

SECTION I: TPG Summary and Relevance

A. Long-term Goals and Objectives of the Program

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

B. Key Elements of the Training Program

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

C. Trainees

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

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

Relevance:

The Graduate Training Program in Occupational Health Psychology (OHP) at the University of Connecticut (UConn) recruits qualified doctoral-level graduate students in industrial/organizational psychology, nursing, public health, and occupational and environmental medicine for specialized training in occupational health

psychology (OHP). Trainees learn how to contribute to the OHP knowledge base and become highly capable at discovering or implementing new ways of maintaining and promoting worker health and safety. The training program entails a combination of course content and applied research training that is designed not only to equip trainees with the necessary skills to address today's occupational health problems, but also to enable them to introduce new concepts of work organization and workplace design that can enhance worker safety, health and productivity through proactive approaches to workplace interventions.

SECTION II: Program Highlights of High Impact

Activities of two full-time, year-round trainees. Our budget allows us to fully fund two trainees full-time and year-round. The continuity of this funding has been extraordinarily valuable to our two trainees (Petery and Tubbs). Both students took their general exams and began work on their dissertation research during this funding period. Additionally, both presented at conferences during their tenure as trainees.

Program publication and conference presentation products. Past or current trainees published five chapters or articles during this project period; an additional five are (or have been) under review. In all, trainees presented 24 research projects during this project period.

Completed theses. Three students graduated with MA (1) or PhD (2) degrees during this reporting period. Details are noted in Section III below.

Internship placements. Four trainees worked in OHP-related internships during this reporting period. Burch, Calabrese, and Davies-Schriels all worked at the the VOLPE Transportation Center as an intern. Chen completed a full-time internship with the Liberty Mutual Research Institute for Safety (LMRIS).

Other research activities. Trainees continue to participate in activities with the Center for Promotion of Health in the New England Workplace (CPH-NEW, www.uml.edu/centers/CPH-NEW), one of three funded "centers of excellence" in the NIOSH Total Worker Health Initiative. The interdisciplinary CPH-NEW research team (psychologists, epidemiologists, ergonomists, economists, public health and health promotion professionals) studies worker engagement in the design and implementation of workplace health promotion/protection field-based initiatives. Several trainees receive grant support from CPH-NEW during this project period (Barr, Berger, Calvo, Hanrahan). Other trainees have access to extensive CPH-NEW data sets for their independent research investigations on topics like the health effects of work-family conflict, incivility, and WMSDs.

Faculty continue working with trainees on local and national applied research projects. (1) Prof. Magley worked with the University of Connecticut on an internal campus climate survey for graduate assistants, faculty and staff; trainee Nelson assisted with this project. (2) Barnes-Farrell is PI on contract work from the Volpe Transportation Center surveying railway workers regarding health and safety. Two trainees (Burch and Barr) continue to assist with this work.

OHP-related courses offered in I/O program. Occupational Health Psychology, a Foundation course in the program, was offered by Magley and Cavallari in Fall 2016.

OHP promotion. OHP faculty continue to promote the Society for Occupational Health Psychology (SOHP; www.sohp.psy.uconn.edu/index.html). Magley joined a National Academies of Sciences, Engineering and Medicine Committee on Sexual Harassment, based on her research on individual and organizational coping with sexual harassment. She also consulted with the National Parks Services on their sexual harassment survey.

Section III: Complete Program Products

1. Degrees Attained

Name: Megan Dove-Steinkamp

Degree earned: Doctor of Philosophy (Ph.D.)

Dissertation title: Understanding Resilience at the Unit Level: A Grounded Theory

Advisor: Henning

Name: Lindsey Graham

Degree earned: MA (by exam)

Advisor: Barnes-Farrell

2. Publications (Former trainees and current trainees)

Barnes-Farrell, J. L., & Petery, G. A. (2017). Older Worker Issues. In S. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd ed.*, (pp. 1041-1044). New York: Sage Publications. doi: 10.4135/9781483386874.n361

Calabrese, C., et al. (in press, 2017). Time of day effects on railroad roadway worker injury risk. *Journal of Safety Research*.

