

# Welcome to the Society for Occupational Health Psychology Newsletter!



SOCIETY FOR OCCUPATIONAL HEALTH PSYCHOLOGY

Volume 18 (Fall, 2017)

## Welcome from the Co-Editors



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Welcome to the Fall 2017 edition (v.18) of the Newsletter for the Society for Occupational Health Psychology.

This edition of the newsletter starts with a note from the president of SOHP, Dr. Lisa Kath. She offers information about the Total Worker Health Education and Training roundtable meeting she recently attended. She also announces the upcoming launch of the new SOHP website and membership management system scheduled to release by the end of this year.

The second column is dedicated to the society's Annual Treasurer's report provided by Joseph Mazzola. This latest financial summary report covers the years 2014-2016 and reports that overall, SOHP is on very solid footing financially.

This edition features a report written by Ms. Angie Sarver about the 2017 WSH conference held in Minneapolis, Minnesota in June 2017. Highlights of her report include special events from the conference, Early Career Achievement Award, Career Lifetime Achievement Award in Practice, Best *Journal of Occupational Health Psychology* Article award, and student presentation winner. There is an announcement for the next WSH 2019, which will be held November 6-9, 2019, in Philadelphia, Pennsylvania.

Also featured in this edition is a column

by Peter Chen who offers some snapshots of change in *Journal of Occupational Health Psychology* (JOHP) since the first issue was published in 1996. Some statistical information is provided showing the scientific impact metrics of JOHP and JOHP rankings from 2006 to 2016. Metrics show that JOHP has shown an increase in scientific impacts since JOHP was first included in *Social Sciences Citation Index* in 2006. Similarly, an increase was reported in JOHP rankings in two categories.

We are very excited to feature another OHP Story by Jonathan Burlison, who has been practicing I-O/OHP in a healthcare setting for approximately 6 years. He shares his experience as a Project Manager for Patient Safety at St. Jude Children's Research Hospital. In addition, he discusses his work in a much-needed area of "second victim" research.

We have two newly released books to share:

**Stress and Quality of Working Life: Conceptualizing and Assessing Stress** (2017). Edited by: Ana Maria Rossi, *International Stress Management Association*; James A. Meurs, *University of Calgary*; and Pamela L. Perrewé, *Florida State University*. This book highlights research done by 25 authors that challenges how work stress is viewed and assessed. Additionally, a number of

social and psychological influences on the stress experience are examined. Section I: Conceptualizations of Stress and Wellbeing, Section II: Social and Psychological Workplace Factors in Stress and Health, and Section III: Stress Assessment.

**An Introduction to Work and Organizational Psychology: An International Perspective 3rd Edition** (2017).

Editors: Nik Chmiel, Franco Fraccaroli, and Magnus Sverke. This third edition of a classic textbook offers a complete introduction to work and organizational psychology for undergraduate and graduate students with no prior knowledge of the field. Categorized into sections: Job-Focused, Organization-Focused, or People-Focused – each chapter title is a question designed to engage readers in understanding work and organizational psychology whilst simultaneously inviting discussion of key topics in the field.

Lastly a few well-deserved shout outs, one to our **Graduate Student Issues Committee** Chair: Kyle Page, who successfully worked on the SOHP social receptions held at SIOP and SOHP and welcomes eleven new members to the GSI committee for 2017-2018. Second to our President, Lisa Kath, for her dedication and service to the society.

Of course, the newsletter is a team effort, and I am truly grateful for the assistance of the editorial team. I thank them all of their time and 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 e-mail me (tsidawiostojic@ccny.cuny.edu).

Tanya Sidawi-Ostojic, Co-Editor



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## SOHP Fall 2017 Article from the President

**Lisa Kath, President of SOHP**  
**San Diego State University**

I have just come back from the lovely University of North Carolina, Chapel Hill campus, where I was representing SOHP at a Total Worker Health Education and Training roundtable meeting. It was a great experience and provides the perfect backdrop for my final newsletter article as president of SOHP. Let me explain.

Many of you are familiar with the Total Worker Health (TWH) program, sponsored by NIOSH (if not, Google it and enjoy!). This meeting brought together NIOSH Director John Howard, TWH Director Casey Chosewood, and academics, practitioners, and business leaders who are in some way connected to the TWH mission. What was fascinating about the meeting was the diversity of the backgrounds of those in attendance: occupational health nurses, safety engineers, industrial hygienists, CEOs/VPs, health educators, occupational medicine physicians, public health researchers, and, of course, occupational health psychologists. We spent one and a half days discussing what the priorities and best methods for education and training in TWH might be. This experience led me to two big realizations.

First, **there is a real thirst out there for what occupational health psychologists know.** I heard from industrial hygienists and occupational health nurses that they feel like the next big step forward comes from a

better understanding of psychosocial factors influencing safety and health. I also am now better able to articulate why we are such valuable partners in the mission of worker safety and health: we know about organizational culture and climate, leadership, and motivation, which makes us particularly well-suited to help bring about organizational change. We also are strongly steeped in the tradition of systems thinking, which really helps us see the interdependencies that are affected by interventions. I have always been pretty modest about how awesome occupational health psychology is, but I was truly blown away by the presence of others saying, in essence, "We need you - welcome!"

