

ANNUAL REPORT

October 1, 2023 to September 30, 2024

Impacts that Matter: A Healthier Workforce



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A Message from the Co-Directors



This report highlights the incredible people and impactful projects that drive the success of the Center for the Promotion of Health in the New England Workplace (CPH-NEW). We want to acknowledge the dedication of our faculty, staff, students, affiliates, advisors, and partner organizations who appear in this report and who make our work possible. A transition of note is that Suzanne Nobrega now serves alongside Jennifer Cavallari as CPH-NEW Co-Director. One of CPH-NEW's founding Co-Directors, Laura Punnett, continues to serve as Associate Director on the Center's leadership.

We believe that empowerment and leadership are essential for achieving the [NIOSH Total Worker Health® approach](#). We are committed to equipping workers at all levels with the skills and knowledge they need to champion health and well-being within their organizations. Collaboration and engagement have been central to our success. These concepts form the cornerstone of our flagship program, the [Healthy Workplace Participatory Program \(HWPP\)](#). We have seen firsthand the power of bringing workers and leaders together to solve workplace challenges.

A key theme across all CPH-NEW projects this year has been adapting and responding to worker needs. We have worked closely with educators, healthcare workers, correctional staff, and unions to refine and improve our participatory approaches based on their real-world experiences. For example, the introduction of PhotoVoice in our educator program allowed educators to visually express workplace stressors, helping them to design more targeted and impactful solutions.

This past year we continued to drive innovation in the tools and techniques we used to promote worker well-being. Our new online crisis preparedness course, developed in response to the COVID-19 pandemic, prepares employers to meet workers' needs in times of crisis. By integrating *Total Worker Health* principles into crisis planning, we are helping organizations become more resilient and better prepared for the future.

As we look ahead, our commitment to building healthy and resilient workplaces remains stronger than ever. We are excited for what the future holds and are confident that together, with the workers, leaders, and partners who support us, we will continue to drive meaningful, lasting change in the health and well-being of workers.

With best regards,

A handwritten signature in black ink, appearing to read 'Jenn Cavallari'.

Jenn Cavallari, Sc.D., C.I.H., CPH-NEW Co-Director
Associate Professor, UConn School of Medicine

A handwritten signature in black ink, appearing to read 'Suzanne Nobrega'.

Suzanne Nobrega, Ph.D., CPH-NEW Co-Director
University of Massachusetts Lowell

Center Overview

The Center for the Promotion of Health in the New England Workplace has conducted research for 17 years with working people and employers to overcome workplace obstacles to health and well-being. The Center also offers evidence-based program tools and education to help employers achieve a health-promoting workplace and a vital, productive workforce.

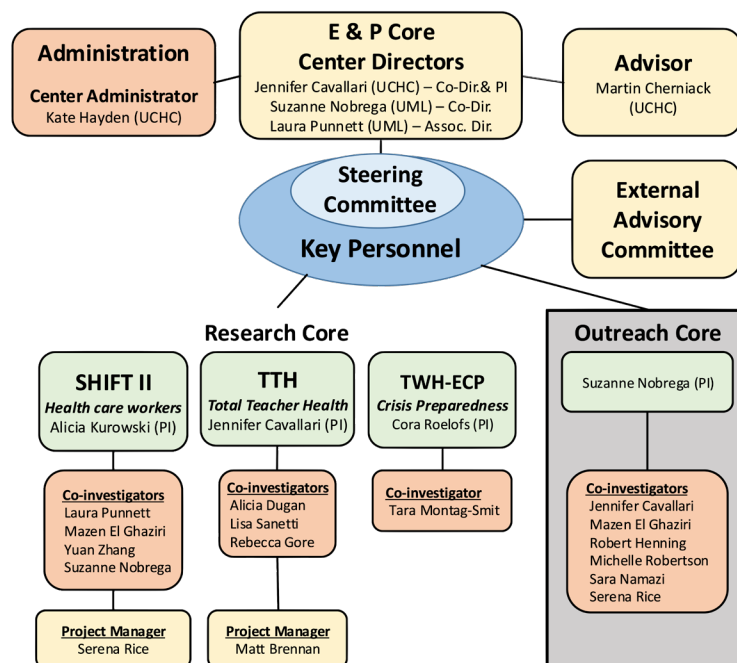
CPH-NEW is a joint interdisciplinary initiative of the University of Connecticut and the University of Massachusetts Lowell.

