May 16-19, 2013
Preconference Workshops on May 16, 2013
The Westin Bonaventure Hotel and Suites
Los Angeles, California

Advance Registration Deadline: APRIL 10, 2013
Online registration: http://www.apa.org/wsh
The American Psychological Association (APA), the National Institute for Occupational Safety and Health (NIOSH), and the Society for Occupational Health Psychology (SOHP) will convene the 10th International Conference on Occupational Stress and Health. The conference, *Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health™*, will be held at the Westin Bonaventure Hotel and Suites, Los Angeles, CA, on May 16–19, 2013, with preconference workshops on May 16, 2013.

The Work, Stress and Health Conference series addresses the changing nature of work and the implications of these changes for the health, safety, and well-being of workers. The conference covers numerous topics of interest to labor, management, practitioners, and researchers, such as work and family issues, new forms of work organization, changing worker demographics, and best practices for preventing stress and improving the health of workers and their organizations (see complete list of conference topics on p. 4). Expert presentations and informal meetings with leading scientists and practitioners will provide an exciting forum for learning about the latest developments in occupational health psychology.

This year the conference will give special attention to the concept of Total Worker Health™. Total Worker Health™ is an expression, coined by NIOSH, that describes a new approach to safeguarding the health and safety of workers. This novel approach acknowledges that (a) both work-related factors and factors beyond the workplace contribute to many health and safety problems confronting today’s worker and (b) control of these problems is best achieved by comprehensive workplace health and safety programs that address both sets of factors in a coordinated fashion. Traditionally, workplace programs to address worker health and safety have been compartmentalized into *health promotion programs* that deal mainly with lifestyle factors that place workers at risk and *health protection activities* to reduce worker exposures to risk factors arising in the work environment. However, there is growing appreciation and evidence that workplace interventions that integrate health protection and health promotion programs are more effective than traditional, fragmented programs.
We invite researchers, business and organizational representatives, labor leaders, and medical and social science professionals with interests in occupational safety and health to attend poster presentations, paper sessions, roundtable discussions, and symposia that address the conference topics, including the overall conference theme of Total Worker Health™, with emphasis on the following subjects:

- The effects of integrated health protection and health promotion interventions, including both health/safety and organizational (e.g., economic, productivity) outcomes.
- The joint contribution of occupational and nonoccupational factors to health and safety problems facing workers today (e.g., stress and mental health, obesity).
- Strategies and best practices for implementing and evaluating integrated or holistic prevention programs.
- Merits, challenges, future directions, etc., relating to integrated prevention strategies.
- Training needs to advance research and practice relating to Total Worker Health™.

The program addresses issues of interest to both scientists and practitioners. The topics will have relevance to managers, employee assistance and human resources personnel, mental health professionals, and occupational safety and health specialists, among others.

**CONFERENCE CONTRIBUTORS AND COLLABORATORS (TO DATE)**

American College of Occupational and Environmental Medicine  
Brazil Chapter of the International Stress Management Association  
CN Centre for Occupational Health and Safety  
Communications Workers of America  
European Academy of Occupational Health Psychology  
European Agency for Safety and Health at Work  
Interamerican Society of Psychology  
Laborers’ Health and Safety Fund of North America  
National Aeronautics and Space Administration  
National Business Group on Health  
National Institute for Child Health and Human Development  
National Institute on Drug Abuse  
National Safety Council  
Occupational Safety and Health Administration  
Veterans Health Administration  
World Health Organization
Work, Stress, and Health Conference 2013

TOPIC AREAS

The conference paper sessions, poster sessions, symposia, and plenary sessions feature the following 29 topic areas:

- Aging and Work Stress
- Best Practices in Creating Healthy Workplaces
- Changing Employment Arrangements
- Collaborative and Participatory Approaches
- Economic Issues and Concerns
- Emerging Risks, Opportunities, and Issues in Work, Stress, and Health
- Global Concerns and Approaches
- Health Services and Health and Productivity Management
- High-Risk Jobs and Populations
- Human Resource Management and Benefits
- Individual Factors
- Job Attitudes, Turnover, and Retention
- Job and Task Design
- Organizational Practices
- Positive Psychology and the Workplace
- Prevention/Intervention Methods and Processes
- Professional and Educational Development
- Psychological and Biological Effects of Job Stress
- Research Methodology
- Safety Climate, Management, and Training
- Sleep, Fatigue, and Work
- Social and Organizational Environment
- Theoretical and Conceptual Issues in Job Stress
- Total Worker Health™
- Traumatic Stress and Resilience
- Work, Life, and Family
- Work Scheduling
- Workplace Diversity, Minority and Immigrant Workers, and Health Disparities
- Workplace Mistreatment

CONFERENCE CHAIRS

Gwendolyn Puryear Keita, PhD
American Psychological Association

Steven L. Sauter, PhD
National Institute for Occupational Safety and Health

Vicki Magley, PhD
Society for Occupational Health Psychology

CONFERENCE MANAGER

Wesley Baker
American Psychological Association

NIOSH COORDINATOR

Jessica Streit, MS
National Institute for Occupational Safety and Health
**PLANNING COMMITTEE**

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Wesley Baker</td>
<td>American Psychological Association</td>
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<tr>
<td>Janet Barnes-Farrell, PhD</td>
<td>University of Connecticut</td>
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<td>L. Casey Chosewood, MD</td>
<td>NIOSH</td>
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<td>Heidi Hudson, MPH, CHES</td>
<td>NIOSH</td>
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<td>Gwendolyn Puryear Keita, PhD</td>
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<td>Sara Luckhaupt, MD</td>
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<td>Vicki Magley, PhD</td>
<td>University of Connecticut</td>
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<td>Ivonne Moreno-Velazquez, PhD</td>
<td>University of Puerto Rico</td>
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<td>Carlos Albizu University</td>
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<td>Akinori Nakata, PhD</td>
<td>NIOSH</td>
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<td>Jeannie Nigam, MS</td>
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<td>Rene Pana-Cryan, PhD</td>
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<td>Kellie Pierson, MS</td>
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<td>Tapas Ray, PhD</td>
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<td>Steven Sauter, PhD</td>
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<td>Ted Scharf, PhD</td>
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<td>Anita Schill, PhD</td>
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<td>Robert Sinclair, PhD</td>
<td>Clemson University</td>
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<td>Jessica Streit, MS</td>
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<td>Naomi Swanson, PhD</td>
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INTERNATIONAL SCIENTIFIC COMMITTEE