Dugan, A. G., & Barnes-Farrell, J. L. (in press, January 2017). Working mothers' second shift, personal resources, and self-care. *Community, Work and Family*.

Dugan, A. G., & Barnes-Farrell, J. L. (in press, January 2017). Time for self-care: Downtime recovery as a buffer of work and home/family time pressures. *Journal of Occupational and Environmental Medicine*.

Dugan, A. G., Fortinsky, R. H., Barnes-Farrell, J. L., Kenny, A. M., Robison, J. T., Warren, N., & Cherniack, M. (2016). Associations of eldercare and competing demands with health and work outcomes among manufacturing workers. *Community, Work and Family, 19* (5), 569-587. DOI: 10.1080/13668803.2016.1150809. Available at: <http://dx.doi.org/10.1080/13668803.2016.1150809>

3. Manuscripts Under Review (Former trainees and current trainees)

Barnes-Farrell, J., & Petery, G. A. (under review, R&R). The moderating role of employment status and gender on the relationship between psychological age and health: A two-wave cross-lagged panel analysis of data from the Health and Retirement Study. *Work, Age and Retirement*.

Burch, K., Barnes-Farrell, J., & Dugan, A.G. Impacts of Eldercare Responsibilities on Employees and Organizations: A Review. Review article proposal accepted for consideration in *Work, Aging and Retirement* (Annual Review Issue). Manuscript in preparation.

Cortina, L. M., Magley, V. J., Kabat-Farr, D., & Nelson, K. C. The science of incivility: The past, present, and future of rudeness research. Manuscript submitted, currently under revision.

Huang, Y., Lee, J., Chen, Z., Perry, M., Cheung, J., & Wang, M. Shortened measures of organizational- and group-level safety climate: An item response theory approach. *Accident Analysis and Prevention*. Manuscript under review.

Nelson, K. C., & Magley, V. J. Linking workplace incivility, constructive voice, and engagement. Manuscript under review.

4. Conference Presentations/Posters

Barr, T., Gannon, L., Tubbs, D., Cherniack, M., Henning, R., & Berger, B. (2017, June). *When conventional doesn't cut it: Measurement challenges for correctional officers*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.

Barr, T., Gannon, L., Calvo, A., & Magley, V. (2017, April). *Workplace civility norms and the stress-strain relationship: A moderated mediation framework*. Presented at the annual meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Burch, K.A., & Barnes-Farrell, J.L. (2017, April). The impact of work rumination on safe commuting behavior. In M. Ford (Chair), *New within person perspectives on affect across work and home*. Symposium to be conducted at the 32nd Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

