WSH2013 Luncheon Tutorial Schedule

Friday 5/17 Tutorials (excludes JOHP editorial board members), 12:30 pm–1:45 pm
1) An Epidemiology Primer for Occupational Health Researchers and Practitioners
Dr. Amanda Sonnega, Institute for Social Research, University of Michigan, USA

2) Applied Research and Consulting Opportunities in Occupational Safety and Health
Dr. Lindsay Sears (chair), Healthways, USA
Dr. Joel Bennett, Organizational Wellness and Learning Systems (OWLS), USA
Dr. Autumn Krauss, Sentis, Australia
Dr. Kizzy Parks, K. Parks Consulting, Inc., USA
Dr. Stephanie Pronk, Aon Hewitt, USA
Dr. Douglas Roblin, Kaiser Permanente Georgia, USA

3) Measuring biomarkers of stress: A tutorial for researchers wanting to expand their methodological toolkit in occupational health
Dr. Diane B. Miller, CDC-NIOSH, Morgantown, WV, USA

Saturday 5/18 Tutorials, 12:30 pm–1:45 pm
1) Publishing in the Journal of Occupational Health Psychology: Questions from Prospective Authors
Dr. Joseph J. Hurrell, Jr., St. Mary’s University, Canada

2) Innovations in Work-Family Research, Practice, and Policy: Effects on Total Worker Health
Dr. Leslie B. Hammer, Portland State University, USA

3) Health Related Quality of Life: Common Measurement Practices and their Applicability towards Research in Work Stress
Dr. Tapas K. Ray, National Institute for Occupational Safety and Health, USA

Sunday 5/19 Tutorials, 12:30 pm–1:45 pm
4) State of the Art in Safety Climate Research
Dr. Dov Zohar, Technion – Israel Institute of Technology, Israel

3) Succeeding as a Spokesperson for Occupational Health: Preparing for News Media Interviews
Rhea K. Farberman, APR, American Psychological Association, USA

Description of WSH2013 Luncheon Tutorials

An Epidemiology Primer for Occupational Health Researchers and Practitioners
Dr. Amanda Sonnega, Institute for Social Research, University of Michigan, USA

ABSTRACT
As researchers and practitioners increasingly embrace multidisciplinary environments, they seek to broaden their understanding and familiarity with other potentially relevant disciplines. This brief tutorial aims to provide basic background in the field of epidemiology to better understand the prevention of disease/improvement of health and the fundamentals of epidemiologic methods and study design. We will explore the relevance of epidemiology for understanding occupational health issues.

Learning Objectives
When this workshop is complete, participants will be able to:
1) Distinguish incidence and prevalence.
2) Understand morbidity and mortality using ratios, proportions, and rates.
3) Understand direct and indirect methods of adjustment of overall rates.
4) Recognize the assumptions associated with construction of a life table.
5) Understand probabilities and conditional probabilities of health-related events.
6) Calculate sensitivity, specificity, and predictive values.
7) Recognize the elements in the design and conduct of a randomized clinical trial, a cohort study, a case-control study, and a cross-sectional study.

8) Understand measures of association in identifying risk factors of diseases.

9) Recognize criteria for characterizing the causality of associations.

10) Explore the relevance of epidemiology for occupational stress and health.

BIO
Amanda Sonnega, Ph.D., received her doctoral degree from Johns Hopkins University School of Public Health in the area of Health Psychology. She completed a post-doctoral fellowship in psychiatric epidemiology at the Institute for Social Research (ISR) at the University of Michigan. She is Assistant Research Scientist at the ISR, where she is responsible for integrating communication, outreach, and education efforts for the Health and Retirement Study (HRS) and is a lecturer in the UM School of Public Health teaching Psychosocial Factors in Health-related Behavior. Her research focuses on vulnerability and resilience in aging individuals and the role if intergenerational transfers in retirement well-being.

