

Final Progress Report

Occupational Health Psychology
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Abstract

A. Long-term Goals and Objectives of the Program

The Occupational Health Psychology (OHP) graduate training program at the University of Connecticut is designed to recruit and train highly qualified and diverse graduate students from areas of psychology, public health and nursing to become Ph.D. researchers capable of conducting multi-disciplinary and trans-disciplinary research focusing on the behavioral aspects of occupational health. A number of occupational trends, such as downsizing, contingent labor and longer work hours, telework, and increasing levels of automation in the workplace have propelled the need for studies on occupational health psychology. OHP is concerned with the broad range of exposures and mechanisms that affect the quality of working life and the responses of workers, such as how individual psychological attributes interact with job content and work organization as well as organizational policies and practices. OHP research and practice explores interventions targeting the work environment as well as the individual to create healthier workplaces and organizations, and to improve the capacity of workers to protect their safety and health and also to maximize their overall effectiveness and sense of wellbeing. As such, OHP fits many of the strategic goals of the NIOSH Total Worker Health initiative.

B. Key Elements of the Training Program

Trainees learn how to contribute to the OHP knowledge base and become highly capable at discovering or implementing new ways of maintaining and promoting worker health and safety. The OHP concentration is integrated within the Industrial/Organizational (I/O) Psychology doctoral training program. As such, the training program follows a scientist-practitioner model in which trainees must complete 12 credits of prescribed coursework, three credits of applied field or lab research under the supervision of OHP faculty, master- and dissertation-level research, and participate in faculty research labs. With respect to the coursework, all trainees complete a graduate seminar that covers principles of behavioral science, ergonomics and epidemiology and which requires development of a multidisciplinary research proposal; this course is taught by core OHP faculty and also an epidemiologist from the School of Medicine. In addition, trainees complete an additional required epidemiology course and two elective graduate courses in psychology and/or public health that meet a required breadth requirement covering personnel/organizational psychology, human factors/ergonomics or public health. This combination of course content and applied research training is designed not only to equip trainees with the necessary skills to address today's occupational health problems, but also to enable them to introduce new concepts of work organization and workplace design for enhancing worker health and productivity beyond current expectations, thus realizing the true potential of trans-disciplinary occupational health research to meet both regional and national needs.

C. Trainees

We recruit primarily from and also for the Psychology Department's I/O doctoral program in an effort to add extensive OHP training to trainees' more general doctoral requirements. The University of Connecticut's I/O program is the only one in the New England states, making it possible to recruit stellar students for this training. The training program takes approximately 5 years to complete, during which master- and dissertation-level research is completed, as well as additional research to enable trainees to be competitive in a tight job market. Trainees get jobs in academia, industry, consulting firms and governmental agencies. We support approximately 10 trainees annually. Two are supported with full-time, year-long stipends; the remaining receive travel support to attend research conferences. Students outside the I/O Psychology program can complete the 15-credit program to obtain a Graduate Certificate in OHP, but are not eligible for grant support.

TPG web link: <http://io.psychology.uconn.edu/occupational-health-psychology/>

Highlights/Significant Results

A. General Overview

Training grant support has helped create a new research synergy at UConn focused on OHP research. Faculty have created specialized new courses in OHP (e.g., Work and Aging), and now actively collaborate on a wide range of projects, including research with the Center for Promotion of Health in the New England Workplace (CPH-NEW, www.uml.edu/centers/CPH-NEW), part of the NIOSH Total Worker Health initiative for developing and testing more participatory approaches for involving workers in the design and implementation of health promotion initiatives that are integrated with existing health and safety programs. Many trainees receive grant support from CPH-NEW (Bauerle, Bizarro, Calabrese, Dove-Steinkamp, Gannon, Johnson, Lee, Reeves, Ryan, Shapiro, Tubbs, Tuller, Zweber). Trainees have access to extensive CPH-NEW data sets on topics like the health effects of work-family conflict, incivility, and WMSDs.

