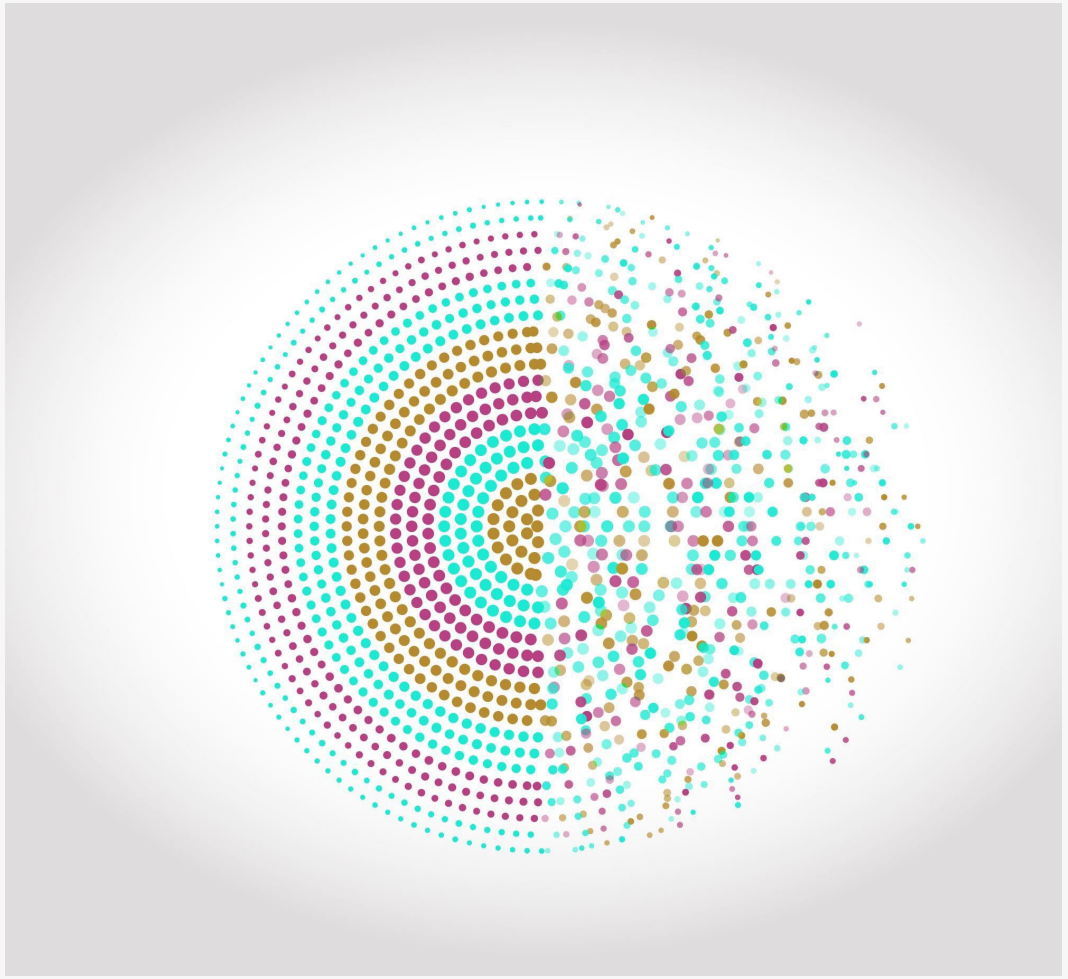
Oregon Institute of Occupational Health Sciences:

Facilitating Research-to-Practice

Erin Flynn, Ph.D.

Outreach Program Director,

October 5, 2023



Oregon Institute of Occupational Health Sciences
OHSU

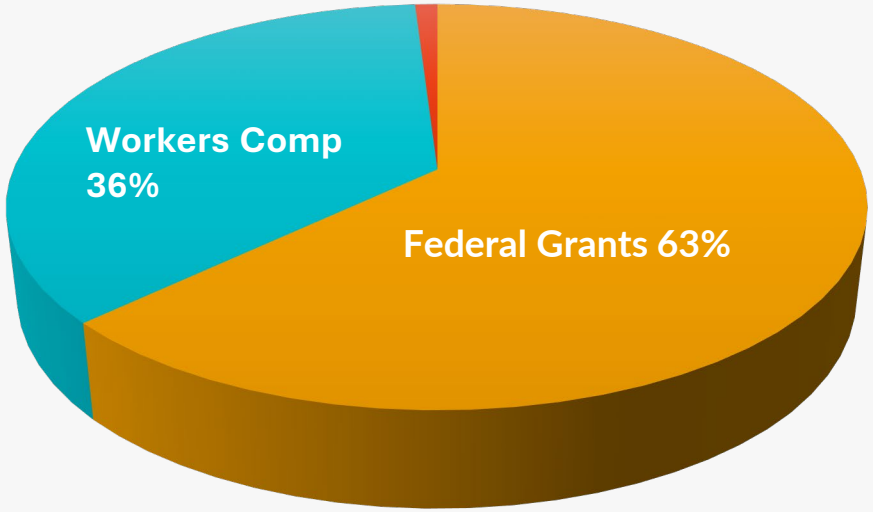
AGENDA

- Institute Overview and Update
  - Erin Flynn Ph.D., Outreach Program Director
- Educational Programming Addressing Psychosocial Hazards in the Workplace
  - Amy Spring MPA, Senior Dissemination and Outreach Specialist
- Respectful Workplace Climate Scale
  - Emily Huang Ph.D., Associate Professor and Director of OHSU Safety lab

Institute Overview

- The Institute is dedicated to health and safety in the workforce
- Our mission is to promote well-being, and prevent disease and disability among working Oregonians
- We fulfill our mission through research, outreach, and education