Center for Promotion of Health in the New England Workplace (CPH-NEW)



CPH-NEW is a Center of Excellence for *Total Worker Health* (TWH) that is funded by the National Institute for Occupational Safety and Health (NIOSH). Our studies examine musculoskeletal, cardiovascular, and mental health outcomes; the underlying role of work organization; and the importance of worker involvement in program design and implementation. We offer evidence-based program tools and guidance to employers, unions, and health professionals to establish worker-centered programs and policies.

A participatory approach is at the heart of CPH-NEW research and practice. Our **Healthy Workplace Participatory Program** is a research-based toolkit that engages employees in designing interventions that address a wide range of work environment, work organization, employee safety and health issues. Our Center also trains professionals to implement worker-centered TWH approaches through online courses, seminars, conference presentations, and research and practice articles.



Key Personnel

Matthew Brennan, M.P.H., Research Project Manager,
UConn School of Medicine

Jennifer Cavallari, Sc.D., C.I.H., Center P.I. & Co-Director,
Associate Professor, Director of Faculty Development,
Department of Public Health Sciences, UConn School
of Medicine

Martin Cherniack, M.D., M.P.H., Professor Emerita,
Division Occupational and Environmental Science,
UConn School of Medicine

Richard DiPrimio, B.S., Financial Administrator,
Department of Biomedical Engineering, University
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School of Medicine

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Biomedical Engineering, University of MA Lowell

Michelle Robertson, Ph.D., C.P.E., Research Faculty,
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Lisa Sanetti, Ph.D., Professor, Neag School of Education,
UConn Storrs

Sierra Trudel, Ph.D., Post-doctoral Research Fellow,
UConn School of Medicine

Yuan Zhang, Ph.D., Associate Professor, Solomont
School of Nursing, University of MA Lowell



External Advisor Committee

Judith Arnetz, Ph.D., M.P.H., P.T., Professor & Associate Chair for Research, Department of Family Medicine, Michigan State University

Amy Bahruth, M.S., Associate Director, American Federation of Teachers

Letitia Davis, Sc.D., Ed.M., Director, (retired) Occupational Health Surveillance Program, Massachusetts Department of Public Health

Kate McPhaul, Ph.D., M.P.H., R.N., Associate Research Professor, Maryland Institute for Applied Environmental Health, University of Maryland School of Public Health; and Editor-in-Chief, Workplace Health & Safety

Joseph S. Pachman, M.D., Ph.D., F.A.C.O.E.M., A.B.P.P., Principal, Joseph Pachman and Associates

Christine Pontus, M.S., R.N., C.O.H.N.-S. / C.C.M., Associate Director for Health and Safety, Massachusetts Nurses Association

Glenn S. Pransky, M.D., M.P.H., M.Occ.H., Associate Professor, University of Massachusetts Medical School, Department of Family Medicine & Community Health

Robert Rinker, M.S., Executive Director Emeritus, Connecticut State Employees Association, SEIU Local 2001

David J. Roy, C.P.E., B.S., 2nd Vice President, Forensic Engineering Laboratory, The Travelers

Peter Schnall, M.D., M.P.H., Professor Emeritus, University of California at Irvine at UCI Health

Steven Schrag, Co-Chair, Connecticut Council of Occupational Safety and Health (ConnectiCOSH)

Adam L. Seidner, M.D., M.P.H., C.I.C., Chief Medical Officer of The Harford Insurance Group

Emily Sparer-Fine, Sc.D., M.S., Director, Occupational Health Surveillance Program, Massachusetts Department of Public Health

David Wegman, M.D., M.P.H., Professor and Dean Emeritus, School of Health and Environment, UMass Lowell

Al Vega, B.S., Chief of Strategy and Engagement at Massachusetts Coalition for Occupational Safety and Health (MassCOSH)