Second, **we need to know more about what others in the safety and health areas do well.** How many of you can tell me what an industrial hygienist does? What about epidemiologists? Or health educators? There are a lot of people on our team, but if we don't know even the basics of their frameworks and methodological strengths, it is hard for us to partner effectively with them. Bridging this gap in our knowledge was on my list of things to accomplish during my presidency, but, like so many of my to-do list entries in general, it didn't move up to the top soon enough. Luckily, I have two years as "past-president" during which I plan to continue to work through my list.

In closing, I want to tell you what an honor it has been serving as SOHP president these past two years. I have worked with some truly wonderful people on the SOHP Executive

Committee (including committee chairs) and on the Work, Stress, and Health planning committee, and getting to know some of you better has been amazing. I'm looking forward to our launch of the new SOHP website and membership management system by the end of 2017, which will be my last big-ticket item to deliver as president. But, I'm also looking forward to working some more on broadening our understanding of others in related fields so that we can have more people connected to the important work that we do as occupational health psychologists. We can really broaden our reach by broadening our horizons, and I look forward to helping us achieve that aim by supporting greater cross-disciplinary understanding. If you have any ideas on how to accomplish this that you'd like to share, or if you're willing to be an ambassador for OHP for other fields, please feel free to email me at [Lisa.Kath@sdsu.edu](mailto:Lisa.Kath@sdsu.edu).

Looking forward to seeing some of you at the Society for Industrial and Organizational Psychology (SIOP) meeting in April 2018 and at the Work, Stress, and Health conference in November 2019!



**Lisa Kath**  
**President SOHP**  
**San Diego State University**

"...THERE IS A REAL THIRST OUT THERE FOR WHAT OCCUPATIONAL HEALTH PSYCHOLOGISTS KNOW."

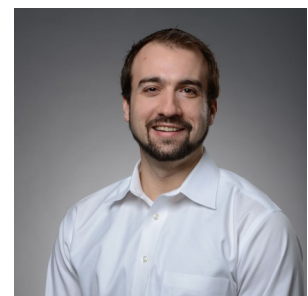
## SOHP Annual Treasurer's Report (July 2017)

Hello SOHP members and Occupational Health Psychology enthusiasts! For those of you who don't know me, my name is Joseph Mazzola and I am an Associate Professor at Roosevelt University. I have been the Treasurer for the Society for Occupational Health Psychology (SOHP) for the last 3 plus years and thoroughly enjoy serving all of you in this capacity. We always want to provide our members with information about how we are doing financially, as well as where their membership dollars are going.

Overall, SOHP is on very solid footing financially. Our revenue, mostly coming from dues and a few royalties, has allowed us to run a surplus every year since 2011. Thus, we have been able to use this steady income to fund the administrative needs and many of the benefits of membership while still keeping membership affordable and saving money for any potential "rainy day" that might come. These benefits include the JOHP subscription, socials at major confer-

ences like SIOP and WSH, and most recently, travel scholarships for outstanding graduate students looking to attend WSH. Dues also go towards administrative and organizational needs, which includes paying for Paypal to collect money in order

(continued on Page 3)



**Joseph Mazzola**  
**Treasurer**  
**Roosevelt University**

## SOHP Annual Treasurer's Report (July 2017) (cont'd)

(continued from Page 2)

to make paying your membership as easy as possible and sending Executive members to NIOSH to help plan the WSH conference.

Our last financial summary report in the 2014 SOHP newsletter, put together by Chris Cunningham, covered the years 2011-13, while this current one covers the years 2014-2016, so members can see what we are spending and all finances of SOHP more recently (see table and chart). Please note that all numbers are approximations, as some expenses/revenues are actually collected in different years than they occur, but the overall trends and numbers are correct. You will notice that our expenses are relatively stable over the long run,

although we are on a two-year cycle where we spend more during the years that include a WSH conference. Also, the decreased revenue last year was not due to a dip in membership, but instead because many people carried over their membership from registering for WSH. The chart showing the breakdown of expenses is a 6-year average going back to 2011.

