

Welcome to the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

Volume 11 (February, 2014)

Editor's Welcome



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Welcome to the 11th installment of the Newsletter for the Society for Occupational Health Psychology (SOHP). In this issue we present columns highlighting OHP research and training from around the globe. First, we continue a tradition started by the former editor of this newsletter, Dr. Irv Schonfeld, with two columns focusing on OHP graduate training programs. Dr. Margot van der Doef presents information about the Master's in OHP at Leiden University in the Netherlands. The second program featured in this newsletter is the Diploma of Advanced Studies in Work + Health at

the University of Zurich, presented by Dr. Georg Bauer.

Additionally, we have columns from six international OHP researchers. First up is a column from Dr. Pete Kines at the National Research Centre for the Working Environment in Denmark, who describes recent research efforts focusing on safety climate and safety interventions. Next, Dr. Marianne Törner at the University of Gothenburg in Sweden describes her recent research on several subtypes of organizational climate as well as safety behavior. Our third column in this section is written by Dr. Xichao Zhang from Beijing Normal University in China. Dr. Zhang presents a brief history of OHP research, practice, and training in China. The fourth column comes from Dr. Hyung In Park who describes her research lab at Chonnam National University in Gwangju, South Korea. Next, we have an article from Dr. Mark Griffin who describes the work going on at the Centre for Safety at the University of Western Australia in Crawley. The last column in this section comes from Dr. Felicity Lamm & Dr. Andy Ang at the Center for Occupational Health & Safety Re-

search at Auckland University of Technology in New Zealand.

Continuing with the international theme of the newsletter, we also feature a report from the 21st International Symposium on Shiftwork and Working Time written by Dr. Claudia Moreno, chair of this year's conference.

Lastly, our society treasurer, Dr. Chris Cunningham reports on the finances of the organization and several exciting plans for the future of SOHP.

Producing the newsletter is a team effort, and I am very grateful for the assistance of the editorial team. The newsletter is made possible with the assistance of Associate Editors, Dr. Heather Odle-Dusseau and Dr. Emily Huang, and Production Editors, Dr. Amber Schroeder and Ms. Tessa Seidler. I thank them for all of their work to bring together this newsletter.

We hope you enjoy reading this issue of the newsletter. If you have any comments or would like to write an article for a future issue, please e-mail me (gary.giumetti@quinnipiac.edu).

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An Overview of the Master's in OHP Program at Leiden University

Margot van der Doef, Leiden University

Since 2005, the Faculty of Social Sciences of Leiden University in the Netherlands offers nine master's specialisations in psychology, which are all taught in English. One of these master's specialisations is the master's in Occupational Health Psychology (OHP). Before 2005, psychology students could already follow a track in Work & Health. With the transition to a bachelor's - master's system in 2005, this track has evolved to a one-year master's specialisation. The OHP master's programme attracts students from our own university, from other universities in the Netherlands, and from abroad. Thus far, we have welcomed students from Finland, Switzerland, Spain, Ukraine, and Indonesia, for example.

The one-year Occupational Health Psychology master's programme aims to provide the students with a broad perspective on employees, organisational settings, and their interplay. Hence, in Leiden the OHP master's programme

integrates knowledge and skills concerning OHP issues from three disciplines in psychology: Social and Organisational psychology, Health psychology, and Applied Cognitive psychology. Furthermore, as all other Leiden master's programmes, it is based on the scientist-practitioner model. As such, the programme focuses on in-depth study of theory and on the acquisition of professional and research skills. The OHP specialisation provides advanced training in practical skills for interventions in the field of work and health. This includes the acquisition of principles and methods relevant to, for instance:

- ◆ Health promotion and stress prevention in the workplace
- ◆ Management of social psychological issues in organisational behaviour
- ◆ Risk management of organisational accidents
- ◆ Optimisation of performance and work productivity

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Dr. Margot van der Doef
Leiden University, the Netherlands

An Overview of the Master's in OHP at Leiden University - continued

In line with the profile of Leiden University as a research-intensive institution, the teaching programme is based on state-of-the-art scientific research and puts a strong emphasis on the acquisition of academic and research skills. Training is provided in all relevant skills, such as: reviewing the relevant literature, applying theoretical knowledge to analyse practical problems, designing and carrying out empirical studies, designing and evaluating the effectiveness of interventions, conducting advanced statistical analyses, and presenting results and recommendations.

During their master's year, OHP students take part in mandatory courses and electives, write their master's thesis, and do an internship. In their electives, and their choice for a thesis subject and their internship, students can focus and further specialize in topics and skills matching their own interests and ambitions. The integrative approach and the combination of theory and practice make the master's specialisation in Occupational Health Psychology at Leiden University unique and useful for a wide range of careers.

"...the programme is based on state-of-the-art scientific research and puts a strong emphasis on the acquisition of academic research skills"

Coursework

The programme includes five mandatory courses, which are taught by staff members from the various sections within our psychology department. A broad diversity of teaching methods is used, including lectures, workgroups, students' presentations, and individual and group assignments.

Work and Stress

In this course, students are introduced to the role of workplace factors in employee health and well-being. Both the potential negative consequences (i.e., mental and physical health problems) and the positive outcomes (i.e., work engagement, personal growth/learning) are addressed. Lectures cover occupational stress models (e.g., Job-Demand-Control-Support model, Effort-Reward Imbalance model) and empirical research regarding the impact of work factors on mental and physical health (e.g., burnout, cardiovascular disease). Other sessions are dedicated to presentations and discussions on contemporary issues in the work and stress field (e.g., work-family conflict, bullying, job insecurity, injustice, work engagement) prepared by the students themselves. Furthermore, students write a short critical review paper based on up-to-date scientific literature addressing a key question related to the topic of their presentation.

The main objectives of this course are that students acquire scientific up-to-date knowledge on the area of occupational stress and become familiar with the most prominent occupational stress models. Furthermore, the course aims to enhance presentation and writing skills, and stimulate a critical approach to scientific literature.

Human Potential: Application

This course focuses on the translation from cognitive theories to entries for cognitive enhancement in a variety of (job) contexts. How can theoretical knowledge be applied to enhance productivity, creativity, memory, well-being and self-regulation?

Students perform case studies on the basis of interviews

and literature reviews. Examples are: how to optimize performance of shift workers, how to foster creativity and productivity at the worksite. The key objective of this course is that students obtain experience with applying cognitive enhancement techniques and views for application in a variety of settings.

Motivation, Power and Leadership

This course focuses on the interplay between individuals, groups, and organisations with special attention to the roles of leaders and managers. Performance of groups and organisations is dependent on the fit between the needs, motives, values, and skills of people and the structural and operational characteristics of groups and organisations. Leaders use their bases of power and select influence tactics to get things done by their followers or subordinates.

