

Welcome to the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

Volume 10 (September, 2013)

Editor's Welcome



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Welcome to the Newsletter of the Society for Occupational Health Psychology (SOHP). We are excited to be back in communication with our members and the OHP community after a brief gap in our coverage of news for

the society since the 9th installment of the newsletter in October, 2010.

I think you'll find this issue of the newsletter to be an interesting one. We have reports from SOHP president, Dr. Vicki Magley, and several committee chairs, including the education & training committee chair, Dr. Jennifer Bunk, graduate student issues committee chair, Ms. Krista Hoffmeister, and membership committee chair, Dr. Lisa Kath. We also have a report on the 2013 Work, Stress, and Health Conference from Mr. Wes Baker, Conference Manager for the American Psychological Association.

Additionally, we have two feature columns in this issue. The first is an academic spotlight on the Bowling Green State University OHP program,

written by Ms. Ashlie Britton and Ms. Tatiana Toumbeva. The second is a practice spotlight on the Liberty Mutual Safety Institute written by Dr. Emily Huang.

I thank the Associate Editors, Dr. Heather Odle-Dusseau and Dr. Emily Huang, for their help with pulling together the newsletter. Additionally, I thank the Production Editors, Dr. Amber Schroeder and Ms. Tessa Seidler for their work on the layout of the 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 (gary.giumetti@quinnipiac.edu).

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Gary Giumetti

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Note from the SOHP President

Vicki Magley, University of Connecticut

Hello! I truly hope that you have opened this volume of the SOHP Newsletter with great eagerness! Since mid-2010, the SOHP Executive Committee knew that Irvin Schonfeld could no longer act as Editor to the newsletter and faced the monumental task of replacing him. Why monumental? Simply put: Because his shoes were so big to fill. We are so incredibly thankful to have Gary Giumetti step forward to revive the newsletter. (Shall we inundate his inbox with notes of thanks?!)

Because we haven't had a newsletter for some time, I thought that it might be of value to chronicle a few major happenings with the Executive Committee, at least since my term as President began in January 2012. Perhaps our greatest challenge since we incorporated as a society is communicating with our members. Even with the very first SOHP Membership Committee, we quickly realized that maintaining the membership database (with current contact and renewal information) was a chore, let alone managing emails to large numbers of people. And this was before we had nearly as many members as we now have! As a society, we have come a long way in streamlining our membership renewal process and in presenting ourselves in a polished way. We have electronic membership renewal, a new "look" to our website, and did you see our new logo?! However, one of the greatest goals that I had as President was to try to simplify and enhance the membership management process even further. I am thrilled

to report that we are currently in the process of working with a lovely group of IT professionals who are building our dream website that will explicitly link into our membership management system! Although the visible content of our website will remain similar (the look will change), we will soon have fantastic capabilities in maintaining communication with active members and in recruiting former members to rejoin. Additionally, SOHP members will be able to have direct access to their membership information. I'm so excited about these changes! Stay tuned for their implementation!

Work, Stress and Health 2013 was a fantastic gathering of scholars and practitioners! Every year I think about how great the conference was and truly feel a sense of pride, in our discipline and in our scholarship. Now that SOHP is a formal co-chair of the conference, we have a greater responsibility for ensuring the quality of the research that is presented and in generally coordinating the conference. You may or may not be aware, but the Conference Organizing Committee meets almost weekly year-round and with virtually no pause between conferences to plan, problem-solve and inspire the next conference. I've been fortunate to have been a part of this organizing committee since 2007 as co-chair of the Awards Committee and since 2010 as SOHP President-Elect. Yes, I know that I just wrote "fortunate" in reference to service work! The people involved in making the conference so fantastic are, well, fantastic themselves!



Dr. Vicki Magley
University of Connecticut

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Note from the SOHP President - continued

It has been a pleasure getting to know them and, in the process, gaining a much broader understanding of the reach and importance of OHP!

In addition to the role that SOHP plays with the WSH conference, SOHP is also called on to provide expertise in other appropriate activities from time to time. For instance, we were recently asked to nominate search committee chairs for the search for the next *Journal of Occupational Health Psychology* Editor. This is a tremendously important role and I was pleased that SOHP was invited to provide a voice in the decision-making. As part of our new website/membership management process, we will be working on gathering better information on members' volunteer interests. Please (please!!) make yourself available to help SOHP continue in its mission to enhance worker health and well-being via research, practice and education!