2022 Financials

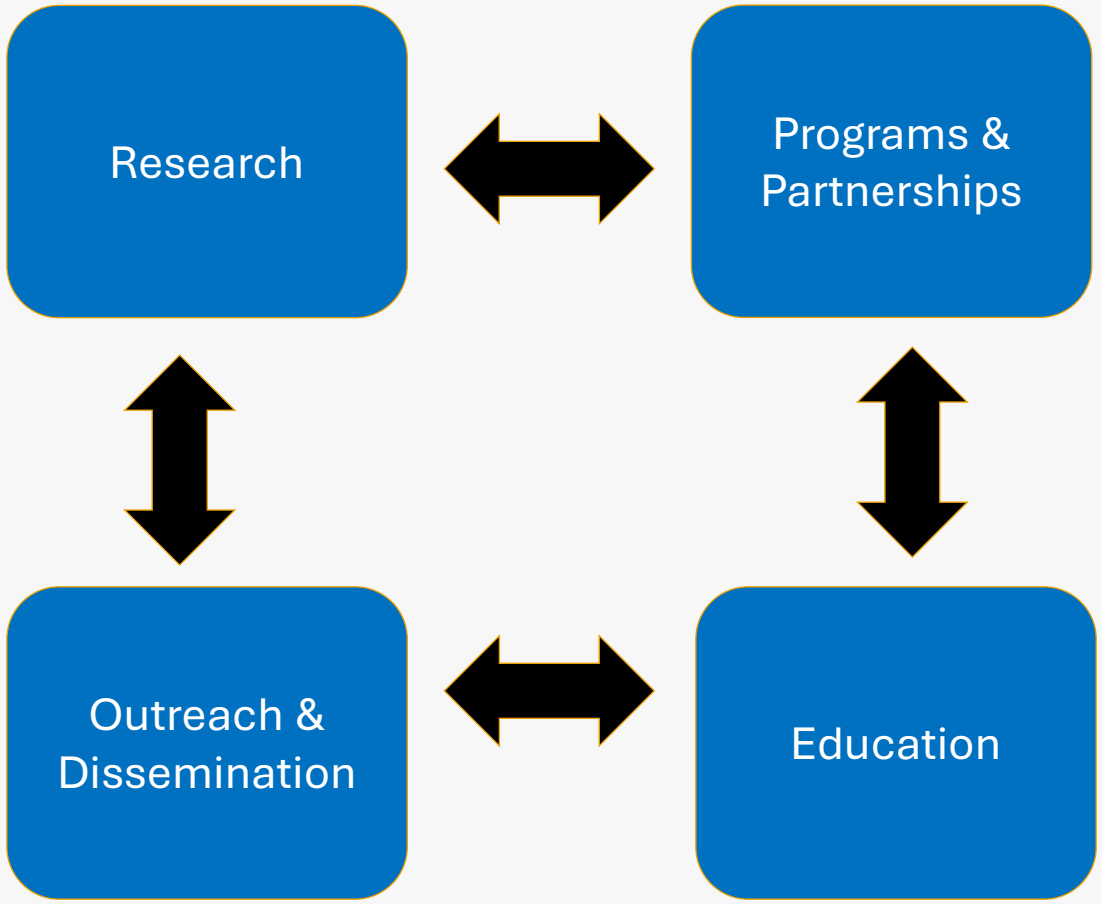


Workers Compensation Income	$ 3,998,772
Total Grants and Contracts	$ 7,097,260
Other Gifts, Sale of Service	$ 113,090
Total Income 2022	$11,199,765

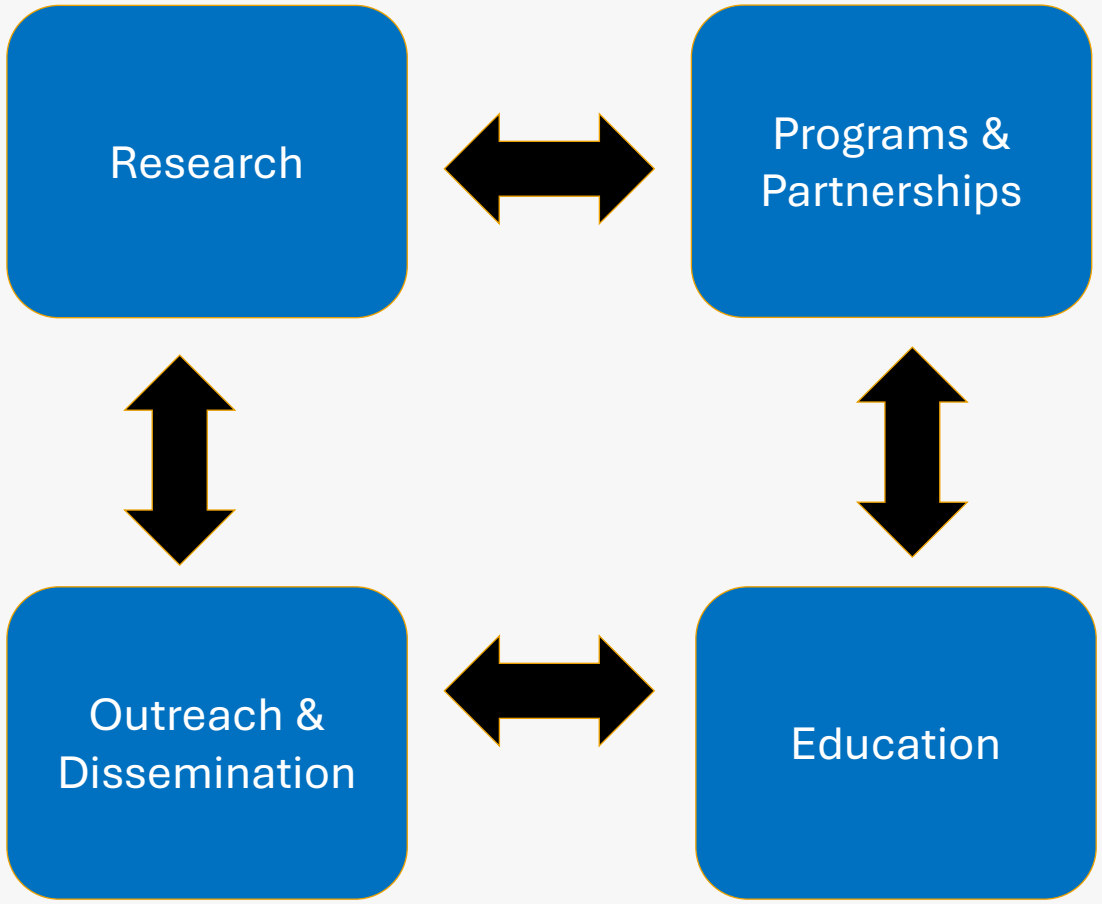
New Research Grants and Contracts 2023

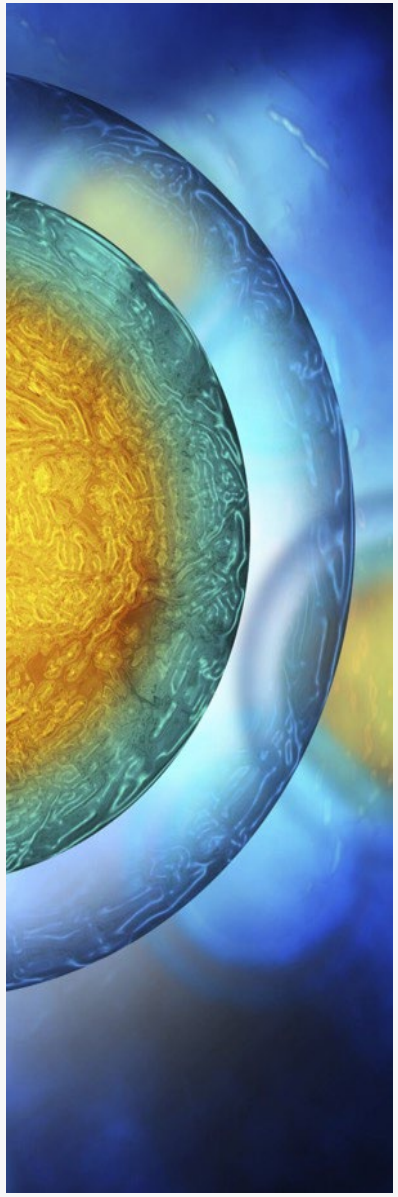
- The Circadian Timing of Food Intake and its Effect on Reproductive Health (NIH – National Institute of Child Health and Human Development). Matt Butler, PI. 5-year $2.7M.
- The Safety Integration Stakeholders Program (NIH – Agency for Healthcare Research and Quality). David Hurtado, PI. 5-year $1.8M
- Building a Safe, Healthy, and Respectful Workplace for Tradeswomen: A Total Worker Health Approach (CDC - NIOSH). Emily Huang, PI. 2-year $423,499.
- Design and Development of a Respectful Workplace Training Portal (ODOT-BOLI). Erin Flynn and Emily Huang, Co-PIs. 2-year $500,000.

