

# Welcome to the inaugural issue of the Society for Occupational Health Psychology Newsletter!



Society for Occupational Health Psychology

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## Editor's Welcome



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### Brief Note from the Editor

I welcome the reader to the inaugural issue of the *Newsletter of the Society for Occupational Health Psychology*. The Society for Occupational Health Psychology has been recently organized, as an article in this issue describes. Like other organizations, the Society needs a newsletter. The purpose of the newsletter is to communicate important information to the members and to other interested individuals. OHP is an emerging, cross-disciplinary field that includes scientists and practitioners; I expect that the newsletter will help add to the growth of the field and the membership of the Society. I anticipate that the Society will publish the newsletter one or two times per year.

I thank the contributors for their efforts. I thank the associate editors, Joe Hurrell and Kizzy Parks, for their work in making the newsletter possible. And I thank Janet Barnes-Farrell and Kim Davies-Schriels for their work on the layout of the newsletter.

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

## Personal Reflection



The Meaning  
of  
Occupational  
Health  
Psychology

Peter Chen, President of SOHP  
Colorado State University

A few years ago, the company I worked for merged. On a fall afternoon, a colleague came to inform me of his sudden "departure" due to company-wide layoffs. I thought it was a joke, but a few moments later I realized by looking in my col-

league's eyes it was not. As we walked through the parking lot covered in fallen leaves, I listened to my colleague give voice to his frantic emotions and disbelief. After approximately 30 minutes had passed, my colleague experienced a bad stomachache. It was my very first encounter with the reality of job stress, even though I had been working on job stress research for quite some time. I felt ashamed and guilty that evening because I just realized that I have been ignoring the true meaning behind the stress data that I have enjoyed analyzing and publishing!

So, how do my personal experience and confession connect with the SOHP? I have learned that we can

do a better job to improve the quality of work life and to build a healthy workplace when we find the meaning of the data we all have lived with. We can also do a better job to protect and promote the safety, health, and well-being of workers when we expand our traditional professional roles (whatever they may be) to apply our knowledge and understanding about human and organizational behaviors. To me, that is what the *Society for Occupational Health Psychology* is all about! Please join us to help us accomplish these goals. Your expertise and passion will make a difference for the working world.

### Editor:

Irvin Sam Schonfeld  
Associate Editors:  
Joe Hurrell  
Kizzy Parks

### Special points of interest:

- Work Stress and Health 2008: Announcement
- Become a member of SOHP!

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## Historical Perspective

### The Historical Development of the Society for Occupational Health Psychology

Leslie B. Hammer

Past President SOHP, Portland State University

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

The Society for Occupational Health Psychology (SOHP) is the first professional group of its kind in the United States. The development of the Society can be traced to the development of the field of occupational health psychology (OHP). OHP is an interdisciplinary partnership of the psychological and occupational health sciences. The goals of this partnership include the improvement of the quality of people's working lives and the enhancement of the safety, health, and well-being of workers. To our knowledge the first time the term *occupational health psychology* became visible in the research literature is in 1986 in a book chapter by George Everly, Jr.; the concept of integrating occupational health and psychology, however, has been around much longer (see Julian Barling and Amanda Griffiths's fine history in a chapter in James Campbell Quick and Lois Tetrick's *Handbook of Occupational Health Psychology*, APA Books).

The professional development of the field in the United States can be traced back to 1990 and efforts by

the American Psychological Association (APA; Gwendolyn Keita, Heather Roberts Fox, and others) and the National Institute for Occupational Safety and Health (NIOSH; Steven Sauter, Joseph Hurrell, and others) who jointly organized a series of international conferences on work, stress, and health. Beginning in 1990, the conferences were conducted every two to three years. In addition, efforts were made to provide seed money to support the creation of post-doctoral positions in OHP. While two of these were established (one at Duke University and one at Wayne State University), it was soon realized that the only way to train a significant number of graduate students in this field would be to provide support for the development of graduate programs in OHP. Thus, the APA and NIOSH began to support the development of about 3 OHP graduate programs per year beginning in the mid-1990's. By 2001, there were OHP graduate programs in 11 universities across the country. In 1996 the *Journal of Occupational Health Psychology* under the editorship of James Campbell Quick was founded. The next logical step for this developing field was the organizing of a series smaller meetings that were focused on identifying ways of growing the field of OHP.