Work, Stress and Health 2013: Protecting and Promoting Total Worker Health™—A Conference Report

Wes Baker, American Psychological Association

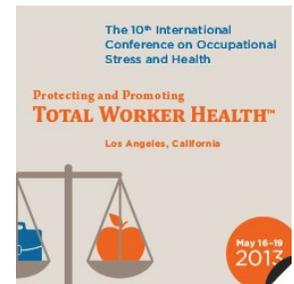
The American Psychological Association (APA), along with the National Institute for Occupational Safety and Health (NIOSH), and the Society for Occupational Health Psychology (SOHP) convened the 10th international conference on occupational stress and health, *Work, Stress and Health 2013: Protecting and Promoting Total Worker Health™*, in Los Angeles, California, at the Westin Bonaventure Hotel and Suites on May 16-19, 2013. Over 770 people from 39 countries were present at the conference. Participants included professionals from academia, government, business, industry, and labor, and once again marked a continued growth in the number of stakeholders gathered together to address the issue of occupational stress and health. This 10th international conference focused on Total Worker Health™. Total Worker Health™, a term coined by NIOSH, describes a new approach to safeguarding the health and safety of workers - addressing both work-related factors and factors beyond the workplace that contribute to today's worker health and safety problems.

The conference site of Los Angeles, California, marks the very first time a Work, Stress and Health conference has been held on the west coast. The conference planners welcomed the efforts of a local organizing committee headed

by Peter Schnall, MD, MPH, of the Center for Social Epidemiology, and the University of California, Irvine. The local organizing committee made great strides in getting the word out and promoting the conference in the Los Angeles area, as well as the University of California system.

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

The opening session on the afternoon of May 16th featured an address by Anthony LaMontagne, ScD, MA, Med, of Melbourne School of Population & Global Health at the University of Melbourne, Australia, and the closing session on the afternoon of May 19th was highlighted by a presentation from Bengt Arnetz, MD, of Wayne State University in Detroit, on the concept of sustainability in work, health, and organizations, which will be the focus of the next conference in 2015.



Pre-conference Workshops

The conference featured five pre-conference workshops that took place on May 16, listed below:

- 1) A Beginner's Guide to Multilevel Modeling in Occupational Health Research
 - ◆ Dr. Lisa M. Kath & Dr. Mark G. Ehrhart, San Diego State University, USA
- 2) An Orientation to the Occupational Stress and Recovery Process
 - ◆ Dr. Christopher J. L. Cunningham, The University of Tennessee at Chattanooga, USA
- 3) A Guide to Conducting Qualitative Research: What to Look Out For
 - ◆ Dr. Irvin Sam Schonfeld, City College and the Graduate Center of CUNY, USA
 - ◆ Dr. Joe Mazzola, Roosevelt University, USA
- 4) Archival Data: A Beginner's Guide to How and When to Use It
 - ◆ Dr. Gwenith G. Fisher, Institute for Social Research, University of Michigan, USA
 - ◆ Dr. Janet L. Barnes-Farrell, University of Connecticut, USA
- 5) Healthy Leadership: Opportunities for Research, Practice, and Research-to-Practice
 - ◆ Dr. James Campbell Quick, The University of Texas at Arlington, USA
 - ◆ Dr. Joel Bennett, Organizational Wellness & Learning Systems (OWLS), USA

The conference featured:

- ◆ 5 pre-conference workshops
- ◆ 64 paper panel sessions
- ◆ 37 symposia & roundtable discussions
- ◆ 8 special luncheon tutorials
- ◆ 182 poster presentations
- ◆ & more than 770 participants from 39 countries!