Training program activities have also motivated OHP faculty and trainees to help found the new Society for Occupational Health Psychology. In addition to serving in leadership positions (Barnes-Farrell & Magley are both now Past Presidents; Henning was a Founding Member-at-Large; SOHP; www.sohp.psy.uconn.edu), faculty have been integrally involved in planning Work Stress & Health Conference (regularly since 2008), which highlights research to practice issues in occupational safety and health and student involvement (www.apa.org/pi/work/wsh.html).

We have been very successful in our recruiting of students. We have had 26 trainees associated with our training program during this reporting period and at least two of our incoming doctoral students will be engaged in OHP-related research. (Details on all 26 are in the Table in the Appendix at the end of this Progress Report.) The five-year granting period allowed for the support of two students (full-time, year-long) each year, with travel support to all trainees who presented OHP-related research at conferences. Supporting a large number of trainees each year has proven to be a successful strategy for maintaining the research synergy necessary to promote a high level of research collaboration among trainees and also among trainees and faculty, contributing greatly to the exceptional scholarly productivity of our training program, which is detailed later in this report. Although we understand the limitations of federal funding, we do have international students actively involved in OHP-related research who we are unable to support.

Perhaps the most important change to our training program is that we now offer an OHP concentration within the I/O Psychology doctoral program. We believe that this expansion benefits students in marketing themselves as OHP experts. The doctoral training program in Industrial/Organizational Psychology has reorganized its initial first two years of training. As part of this reorganization, the *OHP Proseminar* is now a required Core Course for all students in the doctoral training, not just OHP trainees. It is offered every other year, beginning Spring 2013. We will retain developing the interdisciplinary mini-grant proposals as the primary course product. Additionally, Human Factors has become a Core Course; it will also be offered every other year by Henning, beginning Fall 2011. The I/O division hosts a Brown Bag seminar, which frequently includes OHP-related speakers, some of whom have been brought in with training grant colloquia funds.

B. Past Trainee Continued Research Activity

Many of our past trainees continue to be research-active in the OHP literature, which we view as a marker of our programmatic success. Below are full references to articles published in 2013 and 2014, with trainees' names underlined. A number of the trainees continue publishing with one another!

Chaudoir, S.R., Dugan, A.G., & Barr, C.H. (2013). Measuring factors affecting implementation of health innovations: A systematic review of structural, organizational, provider, patient, and innovation level measures. *Implementation Science*, 17, 8-22.

DeArmond, S., Matthews, R.A., & Bunk, J. (2014). Workload and procrastination: The roles of psychological detachment and fatigue. *International Journal of Stress Management*, 21(2), 137-161.

Ford, M.T., Matthews, R.A., Wooldridge, J.D., Mishra, V., Kakar, U.M., & Strahan, S.R. (2014). How do occupational stressor-strain effects vary with time? A review and meta-analysis of the relevance of time lags in longitudinal studies. *Work & Stress*, 28(1), 9-30.

- Gallus, J.A., Walsh, B.M., van Driel, M., Gouge, M.C., & Antolic, E. (2013). Intolerable cruelty: A multilevel examination of the impact of toxic leadership on U.S. military units and service members. *Military Psychology, 25*(6), 588-601.
- Kath, L.M., Stichler, J.F., Ehrhart, M.G. & Sievers, A. (2013). Predictors of nurse manager stress: A dominance analysis of potential work environment stressors. *International Journal of Nursing Studies, 50*(11), 1474-1480.
- Matthews, R. A., Wayne, J. H., & Ford, M. T. (2014, April 28). A Work–Family Conflict/Subjective Well-Being Process Model: A Test of Competing Theories of Longitudinal Effects. *Journal of Applied Psychology*. Advance online publication. <http://dx.doi.org/10.1037/a0036674>
- Matthews, R.A., Mills, M.J., Trout, R.C., & English, L. (2014). Family-supportive supervisor behaviors, work engagement, and subjective well-being: A contextually dependent mediated process. *Journal of Occupational Health Psychology, 19*(2), 168-181.
- McGonagle, A.K., Beatty, J.E., & Joffe, R. (2014). Coaching for workers with chronic illness: Evaluating an intervention. *Journal of Occupational Health Psychology, 19*(3), 385-398.
- McGonagle, A. K., Walsh, B. M., Kath, L. M., & Morrow, S. L. (2014, June 16). Civility Norms, Safety Climate, and Safety Outcomes: A Preliminary Investigation. *Journal of Occupational Health Psychology*. Advance online publication. <http://dx.doi.org/10.1037/a0037110>
- Mills, M.J., Matthews, R.A., Henning, J.B., & Woo, V.A. (2014). Family-supportive organizations and supervisors: How do they influence employee outcomes and for whom? *The International Journal of Human Resource Management, 25*(12), 1763-1785.