Four Areas of Work Spanning Research and Practice



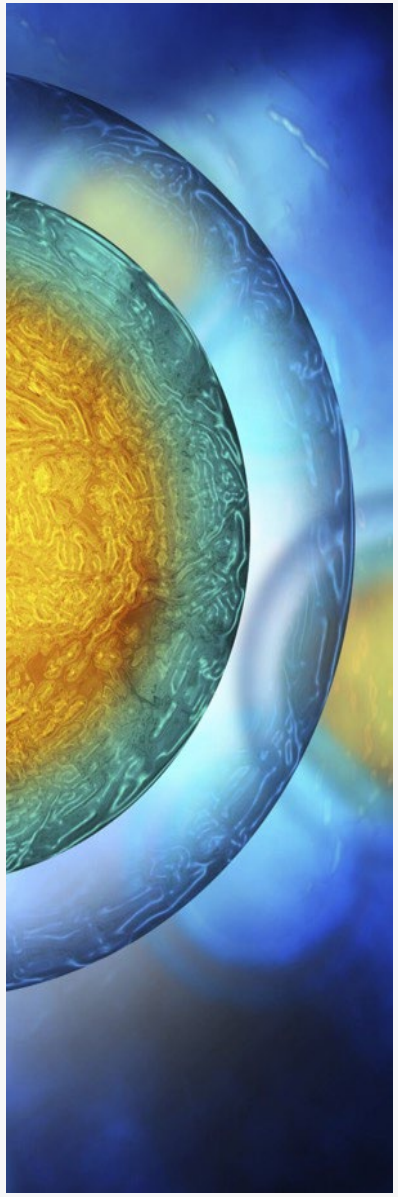
Four Areas of Work Spanning Research and Practice





Research: Four Themes

- Environmental Exposure
- Sleep and Circadian Health
- Safety at Work
- Supportive Workplace Practices



Research: Four Themes

- Environmental Exposure
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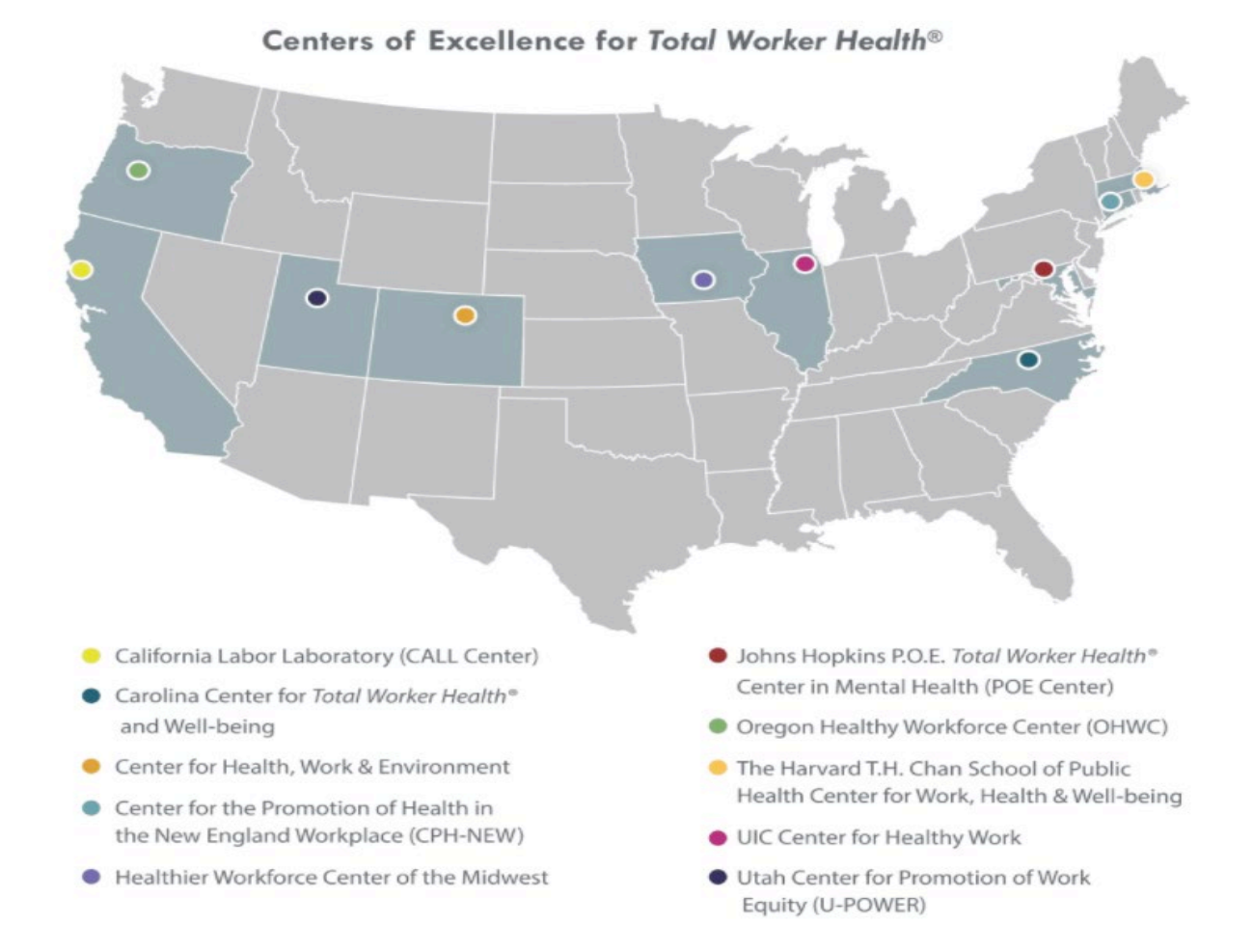
Total Worker Health

TWH advances worker safety, health, and well-being by improving the design of work, management practices, and the physical and psychosocial work environment.

The Oregon Healthy Workforce Center: a NIOSH Center of Excellence for Total Work Health



OHWC

OREGON HEALTHY WORKFORCE CENTER

NIOSH TOTAL WORKER HEALTH® CENTER OF EXCELLENCE

Oregon Healthy Workforce Center
A NIOSH Center of Excellence for Total Worker Health™

Research Projects

- Work-Life Check-ins: A Total Worker Health Supervisor-Driven Burnout Intervention (healthcare).
  PI: David Hurtado
- Impact of Work Schedule on Cardiovascular Health and Safety in Firefighters
  PI: Nicole Bowles
- Translating an Intervention to Address Chronic Pain Among Home-Care Workers
  PI: Ryan Olson
- Development and Validation of a Total Worker Health Climate Scale
  PI: Emily Huang

2021-2026 FOCUS

Total Worker Health® intervention effectiveness, translation, and outreach to advance safety and healthy work design.