CPH-NEW By the Numbers

2023/24

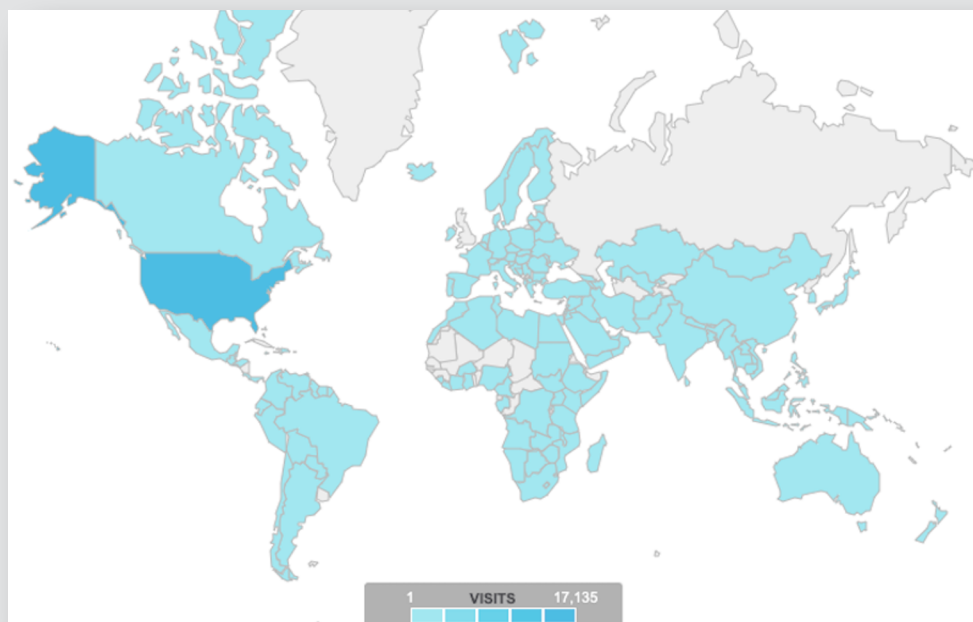
Third-Year Impacts



Digital Communication Metrics

27,113 Website Visitors | **51,348** Social Media Views | **167** Countries

Website Visitors by Country



Improving the Health & Well-Being of Educators



Principal Investigator:
Jennifer Cavallari, Sc.D., C.I.H.,
CPH-NEW Co-Director & Associate
Professor, Department of Public
Health Sciences, UConn School of
Medicine

Total Teacher Health Project

Since the COVID-19 pandemic began, school teacher turnover increased by a staggering 10% nationally (Rand Corporation, 2022). Many U.S. teachers at risk for stress, depression, and anxiety before the COVID-19 pandemic were at even greater risk afterward. In Connecticut, 2 out of 3 teachers surveyed by CPH-NEW in the 2022/23 school year reported high stress.

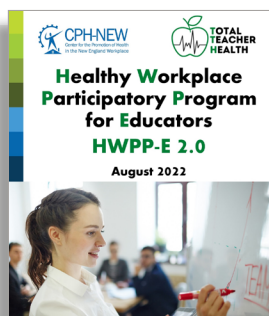
The Total Teacher Health Project aims to improve the health, safety, and well-being of teachers, which is critical for high-quality public education. We are using the TWH model to develop a tailored and adaptable **Healthy Workplace Participatory Program for Educators (HWPP-E)**. Participating schools use the program tools developed by CPH-NEW to promote and protect educators' well-being. This unique program engages educators to design effective solutions to key stressors that affect their specific school environment.



Empowering Educators

“The whole concept of reflecting is important, in all aspects of teaching. The TTH project has helped us to reflect on solutions in our school.”

—Educator Design Team Member



Third-Year Stats

- 4** Elementary schools implemented the HWPP-E
- 16** Educators trained on HWPP-e facilitation skills
- 737** TTH educator well-being surveys completed
- 32** Educators designed job solutions to promote teacher well-being
- 13** Educator Well-being Reports generated for action planning



2023/24 Accomplishments

PhotoVoice for Educators– A New Tool to Amplify Educators' Concerns

We piloted a new needs assessment tool in schools called PhotoVoice. Participants engaged in a photo journaling exercise where they responded to prompts related to their workplace stressors and suggested changes they would make to reduce stress at work. The insights gathered supported our Design Teams in developing effective solutions.

Addressing Stress from Student Behaviors

All four schools implementing the HWPP-E this year chose to address stress related to student behaviors. Each team brought unique perspectives on interventions for the new school year.

Updated Features Within the Educator Well-being Program

Feedback plays a crucial role in our research project. Input from educators enabled us to further adapt our processes for better fit and efficiency in the school environment.

Adapting the Program for Schools

We restructured our committees from a 2-team to a 3-team system (Educator Design Team, Administrator Team, and Implementation Team). This new structure helps schools to implement new well-being initiatives more efficiently. We also streamlined the participant handouts, facilitator guides, and process overview sheets for Design Team members.