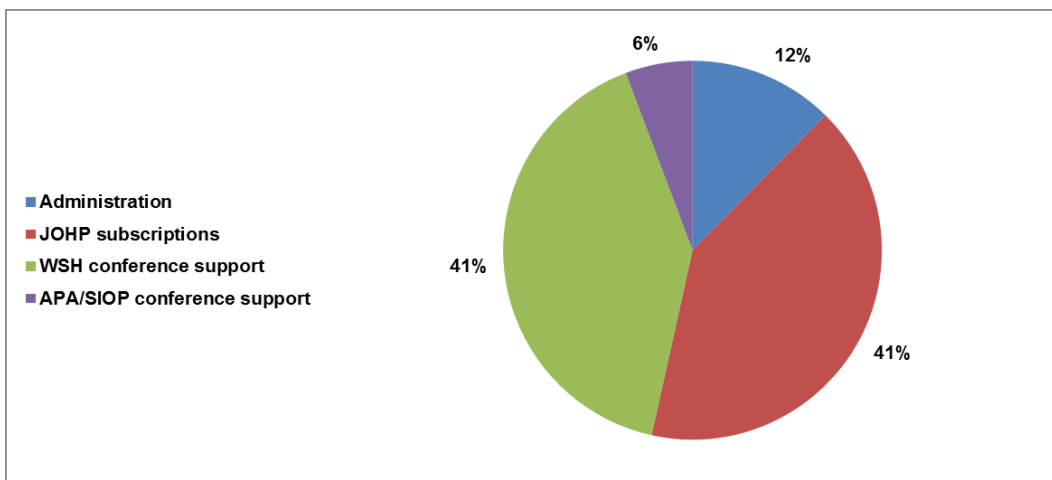
In the near future, we are looking to invest in a new member management system that should make it easier for you to manage your current contact information for your membership, as well as a simpler mode for paying your dues. Based on the preliminary work done by our SOHP president, Lisa Kath, and membership chair, Jessie Zhan, we believe the change in cost should be negligible given that we

would no longer be paying the fees associated with Paypal anymore. We also look forward to continuing the student travel awards and holding the various socials at conferences every year. With that in mind, we hope to see you in Chicago this coming year at SIOP for another fun social!

We thank you for being part of SOHP and for paying the dues that help us do all of these great things and keep the organization thriving! If you ever have any questions about SOHP finances or how your membership dollars are being spent, how you can request funds to support initiatives that align with SOHP's objectives, or how you can further support SOHP with tax-deductible donations, please do not hesitate to contact me at [treasurer@sohp-online.org](mailto:treasurer@sohp-online.org).

**"WE THANK YOU FOR BEING PART OF SOHP AND FOR PAYING THE DUES THAT HELP US DO ALL OF THESE GREAT THINGS AND KEEP THE ORGANIZATION THRIVING!"**

	2014	2015	2016
<b>REVENUES</b>			
Membership dues	\$9,923.80	\$10,020.00	\$6,748.15
Book royalties (Contemporary Occupational Health Psychology)	\$143.40	\$129.55	\$68.15
Total Revenues	\$10,067.20	\$10,149.55	\$6,816.30
<b>EXPENSES</b>			
Administration	\$520.58	\$952.73	\$744.27
JOHP subscriptions	\$2,600.00	\$2,740.00	\$2,000.00
WSH conference support	\$980.78	\$2,726.65	\$0.00
APA/SIOP conference support	\$278.00	\$442.40	\$696.51
Total Expenses	\$4,379.36	\$6,861.78	\$3,440.78
<b>NET GAIN/(LOSS)</b>	\$5,687.84	\$3,287.77	\$3,375.52
<b>NET ASSETS (YEAR-END)</b>	\$22,981.99	\$26,269.76	\$29,645.28



Peter Chen

Auburn University

### "Latent Growth Modeling" for Journal of Occupational Health Psychology from 1996 to 2016

The first issue of *Journal of Occupational Health Psychology* (JOHP) was published in 1996. Yet, the idea of creating a "North American" journal focusing on Occupational Health Psychology (OHP) was proposed by National Institute for Occupational Safety and Health (NIOSH) prior to 1994 (Sauter & Hurrell, 2017). According to Sauter and Hurrell, NIOSH invited Jim Quick to serve as the inaugural editor and officially launched JOHP in February 1994. Jim had worked hard to get manuscripts ready for issues of 1996, and his mission was supported by 28 ad-hoc reviewers and 44 editorial review board members. After two decades, under the editorial leadership of Jim Quick, Julian Barling, Lois Tetric, and Joe Hurrell, as well as associate editors, guest editors, numerous contributing authors, readers, editorial review board members, and ad-hoc reviewers, JOHP has reached a major milestone in 2016.

### Snapshots of change in JOHP

A 20-year old JOHP (1996) is relatively young, compared to other related journals such as *Work and Stress* (1987), *Journal of Organizational Behavior* (1981), *Journal of Occupational and Organizational Psychology* (1975), *Applied Psychology: An International Review* (1952), or *Journal of Applied Psychology* (1917). However, we have observed several significant changes in JOHP since 1996.

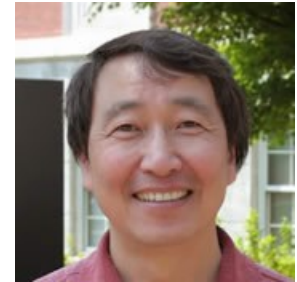
First, American Psychological Association (APA) initially allotted a 400-page "budget" annually for JOHP between 1996 and 2007. Then, APA increased JOHP's allotment to 500 pages in 2008 to meet the demands. If you still kept earlier JOHPs published prior to 2008, you would feel the differences in thickness! As a side note, APA will tentatively allot 600 pages to JOHP in 2018, and APA will evaluate the decision in 2019.

