

Welcome to the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

Volume 3, May 2008

Editor's Welcome



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Note from the Editor

This, our third newsletter, follows the APA/NIOSH/SOHP Work, Stress, and Health Conference that was held in Washington, DC from March 6 to 8. Two articles cover the conference. Wes Baker, the Conference Coordinator, wrote a short piece outlining some of the conference highlights. In addition, Jonathan Houdmont and I wrote an article describing an important meeting that took place at the conference—this article is our first of what we anticipate will be many Across the Pond features. At the meeting leaders of the Society for Occupational Health Psychology and the European Academy for Occupational Health Psychology developed plans to coordinate member benefits. A month after the WSH conference, the annual meeting of the Society for Industrial and Organizational Psychology (SIOP) took place in San Francisco. Christopher Cunningham, Julie Sampson, and Taylor Moore wrote a piece about a special day-long “mini-conference” devoted to occupational health psychology that was held during the SIOP conference.

As editor I wanted to start a series in which graduate programs in OHP would be featured. The first article in that series appears in this issue of the newsletter. Ashley Nixon and Liu-Qin Yang, graduate students at the University of South Florida, wrote an article about the OHP program at USF. As the reader will note from the article, the program is interdisciplinary. Training in OHP crosses boundaries into fields such as epidemiology and industrial hygiene. Also in this issue, Mo Wang writes about the Membership Committee. Moe reports on SOHP's remarkable growth as well as an important member benefit. Joe Mazzola covers the Graduate Student Issues Committee. Joe describes two resources that should be of interest to our new members.

SOHP is not limited to researchers. Because we welcome practitioners equally, Leigh Schmitt fulfills a promise she made in the second newsletter, and provides a survey devoted to our learning about workplace wellness programs in which our practitioner readership is involved. If she gets a reasonable response, she will publish the results in the next newsletter.

Bob Sinclair, the president of SOHP, reports on our organization's new constitution and covers many of the important developments taking place in SOHP. Because the leadership of our organization largely comes from industrial/organizational psychology right now, Bob calls for our engaging new members from other branches of psychology and other disciplines. I underline the call for disciplinary diversity below.

The article by Jim McCubbin highlights the “H” in OHP. As Jim emphasized in the last newsletter, the discipline within psychology known as health psychology has an important role to play in OHP. Jim's article looks at careers in OHP from the perspective of health psychology. (Our last issue included an article on OHP careers from the perspective of I/O psychology.) Ed Hitchcock covers recent OHP-related developments at NIOSH. Research generated at NIOSH cuts across disciplines, allowing psychologists and researchers from other fields to collaborate.

I am a psychologist who comes from another branch of psychology. I did my doctoral work on the cusp of developmental and educational psychology (I have a research interest in the health and well-being of teachers) and then completed a post doc in epidemiology. Joe Hurrell, one of the associate editors of this newsletter, is a NIOSH veteran and like several of his colleagues at NIOSH has a doctorate in experimental psychology. For all of you readers, practitioners and researchers alike, who come from different branches of psychology, you will feel welcome in SOHP. Psychologists from health, clinical, industrial/organizational, social, personality, and experimental psychology are all welcome here as are professionals from other disciplines, including occupational medicine, nursing, epidemiology, industrial hygiene, ergonomics, and so on.

Whatever your background, I hope you'll find something of interest in this issue of the newsletter and in our organization.

Irvin Sam Schonfeld, Editor
City College of the City University of New York

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**Work, Stress, and Health 2008:
Healthy Work Through Research,
Practice and Partnerships –
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 seventh international conference on occupational stress and health, *Work, Stress, and Health 2008: Healthy and Safe Work Through Research, Practice, and Partnerships*, in Washington, DC at the Omni Shoreham Hotel on March 6-8, 2008. Pre-conference workshops ran on March 5.

Over 750 people from 36 countries participated in the conference, either presenting in sessions or attending. Participants included professionals from academia, government, business, industry, and labor, and marked continued growth in the number of stakeholders gathered together to address the issue of occupational stress and health.

The conference featured 6 pre-conference workshops, 41 paper panel sessions, 39 symposia, 6 special lunch panels, and 135 poster presentations. The opening session on the morning of March 6 featured a plenary panel of notable international experts who addressed the promotion of research-to-practice. In the closing session on the afternoon of March 8 a different panel looked at challenges for future research on work, stress, and health.

Once again, several categories of awards were presented throughout the conference. Two lifetime achievement awards were presented to Stanislav Kasl of Yale University, and Dov Zohar of Technion-Israel Institute of Technology. An award recognizing distinguished contribution to occupational health psychology was given to Tom Cox of the University of Nottingham. An early career achievement award was presented to Jian Li of Fudan University in China. Other awards are listed below.

Other conference awards included:

JOHP editor Lois Tetrick announced the winner of the *JOHP* Best Paper Award for a paper published in the *Journal of Occupational Health Psychology* in 2006-2007:

Grandey, A., Kern, J., & Frone, M. (2007). Verbal abuse from outsiders versus insiders: Comparing frequency, impact on emotional exhaustion, and role of emotional labor. *Journal of Occupational Health Psychology*, 12, 63-79

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

Songqi Liu, BS, Portland State University, Oregon
Work Family Conflict, Work Stress and Alcohol Use: A Daily Study

The other finalists for the Best Student Research Award were:

Marisa E. Barra, MA, Adelphi University
Emotional Intelligence, Occupational Stress, and Perfectionism

James A. Meurs, PhD, Florida State University
Reacting to and Recovering from Stress: NA - Physiological Strain Relationship