Facilitator Workshop

We developed and delivered a full day workshop to strengthen educators' facilitation skills in preparation for running the Educator Design Team meetings. 2 to 3 educators from each of the 6 participating schools participated and are ready to co-facilitate the process during the next school year.

Next Steps in the Study

- Deliver and evaluate the program in 2 additional schools (6 elementary schools total).
- Administer the Educator Well-being Survey in 13 schools across 2 districts.
- Support school-based co-facilitators of the program.
- Refine program materials based on educator and administrator feedback.

Publications

Cavallari, J.M., et al. (2024). **Educator perspectives on stressors and health: A qualitative study of U.S. K-12 educators in February 2022.** *BMC Public Health*.

Trudel, S., et al. (2024). **Amplifying educator voice in well-being initiatives: School psychologists as program leaders.** *NASP Communiqué*.



"I feel damaged in a tug of war between tasks that need to get done."

- PhotoVoice Research Participant

Raising Healthcare Workers' Voices: Comparing Strategies for Employee Engagement



Principal Investigator:

Alicia Kurowski, Sc.D., Research Professor, Department of Biomedical Engineering, UMass Lowell

Embedding Employee Participation in Safety and Health through Integrated Facilitated Teams Project (SHIFT II)

Health care workers, which make up 11% of the US labor force, face a distressing range of occupational hazards. Working conditions contribute to well-documented negative health outcomes.

This project is a large, multi-phase participatory action research study that aims to improve the health, safety, and well-being of health care workers. The study evaluates and compares two new methods for implementing TWH strategies:

- 1) An organizational training program for participatory health and safety problem-solving
- 2) A union-based training program for health and safety problem-solving

Our TWH intervention program, the **Healthy Workplace Participatory Program (HWPP)**, teaches workers to use root cause analysis for identifying problems and generating solutions. Both implementation strategies in this study use the HWPP to promote worker engagement as safety and health leaders.



2023/24 Accomplishments

Leading through Listening: A TWH Model for Sustainability

At a Massachusetts mental health hospital, we delivered a Train-the-Trainer program to build capacity of leaders and front-line workers to enhance leadership and collaboration skills (*see Third Year Stats, page 9*). Facilitator training and listening sessions gave voice to front-line workers across the hospital to address well-being concerns.

“Our hospital’s partnership with the SHIFT program has provided professional growth opportunities. This platform has given another avenue for our staffs’ voices to be heard and for administration to develop and implement plans to improve upon their experience as employees here.”

— Tara Barrett, Chief Operating Office

Third-Year Stats

- 48** Healthcare workers received 8 hours of training on focus group facilitation
- 6** Hospital listening sessions led by trained healthcare workers
- 60** Healthcare personnel participated in listening sessions
- 48** Healthcare workers participated in focus groups to assess the impact of worker-led interventions
- 6** Union staff members participated in 6-hour HWPP-U Work Group to address union staffer stress

Collaboration with Impacts

Workers and executive leaders collaborated to prioritize interventions that improve working conditions related to workplace violence, and workplace culture.



"The SHIFT program has developed me and other employees into leaders. We have learned skills and created systems to take on responsibility for identifying problems and solutions that impact our mental and physical health on and off the job. I have no doubt the work will benefit staff and improve work for years to come."

- Jeremy Welland, Social Work Director

Healthy Workplace Participatory Program for Unions & Worker Organizations (HWPP-U)

We used the HWPP-U with union staff members to address their high rates of stress and burnout. Participants identified the root causes of staffer stress, brainstormed solutions, and created action plans to implement the changes through their staff unions.



"The HWPP-U process was a really great way to think about job stress, and come up with actionable solutions."

- Union Staff Stress Workgroup Participant

Next Steps in the Study

- ▶ Hold focus groups in spring 2025 to assess how well the mental health facility is able to independently manage and sustain the HWPP into their organization.
- ▶ Deliver bi-monthly Train-the-Trainer programs to build TWH leadership capacity in union and worker organizations.
- ▶ Provide technical assistance to trainees and evaluate the local impact.

Publications

Siddique, S., et al. (2024). [Emotional exhaustion in healthcare workers: Moving beyond coping skills to improve organizational conditions](#). *J Occup Environ Med*.