Second, the number of new submissions, ad-hoc reviewers, editorial board members, and editorial team members have steadily increased over past two decades. In addition, JOHP has evolved from a "North American" journal to an international journal, which is evident from diverse contributing authors, readers, ad-hoc reviewers, editorial review board members, guest editors, editorial team members, and research topics.

Third, JOHP has shown increasing scientific impacts since JOHP was first included in *Social Sciences Citation Index* in 2006. Its number of total cites, impact factor, and 5-year impact factor from 2006 to 2016 show healthy trajectories as described in Table 1.

Table 1. Scientific impact metrics of JOHP from 2006 to 2016.

Year	Total Cites	Journal Impact Factor	Impact Factor W/O Journal Self Cites	5 Year Impact Factor
2016	2625	2.679	2.5	4.534
2015	2065	2	1.775	4.01
2014	2001	2.458	2.108	3.941
2013	1582	2.178	1.986	3.017
2012	1450	2.786	2.457	3.795
2011	1250	2.069	1.805	3.81
2010	1073	2.355	2.048	4.115
2009	807	2.351	2.087	3.048
2008	607	1.914	1.862	Not Available
2007	397	1.169	1	Not Available
2006	390	0.778	0.711	Not Available



"...WE HAVE OBSERVED SEVERAL SIGNIFICANT CHANGES IN JOHP SINCE 1996."

"THE NUMBER OF NEW SUBMISSIONS, AD-HOC REVIEWERS, EDITORIAL BOARD MEMBERS, AND EDITORIAL TEAM MEMBERS HAVE STEADILY INCREASED OVER PAST TWO DECADES..."

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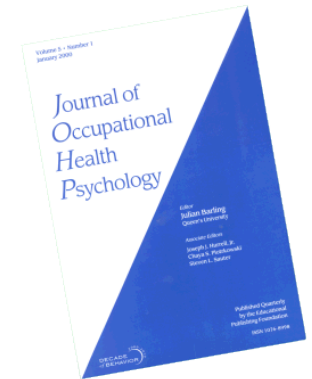
## Journal of Occupational Health Psychology (cont'd)

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Furthermore, JOHP rankings in two categories, (1) Public, environmental, and occupational health, and (2) Applied psychology, have steadily increased since 2006, as illustrated in Table 2.

Table 2. JOHP rankings from 2006 to 2016.

Year	Public, environmental, and occupational health			Applied psychology		
	Rank	Quartile	Percentile	Rank	Quartile	Percentile
2016	20/157	Q1	87.58	16/80	Q1	80.63
2015	42/153	Q2	72.88	24/79	Q2	70.25
2014	23/147	Q1	84.70	10/76	Q1	87.5
2013	28/143	Q1	80.77	14/75	Q1	82.0
2012	13/139	Q1	91.01	8/73	Q1	89.73
2011	32/131	Q1	75.95	16/73	Q1	78.77
2010	17/116	Q1	88.78	14/69	Q1	80.44
2009	14/95	Q1	85.79	8/63	Q1	88.10
2008	21/76	Q2	73.03	16/61	Q2	74.59
2007	41/70	Q3	42.14	28/57	Q2	51.75
2006	56/66	Q4	15.91	39/54	Q3	28.7



### JOHP 20<sup>th</sup> Anniversary

In May of 2015, the then-incoming editorial team (Terry Beehr, Sharon Clarke, Evangelia Demerouti, Nerina Jimmieson, Kevin Kelloway, Vicki Magley, Oi Ling Siu, and I) brainstormed how to celebrate JOHP's 20<sup>th</sup> anniversary. After we determined to publish a special issue to celebrate its 20<sup>th</sup> anniversary, Dr. Svetlana Efremova, JOHP peer review coordinator, pulled out 167 JOHP articles that had been cited 100 times or more. Nerina content analyzed those articles and identified 29 themes. Each of editorial team members also nominated 10 most important articles. As Terry stated in an email, "This is almost an impossible task!" I agreed with him completely.

Based on numbers of citation, 29 themes, and themes related to most important articles nominated by the team members, we narrowed down eight themes: emotional labor/regulation, aggression/incivility, safety, work-family interface, recovery, leadership, job demands-resources theory, and stress management. Due to page limits, we invited eight authors to contribute to the above themes. In addition, we invited two authors who won JOHP best papers for 2011-2012 and 2013-2014 volumes, and requested them to provide a retrospective look when the awarded article was written, as well as provide an assessment of what needs to be done in the future. We also invited four past Editors to provide a retrospective look at a specific topic/field when they were the Editor, as well as provide an assessment of the topic/field today and where it is going.

After securing the commitment from the invited authors, we submitted a proposal that was subsequently approved by APA. Initially, we proposed to publish the invited articles as a rolling special section in JOHP from 2016 to 2017. However, we changed the plan during the course and grouped all articles in one special issue published in 2017. Similar to regular manuscript submissions, all invited submissions went through external reviews.