In this course, students review classical studies and acquire cutting edge knowledge of advances in theories about leadership, motivation, and power. Moreover, they learn how to manage task performance and improve satisfaction and commitment of individual members of these groups and organisations. Using recent theoretical and empirical developments, what kind of leadership behaviours are beneficial in particular situations is discussed.

The main objectives of this course include that students gain specialized knowledge of, and the ability to apply, social and organisational psychological theories regarding motivation, power and leadership in social contexts and organisations, are able to apply theories on motivation, power and leadership and research findings in real-life situations.

The Social Psychology of Organisational Behaviour

This course aims to integrate recent developments in social psychology with insights derived from organisational and economic psychology. The emphasis is on the relevance of social psychological insights for the understanding of organisational behaviour.

Topics that are covered are, for instance, negotiation, social dilemmas, the functioning of groups and teams, relationships and trust, rationality of decisions, the importance of distributive and procedural justice concerns and norms. The course meetings are based on classic

journal articles as well as reports of applied research. On the basis of these readings, students prepare written assignments and oral presentations in which they analyse organisational issues from various theoretical perspectives, develop interventions and thereby apply the theory to practice. Guest speakers discuss the way in which they apply social psychological theories in their own professional practice in organisations.

The main aims of this course are that students acquire advanced knowledge and insights about social psychological issues in organisational behaviour and about the methodological underpinnings of these insights; learn how to apply this knowledge by analysing and conceptualizing real-life issues in organisational settings and to present their analyses orally as well as in writing. Furthermore, students are challenged to reflect on their academic attitude in anticipation of their work as a professional in organisational settings.

The programme includes 5 mandatory courses:

- ◆ Work and Stress
- ◆ Human Potential: Application
- ◆ Motivation, Power and Leadership
- ◆ The Social Psychology of Organisational Behaviour
- ◆ Interventions in Occupational Health



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An Overview of the Master's in OHP at Leiden University - continued

Interventions in Occupational Health

This course centres on interventions to promote health and well-being among employees. Attention is given to health promotion programs (e.g., life style interventions), as well as organisational interventions (e.g., work redesign). A stepwise approach is taken, starting from how to assess psychosocial job conditions /occupational risks, and health/well-being outcomes, to the development and implementation of an intervention program, and the evaluation of the effects.

The course includes introductory lectures with in-class assignments and individual homework assignments. Parallel to this, in subgroups, students develop an intervention program for a specific work setting. Case descriptions, based on actual situations in organisations are used as a starting point. At the end of the course, these intervention programs are presented and discussed.

The main objectives of this course are that students acquire an up-to-date view on work site health promotion programs, are acquainted with methods to assess psychosocial job conditions / occupational risks and health /well-being in employees; are aware of potential benefits /advantages of the worksite as a setting for health promotion, and of ethical issues involved; and are able to design a work site interven-

tion program applying scientific knowledge with regard to effective interventions.

Electives

Besides these mandatory courses, electives are offered within the psychology master's programme. Electives that are regularly chosen by our OHP master students are: Human Computer Interaction, addressing cognitive issues involved in designing, using and evaluating interactive software products; Health Promotion and Disease Prevention, focusing on design and implementation of an intervention program to promote health behaviour; and the Trainers Course Communication Skills, for those students who have the ambition to become a professional trainer.

Master's Thesis

The master's thesis enables the student to obtain experience with all the phases of empirical research in psychology and applying the knowledge and skills acquired in different course modules. Faculty members from the three sub-disciplines offer supervision on research topics related to their own research interests, and students can choose a topic that matches their interests and ambition. The students carry out their own study, as part of the on-going research in the programme, and write their master's the-

sis.

The thesis topics cover the broad field of OHP. To give an impression, recent theses dealt with the following topics: work-family conflict & facilitation; aggression and violence in health care; effectiveness of stress management interventions; effects of fear in the workplace; change management; violating behaviour at work; optimizing the training of complex surgical skills.

Internship

The OHP master's programme includes a mandatory internship of at least 35 days. Most students find an internship of their choice in an organisation, either in the Netherlands or abroad. Some students prefer to do an internship within the university setting, for instance by participating in an ongoing research project.

The internships, like the professional perspectives, are diverse, and include Human Resources Management, assessment and selection, career counselling, reintegration and outplacement, training and coaching, health promotion, stress management, and (scientific) research. During their internship period, students are stimulated to put their acquired knowledge into practice, and further improve their professional and personal skills. A valuable first step in their careers as occupational health psychologists.

For more information on the Leiden University master's programme, please visit the program website:

<http://en.mastersinleiden.nl/programmes/occupational-health-psychology/en/introduction>

Or contact Dr. van der Doef directly:

DOEF@fsw.leidenuniv.nl

An Overview of the Diploma of Advanced Studies in Work+Health at the University of Zurich & the University of Lausanne

Georg Bauer, University of Zurich, Switzerland

Based on 20 years of training experience in the field, the University of Zurich and the University of Lausanne will offer the new **Diploma of Advanced Studies DAS Work+Health**, in English, beginning in March, 2014. This postgraduate program includes a specialization in "Organizational Health Development", with a strong focus on improving psychosocial factors at work through intervention-oriented training in occupational health psychology. It offers a unique interdisciplinary training together with future specialists in Occupational Hygiene and Occupational Medicine. The 4-semester part-time program comprises 30 European Credit Transfer & Accumulation System (ECTS)-points, equaling 60 on-campus days, completing 12 different courses.

Work imposes demands and health hazards on employees, and at the same time provides health promoting resources. Addressing both requires understanding the human being in the larger organizational and societal context. Our program aims to provide deep insight into the current and future health needs of the working population, as well as practical skills on how to prevent work-related health problems and how to promote positive health at work through participatory approaches.

To achieve this aim, the program provides both a strong scientific basis and best practice skills. During the joint, interdisciplinary modules for students of all three specialisation areas in Occupational Medicine, Occupational Hygiene, and Organizational Health Development, participants learn common perspectives and procedures across disciplines, culminating with in-depth knowledge in their specialization area. The highly interactive on-campus courses, such as Occupational Health in Context of Organizations and Society, Analysis of Health Risks and Resources and Health-Oriented Change Process in Organizations, are complemented by guided distance learning. The continuous mutual exchange between the experienced students from the three specialization areas, provides for a strong knowledge transfer throughout the program. During the final, interdisciplinary group project, students will demonstrate their acquired knowledge and skills in solving real life work+health issues in the field.



