



Publications from the Oregon Healthy Workforce Center (OHWC) and the Oregon Institute of Occupational Health Sciences (OccHealthSci) during 2021-2026

Publications from OHWC

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1. Abdelmoaty, W. F., Watkins, S. L., Ayeni, A., Hurtado, D. A., McHill, A. W., Biggs, J. J., Hegmann, K. T., Shea, S. A., Bodner, T., & Bowles, N. P. (2025). The impact of firefighters' work schedule on cardiovascular disease risk, wellbeing, and safety in firefighters: Protocol for the SWIFT study, a multidisciplinary prospective and cross-sectional study. *BMJ Public Health*, 3(2).
2. Aggarwal, B., Gao, Y., Alfini, A., Azarbarzin, A., Anafi, R. C., Glazer Baron, K., ... Lloyd-Jones, D. (2026). Sleep and circadian rhythms in cardiovascular resilience: Mechanisms, implications, and a roadmap for research and interventions. *Nature Reviews Cardiology*, 23(2), 116–130.
3. Anger, W. K., Dimoff, J. K., & Alley, L. (2024). Addressing health care workers' mental health: A systematic review of evidence-based interventions and current resources. *American Journal of Public Health*, 114(S2), 213–226. <https://doi.org/10.2105/AJPH.2023.307556>
4. Hammer, L. B. (2021). The interplay of workplace redesign and public policy in the 21st century. *American Journal of Public Health*, 111(10), 1784–1786. <https://doi.org/10.2105/AJPH.2021.306368>
5. Hammer, L. B. (2024). The role of workplace managers in protecting and promoting employee mental health. *Nature Mental Health*, 2, 1004–1005. <https://doi.org/10.1038/s44220-024-00308-z>
6. Hammer, L. B., Dimoff, J. K., Mohr, C. D., & Allen, S. J. (2024). A framework for protecting and promoting employee mental health through supervisor supportive behaviors. *Occupational Health Science*. <https://doi.org/10.1007/s41542-023-00171-x>
7. Hanson, G., Rameshbabu, A., Bodner, T., Hammer, L. B., Rohlman, D., Olson, R., Wipfli, B., Kuehl, K., Perrin, N., Alley, L., Schue, A., Thompson, S., & Parish, M. (2021). A comparison of safety, health, and well-being risk factors across five occupational samples. *Frontiers in Public Health*, 9, Article 614725. <https://doi.org/10.3389/fpubh.2021.614725>
8. Huang, Y.-H., Giordano, F. B., He, Y., Anger, W. K., Lee, J., Wang, M., Chlevin-Thiele, C., Courtney, T. K., & Olson, R. (2025). The development and validation of a Total Worker Health climate scale. *Journal of Occupational Health Psychology*, 30(5), 331.
9. Hurtado, D. A., Boyd, J., Madjlesi, R., Greenspan, S. A., Ezekiel-Herrera, D., Potgieter, G., Hammer, L. B., Everson, T., & Lenhart, A. (2024). The work-life check-ins randomized controlled trial: A leader-based adaptive, semi-structured burnout intervention in primary care clinics. *Contemporary Clinical Trials*, 107609. <https://doi.org/10.1016/j.cct.2024.107609>