Applied Research and Consulting Opportunities in Occupational Safety and Health
Dr. Lindsay Sears (chair), Healthways, USA
Dr. Joel Bennett, Organizational Wellness and Learning Systems (OWLS), USA
Dr. Autumn Krauss, Sentis, Australia
Dr. Kizzy Parks, K. Parks Consulting, Inc., USA
Dr. Stephanie Pronk, Aon Hewitt, USA
Dr. Douglas Roblin, Kaiser Permanente Georgia, USA

ABSTRACT
The goal of this tutorial is to educate the audience about career opportunities within organizations in the health, safety, and well-being industry. More specifically, the roles occupied by applied researchers and consultants within these companies will be showcased. Representatives from several companies leading the way in employee well-being improvement will provide an overview of their respective organizations and explain the ways in which applied research and consulting contribute to their companies’ objectives and to meeting their clients’ needs. Panelists will reflect on some of the challenges and benefits of engaging in applied work and offer advice to those interested in working in this industry that improves occupational safety and health.

The panel consists of senior-level scientific leaders from organizations in the health, safety and wellness industry. Panelists represent a diverse selection of companies, ranging from small privately-owned LLC’s to large publicly traded corporations whose approaches range from driving change at the organizational level through consulting to providing tailored interventions at the individual employee level.

BIOS
Joel Bennett, Ph.D., is President of Organizational Wellness & Learning Systems (OWLS), a consulting firm that specializes in evidence-based wellness and e-learning technologies to promote organizational health and employee well-being. Dr. Bennett first delivered stress management programming in 1985 and OWLS programs have since reached over 20,000 workers across the United States. He is primary developer of “Team Awareness,” an evidence-based program recognized by the U.S. Dept. of Health as effective in reducing employee behavioral risks. Team Awareness has been adapted by the U.S. National Guard as one of their flagship prevention programs, and it has been used by restaurants, electrician training centers, small businesses, Native American tribal government, and recently in South Africa. OWLS clients include corporate, private, non-profit, local and federal agencies. OWLS has received close to $4 Million in Federal Research Grants to assess, design, and deliver workplace wellness programs. OWLS service-line includes the Small Business Wellness Initiative, IntelliPrevTM, PrevToolsTM, and ExecuPrevTM (livewell, leadwell). Dr. Bennett is the author of over 20 peer-reviewed research articles and he has authored/co-authored three books, including Heart-Centered Leadership, Time & Intimacy, and Preventing Workplace Substance Abuse. In 2008, he was acknowledged with the Service Leadership award from the National Wellness Institute. He earned his Bachelor’s Degree in Psychology and Philosophy from State University of New York (Purchase) and his M.A. and Ph.D. in Psychology from University of Texas-Austin.

Autumn Krauss, Ph.D., is Chief Scientist at Sentis, a global occupational health and safety consultancy based in Australia. In her role, she manages the Research Team, which is responsible for all assessment and research support for Genesis, Sentis’ wellbeing division. These responsibilities include (1) identifying relevant research theories and models to serve as the basis of wellbeing service offerings, (2) developing individual and
organizational assessments that are used to diagnose wellbeing challenges and measure wellbeing constructs during training programs, and (3) executing efficacy research demonstrating the effects of wellbeing interventions on targeted individual and organizational outcomes. Autumn regularly consults on health and safety issues with organizations in the mining, construction, utility, and oil and gas industries. She has presented on occupational health topics at industry and research conferences within the United States and globally. Autumn received her Ph.D. in Industrial and Organizational Psychology from Colorado State University.

Kizzy Parks, Ph.D., is President of K. Parks Consulting, Inc., an 8(a) certified woman-minority owned/operated small business providing full-service analytics and metrics services, recruiting, training and development and workforce consulting. The firm specializes in helping organizations create a high-performance workforce, providing customized business solutions based upon business management principles as well as practical knowledge and experience. The firm’s areas of expertise include organizational wellness and effectiveness; diversity and inclusion solutions; organizational assessments and metrics development; and training and development. The firm has provided services to the Department of Defense, the Defense Equal Opportunity Management Institute, and several Fortune 500 companies. In addition to leading successful consulting initiatives, Kizzy collaborates on numerous research teams and focuses on research in evaluating organizational development solutions, diversity and inclusion management, and organizational wellness and effectiveness. Kizzy received her Ph.D. in Industrial and Organizational Psychology and Master of Science in Industrial and Organizational Psychology degrees from the Florida Institute of Technology.