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Liberty Mutual Research Institute for Safety

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Editor, Journal of Occupational Health Psychology

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European Agency for Safety & Health at Work

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University of Connecticut Health Center

Mina Westman, PhD
Tel Aviv University, Israel

Tisha R. A. Wiley, PhD
National Institute on Drug Abuse

Haiou Yang, PhD
University of California, Irvine
Conference Program at a Glance
(subject to change)

THURSDAY, MAY 16, 2013
9:00 a.m.–12:00 p.m. Preconference Workshops
• A Beginner’s Guide to Multilevel Modeling in Occupational Health Research
• An Orientation to the Occupational Stress and Recovery Process

12:00 p.m.–1:00 p.m. Lunch (on your own)

1:00–4:00 p.m. Preconference Workshops
• A Guide to Conducting Qualitative Research: What to Look Out For
• Archival Data: A Beginner’s Guide to How and When to Use It
• Healthy Leadership: Opportunities for Research, Practice, and Research-to-Practice

4:00–6:00 p.m. Opening Session
• Welcome
• Plenary address by Anthony LaMontagne, ScD, MA, Med, associate professor and principal research fellow, McCaughey Centre: VicHealth Centre for the Promotion of Mental Health & Community Wellbeing, Melbourne School of Population Health, University of Melbourne, Australia
• Lifetime Career and Early Career Achievement Awards
• Closing Remarks

FRIDAY, MAY 17, 2013
8:00–9:30 a.m. Poster Session/Breakfast Reception

9:30–9:45 a.m. Break

9:45–11:00 a.m. Special Plenary Session: Total Worker Health™

11:00–11:15 a.m. Break

11:15 a.m.–12:30 p.m. Concurrent Sessions
• Adhere or Adapt? Making Sense of Implementation Fidelity in Occupational Health Interventions (Symposium)
• Macroeconomic Factors (Paper Panel Session)
• Consequences of Mistreatment (Paper Panel Session)
• Job Burnout (Paper Panel Session)
• Collaborative and Participatory Approaches (Paper Panel Session)
• Professional Development: Education and Training (Symposium)
• Clinical Practice (Symposium)
• Temporary Employment in a Changing Labour Market: Implications for the Quality of Working Life, Job Insecurity, Health, Well-Being, and Work-Related Attitudes (Symposium)

12:30–1:45 p.m. Lunch (on your own)

12:30–1:45 p.m. Luncheon Tutorial Sessions
• An Epidemiology Primer for Occupational Health Researchers and Practitioners
• Applied Research and Consulting Opportunities in Occupational Safety and Health
• Measuring Biomarkers of Stress: A Tutorial for Researchers Wanting to Expand Their Methodological Toolkit in Occupational Health
FRIDAY, MAY 17, 2013 (continued)
1:45–3:00 p.m. Concurrent Sessions
• Job Stress and Health Interventions (Paper Panel Session)
• Work, Non-Work Environment, Worker Health, and Income and Productivity (Paper Panel Session)
• Occupational Health Disparities Among Racial and Ethnic Minorities: Current Findings and New Research Directions (Symposium)
• Social and Psychological Factors (Paper Panel Session)
• Methods Development and Validation (Paper Panel Session)
• Psychosocial Work Stress and Its Effects on Subjective and Objective Sleep Parameters (Symposium)
• Stress and Well-Being Among Health Care Sector Employees (Symposium)
• Job Insecurity and Changing Work Conditions (Paper Panel Session)
3:00–3:15 p.m. Break
3:15–4:30 p.m. Concurrent Sessions
• Organizational Health Intervention Research: Model-Based Approaches to Total Worker Health™ (Symposium)
• Employer Behavior/Worker Productivity (Paper Panel Session)
• Fresh Perspectives on Workplace Aggression (Symposium)
• Psychosocial Working Conditions and Obesity Research in High-Risk Occupations and Populations (Symposium)
• The Impact of Emotional Intelligence (Paper Panel Session)
• Nonstandard Schedules (Paper Panel Session)
• Occupational Health Initiatives: Evidence-Based Safety and Health Interventions (Symposium)
• Occupational Health Psychology: Where Did It Come From and Where Is It Going? (Paper Panel Session)
4:30–4:45 p.m. Break
4:45–6:00 p.m. Concurrent Sessions
• Beyond Worker Health: Toward a Systems Approach to Well-Being and Performance (Roundtable Discussion)
• Effects of Occupational Factors on Health Care Expenditure: How Work Affects Health, Migrants, and Disparities (Paper Panel Session)
• Organizational Interventions and Reactions to Workplace Bullying (Paper Panel Session)
• Creating and Measuring Positive and Engaging Work Environments (Paper Panel Session)
• Burnout, Presenteeism, and Turnover Among Health Care Workers (Paper Panel Session)
• Labor: Work Organization and Action Research (Symposium)
• PTSD and Resilience (Paper Panel Session)
• Preparing for Life After Graduate School: Careers in Occupational Health Psychology (Roundtable Discussion)
6:00 p.m. Student Social Networking Event
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<td>8:00–9:30 a.m.</td>
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<td>9:45–11:00 a.m.</td>
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<td>• The Future of Corporate Wellness Programs (Symposium)</td>
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<td>• HSPH Center for Work, Health, and Well-Being: TWH Initiatives in Health Care, Construction, and Manufacturing (Symposium)</td>
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<td>• Providing Low-Cost Assistance for Workers Affected by Workplace Bullying (Symposium)</td>
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<td>• Occupational Burnout (Paper Panel Session)</td>
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<td>• Effects of Individual Differences in Self Perception (Paper Panel Session)</td>
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<td>• Adverse Impact (Paper Panel Session)</td>
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<td>• Designing and Evaluating Interventions (Paper Panel Session)</td>
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<td>• Initial Results From the Work, Family, and Health Study (Symposium)</td>
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<td>11:00–11:15 a.m.</td>
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<td>• Intellectual Activism: Using Social Media to Share Research and Promote Public Engagement on Employee Health (Symposium)</td>
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<td>• Total Worker Health™ and Health Promotion Interventions (Paper Panel Session)</td>
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<td>• Community-Based Participatory Research With Low-Wage Workers in California (Symposium)</td>
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<td>• Implications of an Aging Workforce (Paper Panel Session)</td>
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<td>• Methods/Theory Potpourri (Paper Panel Session)</td>
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<td>12:30–1:45 p.m.</td>
<td>Lunch (on your own)</td>
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<td>12:30–1:45 p.m.</td>
<td>Luncheon Tutorial Sessions</td>
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<td>• Publishing in the <em>Journal of Occupational Health Psychology</em>: Questions From Prospective Authors</td>
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<td>• Innovations in Work–Family Research, Practice, and Policy: Effects on Total Worker Health™</td>
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<td>• Health-Related Quality of Life: Common Measurement Practices and their Applicability Towards Research in Work Stress</td>
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<td>1:45–3:00 p.m.</td>
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<td>• Work, Physical Activity, and Health (Paper Panel Session)</td>
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<td>• Roundtable on the CDC’s National Healthy Worksite Program—With NHWP Implementation Contractor Viridian Health Management (Symposium)</td>
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<td>• Impact of Incivility (Paper Panel Session)</td>
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<td>• Work and Depression (Paper Panel Session)</td>
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<td>• Working Conditions and Stress Outcomes in Health Care (Paper Panel Session)</td>
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<td>• Effects of Organizational Change on Work Environment, Health, and Well-Being (Paper Panel Session)</td>
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<td>• Supervisor Influence on Safety Climate (Paper Panel Session)</td>
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<td>• Work–Life Enrichment: Antecedents, Mechanisms, and Outcomes (Paper Panel Session)</td>
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SATURDAY, MAY 18, 2013 (continued)