10. Hurtado, D. A., Ezekiel-Herrera, D., Boyd, J., Madjlesi, R., Hwang, J., Everson, T., Hammer, L. B., & Lenhart, A. (2026). Post-pandemic primary care burnout drivers: Interplay of organizational constraints, values (mis)alignment, and team-leader dynamics. *Journal of Healthcare Leadership*.
11. Hurtado, D. A., Greenspan, S. A., Alley, L., Hammer, L. B., Furnari, M., & Lenhart, A. (2024). Safety responsiveness and psychological distress among health care workers during COVID-19 (2020–2022) in the Pacific Northwest. *American Journal of Public Health*, 114(S2), 204–212. <https://doi.org/10.2105/AJPH.2024.307582>
12. Hurtado, D. A., Greenspan, S. A., Valenzuela, S., McGinnis, W., Everson, T., & Lenhart, A. (2023). Promise and perils of leader-employee check-ins in reducing emotional exhaustion in primary care clinics: Quasi-experimental and qualitative evidence. *Mayo Clinic Proceedings*.
13. Olson, R., Cunningham, T. R., Nigam, J. A. S., Anger, W. K., Rameshbabu, A., & Donovan, C. (2022). Total Worker Health® and organizational behavior management: Emerging opportunities for improving worker well-being. *Journal of Organizational Behavior Management*. <https://doi.org/10.1080/01608061.2022.2146256>
14. Olson, R., Hess, J. A., Turk, D., Marino, M., Donovan, C., Stoffregen, S. A., De Anda, I., Springer, R., & Nguyen-Kearns, E. (2024). Translating an intervention to address chronic pain among home care workers: The COMPASS-NP pilot. *Journal of Occupational and Environmental Medicine*. <https://doi.org/10.1097/JOM.00000000000003152>
15. Olson, R., Hess, J. A., Turk, D., Marino, M., Greenspan, L., Alley, L., ... Rice, S. P. M. (2023). COMMunity of Practice and Safety Support for Navigating Pain (COMPASS-NP): Study protocol for a randomized controlled trial with home care workers. *Trials*, 24(1), 264.
16. Olson, R., Johnson, P. W., Shea, S. A., Marino, M., Springer, R., Rice, S. P. M., Rimby, J., & Donovan, C. (2023). The Tech4Rest randomized controlled trial: Applying the hierarchy of controls to advance the sleep, health, and well-being of team truck drivers. *Journal of Occupational and Environmental Medicine*. Advance online publication.
17. Reichenberger, D. A., Lee, L. J., Hebl, J., Ayeni, A. O., Robinson II, L. D., Watkins, S. L., Haswarey, A. H., Hurtado, D. A., McHill, A. W., Bodner, T., Shea, S. A., & Bowles, N. P. (2026). Sleep and substance use among firefighters: Associations with alcohol, caffeine, and nicotine use. *Nature and Science of Sleep*.
18. Valley, M. A., & Stallones, L. (2021). Impact of a mindfulness intervention on hospice care worker safety and well-being. *OBM Integrative and Complementary Medicine*, 6(3), 1–11. <https://doi.org/10.21926/obm.icm.2103029>
19. Wipfli, B., Wild, S., Hanson, G., Shea, S. A., Winters-Stone, K., Olawole, W., Kozlowski, R., & Thosar, S. S. (2024). Effectiveness and durability of a workplace sedentary behavior intervention based on the *Total Worker Health*® approach. *Behavioral Sciences*, 14(11), 1051. <https://doi.org/10.3390/bs14111051>

Publications from OHWC-Affiliated projects at the OccHealthSci

This work was supported by the Oregon Institute of Occupational Health Sciences at Oregon Health & Science University via funds from the Division of Consumer and Business Services of the State of Oregon (ORS 656.630). Publications in this list are considered OHWC-affiliated research because they directly address Total Worker Health organizational targets, i.e., healthy design of work and work environment, workplace policies, leadership support, organizational culture, and climate, etc. and/or those that focus on Total Worker Health outcomes (i.e., safety, health, well-being).