### Moving forward

Observing the growth of OHP research and education, Society for Occupational Health Psychology (SOHP), and JOHP over the years, I am convinced that it takes a village to advance OHP research and training, sustain and strengthen SOHP, as well as promote and nurture JOHP. For that, as a founding member and past president of SOHP, I am indebted to JOHP readers, SOHP members, contributing authors, ad-hoc reviewers, editorial review board members, editorial team members, guest editors, and Svetlana. I look forward to closely working with you during my term. Let us get together to celebrate JOHP 30<sup>th</sup> anniversary in 2026!

### Reference

Sauter, S. L., & Hurrell Jr, J. J. (2017). Occupational health contributions to the development and promise of occupational health psychology. *Journal of Occupational Health Psychology, 22*(3), 251-258. doi:10.1037/ocp0000088.

"OBSERVING THE GROWTH OF OHP RESEARCH AND EDUCATION, SOCIETY FOR OCCUPATIONAL HEALTH PSYCHOLOGY (SOHP), AND JOHP OVER YEARS, I AM CONVINCED THAT IT TAKES A VILLAGE TO ADVANCE OHP RESEARCH AND TRAINING, SUSTAIN AND STRENGTHEN SOHP, AS WELL AS PROMOTE AND NURTURE JOHP."

## OHP and Healthcare, For the Worker and the Patient

Jonathan Burlison

St. Jude Children's Research Hospital

When a friend and fellow OHP was asked by a graduate student what it takes to become an OHP, she replied, "I think you just became one." Clearly, Occupational Health Psychology is more than just a state of mind, but as a niche focus in a niche area, it benefits to think broadly. For example, go on a job search website—not a lot to choose from using "Occupational Health Psychologist." But that's OK, we're demonstrating our value-add to organizations and society through other job titles and beam with pride when given the opportunity to explain our background. I have been practicing I-O/OHP in a healthcare setting for around 6 years and thought sharing some of my experience would highlight the generalizability of an I-O/OHP training.

I am a Project Manager for Patient Safety at St. Jude Children's Research Hospital in Memphis, TN. Patient safety departments work to prevent medical errors and improve the quality of patient care. Medical errors are unfortunately quite common, recently estimated as the third-largest cause of death in the U.S. (albeit with some controversy). Moreover, many of St. Jude's patients have been diagnosed with a catastrophic disease, so preventing additional suffering is that much more important. Traditional realms of organizational psychology, such as culture/climate, organizational learning, organizational design, leadership, team performance, and employee motivation/change management, can all have an effect on patient safety. To put it another way: when organizations in other industries are inefficient and ineffective, they suffer profit losses. When healthcare organizations are inefficient and ineffective, people can die.

My position is a hybrid of Org-Psych/OHP, project management/continuous improvement, and research. Given that I am not a clinician, I lean heavily on SMEs to assist in developing interventions. While my job is rewarding and my work is valued, it can sometimes feel a little isolating. I'm the only one of "me" at my organization of around 5000 employees. I'm not a traditional HR practitioner of I-O, and can't relate to colleagues through clinical knowledge and experiences. This also means I am incredibly fortunate to have grabbed the attention of the right people at the right time, and to have had an opportunity to make a case for how I could contribute to the mission of the organization. If I had advice for my academic OHP colleagues, it would be to keep making inroads to integrating your students in industries and organizations that could benefit from the knowledge and skillsets of OHPs. My graduate placement in a hospital was integral to beginning a career in healthcare. To the non-academic practitioners of OHP, don't hesitate to reach out to local institutions of higher learning to look for interested interns, even if there is no local I-O program. While I have yet to convert any of the pre-med students I have mentored over the past 6 years, they all take with them a few I-O skills and an appreciation for the field.

Lastly, I wanted to discuss an important OHP-related subject that may not be familiar to you. In recent years, healthcare has started to rally around clinician well-being, with many hospitals dedicating resources to "taking care of the caregiver." Among the topics included in these efforts is that of the "Second Victim." Clinicians are often held to unrealistic expectations of perfection, both by others and themselves. Therefore, when one is directly involved in a mistake or even an unexpected occurrence that resulted in patient harm, the psychological and emotional fallout can be devastating. Published anecdotes from "second victims" recount tragic tales clinicians replay over and over again in their minds, sometimes decades after their occurrence. Suicides due to medical error involvement have also been reported in popular press. In 1984, The New England Journal of Medicine published a testimonial from a physician describing an error that had haunted him for almost a decade. Describing the culture of the profession he wrote:

"The medical profession simply seems to have no place for its mistakes. There is no permission given to talk about errors, no way of venting emotional responses. Indeed, one would almost think that mistakes are in the same category as sins: it is permissible to talk about them only when they happen to other people."

Published letters in response to the testimonial were overwhelmingly positive and supportive, but sadly, second victim research didn't gain substantial momentum for almost another 25 years. Yet, in the past decade, the second victim phenomenon has been defined, made measureable, and related to worker outcomes. Intervention programs have also been proposed, validated, and are starting to emerge in hospitals both nationally and internationally. I am honored for the opportunities I have had to contribute research within this area—it's a great fit for OHP. The knowledge and statistical/methodological rigor of OHP could add considerable understanding to how healthcare organizations can protect their staff who are involved in significant patient safety events.