Stephanie Pronk, M.A., is a senior vice president at Aon Hewitt. In her role, she leads their national clinical health improvement and measurement team. Stephanie combines more than 25 years of experience in developing, implementing and evaluating health improvement strategies both domestically and globally, while using the power of data analytics to provide evidence-based health solutions for clients that improve health and productivity while positively impacting the bottom line. Prior to Aon Hewitt, Stephanie served as vice president, employer and health management consulting at Ingenix. Stephanie also served as the chief health officer for RedBrick Health, where she was responsible for developing and executing on the health and consumer engagement strategies of the company. Stephanie developed and led national health management consulting operations for various human capital consulting organizations, including Watson Wyatt and William M. Mercer. In this role, she helped clients find new approaches to improving, maintaining and managing health focusing on the complete spectrum of health conditions—from prevention to risk reduction to disease management. Stephanie also brings actual hands-on experience of developing, implementing and evaluating health promotion programs at Westinghouse Electric Corporation, where she was nationally recognized for her innovative program design and results. Beginning her career in the University academic setting, she taught health-related courses and conducted research in the areas of obesity and physical activity. Stephanie holds a bachelor’s degree in physical education and health from Hastings College and a master’s degree in health education from the University of Nebraska at Kearney (formally Kearney State College).

Douglas Roblin, Ph.D., is a Senior Research Scientist with The Center for Health Research / Southeast at Kaiser Permanente Georgia. His principal research interests focus on organization and financing of health care delivery systems, social epidemiology, and evaluation of the influence of psychosocial factors on patient lifestyle, medication adherence, and health care utilization. He has over two decades’ experience working as a Statistician, Health Economist, and Research Investigator in health care organizations. Dr. Roblin is Principal Investigator on an NIDDK-funded project, "Psychosocial Effects on Patient Adherence, Allostatic Load, and Chronic Disease," and an ACS-funded project, "High Deductible Health Plans and Receipt of Cancer Prevention Services." He is the site investigator for the HMO Cancer Research Network and the HMO Cancer Communication Research Network. Dr. Roblin is also site investigator for research studies of patient-provider communication, health literacy, patient quality of life following hospitalization, and improvements to osteoporosis diagnosis and treatment from interventions being tested in two cluster randomized trials. Dr. Roblin serves as a manuscript reviewer for various peer-reviewed journals, including American Journal of Managed Care, Medical Care Research and Review, and Medical Care. He has served as Deputy Editor for Medical Care, was on the Editorial Committee for the Journal of Quality Improvement, and participated on the steering committee for the American Diabetes Association’s Diabetes Physician Recognition Program from 1998-2004. In addition to his position at The Center for Health Research / Southeast, Dr. Roblin is an Adjunct Assistant Professor in Health Policy and Management in the Rollins School of Public Health at Emory University. He holds a Ph.D. in Anthropology from the University of Michigan and a M.A. in Anthropology from the University of Chicago.

Lindsay Sears, Ph.D., is an Executive Director Principal Investigator, responsible for advanced well-being research and custom analytics at Healthways, the largest independent global provider of wellbeing improvement solutions. In her role, Lindsay leads a research team primarily focused on the Healthways Wellbeing Assessment...
Measuring biomarkers of stress: A workshop for researchers wanting to expand their methodological toolkit in occupational health
Dr. Diane B. Miller, CDC-NIOSH, Morgantown, WV, USA

ABSTRACT
Traditionally, those investigators interested in the impact of stress on occupational health psychology have primarily relied on survey and questionnaire instruments in their research with limited emphasis on the biological systems controlling and responding to stress. The workshop will contain three general components. First, participants will be provided with the current state of scientific research in stress physiology in occupational health. They will learn about the role of the hypothalamic pituitary adrenal (HPA) axis and its release of cortisol in response to stressor exposure. Second participants will be introduced to the methods and protocols used to evaluate cortisol and learn the types of tissue samples suitable for evaluation of this stress hormone. Participants will be provided with information on common methodological challenges and pitfalls in conducting research on biomarkers of stress; they will learn about the appropriate collection, preparation and the storage of blood, saliva and hair samples. Finally, participants will receive guidance on how to properly interpret stress biomarker data with specifics on what can and cannot be concluded concerning an individual subject as well as on a population basis. After attending the workshop, participants will be able to: (1) describe current knowledge regarding the association between work stress and health endpoints and, (2) develop sound research designs in the field.