Kirsten Nabe-Nielsen, MSc, The National Research Centre for the Working Environment (Denmark)
Smoking Status as a Confounder between Shiftwork and CVD

Bart F.M. Van de Ven, MSc, Ghent University (Belgium)
The Interplay of Job Demands, Job Resources and Informatics' Cognitive Well-Being

There was a tie for winning paper in the Best Practices Evaluation Competition:

Jukka Vuori, Ph.D. and Salla Toppinen-Tanner, MA, Finnish Institute of Occupational Health
Towards Successful Seniority - A group method for promoting career management and preventing burnout in work organizations

Sharon Clarke, Ph.D. and Christine Flitcroft, MS, University of Manchester
Developing successful health and safety communication interventions in SMEs

Plans are underway for the next conference:

Work, Stress, and Health 2009: Global Concerns and Approaches

November 5-8, 2009 in San Juan, Puerto Rico.

I hope to see you all there!



The Washington Monument
Washington, D.C.

Photo by Irvin Schonfield



The Capitol Building
Washington, D.C.

Photo by Irvin Schonfield



The Smithsonian
Washington, D.C.

Photo by Irvin Schonfield

Across the Pond: EA-OHP—SOHP Summit Meeting

Irvin Sam Schonfeld
The City College of CUNY

Jonathan Houdmont
University of Nottingham

On March 6, 2008 at the APA/NIOSH/SOHP Conference on Work, Stress, and Health in Washington, DC, the executive committees and other involved members of the Society for Occupational Health Psychology and the European Academy of Occupational Health Psychology held a summit meeting. The gathering was the latest in an ongoing series that began at the EA-OHP Dublin 2006 conference. The main discussion points and outcomes of interest to members are presented here.

One of the meeting's key objectives was to enhance the coordination of the activities of both organizations as well as members' benefits. Agreement was reached that the organizations will run international conferences on alternate years to ensure a well-paced and accessible conference calendar. As such, the next SOHP/APA/NIOSH conference will take place in November 2009 (Puerto Rico), followed by an EA-OHP conference in March 2010 (possibly Rome). The 2011 SOHP/APA/NIOSH conference is scheduled for March of that year, to be followed by an EA-OHP conference in the spring of 2012 (possibly Zurich). The possibility of an eventual joint conference outside of Europe and North America was also discussed and held to be an objective worthy of further investigation.

Discussion also centered on the question of whether it might be feasi-

ble to offer SOHP and EA-OHP members discounted individual subscriptions to both *Work & Stress* and the *Journal of Occupational Health Psychology*. Taylor & Francis, publisher of *Work & Stress*, has agreed, in principle, to offer SOHP members individual subscriptions to the journal at the same discounted rate as currently offered to EA-OHP members. SOHP intends to liaise with the American Psychological Association to investigate whether a reciprocal arrangement might be possible in respect of the *Journal of Occupational Health Psychology*.

In recognition of the rapid pace at which the discipline of occupational health psychology has developed in recent times and the challenges presented by such change, it was agreed to reestablish the International Coordinating Group (ICG-OHP). The ICG was first established almost a decade ago with the aim of coordinating international developments in research, education and professional practice. However, in the intervening years the ICG has existed in the shadow of the discipline's North American and European representative bodies. A web domain has been purchased for the ICG (www.icg-ohp.org) which will initially include representatives from EA-OHP, SOHP, APA, NIOSH, *Work & Stress*, and the *Journal of Occupational Health Psychology*. It is anticipated that one of the ICG's main activities will involve supporting the establishment of new regional representative bodies and the coordination of their activities on the international stage alongside those of established groups.

A landmark was achieved at the Washington conference with the first piece of joint EA-OHP - SOHP research taking place. Together, the EA-OHP Education Forum with the SOHP Education and Training Committee disseminated a survey to all conference participants that sought to define a core educational curriculum for OHP. The survey further aimed to identify core competencies of professional practice in the domain. The survey was supplemented with a round-table discussion. Both elements are to be repeated at the EA-OHP Valencia conference in November 2008. The research is considered important for the possible future development of program accreditation and professional licensing arrangements.

The imperative for excellent networks for the communication of SOHP and EA-OHP activities was highlighted by the meeting. It was agreed that individuals and organizations should be encouraged to post messages for the OHP community to both the SOHP and EA-OHP ListServe distribution lists. Agreement was also reached on the coordinated publication and dissemination of the SOHP and EA-OHP newsletters. As a first step, each newsletter will contain an 'across the pond' column charting recent developments in each constituency. Both organizations also agreed to update their website links to one another's websites and to maintain 'forthcoming events' sections.

The next SOHP - EA-OHP summit meeting will be at the EA-OHP conference in Valencia in November 2008.



Jonathon Houdmont
University of
Nottingham

"...the organizations will run international conferences on alternate years to ensure a well-paced and accessible conference calendar."



Our picture shows, from left to right:

Birgit Greiner, Peter Chen, Irvin Schonfeld, Tom Cox, Stavroula Leka, Evelyn Kortum, Aditya Jain, Gwen Keita, Joe Mazzola, Bob Sinclair, Mo Wang, Robert Henning, Yueng-hsiang (Emily) Huang, Chris Cunningham, Steve Sauter, Carrie Bulger, Janet Barnes-Farrell, Jonathan Houdmont (behind camera).



SIOP 2008 Thursday Track Theme: Individual-Organizational Health

Christopher Cunningham
University of Tennessee at Chattanooga

Julie M. Sampson and J. Taylor Moore
Colorado State University

For the first time, SIOP included themed tracks in its conference program for the 2008 conference. The first of these tracks, the President's Track, was implemented on April 10, the first day of the conference. Given the interest of the current SIOP president, Lois Tetrick, the focus of this track was naturally health issues that affect individuals and organizations.