3:00–3:15 p.m. Break

3:15–4:30 p.m. Concurrent Sessions
- Management of Absenteeism (Paper Panel Session)
- Perspectives on Total Worker Health™ (Paper Panel Session)
- New Findings From the Dark Side: Racism, Sexism, and Heterosexism in Organizations (Symposium)
- Recovery From Work (Paper Panel Session)
- Longitudinal Designs (Paper Panel Session)
- Shiftwork (Paper Panel Session)
- Workplace Hazards, Accidents, and Emergencies (Paper Panel Session)
- Burnout and Work–Life Issues (Paper Panel Session)

4:30–4:45 p.m. Break

4:45–6:00 p.m. Concurrent Sessions
- Occupational Health and Safety Management in European Enterprises: What Drives and Hinders Action? (Symposium)
- Worksite Health Promotion Research and Practice: Improving Worker Vitality, Symptom Self-Management, and Work Engagement (Symposium)
- Quality of Life, Working Conditions, and Well-Being (Paper Panel Session)
- Cardiovascular Disease 1 (Paper Panel Session)
- Differences in Coping Strategies (Paper Panel Session)
- Distress in Teams (Paper Panel Session)

- Epidemiology of Hazardous Work (Paper Panel Session)
- Total Worker Health™ in Practice: Applying Research to Improve the Well-Being of Employees (Symposium)

6:00–7:30 p.m. SOHP Presidential Address and Reception + OHP Conference Awards


**SUNDAY, MAY 19, 2013**

8:00–9:30 a.m.  **Poster Session/Breakfast Reception**

9:30–9:45 a.m.  **Break**

9:45–11:00 a.m.  **Concurrent Sessions**
- Derailed Organizational Health and Well-Being Interventions: Confessions of Failure, Solutions for Success (Symposium)
- Total Worker Health™: Interventions at the Oregon Healthy Workforce Center (Symposium)
- Organizational Change (Paper Panel Session)
- Musculoskeletal and Job Strain Issues (Paper Panel Session)
- Interpreting Longitudinal Surveys: The Balance of Change and Stability in Organizational Life (Symposium)
- Research on Job Characteristics (Paper Panel Session)
- Preventing Traumatic Stress (Paper Panel Session)
- Job Ambiguities (Paper Panel Session)

11:00–11:15 a.m.  **Break**

11:15 a.m.–12:30 p.m.  **Concurrent Sessions**
- The Importance of Fitting Organizational Intervention to the Context (Symposium)
- Individual and Organizational Risk Factors for Health in Different Occupational Settings (Paper Panel Session)
- Examination of Unique Antecedents of Workplace Mistreatment (Paper Panel Session)
- Cardiovascular Disease 2 (Paper Panel Session)
- Occupational Commitment of Work Motivation (Paper Panel Session)
- Physical and Mental Health Effects (Paper Panel Session)
- Trauma and Resilience in the Military (Paper Panel Session)
- Moderating or Coping (Paper Panel Session)

12:30–1:45 p.m.  **Lunch (on your own)**

12:30–1:45 p.m.  **Luncheon Tutorial Sessions**
- State of the Art in Safety Climate Research
- Succeeding as a Spokesperson for Occupational Health: Preparing for News Media Interviews

1:45–3:00 p.m.  **Concurrent Sessions**
- Vitality at Work (Paper Panel Session)
- Work and Non-Work Factors (Paper Panel Session)
- Development of a Culturally Tailored OSH Questionnaire for Latino Immigrant Workers (Symposium)
- Burnout Precursors and Protective Factors (Paper Panel Session)
- A Love/Hate Relationship With the Job (Symposium)
- Job Content Questionnaire 2.0: Results of Multi-Country Pilot Studies and Final New Scale Decisions (Symposium)
- When Positive Work Experiences and Organizational Stressors Collide (Symposium)

3:00–3:15 p.m.  **Break**
SUNDAY, MAY 19, 2013 (continued)

3:15–4:30 p.m. Concurrent Sessions

- Work Transitions and Mental Health Throughout the Work–Life Course (Symposium)

- Taking Total Worker Health™ in New Directions: Contrasting General Versus Integrating Approaches (Symposium)

- Workplace Violence in At-Risk Occupations (Symposium)

- Stress in Different Occupations (Paper Panel Session)

- Workability/Total Worker Health™ (Paper Panel Session)

- Let All Social Partners in the Social Support Process Count: New Perspectives on Classical Theory (Symposium)