1. Allen, S. J., Hammer, L. B., Mohr, C. D., & Bodner, T. E. (2025). Conserving what's left: A longitudinal investigation of how daily financial worry fuels perceived stress and drives turnover intentions and job search behaviors. *Journal of Business and Psychology*.
2. Arpin, S. N., Mohr, C. D., Bodner, T. E., Hammer, L. B., & Lee, J. D. (2025). Prospective associations among loneliness and health for servicemembers: Perceived helplessness and negative coping appraisal as explanatory mechanisms. *Behavioral Sciences*, 15(9), 1240.
3. Berkman, L. F., Kelly, E. L., Hammer, L. B., ... Buxton, O. M. (2023). Employee cardiometabolic risk following a cluster-randomized workplace intervention from the Work, Family and Health Network, 2009–2013. *American Journal of Public Health*, 113, 1322–1331. <https://doi.org/10.2105/AJPH.2023.307413>
4. Bouleh, P. G., Allen, S. J., & Hammer, L. B. (2022). Family-supportive supervisor behaviors and psychological distress: A secondary analysis across four occupational populations. *International Journal of Environmental Research and Public Health*, 19(13), 7845.
5. Brady, J. M., Hammer, L. B., & Westman, M. (2025). Supervisor resilience promotes employee well-being: The role of resource crossover. *Journal of Vocational Behavior*, 156.
6. Brossoit, R. M., Castro, D. M., Crain, T. L., Hammer, L. B., & Bodner, T. E. (2026). Losing sleep over money: The impact of economic stressors on stress before bed behaviors and worker sleep. *Journal of Business and Psychology*, 41, 1097–1118. <https://doi.org/10.1007/s10869-025-10075-y>
7. Brossoit, R. M., Hammer, L. B., Bodner, T. E., Mohr, C. D., Allen, S. J., Crain, T. L., Brockwood, K. J., & Adler, A. B. (2024). Transfer of a leadership training intervention prior to COVID-19 on leadership support during the pandemic. *Journal of Managerial Psychology*, 39, 930–946. <https://doi.org/10.1108/JMP-10-2023-0582>
8. Brossoit, R. M., Hammer, L. B., Crain, T. L., Leslie, J. J., Bodner, T. E., & Brockwood, K. J. (2023). The effects of a Total Worker Health intervention on workplace safety: Mediating effects of sleep and supervisor support for sleep. *Journal of Occupational Health Psychology*, 28(4), 263–276.
9. Hammer, L. B. (2021). The interplay of workplace redesign and public policy in the 21st century. *American Journal of Public Health*, 111(10), 1784–1786. <https://doi.org/10.2105/AJPH.2021.306368>
10. Hammer, L. B. (2024). The role of workplace managers in protecting and promoting employee mental health. *Nature Mental Health*, 2, 1004–1005. <https://doi.org/10.1038/s44220-024-00308-z>
11. Hammer, L. B., Allen, S. J., & Dimoff, J. K. (2022). The missing link: The role of the workplace in mental health. *Workplace Health & Safety*, 70(8), 384.
12. Hammer, L. B., Brady, J. M., Brossoit, R. M., Mohr, C. D., Bodner, T. E., Crain, T. L., & Brockwood, K. J. (2021). Effects of a Total Worker Health® leadership intervention on employee well-being and functional impairment. *Journal of Occupational Health Psychology*, 26(6), 582–598.