To begin the day, Daniel Ganster and James Campbell Quick delivered the keynote address. Dr. Ganster showed that control and social support mediate the relation between occupational status and health. He also presented research demonstrating the effects of job stress on health outcomes and the moderating role of job control. He concluded by examining ways that interventions can change control and social support within an organization. Dr. Quick showed that individuals can influence the health of an organization, as measured in dollars and cents. Organizational health research has begun to examine positive aspects of health, including vigor, self-efficacy, zest, and optimism. Dr. Quick concluded by challenging I/O psychologists to deliver at the highest levels of an organization in order to create a culture that fosters primary prevention for workers.

Five special sessions followed. In the first session Wayne Cascio described the health consequences of mergers, acquisitions, and downsizing. He provided practical examples. Dr. Cascio also provided attendees with several examples of best practices and exemplary research on minimizing the negative impact of these organizational changes, including the impact of M&A-related activities on employee and organizational health. He underlined the negative impact for health of job loss for the newly unemployed *and* those who "survive" cut-backs. Strategies for avoiding layoffs and downsizing in general were then discussed.

The second special session examined the relation between organizational leadership and employee and organization health. Joel Bennett and Kevin Kelloway represented the practice and science sides of this issue, respectively. Attention was given to best-practices and exemplary research on leadership and health, highlighting studies of transformational leadership and safety climate, as well as practice-oriented awards such as APA's Healthy Workplace Awards and the high-quality materials that are increasingly available to practitioners through websites such as www.prevent.org.

In the third session Tammy Allen, Christine Dickson, Jeffrey Greenhaus, and Phyllis Moen discussed their research on work-family balance and its relation to the health of the employee and the members of his or her family. Dr. Allen discussed her research on how work can interfere with families spending together time at the dinner table, which has been linked to children's health. Dr. Greenhaus presented his work on the link between work-family conflict and health outcomes. Dr. Dickson introduced the audience to the problem of family responsibilities discrimination, which is related to turnover, reduced job satisfaction, and lower organizational commitment. Finally, Dr. Moen presented her work on the individual's appraisal of his or her access to the resources—at work or at home—needed to discharge role responsibilities.

The fourth session addressed health and safety. The session focused on the effectiveness and appropriateness of using traditional selection procedures to predict health outcomes in order to screen for individuals prone to accidents, injuries, and illnesses at work. In the closing session David Hofmann examined the idea of collaboration between researchers and practitioners. Based on his experience working with a consulting firm, Dr. Hofmann described the process of establishing a working relationship with a client organization and the challenges that ensue. Ownership of assessment tools developed, access to data, and timelines were all areas where the two parties can have divergent opinions.

Many thanks to all of our special presenters and to the theme track organizers for an excellent set of sessions!

"...the focus of this track was naturally health issues that affect individuals and organizations."

Announcing ICOM 2008 September 11-13, Bethesda, MD.

The National Institute on Drug Abuse, the NIH Office of Behavioral and Social Science Research, and the University of Illinois at Chicago are hosting the next **International Conference on Outcomes Measurement (ICOM)**. ICOM is a great opportunity for SOHP members to brush up on Item Response Theory and Rasch Modeling whether your interest is on the basics or the state of the art. Ken Conrad, the conference chair, has arranged for a series of workshops coincident with the conference beginning on the 9th of September.

There hasn't been an ICOM since 2001, so there should be a lot of new information to share, especially in light of the NIH Roadmap *Patient-Reported Outcomes Measurement Information System (PROMIS)* initiative, which will be prominently showcased throughout the conference. The meeting will be September 11 to 13, in Bethesda Maryland.

Additional information and online registration for ICOM is at www.icom-2008.org.

The Graduate Student Issues Committee



"The student resources page includes...articles related to such skills as writing a resume, job hunting, and interviewing."

Joe Mazzola
University of South Florida

The Graduate Student Issues Committee has successfully undertaken its first leadership transition. I would like to thank all committee members who have helped to continue the efforts of the original committee: Katherine Alexander, Kelly Jacobs, Alyssa McGonagle, Taylor Moore, Julia Limanowski, Lindsay Sears, and Kristi Zimmerman. A big thank you also goes out to everyone who has helped bring the organization to its current state, and we look forward to them continuing their service as full members.

One of the goals of the committee

is to increase membership among both graduate and undergraduate students interested in OHP. We are working to disseminate membership information to those students and make them aware of the benefits of joining SOHP. We are working to improve communication among OHP students at conferences, including SIOP and AOM.

In addition, the committee would like to reach out to students when meetings are not in session. If you are either an undergraduate or a graduate student who can identify problems that you would like to see addressed, please do not hesitate to contact me (jmazzola@mail.usf.edu). Two important resources recently developed for

graduate students (or anyone else in the OHP job market) are available on the SOHP website. First, a job postings board has been created to advertise OHP-related job openings and internships. Second, a link to a student career resources page has been placed on the new job listings page. The student resources page includes a gateway to helpful articles related to such skills as writing a resume, job hunting, and interviewing. If you have anything you would like to see posted on either of these pages, please refer to the email address at the website or email me. We look forward to serving OHP students over the next few years.

Occupational Health Psychology Training Programs - The University of South Florida

Ashley E. Nixon and Liu-Qin Yang

Department of Psychology
University of South Florida

The University of South Florida is one of several U.S. universities that offer graduate training in occupational health psychology. The USF training model provides interdisciplinary OHP training as a specialization within its industrial/organizational (I/O) doctoral program. The I/O psychology program at USF is nationally recognized as one of the top I/O programs in the country (e.g., *U.S. News's* top 10). USF's I/O psychology program includes 8 full-time faculty and 42 doctoral students. Since its inception in 1972, USF has produced 175 Ph.D.s who can be found in consulting firms, government, private companies, and universities throughout the world.