- Safety Management in Hazardous Occupations (Paper Panel Session)

4:30–4:45 p.m. Break

4:45–5:30 p.m. Closing Plenary, Student Competition Award, and Best Intervention Award
Preconference Workshops

01 A Beginner’s Guide to Multilevel Modeling in Occupational Health Research

Lisa M. Kath, PhD, and Mark G. Ehrhart, PhD, San Diego State University, USA

Occupational health psychology (OHP) researchers and practitioners are interested in the well-being of workers, who themselves are members of natural groups, such as work teams, departments, shifts, and/or locations. Because humans are social creatures, many popular OHP areas of interest (e.g., safety, stress) have theories that predict that employee attitudes and behaviors will be influenced by both the employee him/herself and social influences of the groups to which the employee belongs. For these reasons and more, we are presenting an introduction to the topic of multilevel modeling (MLM), in which we answer questions such as (a) in what situations does MLM come in handy, (b) how can you design MLM studies, and (c) how do you run MLM analyses? Even if you are not sure you are ready to do MLM studies yet, join us to see if it might be right for your work. We will provide a lot of support—emotional and instrumental—as you embark on this journey toward a more holistic modeling of what influences employee attitudes and behaviors.

After attending this workshop, participants should:

1. Understand common situations in OHP research and practice that benefit from multilevel modeling
2. Understand how to appropriately design studies that incorporate a multilevel perspective
3. Understand how to analyze most common multilevel models

Lisa M. Kath, PhD, is a long-time user of MLM in her own research as a graduate student at the University of Connecticut and as an assistant professor at San Diego State University. She has published research on work stress and sexual harassment that used MLM and is an experienced presenter of symposia on methods topics at Work, Stress, and Health and Society for Industrial and Organizational Psychology (SIOP) conferences. Recently, she co-authored (with Roesch and Ehrhart) a chapter on MLM in Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis (edited by R. R. Sinclair, M. Wang, & L. E. Tetrick, 2012).

Mark G. Ehrhart, PhD, is an associate professor in the Department of Psychology at San Diego State University. He received his PhD in industrial and organizational (I-O) psychology from the University of Maryland. His
research focuses on the application of multilevel issues to the study of organizational climate, organizational citizenship behavior, leadership, and work stress. He has published in the *Journal of Applied Psychology, Academy of Management Journal, Personnel Psychology,* the *Journal of Management,* and the *Journal of Organizational Behavior.* He is also a coauthor (with B. Schneider and W. H. Macey) of the recently released “Organizational Climate and Culture” (*Annual Review of Psychology,* 2013, 64, 361–388).

**02 An Orientation to the Occupational Stress and Recovery Process**

*Christopher J. L. Cunningham, PhD, University of Tennessee at Chattanooga*

This workshop is targeted toward occupational health researchers and practitioners of all levels who are interested in learning more about work-related or occupational stress. The material in this workshop will be introductory in nature but will provide a strong foundation for those who are interested in considering the stress process within their own research and practice efforts. This workshop is designed to tackle three general objectives. First, an overview of dominant and promising models of the occupational stress process will be provided. During this portion of the workshop, key definitions and core references will be discussed to enable participants to better communicate using the language of stress researchers and practitioners.

Second, participants will be provided with information on how to identify and incorporate appropriate tools for evaluating stress within their own research and practice situations. This portion of the workshop will begin with a discussion of the most common stress assessment tools used within occupational health psychology and related fields. There will also be time for participants to discuss current and future research plans and to collectively brainstorm strategies for operationalizing their stress-related constructs into measurable variables.

The third portion of this workshop will provide participants with an overview of recovery processes that are an important component of the overall stress process and experience. I will present an overview of the dominant models of recovery as an extension of the stress process. Also discussed will be current findings regarding the effectiveness of recovery strategies. Methods of evaluating recovery needs and effects will then be reviewed.
After attending this workshop, participants should:

1. Understand the basic terminology that is used in occupational stress research
2. Know the most common sources of employee stress (e.g., stressors) in organizations
3. Understand and be able to describe the occupational stress and recovery process
4. Understand different approaches to the assessment of stressors and strains within organizations
5. Know how to judge the utility and value of measures of stress-related constructs
6. Understand how recovery fits into the stress process
7. Understand strategies for evaluating recovery needs and experiences

Christopher J. L. Cunningham, PhD, is a UC Foundation associate professor and graduate faculty member in the Department of Psychology at the University of Tennessee at Chattanooga. He is also an adjunct clinical assistant professor (for research) in internal medicine at the University of Tennessee College of Medicine–Chattanooga. He currently teaches organizational and occupational health psychology (OHP), organizational development and change, and quantitative/qualitative research methods to graduate students in the university’s master’s of science program in I-O psychology. Dr. Cunningham also teaches select undergraduate courses in psychological research methods, statistics, assessment development, and professional ethics and career planning. His current research addresses multiple OHP topics, including the need for resource recovery and recovery from occupational stress, the influence of individual differences on health practices and stress and recovery processes, and topics related to managing multiple work and nonwork roles. As a consultant, he also functions as the chief science officer for Logi-Serve (a customer service excellence prescreening and development company) and as the primary consultant for client measurement services at The Solution Group (a human resources technology firm). At the UT College of Medicine–Chattanooga, he is involved with multiple research projects that seek to improve health care provider health and well-being at work and efficiency on the job. Dr. Cunningham is also active in professional service, as shown in his community involvement, his frequent peer-reviewing efforts,
and his work as the treasurer/secretary for the Society for Occupational Health Psychology (SOHP). He currently serves as an editorial board member for the Journal of Occupational Health Psychology, the International Journal of Stress Management, and Stress & Health.

**03 A Guide to Conducting Qualitative Research: What to Look Out For**

**Irvin Sam Schonfeld, PhD, City College and the Graduate Center of CUNY, USA; and Joe Mazzola, PhD, Roosevelt University, USA**

Because OHP is a relatively young field, it is an area that is well suited to qualitative research. Qualitative methods are especially useful in the context of discovery, particularly with regard to the exploration of phenomena that are not well understood. Although underutilized and sometimes misunderstood, qualitative research can complement quantitatively organized research in OHP. Qualitative methods can also underline for the researcher deeply engaged in statistical analyses that the health and well-being of vulnerable human beings underlie the quantitative results.

