

FINAL CLOSEOUT REPORT

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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
OHWC—Oregon Healthy Workforce Center
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 work life 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 three years of the original grant, we constructed a fully-functioning program that produced **2** 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 2015 we were renewed for another five years and during that time we graduated **11** more students for a total of **31** PhD graduates from our program and almost all are employed in related fields using their OHP knowledge and skills. In addition, we currently have **14** 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. Drs. Liu Qin Yang and Leslie Hammer oversee administration of the OHP program. Drs. Hammer and Yang 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 served as Program Director until January 2020 at which time Dr. Liu-Qin Yang took over as Director. Dr. Yang 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 now serves as Associate Director of the program and assists Dr. Yang with all facets of program administration and student supervision. Both Dr. Yang and Dr. Hammer maintain regular contact with all Supporting faculty, as well as with the OHP Advisory Board. We currently have 7 core faculty (Yang, Hammer, Fritz, Martinez, Dimoff (on leave), Mohr and Crain (hired this year)) in the area and 7 additional faculty who support the area across multiple disciplines and universities. Dr. Truxillo, our former Associate Director has retired and we hired Dr. Tori Crain who will be joining the faculty this Fall. Dr. Crain will be teaching our required Occupational Health Psychology course and our required seminar in Occupational Safety and Health, alternating with Drs. Fritz and Yang. Our students also take courses in the joint Portland State University, Oregon Health & Science University School of Public Health.

Significant Results / Impact

Overview of the PSU OHP Program in 2015-2020

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. A significant change that occurred this past year was the retirement of Dr. Truxillo. As a demonstration of institutional commitment, we hired Dr. Tori Crain who has been a faculty member and Associate Director of the OHP program at Colorado State University. Dr. Crain conducts OHP research, mentors OHP students, and has administration experience in OHP.

We have been coordinating much of our work with the Oregon Healthy Workforce Center (OHWC)—Total Worker Health NIOSH Center of Excellence and ensuring our connection to the joint Portland State University-Oregon Health & Science University School of Public Health. We continue to implement our trainee exit interviews and we continue to develop our connections with Oregon Health and Science University (OHSU) under the formal Portland State-OHSU Alliance that has been identified as one of the top strategic initiatives. We have continued the ongoing successes of our program including the curriculum, the OHP Advisory Board, and our developing interdisciplinary connections across campus and across universities (e.g., OHSU, University of Washington and Oregon State University). We also work very closely with our current cohort of 14 OHP students. In addition, Dr. Hammer is working with the newly formed TWH/OHWC/SAIF Corporation/OR-OSHA Alliance on the development of education and training competencies for TWH. We will be incorporating some of those competencies into our training program as they get clarified.

One of the primary Key Results 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 (2015-2020) we have had 22 OHP students enrolled (see Table 1) and **graduated a total of 11 students** with the OHP minor, and almost all are employed in related fields using their OHP knowledge and skills. We **currently have 14 students** in the program for Fall 2020. Furthermore, we have had over 500 potential trainees who have applied to the I/O psychology program during this project period, but we were only able to offer admissions to 20 students, with 13 actually entering the OHP program this past funding cycle. In addition, we have increased our efforts at attracting a more diverse group of trainees.

Perhaps the biggest impact of our program and indicator of its success is the success of our graduate students. Our students are completing the Ph.D. in about 5 years and are obtaining jobs where they apply their OHP skills. 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 at Health Assessment and Research for Communities (HARC, Inc), Assistant Professor positions at San Jose State University and California State University East Bay, People Experience Researcher with Amazon, 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 two of our students who received pilot awards from the Northwest Center for Occupational Health and Safety, a NIOSH Education and Research Center for Occupational Health & Safety, and two students obtaining Post-Doctoral Research positions at OHSU. Our program is clearly viable, sustaining, and growing, with 31 graduates to date, 7 core faculty, and 7 supporting faculty.

Trainee Achievements and Impact (2015-2020)

Trainee Job Placement. Our graduates in the past funding period went on to a variety of high-impact careers, assuming jobs in government sectors, academic institutions, and private industry. Examples of these jobs are research psychologist at Naval Research Center, Assistant Professor of psychology at San Jose State University, Leadership Specialist at Russell Reynolds Associates, and organizational psychologist at IBM.

Trainee Publications. During this past funding period, our trainees have co-produced with our faculty an impressive list of publications, including top-tier journal publications (e.g., *Journal of Occupational Health Psychology*, *Journal of Applied Psychology*), book chapters, and technical reports for collaborating organizations. See more in the “Trainee Publications (2015-2020)” list attached at the end of this report.