13. Hammer, L., Brockwood, K., Dimoff, J., Allen, S., Mohr, C., Dretsch, M., et al. (2024). The effects of platoon leader mental health and resilience training on soldier problematic anger. *Military Medicine*, 189(Suppl. 3), 501–509.
14. He, Y., Huang, Y. H., Lee, J., Lytle, B., Asmone, A. S., & Goh, Y. M. (2022). A mixed-methods approach to examining safety climate among truck drivers. *Accident Analysis & Prevention*, 164, 106458.
15. Hebl, J. T., Velasco, J., & McHill, A. W. (2022). Work around the clock: How work hours induce social jetlag and sleep deficiency. *Clinics in Chest Medicine*, 43(2), 249–259. <https://doi.org/10.1016/j.ccm.2022.02.003>
16. Huang, Y. H., Chang, W. R., Cheung, J. H., Lee, J., Kines, P., & He, Y. M. (2021). The role of employee perceptions of safety priorities on safety outcomes across organizational levels. *Ergonomics*, 64(6), 768–777. <https://doi.org/10.1080/00140139.2020.1859139>
17. Huang, Y. H., Chlevin-Thiele, C., Giordano, F. B., Lytle, B., He, Y., Lee, J., Anger, W. K., Courtney, T. K., & Yang, L. Q. (2025). Developing and validating a respectful workplace climate scale with construction workers as an exemplar: A *Total Worker Health*® approach. *Journal of Business and Psychology*, 41, 449–490.
18. Huang, Y.-H., Chlevin-Thiele, C., Lytle, B., Giordano, F. B., He, Y., Lee, J., Zhou, Y., Anger, W. K., Courtney, T. K., Kuhn, K., & Rameshbabu, A. (2026). Experiences of tradeswomen in construction: Creating safe, healthy, and respectful workplaces. *Journal of Workplace Behavioral Health*, 1–37.
19. Huang, Y. H., Giordano, F. B., He, Y. M., Anger, W. K., Lee, J., Wang, M., Chlevin-Thiele, C., Courtney, T. K., & Olson, R. (2025). The development and validation of a Total Worker Health climate scale. *Journal of Occupational Health Psychology*, 30(5), 331–352. <https://doi.org/10.1037/ocp0000412>
20. Huang, Y. H., He, Y., Lee, J., Lytle, B., & Courtney, T. K. (2024). Advancing safety in turbulent times: Development and validation of a pandemic safety climate scale. *Journal of Occupational and Organizational Psychology*, 97(2), 479–515. <https://doi.org/10.1111/joop.12479>
21. Huang, Y. H., He, Y. M., Lee, J., & Hu, C. Y. (2021). Key drivers of trucking safety climate from the perspective of leader-member exchange: Bayesian network predictive modeling approach. *Accident Analysis and Prevention*, 150, 105850. <https://doi.org/10.1016/j.aap.2020.105850>
22. Huang, Y. H., Lee, J., Chen, Z., DeArmond, S., Kelly, A., & He, Y. (2023). A Spanish translation of Zohar and Luria's safety climate scale and a test of measurement equivalence. *Safety Science*, 165, 106191.
23. Huang, Y. H., Lee, J., Perry, M., He, Y., & Tondokoro, T. (2024). Safety climate in the utility industry: Perceptual discrepancies across organizational hierarchy. *Journal of Occupational and Environmental Medicine*, 66(4), 298–304. <https://doi.org/10.1097/JOM.0000000000003037>
24. Huang, Y. H., Sears, J. M., He, Y., Courtney, T. K., Rega, E., & Kelly, A. (2022). The utility of a safety climate scale among workers with a work-related permanent impairment who have returned to work. *Work*, 73(3), 927–936.
25. Hurtado, D. A., Barnes, C., Dunlop-Korsness, K., Cox, C., Kiyoshi-Teo, H., Costa-Black, K., Huang, Y., Hammer, L. B., Marino, M., & Davis, M. (2026). Toward integrated risk management of patient falls and patient-assisted injuries: Four indicators to support a joint approach. *International Journal for Quality in Health Care*, 38(1).
26. Hurtado, D. A., Boyd, J., Madjlesi, R., Marrs Belart, F., & Wimer, J. (2026). Addressing persistent logging hazards through accessible yarding and loading safety training. *Journal of Forestry*, 124(4), 653–658.