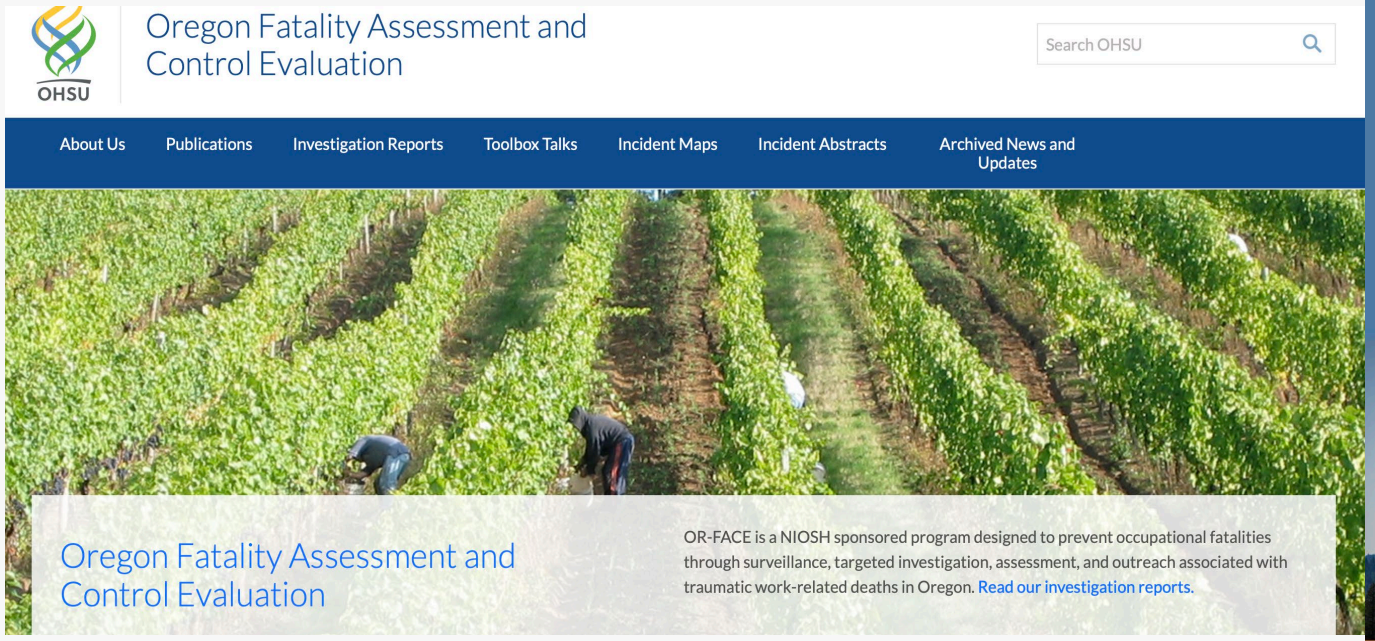
Co-Directors:
Leslie Hammer, Ph.D. & Ryan Olson, Ph.D.

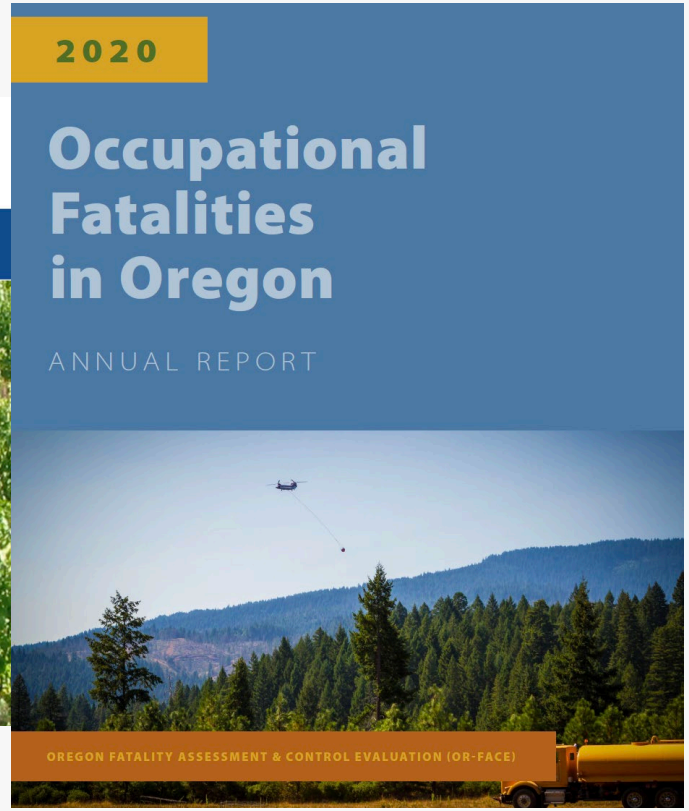
2021-2026 funding:
$7,361,278

Director:
David Hurtado, Ph.D.

2021-2026 funding:
$2,302,072

Oregon Occupational Public Health Program: A partnership with Oregon Health Authority





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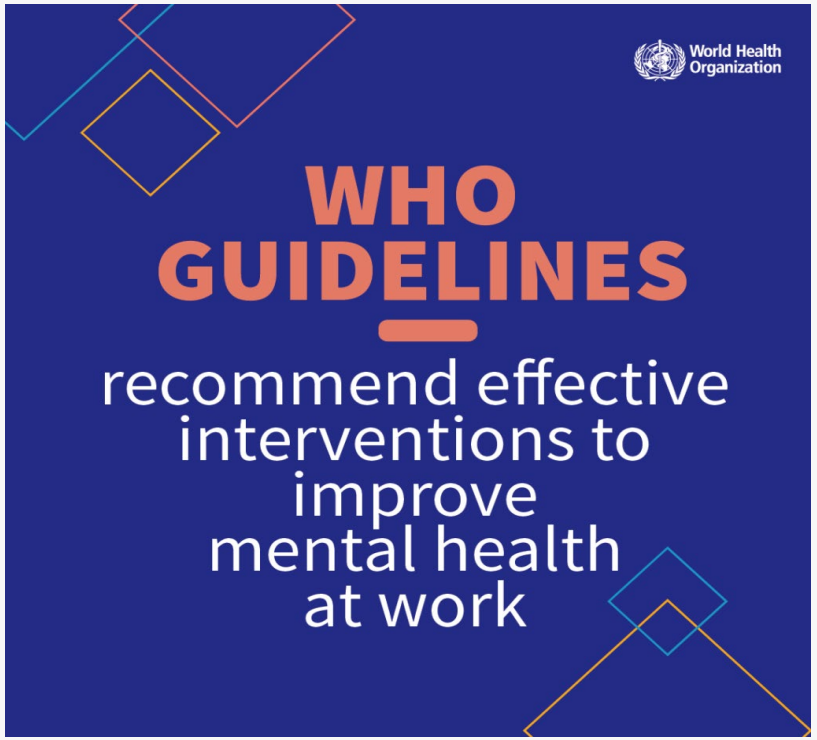
Current Oregon Partners (research, implementation and education)

- City of Portland & City of Eugene Fire and Rescue
- Oregon Bureau of Labor and Industry
- Oregon Health Authority
- Oregon Health and Science University
- Oregon Home Care Commission
- Oregon National Guard
- Oregon OSHA
- Pineros Y Campesinos Unidos del Noroeste (PCUN)
- SAIF Corporation

New Standards and Frameworks for Mental Health in the Workplace



Mental Health Disorders and Oregon Workers' Compensation

Occupational disease definition includes any mental disorder, whether sudden or gradual in onset, which requires medical services or results in physical or mental disability or death.

- ✓ Conditions at work must be shown to be objectively likely to cause a mental disorder
- ✓ The workplace conditions are not typical or "inherent" in all situations or of the nature of the routine and reasonable discipline
- ✓ The mental disorder must be generally recognized in the medical or psychological community
- ✓ The connection between a mental disorder and the job must meet a level of clear and compelling evidence
- ✓ Presumption for First Responders

Source: ORS 656.802

Educational Offerings for Improving Health and Wellbeing in the Workplace

Amy Spring, MPA

Senior Outreach and Dissemination Specialist,

Oregon Institute of Occupational Health Sciences

October 5, 2023

Key Objectives

- Understand the rationale for addressing psychosocial hazards in the workplace
- *Learn about the Institute's educational programming in response to the needs of the workplace*