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An Overview of the Diploma of Advanced Studies in Work+Health at the University of Zurich & the University of Lausanne - continued

Specialization in Organizational Health Development (OHD): Students learn to analyse how health is continuously reproduced in organizations by both health damaging (pathogenic) and health enhancing (salutogenic) processes. Further, students learn how to build the capacities of organizations to improve health through participatory change processes. To strengthen practical skills, participants will constitute project groups that will practically implement each OHD step and an occupational health management system in a real company - closely coached by experts from the field. Upon completion of the education, participants will be able to:

- ◆ Sensitize decision makers and stakeholders for OHD issues
- ◆ Establish a counseling-client system and to design a participatory, health-oriented change process
- ◆ Advocate and counsel decision makers and stakeholders regarding each step of the change process
- ◆ Conduct an occupational and organizational health analysis with a focus on psychosocial and ergonomic factors by using change-oriented methods
- ◆ Build capacities for and support participatory action planning in organizations for improving working conditions (e.g., through leadership trainings, workshops, health circles, etc.)

- ◆ Manage work+health activities and define key performance indicators
- ◆ Establish an occupational health management system by integrating existing work+health activities and by linking them to other management systems
- ◆ Work together with other specialists in the field of work+health to identify and address both health risks and resources

For more information
on the Work+Health
diploma:

www.mas-workandhealth.uzh.ch



From left to right: Georg Bauer, Brigitta Danuser, Dhouha Steiner, Sven Hoffmann, and Tamara Sterchi

National Research Centre for the Working Environment - Denmark

Peter Kines, National Research Centre for the Working Environment, Denmark

In the Division of Safety Research at the Danish National Research Centre for the Working Environment, we have a number of ongoing multinational studies looking into safety culture and climate, social identity, zero-vision strategies, young workers as well as a systematic review of safety interventions for the prevention of accidents/injuries at work.

Previous successful research cooperation between the five Nordic countries resulted in the development of the Nordic Occupational Safety Climate Questionnaire, NOSACQ-50 (www.nrcwe.dk/NOSACQ). During its development, it was tested in several studies in all five countries, and it is now in wide use internationally, and results are collected in an international database at the Centre. The freely available questionnaire has so far been translated into over 25 language versions, and the international database contains over 100 studies from around the world in 36 different sectors, and with over 20,000 respondents. In addition, two students at the Centre are involved in field work that exam-

ines large companies' safety culture intervention approaches.

Young workers are a vulnerable group of workers, at high risk of occupational injury and exposure to substances and working conditions that can result in occupational disease and health problems later on in life. In addition to focusing on individual and youth factors, we are also looking at the role of work organisation, and work and workplace characteristics in gaining a better understanding of the relevant risk factors.

We currently have a couple of intervention projects that deal with improving the health and safety of construction labourer crews. In the one study, we are working with the crew's 'social identity', to see if we can develop it into a 'dual identity' - where they retain their 'crew' identity (e.g., earning a good wage) and build onto it aspects of the client/owner's identity (e.g., integrated safety and production). In the second project, we are looking at developing a 'Toolbox-meeting' teaching program for construction foremen - inspired by current work being carried out in the USA.

A multinational collaboration project with researchers from the USA, Hol-

land, Norway, Sweden, and Denmark, is carrying out a 'Campbell' systematic review (somewhat similar to a Cochrane review, but more directed toward social science) in looking at the evidence for effective safety intervention programs in preventing occupational accidents/injuries. Over 20,000 articles have been through four screening processes, filtering down to approximately 150 qualified studies - varying from randomised and non-randomised control trials, to interrupted-time series designs and single group before-after studies. The effects of the different types of intervention programs are based on whether the programs dealt with: A) Changes in knowledge and attitudes; B) Physiological changes and use of PPE (personal protective equipment); C) Changes in behaviour; D) Changes in norms, safety climate and culture; and E) Structural measures such as physical or organisational environment.

Finally, we have a European project in looking at the success factors for implementation of a 'Zero accident vision' - as a mutual (employer & employee) commitment strategy for safety, rather than a control strategy.



Dr. Pete Kines
The National Research
Centre for the Working
Environment, Denmark

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National Research Centre for the Working Environment - Denmark - continued

All too often focus is on 'zero accidents' as a goal, rather than as a process whereby everyone involved in conceiving, designing, managing, and carrying out a project is genuinely committed to preventing accidents/injuries.

We welcome you to read more about us and our projects (www.nrcwe.dk), and to contact us for cooperative research proposals and ideas! You can contact me at pki@nrcwe.dk.

The National Research Centre for the Working Environment in Denmark is a government research institute under the Ministry of Employment. It has four strategic research areas of high priority: Psychological working environment, Musculoskeletal disorders, Nanotechnology, and Work accidents and safety culture. The Centre employs 180 persons, one-third of whom are researchers and 15 of whom are PhD students.



Safety, Organization and Leadership Research Team, Sahlgrenska Academy, University of Gothenburg, Sweden



Marianne Törner, University of Gothenburg

The research team Safety, Organization and Leadership at the Sahlgrenska Academy, University of Gothenburg, Sweden, comprises a handful of researchers. We take our theoretical stance in organizational psychology, specifically regarding organizational climate and culture. At present, we direct much of our research toward the study of the interaction between different types of organizational climate. We have just finalized a study in health care, on the relation between patient safety climate and occupational safety climate. We found the relation to be strong and positive. In an ongoing study in the construction and mining industry, we study the relations between safety climate, health climate, innovative climate and productivity climate, as well as the relations between these different types of climate and their respective behavior outcomes. We also have an ongoing project on the development of two safety climate questionnaires, one for airport security climate and another for airport flight safety.

Another focus area for our team is research on the organizational, and for that matter societal, antecedents of a good safety climate and safety behavior. In our study in health care, we found that organizational preconditions that allowed the organizations to handle variations in quantitative demands and staff availability, conditions that are frequently occurring in health care, without either increasing the employee work load beyond an acceptable level, or necessitating taking in temporary staff, was the key factor for initiating positive work processes, promot-

ing both staff and patient safety, but also efficiency and work satisfaction.

To better understand the antecedents of safety performance, we also have ongoing research cooperation between Sweden and Denmark, with the aim to elucidate what may explain the seemingly large difference in accident frequency in the construction industry between our two countries. The study takes into account factors at the macro, meso as well as the micro level. We study differences in national cultures and values, in occupational safety and health regulations, and in insurance systems. We also study differences between the two countries in the branch-structures in the construction industry, as well as socio-economics in regard to worker recruitment to the construction industry. We look at differences in the educational system to become a construction worker and the development over time of students' attitudes during their education. Another part of this comprehensive project compares safety climates, leadership, and manager-worker relations at the work sites. The study will be finished in 2017 and we hope this comparative study between two countries will bring some interesting insights into what constitutes important preconditions for improving occupational safety.