27. Ickovics, J. R., Lam, B., Hammer, L. B., Bauer, B. W., & Boller, K. (2026). Population health: The critical role of psychological science: Introduction to a special series of commentaries. *Health Psychology*, 45(8), 830–836.
28. Kossek, E. E., Allen, S. J., Lawson, K. M., Hammer, L. B., Bodner, T., Xu, J., Holladay, C. L., Herron, A., & Cavanaugh Perry, M. (2026). Offering paid sick and family leave is not enough: Leave supportive supervisor behavior training improves policy use, health, and work outcomes. *Journal of Applied Psychology*.
29. Lee, J., Huang, Y. H., Dainoff, M. J., & He, Y. (2021). Where to focus? Insights from safety personnel and external safety consultants on lessons learned about safety climate interventions: A qualitative approach. *Journal of Safety Research*, 79, 51–67.
30. Leslie, J. J., Crain, T. L., Brossoit, R. M., Hammer, L. B., Bodner, T. E., & Mohr, C. D. (2025). Sleeping to support? The interactive effects of leader sleep quantity and quality on leader- and employee-reported support behaviors. *Occupational Health Science*, 9, 871–897.
31. Marin-Farrona, M., Wipfli, B., Thosar, S. S., Colino, E., Garcia-Unanue, J., Gallardo, L., Felipe, J., & Lopez-Fernandez, J. (2023). Effectiveness of worksite wellness programs based on physical activity to improve workers' health and productivity: A systematic review. *Systematic Reviews*, 12, 87.
32. McHill, A. W., Velasco, J., Bodner, T., Shea, S. A., & Olson, R. (2022). Rapid changes in overnight blood pressure after transitioning to early-morning shiftwork. *Sleep*, 45(3), Article zsab203. <https://doi.org/10.1093/sleep/zsab203>
33. Mohr, C. D., Hammer, L. B., Brady, J., Perry, M., & Bodner, T. (2021). Can supervisor support improve daily employee well-being? Evidence of supervisor training effectiveness in a study of veteran employee moods. *Journal of Occupational and Organizational Psychology*, 94, 400–426. <https://doi.org/10.1111/joop.12342>
34. Mohr, C. D., Hammer, L. B., Dimoff, J., Allen, S., Lee, J. D., Arpin, S., McCabe, S. K., Brockwood, K., Bodner, T., Mahoney, L., Dretsch, M. N., & Britt, T. (2024). Supportive-leadership training to improve social connection: A cluster-randomized trial demonstrating efficacy in a high-risk occupational context. *Journal of Occupational Health Psychology*, 29, 299–316. <https://doi.org/10.1037/ocp0000384>
35. Mohr, C. D., O'Neill, A. S., Brady, J. M., Bodner, T. E., Crain, T. L., & Hammer, L. B. (2025). Strengthening connections: A randomized controlled trial examining the impact of a workplace intervention on loneliness and military couple relationships. *Journal of Social and Personal Relationships*.
36. Olson, R., Rice, S. P. M., Bauer, T. N., Wipfli, B., Anger, W. K., Bodner, T., Graven, P., & Greenspan, L. S. (2023). Primary prevention of weight gain among new bus operators: Results of the Success & Health Impacts for Transit Operators During Onboarding (SHIFT Onboard) pilot study. *Journal of Occupational and Environmental Medicine*, 65(2), 128–139. <https://doi.org/10.1097/JOM.0000000000002699>
37. Olson, R., Rice, S. P. M., Mansfield, L. R., Wipfli, B., Bodner, T., Anger, W. K., & Bauer, T. N. (2021). Bus operators' body weight changes during their first 2 years of work: A retrospective survey. *Journal of Occupational and Environmental Medicine*, 63(12), 1093–1096. <https://doi.org/10.1097/JOM.0000000000002347>
38. Olson, R., Stoffregen, S. A., Bauer, T. N., Wipfli, B., Anger, W. K., Bodner, T., Graven, P., McHill, A. W., & Donovan, C. (2024). Who's behind the wheel? Work and health backgrounds of new transit bus operators. *Journal of Occupational and Environmental Medicine*, 66(12), 1022–1029. <https://doi.org/10.1097/JOM.0000000000003235>
39. Shafer, B. M., Christopher, D., Shea, S. A., Olson, R., & McHill, A. W. (2024). Later circadian timing and increased sleep timing variability are associated with attenuations in overnight blood pressure dipping among chronic nightshift workers. *Sleep Health*, 10(1 Suppl.), S140–S143. <https://doi.org/10.1016/j.sleh.2023.08.010>