BIOS
Diane B. Miller, Ph.D., is currently the head of the Chronic Stress & Neurotoxicology Laboratory of CDC-NIOSH at the NIOSH facility in Morgantown, WV. She received her doctorate in experimental psychology and psychopharmacology from the University of Kentucky in 1979. Prior to joining NIOSH she was a senior research toxicologist at the US EPA where she evaluated the impact of diverse classes of compounds, including toxic chemicals, pharmacological agents and drugs of abuse on the adult and developing nervous system. She has also investigated the role pesticides and other chemicals may play in the etiology of neurodegenerative diseases like Alzheimer’s and Parkinson. Her current research utilizes human populations considered to have high levels of occupational stress such as police officers as well as experimental animal models of stress. The release of certain hormones and other biologically active agents are an integral part of the stress response. A particular interest and focus of her research program is the biological mechanism by which substances like cortisol and catecholamines, released in response to stressor exposure, impact disease development. She is an associate editor of the International Journal of Stress Management and on the editorial boards of Neurotoxicology & Teratology and the Journal of Alcohol & Drug Research. Dr. Miller has authored over 100 papers in relevant peer-reviewed journals including Brain Research, Journal of Neurochemistry, and Journal of Occupational & Environmental Medicine.

Publishing in the Journal of Occupational Health Psychology: Questions from Prospective Authors
Dr. Joseph J. Hurrell, Jr., St. Mary’s University, Canada

ABSTRACT
The Journal of Occupational Health Psychology (JOHP) receives over 250 new manuscripts each year. Of these, only about 25 are ultimately published. The reasons for rejection are numerous and include the appropriateness of the topic, theoretical and/or empirical contribution of the manuscript, and a variety of methodological concerns. The purpose of this session is to allow prospective authors to meet the Editor and raise questions, in an open discussion forum, about how to enhance the chances of publishing in JOHP.
Dr. Joseph J. Hurrell Jr., Ph.D. is currently an Adjunct Professor of Psychology at St. Mary's University in Halifax, Nova Scotia. He's currently the editor for the Journal of Occupational Health Psychology and holds Bachelor's and Doctor of Philosophy Degrees in psychology from Miami University and a Master’s in clinical psychology from Xavier University. Prior to his current appointments, he was affiliated with the U.S. Center for Disease Control and Prevention's National Institute for Occupational Safety and Health (NIOSH). He joined NIOSH in 1972 and was a pioneer in the study of psychological factors in occupational health. His leadership helped foster the now widespread international recognition of work-related psychological disorders as a major public health problem and his research has led to the identification of a wide variety of work-related psychosocial conditions that serve as risk factors for psychological and physical ill-health. Prior to his retirement from NIOSH, he was the Associate Director for Science for the Division of Surveillance, Hazard Evaluations and Field Studies (DSHEFS), one of NIOSH, CDC’s largest Divisions. In this capacity, Dr. Hurrell was responsible for the scientific quality of over 150 ongoing studies addressing a broad range of questions of substantial public health and regulatory importance.

Dr. Hurrell has authored over 100 scientific publications and 8 books. He was a co-founder of the American Psychological Association’s Journal of Occupational Health Psychology and served as its associate editor for over 10 years. He is also a Founding Member of the Society of Occupational Health Psychology. Dr. Hurrell has been internationally recognized for his work and is the recipient of numerous awards including the NIOSH Alice Hamilton Award that recognizes scientific excellence in publications by NIOSH scientists.