A side track of our research, in the Swedish team, concerns how adolescents perceive and handle health hazards with serious but delayed outcomes. Here, we are engaged in a cross-disciplinary research project aiming at improving person centeredness of care of children and adolescents with diabetes type 1, by improved support for self-care from the health care organizations. This study has resulted in some interesting results that point at the need to reorganize care and support these children to integrate the

"We study differences in national cultures and values, in occupational safety and health regulations, and in insurance systems."



Dr. Marianne Törner
University of Gothenburg

We welcome you to visit our web page (http://www.medicine.gu.se/english/phcm/occup_enviro/research/management-and-work-ability/safety-organization-and-leadership/) for information on us, our publications, and to contact us for cooperative research proposals and ideas! You can contact me at marianne.torner@amm.gu.se.



An Introduction to OHP in China

Xi-Chao Zhang, Beijing Normal University

With drastic social change and rapid economic development in China, more and more researchers and practitioners have been concentrating on issues related to the workplace from the perspectives of psychological health. During the past decade, occupational health psychology (OHP) in China has flourished, because an increasing number of sophisticated theories, empirical studies, practices, and academic exchanges have produced rich products applicable to social life in China. Here I will present the development of OHP in China from scientific research, to application and practice, to academic exchanges, and to education and training.

Scientific Research on OHP in China

Based on China National Knowledge Infrastructure (CNKI), which provides the largest academic search engine in China, 8,003 papers were located with the key search word "occupational health". In particular, the term 'occupational health' appears in the title of 51 papers published between 1997 and 2013, with an increase in 2005. Another 34 papers, published between 2004 and 2013, list the term 'occupational health' as a key word. In addition to using the term of 'occupational health', I conducted further searches in CNKI by focusing on the main sub-areas of OHP, such as using job stress, burnout, emotional labor, employee assistance program (EAP), and work-family balance as key search words. Approximately 40,000

articles were found in total, which strongly evidenced the blossom of OHP in China. For instance, there are 2,570 papers using "work stress" in the title, most of which were published after 2005 while the first one appeared in 1999. When searching "work stress" among the key words of published papers, I found 19,017 papers, most of which were published between 2008 and 2012. Notably, the article titled "Job Stressors and Burnout among Staff Nurses" by Xiaomei Li et al. (2000), has been cited 1,529 times. The second example is the work in the area of burnout. There are 6,745 articles found when "job burnout" was searched among the key words of published papers. A study titled "Job burnout and the factors related to it among middle school teachers" by Yufang Zhao et al. (2003), was the most frequently cited one among the 6,745 papers (cited 578 times). As the last example, I found 523 articles when search "EAP" among the key words of published papers. The most influential paper in this field is authored by Zhang Xichao (2003) and titled as "EAP: An effective way to improve business performance" (cited 92 times).

Besides the aforementioned studies written in Chinese, there are also papers published in English journals. In the Web of Knowledge, researchers from China have published more than 300 papers on occupational health so far. Specifically, we found 119 articles when work stress is used as the search

word, 27 for burnout, 4 for EAP, 28 for work-family balance, and 122 for occupational health. Some representative papers are: "Association of occupational stress and social support with health-related behaviors among Chinese offshore oil workers" (Chen, Wong, & Yu, 2008); "Occupational stress, mental health status and stress management behaviors among secondary school teachers in Hong Kong" (Leung, Mak, Chui, Chiang, & Lee, 2009); "Relationship between quality of life and occupational stress among teachers" (Yang, Ge, Hu, Chi, & Wang, 2009); "Safety climate and safety performance among construction workers in Hong Kong - The role of psychological strains as mediators" (Siu, Phillips, & Leung, 2004).

Importantly, with the emergence of positive psychology, constructs such as psychological capital, subjective well-being, work engagement, and positive

leadership, have been adopted in OHP, which fosters a new frontier of OHP in China. In CNKI, 162 papers are on psychological capital in organization, 294 on well-being, 235 on work engagement, and one on positive leadership.

In short, increasing attention has been drawn to OHP in China with two characteristics. First, rigor of research on OHP has increased over the years, from introducing basic OHP concepts at the beginning, to examining the relations among focal OHP variables, to assessing effects of OHP-focused interventions. Second, the perspectives of research gradually evolve from traditional industrial and organizational psychology to positive psychology.

Application and Practice of OHP in China

Besides the academic progress, application of OHP is extremely common in China. Many OHP-related intervention programs have appeared in organizations, such as strategic stress management, intervention of well-being, and EAP. In particular, EAP has significantly contributed to the application of OHP in China. Many professional EAP companies have been established since 2001. Until now, more than 30% of the fortune 500 Chinese companies provide staff EAP services.

"Researchers from China have published more than 300 papers [in English] on occupational health so far."



Dr. Xi-Chao Zhang
Beijing Normal University



The OHP lab in the School of Psychology at Beijing Normal University was founded in 2006. Principal members include Xichao Zhang, Hongchuan Zhang, Jiang Jiang and Ran Bian, and some students are also included. The main research directions are work stress, job burnout, well-being, psychological capital, and mindfulness in the workplace.

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An Introduction to OHP in China - continued

In sum, the application of OHP has developed speedily in the last 10 years.

Academia-Practice Exchanges on OHP in China

As many researchers enter the field of OHP, exchanges between researchers and practitioners become increasingly important. OHP forum and OHP Division of Chinese Psychological Society were established to fulfill this need. The China EAP and OHP forum was established in 2005 and has been successfully held for 9 years, and has attracted hundreds of attendees. Every year the forum invites approximately 10 scholars as speakers. Invited speakers include (but are not limited to) Drs. Allen Langer, Tal Ben-Shahar, Fred Luthans, Lois Tetrick, and Houcan Zhang. Moreover, the forum also invites some practitioner speakers, such as manager of China Mobile, Mr. Minguo Li and a director of ICON Mr. Lizhong Geng. Through this forum, scholars have an opportunity to be informed about the real problems in practice, while practitioners are able to learn more specialized OHP knowledge and theories to guide their work. The OHP Division of Chinese Psychological Society was founded in 2011, aiming at facilitating the development of OHP in China.

Education and training of OHP in China

In line with the fast development of OHP, a large number of original and translated books have appeared in China. For example, Dr. Guoping Song wrote "Occupational Health Psychology". As another example, Dr. Xichao Zhang wrote two books focused on OHP: "Employee Assistance Program"

and "Go To Work Happily". Finally, Dr. Jiang Jiang and Yan Xu translated into Chinese the "Handbook of Occupational Health Psychology," edited by James Campbell Quick and Lois E. Tetrick. All of these works provide a chance for students and practitioners to learn in this field.

In China, education in the realm of OHP has grown significantly in the last 10 years. For example, since 2008 OHP is offered in Beijing Normal University, Tsinghua University, Peking University, and Shanxi Normal University by Dr. Xichao Zhang, Dr. Changqin Lu, and Dr. Guoping Song, respectively. All of these courses make a great contribution to training students in OHP.

