

FINAL CLOSEOUT REPORT

PI:
Leslie B. Hammer, PhD

Co-Investigator:
Donald Truxillo, PhD

Contact Information:
Department of Psychology
Portland State University
P.O. Box 751 (PSY)
Portland, OR 97207-0751
Phone: 503-725-3971

Office of Research & Sponsored Projects
Portland State University
P.O. Box 751 (ORSP)
Portland, OR 97207-0751

Project Title:
Graduate Training in Occupational Health Psychology

Date of Report:
09/30/2015

CDC/NIOSH Grant Number:
2T01OH008435-10

Start and End Date of the Project Period Covered by this Report:
07/01/2010-06/30/2015

Table of Contents

Section	Page
Title Page	1
Table of Contents	2
List of Terms and Abbreviations	3
Abstract	4
SECTION I	
Significant (Key) Findings	5
Translation of Findings	5
Outcomes/Impact	6
SECTION II	
Scientific Report	7-20
Publications	21-30
Table 1. OHP Graduate Students to Date	31-32

List of Abbreviations

APA—American Psychological Association
ASA—Association for Psychological Science
ERC—Education and Research Center
CROET—Center for Research on Occupational and Environmental Toxicology
GOSH---Governor's Occupational Safety and Health conference
LERC—Labor Education and Research Center
NICHD—National Institute for Child Health and Human Development
NIOSH—National Institute for Occupational Safety and Health
OHP—Occupational Health Psychology
OHSU—Oregon Health & Science University
OSH—Occupational Safety and Health
PSU—Portland State University
SHARP—Safety and Health and Research for Prevention program
SIOP—Society for Industrial and Organizational Psychology
SOHP—Society for Occupational Health Psychology
TPG—Training Program Grant
TWH—Total Worker Health
UW—University of Washington

Abstract

The graduate training program at Portland State University addresses a currently under-represented discipline of Occupational Safety and Health, namely, Occupational Health Psychology (OHP). OHP involves the application of psychological principles to improving the quality of worklife and promoting the safety, health, and well-being of people at work. Our goal for the program is to serve as a national model for an OHP training program that successfully balances science and practice perspectives while remaining multidisciplinary in nature. In 2002, the Portland State University-Occupational Health Psychology (PSU-OHP) program received the first National Institute for Occupational Safety and Health (NIOSH) Training Program Grant (TPG) in the area of OHP (for the 02/03, 03/04, and 04/05 academic years). We offer a Ph.D. in Applied Psychology with a minor in OHP. In the first two years of the original grant, we constructed a fully-functioning program that produced two doctoral graduates in 2005. Our TPG was renewed in 2005 for five years. During that five year period we graduated another 5 OHP doctoral students, hiring new faculty in the area, expanding our expertise in occupational safety, and obtaining significant research funding of studies with strong OHP foci. In 2010 we were renewed for another five years and during that time we graduated 13 more students for a total of **20** PhD graduates from our program and almost all are employed in related fields using their OHP knowledge and skills. In addition, we currently have **13** students in our program. Our OHP trainees are prepared for jobs in industry, academia, public service, community health, or consulting, and have expertise in worker health, safety, and well-being. Specific examples of areas of practice for OHP include behavioral preventative medicine, accident and injury prevention, workplace violence reduction, executive coaching, behavioral management consulting, behavioral epidemiology, and health and safety policy development. Dr. Leslie Hammer and Dr. Donald Truxillo oversee administration of the OHP program. Drs. Hammer and Truxillo are Industrial/Organizational Psychologists, trained in applying psychological principles to understanding individual behavior in work organizations with emphasis on issues related to OHP. Dr. Hammer serves as Program Director and is in charge of all administrative structures related to the training program including internal curricular issues, student recruitment, retention, advising, and supervision of student theses, dissertations and internships. Dr. Hammer also teaches our required Occupational Health Psychology course and our required seminar in Occupational Safety and Health. Dr. Truxillo serves as Associate Director of the program and assists Dr. Hammer with all facets of program administration and student supervision. Dr. Truxillo teaches Advanced Industrial Psychology and Organizational Training and Development. Both Dr. Truxillo and Dr. Hammer maintain regular contact with all Supporting and Adjunct faculty, as well as with the OHP Advisory Board. We currently have 5 additional core OHP faculty (Bauer, Fritz, Mohr, Olson, Yang) and 6 supporting faculty at PSU. We are also currently conducting a faculty search for at least one, if not two, new OHP faculty members.

Significant (Key) Findings

OHP is a rapidly expanding interdisciplinary field focusing on the promotion, development, and evaluation of workplace health and safety-related initiatives. OHP researchers and practitioners draw from the domains of public health, preventive medicine, nursing, industrial engineering, law, epidemiology, and psychology to develop sound theory and practice for protecting and promoting the safety, health, and well-being of individuals in the workplace. Currently, PSU is only one of two NIOSH TPGs that specifically focuses on OHP. There are two other OHP programs that are part of Education and Research Centers (ERCs), at the University of South Florida and at the University of Colorado/Colorado State University ERC. Thus, there is both a need for specialized training in OHP, as well as a need for TPGs in our region, the Pacific Northwest. Therefore, the purpose of this training program is to provide formal graduate training in OHP. Our goal for the program is to serve as a national model for an OHP training program that successfully balances science and practice perspectives while remaining multidisciplinary in nature. We currently have 7 core OHP Faculty, compared to 2 when the grant was originally funded, thus demonstrating institutional commitment to the program. In addition to Drs. Hammer and Truxillo, our core OHP faculty includes Dr. Talya Bauer, Dr. Charlotte Fritz, Dr. Liu-Qin Yang, Dr. Ryan Olson, and Dr. Cynthia Mohr.

One of the primary Key Findings of our training program is related to the number of graduate students whom we have graduated and the relevance of their training to the jobs they now occupy. More specifically, during this past award period (2010-2015) we have **graduated a total of 13 students** with the OHP minor, and almost all are employed in related fields using their OHP knowledge and skills. We **currently have 13 students** in the program for Fall 2015. Furthermore, we have had over 350 potential trainees who have applied to the program during this project period, but we were only able to offer admissions to 25 students, with 13 actually entering the program. In addition, we have increased our efforts at attracting a more diverse group of trainees.

Translation of Findings

Perhaps the biggest impact of our program and indicator of its success is the success of our graduate students. As mentioned, we have now graduated a total of 20 students with the OHP minor, 13 of whom graduated during this past award period, and we will have another 13 students progressing through the program as of September 2015. Our students are completing the Ph.D. in about 5 years and are obtaining jobs where they apply their OHP skills. In the words of one former student, Dr. Nanette Yragui, "My experience in the program was overwhelmingly positive as I had coursework, applied research experience, and program support for professional development activities such as conference attendance for presenting OHP research that all contributed to my ability to find a position in my chosen field of OHP. My current position at the Safety and Health and Research for Prevention (SHARP) program was obtained based on my education specialization in the OHP field. My job title is "*Occupational Health Research Psychologist*" and I am developing a program of research in the areas of work stress, workplace violence, and work-family. I have found, after completing one year in this new position, that my program prepared me well for the challenges in initiating and conducting applied research in the field."

Our students are taking on meaningful jobs that have an impact on occupational safety and health both regionally and nationally. These include the Chief Executive Officer Health Assessment and Research for Communities (HARC, Inc); Assistant Professor in one of the top OHP programs in the country (Colorado State University), and Research Associate with RTI, just to name a few. We have been averaging between 30-35 publications per year between our faculty and graduate students with many of the faculty publishing regularly with graduate students.

Additional student achievements during the project period include one of our students who received the best intervention paper award at the 2015 American Psychological Association (APA)-NIOSH Work, Stress, and Health conference, and another student received a prestigious NSF Fellowship. Our program is clearly viable,

sustaining, and growing, with 13 graduates to date, 5 core faculty, 4 supporting faculty, and one supporting Adjunct Faculty.

Outcomes/Impact

In addition to our successes with our OHP trainees, we have also had successes in the area of research grant funding by Core OHP faculty which intimately involve our trainees and provide them the professional framework and experience for developing independent careers. For example, Dr. Leslie Hammer, Director of the OHP program, has brought in over 12M in extramural funding from NIOSH, NIH, and the DOD over the past 11 years, as well as other smaller grants, to study issues related to occupational health and safety and work-nonwork stress. Dr. Donald Truxillo has received subcontracts as part of SAMSHA and NIDA grants, as well as funding from the Portland Water Bureau, the Society for Human Resource Management (SHRM) Foundation, and USDOT/OTREC to study worker safety, supervisor training to reduce substance abuse, and workplace driver interventions. Dr. Charlotte Fritz has received funding from the OHWC to conduct an intervention in the correctional setting focusing on training supervisors in family-supportive and safety-supportive behaviors. Dr. Liu-Qin Yang studies ways of managing workers' stress and engagement, and worker safety issues via the lens of aggression prevention, as funded by the China-Equivalent National Science Foundation, the pilot grant program of the NIOSH/ERC at the University of South Florida, and competitive contract from for-profit organizations. Dr. Cynthia Mohr has been funded by the Northwest Health Foundation, NIH, and the Medical Research Foundation to study issues related to stress and alcohol use, as well as to study issues related to work stress and retention among nurses. Dr. Talya Bauer has received funding from the SHRM Foundation to study workplace interventions for job applicants and leaders. Finally, Dr. Ryan Olson who is with Oregon Health and Science University in the Oregon Institute for Occupational Health Sciences and a member of the OHWC, has funded occupational health and safety research projects from NIOSH and NHLBI. All of these projects involve our trainees, and most of them supplement funding for our trainees.

We continue to be significant partners in the **Oregon Healthy Workforce Center (OHWC)**, a **NIOSH Center of Excellence on Total Worker Health**, which is a collaboration between OHSU's Center for Research on Occupational and Environmental Toxicology (CROET), PSU's Occupational Health Psychology program, the Center for Health Research (CHR) and the University of Oregon's Labor Education Research Center (LERC). Dr. Hammer serves as the Associate Director of the Center and has been playing an active role in attending quarterly TWH Steering Committee Meetings with the other 3 TWH centers. In addition, PSU's research project, Team-Based Work-Life and Safety Intervention for Construction Workers, is led by Principal Investigators Drs. Leslie Hammer and Donald Truxillo. The PIs, along with Dr. Todd Bodner (Co-I) and OHP graduate students, Jenn Rineer, Joseph Sherwood, Ana Costa, and Amy Pytlovany are working on this project and currently have several working papers in the works based on findings. In addition, the PSU research project has a full-time Project Manager, Mariah Kraner, who has been coordinating the day-to-day activities of the project. The project is focused on testing the effectiveness of an integrated intervention that includes supervisor training and team effectiveness training designed to increase work-life support and support for improving safety among a sample consisting primarily of construction workers with the City of Portland Water Bureau and Bureau of Transportation. Most of our team members attended the NIOSH/APA Work, Stress, and Health conference in May 2013 and 2015 and presented aspects of this work, as well as attending the first Total Worker Health Symposium in the Fall 2014.

Dr. Hammer also serves as the Associate Director of the Oregon Healthy Workforce Center (OHWC) a NIOSH TWH center of excellence. Thus, our students are afforded the opportunity to interact with OHWC faculty, to serve as RAs on their projects, and to attend many of the related OHWC outreach activities including the partners' luncheon, the seminars, and the conferences. In addition, as part of the OHWC, under the direction of Dr. Hammer, we began the international OHP Summer Institute. This institute ran in 2012 and again in 2014 and is in planned for 2016.

Scientific Report

According to Sauter and Hurrell (1999), OHP emerged in response to three developments: “(a) the growth of and recognition of stress-related disorders as a costly occupational health problem; (b) the growing acceptance that psychosocial factors play a role in the etiology of emergent...problems such as upper extremity musculoskeletal disorders; and (c) recent and dramatic changes in the organization of work that foster both job stress and health and safety problems at work (p. 177).” Quick (1999) suggests that OHP has the general goal of developing, maintaining, and promoting healthy workplaces in the context of Industrial/Organizational psychology.

Because the OHP program is interdisciplinary in nature and because many of our faculty are interested in health-related aspects of applied psychology, our department’s faculty strongly support the program. In fact, one of the ways PSU faculty members have learned about our program is through their participation on OHP thesis and dissertation committees. Thus, our program includes participation by core OHP faculty, supporting departmental faculty, PSU faculty from other disciplines, and supporting adjunct faculty from other institutions in the surrounding community, including OHSU. It is important to note that these are not simply participants “in name”: All of the faculty play significant roles in the program, including student training, participation on doctoral committees, facilitating community outreach, and collaboration on OHP research. All of our faculty have active research programs and regularly publish with students. Since 2015, our core and supporting faculty and graduate students, collectively, have published over 150 papers and book chapters, many of those with our graduate trainees.