Paul Spector and Tammy Allen hosted the first organizational meeting in 2001 at the University of South Florida in Tampa. Representatives of the 11 graduate training programs in OHP attended. This meeting was followed 18 months later by a meeting of the same group during the much larger March 2003 APA/NIOSH Work, Stress, and Health

conference in Toronto. At the March 2003 meeting formal discussions about creating the Society began. Six months later, in November 2003, Robert Sinclair and Leslie Hammer, with the support of Portland State University, hosted the group in Portland, Oregon. One year later in October 2004, meetings were held at APA headquarters in Washington, DC. The first officers of SOHP were named, and charged with the tasks of putting in place an organizational structure and incorporating the Society. At the Washington meeting, the nascent Society developed a formal relationship with APA. APA agreed to provide a bulk rate for the *Journal of Occupational Health Psychology* for all Society members, the bulk rate going into effect in 2006. As OHP was developing in the United States through the 1990s, our European counterparts were also busy. Our European colleagues established the European Academy of Occupational Health Psychology (<http://www.ea-ohp.org/>) in 1999. With the help of SOHP's founding members, many of whom played roles in the series of meetings that took place between 2001 and 2004, the founders raised funds to support the development of the Society and the establishment of non-profit and tax-exempt status. Once the group of approximately 50 founding members signed on to the Society, SOHP began to enroll as charter members anyone who joined between November 2005 and November 2006. These instrumental founding and charter members are now listed on the Society's website (<http://www.sohp-online.org/>) and should be recognized as critical supporters of the development of the Society.



Leslie B. Hammer  
Past President SOHP  
Portland State University

"...the first time the term *occupational health psychology* became visible in the research literature is in 1986..."

## Looking to the Future

### Looking Toward the Future of SOHP

Bob Sinclair, President-Elect  
Portland State University

Over the last few years, SOHP has developed from an idea held by a few visionaries into a fully functioning organization. SOHP officers, members at large, and committee members have accomplished a great deal in that time. Together, we have cre-

ated a constitution, developed a leadership structure, obtained tax-exempt status, developed a membership application/renewal process, obtained JOHP subscriptions for all members, created a web site, created a newsletter, and strengthened our collaborative relationships with APA, NIOSH, and the European Academy of Occupational Health Psychology (EA-OHP). I do not have the space to recognize everyone who contributed to these efforts, but I

want to at least thank our past president, Leslie Hammer and our current President, Pete Chen for leading us through the many challenges we have faced, and to acknowledge our secretary/treasurer, Janet Barnes-Farrell who has been invaluable in keeping SOHP functioning. So, what does the future hold for SOHP? I see four interrelated goals... (continued on Page 3)



Bob Sinclair  
President-Elect  
Portland State University



## Looking to the Future (cont'd)

(continued from Page 2)

### Goal #1: Refining our organizational structure.

With a few years of experience under our belts, the SOHP officers have begun reviewing our internal structure. Presently, we are developing proposals to revamp our leadership structure to improve our efficiency and provide committee chairs with a stronger voice in the organization. These proposals will require constitutional changes that need to be voted on prior to our next officer election. We will deliver these proposals for a vote in the spring and begin the next officer election process shortly thereafter. So, keep an eye on your e-mail for announcements and *please* consider serving as an officer or committee chair.

### Goal #2: Growing our member benefits package

Increasing our member benefits should help us retain current members and attract new members, both of which are important because they will strengthen our financial health and maximize our ability to influence research, practice, and policy. Some of the current initiatives in this area include taking a more active role in

the APA/NIOSH Work, Stress, and Health conference, strengthening our relationship with the EA-OHP, providing students with a stronger voice in SOHP, and creating new professional development opportunities for OHP students and early career professionals.