The USF OHP training program began in 2001 as a collaborative effort between faculty in the Psychology Department and the USF Sunshine Education and Research Center (ERC). For a thorough overview of the NIOSH funded ERCs, see an article by Spector and Chen in the last SOHP Newsletter: <http://sohp-online.org/SOHPNewsletterV2January2008.pdf>. The core faculty in the OHP program are Paul Spector (Director) and Tammy Allen (Deputy Director). There are currently 10 USF OHP trainees including: Jeremy Bauer, Eunae Cho, Nichole Jagusztyrn, Ryan C. Johnson, Joseph Mazzola, Ashley E. Nixon, Raymond C. Ottinot, Kristin Saboe, Kristen Shockley, and Liu-Qin Yang.

Funded by the National Institute of Occupational Safety and Health (NIOSH), the Sunshine ERC is a collaboration of the Colleges of Public Health, Nursing, and Medicine and the Department of Psychology in the College of Arts and Sciences. The seven current ERC training programs include: Industrial Hygiene, Occupational Health Nursing, Occupational Medicine, Occupational Safety, Continuing Education, Outreach and Hazardous Substances Training, and the newest, Occupational Health Psychology. The current research initiatives of the ERC and the OHP program include: non-invasive methods for studying acute lung injury through activities of the Breath Lab; prevention of occupational asthma; analysis of repetitive motion injuries and ergonomic

controls; management of indoor air quality; role of heat stress and use of protective equipment; community-based risk analysis and assessment, occupational stress; the relation of the work-family interface (e.g., conflict, balance, etc.) to health; and workplace violence.

The interdisciplinary and intercollege USF OHP specialization combines training within an established I/O psychology doctoral program and the other academic and research programs under the Sunshine ERC. Of particular note is that there are collaborative efforts by the faculty of the College of Public Health (COPH) and the Psychology Department to offer courses in occupational safety, ergonomics, and epidemiology/methodology, and ensure that these courses are available for OHP trainees and trainees in other programs. As USF OHP trainees, we have been encouraged to engage in interdisciplinary coursework. Dr. Chu-Hsiang 'Daisy' Chang, an I/O psychologist, has recently joined the COPH faculty and is currently working to further integrate USF OHP trainees and ERC trainees by facilitating interdisciplinary coursework and research collaborations.

Our NIOSH OHP concentration is becoming more integrative with the research activities of the ERC. As USF OHP trainees, our research, including master's theses, doctoral dissertations, and additional research projects, often involves collaboration with both faculty and students in psychology and other programs under the umbrella of the Sunshine ERC. We are encouraged to pursue interdisciplinary research projects based on ideas and relationships that are often initially developed in OHP courses. Our goal, to establish in-depth cross-disciplinary collaborations, has become part of the fabric of the ERC. To this end, OHP faculty and students make available opportunities for trainees in occupational health nursing and occupational safety to collaborate in ongoing research projects. In addition, faculty from Psychology and other departments are currently serving on one another's thesis and dissertation committees. Finally, faculty and students from Psychology and other programs under the ERC collaborate on research, which again helps trainees to get involved in interdisciplinary projects. Current interdisciplinary research topics include workplace violence, musculoskeletal re-injury, physician burnout, ... (Continued on page 6)



"Our goal, to establish in-depth cross-disciplinary collaborations, has become part of the fabric of the ERC."



Occupational Health Psychology Training Programs - The University of South Florida (cont'd)

development of a self-report measure of exposure to air-borne irritants, and an evaluation of a program to encourage the use of eye protective gear in migrant citrus workers.

Beyond coursework and interdisciplinary research projects, there are a number of interdisciplinary activities/efforts in which Psychology and other ERC faculty and students have been engaged and that have evolved since the OHP specialization was established in 2001. First, the USF OHP trainees and trainees in the other programs in the ERC have started the ERC student association. This association provides a forum for graduate students from all programs to meet and discuss research ideas. Several cross-disciplinary research projects have originated at association meetings. Second, over the past year, we have begun holding a semi-annual ERC Research Poster Session. All trainees attend these sessions and are encouraged to present both completed and proposed projects. Finally, there are many opportunities for USF OHP trainees to be exposed to innovative ideas in all areas of OHP and occupational health in general, as well as to discuss their own research projects. To be specific, the ERC has a monthly interdisciplinary seminar series, with responsibility for each session rotated among the different subprograms. In addition, a speaker series in OHP is held regularly, with research talks by faculty and students from both inside and outside of USF.

Another advantage for the USF OHP trainees is their access to an ERC Pilot Grant Program. The program awards small competitive research grants to doctoral students and junior faculty to support dissertations and other research projects. Two OHP psychology students have received Sunshine ERC Pilot Grants in the past. Former student Valentina Bruk-Lee received funding to support her dissertation on the health effects of interpersonal conflict in the workplace. Current student Kimberly O'Brien is investigating the health effects of negative mentoring experiences. Our trainees are encouraged to submit proposals to this program and other funding agencies in order to support their dissertations and other research projects.