We currently have 7 core OHP Faculty, compared to 2 when the grant was originally funded, thus demonstrating institutional commitment to the program. In addition to Drs. Hammer and Truxillo, our core OHP faculty includes Dr. Talya Bauer, Dr. Charlotte Fritz, Dr. Liu-Qin Yang, Dr. Ryan Olson, and Dr. Cynthia Mohr.

Dr. Hammer has been a member of the Department of Psychology at PSU since January, 1990, and has supervised 27 student theses and 15 doctoral dissertations. Dr. Hammer has brought in over \$13.5M of external funding for research related to work-family issues, a primary area of OHP. Most recently Dr. Hammer was awarded a grant from the Department of Defense to study ways to increase supervisor support and enhance employment retention for veterans reintegrating into the workforce using a randomized trial design. Her research focuses on ways in which organizations can help reduce work and family stress and improve positive spillover among employees by facilitating both formal and informal workplace supports, such as Family Supportive Supervisor Behavior (FSSB) training. She has worked with such employee populations as grocery workers, health care workers (specifically nursing aid workers), construction workers, information technology workers, and is currently working with employment support and retention for our nation’s military veterans. She is a Fellow of the Society for Industrial and Organizational Psychology and the American Psychological Association. In 2013 she was the recipient of the University’s Branford Price Millar Award for Excellence in Research Scholarship. Dr. Hammer is on the editorial boards of the *Journal of Occupational Health Psychology* (past Associate Editor), *Journal of Management*, *Journal of Business and Psychology*, *Journal of Applied Psychology*, and the *Journal of Occupational and Organizational Psychology*. She has published numerous articles on work and family in such publications as the *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, *Journal of Vocational Behavior*, *Journal of Family Issues*, *Human Resource Planning*, and *Journal of Marriage and the Family* and co-wrote a book with Dr. Margaret Neal entitled *Working Couples Caring for Children and Aging Couples: Effects on Work and Well-Being*.

Her recent work also includes co-authored articles that reflect her multidisciplinary contributions to the field of OS&H including a book chapter in *American Industrial Hygiene Association* (Landsbergis, Sinclair, Dobson, Hammer, Jauregui, LaMonagne, Olson, Schnall, Stellman, & Warren, 2011), a journal article based on an NHLBI-NIOSH workshop on chronic disease in the workplace in *American Journal of Public Health* (Sorensen, Landsbergis, Hammer, Amick, Linnan, Yancey, Welch, Goetzl, Flannery, & Pratt, 2011), as well as a recent *Journal of Environmental and Occupational Medicine* article (Hammer & Sauter, 2013). Additionally, Dr. Hammer is currently serving a 4-year term on the NIOSH study section, further illustrating her multidisciplinary reach beyond Psychology.

Dr. Hammer is a leading expert on work and family and occupational stress, more generally, and serves regularly as a consultant on occupational stress and work and family issues. She was invited to provide a leading article in the second issue of the NIOSH Total Worker Health Newsletter in 2012, and was invited to participate in the 2nd NIOSH Total Worker Health webinar, focusing on occupational stress that will be aired in August, 2014. In addition, she has been invited to give talks on occupational stress, OHP and TWH at the University of Washington ERC (2011), Sunshine ERC (2014), and the Mountain and Plains ERC (2014), and is connected nationally and internationally in the area of work-life stress. She is currently supervising 7 OHP trainees. OHP trainees have also been involved in Dr. Hammer's research projects, they have taken her OHP course, she has supervised a number of OHP internships, and she has served on thesis and dissertation committees for a number of trainees.

Dr. Donald Truxillo. Dr. Truxillo is a Professor of Psychology and joined the Department of Psychology at PSU in September 1994. He has supervised 15 doctoral dissertations and dozens of Masters theses. His work in the field of OHP has included examinations of employee attitudes toward employer drug and alcohol policies. His work examines issues associated with older workers, including job design for older and younger workers, older worker stereotypes, and work ability. He also examines issues associated with antecedents of workplace safety, as well as applications of organizational justice theory. He is a co-PI on a NIOSH-funded grant to study the health, safety, and wellbeing of public sector construction workers as part of the Oregon Healthy Workforce Center.

Over the past 5 years he has published over a dozen peer-reviewed articles and chapters on designing jobs for the aging workforce and on age stereotyping. He has also edited a journal special issue on age in the workplace (*European Journal of Work and Organizational Psychology*), and is co-editing a SIOP Frontiers book on developing a research agenda to address the coming changes in the workforce. He is a cofounder of an international network of researchers who study the workforce age issues and an associated biannual meeting (2011; 2013). He recently gave keynote talks on aging workforce issues at the European Association for Work and Organizational Psychology meeting (2013, Munster) and at the European Network of Organizational Psychologists (2014, Paris). He is currently on the editorial boards of six journals, including the *Journal of Applied Psychology* and *Personnel Psychology*. He served for four years (2008-2012) as associate editor for the *Journal of Management*, and he is currently an associate editor at *Work, Aging and Retirement*. He recently received a Fulbright Specialist Grant to visit the University of Trento, Italy (November-December, 2013). He is a fellow of the American Psychological Association, Association for Psychological Science, the International Association for Applied Psychology, and the Society for Industrial and Organizational Psychology. He is currently supervising 4 OHP trainees. OHP trainees have also been involved in Dr. Truxillo's research projects, they have taken his courses, he has supervised a number of OHP internships, and he has served on thesis and dissertation committees for a number of trainees. He has coauthored numerous articles and chapters with OHP trainees.

Dr. Talya Bauer. Talya N. Bauer is the Cameron Professor of Management at Portland State University and an Affiliated Faculty Member to the Psychology Department. Dr. Bauer is an award winning teacher and researcher. She conducts research about relationships at work. She is the recipient of the 2012 SIOP Distinguished Teaching Award. She has acted as a consultant for dozens of government, Fortune 1000, and start-up organizations. Dr. Bauer is involved in professional organizations and conferences at the national level such as serving on elected positions such as the Human Resource Management Executive Committee of the Academy of Management and Member at Large for SIOP. Dr. Bauer is the former Editor of the *Journal of Management* and is currently serving as Associate Editor for the *Journal of Applied Psychology*. She is currently supervising 1 OHP trainee. OHP trainees have also been involved in Dr. Bauer's research projects and she has served on thesis and dissertation committees for a number of trainees.

Dr. Charlotte Fritz. Dr. Fritz joined the Department in Fall, 2009 and is an Assistant Professor in Industrial/Organizational Psychology and a faculty within the Occupational Health Psychology Graduate Training Program at Portland State University. She graduated with her Ph.D. in Industrial/Organizational

Psychology from the University of Braunschweig, Germany, in 2005 and then held a position as Assistant Professor in Industrial/Organizational Psychology at Bowling Green State University from 2005 to 2009.

Her research program focuses mainly on occupational health psychology. Specifically, she examines how employees' work and nonwork lives interact. For example, how do experiences at work impact employees during their nonwork time? How do employees recover from work stress (e.g., through sleep, psychological detachment from work, relaxation) during work breaks (i.e., vacations, weekends, evenings, lunch breaks)? And how does recovery from work stress impact employee affect, well-being, and performance in the workplace? In addition, Dr. Fritz is interested in understanding the role of interruptions at work in employee self-regulation, well-being, and performance. To examine these phenomena she has conducted field research in a variety of occupational sectors such as non-profit, information-technology, and public service.

For the past three years Dr. Fritz (together with other colleagues) has established an ongoing collaboration with the Oregon Department of Corrections examining work stress, well-being, work-life balance, and health behaviors in correction officers. Based on an extensive survey study she received grant funding from the Oregon Healthy Workforce Center to implement a pilot intervention that is aimed at reducing work stress and increasing work-life balance and health in correction officers. She teaches the required Advanced Organizational Psychology course, as well as the Occupational Health Psychology required course. She is currently supervising 4 OHP trainees. OHP trainees have also been involved in Dr. Fritz's research projects, they have taken her courses, she has supervised OHP internships, and she has served on thesis and dissertation committees for a number of trainees.

Dr. Cynthia Mohr. Dr. Mohr joined the Department in 2001. Her area of specialization is focused on understanding how daily stress experiences impact alcohol use and health. She teaches courses in Health Psychology and Social Psychology of Mental Health, and she brings considerable expertise to the program in multi-level statistical analyses and daily process research designs. Dr. Mohr received her B.A. from Smith College in Massachusetts in 1991 and her Ph.D. in social psychology from the University of Connecticut in 1999. Before coming to PSU, she was a postdoctoral research fellow in the Alcohol Research Center at the University of Connecticut Health Center.

Dr. Mohr's research concerns psychosocial influences on subjective well-being and physical health and in particular the processes by which positive and negative facets of interpersonal relationships and emotions exert effects on health. To examine these processes, many of Dr. Mohr's research studies draw on daily process methodology, which are time-intensive investigations where people record experiences, thoughts, moods, and behaviors daily or multiple times a day, for periods ranging from a week to a month. Dr. Mohr has also drawn on dyadic designs and cross-cultural collaborations to examine the nature of interpersonal influence in her research work.

One area of particular focus to Dr. Mohr's research work has been the area of negative emotional experiences and alcohol consumption, based on motivational models of alcohol consumption that specify the conditions under which people consume alcohol and motivations therein. She has examined the day-to-day fluctuations between positive and negative experiences and subsequent alcohol consumption, and how these relationships vary as a function of social context. Further, she has considered the potential for positive experiences to buffer the effects of negative experiences on drinking. She is an associate editor at the *Journal of Social and Clinical Psychology*. She is currently a Co-investigator and conducting a Daily Family Study as part of a larger Department of Defense funded project (PI-Hammer). She is currently supervising 1 OHP trainee. OHP trainees have also been involved in Dr. Mohr's research projects, they have taken her health Psychology course as an elective course, and she has served on thesis and dissertation committees for a number of trainees.

Dr. Ryan Olson. Dr. Olson is an Associate Professor in the Oregon Institute of Occupational Health Sciences at Oregon Health and Science University. He serves as Adjunct Professor at PSU and serves a critical faculty role in the OHP program by provided expertise in the area of safety. Dr. Olson teaches the Professional Safety course, a required course that is part of the OHP training curriculum.

Dr. Olson's research is focused on safety and health interventions for lone workers, and on behavioral self-management methods. The overarching goal of this research is to understand how organizations can best protect and promote health among workers who are physically isolated from peers. Dr. Olson has extensive experience conducting injury prevention and health promotion research in transportation industries (aviation, bus, trucking), but also has current projects in home health care and long-term care industries. OHP trainees have been involved in Dr. Olson's research projects, have taken his required Professional Safety course, and he has hired OHP students to serve as Research Assistants on his grants.

Dr. Liu-Qin Yang. Dr. Yang joined the Department Fall, 2009. She is part of the core faculty of the OHP program at PSU. Her area of specialization is workplace aggression and quantitative methods. She was trained at the University of South Florida and has a specialization in OHP. Her mentor, Dr. Paul Spector, is one of the leading international scholars in the area of job stress.

Dr. Liu-Qin Yang is an Assistant Professor at Portland State University. Dr. Yang's research concerns how individuals fit with their work environments, with the ultimate goal of enhancing employees' and organizations' well-being and productivity. She focuses on understanding the dynamic person-environment fit processes in leading to higher employee and organizational well-being, through examining the interplay of individual characteristics (e.g., emotions, motivation, personality), unit-level factors (e.g., departmental-level aggression prevention climate), and societal aspects (e.g., cultural values or national income). Using the framework of person-environment fit, Dr. Yang's research interests specifically include workplace relationships and aggression prevention, work motivation, cross-cultural psychology, and quantitative methodology. OHP trainees have been involved in Dr. Yang's research projects, have taken her courses, and she has served on thesis and dissertation committees for a number of trainees.

Supporting Faculty. We have a total of 6 supporting faculty at PSU, and 1 supporting faculty member from OHSU. The supporting faculty members teach OHP electives, serve on graduate students' thesis and dissertation committees, and/or collaborate with OHP students on research projects. Three faculty who support the area are within the Psychology department (Davidson, O'Brien, Skinner), 2 in the School of Business Administration (Erdogan, Simon) and 1 in the School of Community Health (Neal). We also have 1 supporting faculty (Anger) from Oregon Health & Science University who also serves on our Advisory Board.