### Goal #3: Continuing to support OHP education

Graduate education is critical to the future of OHP and SOHP. As you know, we have made great progress in this area, and I encourage you to review some of the resources we have made available on our website. In the near future, I anticipate that we will continue our progress toward building an international consensus on the core features of OHP training programs and expanding our web-based resources to support the continued development of OHP training programs. We also need to give greater attention to OHP training at the undergraduate level.

### Goal #4: Forming a coherent growth and outreach strategy

Outreach is critical in order to increase our membership and to improve our ability to affect research,

practice, and policy. One key strategic question concerns identifying the groups that should be targeted for outreach efforts. For example, you may have heard Jim McCubbin remind us to "keep the health psychology in OHP." I also have seen interest in OHP from some colleagues in social and clinical psychology. Moreover, several of you have strongly urged SOHP to focus its outreach efforts beyond psychology. Obviously, all of these efforts are important. However, with limited time and resources, we will have to make difficult choices about the specific actions we take to expand the reach of the organization. In the years to come, we will be seeking your advice about the direction of the organization and drawing upon your efforts and expertise to help make SOHP the best possible organization we can. With your efforts, we can help our members conduct theoretically important and practically valuable scientific research, encourage organizations to engage in best practices in OHP, and ultimately, influence social policy to create a safe and healthy workplace for all.

"I anticipate that we will continue our progress toward building an international consensus on the core features of OHP training programs..."

## Publishing in JOHP

Lois Tetrick, Editor of the  
*Journal of Occupational Health Psychology*

George Mason University

The *Journal of Occupational Health Psychology* (JOHP) publishes original studies that contribute to our understanding of occupational safety and health. JOHP recognizes the interdisciplinary nature of occupational health psychology and encourages work that incorporates an interdisciplinary perspective. Manuscripts should represent an addition to knowledge and understanding of occupational health psychology. Applications of psychology to the improvement of the quality of work life, the

prevention of occupational injuries and illness, and the promotion of safety and health of employees and their families are particularly encouraged. Also, manuscripts dealing with issues of contemporary relevance to the workplace, especially with regard to minority, cultural, or occupationally underrepresented groups, or topics at the interface of the family and the workplace, are encouraged. Manuscripts reflecting the global nature of occupational health psychology are also encouraged.

JOHP is published quarterly by the American Psychological Association (APA) and uses the 5<sup>th</sup> edition of the *APA Publication Manual*. All submissions are electronic. Complete in-

structions about submissions can be found at [www.apa.org/journals/ocp/submission.html](http://www.apa.org/journals/ocp/submission.html). The Editor assigns reviewers to manuscripts requesting that reviews be completed in 30 days so that we can achieve a targeted 60 day turnaround. In 2006, our average was 58 days from receipt of the manuscript to a decision on the manuscript. For those of you reading this who reviewed for JOHP this past year, thank you for helping us achieve our target!

Members of the Society for Occupational Health Psychology receive JOHP as part of membership. I invite you to submit your work to JOHP.





## OHP Interventions: Wellness Programs

OHP Interventions: Wellness Programs

Leigh Schmitt

University of New Orleans

For several years, occupational health psychologists have been developing and testing complex theories of organizational health. Translating this body of theoretical knowledge into practical interventions to maintain organizational productivity along with the well-being of employees is a challenge. The SOHP newsletter will present a series of brief articles describing various approaches to meeting this workplace challenge. Model workplace wellness programs will be described along with various issues surrounding the programs. In future articles, I will include a reader's poll bearing on workplace interventions in order to obtain reader input.

In January of 2005, a highly publicized debate arose over organizational health promotion policies when a few employees of the Weyco Company were terminated for smoking cigarettes away from the jobsite (CBS News, 2006). The firm, a health benefits provider, had initiated a policy that subjected employees to drug, alcohol, and nicotine tests, beginning with a pre-employment screening and continuing on a random basis throughout the course of employment. Weyco defended the policy on the basis of holding back rising costs of health insurance. The case of the former Weyco employees was picked up by the national media, starting a robust debate over the extent to which employers' health cost-cutting goals can infringe on individual employee privacy off-the-job.