  Total Worker Health® Curriculum

  Online training and the role of supervisors

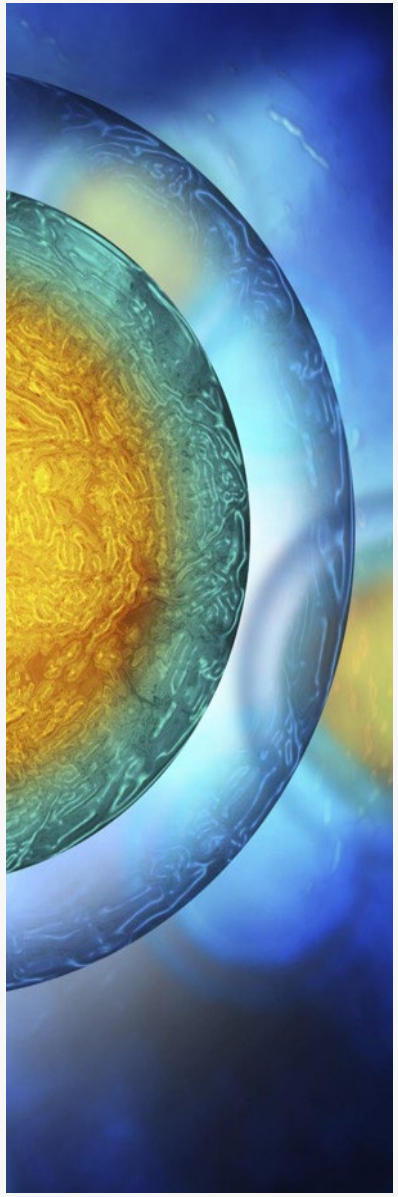
  Professional development for occupational health and safety professionals

Mental Health Problems are Common Problems

1 in 5 people in the United States will experience a significant mental health problem or illness each year

1 in 3 people will be diagnosed with a mental illness at some point in their lifetime

1 in 5 people report that the pandemic has significantly worsened their mental health



Financial costs of poor employee mental health

- Depression is the leading cause of disability in the United States
- The cost of untreated depression alone in the US economy is $210.5 billion annually in absenteeism, medical costs, and lost productivity
- Estimated cost of job stress ranges from $221.13 million to $187 billion based on a 2017 published analysis

APA Work in America Survey 2023

92% of workers said it is very (57%) or somewhat (35%) important to them to work for an organization that values their emotional and psychological well-being.

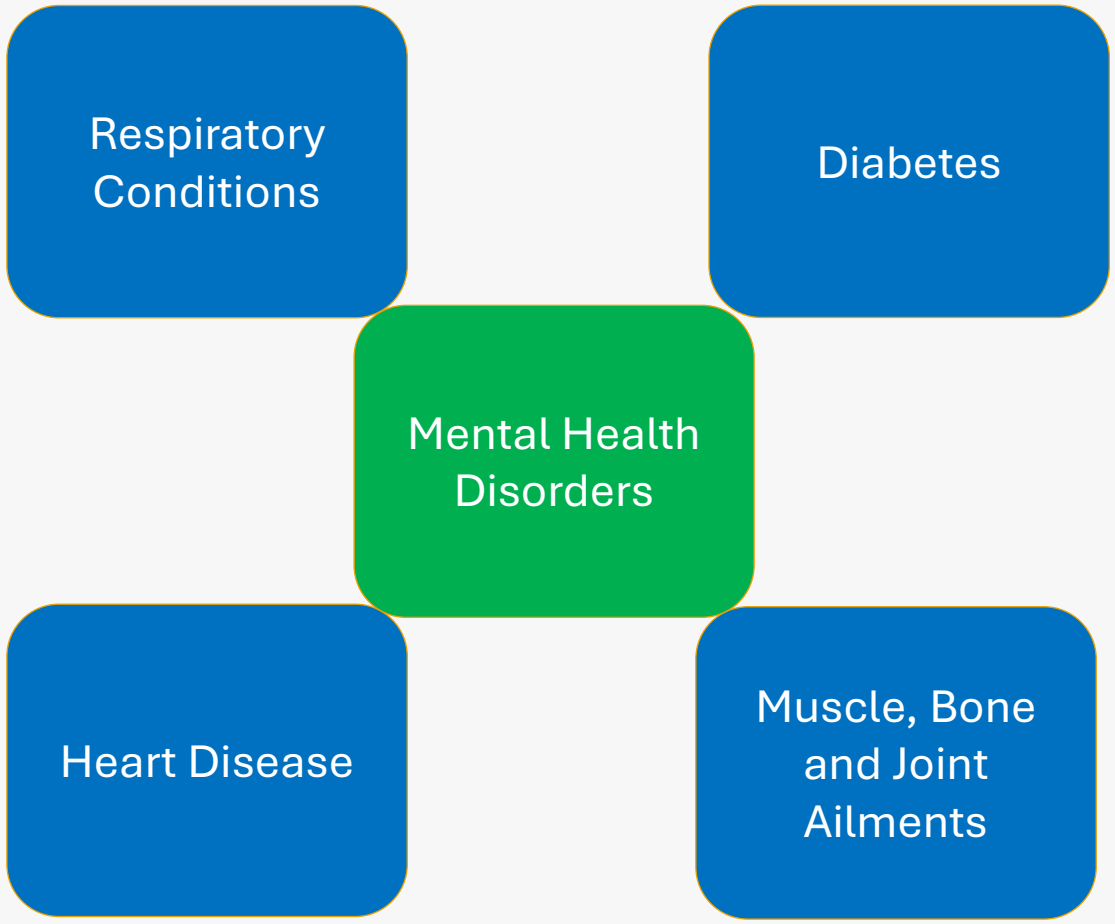
Only 43% reported that their employer offers health insurance with coverage for mental health and substance use disorders.

77% of workers having reported experiencing work-related stress in the last month

Only 29% reported that their employer offers an employee assistance program.

92% said it is very (52%) or somewhat (40%) important to them to work for an organization that provides support for employee mental health.