Opportunities are also available for practical experiences in the OHP area. For example, trainees are assisting in a program to encourage the use of safety goggles by migrant grove workers, and are participating as instructors in continuing education courses on workplace violence. We are expanding these opportunities to enable trainees to shadow OSHA 21(d) consultants, as well as be involved in designing and conducting field studies within companies involved in OSHA Training Institute (OTI) functions. We will be exposed to field experiences with the 21(d) consultants who provide safety consulting to local small businesses. These field experiences will not only provide us with background about occupational safety practices and standards, but will also help inform the consultants about how behavioral science principles can be applied to safety problems in organizations. Finally, we are able to interact with the OTI staff who conduct continuing education courses for safety professionals and others.

As OHP trainees, we have undergone excellent training as a result of the collaboration of the I/O and ERC faculty, and we have found that our program is continuing to develop rapidly. Our successful integration of OHP training and research was evident at the 2008 Work, Stress, and Health conference, where our students presented eight research projects. At the conference, we also met with OHP trainees from Colorado State University, with whom we are trying to develop a research collaboration and a joint effort to disseminate information about OHP. With continued work, our relationship with Colorado State, like our relationship with the Sunshine ERC, has the potential to advance OHP research and help develop the OHP training model that includes collaborations among graduate students at schools across the nation.

Reference

Spector, P. E., & Chen, P. (2008). NIOSH-Funded Education and Resource Centers (ERCs). *The Society for Occupational Health Psychology Newsletter*, 2, 3-4.

"...the Sunshine ERC is a collaboration of the Colleges of Public Health, Nursing, and Medicine and the Department of Psychology in the College of Arts and Sciences."



Figure Caption: [From back left: Jeremy Bauer, Joseph Mazzola, Ryan C. Johnson, Raymond C. Ottinot, Paul E. Spector, 2nd row from left: Eunae Cho, Nichole Jagusztyn, Kristin Saboe, Kristen Shockley, 1st row left: Ashley E. Nixon, Tammy Allen, Liu-Qin Yang]

The Presidential Perspective

Bob Sinclair
Portland State University

Greetings! In the last two issues of the newsletter, I wrote about the future of SOHP. Well, the future is now! As many of you know, SOHP is now a full partner in the Work, Stress and Health conference. That means that we play an active role in all phases of conference planning. For those of you who missed the opening session at the last conference in DC, it was a wonderful opportunity to let the OHP community know we have arrived on center stage. As an SOHP representative, I had the honor of sharing the stage with long-time friends of OHP such as Steve Sauter and Gwen Puryear Keita as well as John Howard from NIOSH, APA President Alan Kazdin, and Iivonne Moreno-Velázquez - our host for the next [Work, Stress, and Health conference](#), in Puerto Rico. I also was particularly pleased to have the opportunity to publicly acknowledge past presidents Leslie Hammer and Peter Chen for their contributions to SOHP - even though Peter wouldn't stand up to take a bow (I'll get him next time)! We had a productive business meeting and even better reception (which translated means: open bar!). Thanks to everyone from APA, NIOSH, and SOHP whose hard work helped make those events a reality.

In one sense, the WSH plenary session reflected our arrival at a destination as a leading organization in the field of Occupational Health Psychology. Of course, in another sense, that was just the first step in a long journey. Now we need to get to work! Fortunately, we already have accomplished a great deal in the past few months, and I want to take this opportunity to brag about some of the current and upcoming work of your Executive Committee.

First, as Mo Wang mentions in a separate column, we are growing! The conference was a huge recruiting success for us and it is now up to the organization to sustain and grow its membership. The Membership Committee performs some of our most important routine functions, and Mo has been doing a terrific job processing applications and working out the *JOHP* subscription process. Developing and maintaining these sorts of systems involves the kind of work that people often only

notice when the systems don't function the way we need them to run. So, if you haven't had any concerns about these processes lately, you have Mo and his committee to thank! If you haven't renewed your membership, please contact Mo as soon as possible (mw@pdx.edu).

Second, we have a new [SOHP constitution!](#) The most important set of changes concerned our leadership structure. We trimmed the number of member-at-large positions to two and added the chairs of the four standing committees (Conference, Education and Training, Membership, and Graduate Student) to the Executive Committee. This change already is starting to yield dividends, as the committees have been working ... (Continued on page 8) closely with the elected officers and have already undertaken several important new initiatives.

Let me give you a few examples that show the depth and breadth of your colleagues' efforts. The Membership Committee (led by Mo) has ironed out several of the bottlenecks in the renewal process, hopefully making that process easier and more efficient for us in the future. Second, the Graduate Student Issues Committee (led by Joe Mazzola) has hosted a couple of social events that have helped raise awareness of SOHP and grow our membership. The committee has played a leadership role in planning both conference sessions and the web-based OHP job posting board and career resource center. Third, the Education and Training Committee (led by Carrie Bulger) has been working on a collaborative research project with the European Academy of Occupational Health Psychology to identify common themes and goals in our graduate training programs. This is a challenging task, and I expect that establishing consensus on the core of OHP will certainly continue to produce engaging conversations in the future. Finally, the Work Stress and Health Conference Committee (led by Emily Huang) has been working closely with APA and NIOSH in planning the next conference.

Third, we had a successful election. As you know, Janet Barnes-Farrell is our President-Elect and Chris Cunningham has assumed Janet's former responsibilities as Secretary Treasurer.

One of my personal goals for the elections was to increase the level of democracy in the organization, by having multiple candidates running for positions. With the member-at-large election, we had two great candidates in Vicki Magley and Lori Snyder. Not surprisingly, it was a very tight election, with Lori squeezing out a victory. It was close enough that I was worried because we have no constitutional procedures to resolve ties in elections! I am excited to have Lori's perspective on the Executive Committee and also relieved that Vicki will still be playing a critical role as co-chair with Naomi Swanson on the SOHP awards committee. Personally, I hope that future elections will involve even more candidates, so that members have more control over the SOHP leadership.