Three of the supporting faculty are housed in the PSU Psychology Department. Dr. Ellen Skinner is a Developmental Psychologist specializing in coping behavior and the development of perceived control. Dr. Skinner teaches Stress and Coping (PSY 510/610) and also leads a faculty research group focusing on the application of theories of coping to human behavior. Dr. Kerth O'Brien, a Social Psychologist, specializes in the study of social roles, social relationships, and health behavior. Dr. O'Brien also teaches one of the current OHP electives, Health Psychology (PSY 471/571). Dr. Sherwin Davidson is a Counseling Psychologist specializing in Vocational Psychology and Women in Organizations, especially in relation to leadership issues. Dr. Davidson also participates in our advisory board meetings and teaches an OHP elective, Women and Organizational Psychology (PSY 579), as well as relevant coursework in Vocational Counseling and Career Development. The two supporting faculty in the School of Business Administration (Erdogan and Simon) serve as committee members on these and dissertations and offer supplemental coursework for students to talk. Dr. Margaret Neal is a Gerontologist and is the Director of the Institute on Aging in the PSU School of Community Health. Dr. Neal and Dr. Hammer have collaborated on a great deal of work and family research, including several articles and an upcoming book on work and family conflicts in the Sandwiched Generation. Dr. Neal also has served on several of the Psychology Department's doctoral committees focused on work and family issues. Finally, Dr. Kent Anger, the Director of the OHWC, has been an Advisory Board member since the inception of the program in 2003. His expertise is in Behavioral Neurotoxicology and safety training.

OHP Advisory Board. Our OHP Advisory Board continues to play an instrumental role in our program. The Advisory Board meets formally once per each year (typically June), although the OHP program stays in regular contact with board members throughout the year. The Advisory Board provides feedback on ideas for OHP curriculum development, helps articulate long-term strategic goals for the program, and provides tactical

program support by facilitating community contacts, links to OHP internship opportunities, and support for community-based research projects.

The current and continuing board members include 2 OHSU faculty. Dr. Joseph Matarazzo, Emeritus Professor of Medical Psychology at OHSU, specializes in neuropsychology. Dr. Matarazzo is a former President of the American Psychological Association and was one of the founders of the field of Health Psychology. Two board members are OHSU faculty from the Institute for Occupational Health Sciences and also serve as adjunct faculty to our program (i.e., Dr. Ryan Olson), as mentioned above. Kent Anger is the Director of the OHWC and an international leader in Occupational Neurotoxicology. Dr. Anger specializes in Behavioral Neurotoxicology and was the Chief of the Neurobehavioral Research Section from 1971-1989 at NIOSH.

Four additional advisory board members provide unique perspectives on OHP in the contemporary workplace. Dr. John Crossen specializes in Vocational Rehabilitation and Psychological Assessment. Helen Moss is a labor educator from the Labor Education and Research Center (LERC) at OU. She and her colleagues at LERC have provided a valuable labor perspective on OHP. Lynda Enos is an Ergonomist in private practice. She has specific expertise in Ergonomics in the health care industry and as such, provides valuable expertise to the board. She is also the Chair of an upcoming international meeting on Ergonomics in Health Care that will take place in Portland, OR this fall. Finally, our newest member, David Cadiz, is director of WorkHealthy Oregon, a subsidiary of the Oregon Nurses Foundation and former graduate of our doctoral program. He has expertise in the aging workforce, workplace interventions, and research methods. These community board members have helped us dramatically expand our web of community contacts as well as helped raise regional awareness about our OHP program.

The OHP program produces doctoral-level graduates in Applied Psychology with a minor emphasis in OHP. This goal closely fits the PSU mission, which strongly values community service and community outreach. These values reflect our long-term goal of developing an OHP program that is accessible to a wide array of students, including traditional psychology doctoral students, students in other disciplines, and professionals employed in health and safety-related occupations. The Psychology department offers graduate training at the master's and doctoral levels in Applied Psychology with an emphasis in Industrial/Organizational, Applied Developmental, or Applied Social/Community. Applied Psychology has the goal of advancing knowledge through a scientific approach to human behavior and experience while addressing significant issues facing society. There are 16 full-time faculty members in the department and over 50 graduate students. Approximately 10% of our students are from underrepresented minority groups.

The OHP graduate curriculum currently serves as a minor area within our Applied Psychology Ph.D. program. Thus, all OHP trainees complete a curriculum that meets the requirements for the Ph.D. program in Applied Psychology. The program prepares students for professional practice in industrial, governmental, and public service organizations and for research and teaching in academic institutions. All NIOSH-funded trainees currently are required to be enrolled as full-time students in this program. The typical duration of the training program is 5 years.

The OHP curriculum is based in the Ph.D. in Applied Psychology. OHP serves as a minor area consisting of 4 required courses (i.e., Advanced Organizational Psychology, Occupational Safety and Health, (or Professional Safety) and a Seminar on Occupational Health Psychology), a minimum of 2 elective courses, and an OHP-related internship and dissertation. At least one elective must be from a list of approved electives that are offered in other departments at Portland State (e.g., School of Community Health), through the Oregon Masters in Public Health, or that are offered at Oregon Health & Science University. Examples of such courses our students have taken include Principles of Health Behavior, Epidemiology, Concepts in Environmental Health, and Foundations of Public Health. OHP students also conduct their thesis and dissertation research on a topic related to OHP. Examples of recent OHP thesis and dissertation topics include: the effects of work-family conflict on safety compliance and safety motivation, the effects of shiftwork on work and health outcomes, and the relationship between job insecurity and work-family conflict. Our OHP program supplements training for doctoral students beyond their major program of study both within psychology and outside of psychology.

The OHP specialization is reserved to the doctoral level. Although we encourage Masters level students to enroll in OHP courses and even to complete theses in areas related to OHP, they do not have the opportunity to formally identify OHP as a specialty until. Thus, NIOSH trainees are doctoral students who are required to complete an empirical thesis, or its equivalent, an internship, comprehensive exams, and an empirical dissertation related to OHP. These students are supervised by one of the Core Faculty members noted above.

In terms of credits, NIOSH trainees complete an OHP internship (8 credits), a dissertation related to OHP (27 credits), 16 required credit hours of OHP coursework, and 8 credits of OHP electives. Thus, 59 of their total required 112 credits focus on OHP. The general OHP curriculum including all required and elective course work is described in Table below. Students are required to take Advanced Applied Organizational Psychology, Occupational Health Psychology and then at least one of the following: Occupational Safety and Health or Professional Safety (see below for details).

Required Coursework for the Occupational Health Psychology Minor

Component	Course Titles
3 Required OHP Seminars	
PSY 516/616	<i>Advanced Applied Organizational Psychology¹</i>
PSY 510/610	<i>Occupational Safety & Health or Professional Safety</i>
PSY 550/650	<i>Occupational Health Psychology</i>
2 OHP-related Electives²	
<u>Psychology Electives</u>	
PSY 410/510 ⁴	<i>Work and Well-Being</i>
PSY 571	<i>Health Psychology</i>
PSY 554/654	<i>Social Psychology of Mental Health</i>
PSY 600	<i>Stress and Coping</i>
PSY 567	<i>Work and Family</i>
PSY 548	<i>Psychology of Work Motivation</i>
PSY 545	<i>Employee Development</i>
PSY 578	<i>Leadership and Group Effectiveness</i>
PSY 579	<i>Women and Organizational Psychology</i>
	<i>Other OHP Electives³</i>
<u>PSU Sociology Electives</u>	
SOC 595/695	<i>Medical Sociology</i>
<u>PSU School of Community Health Electives³</u>	
PHE512	<i>Principles of Health Behavior</i>
PHE550	<i>Health Promotion Program Planning</i>
PHE580	<i>Concepts of Environmental Health</i>
PHE511	<i>Foundations of Public Health</i>
PHE535	<i>Epidemiology Survey</i>
<u>PSU School of Business Electives³</u>	
MNGM 510	<i>Creating and Sustaining Healthy Organizations</i>

Component	Course Titles
<u>Electives at Oregon Health and Sciences University</u> ³	
PHPM 512	<i>Epidemiology</i> ⁵
PHPM 525	<i>Biometry</i> ⁶

Notes:

All courses listed are 4 credit hours, unless otherwise noted

¹ Required for all psychology Ph.D. students; prerequisite for other core OHP Seminars.

² OHP students must complete at least one elective in an area outside of psychology.

³ Other courses may be designed as OHP electives on the review and approval of the OHP Program Director or Associate Program Director. These could include new psychology seminars related to OHP or courses in other disciplines.

⁴ 410/510 is a generic seminar number used until a course has been officially assigned a number by the University. Courses must be taught twice before course numbers are assigned.

⁵ Students who complete Epidemiology I also may take PHPM 513 (Epidemiology II) and PHPM 514 (Epidemiology III)

⁶ Students who complete Biometry I also may take PHPM 526 (Biometry II) and PHPM 527 (Biometry III)

OHP Core Coursework. As part of our initial TPG proposal, PSU-OHP program faculty and OHP students conducted a content analysis of OHP syllabi gathered from APA/NIOSH sponsored OHP training programs, as well as content analyses of the APA Work Stress and Health Conference Call for Papers. We used these data (and feedback from our initial TPG proposal) to construct a three-course OHP sequence required of all NIOSH trainees: Advanced Applied Organizational Psychology, Occupational Health Psychology, and either Occupational Safety and Health or Professional Safety. Since 2009 we have added an alternative to the Occupational Safety and Health which was in response to our prior summary statement suggesting we needed to increase our offerings in workplace safety. At that time we invited Dr. Ryan Olson to teach, on a biannual basis, Professional Safety. This course provides an introduction to Professional Safety through different occupational sectors with a focus on a particular high-risk sector each year (e.g., Construction, Transportation, etc.). Students do sight visits and industry representatives provide guest lectures.

1. **Advanced Applied Organizational Psychology Course Objectives (Fritz)**

1. Understand the role of individual, group, and contextual factors in work settings
2. Reflect on your professional strengths and weaknesses
3. Create a research presentation based on a journal article
4. Integrate information from different research articles on a given topic
5. Propose solutions to organizational problems based on theoretical frameworks and empirical research

2. **Occupational Health Psychology Course Description (Hammer)**

This course emphasizes the application of professional psychological principles of practice, theory, and research to work settings. Occupational Health Psychology (OHP) is a rapidly expanding interdisciplinary field that focuses on science and practice drawn from psychology and other disciplines in the promotion and development of workplace health- and safety-related initiatives. Occupational Health Psychology researchers and practitioners draw from the domains of public health, preventive medicine, nursing, industrial engineering, law, epidemiology, and psychology to develop sound theory and practice for protecting and promoting the safety, health, and well-being of individuals in occupational settings. This is a survey course in Occupational Health Psychology with the intention to provide participants with an orientation to the field of Occupational Health Psychology.

3a. **Occupational Safety and Health Course Description (Hammer)**

The field of Occupational Safety and Health (OS&H) broadly covers issues related to disease and injury, work environment and workforce, and research tools and approaches. This course will provide a general overview of

key OS&H topics including causes of and prevention strategies for workplace injuries, accidents, and diseases, safety climate and behavioral aspects of safety, occupational health, epidemiology, and industrial hygiene. Theory and practice issues related to Occupational Safety and Health will be presented through the use of government technical reports, primarily from NIOSH, and selected readings from books such as *The Psychology of Workplace Safety* by Barling and Frone (2004) and *Health and Safety in Organizations* by Hofmann and Tetric (2003), among other empirical studies in the field. In addition, experts in the field will serve as guest lecturers to provide the broadest approach possible to the field of OS&H.

3b. Professional Safety Course Description (Olson)

The course is designed to engage students in assignments related to advancing the science and practice of injury prevention. Course readings will adopt a Total Worker Health perspective, which is aimed at integrating health protection (eliminating hazards, preventing injuries) with health promotion (healthy lifestyle, safe practices). The first half of the course will focus on current research related to transportation safety, field visits, and the practical aspects of working as a safety professional in an organization. This will include a class lecture by Harry Saporta (Trimet's top safety professional), [Trimet is the regional transit authority.] a tour of a Trimet facility, and in-class lectures about the hierarchy of safety controls, safety regulations, and practical challenges in preventing transportation-related injuries and crashes. Research articles from occupational health psychology and related disciplines on transportation topics will be reviewed and discussed in class. The second half of the course will focus on developing research reviews/proposals (adjusted for undergraduate and graduate level students) to study a topic of personal interest within a transportation industry. For each student this will involve developing and pitching ideas to the class, conducting a systematic (but limited/narrow) literature review, and writing a focused research review or proposal. Undergraduate students will write research reviews, while graduate students will write research proposals. The general aim of projects will be to advance our understanding of the causes of workplace injuries and/or effective injury prevention methods in transportation industries. It is hoped that some reviews/proposals might evolve into Senior honors theses, Masters theses, Dissertations, or summer internships at OHSU.