Conclusions

OHP in China develops speedily in accordance with the rapid development of the economy and society. Occupational health psychologists in China are encouraged by the significant progress in OHP to date. However, applications of OHP are far ahead of academic research. Future research should not only focus on examining established theories and research models, but also pay attention to intervention of real-life problems in the workplace and the development of localized theories. Additionally, more rigorous methods should be applied in future research and more theories should be translated into practice. In light of the large working population and increasingly challenging work demands, OHP has a bright future in China. Looking ahead, the occupational health psychologists in China are eager to further contribute to the OHP community via more collaboration with international OHP scholars.

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OHP at Chonnam National University - South Korea

Hyung In Park, Chonnam National University

The Department of Psychology at Chonnam National University (CNU) was established in 1978. Located in Gwangju, in southern South Korea, CNU has the largest campus in the region. Despite the brief existence of our department compared to other psychology departments in the West, it is one of the oldest psychology departments among the universities located outside of Seoul, the capital of South Korea. It is also one of the few programs in the country that offers an Industrial and Organizational (I/O) Psychology major. From the early days of the department, Dr. Lee Chongmok, a professor in the I/O program, employed in 1980, has devoted his research endeavors to the subject of occupational health psychology (OHP) studying such topics as stress management, happiness, scale development/validation of job stress, and burnout. He has also written a few books targeting the Korean general public on the promotion of a healthy lifestyle in the workplace. Although he retired in August, 2010, he is still actively engaged in research and education.

Currently, I am the only faculty member from the I/O field since August 2012, when I was hired. Our I/O lab is in the early stages of its development and still quite small in size, largely due to the vacancy in the I/O faculty after Dr. Lee left. There are two (valuable) graduate students in the I/O program. The students, who have both just begun their theses, are interested in OHP. Recently, at the biannual conference of the Korean Society for Industrial and Organizational Psychology, they each presented a poster on a meta-analytic study exploring their own interests. Their research interests include role stressors, work-family conflict, leader-member exchange (LMX), organizational commitment, organizational citizenship behavior (OCB), and burnout. Specifically, Jang, Ji Won is working to investigate whether LMX will moderate the relationship between work-family conflict and work outcomes such as OCBs for her thesis, while Kim, Yeongon, is reviewing scales for role stressors in order to revalidate the previous version of these scales used in South Korea.

My current research topics cover three areas: developing stress inter-

vention programs, introducing new scales for recovery, and identifying potential moderators of stressor-strain relationships. With regard to the first research topic, I have investigated whether a brief yoga session for muscle relaxation could promote recovery-related experiences and reduce job strain among full-time university staff and faculty. Unfortunately, the sample size was very small, but the trial provided me with important learning opportunities. Based on this previous study, I will continue to develop and implement intervention programs for employees. My second research area looks at scale development and/or validation. Many new concepts and scales in recovery from job stress have yet to be introduced to Korea. In order to facilitate future research in OHP, I am committed to the validation of scales relevant to stress processes such as recovery from job stress. My final research topic seeks to identify moderators of the relationship between stressors and strain. Hopefully, in the near future, there will be a scope of application of identified moderators to stress management programs targeting Korean employees.



Dr. Hyung In Park
Chonnam National University

(continued on p. 8)

OHP at Chonnam National University - South Korea - continued

CNU also encourages research collaboration with international scholars, and academic presentations at international conferences are financially supported. Although the funds available from the school cannot cover all expenditures, additional research grants can be utilized for participation in international conferences, if approved in advance. With the help of this support, I am working with foreign researchers and have been presenting studies alongside them at the annual conference of the Society for Industrial and Organizational Psychology. As I obtained my doctorate degree from Central Michigan University, the majority of my coworkers reside in the United States, but I am open to any collaboration as long as mutual interests match.

Our lab also welcomes inter-disciplinary research. Presently, I am involved with two separate research projects with clinical psychologists, partly because my former training was grounded in clinical psychology. As far as these sorts of partnerships are concerned, the manuscript for one project was co-authored by myself and clinical/neuropsychologist Dr. Lee Hyejeen, our newest faculty member (Please note that Lee is a very common last name

in Korea, and there is no relation to the aforementioned Dr. Lee). Her current research area contains affective psychophysiology, and we intend to further collaborate on research in the future. I am also working with a professor at another university in Korea to deliver a meta-analytic study on self-regulation. My main contribution to this project concerns the methodology of the study.

It has been my great pleasure to re-launch OHP research in the Department of Psychology at CNU. I would be even more pleased to see my students and myself interacting with more professionals in this field. Our program is still very young, but this only means that we have plenty to achieve!



The Centre for Safety, University of Western Australia

Mark Griffin, University of Western Australia

Leading safety innovation through understanding people and technology interaction in managing complex systems.

Australian industry has made substantial progress to reduce major accident events and protect individual safety. However, the level of fatalities, injuries, and serious events remains a great concern. Work systems are becoming more complex and environments more uncertain, so the challenge to improve safety is now more important than ever.

Australian companies are facing challenges such as new technology, harsh physical environments, changing employee profiles, and rapidly developing competitive markets. In addition, new methods of working such as remote operations are creating both opportunities and risks. Major accident events continue to highlight fundamental failures in systems that were expected to protect people, assets, and the environment. There is now a pressing need to better understand the interactions among people, equipment, and technology that lead to important safety outcomes.

The Centre for Safety is dedicated to creating new insights that improve the safety of people and systems in high-risk environments. The Centre, formally established in mid-2013, brings

together the diverse safety experience across the disciplines of The University of Western Australia (UWA) to create a critical research area that tackles safety issues from multidisciplinary perspectives, in an environment that fosters collaboration to build innovative safety capabilities for industries, organizations, and people.

Preventing major accidents and improving safety requires theory and practice to go hand in hand. The Centre for Safety, led by internationally recognised researcher Winthrop Professor Mark Griffin, together with world renowned safety experts from psychology, engineering, medicine, business, law, health, and science, coordinate responses to major safety problems in collaboration with industry partners.

The Centre encourages the involvement of organizations in research and pilot testing that will be of immediate and long-term value. Benefits include:

- ◆ Knowledge based decisions from local case-study data.
- ◆ National and international collaboration through networks of universities, government, and industry.
- ◆ Integration of engineering, human, and organizational factors.
- ◆ Continuing education and training opportunities.
- ◆ Developing the talent pipeline of future safety leaders.
- ◆ Knowledge sharing platforms.

UWA, with founding partner Rio Tinto, have established the Centre for Safety as a partnership that will enhance all aspects of safety innovation. The Centre is now developing additional partnerships with industry, government, and universities to better understand how human and organizational factors interact with technology, industrial processes, and the environment. Major activities include applied research projects, producing education materials, and consulting to meet industry needs.