Statistical analyses, such as structural equation modeling and multilevel linear modeling, can tell us a great deal about how stressors and strains are related. Qualitative methods can reveal important, but largely unnoticed, details that are specific to individuals’ particular stressful experiences at work. Qualitative methods can uncover unscripted microprocesses (e.g., manager resistance to implementation) at play during health-promotion interventions—processes that threaten the success of an intervention.

A regression equation may predict which employees are more likely to participate in a workplace health promotion initiative, but a focus group can inform an HR representative what initiatives would be most acceptable to potential nonparticipants—the employees practitioners most want to reach. Qualitative methods are a vital component of the tools OHP researchers use because these methods help us to more fully understand the relation between psychosocial workplace factors and worker health.

The first half of this workshop will begin with a review of qualitative research techniques available to OHP researchers and practitioners. We will then present in some detail the strengths qualitative methods afford OHP researchers and practitioners, followed by a forthright discussion of the limitations of qualitative research. We will provide examples from the OHP research literature on the strengths and limitations of qualitative research and describe
how these strengths and limitations can inform the application of qualitative methods. We will discuss these studies in a way that allows workshop participants to understand how applications of qualitative methods in past OHP research can guide their own qualitative and mixed-methods research and will also discuss the potential for combining qualitative and quantitative methods.

The second half of the workshop will be more interactive. Participants will learn to implement a number of specific components of qualitative methods (e.g., generating open-ended questions, coding responses). Those without previous practice in qualitative methodology will learn how to conduct the process from start to finish. For participants with experience implementing qualitative methods, our aim is to strengthen their qualitative research skills. There will also be ample opportunity to ask questions about the application of qualitative methods to participants’ practice or research goals.

The researchers conducting this workshop have spent a great deal of time both conducting and reviewing qualitative OHP research and want to share their knowledge with participants through formal presentation and interactive instruction. As participants develop a more complete view of qualitative research, including how and when it should be conducted, they will also learn how best to promote qualitative research to those who may undervalue its importance (i.e., editors, supervisors, coauthors).

After attending this workshop, participants should demonstrate:

1. A basic knowledge of how qualitative research has been used in OHP research in the past and how that knowledge informs current and future research
2. An understanding of the strengths and limitations of qualitative research
3. The capacity to determine whether qualitative methods are appropriate for the question being asked and which specific qualitative methods should be used
4. An understanding of the basic concepts behind conducting open-ended surveys, interviews, focus groups, and observation
5. A capacity to code responses to qualitative questions using human raters
6. The capacity to promote the importance of qualitative research to supervisors, journal editors, and others in the field of OHP.
Irvin Sam Schonfeld, PhD, MPH, earned his PhD in developmental psychology at the City University of New York and completed a postdoctoral degree in epidemiology at Columbia University. He is a professor of psychology at the City College and the Graduate Center of CUNY. His research interests include the stressor–strain relationship in teachers. He and Dr. Mazzola have conducted a review of studies that used qualitative methods in research on occupational stress, written a book chapter on qualitative methods in OHP, and are completing a qualitative study of stress in the self-employed. Dr. Schonfeld has published in the Archives of General Psychiatry, Developmental Psychology, the Journal of Occupational Health Psychology, the American Journal of Public Health, and Organizational Research Methods. He is also the founding editor of the SOHP Newsletter.

Joseph J. Mazzola, PhD, earned his PhD in I-O psychology with a concentration in OHP from the University of South Florida. He is currently an assistant professor at Roosevelt University. Dr. Mazzola’s research interests include the effects of workplace climates on health behaviors and the prevalence and effects of stressors in the workplace. He has been published in Work & Stress, Stress & Health, and the Journal of Mixed Methods Research, among other outlets. He has also been a member of the SOHP executive committee.

04 Archival Data: A Beginner’s Guide to How and When to Use It

Gwenith G. Fisher, PhD, Institute for Social Research, USA; and Janet L. Barnes-Farrell, PhD, University of Connecticut, USA

This workshop is targeted toward occupational health researchers of all levels who are interested in learning more about the use and potential sources of archival data. Archival data refer to data that already exist, such as social science data archives, public documents and official records, private documents, and mass media. They pre-date a planned research project rather than data that are expressly collected for the primary purposes of a particular research project (Fisher & Barnes-Farrell, 2012). This workshop will introduce researchers to various types of archival data, provide examples of how they have been successfully used in occupational health research, discuss the advantages and opportunities for using archival data, examine potential challenges and how to overcome them, and train researchers in how to identify and use potential data sources to suit their own needs.
After attending this workshop, participants should:

1. Understand what archival data are and how archival data can be used to conduct occupational stress and health research
2. Determine the opportunities offered by using archival data to answer research questions
3. Understand challenges to using archival data and identify strategies for dealing with these challenges to the extent possible
4. Learn how to identify potential archival data sources relevant to participants’ own interests

Gwenith G. Fisher, PhD, is an associate research scientist at the Institute for Social Research at the University of Michigan. She has extensive experience working with large-scale surveys and archival datasets, including the Health and Retirement Study, the Aging, Demographics and Memory Study (ADAMS), and the Study of Cognition and Aging in the USA (CogUSA). Her research focuses on cognitive aging and aging workforce issues, work–life balance, survey design, and psychological measurement. More than 15 of her publications to date have used archival data. She was the inaugural recipient of the A. Regula Herzog Young Investigators Award at the Institute for Social Research. In addition to her primary role at the University of Michigan, she is an adjunct professor of psychology at the University of Detroit Mercy, where she teaches graduate courses in statistics and I-O psychology. With Barnes-Farrell, she is coauthor of “Use of Archival Data in Occupational Health Psychology Research,” a chapter in Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis (2012).