OHP Electives. Students must complete 2 OHP Electives (8 credits) including at least one from outside of psychology. We have substantially expanded the list of OHP electives since our initial TPG proposal. Moreover, the requirement of at least one non-psychology elective helps ensure that our students receive truly multidisciplinary training in OHP. For example, many OHP students take Principles of Health Behavior taught by Dr. Claire Wheeler from the PSU School of Community Health. Below are sample course descriptions (see full course Syllabi for sample OHP elective courses in Appendix A).

1. Principles of Health Behavior Course Description (Wheeler)

This overview course is designed to provide students with basic information concerning the interaction of biological, psychological, behavioral, sociocultural, and environmental processes that function in the promotion of health and prevention of disease. Theories developed to explain health and illness behaviors at the intrapersonal, interpersonal, and group/community levels are introduced and critiqued. Ethical considerations inherent to efforts designed to produce health-related behavior change are examined.

2. Research in Work Motivation Course Description (Yang)

Motivation is a central topic in the field of psychology (a PsycINFO search reveals over 53,000 articles on the topic!). This seminar is designed for graduate students to review the theoretical and practical significance of motivation as pertaining to the field of I/O psychology. Students will have the opportunity to review classical theories and research studies. However, students are expected to spend the bulk of the course time discussing contemporary work. My goals for the course are to a) further students' understanding of motivational theories and processes as integrated into various areas of I/O psychology, b) enhance students' ability to critically evaluate motivation theory and research, and c) stimulate students' interest in conducting motivation-related research. Throughout the course I use readings, discussions, presentations, and writing assignments to assist students' endeavor to master knowledge and skills important for becoming competent I/O psychologists.

3. Employee Development Course Description (Truxillo)

The course will cover the application of psychological principles in the areas of employee training and development. Topics include training needs assessment (organization, job, and person analysis); program

design; the application of learning principles to the work setting; evaluation of training programs; employee training and development methods; and current issues and research in the field.

4. Health Psychology Course Description (O'Brien)

Health psychology is the study of psychological influences on how people stay healthy, why people become ill, and how people respond when they do become ill. A good part of this course will focus on the stress process and on factors that change the effect of stress on a person's health. Where possible we'll look not only at physical health but also at mental health. And where possible, we'll examine the empirical evidence to support concepts in this field.

Internships. The internship provides students with the opportunity to: a) apply their OHP skills and knowledge in community settings, b) work under supervision of, and in collaboration with, safety and health professionals, and c) interact with target populations. The Program Director or Associate Director reviews internship sites and job responsibilities prior to a site being approved as an OHP internship. Our students have been placed in nationally-recognized internship programs, including the Occupational Health Internship Program (OHIP), the Sentis Internship Program, Liberty Mutual Research Institute for Safety Internship program, among others, and upon graduating, they have been placed in academic, government, and industry jobs related to OHP. An example of one of firms that has now hired 3 of our students as interns is Sentis. Below is an excerpt taking from the Sentis website that describes their work integrating psychology and safety primarily related to mine safety (<http://www.sentis.net/us/>):

Sentis is a world leader in the application of psychology to safety, leadership development and wellbeing in the workplace. We design solutions that take cultures beyond compliance to achieve outstanding results. Working with projects and operational sites, our assessment, training and consultancy services are tailored to meet the needs of your business or project. Our dedicated team of psychologists and industry specialists can be mobilized across the globe to build lasting performance improvement.

Internship placement typically occurs when one of the OHP faculty members is contacted by an outside agency interested in hiring an intern. After it is determined that the internship offers sufficient OHP content and is supervised by someone with OHP or OHP-related background, the Core Faculty discuss current student status, experience, and identify several potential matches for the internship. Then the faculty recommend the students to be interviewed. Over the years our students have filled extremely competitive national level internships and we have been told anecdotally that our students are coming in as some of the most prepared. Below is a listing of some example internships recently held by our students:

- 1) **University of Washington Department of Environmental and Occupational Health Sciences, Occupational Health Internship Program (OHIP).** Assist a team of industrial hygienists with a study focusing on commercial janitor occupational health and safety. Tasks included reviewing background literature, developing study survey, conducting participant interviews, and organizing advisory committee meetings. Continuing involvement in the project has included contributing to conference submissions and publications. This opportunity afforded the intern a chance to exercise their understanding of survey methodology and psychosocial stressors. Additionally, it provided exposure to the field of industrial hygiene and valuable field work experience with a low-wage, hourly workforce facing major safety and health concerns.
- 2) **Sentis.** Research Intern. Duties include conducting applied literature reviews, designing and maintaining research instruments (e.g., assessments, surveys, focus group and interview protocols), assisting in the coordination of research projects and the writing of research grant proposals, preparing research proposals, reports, and other research documentation, creating, manipulating, and managing relevant databases, performing descriptive and multivariate statistical analyses, working directly with clients to conduct research and implement occupational health, safety, and leadership interventions.
- 3) **Logitech.** Engineering Development and Human Resources Intern at Logitech. Designed, developed, and implemented a sustainable onboarding program for new employees. Designed and developed local safety program including the implementation of safety protocols and safety training for engineering lab. Created and managed a short-term health promotion initiative aimed at improving exercise and healthy eating

habits among employees. Developed and managed intern program including the development of training documents for managers directed at effectively onboarding interns and managing performance. Managed events (educational, collaborative, and social) for locally based interns. Led a project team to 're-brand' the look and feel of the local site, ensuring that the process was inclusive and that the end result reflected the theme of the business (music) and focus on creativity/innovation. Created and managed content on social media sites related to Logitech Music Business. Acted as project manager for team-building events, in particular Sand in the City 2012 in Portland.

- 4) **Washington State Department of Labor & Industries, Safety and Health Assessment & Research for Prevention program (SHARP).** This internship entailed researching work organization and individual factors that impact employees' quality of work life and safety across many different high-risk industries. In addition, internal consultation was provided to executive management on issues such as workplace bullying and how to create a supportive and healthy work environment.
- 5) **Liberty Mutual Research Institute for Safety (LMRIS):** Internship as an American Society for Safety Engineers (ASSE) fellow included assisting occupational health researchers in the fields of safety and ergonomics. Responsibilities included literature reviews and assistance developing a conceptual model to be used in future safety research. As a result an article was accepted for publication in the *Theoretical Issues in Ergonomics Science*.
- 6) **Liberty Mutual Research Institute for Safety (LMRIS).** Working with leading researcher in the safety field, Dov Zohar and Yueng-hsiang, a senior research scientist at LMRIS. The internship focused on safety climate projects for both the trucking and the utility industries.
- 7) **City of Portland Water Bureau.** As a Safety Department intern responsibilities included learning implementation systems and management. Further tasks included reviewing a wide variety of work sites to identify hazards and observe safety practices, work on chemical inventory and disposal, and safety inspections. Additionally, responsibilities included the development of inspection protocols for use by employees, and attending employee training delivered by Oregon OSHA-Oregon contractors.
- 8) **Oregon Health and Sciences University (OHSU).** Intern as a project manager of a 4-year R01 study on supervisor support and work outcomes for women in relationships with intimate partner violence. Responsibilities included coordinating research activities for five academic and community study partners, developing study protocols, instruments, and IRB documents, conducting focus groups, individual interviews, analyzing qualitative and quantitative data, and contributing to manuscripts for publication.
- 9) **Port of Portland.** Intern as a training and development coordinator in order to develop work-life stress training program for managers. This training focuses on teaching managers critical skills necessary to help employees manage work and family demands.
- 10) **Nike.** Global Demand Planning group. Consultation on the adoption and evaluation of a new training initiative that will affect all of the demand planners in the company. Specifically, focusing on how the training may reduce role ambiguity and role conflict, and how this may reduce stress among employees.

OHP Comprehensive Exam. Students take comprehensive exams before completing their dissertation proposal and after completing all coursework. The exam consists of separate tests in the (a) departmental major area (8 hours of exams) and (b) a minor area (4 hours of exams). All NIOSH trainees complete their minor area examination in OHP. These exams are taken after the completion of the Master's thesis and before the start of the Dissertation.

Dissertation. The Core OHP faculty supervise all OHP dissertations. Supporting and Adjunct Faculty typically serve as committee members. Below are examples of recent research topics related to OHP.

- The moderating effect of role quality on work-family conflict and wellbeing
- Investigating associations among work, family, and sleep
- Building resources at home and at work: Examining job crafting and recovery experiences as resource building strategies

- Supporting the Aging Workforce: The Impact of Psychosocial Workplace Factors on Employees' Work Ability
- Workplace aggression: A multi-study investigation of work and nonwork causes
- The crossover effects of aggression from managers to employees
- Dynamic job satisfaction shifts: Implications for manager behavior and crossover to employees.
- Socialization, newcomer well-being, and team adjustment in new organizations
- Do psychological experiences outside of work affect safety motivation and behaviors at work? An examination among corrections officers

Training Program Evaluation

To evaluate our program, we now routinely gather five types of data. First, we track the number of graduate applicants expressing an interest in OHP as part of our department's admissions process. During the past 5 years we have had, on average, about 65 applicants apply to the OHP program per year. Typically about 10% of those indicate they are from an ethnically diverse background. On average we accept between 2-4 students per year.

Second, we track students' progress through the established program benchmarks. These key benchmarks include completion of (and performance in) OHP courses, successful completion of the OHP comprehensive examination, and completion of the OHP dissertation. Student progress data also include tracking students' scholarly accomplishments related to OHP. It is important to note that learning and programmatic assessments are built into several of these benchmarks. For example, the OHP comprehensive examination provides a general assessment of students' mastery of OHP topics, and students must pass this examination to graduate from the program. Similarly, the dissertation research process helps establish student expertise in a specific area of OHP, and the committee review process serves as an assessment of students' ability to design, conduct, and interpret the results of OHP research. Data concerning progress toward student benchmarks are also routinely gathered as part of our department's annual graduate student evaluation process. Such data establish individual student learning and provide indicators of the extent to which the program is accomplishing its educational goals. Faculty evaluations also are both formally and informally fed back to students and used to establish individual academic plans for the next academic year.

Third, we track data concerning our OHP job placements. It is clear that our graduates are being placed in some of the top OHP jobs (see Table 1). For example, below is an excerpt from a job advertisement that is an excellent example of an OHP position. This was position was ultimately filled by one of our former OHP trainee graduates:

The Safety for Health and Research for Prevention (SHARP) in Olympia, WA is seeking an occupational health research psychologist (OHP) to join the multidisciplinary staff of its research team and to conduct investigations on the causes and prevention of workplace aggression, safety climate and workplace engagement and safety, and the behavioral, cognitive and organizational causes of workplace injuries. Responsibilities include collaborating in planning and executing studies, developing and testing research methods, collecting and organizing data, performing sophisticated statistical analyses, and contributing to development and publication of results in the scientific literature.

Fourth we have started conducting trainee exit interviews this past funding cycle and to date, and we have data from 6 graduates. We will be using the data to constructively move forward with the program this funding period.

Finally, the department now publishes annual research summaries that outline all scholarly products of the department. Such summaries establish the scholarly productivity of both students and faculty in the program.

Thus, our evaluative process permits us to make statements about the effectiveness of our training program, provides individual student assessment data, and serves as a developmental process for students. We specifically track publications of OHP graduate students and faculty. It should be noted that most of our OHP trainees are publishing in some of the top academic journals in our field. It is clear that our students have been very productive in their scholarly activities and much of this is afforded by the traineeships which enable the trainees to participate in extensive research.

Increased Effort at Minority Recruitment and Retention

The OHP program is now included as a routine part of our recruiting program for the doctorate in Applied Psychology. We have made an effort to recruit new faculty who are members from underrepresented groups (African American/Native American and Asian) and thus, we believe that having these faculty will assist with our recruitment of a diverse group of students. It should be noted, however, that we have systematically been able to recruit a diverse group of students over the past several years.

Dr. Hammer, Director of the OHP program, is the Associate Director of the OHWC. In addition, Dr. Truxillo, Associate Director of the OHP program, serves as Co-PI with Dr. Hammer on one of the funded projects that are part of the OHWC. In addition, Dr. Fritz was awarded one of the pilot grants from the OHWC. Thus, our students are afforded the opportunity to interact with OHWC faculty, to serve as RAs on their projects, and to attend many of the related OHWC outreach activities including the partners' luncheon, the seminars, and the conferences. In addition, as part of the OHWC, under the direction of Dr. Hammer, we began the international OHP Summer Institute. This institute ran in 2012 and again in 2014 and in both instances, exceeded expectations and filled registration with over 40 international registrants in 2012 and over 80 in 2014 (See the flier for the event in the Appendix D). Evaluations of the event came back very strong with ratings averaging over 4.5 on a 5 point scale with 5=very satisfied.