Mental Health and Physical Health Conditions



Total Worker Health® takes an expansive view of health and safety

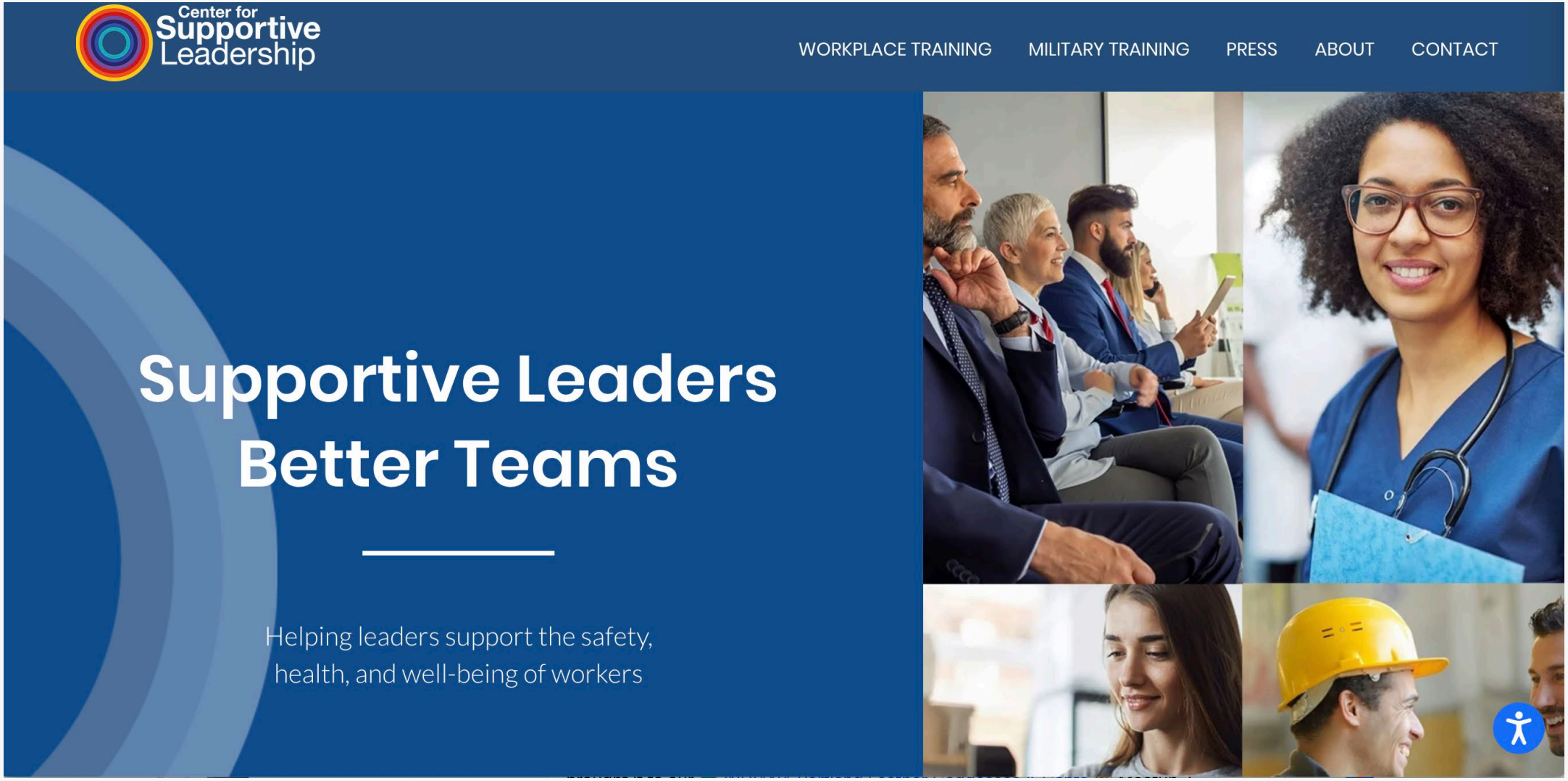
Total Worker Health® Curriculum

3 Hours	Total Worker Health 101: The Basics
1 Hour	Total Worker Health Awareness Workshop
3 Hours	Total Worker Health Workplace Solutions
90 Minutes	Total Worker Health for Safety Committees
8 Hours	Total Worker Health Train the Trainer

Recognizing psychosocial hazards: Supervisor Role

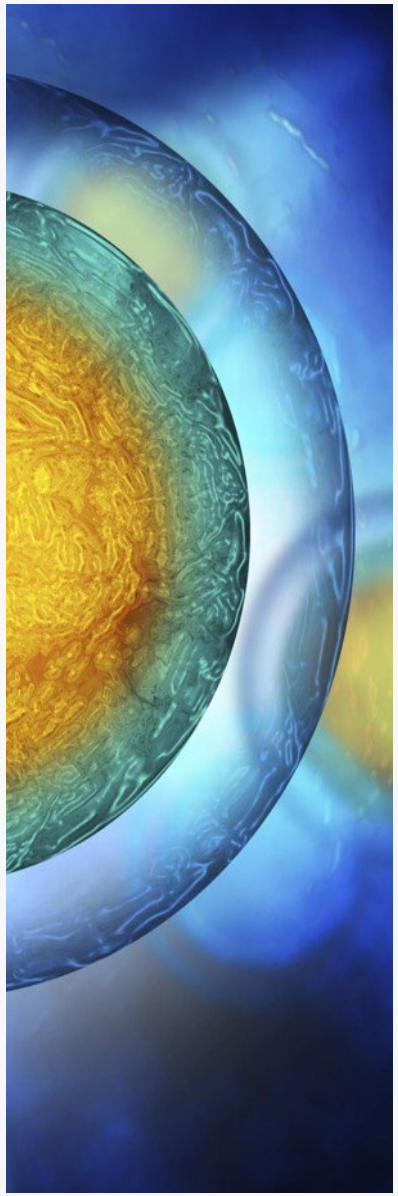
- Excessive workloads in a low-support environment
- Conflicting demands and lack of role clarity
- Lack of autonomy
- Ineffective communication, lack of support from supervisor or colleagues
- Poorly managed organizational change, job insecurity
- Psychological and sexual harassment, bullying, third-party violence

Online Supervisor Trainings – supportiveleadership.org



Safety & Health Improvement Program (SHIP)

Newest Online Training



Bi-annual Symposia

Target Audience Occupational Safety and Health Professionals

- Supporting a Diverse Workforce in the Face of Ongoing Societal Trauma, Fall 2022
- From the Great Resignation to the Great Reconfiguration: Connecting Research and Practice, Spring 2022
- Workplace Aggression: Preventing Relational Aggression and Bullying, Spring 2020

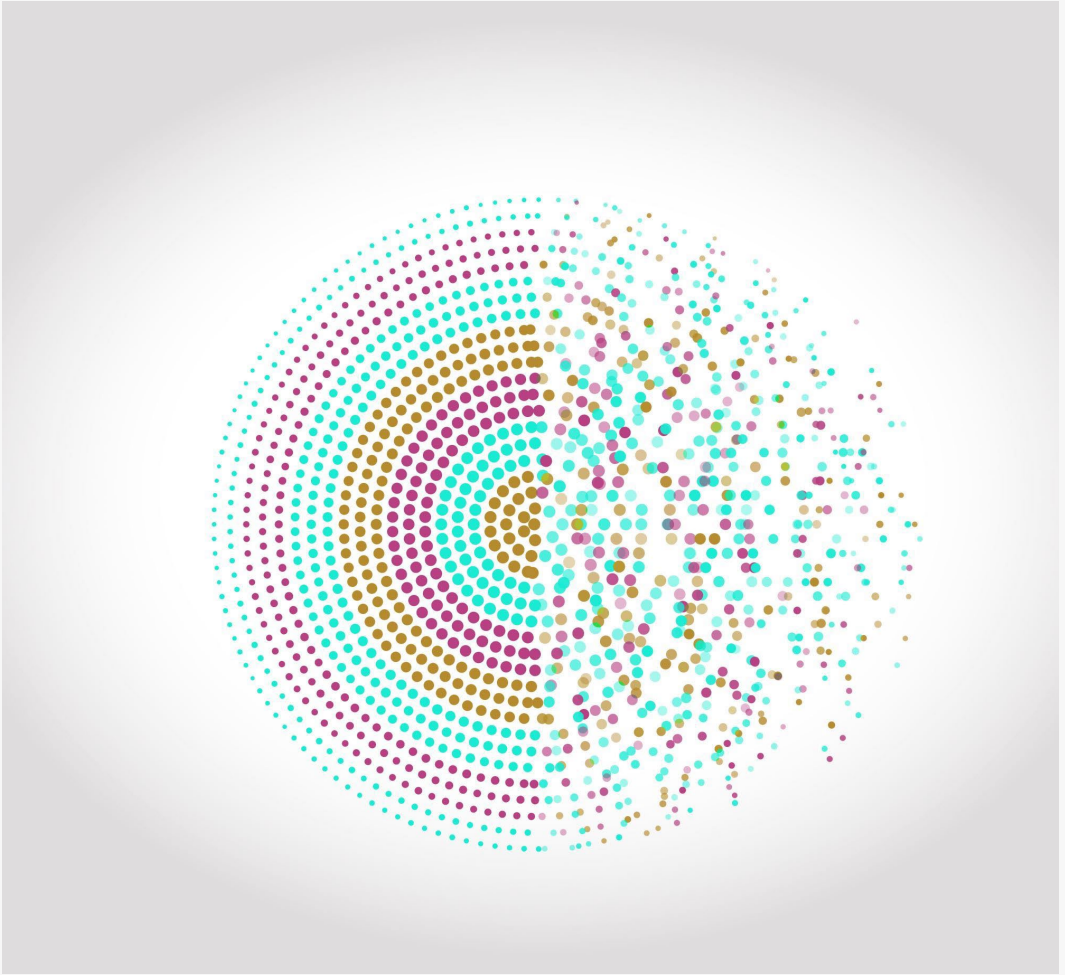
Presented by:
Occupational Health Psychology,
Portland State University &
Oregon Institute of Occupational Health Sciences, OHSU

The Respectful Workplace Climate Scale

Emily Huang, Ph.D.