Janet Barnes-Farrell, PhD, is a professor of I-O psychology at the University of Connecticut and past president of SOHP. She is an associate editor of the Journal of Occupational Health Psychology and serves on the editorial boards of several other professional journals (the Journal of Applied Psychology, the Journal of Business and Psychology, and the Journal of Managerial Psychology). Dr. Barnes-Farrell’s primary fields of expertise include aging and work, performance appraisals, work–life balance, and survey design and analysis. Her current research centers on psychosocial aspects of work and aging and on the process and consequences of work–life balance for workers and organizations, with special emphasis on the work–life concerns of older workers. With Fisher, she is coauthor of “Use of Archival Data in Occupational Health Psychology Research,” a chapter in Research Methods in Occupational Health Psychology: Measurement, Design, and Data Analysis (2012).
05 Healthy Leadership: Opportunities for Research, Practice, and Research-to-Practice

James Campbell Quick, PhD, University of Texas at Arlington, USA; and Joel Bennett, PhD, Organizational Wellness & Learning Systems (OWLS), USA

Healthy leadership is a core construct within related fields of applied psychology, organizational development, and workplace health promotion. Yet there is a need to bring a more well-designed, research-to-practice approach that facilitates partnership between researchers and practitioners. While several areas of research have emerged, they have not been integrated, and there is a lack of cross-disciplinary dialogue and research on healthy leadership.

First, many studies show that an employee’s relationship with his/her manager (e.g., supervisor support) is a reliable predictor of health outcomes. Second, applied studies indicate that manager engagement and support are often critical to the success of worksite health promotion. Third, studies suggest that managers and executives carry their own unique set of health and stress risks, even though most designs of worksite health promotion neglect these special risks. Fourth, classical models of job stress (job strain and effort–reward imbalance) contain elements that are influenced by managers and executives. That is, an employee’s experience of job stress is directly influenced by managerial practices. Fifth, research in positive psychology and related fields (self-leadership, psychological capital) points to a growing interest in character strengths and virtues as an important area of healthy leadership research. Finally, for businesses that have a “leadership pipeline,” mid-level and senior managers often receive training, coaching, and/or mentoring around the stressors of more complex leadership. While various practice models exist for such stress management, they are often a-theoretical and not well studied.

This session will first review the research in each of these six areas. Participants (both researchers and practitioners) are invited to dialogue about their own interests and the opportunity for future study. One goal of the first part of the workshop is to establish connections for future research endeavors. In the second part of the workshop, the presenters will provide different perspectives and (quantitative and qualitative) examples on healthy leadership.

Dr. Quick will present his research based on interviews with top-level executives, following from his coauthored book Managing Executive Health: Personal and Corporate Strategies for Sustained Success (Quick, Cooper, Gavin, & Quick, 2008), which has been published in eight languages. In addition, the second APA edition of his classic preventive stress management book...
(Quick, Wright, Adkins, Nelson, & Quick, 2013) features a new focus on the positive benefits of challenge stress and on the central role of positive leadership in creating healthy work environments while retaining the solid research base of the work.

Dr. Bennett will present research from a clinical trial with an online/e-learning system for improving managers’ cardiovascular health (Bennett, Broome, Pilley, & Gilmore, 2011), which was designed following work by Quick and a model of heart-centered-leadership (Steinbrecher & Bennett, 2002). Both presenters will examine their research in the context of the six different areas listed previously and present a coherent model that synthesizes these areas. In the final section of the workshop, participants will work in small groups to pose questions for applied research on healthy leadership and design a brief research protocol. Each group will present their ideas for feedback.

While this workshop reviews theoretical approaches to healthy leadership, participants will also receive a basic review of the following applied skills.

After attending this workshop, participants should be able to:

1. Discuss the importance of healthy leadership in applied settings (e.g., leadership pipeline, leadership development)
2. Identify and select leadership assessment tools and understand how to apply them for the purpose of coaching on healthy leadership
3. Assess whether they can customize their own assessment battery, use pre-existing instruments, or create their own items
4. Discuss key character strengths and virtues at the heart of personal integrity
5. Align their interests in healthy leadership with research models in occupational stress or other areas of leadership/organizational studies
6. Identify potential new areas for innovative practices that are based on existing research and models discussed in the workshop

James Campbell (Jim) Quick, PhD, is Distinguished Professor of Leadership & Organizational Behavior in the Goolsby Leadership Academy at the University of Texas at Arlington, where he holds the John and Judy Goolsby–Jacqualyn A. Fouse Endowed Chair, and Honorary Professor, Lancaster University Management School, UK. He is a global leader in executive health and a founding figure in occupational health psychology. He was honored with the 2002 Harry and Miriam Levinson Award by the American Psychological Foundation for consulting with senior leaders and executives.
in creating healthy, more humane work environments. Dr. Quick has over 100 publications in 10 languages, including Preventive Stress Management in Organizations (2nd ed., 2013) and the Handbook of Occupational Health Psychology (2nd ed., 2011). Colonel Quick, USAFR (Ret.), served on the Defense Health Board from 2008 to 2011. He was Senior Individual Mobilization Augumentee to the Commander of the San Antonio Air Logistics Center in his last assignment. He was a leader in the major, 6-year occupational health intervention in Air Force Materiel Command that saved lives (no fatalities) and avoided significant costs (over $33 million in savings). For his service, he was awarded the Legion of Merit, one of the U.S. Air Force’s Distinguished Service Medals. In addition, his awards and decorations include the Meritorious Service Medal and the National Defense Ribbon with Bronze Star. Dr. Quick is a partner in the NelsonQuick Group, Dallas, TX.

Joel Bennett, PhD, is the president of Organizational Wellness & Learning Systems (OWLS), a consulting and “science-to-service” firm that specializes in evidence-based wellness and e-learning technologies to promote organizational health and employee well-being. In 2008, he was acknowledged with the Service Leadership award from the National Wellness Institute. Dr. Bennett first delivered stress management programming in 1985, and OWLS programs have since reached over 20,000 workers across the United States and abroad. His programs have been recognized by the U.S. Department of Health as effective in reducing employee behavioral risks. Clients have included the U.S. National Guard; the U.S. Air Force; the American Council of Engineering Companies; the National Electrical Contractors Association, Dallas-Fort Worth Airport; the California Health Care Information Association; the California Association for Healthcare Quality; the Center for Substance Abuse Prevention; and the Medical Research Council of South Africa. Dr. Bennett is the author of over 20 peer-reviewed research articles and three books, including Heart-Centered Leadership (2004). He is coeditor of Preventing Workplace Substance Abuse: Beyond Drug-Testing to Wellness (2002) and a contributor to the Handbook of Occupational Health Psychology. Dr. Bennett is also primary developer of several workplace health promotion programs, including Team Awareness, Team Readiness (National Guard), Team Resilience, the Small Business Wellness Initiative, IntelliPrev™, and ExecuPrev™: LiveWell, LeadWell.
For more information, please visit http://www.apa.org/wsh

$35

Psychology Continuing Education (CE) Fee for Preconference Workshops*

All preconference workshops will offer CE credits. A single fee allows you to earn credit for any combination of preconference workshops attended.

