

4:00–5:30 p.m.

Concurrent Sessions 8

Salon 3 & 4

It's Time to Think More Formally About Time in Occupational Health Psychology

PANEL

Chair: Russell A. Matthews (University of Alabama)

Panelists: Tammy Allen (University of South Florida), Michael T. Ford (University of Alabama), Karina Nielsen (University of Sheffield)

Within the field of occupational health psychology (OHP) it has long been recognized (e.g., Zapf, Dormann, & Frese, 1996), and consistently reinforced (Kelloway & Francis, 2013), that commonly studied relationships, often conceptualized in terms of the stressor-strain process, should be examined using longitudinal designs. At their core, longitudinal studies (e.g., autoregressive designs, intervention studies, diary-studies) imply that Time is important. Yet, as Kelloway and Francis (2013) note, rather paradoxically, even for some of the fields most well-studied constructs (e.g., role stressors, burnout, commitment) we know very little about their basic unfolding across time. By extension, a common refrain of scholars when discussing their study's limitation is to highlight issues related to Time (e.g., "Our hypotheses should be tested using longitudinal data", "A diary-study may shed more light on these issues", "An intervention should examine how these effects unfold over time"). Alternatively, reviewers will often critique a study based on issues related to Time (e.g., "Why wasn't this study done longitudinally?", "Why did you use X lag between assessments instead of Y?", "Why didn't you use Z analysis strategy to model change?", "Why didn't you use theory to justify the proposed over-time effect?", "Why didn't you replicate standard cross-sectional relationship in your study?"). The issue at hand though is that our understanding of Time in OHP is disjointed at best: Time is seldom formalized in common theoretical frameworks, scholars seldom consider fundamentals of Time in the design of their studies, and editors/reviewers (while well-intentioned) may not fully realize the implications of their critiques as they relate to Time.

The purpose of this panel is to help audience members to take a step back and think about Time in a more formal, and expansive way. The session brings together an expert panel of scholars who are not only actively thinking about issues of Time in their research, but who are actively changing how the field approaches Time.

After a brief introduction of each panelist, the session will open with panelist answering the basic question, "When it comes to the issue of Time and OHP research, what keeps you up at night?" In turn, collectively, panelists will be asked to respond to a series of prepared questions by the moderator. Sample questions are included below.

- What is the biggest challenge you face in conducting research related to Time?
- What are meaningful albeit potentially unexplored areas in OHP related to Time?
- What do you wish other scholars would think more about as it relates to Time?

Following the discussion of these initial questions, the panel will then take questions from the audience. Depending on level of participation, to ensure a continued and active discussion, the moderator will be prepared with additional questions for the panel. The intention is for audience members to walk away with new ways to think about Time in the context of their own research with the hope of moving the overall field forward in its treatment of Time

Independence Ballroom CD

Approaches that Accelerate Research to Practice: Lessons learned from NIOSH Total Worker Health Centers

PANEL

Chair: Diane Rohlman (University of Iowa)

As the burden of occupational injury, illness, cost, and productivity grows for employees and employers, research is needed to identify more effective solutions and to translate these research findings into practice. The economic burden of occupational injuries, illness, and death in the US is estimated to be at \$250 billion including both direct and indirect costs (Leigh, 2011). Healthcare costs have been increasing at rates far above inflation, and these costs will only continue to rise. The National Institute of Occupational Safety and Health (NIOSH) launched the Total Worker Health® (TWH) program in 2011 (Schill and Chosewood, 2013) to expand traditional occupational safety and health programs to include the promotion of health and well-being among workers. This approach is based on the recognition that work is a social determinant of health. Aspects of work, such as chemical exposures, hours, wages, stress, work demands and schedule, interactions with co-workers and supervisors, and equipment design can impact the well-being of workers, families, and communities. The program supports research and outreach activities addressing conditions of work that impact the safety, health, and well-being of workers. TWH programs, policies and practices address the underlying causes that impact the health and safety of workers (Schill & Chosewood, 2013). Moreover, these programs in larger organizations have demonstrated a return on investment between \$2.05 and \$4.61 per \$1 invested (Bertera, 1990; Keuhl et al., 2013). More broadly, workplaces benefit from value on investment, including impacts on absenteeism, presenteeism, morale, and work satisfaction.

NIOSH has funded six Centers of Excellence for Total Worker Health to conduct basic and applied research, evaluate integrated interventions, and to identify evidence-based practices for employers. This work is carried out through collaborations with employers and other stakeholders. Proposed outcomes for the TWH program range from the dissemination and awareness of TWH research findings, the translation of TWH research into practice, and the development of TWH workplace policies and practices implemented in various employment settings, with the ultimate goal of improving worker safety, health



and well-being which can lead to improved productivity and reduced healthcare costs.

Each NIOSH Center of Excellence for TWH is required to conduct outreach and education activities to disseminate research findings and increase awareness of the benefits of workplaces that support and promote safety, health, and well-being. The key focus of the outreach core in each Center is to establish partnerships with regional and state organizations, including industry, labor, trade associations, professional organizations, public health, and academia to translate research into practice and also to better understand the needs and concerns of stakeholders. The TWH Centers also provide education to graduate and professional students, health and safety professionals, human resource specialists, and workers in a variety of synchronous and asynchronous formats. Employers of all sizes and across all industry sectors, including non-traditional work environments are impacted by outreach efforts from the NIOSH Centers of Excellence.