C. Minority Recruitment and Retention

Annually we distribute training program brochures to the Psychology departments at 68 Historically Black Colleges and Universities. Although two specific inquiries by minorities were generated from these mailings, were followed-up by Magley, and seemed promising, neither one submitted an application. We do believe that the Multicultural Fellowship provided to our training grant (see Letter of Support) has been helpful in recruiting/retaining the two URM trainees that we have had, we are committed to increasing our recruiting efforts via more active participation at conferences geared toward minority students (at the undergraduate level) and providing talks to HBCU universities on OHP in general.

We are quite successful in recruiting women, when considering women as part of the definition of “under-represented groups.” Seventeen of the 26 trainees are women, which surpasses the 36% female Members of SIOP. We use SIOP as a marker for diversity attainment as our students are enrolled in doctoral training in Industrial/Organizational Psychology and SIOP maintains an active portrayal of the diversity of its membership.

Relevance

The Graduate Training Program in Occupational Health Psychology (OHP) at the University of Connecticut (UConn) recruits qualified doctoral-level graduate students in industrial/organizational psychology, nursing, public health, and occupational and environmental medicine for specialized training in occupational health psychology (OHP). Trainees learn how to contribute to the OHP knowledge base and become highly capable at discovering or implementing new ways of maintaining and promoting worker health and safety. The training program entails a combination of course content and applied research training that is designed not only to equip trainees with the necessary skills to address today's occupational health problems, but also to enable them to introduce new concepts of work organization and workplace design that can enhance worker safety, health and productivity through proactive approaches to workplace interventions.

Technical Report

A. Educational Objectives of the Training Program

1. Introduce trainees to the emerging field of OHP and the wide range of research possibilities in this area.
2. Demonstrate the need for multi-disciplinary and trans-disciplinary research in OHP.
3. Provide both the conceptual and methodological training necessary for trainees to conduct multi-level, multi-disciplinary and trans-disciplinary OHP research.
4. Provide an opportunity for trainees to engage in supervised OHP research to complement their normal thesis and dissertation work.

B. Other Research Activities

Profs. Magley continued the civility intervention project with Correctional Managed Health Care (CMHC), which provides all health care to incarcerated individuals within the state of CT and employs over 800 FTEs. Trainees Walker, Walsh and Zweber obtained dissertation data from the project; Shapiro and Zweber obtained master's thesis data from the project. Other trainees involved include Nelson, Graham and Herres. AHRQ (R18) and NIOSH (R21) grants were submitted to supplement in-kind funding (unfunded).

Barnes-Farrell and Warren worked on 5-year NIOSH grant, "Aging, Musculoskeletal Health and Work Capacity," designed to identify work- and home-related determinants/predictors of healthy aging. The project followed a cohort of workers of all ages, from four manufacturing facilities, for 5 years. Trainees McGonagle, Davies-Schrils, and Chen were supported on this grant.

Barnes-Farrell is PI on contract work from the Volpe Transportation Center surveying railway workers regarding health and safety; trainees involved with this project were Davies-Schrils, Golay, Graham, Shapiro, Tuller, and Walsh. NIOSH also provided contractual support to examine correctional officer support. Henning and Barnes-Farrell worked with trainees Bauerle, Zweber, and Bizarro on this.