Research Agenda

The Centre for Safety aims to support safety in these key areas:

- ◆ **Leadership and governance** - Building safety capability through leadership, teamwork, and systems such as cultural lead indicators.
- ◆ **People, technology, and assets** - Understanding how human and organizational factors interact with equipment and technology to influence safety capability.
- ◆ **Human performance and decision making** - Supporting safety awareness and cognitive processes in high-risk and complex operating environments.
- ◆ **Health and well-being** - Managing health in challenging safety conditions including remote locations, hazardous environments, and high work-demands.



Dr. Mark Griffin
University of Western
Australia

(continued on p. 9)

The Centre for Safety, University of Western Australia - continued

The Centre welcomes collaborations with international research institutes, companies, and governments. We are currently working with researchers in Asia, Europe, Africa, and North America to address questions such as the nature of safety commitment, better lead indicators of safety performance, and safety leadership in developing countries.

"The Centre welcomes collaborations with international research institutes, companies, and governments."

Collaboration with the Centre can be established in a variety of ways including joint research grants, student and researcher exchange, and industry consulting. We welcome visitors to our beautiful Perth campus, a remote yet vibrant part of the world.

Example of current projects linking students, research, and industry include:

- ◆ Assessing safety cultural lead indicators to improve understanding of safety culture and safety performance.
- ◆ Investigating the relationship between maintenance practices and safety in the mining and resource industry.
- ◆ Recovery strategies that enhance well-being and performance in remote working environments addressing issues such as shift work, sleep, and fatigue.

- ◆ Decision making of action teams in high risk environments working under high cognitive workloads.

Education at UWA

UWA offers a number of post-graduate courses that develop the safety leaders of the future. We invite international students to apply and join the leading research team at the Centre for Safety.

The Graduate Diploma in Work Health and Safety

The Graduate Diploma in Work Health and Safety develops knowledge and skills in the scientific, legal, and business aspects of Work Health and Safety, providing the science behind both policy and practice, and giving students the opportunity to network with industry representatives, and to participate in work health and safety through practicum placement. The Diploma prepares students for work in the education, government, and private sectors, with potential roles including Safety and Health Managers, Ergonomists, and Educator roles.

Further information is available on The University of Western Australia's web site (<http://www.studyat.uwa.edu.au/courses/graduate-diploma-in-work-health-and-safety>), or by contacting the course coordinator, Winthrop Professor, Tim Ackland.

Postgraduate study in Industrial and Organizational Psychology

The UWA's School of Psychology offers two postgraduate degrees in Industrial and Organizational Psychology in which students engage in safety research and develop skills in applying psychological principles to a safety context.

Master of Industrial and Organizational Psychology (MPsych)

The MPsych degree component includes nine coursework units, a research project, and 1,000 hours of practical placement spread over three settings. The degree covers such topics as organizational development and work design, occupational health, safety, and wellbeing, and psychology of training.

Further information is available on The University of Western Australia's web-site: <http://www.studyat.uwa.edu.au/courses/master-of-industrial-and-organizational-psychology-coursework>

Combined Doctor of Philosophy and Master of Industrial and Organizational Psychology (MPsych)

The combined Doctor of Philosophy and MPsych includes the coursework and practical placements of the MPsych; however, students complete a full program of doctoral research instead of the MPsych research project.

Further information is available on The University of Western Australia's web-site : <http://www.studyat.uwa.edu.au/courses/doctor-of-philosophy-and-master-of-industrial-and-organizational-psychology-research>

Scholarships

The Centre for Safety has scholarship opportunities to support students wishing to undertake studies in the area. For further information, visit: www.centreforsafety.com.au/education-training/postgraduate-research

For further information on the Centre for Safety, its research, partnerships, and goals, please contact:

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Centre for Occupational Health and Safety Research (COHSR) - Auckland University of Technology - New Zealand

Felicity Lamm & Andy Ang, Auckland University of Technology

Our Beginnings

AUT's Centre for Occupational Health and Safety Research (COHSR) was established in 2008 in response to a widespread demand for a dedicated New Zealand occupational health and safety (OHS) research and teaching centre. The Centre's mission is to build a healthy and safe future by promoting high-quality and robust interdisciplinary and collaborative research on OHS-related themes. Our research and learning activities at the COHSR are underscored by our commitment to engage with communities, collaborate with others in the field of OHS and to support

emerging scholars and practitioners. Winner of the 2013 AUT University Award for Academic Excellence, the Centre is now the premier national hub which encourages and supports inclusive, industry-led coalitions representing multiple stakeholders, including regulators, researchers, educators, and trainers. Priority has been given to building research and teaching capacity in OHS not only in New Zealand, but also in Asia and the South Pacific.

The Centre is unique in that it is the only multidisciplinary OHS Research Centre in New Zealand, drawing on OHS disciplines, such as rehabilitation, ergonomics, and emergency management; and complementary disciplines, such as law, economics, and sociology offered at AUT.

(continued on p. 10)



Centre for Occupational Health and Safety Research (COHSR) - Auckland University of Technology - New Zealand - continued

The COHSR is also linked to AUT's New Zealand Work Research Institute, Health and Rehabilitation Research Institute (HRI), and Engineering Research Institute. In particular, the Centre has established viable research groups in core sectors, providing leadership in a number of key research themes, such as human factors and workers' compensation. These groups are the nexus for theoretical and empirical research and the development of government and industry OHS policy and standards.

Another feature of the Centre is the close collaboration we have with researchers from overseas research institutions, for example: Canadian Institute for Work & Health, Cardiff University's Centre for OHS Research, the Ergonomics Unit of the University of Concepcion in central Chile, and Sheffield Hallam University. The COHSR also has formal links with ADAPT at the University of Modena and the Crisis and Risk Research Centre at Mines ParisTech.

Our Research

The COHSR has grown exponentially since 2008 and we now have over 30 staff. We have also managed to secure close to \$(NZ)1.5 million of research funding between 2009-2013. The researchers at the Centre are leading a range of research projects in areas such as: work-related gradual process disorders; the risk factors of an aging workforce; OHS of vulnerable workers; OHS and productivity outcomes; workers' compensation and rehabilitation; and safety design in the fishing, mining and construction industries. Some of the research projects planned for 2014 are: identify the health and financial consequences for families of workers who have died at work; examine the impact of disasters on workers and their communities; and investigate remedies to alleviate fatigue among truck drivers. Below is just a small sample of our recent research activities.

"The COHSR... managed to secure close to \$(NZ)1.5 million of research funding between 2009-2013."

financial consequences for families of workers who have died at work; examine the impact of disasters on workers and their communities; and investigate remedies to alleviate fatigue among truck drivers. Below is just a small sample of our recent research activities.