Is there a better way to promote employee health and manage health insurance costs without alienating current and prospective employees? If Weyco had consulted an occupational health psychologist, healthy workplace goals may have been achieved without harsh measures, such as firing staff. An occupational health psychologist acting as a consultant would have likely recommended positive employee incentive plans for achieving a broad range of health goals in addition to smoking cessation. Some would advise employers to go as far as offering cash bonuses for engagement in healthful dietary changes and exercise programs.

For instance, the Roseburg Products Company of Oregon paid an average of \$419 cash bonus to their employees who abstained from cigarettes and achieved exercise and weight management goals (Husberger, 2007). In a similar approach Regence Blue Shield of Oregon offers points redeemable for prizes to its employees and clients who successfully achieved health program goals (Husberger, 2007).

While concern over sharp increases in health insurance costs may be prompting the growth of financial incentives for program participation, some behavioral scientists are raising concerns over the long-term effectiveness of the rewards. Robison (1998) suggested that positive reinforcement should reward the actual healthful behaviors that ordinarily lead to good outcomes rather than reward the outcomes alone. Maintaining proper diet and exercise habits should be rewarded rather than the weight loss outcomes alone. Otherwise, if weight management goals are achieved by an individual through inappropriate means, those inappropriate means may be reinforced.

According to Deci (1971), external motivators may present the unintended effect of suppressing internal motivation, which can be essential for long-term adherence to a program. Consistent with this view, Robison (1998) cites a higher relapse rate in a smoking cessation program for participants who received cash prizes as compared to individual participants who were not offered prizes.

Instead of cash and prizes, other organizations offer a broad range of health-related perks to employees. The Beacon Mutual Insurance Company, a workers' compensation benefits administrator for the State of Rhode island, has developed a program called "Wellness Works," which provided a broad range of perks focused on development of healthful behaviors (Well Workplace Award Executive Summary: **The Beacon Mutual Insurance Company Rhode Island - Platinum Award, 2006**).

Program components include such features as subsidized YMCA memberships and 50% subsidy for onsite seated chair massage. The company allows employees to participate in many of the program components while on paid company time. A particularly innovative component is worker stretch breaks. At appropriate intervals throughout the workday, employees will see a pop-up window display on computer screens, inviting them to take a stretch break. A video plays on the computer screen to guide the employee through proper technique for the stretching exercises.

Notably, Beacon tried to analyze why some employees at higher health risk were failing to join the health-promotion programs. The company discovered that some of the overweight or older employees were intimidated by group fitness activities at a gym. As a solution, Beacon provided individual nutrition counseling and individual workouts with a personal trainer. The program has been expanded to provide at-home nutrition and fitness counseling for the immediate families of the firm's employees.

The broad range of program perks has paid off for Beacon. They have found their investment in employee well-being has reduced outpatient care costs by 13.6%, and has reduced in-patient care costs by 13.2%. Prescription drug costs were reduced by 4.2%. Furthermore, the company has been recognized as a Platinum level Well Workplace award winner by the Wellness Councils of America. (continued on Page 5)

"...Beacon tried to analyze why some employees at higher health risk were failing to join the health-promotion programs."



"As a solution, Beacon provided individual nutrition counseling..."



## OHP Interventions: Wellness Programs (cont'd)

(continued from Page 4)

Can these financial incentives and perks ever run afoul of laws prohibiting discrimination with regard to access to health benefits? As employers and insurers increase incentives for participation in workplace wellness initiatives, questions regarding compliance with new federal regulations arise. For example, the U.S. Department of the Treasury, the Department of Labor, and the Department of Health and Human Services recently issued regulations pertaining to discrimination associated with discounts for health premiums that are a part of many wellness program incentives (Non-discrimination and wellness programs in health coverage in the group market, 2006, Jackson Lewis). Section 702 of the Employee Retirement Income Security Act (ERISA), as amended by the Health Insurance Portability and Accountability Act of 1996 (HIPAA), prohibits health insurers from using a health condition as a reason for discrimination with regard to eligibility to enroll in group health plans or calculating premium payments for such plans.