Innovations in Work-Family Research, Practice, and Policy: Effects on Total Worker Health
Dr. Leslie B. Hammer, Portland State University, USA

ABSTRACT
Recent advances in work and family research, practice, and policy reflect the growing realization that the field is inherently made up of an interdisciplinary group of international scholars. In addition, practice and policy related to work and family vary between public and private sectors as well as by national social policy. This tutorial will review the research and practice innovations that may help improve both worker and organizational health in the future, taking into consideration these larger macro issues. Suggestions for innovative future research and practice in work and family will be discussed. Participants will leave with a general understanding of the state of the work-family field.

Learning Objectives
When this workshop is complete, participants will be able to:
1) Identify empirically supported interventions to improve work-family balance.
2) Understand the recent trends in work-family research and be knowledgeable about common policies and practices.
3) Develop a greater understanding of the work-life/work-family field.

BIO
Leslie B. Hammer, Ph.D., is a Professor of Psychology in the Department of Psychology at Portland State University. Her research focuses on ways in which organizations can help reduce work and family stress and improve positive spillover by facilitating both formal and informal workplace supports. Dr. Hammer is the Director of the Center for Work-Family Stress, Safety, and Health, funded by grants from the National Institute for Child Health and Human Development and the National Institute for Occupational Safety and Health. This center is one of six that make up the national Work, Family and Health Network. Dr. Hammer is also the Director of the Occupational Health Psychology graduate training program at Portland State University that is funded through a training program grant from the National Institute for Occupational Safety and Health. She is also Associate Director of the Oregon Healthy Workforce Center (ORhwc), one of four NIOSH Total Worker Health Centers for Excellence. She is a Past President of the Society for Occupational Health Psychology (SOHP). Dr. Hammer is an Associate Editor of the Journal of Occupational Health Psychology and she serves on the founding editorial board of the Sloan Work and Family Research Network’s On-Line Work and Family Encyclopedia, and is on the editorial boards of the Journal of Management and Journal of Business and Psychology. She has published numerous articles on work and family in such publications as the Journal of Applied Psychology, Journal of Occupational Health Psychology, Journal of Vocational Behavior, Journal of Family Issues, Harvard Business Review, Human Resource Planning, and Journal of Marriage and the Family and co-wrote a book with Dr. Margaret Neal entitled Working Couples Caring for Children and Aging Couples: Effects on Work and Well-Being.
Health Related Quality of Life: Common Measurement Practices and their Applicability towards Research in Work Stress
Dr. Tapas K. Ray, National Institute for Occupational Safety and Health, USA

ABSTRACT
It is an international practice to enumerate population health status in terms of child, infant, and adult mortality, average life expectancy, and adverse health related morbidity. Measuring health in such terms results in under emphasizing the true status of health, health related quality of life, and its positive and other negative aspects. Certain health hazards like job stressors may not result in immediate mortality or morbidity but have long-term detrimental effects on physical and mental quality of life. Measuring health related quality of life (HRQL) is rather important in such contexts since traditional health metrics may fail to capture these features. The recent occupational health literature has seen a lot of application of different measures of HRQL in different parts of the world.

HRQL is a broad multidimensional concept that includes subjective evaluation of both positive and negative aspects of life. HRQL refers to an individual's perceived mental, physical and social functioning status. It relates to how well a person carries out day-to-day activities and his/her sense of well-being. This tutorial will introduce the audience to the various popularly-used HRQL measures, comparing the content (in terms of health items and scales) of different HRQL measures, and improving (i.e., tailoring) the HRQLs for application in job stress research.

A number of HRQL indices have been developed and used worldwide. Depending on the method of assessing HRQL, the scope is broadened or narrowed. Often HRQL encompasses health aspects along with their lifestyle correlates (diabetes, breast cancer, arthritis, and hypertension), and their risk factors (body mass index, physical inactivity, and smoking status). For our purpose we will limit our discussion to the popular ones like that of EQ-5D\(^1\), HRQoL\(^2\), HUI\(^3\) and SF-36\(^4\). These indices estimate overall quality of life or condition-specific quality of life. We will also discuss two related indices i) Quality Adjusted Life Years (QALY), and ii) Disability Adjusted Life Years (DALY), which combine quality of life along with numbers of life years gained or lost in terms of mortality. Quality adjusted life years (QALYs) are being predominantly used in measuring intervention benefits in medical decision making and in the public health literature in the USA. The WHO uses a similar, albeit methodologically different, index called disability adjusted life years (DALYs) to estimate health hazard burden.