All preconference workshops are on May 16, 2013

For preconference workshops, register online at www.apa.org/wsh or print out the registration form (found online or on p. 30 of this pdf) and mail or fax the completed form to APA (contact information is on the form).

To register for preconference workshops, please indicate the number of the workshop(s) that you wish to attend. A complete list of preconference workshops can be found at the conference website (www.apa.org/wsh) and on pp. 14–23 of this pdf.

Please note that you must register for each preconference workshop(s) you wish to attend. Space is limited. Preconference workshop fees are NOT included in the general conference registration fees. The Conference Program Committee reserves the right to cancel any preconference workshop with insufficient registration.

PRECONFERENCE 3-HOUR WORKSHOP FEES

$100

In advance (through 4/10/13)

$150

Late or on-site (after 4/10/13)

CE CREDIT GENERAL INFORMATION

*Please note that the unlimited CE credit fee is separate from other conference fees charged for these programs.
Conference Scholarship Information

**SCHOLARSHIP FUND DONATION**

The planning committee provides needs-based scholarships to help defray registration, travel, and hotel expenses for attendees who would otherwise be unable to attend the conference (e.g., students, attendees from developing countries). **Please consider donating to this fund.** If you would like to make such a donation, please indicate the appropriate amount during the registration process.

**SCHOLARSHIP APPLICATION**

The planning committee provides needs-based scholarships to help defray registration, travel, and hotel expenses for presenters and attendees who would otherwise be unable to attend the conference. Awards are based on financial need, and scholarships are awarded to cover part or all of the base registration fee, travel, and hotel expenses.

**APPLICATION PROCEDURE**

Email applications are preferred as a more sustainable option than mailing paper copies. Complete the application on p. 30 and submit it as an attachment to wbaker@apa.org. If you prefer to mail your application, please complete the form on p. 30 and send it to Wesley Baker, Conference Manager, American Psychological Association, 750 First Street, NE, Washington, DC 20002-4242.

Scholarship forms will be accepted until **March 1, 2013**, and will be awarded until funding allocated for this purpose is exhausted. Scholarships applicants will be notified of decisions by **April 15, 2013**.
Psychology Continuing Education (CE) Fee for Entire Conference Program*

Unlimited CE credit will be offered for designated conference sessions. A single fee allows you to earn CE credits for as many of these identified conference sessions as you would like to attend. CE sessions will be identified by a special APA CE logo in the conference program.

FEES

- **Early** (through 4/10/13)
  - Full-Time Student
    - $125
  - Late/On-Site
    - $425

- **Late/On-Site** (after 4/10/13)
  - Full-Time Student
    - $175

Student rate applies only to degree-seeking undergraduate and graduate students. Verification of student status will be required at the time of registration.

*Please note that the unlimited CE credit fee is separate from other conference fees charged for these programs.*
Society for Occupational Health Psychology (SOHP)

Discount Rates

NEW/RENEWING SOHP MEMBERS

$395 Early (through 4/10/13)  $445 Late/On-Site (after 4/10/13)

These rates apply to new and renewing SOHP members. The fees include conference registration and a 2013 membership to SOHP, including a one year subscription to the Journal of Occupational Health Psychology and all other benefits of SOHP membership. Attendees interested in this rate should submit a completed SOHP new member application and return it with the completed conference registration form.

To learn more about SOHP and obtain a membership application form, please visit www.sohp-online.org. SOHP membership applications also will be available at the conference for on-site registrants.

2013 SOHP MEMBERS

$355 Early (through 4/10/13)  $405 Late/On-Site (after 4/10/13)

These rates apply to SOHP members who have already renewed their membership for 2013.
Please register online at www.apa.org/wsh or print out the registration form (found on p. 30 of this booklet) and mail or fax the completed form to APA (contact information is on the form).

**GENERAL INFORMATION**

Please note that conference registration includes all conference sessions, continental breakfast, scheduled coffee/break services, receptions, and conference materials, including a conference program and interactive, searchable CD-ROM of conference abstracts. Workshop registration is not included.

We encourage participation by all individuals. If you are a person with a disability, advance notification of any special needs will help us to accommodate you better.

**CANCELLATION/REFUND/SUBSTITUTION POLICY**

Registrants who are unable to attend the conference and/or workshop(s) will be assessed a cancellation fee based on the following schedule: 2/1/13–3/9/13—20% of the registration and/or workshop(s) fee; 3/10/13–4/9/13—50% of the registration and/or workshop(s) fee; after 4/10/13—100% of the registration and/or workshop(s) fee. If you are unable to attend the conference or workshop(s), a substitution may be made in writing before the conference without charge. **No refunds will be given after APRIL 10, 2013. “No shows” are subject to the full fee.**

In the unlikely event that the conference or any workshop is canceled, full refunds will be given to participants who have registered, but we cannot be responsible for costs that may be incurred for airline and hotel reservations and other expenses.

**QUESTIONS about your registration or need more information about workshops? Please contact:**

Work, Stress, and Health Conference  
Wesley Baker, Conference Manager  
American Psychological Association  
Public Interest Directorate  
750 First Street, NE  
Washington, DC 20002-4242  
Telephone: 202-336-6033  
Fax: 202-336-6117  
Email: WSHConference@apa.org
Conference Registration Information

Please register online at www.apa.org/wsh or print out the registration form (found on p. 30 of this booklet) and mail or fax the completed form to APA (contact information is on the form).

HOTEL RESERVATION INFORMATION

Hotel accommodations must be made separately with the Westin Bonaventure Hotel and Suites, 404 South Figueroa Street, Los Angeles, CA 90071. **Please do not send hotel deposits to APA or combine hotel payment with registration fee.** Special conference rates are **$123 for either a single or a double occupancy**, with an additional person cost of **$20.00** (plus all applicable state and local room taxes and fees, currently 14.12%).