This interactive panel will provide an overview of the outreach activities of each NIOSH Center of Excellence for Total Worker Health. Specifically, the centers will describe how they support and promote the implementation and adoption of best practices, programs, and policies that promote worker safety, health, and well-being. This will include a description of partnerships and collaborations with researchers and practitioners and how they are responding to regional needs for worker safety and health. Information about the development of communication tools and interventions that are culturally, linguistically, and educationally appropriate for their audience. In addition, each Center will discuss evaluation metrics, including process and outcome measures, that are used to determine the efficiency and effectiveness of their program.

This panel will provide an opportunity to address the conference theme of “What does the future hold?” in regards to leveraging the safety, health and well-being of all workers and the aspects of work that contribute to organizational effectiveness. The outreach cores in the NIOSH funded TWH Centers play a pivotal role in helping employers navigate the rapidly changing workforce needs.

Center for Promotion of Health in the New England Workplace: TWH Dissemination and Implementation Hub

Suzanne Nobrega (University of Massachusetts Lowell)

The Center for Promotion of Health in the New England Workplace (CPH-NEW) is a Total Worker Health (TWH) Center for Excellence that is jointly based at two public universities – the University of Massachusetts Lowell and the University of Connecticut. The CPH-NEW Outreach Core is the Dissemination and Implementation (D&I) “Hub” from which research evidence is shared to inform policy, programs and practice in U.S. workplace settings. Its goals are to disseminate the research evidence for Total Worker Health while developing new tools and protocols to facilitate practical implementation and adoption in real world settings. Activities include communications, educational initiatives, employer program tools and training programs and implementation support, all informed by the research findings from CPH-NEW research projects. Ongoing evaluation of program tools and training programs indicate new ways of adapting and refining them to increase their usability and effectiveness in field applications. These activities work in concert to advance knowledge transfer and uptake by practitioners to advance health, safety, and well-being for working people. Figure 1. The CPH-NEW Total Worker Health® Dissemination and Implementation Hub Communications

The communications component of the D&I Hub targets a broad public audience, policy makers and professionals. A coordinated, layered system of website pages, email marketing, and social media is used to translate emerging TWH knowledge and disseminate information about TWH events, tools and resources available from NIOSH and other TWH Centers for Excellence. Every quarter, CPH-NEW publishes new online articles, topic briefs (over 60 titles to date) and a quarterly newsletter that reaches about 2000 professionals and researchers. We evaluate these activities by tracking the reach and engagement with the materials disseminated (e.g., page visits, length of time on page, newsletter clicks and opens). The CPH-NEW website was visited 8500 times by people from 125 countries in 2018. Education CPH-NEW provides continuing professional education through online, self-paced educational programs for nurses and through professional conference workshops. The Center currently offers two online nurse education programs: Job Stress (available since 2014) and Ergonomics in Healthcare (launched in 2018). A third online program (on Total Worker Health) is planned for release in 2020. Center investigators deliver TWH training at professional conferences with a reach to 200-400 workplace safety and health professionals every year (e.g. industrial hygienists, safety managers, employee health nurses, and labor leaders). These workshops are designed to promote adoption of TWH practices in real-world settings. We use evaluation surveys to assess participants’ intention to apply their learning in professional practice and we track requests for follow up implementation support as an indicator of TWH adoption. For example, in the prior grant year, 84% participants planned to share TWH information with their peers, and 18 professionals requested follow up assistance. Dissemination and TWH Implementation Support The CPH-NEW approach has always placed utmost importance on the participatory engagement of workers at all levels in the design of TWH interventions. Emphasis is on first making the work environment safe and health promoting, and then encouraging preventive health behaviors. The CPH-NEW Healthy Workplace Participatory Program (HWPP) Toolkit (www.uml.edu/cphnewtoolkit) is one of a very few tools designed specifically to help employer organizations adopt and implement a TWH program for continuous improvement. It is the only program toolkit developed through use of a participatory action research model in which organizations partnered in its design. The HWPP provides a comprehensive suite of field-tested program implementation tools and a sustainable management structure for engaging workers at all levels of the organization in TWH initiatives. Thus, the HWPP Toolkit offers a complete programmatic approach for applying TWH principles in the workplace. The Center also provides technical assistance and training tools to support the implementation of the HWPP and continues translational research activities to evaluate the factors impacting successful adoption of the HWPP Toolkit. For example, the toolkit materials have recently been expanded to include facilitation skills training videos and a new organizational readiness survey to aid with HWPP program implementation. An effectiveness study (with experimental design) is underway currently in 6 public hospitals to evaluate the health and organizational impacts of the HWPP. CPH-NEW is engaged in public health policy initiatives to advance TWH goals in two occupational sectors. We are actively engaged in a safe patient handling task force in Massachusetts, and we are the primary organizing leader of a National Corrections Consortium to advance research and programs that support correctional officer health and well-being. Both of these are directly informed by findings from our research projects and D&I Hub.

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