Conference Awards

Lifetime Achievement Awards:

- ◆ Dr. Louise Fitzgerald, University of Illinois at Urbana-Champaign
- ◆ Dr. Christina Maslach, University of California, Berkeley

Distinguished Contribution to Occupational Health Psychology:

- ◆ Dr. Joseph J. Hurrell, Jr., Editor of the *Journal of Occupational Health Psychology*

Early Career Achievement Awards:

- ◆ Dr. Sharon Toker, Tel Aviv University (Israel)
- ◆ Dr. Autumn Krauss, Sentis (Brisbane, Australia)

Journal of Occupational Health Psychology Best Paper Award for Papers Published in 2010-2011:

Hakanen, J. J., Bakker, A. B., & Jokisaari, M. (2011). A 35-year follow-up study on burnout among Finnish employees. *Journal of Occupational Health Psychology, 16*, 345-360.

Best Intervention Evaluation Paper:

- ◆ Dr. Dov Zohar & Tal Polatchek, Technion, Israel Institute of Technology (Haifa, Israel)—Reducing Policy-practice Decoupling to Improve Safety Climate and Performance: A Randomized Intervention Field Study

Best Student Research Award:

- ◆ Yihao Liu, BS, University of Florida—Daily Work-family Conflict and Aggression toward Family and Friends: A Moderated Mediated Model
- ◆ Other finalists:
 - ◆ Nicholas J. A. Andreou, MS, University of Nottingham, UK—Can Corporate Social Responsibility be used as a Driver for Occupational Health and Safety: Implications for OHP Practices
 - ◆ Sonja Scherer, Intermediate Diploma, Goethe University, Frankfurt, Germany—"Emotionally Intelligent Labor": A Multilevel Study about the Multifaceted Role of Emotional Intelligence in the Emotional Labor Process
 - ◆ Nicole M. Cranley, MS, The University of Tennessee at Chattanooga—Understanding Time Use, Stress, and Recovery among Early Career Physicians
 - ◆ Shavit Laski, PhD, Tel Aviv University, Israel—Psychological and Physiological Recovery from Work Stressors during Vacation and its Fadeout: A Longitudinal Study
 - ◆ Erica N. Drew, MS, Florida International University—Safety First: A Predictive Model for Selecting Safer Workers
 - ◆ Tamara M. Schult, MPH, University of Minnesota School of Public Health—Does Civilian Job Stress/Support Affect Symptoms of PTSD and Depression in National Guard

Plans are underway for the next conference—Work, Stress and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, May 6-9, 2015 in Atlanta, Georgia, at the Westin Peachtree Plaza Hotel. Conference details will be available soon at <http://www.apa.org/wsh/>.



Spotlight on Bowling Green State University (BGSU)

Ashlie Britton & Tatiana Toumbeva, Bowling Green State University

The Industrial-Organizational (I-O) psychology program at BGSU has a rich and elaborate history in the realm of Occupational Health Psychology (OHP). One notable building block of our OHP program is that we were among the first schools to be awarded an OHP grant through the American Psychological Association (APA) and National Institute of Occupational Safety and Health (NIOSH) in 1998. We maintain a presence in the OHP grantsmanship world by involving many enthusiastic and interested graduate students in the grant writing and submission process each year.

OHP training at BGSU formally began in 1998 under the direction of I-O faculty member Carlla Smith and Clinical faculty member Bill O'Brien. The program continued to flourish under

the leadership of Steve Jex who took the reins in 2002. With the help of Russell Matthews, who was hired into the program in 2012, the continuous support of Steve, and the involvement of our dedicated graduate students, our research endeavors into the OHP frontier are more expansive and active than ever. The OHP program at BGSU involves a variety of learning opportunities for both graduate and undergraduate students, including OHP-related graduate courses, our OHP Research Group, and various applied OHP projects.

Sporting our Scientist-Practitioner Philosophy through Applied Opportunities

In addition to coursework and research, OHP graduate students also have a variety of opportunities to get involved with applied OHP-related

projects through the I-O program's external consulting firm, the Institute for Psychological Research and Application (IPRA). Current OHP-related IPRA projects that graduate students are involved in include:

- ◆ Employee job attitudes assessment for Cedar Fair Entertainment, being conducted by Jasmine Khosravi, Kelsey-Jo Ritter, Ashlie Britton, and Tatiana Toumbeva
- ◆ Officer wellness assessment and intervention for the Dayton Police Department, with Ashlie Britton, Kelsey-Jo Ritter, Tatiana Toumbeva, and Nicole Wood
- ◆ Development of safety training best practices for Manhattan Consultants Incorporated, being completed by Ashlie Britton, Kelsey-Jo Ritter, Jasmine Khosravi, and Julia Berger