Hammer and Truxillo's specific research project, the Safety and Health Improvement Program (SHIP), addresses work-family stress, health, and safety outcomes among aging construction workers, a work sector and demographic group that the National Occupational Research Agenda (NORA Construction Sector Council, 2008) has targeted as under-studied. This study is a randomized control design that is evaluating the effects of a work-life and safety training intervention. This grant has provided continuous funding to one of our OHP trainees since its inception and has provided summer funding to an additional 3 students. In total, 7 of our OHP students have directly participated in research projects at the OHWC as research assistants or as part of their thesis/dissertation projects.

Annual OHP-CROET (renamed as Institute of Occupational Health Sciences) Conferences

The conferences have brought safety and health practitioners to PSU to learn about state of the art research and best practices in OHP. Not only have these conferences been outstanding educational opportunities for our students, they have also generated community contacts that have contributed to our program's success in terms of research opportunities and internships.

- In November 2014 (planned) co-hosting our 14th annual PSU-CROET Occupational Health Conference, focusing on "Intervention Effectiveness."
- In November 2013 we co-hosted our 13th annual PSU-CROET Occupational Health Conference, focusing on "The Changing Employment Relationship and Worker Safety and Well-Being", and we drew a crowd of over 50 people, most of whom were safety and health practitioners in the region.
- November 2012 we co-hosted our 12th annual PSU-CROET Occupational Health Conference, focusing on "Workplace Violence and Aggression", and we drew a crowd of over 60 people, most of whom were safety and health practitioners in the region.

- November 2011 we co-hosted our 11th annual PSU-CROET Occupational Health Conference, focusing on “Workplace Accommodtions for Special Populations” at work, and we drew a crowd of over 40 people, move of whom were safety and health practitioners in the region.
- November 2010 we co-hosted our 10th annual PSU-CROET Occupational Health Conference, with this year’s conference focusing on “Aging Workforce” and drew a crowd of over 50 people.

Additional Methodology Training through CARMA

The OHP program at PSU emphasizes methodological training through two main approaches. First, our OHP trainees have benefited from a series of qualitative and quantitative methods courses available in the curriculum inside and outside of psychology department, including foundation and advanced courses (e.g., first-year methods series vs. advanced courses on measurement). Second, our OHP trainees are enthusiastic learners of most up-to-date methods via attending the online consortiums offered by the Consortium for the Advancement of Research Methods and Analysis (CARMA). A few years ago our OHP faculty made efforts to start PSU’s CARMA membership; further, the faculty of our OHP program and the other psychology programs strongly encourage and support our OHP trainees’ efforts to learn via CARMA cutting-edge methodology as applicable to OHP research and practices. In fact, one of our OHP core faculty members and two quantitative psychology faculty members in our department have recently started a “Stats Lunch” series in our department. This colloquium series offers a great platform for our OHP trainees to present and improve their methodological applications in research projects that are often unique to the inter-disciplinary nature of OHP. In summary, our OHP program has established and maintained a positive culture that supports rigorous methodological training and encourages sophisticated methodological applications. The fact that our trainees often take upon job positions emphasizing data and analytics seems to have evidenced the benefits of our program’s methods-oriented culture.

Additional Community Outreach: Local and International

We have been steadily expanding our academic connections, both within PSU and at other institutions in the surrounding community. Space constraints limit us from describing the full scope of our community contacts. However, we have had countless meetings with OHP professionals in the surrounding community and in the region. Examples include our continued relationship with members of the Labor Education and Research Center at the University of Oregon, initial discussions with members of the University of Washington ERC, and new connections with the Oregon Department of Corrections and a host of employers in the state as result of our faculty’s ongoing OHP-related research programs. Within PSU, we have added relationships with other academic departments through our efforts to expand the number of OHP electives available outside of Psychology as well as through recruiting non-psychologists to serve on OHP-related dissertation committees. We are clearly seen as a community resource, and we are well-known among the regional OSH professionals. Finally, we have participated in meetings on the development of the joint PSU-OHSU School of Public Health and have been encouraging them to more proactively work *Occupational Health* issues into their curriculum.

Furthermore, in recent years we have added an international dimension to our outreach through the efforts of our core faculty. For example, since 2007 Donald Truxillo, along with colleagues at the University of Nice, France (Marilena Bertolino, Dirk Steiner) and the University of Trento, Italy (Franco Fraccaroli), have been developing an international research group on issues related to the aging workforce in the U.S. and the E.U. Projects include research on the availability of training and other organizational resources to older workers, the effects of older worker stereotypes in Italy versus the U.S., and effects of the age culture within organizations. As a result, Dr. Truxillo has visited the University of Trento 7 times to teach classes in Employee Training and to work on these research projects and is now a member of their Doctoral Training Committee, and several European colleagues have traveled to PSU. Dr. Truxillo also received a Fulbright Grant to work on this teaching and research at the University of Trento (2013), and a grant from the Italian Ministry of Education to teach a graduate class on Age in the Workplace at the University of Palermo. More recently, they have developed an international network of 50 workplace aging researchers and hosted two meetings (2011 and 2013) at the University of Trento, with a 2015 meeting to be held at University of Limerick. This collaboration

has generated dozens of conference presentations both in the U.S. and in Europe, , several peer-reviewed articles, a special issue of *European Journal of Work and Organizational Psychology* (2013, edited by Truxillo and Fraccaroli), and an edited book (Finkelstein, Truxillo, Fraccaroli, & Kanfer) to be published in 2015.

In line with the PSU motto “Let Knowledge Serve the City”, our OHP program has been playing a critical role in disseminating scientific knowledge of OHP to the local, national and international communities. We have been involved in communities in three ways. Firstly, we have served as leaders and active players in local, national, and international professional associations, such as the Society for Occupational Health Psychology (SOHP) and the Society for Industrial and Organizational Psychology (SIOP). For example, several members of our OHP faculty have served as president of or on the executive board of SOHP or SIOP, or as committee chair for the SOHP and/or SIOP conferences. Secondly, our OHP faculty members have been actively involved in editorial work of major journals in OHP, I/O psychology, and management. For example, many of our faculty members have served or are serving as editor or associate editor of some of the most influential journals in OHP or relevant fields, such as the *Journal of Management*, *Journal of Applied Psychology*, and *Journal of Occupational Health Psychology*. Through providing service to the professional associations and journals, our OHP program contributes to the development of OHP and relevant fields. Finally, our OHP program has been collaborating on research and/or intervention projects with organizations in Oregon, other US states, Italy, China, and many other countries. Through such collaborations, our program has gradually built up national and international reputation, generated and disseminated OHP-focused scientific knowledge across industries and countries, as well as brought about a wealth of internship and job opportunities for our OHP trainees.

Research colloquium (OHP –related speakers) in the past couple years

During this past funding period we have been able to attract outstanding scholars in the field to visit and provide a public talk, and meet with our OHP students. Some of these visits have been made possible through a combined effort with the OWHC. These scholars include, but are not limited to the following:

Tammy Allen, University of South Florida
Paul Bliese, Walter Reed Army Institute of Research
Russell Johnson, Michigan State University
Christopher Barnes, University of Washington
Alicia Grandey, Pennsylvania State University
Ruther Kanfer, Georgia Institute of Technology
Sabine Sonnentag, University of Mannheim, Germany
Mina Westman, Tel Aviv University, Israel
Ellen Kossek, Michigan State University
Jennifer Swanberg, University of Maryland, Baltimore
Joseph Hurrell, Editor, Journal of Occupational Health Psychology

**OHP Publications Since Last Grant Renewal (trainee and faculty names bolded)
(2010-2015)**

Berkman, L. B., Liu, S. Y., **Hammer**, L. B., Moen, P., Klein, L. C., Kelly, E., Fay, M., Davis, K., Durham, M., Karuntzos, G., Buxton, O. M. (in press). Work/family demands, cardiometabolic risk and sleep duration in extended care employees. *Journal of Occupational Health Psychology*. doi: 10.1037/a0039143

Hammer, L. B., Johnson, R. C., Crain, T. L., Bodner, T., Kossek, E. E., Davis, K. D., Kelly, E. L., Berkman, L. F., Buxton, O. M., Karuntzos, G., & Chosewood, L. C. (in press). Intervention Effects on safety compliance and Organizational Citizenship Behaviors: Evidence from the Work, Family, and Health Study. *Journal of Applied Psychology*.

Hammer, L., Truxillo, D., Bodner, T., Rineer, J., Pytlovany, A., & Richman, A. (in press). Effects of a workplace intervention targeting psychosocial risk factors on safety and health outcomes: Psychosocial factors and workers health and safety. *Biomed Research International*.

Lawson, K. M., Davis, K. D., McHale, S. M., **Hammer**, L. B., & Buxton, O. M. (in press). Daily positive spillover and crossover from mothers' work to youth health. *Journal of Family Psychology*.

Lee, S., Almeida, D. M., Davis, K. D., King, R. B., **Hammer**, L. B., & Kelly, E. (in press). Latent profiles of time adequacy for paid-work, parenting, and partner roles. *The Journal of Family Psychology*.

Lam, J., Fox, K., Fan, W., Moen, P., Kelly, E.L., **Hammer**, L., Kossek, E. (2015). Manager Characteristics and Employee Job Insecurity around a Merger Announcement: The Role of Status and Crossover. *The Sociological Quarterly*, 56(3): 558-580.

Davis, K. D., Lawson, K., Almeida, D. M., Kelly, E., King, R. B., **Hammer**, L., Casper, L., Okechukwu, C., & Hanson, G., & McHale, S. M. (2015). Parents' daily time with their children: A workplace intervention. *Pediatrics*, 135 (5), 875-882. doi: 10.1542/peds.2014-2057

Olson, R., Crain, T. L., Bodner, T., King, R., **Hammer**, L., Klein, L. C., Erickson, L., Moen, P., Berkman, L., & Buxton, O. M. (2015). A workplace intervention improves actigraphic sleep duration in a randomized, controlled study: Results from the Work, Family, and Health Network. *Sleep Health*, 1, 55-65. doi:10.1016/j.sleh.2014.11.003

Truxillo, D. M., Cadiz, D. E., & **Hammer**, L. B. (2015). Supporting the aging workforce: A review and recommendations for workplace intervention research. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 351-81.

DePasquale, N., Polenick, C., Davis, K. D., Moen, P., **Hammer**, L., & Almeida, D. M. (2015). The psychosocial implications of managing work and family caregiving roles: Gender differences among IT professionals. *Journal of Family Issues*, 1-25. doi: 10.1177/0192513X15584680