Fourth, there is good news and bad news about the diversity of the SOHP leadership. On the positive side, the SOHP leadership is growing more organizationally diverse, with several new programs contributing Executive Committee members, including Liberty Mutual (Emily Huang), the University of Maryland, where Mo is moving in January of next year, Clemson University, where I will begin a new position in August, the University of Oklahoma (Lori Snyder), and the University of Tennessee at Chattanooga (Chris Cunningham). The major advantage of this change is that we are starting to "go forth and multiply." However, our leadership still is composed almost entirely of industrial/organizational psychologists. We clearly need to do a better job engaging people from other areas of psychology as well as outside of psychology. If you fit this description - get involved!

That leads me to my final point for this column. Your SOHP committees are working hard on several other efforts that will improve the organization. We will announce these initiatives as they come closer to completion. Beyond the work of the committees, I would like to make at least some progress over the remainder of my presidency on increasing practitioner involvement in SOHP and improving our outreach efforts. I have asked our members at large to help develop some strategies to address these needs. They will be seeking your input in the months to come, so stay tuned, and once again, get involved!



Bob Sinclair
President of SOHP
Portland State University

"For those of you who missed the opening session at the last conference in DC, it was a wonderful opportunity to let the OHP community know we have arrived on center stage."



Alan Kazdin and John Howard
WSH Conference
Photo by Charles Votaw

A Message from the Membership Committee

Mo Wang

Portland State University

Greetings! As the Membership Committee chair, I would like to use this column to communicate some information to SOHP members. First of all, our society has experienced exciting growth in membership in 2008. We have had 72 new members join our society in 2008 (up to May 7th), which brought our total number of members from 164 (at the end of 2007) to 236 for a total of 43.9% growth! Please join me in welcoming the new members. Currently, our society has 146 full members, 17 professional members, and 73 student affiliates. The membership committee is planning to conduct a membership report soon to provide better understanding about the membership composition for the society.

Second, thanks to our President, Bob Sinclair's efforts, SOHP has established a new three-year contract (2008-2010) with APA's journal office to ensure that the society continuously receives subscriptions to the *Journal of Occupational Health Psychology (JOHP)* at a discounted rate. This means our

members will keep receiving *JOHP* free as a membership benefit. The SOHP Executive and Membership Committees are also working on other ideas, including bringing our members other journal subscriptions at discounted rates.

In the past, several members have contacted me regarding delays they have experienced in receiving their *JOHP* issues. I appreciate your patience. Let me explain how the subscription process works. When an SOHP member submits a membership renewal, it usually takes 1-2 weeks to process the dues payment. After that, the member's mailing address is passed to the APA journal office for the *JOHP* subscription. It usually takes a little more time for APA to enter the subscription and assign an APA customer number for that member. Since *JOHP* publishes quarterly (in January, April, July, and October), the mailing labels for each issue are generated a month before the date of publication. Therefore, if you renew your membership in mid-March, chances are that you will not receive your April issue of *JOHP* on time. Nevertheless, the APA journal office will mail you the January and

April issues as back issues after your subscription information is processed. Processing and shipping those back issues takes a little longer. We currently estimate that most members should be able to receive *JOHP* within three months of sending membership renewal, unless the mailing address is incorrect.

One thing the membership committee plans to do to help make sure that you receive your *JOHP* on time in 2009 is to start the renewal process for your 2009 membership early this fall. If the membership renewal is processed by the end of November 2008, the APA journal office would have enough time to enter your subscription information before they mail out the January issue of *JOHP* in 2009.

Finally, the strategic goals for the membership committee are two-fold: (1) grow the membership of SOHP; and (2) create better membership benefits for SOHP members. Please contact me at mw@pdx.edu to share your ideas about how the Membership Committee could better serve you and other SOHP members.



Mo Wang
Portland State University

"SOHP has established a new three-year contract with APA's journal office to ensure that the society continuously receives subscriptions to *JOHP* at a discounted rate."

Wellness Programs

Leigh Schmitt

Austin Peay State University

In the first two issues of this newsletter I described a number of successful, innovative workplace wellness (health promotion) programs. In this edition, readers are invited to participate in a poll to share their experiences with wellness programs and to report news updates regarding the programs with which the readers are affiliated. I am interested in discovering which kinds of program components are currently being offered, whether your program provides incentives to participate, and whether employees participate in program planning. After the data are collected, I plan to summarize the results in a future issue of the newsletter. The survey is presented in three parts with a separate hyperlink for each.

Please respond to the first link if you are professionally involved in the operation of a workplace wellness program. This brief survey contains nine questions designed to gather information regarding the various program components offered, which components are most preferred, and how program success is measured. As a frame of reference, you should respond with information about a pro-

gram in which you are professionally involved. If you are actively involved in more than one program, feel free to submit information for each program by clicking on the survey link and submitting the survey information multiple times. This part of the survey is completely anonymous.

<http://lpschmitt.web.cedant.com/phpQ/fillsurvey.php?sid=8>

Please respond to the second link if you are eligible to participate in an employer-sponsored wellness program. This is a brief survey consisting of 9 questions regarding your participation in various kinds of wellness program components. This survey section is also completely anonymous.

<http://lpschmitt.web.cedant.com/phpQ/fillsurvey.php?sid=2>

The third link offers you the opportunity to provide contact information to share news about wellness programs that you think deserve mention in future editions of this newsletter.