The new federal Affordable Care Act (ACA) contains numerous provisions to encourage prevention and improved management of chronic disease, including worksite initiatives. CPH-NEW partnered with Viridian Health Management (<http://www.viridianhealth.com>) and the CDC to implement the "National Healthy Worksite Program." This \$8 million effort features development of a best practices model for worksite health at up to 100 companies located in 7 program site locations across the nation. Henning, Warren and Barnes-Farrell all joined this effort. Additionally, trainees Davies-Schrils and Graham were supported on the project.

Barnes-Farrell also began work on a project funded by the Alpha Foundation for Mining Safety. This project is intended to develop and evaluate a Mining Healthy Workplace program modelled on the principles of the National Healthy Worksite Program. Trainees will be involved in the design, implementation and evaluation of assessment tools, and analysis of worker and workplace health and safety information.

UConn has initiated a collaborative arrangement with CIGNA, the insurance company, to pair promising students with their Big Data analytic efforts. The mutually beneficial pairing allows students the opportunity to work with these kinds of data and provides CIGNA with state-of-the-art analytic efforts. Three trainees (Calabrese, Chen and Shapiro) have worked with CIGNA on several projects, with the supervision of Prof. Magley. The projects are all geared around evaluating the efficacy of health intervention efforts.

Program Products

A. General Training Activities

Several trainees (McGonagle, Zweber, Burch and Nelson) submitted grant proposals. Impressively, as PI, McGonagle submitted two grant applications to fund her work to evaluate a job coaching intervention to help workers with chronic illness maintain work ability and mitigate burnout over time to the Institute of Coaching (11/10) and NIH (R03, 2/11); revisions were requested and submitted to the Institute of Coaching (2/11). These submissions (and the dissertation) are a direct outcome of our *OHP Proseminar* (required) course. Zweber and Burch both submitted and were subsequently awarded pilot grant funding from the CPH-NEW grant. Nelson's submission to the Airport Cooperative Research Program Graduate Research Award went unfunded.

Walsh and McGonagle applied to academic positions during this project period. Walsh accepted a position in the Management program at University of Illinois at Springfield and McGonagle accepted a position in the Psychology department at Wayne State University. Matthews, one of our very first trainees, relocated to Bowling Green State University, which is one of the best Industrial/Organizational programs in the country. All indicated that their OHP background was significant in securing their positions.

Several trainees are also working in OHP-related internships. Johnson began full-time at VOLPE Transportation Center, where she worked with Dr. Howarth on fatigue monitoring and countermeasures research team, as well as on several safety climate projects. (This internship transitioned into a full-time job for her.) Lee interned at Liberty Mutual, Safety Research Institute (working with Emily Huang and Dov Zohar) assisting with the development and psychometric evaluation of a safety climate measure for the trucking industry; he subsequently accepted a post-doctoral position with LMRIS upon completion of his dissertation. Finally, Bauerle accepted a two-year, full-time internship at the NIOSH Office of Mine Safety and Research.

B. Conference Presentations Overview

Trainees have definitely taken full advantage of the opportunity to present research at conferences. Over the full project period, trainees presented 122 unique research projects at conferences. (Given the quantity, they cannot be listed in this report.) One future goal of the training program is to assist trainees in converting these presentations into journal submissions. This is not to say it does not already happen – as evidenced by the 39 publications created during the project period involving trainees – but even the trainees agree that our publication norms could be strengthened.

Trainees and OHP faculty have again participated in the semi-annual Sturbridge meetings of researchers from UMass-Lowell, UConn Storrs, and the UConn Health Center, which are held each January and May. These one or two-day events consist of a group of researchers from a wide range of disciplines conducting occupational safety and health research. The meetings are golden opportunities for trainees to present their findings or work in progress in order to gain helpful insights, and professional support and advice. A trainee presented at each of these events. It can be noted that opportunities for follow-up collaborations with these researchers are extremely good given that we all work in the same geographic region, with about half of these researchers already collaborating on research.

