

## Two Symposium Sessions at Work, Stress, and Health 2017

### Symposium 1: Metrics of Integration for Total Worker Health® Initiatives

#### Description

Total Worker Health® (TWH) programs and initiatives depend on the adoption of an integrated approach to employee safety, health and wellbeing that is non-conventional, as reflected in the current definition of TWH offered by NIOSH: “Total Worker Health® (TWH) is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.”

As researchers move forward to develop and test workplace interventions and programs designed to deliver on the promise of TWH, a concerted effort is underway to identify the appropriate dimensions of integration as well as the metrics needed to assess them. This will not only contribute to a better scientific understanding of TWH, it also is likely to benefit research-to-practice and translational efforts. A practical means to assess integration would contribute to the manageability and long-term sustainability of TWH programs and initiatives.

Researchers in the international OSH community will present the types of integration indicators and measurement approaches used to evaluate programs and initiatives consistent with TWH principles. Researchers from each of the two newest NIOSH TWH research centers will serve as discussants, bringing new perspectives on TWH into this discussion. Symposium attendees will be invited to participate in a Q&A portion of the symposium.

**Chair:** Robert A Henning, PhD, CPE

Associate Professor, Department of Psychological Sciences, University of Connecticut, Storrs, CT

#### Presentation topics and speakers

1. Ensuring sustainability through organizational learning and participation at multiple levels.
  - Karina Nielsen, PhD, Institute of Work Psychology, Sheffield University, Sheffield, England, United Kingdom
2. Integration of employee and organizational objectives makes all the difference: Using metrics of an integrated program in a realistic evaluation of kaizen and employee outcomes.
  - Ulrica von Thiele Schwarz, PhD, Karolinska institutet, Stockholm, Sweden
3. Measuring integration in Total Worker Health: The Center for the Promotion of Health in the New England Workforce Participatory Framework.

- Jennifer Cavallari, ScD, UCONN Health, Division of Occupational and Environmental Medicine, Farmington, CT
4. Measuring Integrated Approaches to Advance Worker Safety, Health and Wellbeing.
    - Jessica A Williams, PhD, University of Kansas Medical Center, Kansas City, KS
  5. Integrating Health, Safety, and Wellbeing into Management Systems, Business Operations, and Design: Introducing Approaches to Evaluate Integration.
    - Amin Yazdani, PhD, University of Waterloo, Waterloo, ON, Canada

### **Discussants**

Natalie Schwatka, PhD, Colorado School of Public Health, Aurora, CO  
Christina Welter, DrPH, UIC School of Public Health, Chicago, IL

## **Symposium 2: Participatory Action Research in Corrections: Individual and Organizational Factors Affecting Health Behavior And Employee Well-Being**

### **Description**

Correctional officers (COs) face a myriad of demanding and hazardous situations on the job. Their life expectancy is significantly lower than the national average (Dugan, 2016). Though not heavily researched, the limited evidence shows they suffer from physical health problems (i.e., cardiovascular disease, musculoskeletal disorders) and mental health problems (i.e., substance abuse, depression, suicide, family conflict) (Morse 2011, Warren 2015, Konda 2012, Tiesman 2010). Health Improvement Through Employee Control (HITEC), a research project of the Center for Promoting Health in the New England Workplace (CPH-NEW), a NIOSH Total Worker Health Center for Excellence, is in its 11th year of studying health risks and developing interventions for the correctional workforce in a Northeastern state. This symposium consists of 4 presentations centering on the use of Participatory Action Research, health behaviors of COs, stress, and health climate and in this population.

The first presentation (Dugan) describes participatory action research with correctional supervisors and their union from a Northeastern state's Department of Correction. Evidence-based tools from the CPH-NEW's Healthy Workplace Participatory Program (HWPP) were used to tailor assessment instruments to better assess the physical and mental health needs of the supervisors. The process from initiation to the development of an intervention will be discussed.

The second presentation (Tubbs) examines data from surveys conducted at 2 correctional facilities in the same Northeastern state and administrative data from the Department of Correction to test hypotheses on the impact of overtime hours on health behaviors. Using hierarchical linear regression models the moderation effect of overtime hours have on health behaviors and health outcomes will be highlighted.

The third presentation (Pfeifer) focuses on factors that contribute to occupational stress in new correctional officers, those with less than 2 years of tenure. Measures used in this analysis were the Job Stress/Stress in General scale, sense of coherence, Work Family Conflict, supervisor and coworker social support subscales from the Job Content Questionnaire, civility norms, emotional labor, and job characteristics. The contribution of these factors on job stress were then analyzed using a relative weights analysis to understand what psychosocial factors empirically contribute the most to correctional officers' stress.

The final presentation (Harahan) examines social support to better understand the relationship between organization health climate and employee well-being using data collected from new correctional officers. Organizational health climate is a new measure which may identify early interventions to prevent or reduce negative health outcomes.

**Chair:** Martin Cherniack, MD, MPH, UConn Health  
Professor, Department of Medicine, UConn Health, Farmington, CT

### **Presentation topics and speakers**

1. Workforce Health Assessment and Intervention Planning With Correctional Supervisors Using Participatory Action Research
  - Alicia Dugan, PhD, Assistant Professor, Department of Medicine, UConn Health, Farmington, CT
  
2. Is Correctional Officer Health Worsened With More Overtime Hours Worked?
  - Diana Tubbs, MS, PhD Student, Industrial and Organizational Psychology, University of Connecticut, Storrs, CT
  
3. Relative Weights Analysis of Key Factors To Stress In New Correctional Officers
  - Courtney Pfeifer, MA, PhD Student, Industrial and Organizational Psychology, University of Connecticut, Storrs, CT
  
4. The Role of Social Support in Organizational Health Climate in Corrections
  - Jeffrey Hanrahan, MA, PhD Student, Industrial and Organizational Psychology, University of Connecticut, Storrs, CT