◆ *Wellbeing and psychosocial risks in the workplace*

COHSR members are leading a number of projects in the psychosocial risk and wellbeing field, including studies on workplace bullying, violence and work, and organisational health and safety culture.

Workplace bullying is a major problem in New Zealand and elsewhere, with a recent study finding an 18% prevalence amongst health, education, travel, and hospitality sector workers. Current research in this area includes: the prevalence and impact of workplace bullying and cyber bullying across a wide range of New Zealand sectors; HRM factors that influence bullying in Australian, US and NZ workplaces; cross cultural issues for workplace bullying in South Korea, New Zealand and Australia; bullying intervention; and evaluation of New Zealand's government bullying prevention guidelines. A 'Towards Healthy Work for All' symposium is being hosted by Centre researchers on 20th February, 2013, including several high profile international experts on bullying at work, industry speakers, and the launch of the government's new workplace bullying guidelines.

The New Zealand Workplace Violence Survey is also run out of the Centre, and collects data from HR and OHS managers across a wide range of New Zealand workplaces. These

studies have helped identify risk factors and hot spots for violence, and have provided data on interventions used across different sectors to manage workplace violence. Further research is evaluating a workplace violence risk control model.

Positive organisational health and safety culture is viewed as critical to turning around New Zealand's poor injury and fatality record. Research by Centre researchers has focused on developing a qualitative framework for the evaluation of organisational health and safety culture. This approach has been evaluated and applied across a range of organisational contexts, and has recently been evaluated as a tool for examining cultural factors in specific OHS problems, including musculoskeletal disorders.

◆ *Managing occupational health and safety in culturally diverse small businesses*

Another collaborative research group led by members of the COHSR was formed in 2009 to investigate managing health and safety within culturally diverse small workplaces. The international project team first conducted a number of research colloquia in Europe, USA, and New Zealand with the purpose of identifying key research areas. The key areas that emerged from the discussion can be grouped around four main discourses: conceptual ambiguities that beset the term "culture"; ineffective and inappropriate methodologies; the complex nature of operating a small business, including employment practices; and a lack of OHS interventions aimed at small, culturally diverse workplaces. The research group then began to undertake a number of studies located in different countries, within different jurisdictions and focusing primarily on small businesses which have been reported in special issue of UK *Journal of Policy and Practice in Health and Safety* in 2013. One of the main findings of the studies was that a culturally diverse workforce is a potentially valuable resource that small business employers can draw on to improve the level of OHS in the workplace. And while diversity is based on the assumption that cultural differences give rise to different life experiences, knowledge, and insights, how it is managed will determine the outcomes.

Inspiring the Next Generation

We have developed successful OHS undergraduate and postgraduate courses in the Schools of Management, Engineering, and Health Sciences. OHS courses are also being developed to cater for a growing demand in the Pacific Islands and China. We have a vibrant group of post-graduate students undertaking research ranging from OHS of migrant workers in Kuwait and New Zealand to the impact of nonstandard work on transport workers. Industry and professional associations as well as the government agencies have also voiced interest for an accredited qualification in OHS designed specifically for OHS professionals. As a result, members of the Centre developed a suite of papers under the MBA Executive Programme that will be accredited to the UK Chartered Institute of Occupational Safety and Health and the Australian Occupational Health and Safety Education Accreditation Board. The OHS qualifications under the MBA Executive Programme will be unique in that they will be linked to 'gold standard' professional accreditations.

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Dr. Felicity Lamm
Auckland University of
Technology



Dr. Andy Ang
Auckland University of
Technology

Centre for Occupational Health and Safety Research (COHSR) - Auckland University of Technology - New Zealand - continued

Making a Difference

Members of the Centre have also made a contribution to the international and national laws, policies, practices, and guidelines. In particular, some of our members have been directly involved in high level government initiatives, most notably the New Zealand Independent Taskforce on Workplace Health and Safety, Parliamentary Injury Surveillance Ministerial Advisory Panel [ISMAP], Student Migrant Systems Review Panel, and the government's strategic OHS plan for agriculture. Our involvement in these activities has achieved

major legislative and policy reforms. For example, as a result of the Independent Taskforce on Workplace Health and Safety recommendations, the New Zealand government has announced major legislative reforms to the Health and Safety in Employment Act of 1992. We have also been heavily involved in establishing professional OHS bodies, such as the New Zealand OHS Industry Group (OHSIG), which has a combined membership in excess of 2,500. Finally, we are hosting several conferences in 2014, including "Towards health work for all."

"Members of the Centre have also made a contribution to the international and national laws, policies, practices, and guidelines."



CENTRE FOR OCCUPATIONAL HEALTH & SAFETY RESEARCH

NEW ZEALAND WORK RESEARCH INSTITUTE

Report from the 21st International Symposium on Shiftwork and Working Time - The 24/7 Society: From Chronobiology to Practical Life

Claudia Moreno, University of São Paulo, Brazil

This International Symposium on Shiftwork and Working Time has been taking place every two years since 1969. It is sponsored by the Working Time Society and is affiliated with the International Commission on Occupational Health. This is the only international meeting whose central theme is the organization of shift and night work. The importance of this subject in global terms is manifested by the wide diversity of countries that have already hosted this Symposium in Europe (Germany, Norway, Italy, Finland, Sweden, Poland, Netherlands, Bulgaria, France, Scotland, Austria, England), Asia (Japan), Australia and North America (USA).

The 21st edition of this International Symposium was held in Bahia, Brazil and the theme was the 24-hour society, that is, the uninterrupted availability of services and products in several large cities worldwide. The Symposium addressed the cost of this situation, which is not merely financial, but also concerns the health and the social and family life of individuals who work while most of the community sleeps. The main focus of the Symposium was to discuss approaches to minimize this cost according to current advances in scientific research. Thus, the scope of the Symposium ranged from fundamental biology to the repercussion of the 24/7 society on everyday life.

This was the second time that this Symposium occurred in South America. It was also hosted in Brazil in 2003, when it was coordinated by the same

organizing team as 2013. The organizing team is comprised of researchers from the University of São Paulo and FIOCRUZ (Oswaldo Cruz Foundation).

The conference site was the Costa do Sauipe, located in the state of Bahia, Brazil. The organizers believed that it was an ideal place to hold a symposium with participants from 24 countries, with different nationalities and cultures.

The opening session included a lecture entitled, "Linking Clocks, Sleep and Metabolism," presented by Professor Debra Skene from the University of Surrey, UK, and the closing ceremony was highlighted by a lecture entitled, "Changes of Sleep Across Time" delivered by Professor Till Roenneberg from Ludwig-Maximilians University, Germany.