The rules protect individuals from barriers to health care access because of health factors already protected by law. Specific guidelines stipulate that the rewards should not exceed 20% of the cost of coverage of the individual employee under the plan (cost is the sum of employee and employer contributions for the health insurance plan.) The program should be designed to improve health and/or prevent illness without creating an excessive time burden on the employee. Individuals should be granted the opportunity to qualify for the programs at least once per year. The reward program should be available to all employees or an alternative program should be made available to individuals who should not meet the regular reward program requirements due to a medical condition. These alternative programs for those employees who are unable to meet the regular standards must be explained in the program documentation.

However, some workplace wellness components are exempt from the HIPAA non-discrimination regulations. The exemptions may include: free membership at a fitness center, rewards based merely on participation in a medical diagnostic testing program (as long as the reward is not associated with the test results), or waiver of co-payment or deductible for preventive medical services. Free access to smoking cessation programs would be exempt from the regulations as long as the reward is not tied to the outcome of successful smoking cessation.

In addition to these anti-discrimination provisions of HIPAA, which take effect in July of this year, administrators of workplace wellness programs must keep in mind provisions of the Americans with Disabilities Act and the Civil Rights Act at the federal level, along with state and municipal regulations that may protect workers from discrimination for health conditions linked to protected minority status.

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"As employers and insurers increase incentives for participation in workplace wellness initiatives, questions regarding compliance with new federal regulations arise."

## NIOSH OHP Activities

### NIOSH OHP Activities

*Jeannie A.S. Nigam*

### National Institute for Occupational Safety and Health

The National Institute for Occupational Safety and Health (NIOSH) has had a longstanding presence in

the area of work and stress. The Occupational Safety and Health Act of 1970 charged NIOSH with the responsibility for investigating organizational factors, including work organization and psychological stress, as etiologic agents for occupational disease and injury. This charge engendered a vigorous program of job stress research at NIOSH, early

products of which included seminal epidemiologic studies of work organization and health, such as the University of Michigan study of job demands and health in 23 occupations (Caplan et al., 1975) and Cobb and Kasl's (1977) investigation of health consequences of job loss. (continued on Page 6)



*Jeannie A.S. Nigam*  
National Institute for Occupational Safety and Health



## NIOSH OHP Activities (cont'd)

(continued from Page 5)

Spurred in part by the dramatic increase in worker compensation claims for job stress in the 1980s, NIOSH recognized stress-related psychological disorders as a leading occupational health risk (Millar, 1984) and proposed a national prevention strategy to address this growing problem (Sauter, Murphy, & Hurrell, 1990). About the same time, work organization problems and job stress were increasingly implicated in the etiology of other new occupational health concerns (e.g., upper extremity musculoskeletal disorders, workplace violence, and indoor air quality complaints). Buoyed by these developments, the NIOSH program on job stress and work organization attained greater prominence, and served as the platform for initiatives by the American Psychological Association (APA) and NIOSH to promote the field of occupational health psychology through a series of conferences, development and funding of OHP-related graduate training, and the founding of the *Journal of Occupational Health Psychology* (Sauter, Hurrell, Roberts-Fox, Tetrick & Barling, 1999).

More recently, NIOSH elevated the study of work organization and stress-related disorders to a major Institute-wide Work Organization and Stress Related Disorders (WSD) Program of research under the National Occupational Research Agenda (NORA). NORA was unveiled in 1996 and serves as a research framework for NIOSH and the nation. Under NORA, stakeholders in academia, labor, industry, and professional societies collaborate with government agencies to identify and pursue the most critical issues in workplace safety and health. In 2006 NORA entered a second decade. NIOSH research programs are identified as (1) industry or sector-based programs or (2) programs that cut across multiple industries or sectors—which is the case for the WSD program.