C. Dissertations and Theses Completed (*Noting OHP Faculty Chairs and Committee Members*)

Bauerle, T.J. (MA, 2012). Injury risk at work, safety motivation, and the role of masculinity: A moderated mediation. Magley (Chair), Barnes-Farrell & Morse (Committee).

Bizarro, A. (MA, 2013). The Distinct Roles of First Impressions and Physiological Compliance in Establishing Effective Teamwork. Henning (Chair), Barnes-Farrell (Committee).

Calabrese, C. (MA, 2013). Adapting the Job Demand/Control Model to a Team Level. Henning (Chair), Barnes-Farrell (Committee).

Dove-Steinkamp, M. (MA, 2012). Effect of communication delays on team performance outcomes during and after training. Henning (Chair).

Johnson, N. (MA, 2011). The roles of PE fit, gender, and POS in understanding the link between work-to-family conflict and job satisfaction. Barnes-Farrell (Chair).

- Shapiro, J. (MA, 2013). Workplace Incivility at the Daily Level: The Effects of Rumination on Performance and Revenge Motives. Magley (Chair).
- Young, A. (MA, 2014). The Influence of Workaholism on Work-life Issues through Boundary Management: Moderating Effects of Telecommuting. Barnes-Farrell (Chair).
- Zweber, Z. (MA, 2012). A Practical Scale for Multi-faceted Organization Health Climate Assessment. Henning (Chair), Magley & Warren (Committee).
- Boyko, N. (PhD, 2015). Initial Development and Psychometric Evaluation of the Distraction in General Scale (DIGS). Barnes-Farrell (Chair), Magley (Committee).
- Korbelak, K. (PhD, 2012). Stressful Judgment and Coping: An Empirical Investigation of Coping Affecting Judgment Under Stress. Holzworth (Chair), Magley & Warren (Committee).
- Marmet, M. (PhD, 2015). The Impact of Rater Personality and Purpose of Appraisal on Performance Ratings. Holzworth (Chair).
- McGonagle, A. (PhD, 2011). Testing a Model of Stigma Applied to Chronic Disease in the Workplace. Barnes-Farrell (Chair), Magley (Committee).
- Reeves, D. (PhD, 2014). Correctional Officer Burnout, Absenteeism, and Physical Health through a Salutogenic Lens: Understanding the Roles of Coworker Interactions and Individual Resilience. Henning (Chair), Magley & Warren (Committee).
- Shapiro, J.A. (PhD, 2015). Affect Variability at Work: Examining Pulse and Spin within a Stressor-strain Framework. Magley (Chair).
- Walker, C., Jr. (PhD, 2011). Psychological Climate for Engagement and the Role of Leader Behavior Patterns in Fostering Employee Engagement and Performance Behaviors. Barnes-Farrell (Chair), Magley (Committee).
- Walsh, B. M. (PhD, 2011). Workplace Incivility Training: A Model of Training Effectiveness. Magley (Chair).