Protecting Worker Health by Preparing Employers for Crises



Principal Investigator:

Cora Roelofs, Sc.D., Research Professor, Department of Biomedical Engineering, UMass Lowell

TWH Employer Crisis Preparedness Project

The COVID pandemic revealed a serious need for preparedness before a crisis. This 2-year study responds to that need. We integrate TWH approaches into crisis management planning efforts, by combining business planning and human resources management.

We developed, tested, and disseminated a training course to help employers protect worker health, safety and well-being in the face of emergencies and disasters. To meet workers' needs we expanded emergency preparedness to include human resources policies related to leave, mitigation of risk through toxics use reduction, and personal preparedness training.

2023/24 Accomplishments

New Online Course Developed

We applied the learnings from our hybrid course (developed in 2022/2023) to create a self-paced 2-hour online course. After extensive review and testing, the course was launched in June 2024.



TWH-ECP eLearning Course: Module 1 Slide

Curriculum Highlights:

- 2 hours of instruction
- 10 self-paced eLearning modules
- Realistic case-based learning scenarios
- Preparedness planning guide and training matrix developed

Preparedness topics include:

- Overcoming the obstacles to preparedness
- Vulnerability analysis
- Crisis leadership
- Communication
- Mental health and employee support
- Leave and work schedules
- Training

Case-Based Training for “Real-World” Preparedness

We developed several case studies related to preparedness for acts of violence, tornadoes, flooding, and hazardous materials exposures. Realistic scenarios or actual events were narrated to help learners consider how to engage stakeholders, assess vulnerabilities, and plan for all potential impacts to employees

A Common Thread - Mental Health

We discovered that Human Resources professionals can reduce anxiety and promote employee mental well-being by focusing on prepared in these areas:

- Communications
- Leave and benefits
- Specific topics (e.g., violence, flooding, tornadoes, etc.)

Third-Year Stats

275

Professionals enrolled in online course

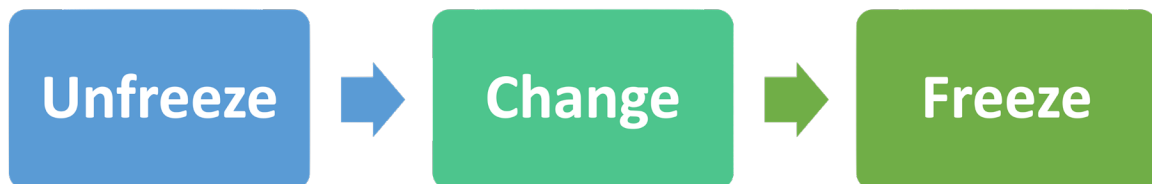
- Human Resources Professionals
- Unions
- Business Owners
- Academics
- Insurance Companies

40

Professionals completed the online course

Organizational Change Framework for TWH-ECP

We integrated best practices in organizational change management to build a culture of preparedness. The “Unfreeze/Change/Freeze” model is adaptable for any industry.



Tools to Help Professionals Get Started

TWH Employer Crisis Preparedness Planning Guide and Workbook tools are designed to help crisis planners prioritize and take action on the most important preparedness tasks.



“The Total Worker Health Employer Crisis Preparedness Course isn’t just a good idea—it’s essential. Investing a minimal amount of time in this course strengthens your organization’s readiness for the next potential crisis. It’s a smart investment that pays dividends in peace of mind and operational resilience.”

-Tracy Burns, CEO, Northeast Human Resources Association

Next Steps in The Study

- Continue to deliver the online course.
- Analyze our pre- and post-training surveys.
- Disseminate course impacts through peer-reviewed publications.

Improving the Health of Correctional Officers



Principal Investigator:

Martin Cherniack, M.D., M.P.H., Professor Emeritus, University of Connecticut, School of Medicine

Health Improvement Through Employee Control (HITEC) for Correctional Personnel Project



Nationwide, the life expectancy of Correctional Officers (COs) is 12 years less than people in other occupations. **Major threats to the health of COs, include a high prevalence of obesity, hypertension and major depression.** These conditions arise, in part, due to the high stress nature of the occupation. Health Improvement Through Employee Control (HITEC) addresses the social conditions and structures in place that harm and deteriorate correctional employee health.