The mission of the NIOSH WSD program is to eliminate occupational stress, diseases, injuries, and fatalities in the workforce through a focused program of research and prevention addressing work organization risk factors for these outcomes. The primary thrust of the program is to improve our understanding of how the organization of work is changing, the risks posed by these changes, and ways to reduce the risks. The WSD program encompasses a wide array of research interests, including the improvement of research methods, economic analysis, interventions, and the study of underlying mechanisms. Elements of the NIOSH research portfolio in work organization and stress include:

- epidemiologic studies to explore how changing organizational practices influence risk factors for job stress and other hazardous exposures at work;
- development of improved methods and tools for job stress research, including surveillance instruments to better understand how the organization of work is changing;
- studies to further understand how workplace stress contributes to illness and injury at work, including study of intervening factors and laboratory research of underlying biological mechanisms;
- investigations of stress in understudied populations, occupations, and sectors;
- studies to better understand the socioeconomic cost and burden of job stress; and
- studies to identify effective multilevel intervention strategies to prevent stress at work.

The NIOSH WSD program currently supports 24 intramural research projects and 14 extramural projects that are funded through the NIOSH Office of Extramural Programs <http://www.dev.niosh.cdc.gov/niosh/oepp/>.

The NIOSH WSD program Coordinator is Steven Sauter. Jeannie Nigam serves as Program Assistant Coordinator. For further information and access to NIOSH reports on job stress and the organization of work, visit the WSD website <http://www.cdc.gov/niosh/programs/workorgstress.html> or the NIOSH Topic Page on Stress at Work <http://www.cdc.gov/niosh/topics/stress/>.

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Naomi Swanson presents NIOSH work at the 2003 APA/NIOSH International Conference of Work, Stress, and Health.

**"NORA was unveiled in 1996 and serves as a research framework for NIOSH and the nation."**



NIOSH Robert A. Taft Laboratories Cincinnati, Ohio



## Recruiting New Members

### Recruiting New Members

Irvin Schonfeld, Editor

City College of the City University of New York

Kizzy Parks, Associate Editor

Florida Institute of Technology

The Annual Convention of the Association for Psychological Science took place in New York City from May 25 to May 28, 2006. We attended the convention and had a number of goals that we wanted to accomplish: assume a position on the graduate student board, present at a poster session, attend various conference events, and recruit conferees for the Society for Occupational Health Psychology. It is the last goal about which we are writing. We hope that this article will help our SOHP colleagues recruit, at some future time, new members for our organization.

One of the first things we did was in concert with other SOHP members, and prior to the convention. SOHP members, including an artist, arrived at a consensus regarding the design for a flyer. There was considerable debate. Different versions of the flyer were developed. The final version of the flyer was easy to read; it clearly provided contact information; and the flyer was balanced in that it showed a man and a woman representing blue and white collar workers.

As background for the next step, we have to mention that we had no budget. The cost of setting up a table at which we could distribute flyers and issues of the *Journal of Occupational Health Psychology* and converse with conferees was prohibitive. In response to the budgetary constraint, one of us called the conference organizers in Washington, explained that he was a long-time APS member, and asked if APS administrators would not mind if we could distribute flyers to prospective SOHP members while going about our business at the convention, but without making ourselves a nuisance. The APS administrator who was our contact person gave her assent.

Next, we scoured the convention bulletin in order to identify posters and presentations by individuals who may be interested in SOHP. We defined prospective members as individuals whose posters and presentations were in industrial/organizational psychology, health psychology without necessarily having an occupational orientation, and occupational health psychology. At poster sessions we visited presenters whom we thought were a good fit and spoke directly with them, and gave them flyers. We also waited outside panel sessions where audience members, in our view, were likely prospective SOHP members. We spoke informally with people and made sure they received flyers.

We also displayed flyers in prominent locations, including the message board that every convention has. We had many extra flyers, allowing viewers to take flyers home.

We hope what we learned will help other SOHP members, when they attend conferences and conventions, to recruit new members to our organization. In summary, this is what we learned:

1. Have a flyer that simply and attractively provides the information the prospective member needs including contact information.
2. Get permission from the sponsoring organization to distribute flyers.
3. Don't just distribute the flyers. Make personal contact with prospective members.
4. You can't talk to everyone. Display flyers in prominent places, and have plenty of extras for prospective members to take home.