- Anger W. K., Elliot. D., Bodner, T., Olson, R., Rohlman, D.S., Truxillo, D.M., Kuehl, K.S., **Hammer**, L.B., Montgomery, D. (2015). Effectiveness of Total Worker Health Interventions, *Journal of Occupational Health Psychology*, 20, 226–247. <http://dx.doi.org/10.1037/a0038340>
- Moen, P., Kaduk, A., Kossek, E., **Hammer**, L., Buxton, O.M., O'Donnell, E., Almeida, D., Fox, K., Tranby, E., Oakes, J.M., Casper, L. (2015). Is work-family conflict a multi-level stressor linking job conditions to mental health? Evidence from the Work Family and Health Network. *Research in the Sociology of Work: Work & Family in the New Economy*, 26,177-217.
- DePasquale, N. Davis, K.D., Zarit, S.H., Moen, P., **Hammer**, L.B., & Almeida, D. M. (2014). Combining formal and informal caregiving roles: The psychosocial implications of double- and triple-duty care. *The Journals of Gerontology Series B: Psychological Sciences and Social Sciences*. doi: 10.1093/geronb/gbu139
- Kelly, E. L., Moen, P., Oakes, M., Fan, W., Okechukwu, C., Davis, K. D., **Hammer**, L. B., Kossek, E. E., King, R. B., Hanson, G., Mierzwa, F., Casper, L. (2014) Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network. *American Sociological Review*. Vol. 79(3) 485–516.
- Bodner, T., Kraner, M., Bradford, B., **Hammer**, L., & Truxillo, D. (2014). Safety, health, and well-being of municipal utility and construction workers. *Journal of Occupational and Environmental Medicine*, 56(7), 771-778.
- Kossek, E.E., **Hammer**, L.B., Kelly, E.L., & Moen, P. (2014). Designing Work, Family & Health Organizational Change Initiatives. *Organizational Dynamics*, 43, 53-63.
- Crain, T. L., **Hammer**, L. B., Bodner, T., Kossek, E. E., Moen, P., Lilienthal, R., & Buxton, O. M. (2014). Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. *Journal of Occupational Health Psychology*, 19, 155–167.
- Bauer, T. N., Erdogan, B., & Simon, L.** (in press). Successful new employee socialization: A review of the critical role of communication. In M. Gordon & V. Miller (Eds.), *Meeting the Challenge of Human Resource Management: A Communication Perspective*. NY: Routledge.
- Bodner, T., Kraner, M., Bradford, B., **Hammer, L., & Truxillo, D.** (2013). Safety, health, and well-being of municipal utility and construction workers. *Journal of Occupational and Environmental Medicine*.
- Ellis, A., Bauer, T. N., & Erdogan, B.** (in press). New employee organizational socialization: Adjusting to new organizations, insiders, and roles. In J. E. Grusec & P. D. Hastings (Eds.), *Handbook of Socialization: Theory and Research*. Guilford Press.
- Erdogan, B., & Bauer, T. N.** (in press). Leader-member exchange (LMX Theory). In N. Ashkanasy & J. Wright (Ed.), *International Encyclopedia of Social and Behavioral Sciences*(2nd Ed.).
- Erdogan, B., Bauer, T. N., & Walter, J.** (in press, December 10, 2013). Deeds that help and words that hurt: Helping and gossip as moderators of LMX to advice network centrality. *Personnel Psychology*.
- Finkelstein, L. M., **Truxillo, D. M., Fraccaroli, F., & Kanfer, R.** (in press). Facing the challenges of a multi-age workforce: A use-inspired approach. In L. Finkelstein, D. Truxillo, F. Fraccaroli, & R. Kanfer (Eds.),

Facing the Challenges of a Multi-Age Workforce: A Use-Inspired Approach. (SIOPFrontiers series.)
Taylor & Francis/Routledge.

- Fritz, C., Sonnentag, S., Spector, P. E., & McInroe, J.** (in press). *The weekend matters: Relationships between stress recovery and affective experiences.* *Journal of Organizational Behavior.*
- Hammer, L. B. & Demsky, C. A.** (2015). Work-life balance. In A. Day, K. Kelloway, & J. J. Hurrell, Jr. (Eds.), *Workplace well-being: Building positive and psychologically healthy workplaces.* Wiley Publications.
- Hammer, L. B., Demsky, C. A., Kossek, E. E., & Bray, J.** (Forthcoming). Work-Family Intervention Research. In Allen, T. D. and Eby, L. T. Eds). *Oxford Handbook of Work and Family.* Oxford University Press.
- Huang, Y.-H., Robertson, M., Lee, J., **Rineer, J.**, Murphy, L., & Garabet, A. (in press). Supervisory interpretation of safety climate vs. employee safety climate perception: Association with safety behavior and outcomes for lone workers. *Transportation Research Part F: Traffic Psychology and Behaviour.*
- Kossek, E. E., Moen, P., Wipfli B., **Hammer, L.**, Kelly, E., Anger, K., **Olson, R.**, Thompson, R., Okechukwu, C., Burke, L., Karuntzos, G., Brockwood, K. (In press). The Work, Family & Health Network Intervention: Core Elements and Customization for Diverse Occupational Health Contexts. In "Occupational Health Disparities among Racial and Ethnic Minorities: Formulating Research Needs and Directions," (Frederick Leong, Donald Eggerth, Daisy Chang, Michael Flynn, Kevin Ford, & Ruben Martinez, Editors). APA: Washington: D.C.
- Laraway, S., Snyckerski, S., **Olson, R.**, Becker, B., Poling, A. (In Press). The Motivating Operations Concept: Current status and critical response. *The Psychological Record.*
- McCabe, C.M., Arpin, S. & **Mohr, C.D.** (Forthcoming). Perceived Responsiveness, Stress, and Coping in the Workplace. In A. Stamatios Antoniou & C. Cooper (Eds.) *Coping, Personality and the Workplace: Responding to Psychological Crisis and Critical Events.* Gower Publishing.
- Moen, P., Kaduk, A., Kelly, E.L., Kossek, E., Hammer, L.** , Buxton, O.M., O'Donnell, E., Almeida, D., Fox, K., Tranby, E., Oakes, J.M., Casper, L. (in press). Is work-family conflict a multi-level stressor linking job conditions to mental health? Evidence from the Work Family and Health Network. *Research in the Sociology of Work: Work & Family in the New Economy.* Vol. 25.
- Nikolaou, I., **Bauer, T. N., & Truxillo, D. M.** (in press). Applicant fairness reactions to selection methods: An overview of recent research and suggestions for the future. I. Nikolaou & J. K. Oostrom (Eds.), *Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice.* London: Routledge/Psychology Press.
- Park, Y. & **Fritz, C.** (in press). Spousal recovery support and employee outcomes. *Journal of Applied Psychology.*
- Sonnentag, S., & **Fritz, C.** (in press). Recovery from job stress: The stressor-detachment model as an integrative framework. *Journal of Organizational Behavior.*
- Truxillo, D. M., Bauer, T. N., & McCarthy, J.** (in press). Applicant fairness reactions to the selection process. In R. Cropanzano & M. Ambrose (Eds.), *Oxford Handbook of Justice in Work Organizations.* Oxford, UK: Oxford University Press.
- Truxillo, D. M., Bauer, T. N., McCarthy, J. M., Ahmed, S., & Anderson, N.** (in press). Applicant fairness reactions to the selection process. In N. Anderson & D. Ones (Eds.), *IWO Psychology Handbook* (2nd Ed.). Thousand Oaks, CA: Sage Press.
- Truxillo, D. M., & Burlacu, G.** (in press). Does age matter to LMX and its outcomes? A review and future research directions. In T. Bauer & B. Erdogan (Eds.), *Oxford Handbook of Leader-Member Exchange.* Oxford University Press.

- Truxillo, D. M.**, Cadiz, D. M., & Rineer, J. R. (in press). The aging workforce: Implications for human resource management research and practice. (S. Jackson, editor). *Oxford Research Reviews*.
- Truxillo, D. M.**, Cadiz, D. E., & **Hammer, L. B.** (Forthcoming). Promoting the health and well-being of an aging workforce. *Annual Review of Organizational Psychology and Organizational Behavior*. Annual Reviews.
- Truxillo, D. M.**, Finkelstein, L., Pytlovany, A., & Jenkins, J. (Forthcoming). Age discrimination. In A. Colella & E. King, *Oxford Handbook of Workplace Discrimination*. Oxford University Press.
- Walker, H. J., Helmuth, C., Field, H. S., & **Bauer, T. N.** (in press, September 16, 2013). What did the company say? Job applicants' justice perceptions from initial organizational correspondence. *Human Resource Management Journal*.
- Yang, L.-Q.**, Liu, C., Nauta, M. M., **Caughlin, D. E.**, & Spector, P. E. (In Press). Be mindful of what you impose on your colleagues: Implications of social burden for burdenees' well-being, attitudes, and counterproductive work behavior. *Stress and Health*.
- Zaniboni, S., Fraccaroli, F., & **Truxillo, D.M.** (in press). Older workers and sustainable late careers: Job characteristic effects. In B. Van der Heijden & A. De Vos (Eds.), *Handbook of Sustainable Careers*, Edward Elgar.

Published: 2014

- Bauer, T. N.**, & **Erdogan, B.** (2014). Delineating and reviewing the role of new employee capital on organizational socialization. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 439-457.
- Bauer, T. N.**, **Erdogan, B.**, & Simon, L. (2014). Effective new employee socialization: A review of the critical role of communication. In M. Gordon and V. Miller (Eds.), Meeting the challenge of human resource management: A communication perspective. pp. 52-63. NY: Routledge.
- Bodner, T., Kraner, M., Bradford, B., **Hammer, L.**, & **Truxillo, D.** (2014). Safety, health, and well-being of municipal utility and construction workers. *Journal of Occupational and Environmental Medicine*, 56(7), 771-778.
- Crain, T. L.**, **Hammer, L. B.**, **Bodner, T.**, **Kossek, E. E.**, **Moen, P.**, **Lilienthal, R.**, & **Buxton, O.M.** (2014). Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. *Journal of Occupational Health Psychology*, 19, 155-167.
- Demsky, C. A.**, **Ellis, A. M.**, & **Fritz, C.** (2014). Shrugging it off: Does psychological detachment mediate the relationship between workplace aggression and work-family conflict? *Journal of Occupational Health Psychology*, 19, 195-205.
- Ellis, A.** & Krauss, A. D. (2014). Creating Sustained Change: Avoiding Derailment during the Last Stage of a Wellbeing Intervention. In M. Karanika-Murray & C. Biron (Eds.), *Derailed Organizational Stress and Well-Being Interventions: Confessions of Failure and Solutions for Success*. Springer
- Erdogan, B.**, & **Bauer, T. N.** (2014). Leader-member exchange (LMX) theory: The relational approach to leadership. In D. Day (Ed.), *Oxford Handbook of Leadership and Organizations*. Oxford, UK: Oxford University Press.
- Kelly, E. L., Moen, P., Oakes, M., Fan, W., Okechukwu, C., Davis, K. D., **Hammer, L. B.**, Kossek, E. E., King, R. B., Hanson, G., Mierzwa, F., Casper, L. (2014) Changing Work and Work-Family Conflict: Evidence from the Work, Family, and Health Network. *American Sociological Review*. Vol. 79(3) 485-516.
- Kossek, E.E., **Hammer, L. B.**, Kelly, E.L., & Moen, P. (2014). Designing Work, Family & Health Organizational Change Initiatives. *Organizational Dynamics*, 43, 53-63.

- Kovacs, J., **Truxillo, D. M.**, **Bauer, T. N.**, & Bodner, T. (2014). Perceptions of affirmative action based on socioeconomic status: A comparison with traditional affirmative action. *Employee Rights & Responsibilities Journal*, 26, 35-57.
- Mohr, C.**, Jacobs, L., McCabe, C., & Alley, L. (2014). Psychological reactivity: Implications for OHP. In S. Leka & R. R. Sinclair (Eds.), *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 3*. Chichester, UK: John Wiley & Sons. doi: 10.1002/9781118713860.ch5
- Olson, R.**, Wipfli, B., **Wright, R. R.**, Garrigues, L., Nguyen, T., & Lopez de Castro, B. (2014). Reliability and validity of the home care STAT (Safety Task Assessment Tool). *Applied Ergonomics*, 45 (4), 1157-66.
- Perrot, S., **Bauer, T. N.**, Abonneau, D., Campoy, E., **Erdogan, B.**, & Liden, R. C. (2014). Organizational socialization tactics and newcomer adjustment: The moderating role of perceived organizational support. *Group & Organization Management*, 39, 247-273.
- Sliter, M., Sinclair, R., Yuan, Z., & **Mohr, C.** (2014). Don't fear the reaper: Trait death anxiety, mortality salience, and occupational health. *Journal of Applied Psychology*, 99 (4), 759-769. doi: [10.1037/a0035729](https://doi.org/10.1037/a0035729)
- Sonnentag, S., Arbeus, H., Mahn, C., & **Fritz, C.** (2014). Exhaustion and lack of psychological detachment from work during off-job time: Moderator effects of time pressure and leisure experiences. *Journal of Occupational Health Psychology*, 19, 206-216.
- Vidyarathi, P., **Erdogan, B.**, Anand, S., Liden, R. C., & Chaudhry, A. (2014). One member, two leaders: Extending leader-member exchange theory to a dual leadership context. *Journal of Applied Psychology*, 99, 468-483.
- Wright, R.**, **Mohr, C.**, & Sinclair, R. (2014). Conflict on the treatment floor: An investigation of interpersonal conflict experienced by nurses. *Journal of Research in Nursing*, 19 (1), 26-37.
- Yang, L.-Q.**, Bauer, J., Johnson, R.E., Groer, M.W., & Salomon, K. (2014). Physiological mechanisms that underlie the effects of interactional unfairness on deviant behavior: The role of cortisol activity. *Journal of Applied Psychology*, 99, 310-321.
- Yang, L. Q.**, **Caughlin, D. E.**, Gazica, M. W., **Truxillo, D. M.**, & Spector, P. E. (2014). Workplace mistreatment climate and potential employee and organizational outcomes: A meta-analytic review from the target's perspective. *Journal of Occupational Health Psychology*, 19, 315-335.
- Zaniboni, S., **Truxillo, D. M.**, Fraccaroli, F., Bertolino, M., & McCune, E. (2014). Who benefits from more tasks? Older versus younger workers. *Journal of Managerial Psychology*, 29, 508-523.