D. Publications (Former trainees and current trainees; 39 in total)

- Barnes-Farrell, J., & Petery, G. A. (in press). Older worker issues. In S. Rogelberg & C. Reeves (Eds.) *The Encyclopedia of Industrial and Organizational Psychology*, Vol. 2, 2nd Ed. Thousand Oaks, CA: Sage Publications.
- Bauerle, T. J., McGonagle, A.K., & Magley, V.J (in press). Mere overrepresentation? Using cross-occupational injury and job analysis data to explain men's risk for workplace fatalities. *Safety Science*.
- Bunk, J., Dugan, A., Reese, A., & Barnes-Farrell, J. (2012) Understanding work-to-family conflict among self-employed workers: A cognitive appraisal perspective. *Journal of Entrepreneurship*, 21 (2), 223-251.
- Bunk, J.A., & Magley, V.J. (2011). Sensitivity to interpersonal treatment in the workplace: Scale development and initial validation. *Journal of Occupational and Organizational Psychology*, 84, 395-402.
- Bunk, J.A., & Magley, V.J. (2013). The role of appraisals and emotions in understanding experiences of workplace incivility. *Journal of Occupational Health Psychology*, 18, 87-105.
- Davies-Schriels, K., Burch, K., Barnes-Farrell, J., Cherniak, M. (2013). The prospective influence of sleep discrepancy in occupational burnout. *Sleep Science*, 6(Suppl. 1), 30.
- Delaney, C., Apostolidis, B., Bartos, S., Robbins, R., & Young, A.K. (2014). Pilot testing of the home care education, assessment, remote-monitoring, and therapeutic activities intervention. *Home Health Care Management & Practice*, first published online, May 12, 2014. doi:10.1177/1084822314530991
- Dove-Steinkamp, M.L., & Henning, R.A. Training under imposed communication delays benefits performance effectiveness of distributed teams (2012). Proceedings of the Human Factors and Ergonomics Society 56th Annual Meeting, 2432–2436.
- Dugan, A.G., & Magley, V.J. (2010). Services in the workplace. In B. Levin & M. Becker (Eds.), *A Public Health Perspective of Women's Mental Health* (pp. 261-294). New York, NY: Springer.
- Dugan, A., Matthews, R., & Barnes-Farrell, J. (2012). Understanding the roles of subjective and objective aspects of time in the work-family interface. *Community, Work & Family*, 15, 149-172.
- Gallus, J.A., Matthews, R.A., Bunk, J.A., Barnes-Farrell, J.L., & Magley, V.J. (2014). An eye for an eye? Exploring the relationship between workplace incivility experiences and perpetration. *Journal of Occupational Health Psychology*, 19, 143-154.