"...what we learned will help other SOHP members, when they attend conferences and conventions, to recruit new members to our organization."

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

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## Work Stress and Health 2006: Brief Report

The 2006 APA/NIOSH

Conference on Work, Stress, and Health

Wes Baker

American Psychological Association

The American Psychological Association (APA), in collaboration with the National Institute for Occupational Safety and Health (NIOSH), the National Institute of Justice (NIJ), and the National Institute on Disability and Rehabilitation Research (NIDRR), convened the sixth interdisciplinary conference on occupational stress and health, **Work, Stress, and Health 2006: Making a Difference in the Workplace**, at the Hyatt Regency Miami Hotel, March 2-4, 2006, in Miami, Florida. Pre-conference Continuing Education workshops were held March 1, 2006.

Nearly 600 people from 33 countries attended the conference. Participants included professionals from academia, government, industry and labor. Networking at the conference resulted in various new collaborations and the continued development of a global network of occupational stress and workplace wellness specialists.

The conference included 39 paper sessions, 38 symposia, 134 poster presentations and 5 special lunch sessions. The conference started on Thursday, March 2, 2006, with opening remarks by Gwendolyn Puryear Keita, PhD, Steven Sauter, PhD, and Gerald Koocher, PhD (APA President) and an international panel of experts discussing "Perspectives on Work, Stress, and Health." Highlights of the conference included an opening conference reception at the Hyatt Miami Hotel on Thursday evening, and a yacht dinner cruise on Friday evening. Two poster sessions with accompanying receptions were held, one each on Friday evening and Saturday morning. The conference concluded with a closing plenary panel of six international experts who addressed the international perspectives on work, stress, and health, and the status of knowledge on new research challenges in building research and practice. Several awards were presented at the conference, including a Career Achievement Award given to Lennart Levi, PhD, MD.



### Conference Awards

**JOHP editor Lois Tetrick announced the following two winners of the JOHP Best Paper Award for a paper published in the *Journal of Occupational Health Psychology*:**

Zapf, D., Dormann, C., & Frese, M. (1996). Longitudinal studies in organizational stress research: A review of the literature with reference to methodological issues. *Journal of Occupational Health Psychology, 1*, 145-169.

De Lange, A., Taris, T., Kompier, M., Houtman, I., & Bongers, P. (2003). "The Very Best of the Millennium:" Longitudinal research and the demand-control-(support) model. *Journal of Occupational Health Psychology, 8*, 282-305.

**SOHP Student Awards committee chair Vicki Magley announced the finalists and winner of the Best Student Paper award. The award winner was:**

Shoshi Chen, Tel Aviv University

Impact of enhanced resources on anticipatory stress and adjustment to new information technology: A field-experimental test of conservation of resources theory.

**The other finalists for the award were:**

Rada Dagher, University of Minnesota

Job strain and postpartum depression among employed women.

Todd Giardina, University at Buffalo

Evaluation of a web-based writing intervention as a means of preventing distress and job burnout among professional helpers.

Judith Godin, Carleton University

Structure and validity of the well-people physical health scale.

John McKee, Wright State University

Predicting nurse burnout from a self-regulation framework.

Mo Wang, Portland State University

Profiling retirees: Examining the change patterns of retirees' psychological well-being.

**The winning paper in the APA/NIOSH Intervention Evaluation Competition was:**

Haslam, C., Whysall, Z. & Haslam, R.,

A staged approach to reducing musculoskeletal disorders.

**The following papers were tied for second place:**

Chen, S., Westman, M., & Eden, D.

Impact of enhanced resources on anticipatory stress and adjustment to new technology: A field-experimental test of conservation of resources theory.

Elo, A.

Evaluation of an organizational stress management program in municipal parks.



Paul Landsbergis of the Mount Sinai School of Medicine and Anita Schill of NIOSH at a party at the 2006 APA/NIOSH International Conference on Work, Stress, and Health.