Ashlie Britton
Bowling Green State University



Tatiana Toumbeva
Bowling Green State University

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Spotlight on Bowling Green State University (BGSU) - continued

Dynamic Coursework on OHP Topics

As the OHP field evolves, in conjunction with the larger I-O coursework, we ensure that our OHP-related classes showcase the advances in OHP research and practice while integrating discussions on the history and past research that have played a key role in shaping the field to date. Our coursework is tailored to the learning needs of our students, and the courses provide an opportunity to spawn new ideas and jumpstart research projects. The majority of class time is spent in student-led discussion, often involving conversations about students' own research ideas and interests, resulting in the generation of new projects, including theses and dissertations.

As part of its repertoire of I-O graduate level courses, BGSU offers seminars dedicated to important OHP topics, including an OHP seminar, Occupational Stress, Work/Non-Work Issues, Counterproductive Work Behavior, and Social Environments of Work. These courses, described below, are designed to give students both breadth (e.g., OHP seminar) and depth (e.g., Work/Non-Work seminar) of knowledge in the area OHP. Courses focus not only on theory and content of OHP but also methodological and practical issues. In addition, graduate students interested in OHP are encouraged to take courses relevant to OHP that are outside of the I-O area, such as Health Psychology and Public Health, so that they can develop a well-rounded understanding of a variety of topics and contexts relevant to the study and practice of OHP.

OHP Seminar - This course provides an in-depth treatment of the OHP literature, focusing on such topics as occupational stress, safety, and workplace violence. While a variety of topics within the OHP field will be discussed, a common theme throughout the course involves the examination of how OHP research is used to enhance the health and well-being of employees.

Occupational Stress - This course is designed to provide students with an overview of stress in work settings. Topics covered in the class include typical stressors in the workplace, ways that employees respond to stressors, and ways that both individuals and organizations can mitigate the impact of stressors.

Work/Non-Work - The purpose of this course is to help students further understand the critical challenges facing employees, families, and organizations regarding the effective management of the work-family interface. Students are encouraged to develop a conceptual understanding of the work-family literature, including extant and needed research, problems, and current trends, as well as a keen understanding of the implications for organizations and interventions designed to address the needs of working families.

Counterproductive Work Behavior - This course is designed to provide students with a greater understanding of both the causes and consequences of Counterproductive Work Behavior (CWB) in organizations. The course also examines both individual and organizational-level interventions designed to reduce the occurrence of and negative consequences associated with CWB.

Social Environments at Work - This course is designed to introduce graduate-level students to a wide variety of topics in organizational science derived from research in organizational psychology and organizational behavior. The major objective of this course is for students to gain a basic understanding of the conceptual and empirical knowledge that describes and defines human behavior within organizational systems, with a particular focus on workplace organizations.

"Graduate students... are encouraged to take courses relevant to OHP that are outside of the I-O area, such as Health Psychology and Public Health, so that they can develop a well-rounded understanding of a variety of topics."

A Window into the Inner Workings of the BGSU OHP Research Group

One of the most beneficial aspects of BGSU's I-O Psychology program is its student-lead research groups, including the OHP Research Group. The main purpose of the OHP research group is to allow students to become more familiar with, and get involved in, OHP-related research. Bi-weekly meetings center around discussions of new projects, updates on ongoing projects, and requests for collaborators. There are reviews of current OHP-related articles and discussions of OHP topics in the popular press. This group also gives students an opportunity to present their own research ideas or find-

ings, practice for conferences and presentations, and request feedback from peers to foster mutual growth and development. Current projects focus on employee stress, work-family conflict, safety, incivility, and the psychometric evaluation of stress. Future projects aim to explore areas such as wellness program effectiveness and unique stressors experienced by first responders.