NIOSH initially funded the HITEC study (2011-2021), made possible by research partnerships with Connecticut Department of Corrections (CT DOC). We evaluated the use of the **Healthy Workplace Participatory Program**, developed by CPH-NEW, to improve the health and longevity of corrections officers. Worker Design Teams (DTs) of 6-10 correctional staff created successful and sustainable improvements in work environment, workplace policies, family support, and health promotion.

HITEC Impact Highlights

HITEC empowered officers, unions, and administrative leaders to work together collectively to improve mental health, stress, nutrition, sleep, and fitness. The HITEC Program in CT DOC was so successful, the State of Connecticut appropriated state funding on September 1, 2021 to sustain the HITEC program in the CT Department of Corrections.

"HITEC has helped to enable cultural change."

-Deputy Commissioner Sharonda Carlos



CPH-NEW is working with CT DOC to integrate HITEC into the agency's organizational structures, and to develop internal training and other resources to institutionalize this nationally renowned program.

Building on a Legacy of Success

The HITEC project led to multiple new initiatives to expand research and education that supports CO health and wellness.

- ▶ Sustainment of a 40-member, interdisciplinary **National Corrections Collaborative** to advance research and workplace programs to promote corrections worker well-being.
- ▶ Secured \$1,055,130 in State of CT appropriation to support **HITEC IV, a legacy program**, to scale up and institutionalize the participatory HWPP in the CT DOC. (9/1/23-8/31/25)
- ▶ Secured Phase 2 funding (8/4/23-8/3/24) by the National Institute of Corrections on Responding to Staff Trauma and Organizational Stress in Prisons and Jail Settings for \$150,153. Phase 2 will focus on additional job titles (e.g., corrections health care personnel), that have direct inmate contact beyond the correctional officer series that was the focus of Phase 1.



***"You have an opportunity to change the culture.
It's your chance to be a part of the solution."***

-Retired Correctional Officer Stanquinto Sudduth

Third-Year Stats

- 64** Correctional leaders trained to support design teams in their facilities
- 2** DOC design team facilitators hired as internal HITEC program coordinators
- 2** New design teams established one in a women's facility and one with correctional healthcare professionals
- NEW** CT DOC launched the HITEC program website (see QR code below)
- NEW** Created customized HWPP tools for correctional workers



QR code to www.HITEC-DOC.com

Publications

- Cherniack, M. et al. (2024) **A 16-year chronicle of developing a Healthy Workplace Participatory Program for Total Worker Health® in the Connecticut Department of Correction: The Health Improvement through Employee Control (HITEC) program.** *Int. J. Environ. Res. Public Health.*
- Namazi, S., et al (2023). **Participatory design of a sleep intervention with correctional supervisors using a root causes approach.** *American Journal of Industrial Medicine.*

Addressing Emerging Issues in Workforce Well-being



Principal Investigator:

Alicia G. Dugan, Ph.D., Associate Professor, UConn School of Medicine

Non-Standard Work Arrangements in Higher Education Pilot Project

In higher education, the teaching workforce has shifted to fewer full-time, permanent academic positions and to more part-time faculty who work in non-standard work arrangements. These part-time, (“adjunct”) faculty often teach multiple courses across institutions. Little is known about the cumulative effects of multiple contingent positions, nor the associated demands and resources that may affect their psychological well-being. This study used semi-structured interviews to qualitatively understand the effects of non-standard work arrangements on adjunct faculty who depend on working contingent jobs at multiple institutions as their primary source of income.

2023/24 Impacts

The study identified 3 areas of serious concern: job precariousness, work overload, and lack of job rewards (*see figure below*). The interview results were used to create survey measures to assess work and personal factors impacting psychological well-being of adjunct faculty.

Precariousness of Contingent Job	Difficult Working Across Multiple Employers	Lack of Job Fulfillment
<ul style="list-style-type: none"> Excessive job demands No job training Poor wages and benefits 	<ul style="list-style-type: none"> Cumulative work overload Lengthy commutes No free time for recovery 	<ul style="list-style-type: none"> Lack of job and income security Low respect and recognitions Inability to fulfill vocational goals

“The worst thing is the grinding poverty. I’ve been poor ever since I became an adjunct. I cannot afford food. I cannot afford rent. I have to borrow from friends so that I don’t get evicted.”

- Adjunct Faculty Research Participant

Next Steps in The Study

- Use the Adjunct Faculty Well-being Survey, developed during the pilot study, to pursue a larger study.