- Henning, R. A., Bizarro, A., Dove-Steinkamp, M. L., & Calabrese, C. (2014). Social Cybernetics of Team Performance Variability. In T.J. Smith, R. A. Henning, M. G. Wade, and T. Fisher (Eds), *Variability in Human Performance* (p.193-210). CRC Press: London.
- Henning, R.A., Reeves, D. W. (2013). An integrated health protection/promotion program supporting participatory ergonomics and salutogenic approaches in the design of workplace interventions. In: Bauer, G. and Gregor, J. (Eds.) *Salutogenic organizations and change: The concepts behind organizational health intervention research*. Springer, The Netherlands, pp. 307-324.
- Henning, R. A., Zweber, Z. M., Bizarro, A. M., Bauerle, T. J., Tubbs, D, & Reeves, D. W. (in press). Workers in Corrections. In M. Mittlemark's (Ed.) *Handbook of Salutogenesis: Past, Present and Future*. Springer.
- Kath, L.M. & Magley, V.J. (2014). Development of a theoretically-grounded model of sexual harassment awareness training effectiveness. In. P. Chen & C. Cooper (Eds.), *Wellbeing: A Complete Reference Guide, Work and Wellbeing, Vol. III* (pp. 319-338). West Sussex, United Kingdom: Wiley-Blackwell.
- Kath, L.M., Magley, V.J., & Marmet, M. (2010). The role of organizational trust in safety climate's influence on organizational outcomes. *Accident Analysis & Prevention*, 42, 1488-1497.
- Kim, Y. A., Lee, J., Kim, Y. J., Kim, M. Y., & Oh, K. J. (2011). Standardization study for the Korean version of the Caregiver-Teacher Report Form. *Korean Journal of Developmental Psychology*, 24, 65-86.
- Lee, J., Huang, Y. H., Robertson, M. M., Murphy, L. A., Garabet, A., & Chang, W. R. (2014). External validity of a generic safety climate scale for lone workers across different industries and companies. *Accident Analysis and Prevention*, 63, 138-145.
- Magley, V.J., Bauerle, T.J., & Walsh, B.M. (2010). Sexual harassment in the workplace. In R. Burke & C. Cooper (Eds.), *Risky Business: Psychological and Behavioural Costs of High Risk Behaviour in Organizations* (pp. 239-262). Surrey, United Kingdom: Gower.
- Magley, V.J., Gallus, J.A., & Bunk, J.A. (2010). The gendered nature of workplace mistreatment. In J. Chrisler & D. McCreary (Eds.), *Handbook of Gender Research in Psychology* (pp. 423-441). New York, NY: Springer.
- Matthews, R.A., & Barnes-Farrell, J.L. (2010). Development and initial evaluation of an enhanced measure of domain flexibility for the work and family domains. *Journal of Occupational Health Psychology*, 15, 330-346.
- Matthews, R., Barnes-Farrell, J., & Bulger, C. (2010). Advancing measurement of work and family domain boundary characteristics. *Journal of Vocational Behavior*, 77, 447-460.
- Matthews, R. A., Bulger, C. A., & Barnes-Farrell, J. L. (2010). Work social supports, role stressors, and work-family conflict: The moderating effect of age. *Journal of Vocational Behavior*, 76, 78-90.
- Matthews, R. A., Kath, L. M., & Barnes-Farrell, J. L. (2010). A short, valid, predictive measure of work-family conflict: Item selection and scale validation. *Journal of Occupational Health Psychology*, 15, 75-90.
- Matthews, R., Gallus, J., & Henning, R. (2011). Participatory ergonomics: Development of an employee assessment questionnaire. *Accident Analysis & Prevention*, 43, 360-369.
- Matthews, R., Swody, C., & Barnes-Farrell, J. (2012). Work hours and work-family conflict: The double-edged sword of work and family domain involvement. *Stress and Health*, 28, 234-247.
- McGonagle, A., & Barnes-Farrell, J. (in press, 2013). Chronic illness in the workplace: Stigma, identity threat, and strain. *Stress & Health*.
- McGonagle, A., Barnes-Farrell, J., Di Milia, A., Fischer, M., Hobbs, B., Iskra-Golec, I., Kaliterna, L., & Smith, L. K. (in press, 6/2013). Demands, Resources, and Work Ability: A Cross-National Examination of Health Care Workers. *European Journal of Work and Organizational Psychology*.
- McGonagle, A., & Kath, L. (2010). Work-safety tension, perceived risk, and worker accidents: A meso-mediational model. *Journal of Safety Research*, 41(6), 475-479
- Morrow, S. L., McGonagle, A. K., Dove-Steinkamp, M. L., Walker, C. T. Jr., Marmet, M., & Barnes-Farrell, J. (2010). Examining the differential impact of psychological safety climate perceptions on safety-related behaviors in the rail industry. *Accident Analysis and Prevention*, 42, 1460-1467.
- Reeves, D.W., Walsh, B.M., Tuller, M., & Magley, V.J. (2012). The positive effects of participative decision making for mid-level correctional management. *Criminal Justice and Behavior*, 39, 1361-1372.
- Robertson M, Henning R, Warren N, Nobrega S, Dove-Steinkamp M, Tiberica L, Bizarro A, and the CPH-NEW Research Team. (2013) "The Intervention Design and Analysis Scorecard (IDEAS): A Planning Tool for Participatory Design of Integrated Health and Safety Interventions in the Workplace" *Journal of Occupational and Environmental Medicine*, 55(12), S86-88.

- Walsh, B.M., Bauerle, T.J., & Magley, V.J. (2013). Individual and contextual inhibitors of sexual harassment training motivation. *Human Resource Development Quarterly*, 24, 215-237.
- Walsh, B.M., & Magley, V.J. (2014). An empirical investigation of the relationship among forms of workplace mistreatment. *Violence and Victims*, 2, 363-379.
- Walsh, B.M., Magley, V.J., Reeves, D., Davies-Schriels, K., Marmet, M., & Gallus, J.A. (2012). Workplace climate for incivility: Development of a new measure. *Journal of Business & Psychology*, 27, 407-420.
- Walsh, B. M., Tuller, M. D., Barnes-Farrell, J. L., & Matthews, R. A. (2010). Investigating the moderating role of cultural practices on the effect of selection fairness perceptions. *International Journal of Selection and Assessment*, 18, 366-380.
- Zohar, D., Huang, Y. H., Lee, J., & Robertson, M. M. (2014). A mediation model linking supervisory leadership and work ownership with safety climate as predictors of truck driver safety performance. *Accident Analysis and Prevention*, 62, 17-25.
- Zweber, Z.M., Henning, R.A., & Magley, V.J. (in press). A practical scale for multi-faceted organizational health climate assessment. *Journal of Occupational Health Psychology*.
- Zweber, Z.M., Henning, R.A., Magley, V.J., & Faghri, P.D. (in press). Considering the differential impact of three facets of organizational health climate on employees' well-being. *The Scientific World Journal*.