Overall, the BGSU OHP Research Group offers continuing education to keep students and faculty up-to-date with current issues. We welcome undergraduates and encourage graduate students from areas outside of I-O psychology to be active contributors, which helps drive interdisciplinary collaboration and create fruitful networking opportunities. Trips to NIOSH, guest speakers, and research presentations offer unique perspectives to enhance and direct research. Students also have the

opportunity to apply for NIOSH funded research grants through the University of Cincinnati's Education and Research Center Pilot Research Project (PRP). Over 13 projects have been funded through this mechanism, totaling over \$60K in funding, with students as primary investigators. Students have presented their research at the Society for Industrial and Organizational Psychology Conference, Academy of Management Conference, Work, Stress, & Health Conference, as well as at the Pilot Research Project Symposium.

"Over 13 projects have been funded... totaling over \$60K in funding, with students as primary investigators."

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Visit the BGSU I-O Psychology website:

<http://www.bgsu.edu/departments/psych/io/page54364.html>



Spotlight on Bowling Green State University (BGSU) - continued

Snapshot of our Graduate Student Research

Graduate students at BGSU are active in OHP research, and play both leading and supporting roles in various projects. To give a brief overview of projects that students are conducting with the support of our faculty, we have included a non-exhaustive list which provides a few examples of PRP grant funded projects, grant applications (notification of awards will be announced in the coming months), and other completed and ongoing OHP-related research.

2012 PRP Grant Funded Projects

- ◆ Justin Sprung's dissertation extended work-family research by examining whether previous findings regarding crossover and spillover effects generalize to farming dyads. In addition, perceptions of control, spousal support, and job involvement were examined as buffers in the relation between work-family conflict, spillover, crossover, and strain.
- ◆ Ashlie Britton's thesis examined goal framing effects in the promotion of occupational safety behaviors. Specifically, it investigated the effectiveness of gain- and loss-framed messages for the encouragement of prevention and detection safety behaviors.

Other Ongoing Projects

- ◆ In her thesis, Jasmine Khosravi will be empirically investigating the often mentioned, but rarely tested assumption of generational differences in employees' perceptions of their own experiences regarding work-family balance.
- ◆ Tatiana Toumbeva, Nicole Wood, and Josh Curry aim to shed light on the factors that help explain the relationship between employee family-to-work conflict and job performance evaluations, specifically by extending attribution theory to the work-family context.
- ◆ Tatiana Toumbeva is in the process of developing a situational judgment test that assesses managerial effectiveness in helping employees manage their work and non-work lives, which is a tool that could be built into existing selection practices or used to assess training effectiveness of organizational work/life-related interventions.
- ◆ Yi Wang and Yisheng Peng are working on a project concerning emotional labor and social support in the workplace, and specifically investigating whether different types of anger expression styles (anger-in vs. anger-out) influences individuals' social integration (supervisor support) and well-being at work.

2013 PRP Grant Applications

- ◆ A study by Nicole Wood and Tatiana Toumbeva will be the first to date that documents stressors experienced by dispatchers that are unique to this group of first responders. Specifically, they will identify unique stressors experienced by dispatchers and quantify the effects of daily stressors on proximal health outcomes.
- ◆ In their study, Rachel King and Kelsey-Jo Ritter will use qualitative (critical incident reporting) and quantitative data to create a measure of workplace age discrimination as well as examine the relationship between health and age discrimination.
- ◆ Kelsey-Jo Ritter's thesis seeks to demonstrate, using a longitudinal, diary method design, that the type and duration of breaks that teachers engage in during the school day and at home have important implications for their health, teacher self-efficacy, and work engagement.
- ◆ Ashlie Britton and Rachel King will investigate the effect that safety specific Person-Environment Fit (i.e., the fit between the safety climate of an organization and an individual's safety motivation and behaviors) has on strain and job attitudes.



For More Information

If you would like more information on BGSU's OHP program, please contact:

- ◆ The student director of the OHP research group, Ashlie Britton (arbritt@bgsu.edu)
- ◆ Or the faculty sponsors, Steve Jex (sjex@bgsu.edu) or Russell Matthews (ramatth@bgsu.edu).