Leveraging our Center's Success - Expanding TWH Impacts

Research Affiliates Program

Researchers around the globe collaborate with CPH- NEW to generate new knowledge for the *Total Worker Health* program. [CPH-NEW's Research Affiliates program](#) engages **9** Center Alumni and **30** experts from various home institutions who contribute to the mission of the Center.

Related Research Projects

Our research track record attracts funding from private and public funding agencies to extend our scientific impact. A total of **\$145,000** was received by CPH-NEW during the year to support novel studies that contribute to the mission of the NIOSH TWH program. Examples of current and past affiliated research are highlighted below.

Project Title	Principal Investigator(s)
Connecticut Community Health Workers - Characterizing Work Hazards and Promoting Well-Being	Shayna Cunningham, Ph.D. & Jennifer Cavallari, Sc.D., C.I.H.
Construction Health Innovations for Safety Engagement and Leadership	Jennifer Cavallari, Sc.D., C.I.H. & Suzanne Nobrega, Ph.D.
Factors Influencing Early Educational and Occupational Trajectories in Adult Congenital Heart Disease	William S. Shaw, Ph.D. & Alicia Dugan, Ph.D.
Massachusetts' Department of Industrial Accident Opioid Alternative Pathway Evaluation	Cora Roelofs, Sc.D.
Opioid Hazard Prevention for Stone, Sand, and Gravel	Cora Roelofs, Sc.D.
Responding to Staff Trauma and Organizational Stress in Prisons and Jail Settings	Mazen El Ghaziri, Ph.D. & Lisa Jaegers, Ph.D.
Surviving at Work – Reducing Barriers to Cancer Survivors Returning to Work	Alicia Dugan, Ph.D.
Trade Union Staff Health and Well-Being: A Mixed Methods Study	Serena Rice, M.S.
Using Wearable Technologies to Measure the Impact of Job Stress and Critical Workplace Events on Mental Well-being	Insoo Kim, Ph.D.
WorkTime: Changes in the Way We Work: The Non-Standard Workday and Worker and Family Health	Jennifer Cavallari, Sc.D., C.I.H. & Alicia Dugan, Ph.D.

More information about these affiliated projects and others is on our [Related Research webpage](#).

Accelerating Research to Practice through Outreach and Education



Principal Investigator:
Suzanne Nobrega, Ph.D.,
CPH-NEW Co-Director &
Outreach Director, Department
of Biomedical Engineering,
UMass Lowell

CPH-NEW's TWH Research to Practice (R2P) Hub serves as a learning and development center to catalyze change for a healthier workforce. Research knowledge is translated to practical education and tools for real-world applications.



Third-Year Stats

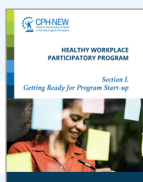
Website & Online Reach

27,113	CPH-NEW website visits
167	Countries of webpage visitors
1,667	Email subscribers
1291	Social media followers
29	YouTube videos (<i>2 new last year</i>)
1719	Professionals reached at conferences
306	Continuing education (CE) course graduates
306	TWH Facilitation Skills Training graduates
50	TWH Learning Lab participants
883	Webinar reach

Training Impact

100%	Facilitation skills improved
76%	TWH knowledge increased
89%	Reported implementing TWH skills

Resources for Employers



Healthy Workplace Participatory Program

An online toolkit for employers to implement a participatory, TWH program

Stress@Work

An informational website for employers and professionals to help reduce job stress.

CPH-NEWs and Views: Emerging Topic Briefs **4 NEW Articles in 2023/24!**

A quarterly blog related to healthy workplaces

Resources for Researchers

Research publications page **10 NEW Articles!**

Peer reviewed articles by CPH-NEW researchers.

Total Worker Health® Trends Expert Webinars Series **800+ NEW Views!**

State of the science presentations on TWH research and practice.

CPH-NEW YouTube Channel **2200+ NEW Views!**

Scientific presentations and Practical instructional videos for professionals

Resources for Professionals

The Healthy Workplace Participatory Program (HWPP)

A comprehensive employer toolkit to make TWH a reality in the workplace

One of the only “practice-ready” TWH program toolkits that is freely available for employers.