In this year's symposium we had several presentation modalities: thematic sessions; oral sessions; posters; and, a workshop for practical discussions on work schedules and the health and safety of workers. In addition, we had one special session, with an overview delivered by Professor Hans van Dongen about mathematical models and fatigue at work followed by presentations to discuss this topic.

The participation of young researchers and participants with funding needs was promoted by the Working Time Society with travel grants given to 14 attendees from different countries. There was a young researcher's get together on Wednesday evening, Nov. 6th, and a Trainee Session to discuss their careers and future opportunities.

The symposium program included the following sessions:

Thematic sessions:

- 1) Impact of Sleep Disorders on Occupational Health, Safety and Performance. Chairs: Shantha Rajaratnam, Australia and Mark Howard, USA.
- 2) Circadian Stress, Shiftwork and the Influence of Light. Chairs: Arne Lowden, Sweden and Marie Dumont, Canada.
- 3) Socially Sustainable Working Hours. Chairs: Philip Tucker, Sweden and Philip Bohle, Australia.
- 4) Cancer and Shiftwork. Chairs: Kristan Aronson, Canada and James Burch, USA.
- 5) Shiftwork and the Individual - The Future of Shiftwork Research. Chairs: Thomas Kantermann, The Netherlands and Till Roenneberg, Germany.
- 6) Nutrition, Metabolism and Physical Activity. Chairs: Simon Folkard, UK and Elaine Marqueze, Brazil.

Oral sessions:

- 1) New Trends in Working Hours. Chairs: Steve Popkin, USA and Masaya Takahashi, Japan.
- 2) Working Hours and Sleep. Chairs: Kecklund G, Sweden and Mikko Härmä, Finland.
- 3) Physical and Mental Health. Chairs: Frida Fischer, Brazil and Giovanni Costa, Italy.
- 4) Genes, Rhythms and Light. Chairs: Benita Middleton, UK and Greg Roach, Australia.

Workshop:

Experiences With Resistance of Workers Towards Change and How to Address it. Chairs: Johannes Gärtner, Austria and Adam Fletcher, Australia.

The next Shiftwork and Working Time conference will be held in Denmark on June 8-12, 2015.

Please visit our website for more information about the Working Time Society and the next International Symposium: <http://www.workingtime.org>.



Conference Chair:
Claudia Moreno

Conference co-chairs:
Lúcia Rotenberg
Frida Fischer

SOHP Annual Treasurer's Report (December 2013)

Christopher J. L. Cunningham, The University of Tennessee at Chattanooga

In this report I provide an overview of the Society for Occupational Health Psychology's (SOHP's) financial resources. As a professional organization that is nearly entirely funded by recurring membership dues, the SOHP balance sheet has remained rather steady over the last few years, due to fairly consistent membership numbers and no major changes in the membership dues fee structure. Our society's recurring operating expenses are also consistent and can be summarized in terms of the following core functional categories:

- ◆ **Administration** = recurring expenses for SOHP website management, support for joint SOHP-EAOHP meetings, minor recurring costs for mailings/printing, and bank-related charges
- ◆ **JOHP subscriptions** = member subscriptions to the *Journal of Occupational Health Psychology*, a central benefit of SOHP membership
- ◆ **WSH conference expenses** = expenses associated with helping to support the bi-annual Work, Stress, and Health conference program planning process, special conference events, and SOHP awards.
- ◆ **APA/SIOP outreach activities** = expenses associated with SOHP-sponsored networking events at APA and SIOP conferences.

Over the past three years, SOHP revenues totaled \$23,578.89, while SOHP expenses totaled \$20,881.41.

Summary of SOHP Revenue and Expense, 2011 through 2013

	2011	2012	2013
REVENUES			
Membership dues	\$8,429.59	\$5,420.00	\$8,945.02
Book royalties (<i>Contemporary OHP</i>)	\$567.62	\$130.78	\$85.88
Total Revenues	\$8,997.21	\$5,550.78	\$9,030.90
EXPENSES			
Administration	\$462.00	\$1537.43	\$425.00
JOHP subscriptions	\$3,740.00	\$1,520.00	\$2,820.00
WSH conference support	\$4,769.02	\$0.00	\$4,452.70
APA/SIOP conference support	\$384.75	\$421.30	\$349.21
Total Expenses	\$9,355.77	\$3,478.73	\$8,046.91
YEARLY NET GAIN/(LOSS)	(-\$358.56)	\$2,072.05	\$983.99
NET ASSETS (YEAR-END)	\$14,075.36	\$16,587.41	\$17,931.40

Any revenue not used to support immediate operating expenses is held in the SOHP reserve fund, which is used to support an increasing number of member benefits. Because of the bi-annual nature of the WSH conference, SOHP's annual expenses fluctuate from year to year. For this reason, the most accurate representation of our society's financial operations comes from considering a multi-year period of operations. Summarized in the following table is SOHP's revenue and expense statement for the previous three years (January 2011 through December 2013). Following this, I summarize an average break-down of SOHP's typical operations costs.

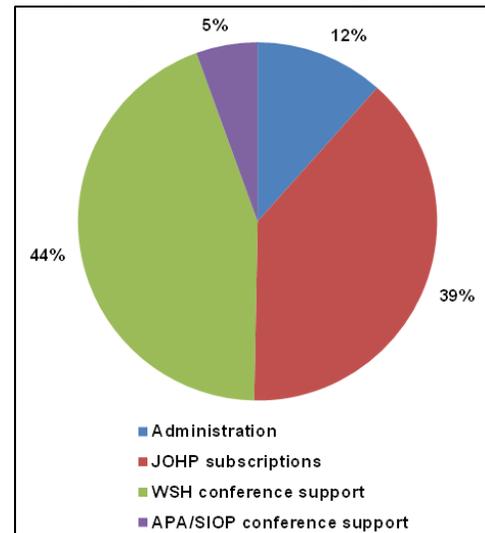
Looking forward, SOHP will soon be investing in a completely redesigned internet presence and member management system. Investment in these upgrades is long overdue and it is anticipated that these enhancements will lead quickly to real and tangible membership benefits aside from their obvious administrative utility. Planning is also already underway for the 2015 Work, Stress, and Health conference, one of SOHP's ongoing professional commitments. To meet these upcoming financial commitments and to ensure the continued longevity of this professional society, please make sure to renew your membership dues when you are contacted by the SOHP Membership Committee. Please also make an effort to let your professional colleagues and students know about SOHP and its objectives (you can start by pointing them to www.sohp-online.org).

If you have any questions about this report, please feel free to contact me directly at treasurer@sohp-online.org.



Dr. Christopher Cunningham
The University of Tennessee at Chattanooga

Summary of Typical Operations Expenditures (averaged across 2011 through 2013)



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.



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

For comments on the newsletter or submissions please contact the editor:

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