The BGSU OHP Faculty

Dr. Steve Jex's research focuses primarily on topics related to occupational stress, such as the role of individual differences in the stress process and the impact of stressful working conditions on multiple types of employee performance criteria. In addition, Steve is interested in the role that personality and self-beliefs play in employee reactions to stressful working conditions. Recently his primary research focus has been on various forms of mistreatment in the workplace such as incivility and abusive supervision. Additional interests have included retirement, work-family balance, and counterproductive work behavior.



Dr. Steve Jex
Bowling Green State University



Dr. Russell Matthews
Bowling Green State
University

Dr. Russell Matthews's research primarily centers around the work-family interface and how (in)effective management of the work-family interface affects personal and organizational outcomes. His program of research often focuses on unique populations, such as older workers, individuals with excessive family demands, teachers, and police officers. Russell also investigates broader issues of worker health and safety. Within these areas of research, he is interested in methodologically-based research questions and the application of different statistical techniques.

Spotlight on Liberty Mutual Research Institute for Safety

Yueng-hsiang (Emily) Huang,

Liberty Mutual Research Institute for Safety

For nearly 60 years, the Liberty Mutual Research Institute for Safety (LMRIS) has helped to improve the occupational safety and health of workers throughout the world. Owned and operated by Boston-based Liberty Mutual Insurance, the Institute conducts non-proprietary, peer-reviewed research to advance scientific, business-relevant knowledge in the workplace and highway safety and work-related disability. The staff includes 25 full-time PhD level research scientists, in addition to research assistants and support personnel, who work to identify and investigate the causes of and contributors to work-related safety. We have four multidisciplinary centers which utilize the various backgrounds of our researchers, including four of us that specialize in OHP:

Center for Injury Epidemiology - conducts epidemiological research on risk factors for occupational injury and studies the burden of workplace injury.

Center for Physical Ergonomics - studies the causes and mechanisms of occupational injuries with a focus on musculoskeletal disorders.

Center for Behavioral Sciences - researches the impact of behavioral, cognitive, and organizational factors surrounding workplace injuries and highway collisions. Our safety climate research team is located within the Center for Behavioral Sciences.

Center for Disability Research - investigates work disability and ways to achieve safe and sustained return-to-work outcomes for injured or disabled workers.

Through data analysis and studies conducted in both lab and field settings, our scientists seek to determine the causes and mechanisms of work-related accidents and injuries, identify appropriate interventions, and improve return-to-work outcomes. We share our findings through peer-reviewed publications and worldwide conference presentations. The peer-review process subjects investigations to the highest standards of objective scientific scrutiny. Publication in scientific journals and conference

proceedings also ensures public access to Institute findings.

The current article describes one project of the Institute's safety climate research. Safety climate is a measurable aspect of safety culture that reflects employee perceptions of the true safety priorities within their organizations. It has significant impli-

"When a negative safety climate is found, meaning workers perceive safety to be secondary to other management demands, it is like a 'fever' indicating problems in the organization."

cations for helping businesses improve their organizational safety cultures and outcomes.

With the arrival of Dr. Zohar (Technion - Israel Institute of Technology, Israel), as the Institute's 2009 Visiting Scholar, we decided to study the impact of safety climate among workers who perform their jobs alone, or at off-site locations (LMRIS, Scientific Update, 2011). In the first large-scale field study on this topic, we examined safety climate among lone mobile workers (using truck drivers as exemplar). Eight trucking companies and two utility companies participated, allowing LMRIS to study safety climate among more than 10,000 lone and remote workers. The study was conducted using both qualitative and quantitative methods and based on the findings, researchers developed and validated two industry-specific safety climate scales (Huang, Zohar, et al., 2013a, 2013b). With the use of the new scales we were able to show that safety climate is a leading indicator for lone workers, which extended current methodology and reaffirmed safety climate as a leading indicator of safety performance, even in non-typical work environments.

For many industries, safety climate is an indicator (like a thermometer). When a negative safety climate is found, meaning workers perceive safety to be secondary to other management demands, it is like a 'fever' indicating problems in the organization. The goal of our research is to

understand the issues that are causing the 'fever' so that companies can take proactive measures to avoid negative safety outcomes. Ultimately, we aim to use the information gained to develop a scientifically sound approach to collecting safety climate data that is diagnostic enough to identify specific intervention opportunities.