"TRADITIONAL REALMS OF ORGANIZATIONAL PSYCHOLOGY SUCH AS CULTURE/CLIMATE, ORGANIZATIONAL LEARNING, ORGANIZATIONAL DESIGN, LEADERSHIP, TEAM PERFORMANCE, AND EMPLOYEE MOTIVATION/CHANGE MANAGEMENT CAN ALL HAVE AN EFFECT ON PATIENT SAFETY."

## Work, Stress and Health 2017: Contemporary Challenges and Opportunities

Angie Sarver, MSIO

NIOSH WSH Executive Administrative Assistant

The twelfth international conference on occupational stress and health, Work, Stress, and Health 2017: Contemporary Challenges and Opportunities, was held June 7-10 at the Hilton Minneapolis. The biennial conference is convened by the American Psychological Association, National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology. Around 500 Conference attendees gathered from nearly 30 countries around the world to present their research. Nearly 300 sessions took place during the conference, including 6 workshops, over 180 posters, 3 luncheon tutorials, and paper sessions. Research in 27 topical areas was presented, among them Total Worker Health, Contemporary Challenges and Opportunities, Sustainability, Fatigue, Work and Family, and many more. The full conference program is available for online viewing at: <http://www.apa.org/wsh/preliminary-program.pdf>. Continuing Education Units were also available to be earned throughout the duration of the conference in select sessions. One new feature of the 2017 conference was the inclusion of a one-day series of sessions designed for professionals working in industrial-organizational or consulting psychology, as well as other fields including occupational health, workplace wellness, benefits management and human resources, who want practical, evidence-based guidance on creating a healthier workplace for employees.

The conference opening plenary put the spotlight on the conference theme as it related to changing employment in temporary work and the "gig" economy and featured Dr. John Howard, NIOSH Director; Sarah Kessler, reporter for Quartz.com; and David DeSario, founding member of the Alliance for the American Temporary Workforce (AATW) and documentary filmmaker. The panel provided an overview of the future of work and temporary work with special attention to the occupational stress, safety, and health of temporary workers.

During the opening plenary, Larissa K. Barber, PhD, of Northern Illinois University DeKalb, IL was presented the Early Career Achievement Award; Julian Barling, PhD, of Queens University, Kingston, Ontario, Canada was presented the Career Lifetime Achievement Award in Research; and Donald Elisburg, JD, of the National Clearinghouse for Worker Safety and Health Training was presented the Career Lifetime Achievement Award in Practice. A special inaugural award was also presented: the Gwendolyn Puryear Keita Award for Social Justice and the Welfare of Working People. The award represents the vast contributions throughout the duration of Gwen Keita's career to promoting the equitable and just treatment of all individuals. Gwen, who recently retired from APA as the Executive Director of the Public Interest Directorate, is the first recipient of her namesake award.

One of the special events at the conference included a screening of Dave DeSario's film, *A Day's Work* ([www.tempfilm.com](http://www.tempfilm.com)). The film chronicles the experience of the family of Day Davis, a temporary worker who died on his first day at work, and draws attention to the need for improved safety and health considerations for temporary workers. The temporary staffing industry is a 100+ billion dollar industry and three million temporary workers are working on any given day. Temporary employment is growing and there are over 50,000 temp agencies in the United States. While this number may seem low to some, it is well over three times the number of McDonald's restaurants in the United States.

The Best Intervention Competition First Place Award was presented by Jim Grosch of NIOSH's National Center for Productive Aging at Work to Jukka Vuori, Kaisa Kirves, and Marjo Wallin of the Finnish Institute of Occupational Health, for *Enhancing late-career management and engagement in work organizations - A randomized controlled trial among older employees*. The competition was very close between the top papers, and an Award of Honorable Mention was also presented by Don Elisburg to Caleb Leduc, Sabir Giga, Bill Cole, Michelle Young, Ian Fletcher, and Sandra Dorman of Laurentian University, Lancaster University, and the Ontario Ministry of Natural Resources and Forestry, for *Evaluating the effects of a psychosocial and fitness intervention in wildland firefighters*.

Congratulations are also in order for the Best *Journal of Occupational Health Psychology* Article Award presented by Peter Chen, PhD, JOHP Editor to authors David Holman and Carolyn Axtell for their article published in the July 2016 JOHP: *Can job redesign interventions influence a broad range of employee outcomes by changing multiple job characteristics? A quasi-experimental study*.

Student representation at the conference did not disappoint. There were many student presenters included in the student award competition. Five finalists, Alexandra Henderson (Bowling Green State University), Larissa Bartlett (University of Tasmania, Australia), Stephanie Andel (University of South Florida), Ariel Rogers (Northern Illinois University), and Minseo Kim (Central Michigan University), were chosen and the award winner was Larissa Bartlett for her paper titled *Workplace mindfulness intervention outcomes by intervention and participant characteristics: A systematic review and meta-analysis*.