We will compare the HRQL indices by listing the different health state components/attributes that each of them include. We then discuss the various health components that should be included in a typical HRQL index targeted towards measuring quality of life affected in studies of job stress. Finally, the seminar will explore opportunities to use current national workplace surveys in constructing health related quality of life (related to stress) estimates by using one of the above mentioned HRQL indices.

BIO
Tapas K. Ray, Ph.D., is as an economist with the U.S. National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention. He received his Ph.D. in Economics from University of Connecticut in 2004 and his Masters from Delhi School of Economics in 1996. Prior to joining CDC as a Prevention Effectiveness Fellow, he worked in the field of Environmental and Regulatory Economics. His current interests are economics of work stress, musculoskeletal disorders, occupational exposures to electro-magnetic field, and identifying macroeconomic factors contributing towards injuries and illnesses in the U.S. manufacturing sector. He has published both in environmental and public health economics.

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\(^1\) A standardized instrument measuring health outcomes developed by Netherland based EuroQol group.
\(^2\) ‘Health-Related Quality of Life’ developed by CDC
\(^3\) Health Utility Index Mark 2 and 3 are multi-attribute health status classification systems predominantly developed by McMaster university
\(^4\) Multipurpose short-form health survey developed by US based Quality Metric group.
State of the Art in Safety Climate Research
Dr. Dov Zohar, Technion – Israel Institute of Technology, Israel

ABSTRACT
Recent meta-analyses covering some 200 studies offered robust support for safety climate as predictor of subjective and objective safety performance (Beus, Payne, Bergman, & Arthur, 2010; Christian, Bradley, Wallace, & Burke, 2009; Clarke, 2010; Nahrgang, Morgeson, & Hofmann, 2011). Such evidence indicates that time has come for moving from the initial phase of scientific validation to the subsequent stage of construct elaboration in which its qualifying attributes are identified and relationships with other variables are tested, resulting in emergence of a theoretical framework. This tutorial will outline key elements of the construct elaboration stage, reviewing relevant studies and offering a research agenda.

Qualifying attributes of safety climate perceptions
Whereas there is agreement that managerial commitment to employee protection constitutes the core meaning of safety climate (Guldenmund, 2010; Flin, Mearns, O’Connor, & Bryden, 2000; Zohar, 2011), coupled with meta-analytic evidence indicating that it offers the strongest prediction of injury outcomes among other safety-climate dimensions (Beus, et al., 2011), there has been little research into the manner by which such commitment is being assessed, rated or perceived by employees. In other words, what cues do employees use to assess managerial commitment to their protection? This tutorial will offer three possible cues:
(a) Relative priority of protection/safety vs. production/profitability goals. Given that production can proceed while assuming different levels of employee protection, company management must make choices concerning the extent of (financial) investment in non-productive worker protection efforts. Given the demonstrated sensitivity of employees to the distribution of financial resources among competing goals (Gibson, Martin & Singer, 2005), it can be used as a metric for managerial commitment to employee protection (Madsen, in press).
(b) Alignment between safety policies and practices. This cue relates to the extent of convergence or divergence between words and deeds on behalf of management. Given that the extent to which management “walks the talk” has been shown to offer a conspicuous attribute of the organizational environment (Bromley & Powell, 2012), such alignment offers an important climate cue because the perceived size of policy-practice gaps offers another metric for assessing management commitment.
(c) Consistency and stability of safety practices. Whereas the previous cues referred to stable characteristics of the work environment, the current cue refers to dynamic changes resulting from the fact that organizations are open systems. Perceived practice stability/variability in the context of environmental change is offered as a safety-climate cue and a metric for assessing management commitment based on the Law of Comparative Judgment. This law indicates that relative judgment (especially pairwise comparisons) is superior to absolute judgment, resulting in a strong tendency to adopt the former for making social decisions (Saaty, 2001).