To obtain these special rates, it is important to mention that you request the group rate for APA or American Psychological Association. Call the hotel directly at **1-800-937-8461 (toll-free)** or **213-624-1000**. To make reservations online, please visit the following group reservation website:


Reservations received after Monday, April 29, 2013, at 5:00 p.m., or after the room block is filled are subject to availability and prevailing rates. We strongly advise early reservations, as we expect heavy conference attendance and hotel space is limited!

The Westin Bonaventure Hotel and Suites requires a credit card to guarantee your reservation. If you cancel your reservation within 72 hours prior to your arrival date, your credit card will be charged for one night plus tax. If you fail to arrive on your date of arrival and are a “no show,” your credit card will be charged for the first night plus tax.
Conference Registration Form

Complete this form and mail with payment to:

American Psychological Association
Work, Stress, and Health Registration
Attn: Wesley Baker
750 First Street, NE
Washington, DC 20002-4242

Tel: 202-336-6033
Fax: 202-336-6117
Email: WSHConference@apa.org

Please type or print your full name and institution as it will appear on your badge (include degree):

- Dr.  - Prof.  - Mr.  - Ms.  - Mrs.

Institution:

Mailing address:

Work phone: (_______) ___________________________
Home phone: (_______) ___________________________
Fax: (_______) ___________________________
Email:

SUMMARY OF FEES

Please note: Payment must be made in U.S. funds

<table>
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<tr>
<th>Each preconference workshop</th>
<th>Through 4/10/13</th>
<th>After 4/10/13</th>
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Continuing Education fee for preconference workshops

- $35

Registration

- $375
- $425

Student registration

- $125
- $175

New/renewing SOHP member

- $395
- $445

2013 SOHP member

- $355
- $405

Scholarship fund donation

- $_______

Continuing Education fee for entire conference program

- $65

FORM OF PAYMENT

- Check  - Visa  - MasterCard  - American Express

Purchase Order # ___________________________
(Make checks payable to the American Psychological Association)

CREDIT CARD PAYMENT AUTHORIZATION

(please print)

Cardholder name (as it appears on credit card):

- American Express  - MasterCard  - Visa

Credit Card # ___________________________
Exp. date: ____ / ____
Amount to be charged: $ ______

Billing address:

Daytime telephone: (_______) ___________________________
Email: ___________________________

Cardholder signature: ___________________________
Conference Scholarship Form

The planning committee for the 2013 Work, Stress, and Health Conference provides needs-based scholarships to help defray registration, travel, and hotel expenses for presenters and attendees who would otherwise be unable to attend the conference. Awards are based on financial need, and scholarships are awarded to cover part or all of the base registration fee, travel, and hotel expenses.

Application Procedure: Email applications are preferred as a more sustainable option than mailing paper copies. Complete the application below and submit it as an attachment to wbaker@apa.org. If you would prefer to mail your application, please send it to:

Wesley Baker
Conference Manager
American Psychological Association
750 First Street, NE
Washington, DC 20002-4242

Scholarships forms will be accepted until March 31, 2013, and will be awarded until funding allocated for this purpose is exhausted.

Scholarships applicants will be notified of decisions by April 15, 2013.

1. Name/Affiliation: ________________________________

2. Phone/fax: (_______) ____________________________

3. Mailing Address: ________________________________
   ________________________________

4. Email: ________________________________

5. Are you a presenter at the conference? □ Yes □ No

6. If you are a presenter, is your work Sloan Foundation-supported research on aging workforce, working families, and workplace flexibility? □ Yes □ No

7. Are you a student? □ Full time (12–15 hr) □ Part time

8. Please describe why you are applying for a scholarship:
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________

9. Financial need (please list all figures in U.S. dollars):
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________

A. Funding sources/amounts for conference attendance that you have already secured:
   Employer/Institution: ________________________________
   Out of pocket: ________________________________
   Other (please specify): ________________________________

B. Funding assistance that you need (check all that apply):
   □ Base registration fee
   □ Round-trip economy travel
   □ Hotel expenses

C. What else should we know about your financial situation?
   (Please note: Although documentation is not required, more detailed information regarding finances with your application will assist us in making informed and balanced decisions.)
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________
   ___________________________________________________________________

Please return the application to wbaker@apa.org. You will receive a reply email to let you know your application has been received.
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404 South Figueroa Street
Los Angeles, CA 90071

Reservations: 1-800-937-8461 (toll-free) or 213-624-1000
Group Name: APA or American Psychological Association

☐ Dr.  ☐ Prof.  ☐ Mr.  ☐ Ms.  ☐ Mrs. ____________________________________________________________

Date of arrival: _____ / _____ / _____  Time of arrival: ________________________  Date of departure: _____ / _____ / _____

**TYPE OF ROOM**

Single:  ☐ $123 plus tax
Double:  ☐ $123 plus tax

**CREDIT CARD INFORMATION**

(*please print*)

A reservation must be guaranteed by a valid major credit card:

☐ American Express  ☐ MasterCard  ☐ Visa  Credit Card #: ___________________  Exp. date: __/__  Amount to be charged: $ ______

Cardholder name (as it appears on credit card): ________________________________________________________________

Billing address: ______________________________________________________________________________________

Daytime telephone: (______) ________________________  Email: ________________________________________________

Cardholder signature: __________________________________________________________________________________

We encourage participation by all individuals. If you are a person with a disability, advance notification of any special needs will help us to accommodate you better.

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or after the hotel room block is filled are subject to availability and prevailing rates. **We strongly recommend early reservations; hotel space is limited!**
Work, Stress, and Health 2013
Protecting and Promoting Total Worker Health™

MAY 16–19, 2013
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MAY 16, 2013
Preconference Workshops

To register please visit
http://www.apa.org/wsh

Please direct all conference-related questions to:

Wesley Baker
Conference Manager
American Psychological Association
Public Interest Directorate
750 First Street, NE
Washington, DC 20002-4242

Phone: 202-336-6033
Fax: 202-336-6117
E-mail: WSHConference@apa.org