We hope you enjoyed WSH 2017 and will plan to join us for WSH 2019 in the City of Brotherly Love, Philadelphia, Pennsylvania. The conference timing will shift to the fall; the conference will be held November 6-9, 2019 at the Sheraton Philadelphia Downtown. The theme is Work, Stress, Health 2019: What Does the Future Hold? Historical Philadelphia offers visitors many sites to explore including the Liberty Bell, Independence Hall, Reading Terminal Market for any "foodies," numerous museums, memorials, and more! We'll see you there in 2019!



"...PLAN TO JOIN US  
FOR WSH 2019 IN  
THE CITY OF  
BROTHERLY LOVE,  
PHILADELPHIA,  
PENNSYLVANIA."

## Understanding Successful Organisational Health Interventions: The Role of Leadership

Special issue call for papers from International Journal of Workplace Health management.

Guest editors:

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### Focus/aims

The aim of the special issue is to contribute to a deeper understanding of the role of leadership in health interventions and how it affects intervention outcomes.

For this special issue we invite contributions on the role of leadership for designing and implementing successful organizational health interventions.

Leadership is an essential element of health interventions conducted at workplace. It's particularly crucial for organisational interventions that often aim to address the causes of poor work environment and employee stress by changing how the work is designed, organized and managed.

The vast majority of organisational health intervention models and tools feature the leaders in a prominent position (Ipsen et al., 2015). Visible senior management commitment and the active role of line managers have been highlighted as essential components for employee health and well-being. In research and practice, leadership is a prominent feature of intervention evaluation models (Nielsen & Abildgaard, 2013) both in terms of understanding the role of managers in the process (Nielsen & Randall, 2012) and in terms of leadership as a contextual influence on intervention implementation (Biron & Karanika-Murray, 2014). In their systematic review of intervention studies, Westgaard and Winkel (2011) conclude that key factors revolve around the role of the managers, although there is no specific knowledge of what that means in practice. Management involvement and ownership of the interventions are highlighted as an essential part of participatory approaches to intervention design (Biron, Gatrell, & Cooper, 2010; Nielsen, 2013). At the strategic level, senior management signal approval of the initiatives and direction for the organisation (Mintzberg, 1979; O'Dea and Flin, 2003). At the local level, line managers can influence employee attitudes (Randall, Nielsen & Tvedt, 2009) and mobilise resources that determine how interventions are implemented (Dahl-Jørgensen and Saksvik, 2005). In addition, as well as being a lead or communicator of change, the manager is often the focus of an intervention (e.g., Hasson, Von Thiele Schwarz, Holmstrom, Karanika-Murray & Tafvelin, 2016). Finally, if organizational health interventions focus on changing (i) roles and social relationships, (ii) work conditions, and (iii) the work environment, leadership (as a role or a function or a set of behaviours) can be a determinant of all three.

Therefore, although there is an implicit distinction in the literature about leadership as a role or position (e.g., line managers or senior management), leadership as a function (e.g., the function of engaging, communicating or setting a direction), and leadership as enacted behaviour (e.g., transformational leadership), there is no clear understanding of how these facets of leadership relate to intervention success, from design, to implementation, to evaluation. What is clear is that both line and senior managers are important, in different ways, for employee well-being e.g.(Karanika-Murray et al., 2015) and that leadership features in all stages and aspects of organisational health interventions. Despite the consensus on the importance of leadership for the success of organizational health interventions, many questions remain.

The ultimate aim of this special issue is to develop a deeper understanding of the role of leadership for successful organisational health interventions. We welcome conceptual and empirical papers that offer innovative perspectives on the role of leadership for organizational health interventions. We welcome submissions that offer either a theoretical, a methodological or a empirical contribution. Submissions that are novel or challenge established knowledge, take a single or multidisciplinary approach, and offer a potential for moving the field forward are especially encouraged.

Full papers will be due by January 2018.

Potential contributors are encouraged to submit a brief abstract indicating their intent to submit a full paper to the special issue. This will assist the guest editors with the planning of the special issue and can also be used to provide authors with initial feedback.



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A number of questions can be identified, but these are not exclusive:

1. What is the role of line managers in the successful implementation of interventions? What type of leadership behaviours or styles are most appropriate?
2. How is senior managements' actions related to intervention implementation or the intervention outcomes?
3. How do line and senior managers' spheres of influence and roles (e.g., Minzberg, 1979) differ when it comes to intervention design and implementation? Are different leadership functions more important for different aspects of intervention implementation and success?
4. To what extent does leadership and management theory inform intervention theory and practice? How can a better integration of leadership theory into intervention theory and practice be achieved (e.g., what is the role of distributed leadership; can transactional leadership play an important role at specific stages of the intervention or change process)?
5. Through what processes and mechanisms does leadership impact interventions and change (e.g., Karanika-Murray & Biron, 2013)?
6. Can leadership development (Hasson et al., 2016; Karanika-Murray et al., 2017) improve intervention success or the sustainability of target outcomes?
7. How can managers influence be improved at the micro (e.g., resistance and commitment to change, reference; perceptual distance, Hasson et al., 2016) as well as the macro level of change (e.g., strategic change and the allocation of resources)?
8. How do managers integrate interventions into daily work? How do leaders balance leading or implementing an intervention while also managing the daily operations of the workplace involved in the intervention (e.g., balancing daily operations and organisational learning; Ipsen et al., 2015)?
9. What types of organizational resources are important for supporting leadership in relation to interventions success?