Associate Professor and Director of OHSU Safety Climate Lab, Oregon Institute of Occupational Health Sciences

October 5, 2023



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Introduction and Background

The State of Oregon Department of Transportation (ODOT) and Bureau of Labor and Industries (BOLI) Workforce Development Program and the OHSU Safety Climate Lab (SC Lab) are partnering on this project to support the goal of **fostering, promoting, and measuring Respectful Workplace Culture and Climate in the construction industry.**

Purpose of the Project

The goal of this project is to develop and validate a reliable, multi-faceted Respectful Workplace Climate (RWC) Scale utilizing the well-established methods implemented by the Safety Climate Lab to develop our foundational Safety Climate Scales.

Safety Climate Definition

First introduced by Professor Dov Zohar (1980)

Safety Climate is conceptualized as:

- ❑ Employees' shared perceptions of their company's safety policies, procedures, and practices
- ❑ Overall importance and "true" priority of safety at work

#1 Dimension:
Managerial Commitment

The extent to which management prioritizes safety over competing demands across a range of situations

Respectful Workplace Climate Definition

RWC is conceptualized as:

- ❑ Employees' shared perceptions of their company's policies, procedures, and practices as they relate to building a respectful workplace
- ❑ Overall importance and "true" priority of building a respectful workplace at work

#1 Dimension:
Managerial Commitment

The extent to which management prioritizes RWC over competing demands across a range of situations

Specific Aims

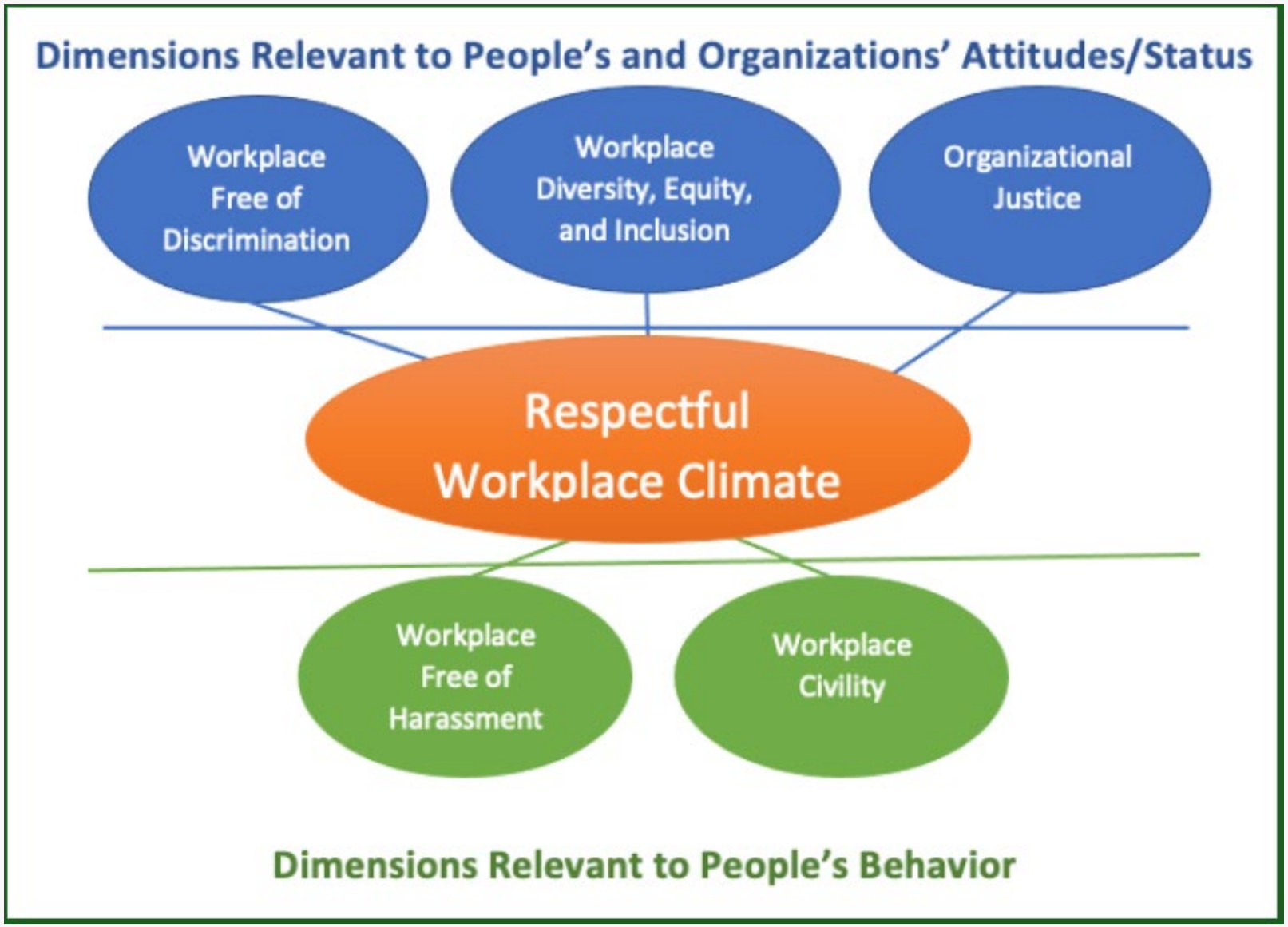
Aim 1. Develop a comprehensive Respectful Workplace Climate Scale using our Safety Climate Scale development research as a model

- ✓ Conduct literature review to develop initial items
- ✓ Utilize Subject Matter Experts to enhance the items
- ✓ Conduct cognitive interviews and pre-test / feasibility test with workers to improve the scale