Expanding the semantic net of safety climate
Based on theoretical models tested in recent meta-analyses, safety climate research has largely focused on a small number of proximal antecedents (leadership style, conscientiousness, physical risks) and consequences (safety knowledge and motivation, safety behavior, injuries). Given that meta-analytic results supported the path models linking these variables, time has come for expanding it by testing inclusion of additional variables in the semantic net of safety climate. The tutorial will describe a number of recent studies designed for this purpose.
(a) Employee engagement as moderator of safety climate. Given that organizational climate identifies the kinds of behavior likely to be rewarded or supported (Kuenzi & Schminke, 2009; Schneider, Ehrhart & Macey, 2011; Zohar & Hofmann, 2012), it provides extrinsic motivation for performing congruent role behavior. By contrast, employee engagement affects role behavior largely by intrinsic motivation, raising the possibility that it can offer incremental prediction of safety behavior. Congruent with meta-analytic results indicating non-symmetric relationships between the two (Ryan & Deci, 2000), it was shown that under poor safety climate, indicative of poor extrinsic motivation, safety behavior depended largely on intrinsic motivation associated with engagement. The opposite was true under high safety climate, resulting in a moderation effect (Zohar, Huang, Robertson, & Lee, in press).
(b) Work ownership as antecedent of safety climate. Work ownership is an occupational condition in which one feels as though an aspect of one’s work has become part of, or an extension of the self (Pierce, Kostova, & Dirks, 2001, 2003). Given that work ownership promotes role-enhancing behaviors such as technical expertise or citizenship behavior (Avey, Avolio, Crossley, & Luthans, 2009), such behaviors are likely to be reciprocated by supervisory practices, offering support and protection for owned objects, promoting better safety climate. A recent study supported these arguments, indicating that work ownership offered incremental prediction of safety climate above supervisory leadership, one of the primary safety-climate antecedents.
(c) Generic and industry-specific safety climates. Given availability of validated safety-climate scales using generic items, the question arises regarding utility of developing new, industry-specific scales. Whereas the former offers
A recent study tested this possibility in the trucking industry, using a scale incorporating both generic and industry-specific items (Huang, Zohar, Robertson, & Lee, in press). Using traffic injury data collected six months after survey delivery, results supported the predictive validity of the generic items while indicating that industry-specific items doubled the strength of climate-injury relationship.

**BIO**

**Dov Zohar, Ph.D.**, is a Professor at the Faculty of Management, Technion – Israel Institute of Technology. He also holds a joint research appointment at the Liberty Mutual Research Institute for Safety in Hopkinton, MA. Dov Zohar published the original paper on Safety Climate, which defined the concept and offered a measurement scale that has become the standard in this field. Since then, Dov has conducted numerous research and consulting projects in various countries that have been published in scientific and professional journals. His recent work focuses on the relationship between safety climate and culture, and on a new model linking organizational Climate and Culture as leverages for organizational safety improvement. This work has won the Human Factors & Ergonomics Jerome Ely Award for the Outstanding Scientific Contribution in 1981, CDC/NIOSH Best Safety Intervention Award in 2003 and the APA Lifetime Achievement Award in 2008. He is also a Fellow of the Society of Industrial and Organizational Psychology.

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**Succeeding as a Spokesperson for Occupational Health: Preparing for News Media Interviews**

Rhea K. Farberman, APR, American Psychological Association, USA

**ABSTRACT**

This training session is designed to help psychologists and other behavioral scientists and consultants, succeed as spokespersons for their work and discipline. The program will focus on how news media work and what media outlets want from news sources. The trainer will discuss how the advent of social media has changed the media landscape and the relationship between news professionals and news sources. Also covered will be the best way to prepare for an interview and how to develop message points for news interviews.

**BIO**

**Rhea K. Farberman, APR**, the Executive Director for Public and Member Communications at APA, conducts the training. Ms. Farberman manages the APA staff responsible for the Association’s outreach and response to news media; its magazines and website. She has worked as a media relations professional for 25 years representing academic, Federal government and non-profit entities to the news media. She is frequently quoted in the national media on psychology topics as APA’s spokesperson. Farberman earned a B.A. degree in Communications from the American University in Washington DC and completed graduate studies at the George Washington University. She is an accredited member of the Public Relations Society of America.