<http://lpschmitt.web.cedant.com/phpQ/fillsurvey.php?sid=4>



Leigh Schmitt
Austin Peay State University

OHP Careers from a Health Psychology Perspective

James McCubbin
Clemson University

Giving birth to a new discipline such as occupational health psychology is not easy. There is a "chicken and egg" dynamic that causes a bit of inertia. For example, if we train students for the new field of OHP, will the job market accommodate these new scientists and practitioners? As the job market and career opportunities for occupational health psychologists mature, our current model is to append OHP training as a concentration onto existing Ph.D. programs. The most common example is the OHP concentration within an I-O Ph.D. program. This allows our graduates to qualify for more general I-O positions, yet their OHP skills provide an additional level of specialization, resume enhancement, and important new career opportunities.

Health psychology is an important traditional area of psychological training that can serve as a breeding ground for future occupational health psychologists. The purpose of this article is to provide some examples of occupational health psychology career tracks from the health psychology perspective. I will use my personal career experience as an example.

I was trained as a cardiovascular psychophysicologist at the infancy of the field of health psychology (amazingly, not that long ago). My specialization was in stress and risk for chronic disease. I chose to take a postdoctoral fellowship in the biological sciences, and then moved to faculty positions in various medical schools. Later in my career, I assumed increasingly greater administrative duties in a more traditional university setting. I remain active with my research and teaching.

Although not as common in the I-O field, postdoctoral fellowships are especially important in some research-intensive disciplines for the development of skills beyond those acquired during the dissertation. An applicant with a postdoctoral fellowship, and the associated additional skills and publications, can be significantly more competitive in the job market than an applicant coming directly out of his or her graduate training. The ideal outcome of a postdoctoral fellowship is better initial job placement and career trajectory, with higher salary and lifetime earnings.

After my postdoctoral fellowship, I served on the medical research faculty in a clinical department of psychiatry studying the effects of psychological stress on physical disease. I then moved to the teaching and research faculty of a basic medical behavioral science department where we taught medical students that a critical part of their job was to keep people healthy, not just treat major illnesses when they arise. I then served as chair of a department of psychology, with doctoral programs in both I-O and human factors psychology. With help of our health psychology faculty members, we developed an OHP concentration within our doctoral programs. I now serve as senior associate dean in a college of business and behavioral science.

Throughout my career, I have had significant research support from NIH and the Department of Defense. Most recently I have studied the effects of stress and fatigue on worker health and cognitive performance in difficult work environments. As our nation moves into a postindustrial, knowledge-based economy, the new challenge is to help our

workers function safely and effectively with complex technology and high information loads. As a result, the future of OHP is at the interface between promotion of organizational success and promotion of individual health.

Because work life is a significant part of total life experience, OHP skills are valuable in most traditional health-related venues. In addition to more traditional sources of employment such as university departments of psychology, persons trained in health psychology and OHP can seek applied research and teaching jobs in:

- Schools of medicine, in clinical or basic science departments including psychiatry, medical behavioral science, preventative medicine, and community medicine
- Schools of public health, including departments of community health, epidemiology, health education, and occupational health and safety
- Schools of nursing
- Schools of allied health
- Rehabilitation hospitals
- US Department of Veterans Affairs and VA hospitals
- US government organizations within the Department of Health and Human Services, such as CDC-NIOSH, NIMH, NIAAA, NIDA, and the traditional NIH organizations
- Department of Defense
- Department of Justice
- Schools of management and business
- Private industry, including insurance companies and organizations with a large workforce
- Private practice--In many states psychologists not trained in clinical psychology, but with specialized training and supervision, can be licensed to practice in areas directly related to their specialty

This list includes only a few examples to expand views about potential marketability of persons with OHP training from the health psychology perspective. The list is not exhaustive and not necessarily exclusive to health psychologists. Similar analyses can be developed for occupational health psychologists with primary training in other areas of psychology, including clinical, community, counseling, biological, social, and quantitative.

Here's a final nugget of career advice: Always think expansively about the broad relevance of your OHP training to society's great health challenges.

James A. McCubbin is a health psychophysicologist and a founding member of SOHP. He has spent most of his career in medical settings including Duke Medical Center and the University of Kentucky College of Medicine. He served as chair of the Behavioral Medicine review group at NIH, and was chair of the Department of Psychology at Clemson University. He is currently Senior Associate Dean of the College of Business and Behavioral Science at Clemson University.



James McCubbin
Clemson University

"Always think expansively about the broad relevance of your OHP training to society's great health challenges."

NIOSH OHP Activities

Edward Hitchcock, NIOSH

As my colleague Jeannie A. S. Nigam wrote in the very first issue of the SOHP newsletter, the National Institute for Occupational Safety and Health (NIOSH) has, since its inception in 1970, been investigating the influence of organizational factors on occupational disease and injury. Much of this research continues currently within the NIOSH initiated National Occupational Research Agenda (NORA) agenda. As many in the SOHP community are aware, NORA originated in 1996 as a program to stimulate innovative research and improve workplace practices. NORA has now become a research framework for NIOSH and the nation. Diverse parties collaborate to identify the most critical needs in workplace safety and health, then work together to develop goals and objectives for addressing those needs. In 2006, the NIOSH NORA program entered its second decade with a new sector-based structure to better move research to practice within workplaces. The NIOSH Program Portfolio has been organized into 8 NORA Sector Programs that represent numerous industrial sectors, and 24 cross-sector programs organized around adverse health outcomes, statutory programs, and global efforts. More information about the NORA sectors and cross-sector program areas can be accessed through the NIOSH Program Portfolio web page: <http://www.cdc.gov/niosh/programs/>.