Trainee Internships. The OHP internship provides students with the opportunity to: a) apply their 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. Our students have been placed in nationally-recognized internship programs, such as the Occupational Health Internship Program (OHIP), the Sentis Internship Program, Liberty Mutual Research Institute for Safety Internship program. Some recent examples of internships our trainees assumed are *People Scientist Intern* within Limeade Institute, Seattle, WA., *Summer Intern* with Airbnb, San Francisco, CA., and *Research intern* at Intel Corporation, Beaverton, OR.

In summary, our most significant trainee-related impact and results are the number of graduates of the program during the funding period which is **11**, the number of publications during the funding period by OHP faculty with trainees students which is **over 50**, and the types of OHP jobs obtained by our OHP graduates which range from research positions in government sectors, academic positions, to organizational and consulting positions in industry.

Faculty Achievements, Honors and Awards

We now have 7 core Faculty, compared to 2 when the grant was originally funded in 2002, thus demonstrating institutional commitment to the program. Our core faculty include Drs. Yang (Director), Hammer (Associate Director), Tori Crain (newly hired), Jennifer Dimoff (on leave this year), Charlotte Fritz, Larry Martinez, and Cynthia Mohr. Dr. Donald Truxillo retired from the program last year. We also have 7 supporting faculty, including Dr. Talya Bauer in the school of business administration at PSU and Dr. Ryan Olson at OHSU.

Research Grants. During 2015-2020, we have had successes in the area of research grant funding and outreach by Core OHP faculty which intimately involve our trainees and provide them the professional framework and experience for developing independent careers. For example, 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 National Institute of Mental Health (NIMH), the China-Equivalent National Science Foundation, the National Institute for Transportation and Communities/Transportation Research and Education Center, and competitive contract from for-profit organizations. She is giving a keynote speech on new methods in assessing worker affect and well-being at the Centennial Congress in Dec 2020 for the International Association of Applied Psychology. Dr. Leslie Hammer, Associate Director of the OHP program, has extramural funding from NIOSH, NIH, and the Department of Defense to study issues related to occupational health and safety and work-nonwork stress. She also was invited to provide the keynote address at the European Academy of Occupational Health Psychology in 2018. Dr. Cynthia Mohr has been funded by the Department of Defense to study issues related to stress and alcohol use, as well as to study family relationship issues related to work stress. Dr. Martinez's work on diversity and inclusion has been funded by *National Science Foundation*.

Research Productivity. Our core and supporting OHP faculty are extremely prolific in producing high-quality research that is published in quality journals across psychology, management, public health and many

other disciplines. We have averaging between 30-35 publications per year, including many coauthored with our trainees.

Recognitions and Leadership in the Fields of OHP and I/O Psychology. Our core and supporting OHP faculty are very well recognized in the fields of OHP and I/O psychology. During the past funding period, our faculty assumes associate editorship roles for reputable journals like *Journal of Applied Psychology* (Dr. Bauer) and *Applied Psychology: An International Review* (Dr. Yang), and many of them are on the editorial boards of many top-tier OHP journals like *Journal of Occupational Health Psychology*. Our faculty also assumes important leadership roles for the field, such as member-at-large of SOHP (Dr. Yang) and president of SIOP (Dr. Bauer). Lastly, many of our faculty have been recognized for excellence in research and translating research into practice. For example, Drs. Hammer and Dimoff received the SIOP Scientist-Practitioner Presidential Recognition in 2019. As another example, in 2020 Dr. Yang received the Sigma Xi (Columbia-Willamette Chapter) Award for Outstanding Research for Behavioral and Social Sciences.

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. It should be noted that we have systematically been able to recruit a diverse group of students over the past several years (see Table 1). Furthermore, we have made an effort to recruit new faculty who are members from underrepresented groups (African American/Native American, Hispanic and Asian) and thus, we believe that having these faculty will assist with our recruitment of a diverse group of students. During this past funding period we specific hired a faculty member with substantive research interests in Diversity and Inclusion. Dr. Larry Martinez is a core faculty member of the OHP program and we believe that this greater attention to diversity and inclusion research, along with Dr. Martinez's membership in multiple identity groups, will lead to greater minority recruitment in the future.

Innovations in Program Curriculum and Training

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 Oregon Institute of Occupational Health Sciences, formerly the Center for Research on Occupational and Environmental Toxicology (CROET), PSU's Occupational Health Psychology program, the University of Washington and the University of Oregon's Labor Education Research Center (LERC). Dr. Hammer served as the Associate Director of the Center, and is now Co-Director of the OHWC along with Dr. Ryan Olson, and has been playing an active role in attending quarterly TWH Steering Committee Meetings with the other 5 TWH centers. 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.