2013:

- Bauer, T. N.** (2013). Best practices for new employee onboarding. Article invited by HC Online, committed to HR news, opinion and analysis (July 2). <http://www.hcamag.com/opinion/best-practices-for-new-employee-onboarding-176865.aspx>
- Bauer, T. N.** (2013). Onboarding: The power of connection. Part 1 of the 3 part Success Factors Onboarding White Paper Series. http://www.successfactors.com/en_us/resources.html
- Bauer, T. N.** (2013). Onboarding: Maximizing role clarity and confidence. Part 2 of the 3 part Success Factors Onboarding White Paper Series. http://www.successfactors.com/en_us/resources.html
- Bauer, T. N.** (2013). The critical role of the hiring manager in new employee onboarding. Part 3 of the 3 part Success Factors Onboarding White Paper Series. http://www.successfactors.com/en_us/resources.html
- Bray, J., Kelly, E., **Hammer, L. B.**, Almeida, D., Dearing, J., King R., Buxton, O. (2013). An Integrative, multilevel, and transdisciplinary research approach to challenges of work, family, and health. RTI Press, publication No. MR-0024-1303. Research Triangle Park, NC: RTI Press. Retrieved from <http://www.rti.org/rtipress>.

- Crain, T. L., & Hammer, L. B.** (2013). Work-family enrichment: A systematic review of antecedents, outcomes, and mechanisms. In A. B. Bakker (Ed.), *Advances in positive organizational psychology* (pp. 303-328). Bingley, UK: Emerald.
- Dekas, K., **Bauer, T. N.**, Welle, B., Kurkoski, J., & Sullivan, S. (2013). Organizational citizenship behavior, version 2.0: A review and qualitative investigation of OCBs for knowledge workers at Google and beyond. *Academy of Management Perspectives*, 27, 219-237.
- Erdogan, B., & Bauer, T. N.** (2013). Industrial and organizational psychology. In E. Diner & R. Biswas-Diener (Eds.), Noba textbook series: *Psychology*. Champaign, IL: DEF Publishers. DOI: www.nobaproject.com; <http://nobaproject.com/chapters/industrial-organizational-i-o-psychology?r=NjQzLDMwNA%3D%3D>
- Finkelstein, L., **Truxillo, D.**, Fraccaroli, F., & Kanfer, R. (2013). Statement regarding the work-related rights of older persons. SIOF statement to the United Nations Open-Ended Working Group on Aging.
- Fritz, C., Ellis, A. M., Demsky, C. A., Lin, B. C., & Guros, F.** (2013). Embracing work breaks: Recovering from work stress. *Organizational Dynamics*, 42, 274-280.
- Hammer, L. B., Kossek, E. E., Bodner, T., & Crain, T.** (2013). Measurement development and validation of the family supportive supervisor behavior short-form (FSSB-SF). *Journal of Occupational Health Psychology*, 18, 285-296.
- Hammer, L. B., & Sauter, S. L.** (2013). Total worker health and work-life stress. *Journal of Environmental and Occupational Medicine*, 55(12), S25-S29.
- Hammer, L. B., Van Dyck, S. E., & Ellis, A.** (2013). Organizational policies and supportive of work-life integration. In D. Major & R. Burke (Eds.), *Handbook of work-life integration among professionals: Challenges and opportunities* (288-309). UK: Edward Elgar.
- Liao, F-Y., **Yang, L.-Q.**, Wang, M., Drown, D., Shi, J. (2013) Team-member exchange and work engagement: Does personality make a difference? *Journal of Business and Psychology*, 28, 63-77.
- Lin, B. C., Kain, J. M., & **Fritz, C.** (2013). Don't interrupt me! An examination of the relationship between intrusions at work and employee strain. *International Journal of Stress Management*, 20, 77-94.
- Liu, C., **Yang, L.-Q.**, & Nauta, M.M. (2013). Examining the mediating effect of supervisor conflict on procedural injustice-job strain relations: The function of power distance. *Journal of Occupational Health Psychology*, 18, 64-74.
- Neal, M. B., **Hammer, L. B.**, Pines, M. A., Bodner, T. E., & Cannon, M. L. (2013). Working Caregivers in the "Sandwiched Generation." In R. Burke, J. Field, & C. Cooper (Eds). *Handbook on Aging, Work & Society* (pp. 329-346). Newbury Park: Sage Publications.
- Sinclair, R. R., Probst, T. M., **Hammer, L. B.**, & Schaffer, M. M. (2013). Low income families and occupational health: Implications for work-family conflict research and practice. In A. Antoniou & C. Cooper, (Eds.). *The Psychology of the Recession on the Workplace* (pp. 308-323). Northampton, MA: Edward Elgar.
- Truxillo, D. M., Cadiz, D., Bauer, T. N., & Erdogan, B.** (2013). Reactions to employer policies regarding prescription drugs and medical marijuana: The role of safety sensitivity. *Journal of Business and Psychology*, 28, 145-158.
- Walker, J., **Bauer, T. N.**, Cole, M. S., Bernerth, J. B., Feild, H. S., & Short, J. C. (2013). Is this how I will be treated? Reducing uncertainty through recruitment interactions. *Academy of Management Journal*, 56, 1325-1347.
- Walters, J., **Olson, R.**, Karr, J., Zoller, E., Douglas, J., Cain, D. (2013). Elevated occupational transportation fatalities among older workers in Oregon: An empirical investigation. *Accident Analysis and Prevention*, 53, 28-38.
- Wipfli, B., **Olson, R.**, & Koren, M. (2013). Weight-loss maintenance among SHIFT pilot study participants 30-months after intervention. *Journal of Occupational and Environmental Medicine*, 55, 1-3.

- Zaniboni, S., **Truxillo, D. M.**, Fraccaroli, F. (2013). Differential effects of task variety and skill variety on burnout and turnover intentions for older and younger workers *European Journal of Work and Organizational Psychology, 22*, 306-317.
- 2012:**
- Bauer, T. N., & Erdogan, B.** (2012). Organizational socialization outcomes: Now and into the Future. In C. Wanberg (Ed.), *Organizational Socialization*, pp. 97-112. Oxford, UK: Oxford University Press.
- Bauer, T. N., Erdogan, B., & Taylor, S. M.** (2012). Creating and maintaining environmentally sustainable organizations: Recruitment and onboarding. In S. E. Jackson, D. S. Ones, & S. Dilchert (Eds.), *Managing Human Resources for Environmental Sustainability*. NY: Jossey-Bass/Wiley.
- Bauer, T. N., McCarthy, J., Anderson, N., Truxillo, D. M., & Salgado, J.** (2012). Applicant reactions to selection: HR's best practices. SHRM-SIOP Joint White Paper Series.
- Bauer, T. N., McCarthy, J., Anderson, N., Truxillo, D. M., & Salgado, J.** (2012). What we know about applicant reactions on attitudes and behavior: Research summary and best practices. SIOP White Paper Series.
- Bauer, T. N., Truxillo, D. M., Mansfield, L., & Erdogan, B.** (2012). Temporary workers: Who are they and how can we select them for success? In N. Schmitt (Ed.), *Oxford Handbook of Selection and Assessment*, pp. 865-878. Oxford, UK: Oxford University Press.
- Erdogan, B., Bauer, T. N., & Truxillo, D. M., & Mansfield, L.** (2012). Whistle while you work: A review of the life satisfaction literature. *Journal of Management, 38*, 1038-1083.
- Gavino, M., Wayne, S. J., & **Erdogan, B.** (2012). Discretionary and transactional human resource practices and employee outcomes: The role of perceived organizational support. *Human Resource Management, 51*, 665-686.
- Hoang, T. G., **Truxillo, D. M., Erdogan, B., & Bauer, T. N.** (2012). Cross-cultural examination of applicant reactions to selection methods: U.S. and Vietnam. *International Journal of Selection and Assessment, 20*, 209-219.
- Lapierre, L., **Hammer, L. B., Truxillo, D. M., & Murphy, L. A.** (2012). Family interference with work and workplace cognitive failure: The mitigating role of recovery experiences. *Journal of Vocational Behavior, 81*, 227-235.
- Olson, R., Wipfli, B., & Garcia, L. R.** (April, 2012). Ergonomics: Practical guidance for assessing truck drivers. *Professional Safety, 38-43*.
- Perrot, S., **Bauer, T. N., & Rousse, P.** (2012). Organizational socialization tactics: Determining the relative impact of context, content, and social tactics. *Revue de Gestion des Ressources Humaines, 86*, 23-37.
- Taylor, A. & **James, K.** (2012). Leveraging diversity via precise measurement. In C.L. Scott and M.Y. Byrd (Eds.), *Handbook of research on workforce diversity and in a global society: Technologies and concepts*. Hershey, PA, USA: IGI Global.
- Truxillo, D. M., Cadiz, D. A., & Rineer, J. R.** (2012). Designing jobs for an aging workforce: An opportunity for occupational health. In J. Houdmont, S. Leka, & R. R. Sinclair (Eds.), *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 2*, pp. 109-125. Chichester, UK: Wiley-Blackwell.
- Truxillo, D. M., Cadiz, D. A., Rineer, J. R., Zaniboni, S., & Fraccaroli, F.** (2012). A lifespan perspective on job design: Fitting the job and the worker to promote job satisfaction, engagement, and performance. *Organizational Psychology Review, 2*, 340-360.
- Truxillo, D. M., Zaniboni, S., Fraccaroli, F., & Rineer, J.** (Eds.) (2012). *Age Cohorts in the workplace: Understanding and building strength through differences*. Whitepaper for European Association of Work and Organizational Psychology (EAWOP) based on EAWOP sponsored small group meeting. (Contributors: T. Allen, L. Finkelstein, R. Kanfer, A. Müller, M. Weigl, T. van Vuuren, B. van der Heijden, D. Kooij, A. de Lange, M. Wang, J. Deller, L. Maxin, D. Desmette, C. Iweins, R. Schalk, J. Marcus, & H. Zacher).
- Wipfli, B., **Olson, R., Wright, R. R., Garrigues, L., Lees, J.** (June/July 2012). Characterizing hazards and injuries among home care workers. *Home Healthcare Nurse, 30* (7), 387-393.

- Yang, L.-Q.**, Johnson, R.E., Zhang, X.C., Spector, P.E., & Xu, S.Y. (2013) Relations of interpersonal unfairness with counterproductive work behavior: The moderating role of employee self-identity. *Journal of Business and Psychology*, 28, 189-202.
- Yang, L.-Q.**, Spector, P. E., Chang, C-H., Gallant-Roman, M., & Powell, J. (2012). A longitudinal examination of workplace violence against nurses: Physical consequences and psychosocial precursors. *International Journal of Nursing Studies*, 49, 1091-1102.
- Yang, L.-Q.**, Spector, P. E., Sanchez, J. I., Allen, T. D., Poelmans, S., Cooper, C.L., & Woo, J-M. (2012). Individualism-collectivism as a moderator of the work demands-strains relationship: A cross-level and cross-national examination. *Journal of International Business Studies*, 43, 424-443.
- 2011:**
- Bauer, T. N.** (2011). Onboarding new employees: Maximizing success. *SHRM Foundation's Effective Practice Guideline Series*. SHRM.
- Bauer, T. N., & Erdogan, B.** (2011). Organizational socialization: The effective onboarding of new employees. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.). *APA Handbook of I/O Psychology*, Volume III, pp. 51-64. Washington, DC: APA Press.
- Bauer, T. N., Truxillo, D. M.**, Mack, K., & Costa, A. (2011). Applicant reaction to technology-based selection: What we know so far. In S. Adler & N. Tippins (Eds.), *SIOF Professional Practice Series: Technology and Selection*, pp. 190-223. Bowling Green, OH: Society for Industrial and Organizational Psychology Press.
- Erdogan, B., & Bauer, T. N.** (2011). The impact of underemployment on turnover, job mobility, and career trajectories. In D. C. Maynard & D. C. Feldman (Eds.), *Underemployment: Psychological, Economic, and Social Challenges*, pp. 215-232. NY: Springer.
- Erdogan, B., Bauer, T. N., Peiró, J. M., & Truxillo, D. M.** (2011). Overqualified employees: Making the best of a potentially bad situation for individuals and organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 215-232.
- Erdogan, B., Bauer, T. N., Peiró, J. M., & Truxillo, D. M.** (2011). Response: Overqualification theory, research, and practice: Things that matter. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 260-267.
- Fritz, C., Lam., C. F., Spreitzer, G. M.** (2011). It's the little things that matter: An examination of knowledge workers' energy management. *Academy of Management Perspectives*, 25, 28-39.
- Hammer, L. B., Kossek, E. E., Anger, W. K., Bodner, T., & Zimmerman, K.** (2011). Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors. *Journal of Applied Psychology*, 96, 134-150.
- Hammer, L. B., & Zimmerman, K. L.** (2011). *Quality of Work Life*. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology*, Vol. 3, (pp. 399-431). Washington, DC: American Psychological Association.
- James, K.** (2011). Introduction to the Special Issue on organizational management and terrorism and disaster: State of the art and future directions. *Journal of Organizational Behavior*, 32, 933-937.
- James, K.** (2011). Organizing for disaster and terror: Private, public and non-profit organizations and the new era of risk. *Journal of Organizational Behavior*, 32, 1013-1032.
- Kossek, E. E., Pichler, S., Bodner, T., & **Hammer, L. B.** (2011). Workplace Social Support and Work-Family Conflict: A Meta-Analysis Clarifying the Influence of General and Work-Family Specific Supervisor and Organizational Support. *Personnel Psychology*, 64, 289-313.
- Landsbergis, P. A., Sinclair, R., Dobson, M., **Hammer, L. B.**, Jauregui, M., LaMonagne, A. D., **Olson, R.**, Schnall, P. L., Stellman, J., Warren, N. (2011). *Occupational Health Psychology* (pp. 1087-1130). In *The Occupational Environment: Its Evaluation, Control, and Management* (3rd edition), Fairfax, VA: American Industrial Hygiene Association.