- Burch, K., Barr, T., Barnes-Farrell, J. (2017, June). *Assessing safety culture in the shortline railroad industry*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.
- Calvo, A., Barr, T., Barnes-Farrell, J. (2017, June). *Enriching work: The impact of part-time jobs on school performance*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.
- Cavallari, J., Burch, K.A., Dugan, A.G., Henning, R.A., & Cherniak, M. (2017, June). Safety climate, job control, and the use of hearing protection devices in a variable noise environment. Paper to be presented at the biannual Work, Stress, and Health Conference, Minneapolis, MN.
- Decker, R., Berger, S., Calvo, A., & Magley, V. (2017, June). *Perpetrator power and general incivility as predictors of coping style*. Poster presented at the Work Stress & Health Conference in Minneapolis, Minnesota.
- Dugan, A., Barnes-Farrell, J., Fortinsky, R., & Cherniak, M. (2017, April). Acquired and persistent eldercare demands: Impact on worker well-being. In T. Griggs & C. Lance (Co-chairs), *Caring for elders while working: Initial findings and future directions*. Symposium accepted for presentation at Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gannon, L., Barr, T., Barnes-Farrell, J. (2017, June). *First generation students and burnout: The risks of role overload and work to school conflict*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.
- Hanrahan, J., Barr, T., Magley, V., Henning, R., Cherniak, M. (2017, June). *Examining the role of social support in the impact of organizational health climate in corrections*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.
- Henning, R.A., Warren, N., Robertson, M., Nobrega, S., Bizarro, A., Reeves, D. (2017, June). Iterative design of a participatory ergonomics toolkit for Total Worker Health. Paper submitted to ACE-ODAM 2017, Banff, CA.
- Huang, Y., Lee, J., Chen, Z., Perry, M., Cheung, J., & Wang, M. (2017, June). Shortened measures of organizational- and group-level safety climate: An item response theory approach. In Huang, Y.(Chair), *Novel Approaches to Safety climate Research*. Symposium to be presented at the biannual Work, Stress, and Health Conference, Minneapolis, MN.
- Laquerre, R. A., Barnes-Farrell, J. L., & Petery, G. A. (2017, May). *Chronological age moderates relationships between subjective age discrepancies and perceived work ability*. Poster accepted for presentation at the annual meeting of the Association for Psychological Sciences, Boston, MA.
- Laquerre, R. A., Gannon, L., & Magley, V. J. (2017, June). *The impact of sexual harassment policy perceptions on emotional appraisal and concerns*. Paper accepted for presentation at the biennial meeting of Work, Stress, and Health, Minneapolis, MN.
- Nelson, K. C., & Magley, V. J. (2017, April). Appraising incivility: When perpetrators are also a source of support. In K. N. Miner & P. Costa (Co-chairs), *Why, how, and when: Advancing the literature on workplace incivility*. Symposium accepted to the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nelson, K. C., & Magley, V. J. (2017, June). *The effects of anticipated future interaction on employees' responses following sexual harassment experiences*. Poster presented at the biennial Work, Stress, and Health Conference, Minneapolis, MN.
- Petery, G. A., & Barnes-Farrell, J. (2016, November). Same as it ever was: Comparing young adults' age bias toward older workers from 1989 and 2015. In D. Kooij (Chair), *Age stereotypes at work: Changing attitudes towards older workers to improve successful aging*. Symposium conducted at the Gerontological Society of America Annual Scientific Meeting, New Orleans, LA.
- Petery, G. A., & Barnes-Farrell, J. (2017, May). *The influence of multiple social identities on positive and negative beliefs about older workers*. Paper presented at the 2017 Congress of the European Association of Work and Organizational Psychology, Dublin, Ireland.
- Petery, G. A., Barnes-Farrell, J., & Laquerre, R. (2017, April). Young adults' exposure to 'Older Workers': Experiences, beliefs, and preferences. In G. A. Petery & J. Barnes-Farrell (Co-Chairs), *Perspectives on workplace age discrimination: Prevalence, processes, and outcomes*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial-Organizational Psychology, Orlando, FL.
- Petery, G. A., Barnes-Farrell, J., Laquerre, R. A., & Scymcyk, J. (2017, June). *Broadening our understanding of predictors of subjective age*. Paper presented at Work, Stress, and Health: 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Pfeifer, C., Barr, T., Magley, V., Henning, R. (2017, June). *Relative weights analysis of key factors to stress in new correctional officers*. Presented at the Work Stress & Health Conference in Minneapolis, Minnesota.

Tubbs, D., Henning, R., Barnes-Farrell, J., & Cherniack, M. (2017, April). Overtime hours, healthy behaviors and health outcomes for correctional officers. Poster accepted for presentation at Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Tubbs, D., Henning, R., Barnes-Farrell, J., & Cherniack, M. (2017, June). Is Correctional Officer Health Worsened with More Overtime Worked? In M. Cherniack & J. Dussetschleger (Co-chairs), *Participatory Action Research in Corrections, Designing Interventions and Break Rules*. Symposium accepted for presentation at Work, Stress & Health Conference, Minneapolis, MN.

Young, A., & Barnes-Farrell, J. (2017, June). *Exploring the Nuances of 'Workaholism' on the Tendency to Work Longer Hours*. Paper accepted for presentation at Work, Stress & Health Conference, Minneapolis, MN.