Below you will find a link to the Institute's webpage where you can find more information about our research center:

<http://www.libertymutualgroup.com/researchinstitute>

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Huang, Y. H., Zohar, D., Robertson, M. M., Garabet, A., Murphy, L. A., & Lee, J. (2013b). Development and validation of safety climate scales for remote workers using utility/electric workers as exemplar. *Accident Analysis and Prevention*, 59, 76-86. doi:10.1016/j.aap.2013.04.030

Liberty Mutual Research Institute for Safety Scientific Update (2011). *Safety climate: New promise for injury prevention*. Retrieved from <http://www.libertymutualgroup.com/omapps/ContentServer?pagename=LGroup/Views/LMG&ft=4&fid=1138365100317&ln=en>



Dr. Yueng-hsiang (Emily) Huang
Liberty Mutual Research Institute for Safety



Safety Climate Team attending the *Work, Stress and Health* conference in 2013
From left to right: Dov Zohar, Emily Huang, Anna McFadden, Lauren Murphy, Jin lee, & Jenn Rineer

Graduate Student Issues Committee Report

Krista Hoffmeister, Colorado State University

The Graduate Student Issues (GSI) Committee for SOHP is composed of volunteer student members. The GSI group works to facilitate students' development into professional OHP researchers and practitioners. Our goals are based on annual student year were/are to (1) Update the SOHP Website, (2) Develop a WSH panel, (3) Recruit new students to SOHP, (4) Establish an OHP podcast series, and (5) Conduct a needs assessment for a graduate student to be held at a future WSH conference or as a standalone program.

This past year has been a great success in accomplishing our goals. We've been working closely with Dr. Barnes-Farrell and the Executive Committee to update the SOHP Website, and the updated version was rolled out with even more updates to come! Our second goal was to develop a WSH panel, and the roundtable submitted was accepted and well-attended, with scientists and practitioners in the field presenting on how to prepare for life after graduate school and attaining a career in OHP.

Our third goal, to recruit new students, has also been very surveys, informal discussions with members, and input from

the SOHP executive committee. Our goals for the past year and coming successful. A few months ago, we sent an email out to graduate programs to recruit potential students, and we had a good response. Although we are uncertain how many joined SOHP in response to this effort, five students did join the SOHP GSI Committee. In addition, we have hosted two successful conference receptions, one at SIOP in Atlanta, and one at the Work, Stress, and Health Conference in Los Angeles. In regards to our fourth goal, we have been establishing a list of potential topics and speakers for the podcast series, and have begun to incorporate this into the SOHP website. Potential topics include methodology (e.g., multi-level designs, using publically available data, diary studies, qualitative research), research with special populations (e.g., low income workers, immigrants, temporary workers), or a series for practitioners. Our last goal, to conduct a needs assessment for a graduate student workshop, was completed near the beginning of the year with some interesting results to be shared at a later date.

Our committee consists of a great group of graduate students dedicated to serving graduate students in OHP. If you have any comments or concerns, or if you have questions about membership, please contact me at: hoffmk@rams.colostate.edu



Krista Hoffmeister
Colorado State University

"Potential topics [for the OHP podcast series] include methodology, research with special populations, or a series for practitioners."

Education and Training Committee Report

Jennifer Bunk, West Chester University of Pennsylvania

The SOHP Education and Training (E&T) Committee has been hard at work over the past year. We organized sessions at the recent Work, Stress, and Health (WSH) Conference in Los Angeles and we have been creating a set of goals for the future. At the WSH Conference, our committee hosted two sessions that relate to our mission of creating effective and meaningful training experiences in OHP education efforts. During the first session, "Practices, Issues and Solutions in Leading OHP Training Efforts: An Open Discussion," we discussed topics ranging from the challenges that graduate students face in obtaining organizational data and how faculty can facilitate this process, to strategies in incorporating OHP classes in any kind of program -from undergraduate to doctoral-level. The purpose of the second WSH session, "Refining the Competencies

for OHP Education: An International Collaboration," was to continue an ongoing conversation about the core competencies that should be developed by OHP training program graduates. The sessions were productive and we will be sharing more in the future. Stay tuned!