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41. Shafer, B. M., McAuliffe, K. E., Kogan, S. A., Roberts Davis, M., Shea, S. A., Olson, R., & McHill, A. W. (2025). Influence of circadian alignment and sleep timing variability on sex-specific inflammatory markers in healthy adults. *American Journal of Physiology-Heart and Circulatory Physiology*, 329(6), H1696–H1705. <https://doi.org/10.1152/ajpheart.00735.2025>
42. Sun, K., Lan, T., Goh, Y. M., & Huang, Y. H. (2025). Overcoming imbalanced safety data using extended accident triangle. *Knowledge-Based Systems*, 327, 114120. <https://doi.org/10.1016/j.knosys.2025.114120>
43. Sun, K., Lan, T., Goh, Y. M., Safiena, S., Huang, Y. H., Lytle, B., & He, Y. (2024). An interpretable clustering approach to safety climate analysis: Examining driver group distinctions. *Accident Analysis & Prevention*, 164, 106458.
44. Sun, K., Lan, T., Kam, S. H., Goh, Y. M., & Huang, Y. H. (2024). Predicting trucking accidents with truck drivers' safety climate perception: An in-depth evaluation of the pretrain-then-finetune approach. *Transportation Research Part F: Traffic Psychology and Behaviour*, 106, 72–89.
45. Wipfli, B., Wild, S., Richardson, D., & Hammer, L. B. (2021). Work as a social determinant of health: A necessary foundation for occupational health and safety. *Journal of Occupational and Environmental Medicine*, 63(11), e830–e833. <https://doi.org/10.1097/JOM.0000000000002370>
46. Yu, A., Pichler, S., Russo, M., & Hammer, L. (2022). Family-supportive supervisor behaviors and work-family conflict: The role of stereotype content and gender role beliefs. *Journal of Occupational and Organizational Psychology*, 95, 274–302. <https://doi.org/10.1111/joop.12379>
47. Zhang, H., Wang, X. S., Wang, X. M., & Huang, Y. H. (2026). The role of employment mode and law enforcement perception in risky behavior among truck drivers. *Transportation Research Part F: Traffic Psychology and Behaviour*, 121. <https://doi.org/10.1016/j.trf.2026.103713>

Book Chapters

1. Brockwood, K. B., Hammer, L. B., & Bodner, T. E. (2025). The role of experimental studies in furthering I-O psychology research: A focus on field studies. In N. Bowling, M. K. Shoss, & Z. E. Zhou (Eds.), *How to conduct and publish high-quality research in industrial-organizational psychology* (pp. 132-145). Edward Elgar Publishing.
2. Hammer, L. B., Allen, S. J., Leslie, J. J. (2023). Occupational Stress and Well-Being: Workplace Interventions Involving Managers/Supervisors. In L. Lapierre & C. Cooper (Eds.). *Cambridge Companion to Organisational Stress and Well-Being* (pp. 389-417). Cambridge, United Kingdom: Cambridge University Press.
3. Hammer, L. B., & Crain, T. L. (2024). The work-nonwork interface: Policy and practice. In L. E. Tetrick, J. C. Quick, M. T. Ford, & G. G. Fisher (Eds.), *Handbook of occupational health psychology* (3rd ed., pp. 517-534). American Psychological Association. <https://doi.org/10.1037/0000331-026>
4. Mauno, S., Rameshbabu, A., & Mäkikangas, A. (in press). Does workplace loneliness jeopardise belonging in the workplace? Findings on the prevalence, antecedents, and outcomes of workplace loneliness in contemporary working life. In L. Mäkelä, L. Urrila, & J. Tanskanen (Eds.), *Handbook on belonging in the workplace*. Edward Elgar Publishing.

5. Olson, R., Cunningham, T., Nigam, J., Anger, K., Rameshbabu, A., & Donovan, C. (2024). *Total Worker Health®* and organizational behavior management: Emerging opportunities for improving worker well-being. In D. Johnson & C. M. Johnson (Eds.), *Handbook of organizational performance* (Vol. II, pp. 35-74). Routledge. <https://doi.org/10.4324/9781032708331-3>
6. Rineer, J., Laskowitz, S., Hammer, L., Kossek, E., & Lunn, M. (2025). Family supportive supervisor training to reduce work-family conflict in a policing context. In R. Jacobs & D. H. Reynolds (Eds.), *Case studies in I-O psychology: Practical applications of science* (pp. 227-252). Oxford Academic Press.
7. Samson, M. A., Mohr, C. D., & Hammer, L. (in press). The connected leader: Supervisor strategies that build belonging in the modern workplace. In L. Mäkelä, L. Urrila, & J. Tanskanen (Eds.), *Handbook on belonging in the workplace*. Edward Elgar Publishing.