During our last funding period we have increased our offerings in courses and other training opportunities. For example, our connections with the OHSU TWH Center of Excellence led to two new elective course offerings our trainees can take. Additionally, our efforts are underway in developing a TWH Certificate program as part of the joint PSU-OHSU School of Public Health. Lastly, we are developing new partnerships--one with the Oregon State University with the addition of a safety course offered by Dr. Laurel Kincl and a second with the University of Washington ERC and Noah Sexias where we are in discussions about sharing training resources across campuses. More specifically, we are exploring ways that the University of Washington students can take OHP-TWH courses taught at PSU and PSU students would take exposure assessment or occupational epidemiology at the University of Washington though a synchronous online modality such as webinars, with students enrolled for credit at their home institution. As a continuation of this effort, our program has been an active participant and leader of the Cascadia Occupational and Environmental Health Academic Consortium (COEHAC), through which we share the OSH and total worker health training courses and resources, and facilitate collaboration and idea exchange between PSU, OHSU, University of Washington, Oregon State University, and University of British Columbia.

Community Outreach

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

During the past funding period, we have maintained the interdisciplinary and diverse nature of the advisory board. The current and continuing board members include 1 OHSU faculty member, 1 PSU faculty member, and 4 others who provide unique perspectives on OHP-TWH in the contemporary workplace. Notably, two of most recent board members are Drs Steven Hunt and Katia Costa-Black. Dr. Steve Hunt is recognized thought leader in the field of human capital management. He was recognized in 2018 as a “Fellow” by SIOP for advancing the field of applied psychology through use of technology. Dr. Katia Costa-Black is an occupational safety consultant and ergonomist. These community board members have helped us dramatically expand our web of community contacts as well as helped raise regional awareness about our program.

Fall Seminars and Bi-Annual OHP Summer Institutes (SI). During the past funding period, we have maintained strong connections with the OHWC. Notably, our annual fall seminars and our successful bi-annual OHP-TWH Summer Institutes (SI) have all exceeded our expectations in terms of attendance and facilitating OHP-TWH integration, and have served to educate members of the OSH community on OHP and TWH. For example, our 3rd OHP SI in 2016 was intentionally designed to expand to TWH with the theme as *Advancing Theory and Practice in the Context of Total Worker Health*. In 2018 OHP-TWH continued the theme which was *Translation of Workplace Interventions: Dissemination and Implementation*.

Research colloquia (OHP –related speakers). During this past funding period we have been able to attract outstanding scholars in the field (2-3 per year) 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 OHWC. Some example scholars include *Tammy Allen, University of South Florida, Paul Bliese, Walter Reed Army Institute of Research, Alicia Grandey, Pennsylvania State University, and Sabine Sonnentag, University of Mannheim, Germany.*

Additional Community Outreach. Furthermore, in recent years we have added a diversity dimension to our outreach through the efforts of our core faculty. For example, Dr. Larry Martinez’s work has included multiple partnerships with local community organizations. He has provided allyship skill-building workshops (i.e., diversity trainings) with community partners. He has also been an active research partner with Partners in Diversity, a local non-profit designed to improve retention of professionals of color in the Pacific NW, through his work on the experiences of professionals of color and their motivations for remaining in or moving away from the region.

In summary, during this funding period we have significantly expanded our program’s focus from OHP to OHP-TWH, through expanding our required and elective OHP-TWH courses and research/internship/job opportunities for our trainees, as well as disseminating evidence-based OHP-TWH solutions to the national and international communities via both the biennial summer OHP-TWH institute and annual fall symposium on OHP-TWH. During 2015-2020 we have graduated **11** trainees, have co-authored with our trainees **over 50** scholarly publications, and our OHP graduates assume a variety of jobs ranging from research positions in government sectors, academic positions, to organizational and consulting positions in industry. Our OHP faculty are extremely productive in getting research grants and publishing scholarly work, and playing significant leadership roles in the fields of OHP and I/O psychology.

Trainee Publications (2015-2020)

Note: Trainee names are boldfaced.

