

Hammer, Leslie, B.
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Portland State University TPG Annual Report 2014-2015

SECTION I: TPG summary and relevance, and current contact information

Summary. The graduate training program at Portland State University is designed to address a currently under-represented discipline of Occupational Safety and Health, namely, Occupational Health Psychology (OHP). OHP is an emerging field within the disciplines of Occupational Safety and Health and Psychology, and 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. OHP is a rapidly expanding interdisciplinary field focusing on the promotion, development, and evaluation of workplace health and safety-related initiatives. OHP integrates both individual approaches to safety and health as well as organizational approaches, and holds many of the same tenets as the NIOSH Total Worker Health™ approach to integrating health promotion and health protection. 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, this is only one of two NIOSH Training Project Grants (TPG) that specifically focuses on OHP. There are two other OHP programs that are part of ERC's at the University of South Florida and 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. Therefore, the purpose of this training program is to provide formal graduate training in OHP to prepare students for academic positions as well as non-academic research positions in government and other entities, and to prepare graduates for jobs in applied occupational safety and health environments. 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.

Relevance. The OHP curriculum is based in the Ph.D. in Applied Psychology. OHP serves as a minor area that students could choose to concentrate on and consists of 4 required courses, a minimum of 2 elective courses, and an OHP-related internship. In addition, students conduct their thesis and dissertation research in the area of OHP. The OHP area of study is not intended to supercede the program requirements in the department, but rather to complement and enhance existing curricula.

Contact Information. Leslie B. Hammer, Professor of Psychology, Portland State University, Portland, OR 97210

TPG web link. <http://www.pdx.edu/occupational-health-psychology/>

SECTION II: Program Highlights

Program highlights of high impact.

This past year, we have continued to develop our connections in the local community and with Occupational Safety and Health researchers in the region. To date we have **graduated a total of 20 students** with the OHP minor, and all are employed in related fields using their OHP knowledge and skills. We **currently have 13 students** in the program and another three that are starting in Fall 2015. Our students have been placed in nationally-recognized internship

programs and upon graduating, they have been placed in academic, government, and industry jobs related to OHP. Over the years, our program has filled a need for specialized training in OHP, as well as a need for TPGs in our region. During this funding period we proactively sought ways to ensure that we have a strong multidisciplinary focus in the program and have significantly increased our collaboration with faculty at the Oregon Health and Sciences University (OHSU) through our participation in the Oregon Healthy Workforce Center (OHWC) described in the proposal. We are involved in the development of the joint PSU-OHSU School of Public Health, and we have strengthened our ties with the University of Washington-ERC. Furthermore, we have a wealth of methodology courses (e.g., Multi-Level Modeling, Structural Equation Modeling) for students. We have also joined the Consortium for the Advancement Research Methods and Analysis (CARMA) including webinars as an additional methodological resource for our students. The primary long term goals of our program are to provide formal graduate training in OHP and to serve as a national model for OHP training that successfully balances science and practice perspectives while remaining multidisciplinary in nature.

This year we further refined our program website (<http://www.pdx.edu/occupational-health-psychology/>) in hopes of recruiting a more diverse group of OHP applicants from ethnic minority backgrounds. Five students graduated this year and they are all currently placed in employment positions related to their field of study. One, Tori Crain, took a job as an assistant professor in the Department of Psychology at Colorado State University in their OHP program, and another took a position as an Assistant Professor at Oakland University, a third, Jenn Rineer took a position as a research psychologist as a health specialist with RTI, and the other two have positions in the Portland State University School of Business Administration as lecturers.

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 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. It is significant that the OHWC has been granted funding for three years, and it is the only new Center of Excellence to be funded this year.

In addition to our successes with our OHP trainees and our OHWC project, we have also had successes in the area of research grant funding by Core OHP faculty. For example, Dr. Leslie Hammer, Director of the OHP program, has brought in over 12.5M in extramural funding from NIOSH, DoD, and NIH over the past 10 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, and the Oregon Nurses Foundation to study issues ranging from worker safety to training to reduce substance abuse. 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. In addition, Dr. Charlotte Fritz is continuing her program of research on OHP stressors among Oregon Department of

Corrections correctional officers and she received one of the prestigious pilot grants to continue this work from the OHWC. All of these projects involve our trainees, and most of them supplement funding for our trainees. In addition, our faculty and graduate students publish widely and our students are being placed in Occupational Health Psychology positions around the globe. Finally, we had our annual OHP Advisory Board meeting in June 2015.

This past year we graduated 5 OHP students (i.e., Caughlin, Crain, Demsky, Ellis, & Rineer). We are currently funding 4 students and have another 13 in the program. Additionally, one of our graduates, Dr. Lauren Murphy who was in a postdoctoral research fellowship in the Liberty Mutual-Harvard Program in Occupational Safety and Health, collaborating with researchers at both Harvard University and the Liberty Mutual Research Institute for Safety (LMRIS) recently took an OHP full time position with the Washington State Bureau of Labor and Industries Safety and Health Assessment Program (SHARP). Looking to the future, we had 60 applicants apply to the OHP program for Fall 2015 and we admitted 3 students. Ten percent of those indicated they were from an ethnically diverse background.

Our funding was just renewed for an additional 5 years (2015-2020). During the 2015-2016 budget period we plan to continue to grow and develop our program both internally and externally, coordinating much of our work with the OHWC Total Worker Health NIOSH Center of Excellence and ensuring our connection to the developing joint Portland State University-Oregon Health and Science University School of Public Health. We will continue to implement our trainee exit interviews and we will 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 also plan to continue the ongoing successes of our program including the curriculum, the OHP Advisory Board, and our developing interdisciplinary connections across campus and across universities (OHSU) and University of Washington. We are also searching for two new faculty members who we anticipate will add to our growing program.

Finally, we have served as a leader in the development of the OHP Summer Institute Dr. Hammer presented at the OHP Summer Institute in Halifax, NS during the summer and plans are in the work for the 2016 OHP Summer Institute.