#### Submission procedure

Submissions to this journal are through the ScholarOne submission system here:

<https://mc.manuscriptcentral.com/ijwhm>

Please ensure you select this special issue from the relevant drop down menu.

For further information on author guidelines, please visit: [http://www.emeraldgroupublishing.com/authors/pdf/guest\\_editors.pdf](http://www.emeraldgroupublishing.com/authors/pdf/guest_editors.pdf)

**Deadline for full paper submission:** January 2018.

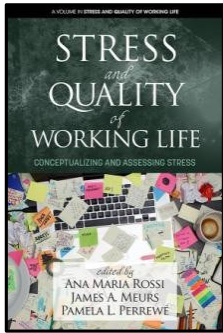
**Expected date of publication:** Autumn 2018

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## New Book Information



### Stress and Quality of Working Life: Conceptualizing and Assessing Stress

Editors: **Ana Maria Rossi**, *International Stress Management Association in Brazil*; **James A. Meurs**, *University of Calgary* and **Pamela L. Perrewé**, *Florida State University*

A volume in **Stress and Quality of Working Life**  
Series Editors: *Ana Maria Rossi, International Stress Management Association;*  
*James A. Meurs, University of Calgary and Pamela L. Perrewé, Florida State University*

Work-related stress is costly not only to employees, but also to organizations and society. For example, it is estimated that work-related stress, depression, and anxiety costs British employers £1,035 per employee and that workplace stress costs the US economy up to \$300 billion annually. However, elevated levels of stress often cannot be changed, and, if demands were not placed on employees, employee learning, organizational innovation, and societal economic growth would be hindered. Consequently, it is vital that occupational health practitioners, employees, employers and researchers strive to better understand and manage workplace stress, such that employee health and well-being can be improved.

This book can assist organizations and individuals as they encounter workplace stress. This edition highlights research done by 25 authors across 12 chapters that challenges how work stress is viewed and assessed. Additionally, a number of social and psychological influences on the stress experience are examined. Our beliefs and expectations of stress and its results, whether helpful or hurtful, can have a profound influence on our stress experiences. Also, the way that we approach our work (e.g., job crafting) or the treatment we receive from others (e.g., with dignity) can either mitigate or exacerbate any harmful or beneficial effects of stress. Moreover, how we assess the psychological (e.g., burnout and well-being) or physiological (e.g., cortisol) outcomes of stress are meaningful, and the proper diagnosis of stress (e.g., stress surveys) underlies our understanding. We hope that the findings reported in these chapters and the insights of these scholars will provide ways for you and/or your organization to improve the health and well-being of employees.

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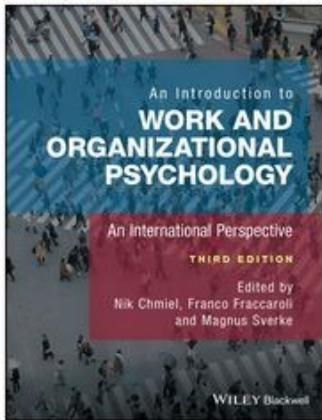
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## An Introduction to Work and Organizational Psychology: An International Perspective, 3rd Edition

Nik Chmiel (Editor), Franco Fraccaroli (Editor), Magnus Sverke (Editor)

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The 13th Academy Conference 2018



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ACADEMY OF OCCUPATIONAL HEALTH PSYCHOLOGY

Adapting to rapid changes in today's workplace

The 13th European Academy of Occupational Health Psychology Conference will take place from 5-7 September, in Lisbon Portugal. The EAOHP 2018 conference will be co-organized in collaboration with the Organizational Behaviour and Human Resources (OBHR) research group of the Business Research Unit (BRU-IUL), a multidisciplinary research unit that spans the main fields of Business, Economics and Finance in ISCTE-IUL.

Submission Topics

Submissions are welcome on all areas of research, practice, and education in occupational health psychology and related areas. Relevant topics include, but are not limited to:

Psychosocial work environment

- Antecedents of stress and wellbeing
- Stress: Theory and management
- Interpersonal relationships
- Social capital and social climate

Contemporary issues in OHP

- Inequalities in working conditions and health
- Policy and practice issues
- Work engagement
- Positive OHP
- Job insecurity and wellbeing
- Organizational interventions, outcomes and evaluation

Special issues

- Gender and aging
- Safety climate
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- Violence, bullying and harassment
- Training and education
- Workplace health promotion

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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.

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

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