At the end of the 2006 APA/NIOSH International Conference on Work, Stress, and Health, the Dormann family enjoyed a beautiful day in Miami.



## Committee Reports

### Education and Training

#### The Education and Training Committee

Carrie Bulger  
Quinnipiac University

The Education and Training Committee has existed for less than one year, as of this writing. We have much work to do, including updating information about OHP programs (e.g., keeping the SOHP website up-to-date), enriching existing teaching resources (e.g., adding new syllabi and other course materials to the website), and developing information about training opportunities (e.g., identify OHP training experiences available to graduate students).

Many of you who have worked toward education and training in OHP for a long time will not be surprised when I say we face many challenges. Yet, will it surprise you to realize that one challenge includes *defining* education and training? Recently, leaders of the SOHP and our European colleagues in the EA-OHP agreed that we need a set of standard definitions for education and training in OHP. Such standards can only enhance global partnerships in OHP. I believe they will also assist future E&T committees in their work.

### Electronic Communications

#### Electronic Communications Committee

Janet Barnes-Farrell  
University of Connecticut

The goal of the Electronic Communications Committee is to take advantage of electronic media to connect members of the OHP community. Currently, we do this in three ways:

APA hosts the OHP discussion list--an unmoderated listserv discussion list open to anyone interested in occupational health psychology. It is also the official communications channel for timely announcements to SOHP members. If you haven't subscribed, we encourage you to do so! Directions for subscribing to the list are available here: <http://www.sohp-online.org/OHPListserv.htm>

The SOHP website, initially launched in 2004, is home to information about SOHP, the field of occupational health psychology, resources for OHP researchers, information about graduate education in OHP, conferences of interest to OHP professionals, and more. Bookmark our website at: [www.sohp-online.org](http://www.sohp-online.org)

And our newest venture, this newsletter!

### Graduate Student Issues

#### Graduate Student Issues Committee

Christopher J. L. Cunningham, MA (ABD)  
Industrial-Organizational and Occupational  
Health Psychology  
Bowling Green State University

The Graduate Student Issues (GSI) Committee for SOHP is composed of volunteer student members. The GSI group works to facilitate students' development into professional OHP researchers and practitioners. Our goals are based on annual student surveys, informal discussions with members, and input from the SOHP executive committee. Current goals are to (1) increase student awareness of SOHP, (2) improve student opportunities for presentation and networking in professional settings, (3) monitor changing student needs within SOHP, (4) better understand the expectations of new student members, and (5) improve connections with other student groups in OHP-related areas.

### Research and Practice

#### The Research and Practice Committee

Tammy Allen  
University of South Florida

The purpose of the Research and Practice Committee is to identify and develop resources and activities that promote research and effective practice in the field of occupational health psychology. The committee has two goals for the next year. One is to generate ideas for a special journal issue related to OHP that would attract the attention of a broad audience. The second is to generate content for the SOHP website that will advance OHP research and practice.

Members of the committee include Tammy Allen, Ronald Burke, Jan Cleveland, Jennifer Cullen, Pat Ferris, and Ryan Olson.

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



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## ABOUT SOHP

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

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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.

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**"Occupational stress is an ever-increasing public health hazard and occupational risk factor" (Adkins, 1999).**

Adkins, J. A. (1999). Promoting organizational health: The evolving practice of occupational health psychology. *Professional Psychology: Research and Practice*, 30, 129-137.

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Washington, DC Library

## Work Stress and Health 2008: Announcement

The 2008 APA/NIOSH Conference on Work, Stress, and Health

Wes Baker

American Psychological Association

The American Psychological Association, the National Institute for Occupational Safety and Health, and the Society for Occupational Health Psychology will convene the seventh international conference on occupational stress and health entitled "Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships" at the Omni Shoreham Hotel, Washington, DC, on March 6-8, 2008. Please plan to present and/or attend and contribute to this rapidly growing field.  
<http://www.apa.org/pi/work/wsh.html>