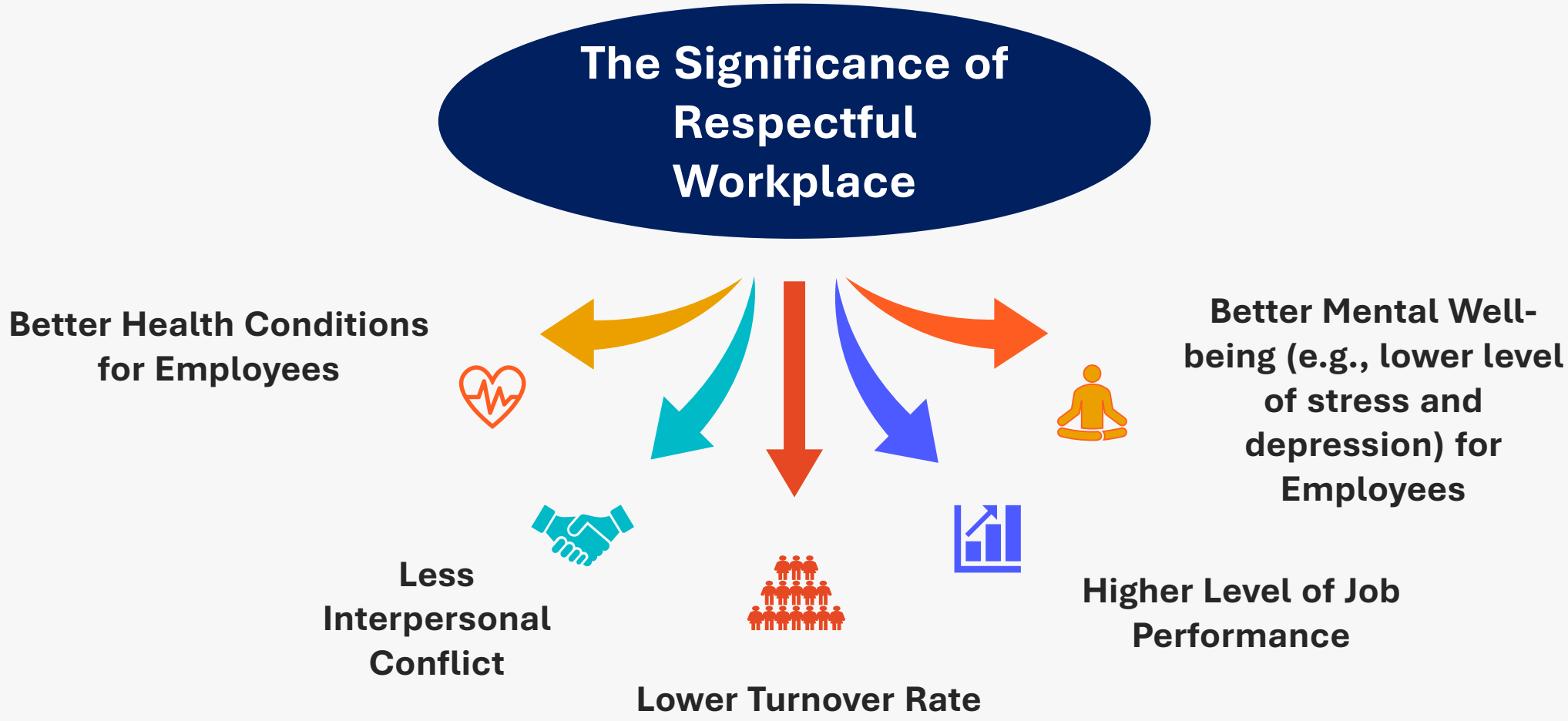
Aim 2. Demonstrate the reliability, construct validity, and criterion-related validity of the RWC scale with important safety, health, and well-being outcomes

- ➢ Demonstrate scale reliability
- ➢ Demonstrate various validities
- ➢ Cross-validate the results
- ➢ Examine shared perceptions
- ➢ Develop practical shortened scale: Item Response Theory

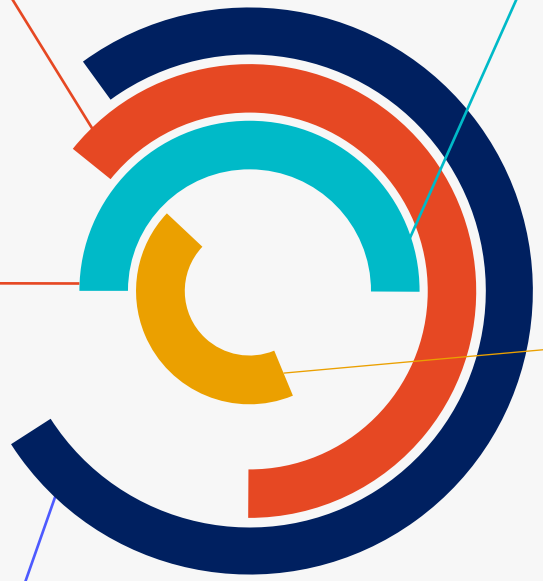
Key Dimensions



Key Findings from Literature Review



Potential Impact of a Respectful Workplace Climate and Culture



Safety Outcomes

- Fewer accidents and injuries
- Better safety compliance and participation

Physical Health Outcomes

- Higher level of health knowledge and health behaviors

Mental Health Outcomes

- Lower job stress
- Reduced feelings of isolation and anger
- Increased self-esteem
- Reduced suicidal ideation

Organizational Outcomes

- Lower turnover intention
- High level of organizational commitment

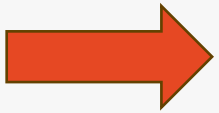
Well-being Outcomes

- Work-family balance
- Life satisfaction

Respectful Workplace Climate Scale

The 4-factor model encompasses employees' perceptions about:

Company / Top Management



The first factor examines employees' perceptions about whether their company has created policies, procedures, and practices that ensure fairness, diversity, equity, inclusion, and protection for all employees.

Direct Supervisor

Co-workers

The second and third factors address whether employees believe their supervisors and coworkers, respectively, conduct themselves with fairness and civility while at work.

Personal Experiences

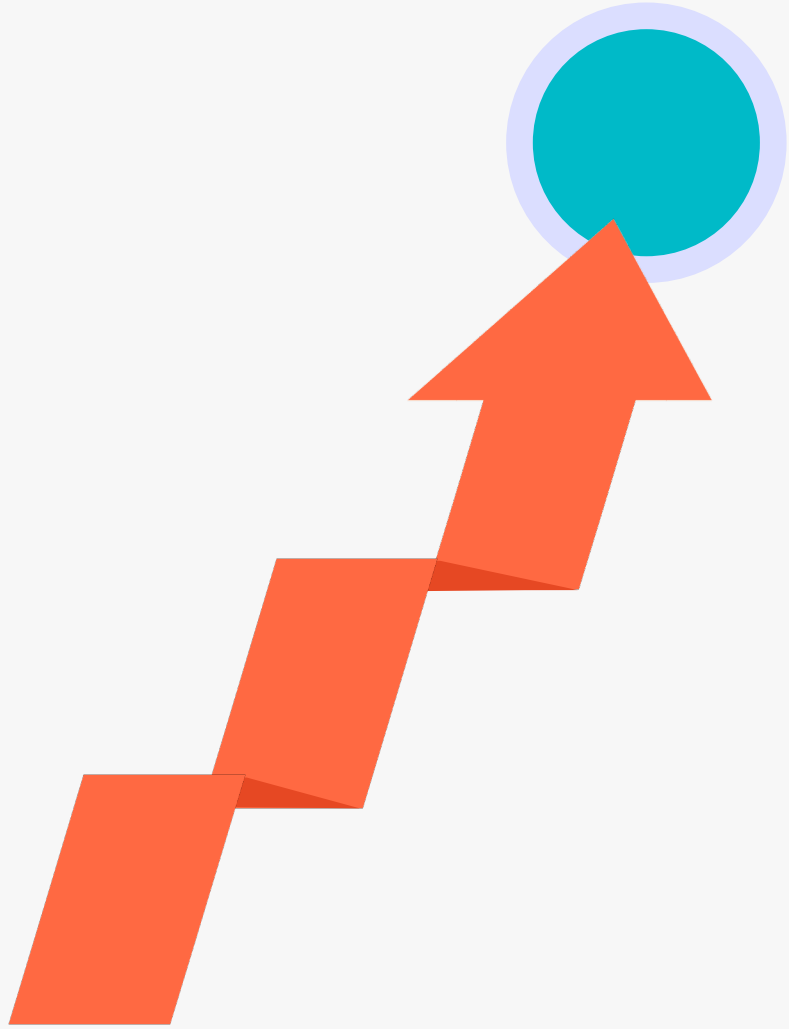
The fourth factor captures how employees are personally treated at work and whether they feel respected in their workplaces.

The Ultimate Goal

Evaluate the current status of the organization and identify areas in need of improvement

Serve as a benchmark (compared to other organizations in the industry or sector), as well as an internal yardstick (to track organizational status/progress)

Validate the effects of interventions in efforts towards building a respectful workplace



Thank you!

Contact Information:

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