Appendix

Project-Period Trainee Summary Table

Trainee Name	Faculty Advisor	Training Start Date	Training End Date	Research Interests	Continued OHP/Research Activity
Kristopher Korbelak	Holzworth	2001	2012	team decision-making and resilience	employed in consulting firm; no longer research active
Curtis Walker, Jr.	Barnes-Farrell	2004	2011	leadership engagement	employed in consulting firm; no longer research active
Alyssa Silverberg McGonagle	Barnes-Farrell	2005	2011	chronic illness and workplace stigma/discrimination	Wayne State University tenure-track; active in OHP grants and publications; see list
Kim Davies-Schrils	Barnes-Farrell	2006	active trainee	health effects of workshift	see list
David Reeves	Henning	2006	2014	salutogenesis and work stress	employed in consulting firm; likely to remain research active; see list
Matthew Marmet	Holzworth	2006	2015	safety climate	employed at Northern Safety (OHP-related); no longer research active
Benjamin Walsh	Magley	2006	2011	workplace mistreatment interventions	University of Illinois at Springfield tenure-track; active in OHP grants and publications; see list
Nicole Johnson	Barnes-Farrell	2007	2015	work-life boundaries and distraction/rumination	employed at Volpe Transportation Center (OHP-related); see list
Megan Dove-Steinkamp	Henning	2007	internship	team resilience and work efficacy	Army Research Institute (internship); OHP dissertation in progress
Scott Ryan	Holzworth	2008	2014	health communication/decision-making and technology	employed at Virgin Pulse (OHP-related, health promotion)
Timothy Bauerle	Magley Henning	2008	internship	mistreatment and masculinity	NIOSH OMSHR (internship); see list
Clark Calabrese	Henning	2009	internship	team coordination	Volpe Transportation Center (internship); see list
Jin Lee	Henning	2009	2014	work-safety tension; safety climate	Liberty Mutual post-doc; see list
Zhuo (Joyce) Chen	Barnes-Farrell	2010	active trainee	work-safety tension; sources of support	OHP-related thesis completed; writing dissertation proposal

Zandra Zweber	Henning	2010	2014	workplace health climate	seeking OHP-related employment; likely to remain research active; see list
Jenna Shapiro	Magley	2010	2015	workplace mistreatment; work emotions	OHP-related dissertation completed; manuscripts under review/in progress
Lindsey Graham	Barnes-Farrell*	2011	active trainee	workaholism culture	OHP-related thesis in progress
Anna Young	Barnes-Farrell*	2011	active trainee	telecommuting; workplace aggression normalization	OHP-related thesis completed; manuscripts under review/in progress
Andrea Bizarro	Henning	2011	internship	team communication and productivity	PepsiCo (internship); OHP-related thesis completed; see list
Katrina Burch	Barnes-Farrell	2012	active trainee	work-life boundaries and recovery/rumination	OHP-related thesis in progress
Gretchen Petery	Barnes-Farrell	2012	active trainee	aging workforce	OHP-related thesis in progress
Xiaoyuan (Susan) Zhu	Dalal	2012	active trainee	workaholism culture and health	OHP manuscripts in progress
Diana Tubbs	Henning	2012	active trainee	health effects of excessive overtime	OHP-related thesis in progress
Lauren Gannon	Henning	2014	active trainee	team stress	OHP-related thesis in progress
Kerri Nelson	Magley	2014	active trainee	workplace incivility	OHP-related thesis in progress
Madeline Schiappa	Mellor	2014	active trainee	team risk-taking	OHP-related thesis in progress