For this update of NIOSH OHP activities, I would like to make readers aware of activities within one of the NORA Sector Programs, the Transportation, Warehousing and Utilities (TWU) sector. Active NIOSH projects in the TWU sector examine health and safety concerns in the Air Transportation, Roadway Transportation, Warehousing, Water Transportation, and Utilities industries. A complete listing of all NIOSH research activities within the TWU sector can be found at <http://www.cdc.gov/niosh/programs/twu/projects.html>

One of the most recent efforts within the TWU research program is a survey concerning safety and health in a nationally-representative sample of truck drivers. The goal of the survey is to collect information on truck driver health, sleep disorders, fatigue, working conditions, and nonfatal injuries. Just as the NORA process intended, this research is in response to needs cited by stakeholders for more detailed data on the prevalence of health conditions and risk factors, working conditions, causes of injury, health outcomes, and health behaviors among truck drivers. Truck drivers suffer more occupational fatalities than workers in any other occupation, with an overall fatality rate more than 11 times that of the general worker population. Further, they have the second highest number of nonfatal occupational injuries among all occupations, and have been shown to be at increased risk for a number of chronic diseases and health conditions.

The limited available data suggest truck drivers are at increased risk for numerous preventable diseases and health conditions. While individual risk factors such as obesity, smoking, and lack of exercise play a role in the high disease rates of drivers, the relative contribution of occupational exposures and health behaviors is largely unknown. Operational characteristics of the trucking industry predispose truck drivers to fatigue, which has been implicated in traffic crashes and may contribute to stress and chronic disease. Research also suggests that sleep disorders, such as obstructive sleep apnea, are associated with motor vehicle crashes among truck drivers, but results of previous studies that sought to estimate prevalence are inconsistent.

Moreover little is known about the prevalence of factors suspected to increase risk among drivers. Information is needed on (a) the role a variety of occupational conditions play in driver health and (b) mechanisms that lead to driver injuries. Operational characteristics of the trucking industry (e.g., long work hours and irregular schedules) predispose truck drivers to fatigue. Long work hours may increase drivers' levels of exposure to known health risks associated with vibration, chemicals, noise, or diesel and other vehicle emissions. There is a need for better information about the interrelationships among work organization, work hours, fatigue, and workplace exposures among truck drivers.

NIOSH is focusing on these concerns because they directly affect an estimated 1,594,980 workers employed as heavy-truck and tractor-trailer drivers (Bureau of Labor Statistics, 2006a), and an additional 929,530 were employed as light or delivery-services drivers (Bureau of Labor Statistics 2006b). Each of these truck driver occupational groups differs with respect to operating environments and working conditions. Some heavy-truck and tractor-trailer drivers may spend several consecutive nights away from their home base, resting in the truck's sleeper berth. Other drivers may work a relatively fixed shift, driving 10 or 11 hours a day but return to their home base each evening. Compared to heavy-truck and tractor-trailer drivers, light-truck or delivery-truck drivers are more likely to operate within a 50-mile radius of their home. Regardless of the domain within the trucking industry, the work of NIOSH in the trucking industry concerns a great many American workers.

Numerous stakeholders agree that there is a need for this survey of truck drivers focusing on occupational safety and health. In 2003, NIOSH, Wayne State University, the Owner-Operator Independent Drivers Association, the International Brotherhood of Teamsters, and the Alfred P. Sloan Foundation sponsored the Truck Driver Occupational Safety and Health Conference. Several presenters at this conference made specific recommendations for research targeting long work hours and fatigue (Saltzman and Belzer 2003). Similarly, participants in the 2005 International Truck & Bus Safety & Security Symposium and the National Occupational Research Agenda (NORA) town hall meeting for the TWU industries (December 5, 2005) called for improvements in injury and illness data collection so that effective interventions to promote driver health and reduce injuries can be developed (National Institute for Occupational Safety and Health 2005). The Federal Motor Carrier Safety Administration has indicated that information such as the data NIOSH is collecting on truck drivers will assist in future rulemaking as well as in the development of nonregulatory approaches to health and safety promotion.

The survey will allow NIOSH to explore the interrelationships among the dimensions of health status, individual risk factors, occupational injuries, sleep disorders, and occupational exposures. The NIOSH survey will also provide detailed demographic data on truck drivers, which have not been previously available, and could provide baseline data to inform future cohort and prospective studies. In addition to filling significant data gaps on the occupational safety and health status of truck drivers, this study is of programmatic importance to NIOSH. It is related to the NIOSH Transportation Initiative, which was put in place in 2004 to address safety and health concerns among all workers in road transportation industries and to further the cause of crash prevention among all workers.



Edward Hitchcock
NIOSH

"...the relative contribution of occupational exposures and health behaviors is largely unknown."



Thank you for reading this issue of the Society for Occupational Health Psychology Newsletter!

Society for Occupational Health Psychology

Volume 3, May 2008

ABOUT SOHP

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

If you are interested in becoming a member of SOHP please visit our website at <http://www.sohp-online.org>

CALL FOR PAPERS – EXTENSION

In response to requests for the opportunity to present to the conference in Spanish, the Organising Committee is delighted to announce that a Spanish-language activity stream will take place on Friday 14th November.

To reflect this innovation, the deadline for submission of both English-language abstracts for the main conference and Spanish-language abstracts for the Spanish-language activity stream has been extended to **31 May 2008**.

Abstract submission forms in both languages are available at:

www.ea-ohp.org/conferences

THE EA-OHP

The European Academy of Occupational Health Psychology is the representative body for research, education and professional practice in occupational health psychology in Europe. Valencia 2008 is the latest in the Academy's successful and established international conference series that has drawn researchers, educators and practitioners in occupational health psychology from across the globe to share cutting-edge best practice in the discipline.