The E&T Committee has also set three key goals for the coming year that include: 1) gathering and sharing information about the applied side of OHP (by, for example, connecting with organizations that promote OHP), 2) gathering and sharing information about teaching OHP (which will include more WSH sessions), and 3) developing strategies for information sharing and updating.

On a separate but related note: Our committee is currently recruiting new members, so if any of these goals sound exciting to you, please do not hesitate to contact me about coming on board. I'm very enthusiastic about our future endeavors and look forward to continuing to serve the OHP community!



Dr. Jennifer Bunk
West Chester University of Pennsylvania

"At the WSH Conference, [the] committee hosted two sessions that relate to our mission of creating effective and meaningful training experiences in OHP education efforts."

Membership Chair Report

Lisa Kath, San Diego State University

I would like to start out by saying thank you to all the wonderful SOHP members I've had the pleasure of interacting with during my (four?!?) years as membership chair. I am always so impressed with the patience, politeness, and general good-will exhibited by our members... you're a lovely bunch!

During my time as membership chair, we have transitioned from a paper-/mail-based membership application and renewal process to being a fully online process. Like most transitions, I thought this was going to be a lot easier than it actually has been (hey, I'm an optimist), but it has been quite a bit more difficult than any of us anticipated. Our

current membership system is, frankly, cumbersome and ineffective, which is why I am so excited that we are investing in building a custom solution that will allow our group to flourish. Until that's up and running, though, I apologize for any missed e-mails and membership processing problems that you may have experienced: we've had some real growing pains as we move everything online.

Our membership is currently at just over 200 members, and I anticipate that we will be able to quickly grow to over 300 members in the near future - we are on the upswing! If you haven't already joined/renewed your membership in SOHP, please consider doing so. Full and professional membership costs \$55/year, and student affiliates pay only \$25/year.



Dr. Lisa Kath
San Diego State University

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Membership Chair Report - continued

Note that membership applications received after August 1 of any year are applied to membership for the following calendar year unless you specifically request otherwise.

More information about membership categories, benefits, and dues is available at <http://sohp.psy.uconn.edu/membership.htm>.

If you don't have any questions but just want to get paid up, skip straight to <http://sohp.psy.uconn.edu/memberpay.htm>.

To strengthen our organization, please also consider encouraging your colleagues, collaborators, and students to join SOHP.

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SOHP!

11th EAOHP Conference Call for Papers

<http://www.eaohp.org/conference.html>

The European Academy of Occupational Health Psychology would like to invite you to London, described by many as the 'Cultural Capital of the World', to attend the 11th conference of the European Academy of Occupational Health Psychology. The event will take place over three days, 14-16 April, 2014, in central London. The conference is being organized in collaboration with Birkbeck College, University of London. The conference will be held at Senate House, University of London and Birkbeck College, University of London.

*Conference Theme: "Looking at the past - planning for the future:
Capitalizing on OHP multidisciplinary"*

The program will include a special session featuring a debate on the future of OHP with Professor Robert Karasek and Professor Johannes Siegrist, and further keynote addresses by Professor Tom Cox and Professor Eva Demerouti.

CALL FOR PAPERS IS OPEN

Submissions are welcomed on all areas of research, practice, and education in occupational health psychology and related areas. Delegates can submit abstracts using the online form on the conference website for four types of sessions: paper presentations, symposia, workshops and poster presentations. **Deadline for submissions: 30th September, 2013.**

Online delegate registration is open: Registration fee is discounted for EAOHP members, students and delegates from developing countries. The delegate fee includes access to all scientific sessions, lunch and refreshments during the conference and a delegate pack including the book of proceedings and the third volume (2014-2015) of the Wiley-Blackwell biennial series, "Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice". The non-member fee includes a one year membership to the Academy.

The draft program and further information is available on the conference website: <http://www.eaohp.org/conference.html>

We look forward to welcoming you in London,
Conference Organizing Committee
EAOHP London 2014



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 by (1) obtaining and disseminating to the public factual information regarding occupational health psychology through the promotion and encouragement of psychological research on significant theoretical and practical questions relating to occupational health and (2) 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 editor:

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Thank you for reading the newsletter of the
Society for Occupational Health Psychology!