new generation; they are the first generation in history to be exposed to screens and mobile devices throughout all stages of their physiologic development. This exposure is rewiring their brain's neural circuitry.

According to Williams (2016) increased screen time neglects the circuits in the brain that control more traditional methods for learning in the frontal lobe. These frontal lobe circuits are typically used for reading, writing, and concentration and have a direct impact on *executive functions*.

Digital Dementia

The term Digital Dementia was coined by neuroscientist, Manfred Spitzer. It describes how overuse of digital technology is resulting in the breakdown of cognitive abilities in a way that is traditionally seen in people who have suffered a head injury or Alzheimer's disease.

"Tech Neck" is forward head posture in response to looking down for prolonged periods of time, such as when sending a text message or checking social media on your phone. Workers with Tech Neck have flexor dominant posture. With increased flexor tone and deficient stimulation of extension, the patient inefficiently resists gravity. This is indication of dysfunction of the brainstem.

Today's workers are spending more and more time on their mobile devices during their breaks and long commutes. Sedentary postures results in a lack of stimulation of the vestibular system, the sensory cortex, and the motor cortex. While the vestibular and the somatosensory systems are under stimulated, the visual and auditory sensory systems are being bombarded. This sensory imbalance is contributing to coordination

disorders, learning difficulties, sensory processing disorder, anxiety, depression, and sleep disorders. According to the National Institutes of Health, nearly 35% of Americans over the age of 40 (69 million people) have reported chronic vestibular-related problems.

When individuals have flexor dominant postures, not only do they look more primal they act like it too. They are angry, they lack empathy, they have no motivation, their sensory and motor pathways are blurred so they lack coordination, and their higher-level cognitive skills that make them human, are diminished.

Signs of Digital Dementia:

- Flexor dominant posture
- Developmental delays
- Inability to remember number patterns or directions
- Social seclusion
- Lack of motivation

Digital dementia is a serious condition of degenerative brain dysfunction due to overstimulation of technology in weak postures. These workers are walking into work everyday.

Taking Care of Modern Day Workers

Modern day workers have different needs. Workers who are educated and engaged in Brain Based Postural Correction programs will show higher rates of cognitive stimulation and will have better physiologically functioning bodies in comparison to workers who do not actively engage in developing their postural fitness.

To keep workers more engaged in the workplace, and functioning at a higher level, consider these recommendations to prevent Digital Dementia.

Reverse Postural Decline: While seated and using technology workers should have proper posture with their back straight, shoulders back, and chin pulled back so their ears are aligned over their shoulders. Unbalanced posture causes many physiologic deficits of the body. Workers can prevent this by stretching the anti-gravity posture muscles and remembering to take frequent posture breaks throughout the day.

Improve Focus by Eliminating Multitasking: Despite common belief that "multitaskers" get more done, it actually takes three times longer to accomplish a task while multitasking. When multitasking the brain cannot focus appropriately and the quality and speed of work production decreases. Not to mention, multitasking with multiple pieces of technology at once (talking on the phone while browsing the internet) over stimulates the nervous system.

Block Blue Light from Devices for Better Sleep-Wake Cycles: Light at night is part of the reason that so many people don't get enough sleep, and yet many people continue to check their phones in bed before falling asleep each night. Lack of sleep plays a toll on the body. (continued on page 11)

"The term Digital Dementia describes how overuse of digital technology is resulting in the breakdown of cognitive abilities in a way that is traditionally seen in people who have suffered a head injury or Alzheimer's disease."



Krista Burns,
American Posture Institute

Digital Dementia (cont'd)

In fact short sleep periods are linked to an increased risk for depression, diabetes, and cardiovascular disease. Avoid looking at bright screens that emit blue light before going to bed for better sleep health. Even dim light can interfere with a person's circadian rhythm and melatonin secretion. Also, while at work, if workers are over exposed to blue light, consider recommending that they wear red lens glasses to block blue light emission.

Where to Get Started

For best health outcomes unplug your device and move your body. Focus on mindfulness to calm your mind and stay present in the moment without technology bombardment. Mindfulness will help to de-stress and allow you to enjoy your surrounding environment without the utilization of technology.

Focus on your posture. Open your chest and stretch your anti-gravity muscles to hold your body upright in a productive and confident posture. While texting or sitting at a computer our bodies fatigue and cannot resist gravity with proper posture. Overcome this by focusing on postural correction and proper posture habits as a daily practice in your life.

It's your brain or your phone, your postural design or your computer, your health or your Facebook profile... which are more important to you? Make the choice to have better health by disconnecting from your devices and enjoying your life.

Remember, it's Posture by Design, Not by Circumstance. For more information on Digital Dementia and how to prevent it, visit AmericanPostureInstitute.com.

“Digital dementia is a serious condition of degenerative brain dysfunction due to overstimulation of technology in weak postures. These workers are walking into work everyday.”

Book Announcement: Workplace Bullying and Harassment: New Developments in International Law

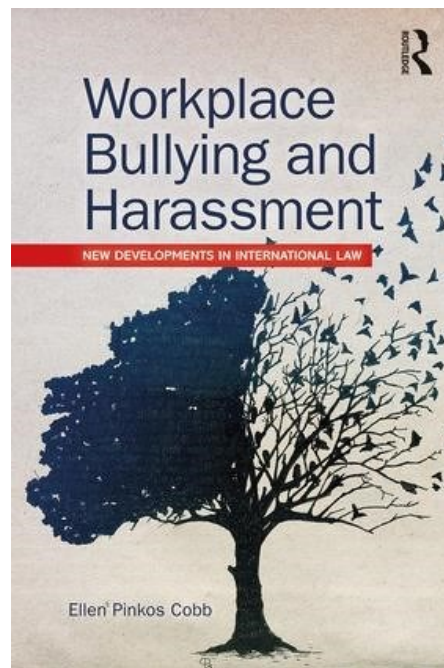


Ellen Pinkos Cobb
Isosceles Group

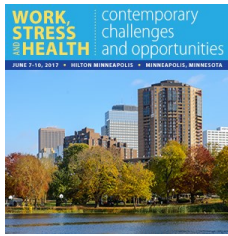
Workplace Bullying and Harassment: New Developments in International Law provides a comprehensive tour around the globe, summarizing relevant legislation and key developments in workplace bullying, harassment, sexual harassment, discrimination, violence, and stress in over 50 countries in Europe,

the Asia Pacific region, the Americas region, and the Middle East and Africa. Workplace bullying, harassment, and other psychological workplace hazards are becoming increasingly acknowledged and legislated against in the modern work world. Their costs are huge and far-reaching. Frequently under-reported and misunderstood, workplace bullying, harassment, violence, discrimination, and stress wreak havoc on the vitality and prosperity of organizations and individuals alike.

Information and pricing can be viewed at: <https://www.routledge.com/Workplace-Bullying-and-Harassment-New-developments-in-international-law/Cobb/p/book/9781138204690>.



Upcoming Conferences



The 12th International Conference on Occupational Stress and Health, "Work Stress and Health 2017: Contemporary Challenges and Opportunities", Minneapolis, MN, June 7 – June 10, 2017.



The EAOHP conference, Lisbon, Portugal, September 5 – September 7, 2017.



The 6th International Congress of Work Organization and Psychosocial Factors (ICOH-WOPS, 2017), 2017, Mexico City, Mexico, August 29 – September 1, 2017.

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

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.

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

Tanya Sidawi-Ostojic

tsidawiostojic@ccny.cuny.edu

or

Gary W. Giumetti

gary.giumetti@quinnipiac.edu