- Contains user guides, instructional videos, downloadable tools
- Appropriate for most employment sectors
- Real-world implementation case studies

Online, OnDemand Continuing Education

Total Worker Health for Students *NEW in 2024!*

- Introduces students to foundational knowledge about TWH principles and practice

Total Worker Health Employer Crisis Preparedness *NEW in 2024!*

- Helps employers emphasize employee safety and wellbeing in disaster preparedness planning

Total Worker Health for Occupational Safety and Health Professionals

- Builds foundational TWH knowledge and facilitates practical workplace application of TWH principles

Ergonomics in Healthcare

- Gives healthcare workers the knowledge to prevent injuries by using safer policies, programs, and practice for patient handling

Job Stress for Today's Nurse

- Gives nurses the knowledge they need to avoid stress-related illness by using a comprehensive, TWH approach to dealing with occupational stressors

Virtual Instructor-led Education

Total Worker Health Facilitation Skills Training

A 10-hour virtual instructor-led training on how to implement the HWPP's Design Team model

- Facilitating the IDEAS process to design TWH solutions
- Business case development
- Team building
- Collaboration

“Seeing the trainer facilitate during the meetings and example case scenarios was great, and practicing gave me first hand experience in a safe environment.”

—Ergonomist



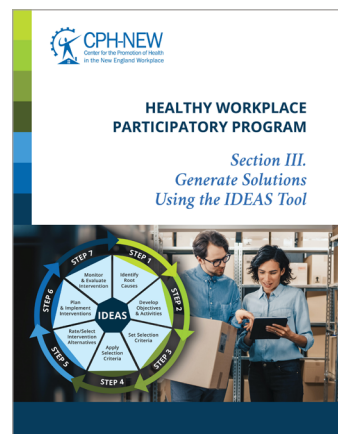
Total Worker Health Learning Labs

Quarterly virtual meetings of CPH-NEW course graduates supply ongoing **TWH peer-learning** community for continued learning and support

Publications

Nobrega, S., et al. (2024). **Development and psychometric evaluation of a Total Worker Health® practice scale.** *Annals of Work Exposures and Health.*

Nobrega, S., et al. (2024). **Let's learn together! A mixed-methods study to assess readiness for interprofessional education on Total Worker Health® practice.** *Workplace Health & Safety.*



Training the TWH Workforce

Graduate students play a vital role in CPH-NEW research and practice. Last year, **31 students** contributed to our research and outreach programs, developing valuable skills to become TWH future scientists and practitioners who will carry forward the TWH philosophy in their occupational safety and health careers.



Graduate Student Spotlight

Theresa (Tess) Parker, M.S.

Ph.D. Candidate, Department of Psychological Sciences, Health, University of Connecticut

Mentor: Robert A. Henning, Ph.D., Associate Professor, Department of Psychological Sciences, Industrial Psychology Applications Center, University of Connecticut

"My involvement with CPH-NEW as an occupational health psychology student has enriched my learning, allowing me to apply my studies and grow as a future researcher and practitioner. I held meaningful roles as part of an interdisciplinary team to develop Total Worker Health interventions, training materials, surveys, assessment tools, and continuing education for professionals. I had opportunities to present this work at conferences and to co-author multiple journal articles. These experiences have been invaluable preparation for a career as a TWH professional."



New Professionals Spotlight

Emily Campbell, M.P.H.

Occupational Health Program Coordinator, MIT Health

Mentor: Alicia Kurowski, Sc.D., Research Professor, Department of Biomedical Engineering, University of Massachusetts Lowell

"Completing an internship at CPH-NEW helped me to develop a deeper understanding of the complex nature of the occupational health and safety field. I gained experience with conducting qualitative and quantitative analyses, writing scientific reports, and developing public presentations. I also learned how to work with a diverse team and to implement the best practices to balance all the moving parts of an organization. I am so grateful to the entire team at CPH-NEW and know they will continue to do great work in the coming years."



Early Career Spotlight

Luz Marin, Sc.D.

Associate Professor, Department of Safety Sciences and Environmental Engineering, Indiana University of Pennsylvania

Mentor: Laura Punnett, Sc.D., Professor Emerita, Department of Biomedical Engineering, University of Massachusetts Lowell

"I received a CPH-NEW Pilot Grant that enabled me to investigate sexual harassment as an occupational hazard for Latinas in low wage occupations—a critical but often overlooked issue. This experience has had a lasting impact on my research and teaching approach. Total Worker Health concepts have become an integral part of my doctoral classes. Looking back, I can confidently say that this pilot grant was key for me to learn examining complex occupational safety and health issues through a more holistic lens."

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