- Landsburgis, P., Schnall, P., Nicholas, W., Stellman, J., Sinclair, R., **Hammer, L.**, & **Olson, R.** (2011). Occupational Health Psychology, in D. H. Anna (Ed), *The occupational environment: Its evaluation, control, and management (3rd ed.)*. Fairfax, VA: American Industrial Hygiene Association.
- Levine, E. L., Xu, X., **Yang, L.-Q.**, Ispas, D., Pitariu, H.D., Bian, R., Ding, D., Capotescu, R., Musat, S. & Che, H.S. (2011). Cross-national explorations of the impact of affect at work using the State-Trait Emotion Measure (STEM): A coordinated series of studies in the United States, China and Romania. *Human Performance*, 24, 1-38.
- Nixon, A. **Yang, L.-Q.**, Spector, P.E., & Zhang, X.C. (2011). Emotional labor in China: Examining moderators and consequences of the emotional labor process. *Stress and Health*, 27, 289-305.
- Olson, R.**, Schmidt, S., Winkler, C., & Wipfli, B. (2011). The effects of target behavior choice and self-management skills training on compliance with behavioral self-monitoring. *American Journal of Health Promotion*, 25 (5), 319-324.
- Park, Y., **Fritz, C.**, Jex, S. M. (2011). Relationships between work-home segmentation and psychological detachment from work: The role of communication technology use at home. *Journal of Occupational Health Psychology*, 16, 457-467.
- Pines, A.M., Neal, M.B., **Hammer, L. B.**, & Icekson, T. (2011). Job burnout and couple burnout in dual-earner couples in the sandwiched generation. *Social Psychology Quarterly*, 74(4) 361–386.
- Sorensen, G., Landsbergis, P., **Hammer, L.**, Amick, B., Linnan, L., Yancey, A., Welch, L., Goetzel, R., Flannery, K, Pratt, C., and the Workshop Working Group on Worksite Chronic Disease Prevention (2011). Preventing chronic disease at the workplace: A workshop report and recommendations. *American Journal of Public Health*, 101, S196-S207.
- Truxillo, D. M.**, & **Bauer, T. N.** (2011). Applicant reactions to selection. S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leung, S. Parker, & J. Zhou (Eds.). *APA Handbook of I/O Psychology*, Volume II, pp. 379-398. Washington, DC: APA Press.
- Wang, M., Zhan, Y., McCune, E. A., & **Truxillo, D. M.** (2011). Understanding newcomers' adaptability and work-related outcomes: Testing the mediating role of P-E fit variables. *Personnel Psychology*, 64, 163-189.
- Yang, L.-Q.**, Xu, X., Allen, T. D., Shi, K., Zhang, X.C., & Lou, Z.Y. (2011). Mentoring in China: Enhanced understanding and association with occupational stress. *Journal of Business and Psychology*, 26, 485-499.
- Zimmerman, K, **Hammer, L. B.**, & **Crain, T.** (2011). Family-Supportive Culture as a Moderator of the Impact of Work-Family Conflict on Emotional Exhaustion in Educators. In Rossi, A.M. Perrewe, P. & Meurs, J. (Eds). *Stress and Quality of Working Life* (Vol. 3). Charlotte, NC: IAP.
- 2010:**
- Bauer, T. N.**, & **Erdogan, B.** (2010). Organizational socialization: The effective onboarding of new employees. In S. Zedeck, H. Aguinis, W. Cascio, M. Gelfand, K. Leong, S. Parker, & J. Zhou (Eds.), *APA Handbook of Industrial and Organizational Psychology*. Volume III. (pp. 51–64). Washington, DC: American Psychological Association.
- Davidson, O. B., Eden, D., Westman, M., Cohen-Charash, Y., **Hammer, L. B.**, Kluger, A. N., Krause, M., Maslach, C., O'Driscoll, M., Perrewe, P. L., Quick, J. C., Rosenblatt, Z., & Spector, P. E. (2010). Sabbatical leave: Who gains and how much? *Journal of Applied Psychology*, 95, 953-964.
- Erdogan, B.**, & **Bauer, T. N.** (2010). Differentiated Leader-Member Exchange (LMX): The moderating role of justice climate. *Journal of Applied Psychology*, 95, 1104-1120.
- Fritz, C.**, Sonnentag, S., Spector, S., & McInroe, J. (2010). Recovery from work: Relationships between off-work experiences and affect at work. *Journal of Organizational Behavior*, 31, 1137-1162.
- Fritz, C.**, Yankelevich, M., Zarubin, A., & Barger, P. (2010). Happy, healthy, and productive: The role of psychological detachment from work during nonwork time. *Journal of Applied Psychology*, 95, 977-983.

- Kossek, E. E., Lewis, S., & **Hammer, L. B.** (2010). Work-life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream. *Human Relations*, 63, 3-19. PMID:22021934. (article selected for reprint in collected volume : Industrial Relations, Baird, M., Cooper, R., Bradon, E. & Lansbury, R., Editors In press for 2011. UK; Sage Publications, Ltd.)
- Neal, M. B., & **Hammer, L. B.** (2010). Dual-Earner Couples in the Sandwiched Generation: Effects of Coping Strategies Over Time. *The Psychologist-Manager Journal*, 12, 205-234.
- Ohly, S. & **Fritz, C.** (2010). Work characteristics, challenge appraisal, creativity, and proactive behavior: A multi-level study. *Journal of Organizational Behavior*, 31, 543 - 565.
- Olson, R.** (2010). Motivational traps. *The Behavior Analyst Today*, 11(2), 117-127.
- Pines, A. M., Hasan, Y. **Hammer, L.** , & Neal, M. (2010). Working couples of the "sandwiched generation" Israel. In V. Milbauer. & L. Kulik (Eds.) working Families -Parents in the work market in Israel. Chapter 10. Tel-Aviv: Peles.
- Sonnentag, S. & **Fritz, C.** (2010). Work and life. The relationship between work and walks of life outside work from the perspective of the work psychology. In U. K Kleinbeck. Schmidt (Eds.), *Encyclopedia of psychology* (volume work psychology, pp. 669-704).
- Sonnentag, S., Kuttler, I., & **Fritz, C.** (2010). Job stressors, emotional exhaustion, and need for recovery: A multi-source study on the benefits of psychological detachment. *Journal of Vocational Behavior*, 76, 355-365.
- Spreitzer, G., Lam, C. F., & **Fritz, C.** (2010). Engagement and human thriving: Complementary perspectives on energy and connections to work. In A. Bakker & M. Leiter (Eds.), *Work engagement: Recent developments in theory and research*.
- Vidyarthi, P., Liden, R. C., Anand, S., **Erdogan, B.**, & Ghosh, S. (2010). Where do I stand? Examining the effects of leader-member exchange social comparison on employee work behaviors. *Journal of Applied Psychology*, 95, 849-861.
- Zaniboni, S., Fraccaroli, F., **Truxillo, D. M.**, Bertolino, M., & **Bauer, T. N.** (2010). Training valence, instrumentality, and expectancy scale (T-VIES-it): Factor structure and nomological network in an Italian sample. *Journal of Workplace Learning*, 23, 133-151.
- Zimmerman, K.L., **Hammer, L. B.** (2010). Positive Spillover: Where have we been and where are we going? In Houdmont, J. & Leka, S. (Eds). *Contemporary occupational health psychology: Global perspectives on research, education, and practice* (Vol. I pp. 272-295). Chichester, England: Wiley-Blackwell.

Table 1. *OHP Graduate Students to Date*

Graduate	Status	Initial Placement (if applicable)
Jennifer Tucker	Graduated June, 2005, PhD	Army Research Institute, Research Psychologist
Jennifer Cullen	Graduated June, 2005, PhD	Selection Scientist, EVOLVE On Demand
Kristin Charles	Graduated June, 2007, PhD	Assessment Scientist, KRONOS
Nanette Yragui	Graduated August, 2008, PhD	Occupational Health Research Psychologist at the Washington State Safety and Health Assessment and Research for Prevention (SHARP)
Kristi Zimmerman	Graduated August, 2009, PhD	Research Associate, Pacific Research and Evaluation, Portland, Or
Celina Oliver	Graduated August, 2009, PhD	Research Associate, Oregon Health and Science University.
Rachel Daniels	Graduated June, 2010, PhD	Senior Consultant, Booz Allen Hamilton working on health care related govt. contracts
Mike Buck	Graduated June, 2011, PhD	unknown
Lauren Murphy	Graduated June, 2011, PhD	Occupational Health Research Psychologist at the Washington State Safety and Health Assessment and Research for Prevention (SHARP)
Robert Wright	Graduated June, 2011, PhD	Assistant Professor Brigham Young University
Jesse Yang	Thesis & MA completed 2008	University of Maryland Ph.D.
Sonqui Liu	Thesis & MA completed 2008	University of Maryland Ph.D.
Lindsay Sears	Thesis & MA completed 2008	Clemson University Ph.D.
Jenna LeComte-Hinely	Graduated June, 2012, PhD	HARC
Brittany Sale	Thesis & MA completed 2009	Oregon Health & Science University Foundation
Chris Harper	Thesis & MA completed 2009	Independent Consulting
Bing Lin	Graduated June, 2014, PhD	Assistant Professor Koc University, Turkey
Ana Costa	Graduated June, 2015, PhD	CPS Consulting
Gabby Barlacu	Graduated June 2014, PhD	SuccessFactors/SAP
Sarah VanDyke	Thesis & MA completed 2010, PhD in progress	Oregon Nurses Association/Student

Graduate	Status	Initial Placement (if applicable)
Adam Murray	Graduated June, 2015, PhD	unknown
Allison Ellis	Graduated June, 2015, PhD	Portland State University Adjunct Professor
Tori Crain	Graduated June, 2015, PhD	Assistant Professor Colorado State University
Caitlin Dempsey	Graduated June, 2015, PhD	Assistant Professor Oakland University
Jenn Rineer	Graduated June, 2015, PhD	Research Psychologist RTI, International
David Caughlin	Graduated June, 2015, PhD	Portland State University Adjunct Professor
Cameron McCable	Thesis & MA completed, PhD in progress	Student
Frankie Gurus	Thesis & MA completed, PhD in progress	Student
Joseph Sherwood	Thesis & MA completed 2015, PhD in progress	Student
MacKenna Perry	Thesis & MA completed 2015, PhD in progress	Student
Alexa Garcia	Thesis & MA completed 2015, PhD in progress	Student
Lale Yaldiz	Thesis & MA completed 2015, PhD in progress	Student
Kevin Novak	Thesis & MA in progress	Student
Amy Pytlovany	Thesis & MA in progress	Student
Grant Brady	Thesis & MA in progress	Student
Sarah Haverly	Thesis & MA in progress	Student
Gil Brady	Thesis & MA in progress	Student
Brittnie Sheppard	Thesis & MA in progress	Student
3 students who entered Fall 2015	In progress	Students