- Arpin, S. N., **Starkey, A.**, Mohr, C. D., Greenhalgh, A., & Hammer, L. (in press). A well spent day brings happy sleep: Findings from a dyadic study of capitalization support, loneliness, and sleep outcomes. *Journal of Family Psychology*.
- Auten, D.** & Fritz, C. (in press). Mental health at work: How mindfulness adds in more ways than one. *Organizational Dynamics*.
- Brady, G.**, Truxillo, D., Cadiz, D., & **Rineer, J.** (2016). Maintaining work ability to support and retain older workers. In A. Antoniou, R. Burke, & C. Cooper (Eds.), *The aging workforce handbook: Individual, organizational, and societal challenges* (pp. 323-353). Emerald Group Publishing Limited.
- Brady, G.**, Truxillo, D., Cadiz, D., **Rineer, J.**, & **Caughlin, D.** (revision resubmitted February 2019). Meta-analysis of the antecedents and outcomes of work ability. *Journal of Applied Psychology*.
- Brossoit, R. M., **Crain, T. L.**, Leslie, J. J., Hammer, L. B., Truxillo, D. M., & Bodner, T. E. (in press). The effects of sleep on workplace cognitive failure and safety. *Journal of Occupational Health Psychology*.
- Burlacu, G.**, Truxillo, D. M., & Bauer, T. N. (2017). Employee age differences in using Internet-based tools at work. In G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), *The Wiley Blackwell handbook of the psychology of the Internet at work* (pp. 449-479). Chichester, UK: Wiley-Blackwell.
- Cadiz, D. M., **Brady, G.**, **Rineer, J. R.**, & Truxillo, D. M. (2019). A review and synthesis of the work ability literature. *Work, Aging and Retirement*, 5(1), 114-138. doi: 10.1093/workar/way010
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- Demsky, C. A.**, Fritz, C., Hammer, L. B., & Black, A. E. (2019). Workplace incivility and employee sleep: The role of rumination and recovery experiences. *Journal of Occupational Health Psychology*, 24(2), 228-240. doi: 10.1037/ocp0000116
- Ellis, A. M.**, & Krauss, A. D. (2015). Creating sustained change: Avoiding derailment during the last stage of a wellbeing intervention. In M. Karanika-Murray, & C. Biron (Eds.), *Derailed organizational interventions for stress and well-being: Confessions of failure and solutions for success* (pp. 221-228). New York, NY: Springer Science + Business Media.
- Ellis, A. M.**, Bauer, T. N., **Mansfield, L. R.**, Erdogan, B., Truxillo, D. M., & Simon, L. S. (2015). Navigating uncharted waters: Newcomer socialization through the lens of stress theory. *Journal of Management*, 41(1), 203-235. doi: 10.1177/0149206314557525
- Ellis, A.**, Bauer, T. N., & Erdogan, B. (2015). 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* (2nd ed., pp. 301-322). New York, NY: Guilford Press.
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- Ellis, A.**, & Bauer, T. N. (2017). How do we get new entrants 'on board'? Organizational socialization, psychological contracts, and realistic job previews. In N. Chmiel, F. Farcaroli, & M. Sverke (Eds.), *An introduction of work and*

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Table 1. Academic Training Report Since Beginning of Project Period¹**Submit one report per academic program. Fill in header.**

Degree Awarded	How Does Degree Read?	Total # Applicants to Degree Program	Total # Applicants Admitted to Degree Program	Total # Under Represented Minority Applicants Admitted	# Full-Time Students Enrolled²	# Full-Time NIOSH-Supported Trainees	# Part-Time Students Enrolled²	# Part-Time NIOSH-Supported Trainees	# Trainees Graduated During Reporting Period
Bachelor's degree									
Master's degree ³									
Doctorate degree	PhD in Applied Psychology	514	13	1	22	20	0	0	11
Post-doctoral									
Certificate Program									

¹ Reporting period for renewals is from the start date of prior competing award. New applicants should report past five years.² Full-time and part-time students should include all students in approved programs, regardless of source of support.³ OM residents may be double-counted under Masters degree training and post-doctoral training.

Table 2. Trainees and Graduates Supported Since Beginning of Project Period¹**Submit one report per academic program. Fill in header.**

Trainees				Graduates				
Trainee ID, Year of Entry, Prior Degree & Institution, (Current Academic Advisor or Mentor and Department). Identify Under Represented Minority with (URM).	OM Trainees: Previous Residency Training Specialty	Title of Research Project or Research Topic	Degree Program (BS, MS, MPH, PhD, DrPH, DNP, etc.)	Date Degree or Certificate Awarded (mm/yyyy)	Date of Certificate for OM (mm/yyyy)	Employed in OSH Field or in OSH Advanced Study (Y/N)	Current Employer	Current Position
947740521, 2011, San Diego State University, (Advisor: Cynthia Mohr, Department of Psychology)		Vulnerability and Protective Factors of Stress-Related Drinking: An Exploration of Individual and Day-Level Predictors of Alcohol Involvement.	PhD	12/2016		Y	Naval Health Research Center	Research Psychologist
959087306, 2011, BA Pacific University, (Advisor: Charlotte Fritz, Department of Psychology)		Reciprocal relationships between nonwork experiences and workplace safety	PhD	06/2017		Y	Facebook	People Research Scientist
927837389, 2011, BS Portland State University, (Advisor: Talya Bauer, School of Business Administration)		Organizational Calling and Safety: The Role of Workload and Supervisor Support	PhD	03/2018		N	CPS HR	Organizational Consultant
938644538, 2013, BA Northern Arizona University, (Advisors: Leslie B. Hammer, Department of Psychology)		Financial strain and the work-home interface: A test of the work-home resources model from the study of employment retention of veterans (SERVE)	PhD	06/2018		Y	Clarity Scientific	Owner
942643081, 2012, MA Koc University, (Advisor: Donald M. Truxillo, Department of Psychology)		Age-based differences in the usefulness of resources: A multi-study investigation of work and well-being outcomes.	PhD	12/2018		Y	PSU School of Business Administration	Adjunct assistant professor
948773644, 2014, BA California State University San Marcos, (Advisor: Donald M.		Work ability, age discrimination, and job performance: A three-part	PhD	06/2019		Y	California State University	Assistant Professor in Management

Truxillo, Department of Psychology)		study					East Bay	
938076615, 2014, BS Portland State University, (Advisor: Charlotte Fritz, Department of Psychology)		Drinking on a Work Night: A Comparison of Day and Person-Level Associations with Workplace Outcomes	PhD	08/2019		N	Russell Reynolds Associates	Leadership Specialist
936993724, 2016, BA California State University San Marcos & MS Washington State University, (Advisor: Leslie B. Hammer, Department of Psychology)		Family linked workplace resources and contextual factors as important predictors of job and individual well-being for employees and families	PhD	08/2019		Y	San Jose State University	Assistant Professor in Psychology
958409762, 2013, BA Gonzaga University, (Advisors: Leslie B. Hammer & Cynthia Mohr, Department of Psychology)		Home resources supporting workplace resources: An investigation of moderated intervention effects from the Study for Employment Retention of Veterans (SERVe)	PhD	05/2020		Y	The People Experience	Organizational Psychologist
902990364, 2013, Portland State University, (Advisor: Donald M. Truxillo, Department of Psychology)		Recruitment Marketing: How Do Wellness And Work-Life Benefits Influence Employer Image Perceptions, Organizational Attraction, and Job Pursuit Intentions	PhD	05/2020		Y	Center for Parental Leave Leadership	Research and Assessment Consultant
966224827, 2015, BS Colorado State University, (Advisor: Charlotte Fritz, Department of Psychology)		Examining Employee Needs at Work and Home: A Self-Determination Theory Perspective	PhD	05/2020		seeking employment		
959791921, 2012, BA Utah State University, (Advisor: Leslie B. Hammer, Department of Psychology)			PhD					
951980261, 2015, BS University of California San Diego, (Advisor: Liu-Qin Yang, Department of Psychology)			PhD					
979578741, 2017, BA Austin College & MA Washington University St Louis, (Advisor: Larry R. Martinez, Department of Psychology)			PhD					

962509215, 2017, BS University of Oregon, (Advisor: Liu-Qin Yang, Department of Psychology)			PhD					
980772911, 2017, BS Valparaiso University & MBA University of Chicago, (Advisor: Jennifer Dimoff, Department of Psychology)			PhD					
932362870, 2018, BS Portland State University, (Advisors: Liu-Qin Yang & Jennifer Dimoff, Department of Psychology)			PhD					
932091286, 2018, BA University of South Florida, (Advisor: Charlotte Fritz, Department of Psychology)			PhD					
966429721, 2018, BA University of Arizona, (Advisors: Charlotte Fritz & Jennifer Dimoff, Department of Psychology)			PhD					
975921770, 2019, BS Oregon State University, (Advisor: Liu- Qin Yang, Department of Psychology)			PhD					
923685715, 2014, Portland State University, (Advisor: Leslie B. Hammer, Department of Psychology)			PhD					
963855482, 2019, BS Colorado State University, (Advisor: Tori Crain, Department of Psychology)			PhD					

¹ List all NIOSH supported trainees and graduates by year of entry. Reporting period for renewals is from start date of prior competing award. New applicants should report last five years.

² Indicate certificate trainees with (Certificate)