



Johns Hopkins P.O.E. Total Worker Health® Center
in Mental Health

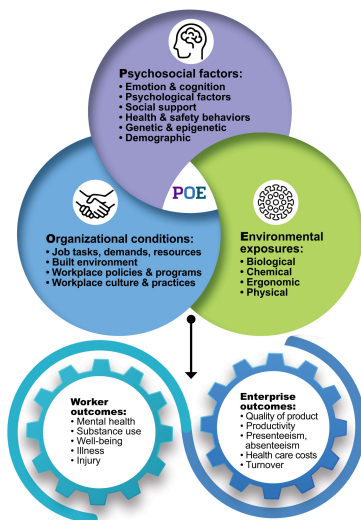
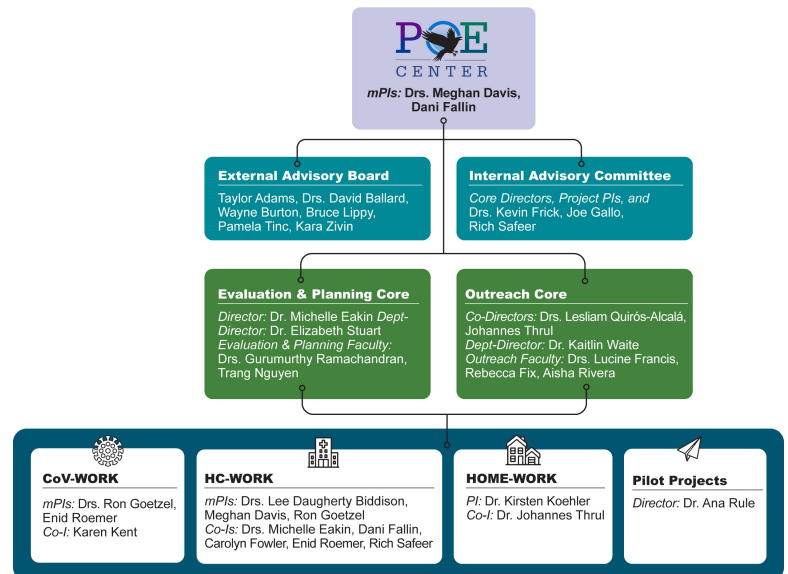
Annual Report
2022

Table of Contents

<u>ABOUT THE POE CENTER</u>	<u>1</u>
<u>RESEARCH PILOT PROJECT PROGRAM</u>	<u>2</u>
<u>EMERGING ISSUES PROGRAM</u>	<u>2</u>
<u>LUVU PROJECT: MATTINGLY AWARD.....</u>	<u>3</u>
<u>SUMMIT ON MENTAL HEALTH IN THE WORKPLACE</u>	<u>4</u>
<u>OTHER ACTIVITIES & SEMINARS</u>	<u>5</u>
<u>PRESENTATIONS.....</u>	<u>6</u>
<u>PUBLICATIONS</u>	<u>8</u>
<u>PRESS.....</u>	<u>8</u>
<u>CONTACT US</u>	<u>9</u>

About the POE Center

The major goal of the Johns Hopkins P.O.E. Total Worker Health® Center in Mental Health (POE Center) is to promote worker mental health and well-being. To achieve this, the POE Center leverages its partnership with the Johns Hopkins Education and Research Center (JH ERC) and collaboration with the Northeast Center for Occupational Health and Safety, among other Centers, and has convened experts across two departments in the Johns Hopkins Bloomberg School of Public Health (Environmental Health & Engineering, Mental Health), Johns Hopkins Medicine, the Johns Hopkins School of Nursing, and the Johns Hopkins Carey School of business. These experts, reflecting dimensions of Total Worker Health®, mental health and substance use, occupational safety and health, business, healthcare, and vulnerable populations, perform the research, education, outreach and evaluation activities that integrate the psychosocial (P), organizational (O), and environmental (E) contexts of worker health. Given the rapid evolution of who works, how they work, and where they work—changes that have accelerated given employer and governmental response to the COVID-19 pandemic—there is a need to identify and empower resilient systems for health protection and health promotion to maintain workforce functions, health, and well-being before, during and after crises, work the POE Center addresses through research, education, evaluation, communication and dissemination activities.



What is P – O – E?

The acronym for the POE Center stands for (P) psychosocial factors, (O) organizational conditions, and (E) environmental exposures and is a nod to Edgar Allan Poe, who penned the famous poem, “The Raven,” and is buried in Baltimore, Maryland. The POE Center uses holistic approaches to understand how these factors independently and jointly contribute to individual worker and enterprise outcomes.

Research Pilot Project Program

Three pilot projects were funded through the Research Pilot Project Program

- Dr. Kaitlin Waite, Postdoctoral Fellow at Johns Hopkins Bloomberg School of Public Health (BSPH), for \$15,000: Identifying Occupational Drivers and Risk Factors for Mental Health Concerns Among Veterinarians and Animal Care Workers during COVID-19 Pandemic: A Pilot Study to Inform Evaluation of Access and Effectiveness of Intervention Measures
- Carolyn Gigot, PhD at BSPH, for \$11,000: An in-depth exploration of occupational health interventions across the hierarchy of controls in industrial livestock operations during COVID-19
- Masoumeh Amin-Esmaeili, PhD student at BSPH for \$24,000: Occupational Pattern of Drug Overdose Deaths in Maryland, 2018-2020: Implication for Prevention of Workplace Fatal Overdose

Emerging Issues Program

Two highly translational projects were funded under the Emerging Issues Program:

- Dr. Rebecca Fix is investigating current workplace stressors, burnout, mental health concerns, and use of mental health programming of the Baltimore Police Department to understand how workplace policies and practices affect police mental health and to ensure that policies and practices promote safe working conditions that protect their physical safety and psychological health
- Dr. Susan Sherman is investigating Illegal sex work environments that reduce the ability of women to engage in preventative health behaviors that leave them at risk for morbidities such as HIV and drug overdose in order to examine the association between features the occupational risk environment (e.g., client interactions) and mental health (e.g., depression, PTSD) indicators during the COVID-19 pandemic

The POE Center is pleased to help support and partner with the [LuvU Project](#), which announced the inaugural Carolyn C. Mattingly Awards for Mental Health in the Workplace in October 2022. The announcement was highlighted in a special session at the POE Center Summit for Mental Health in the Workplace.

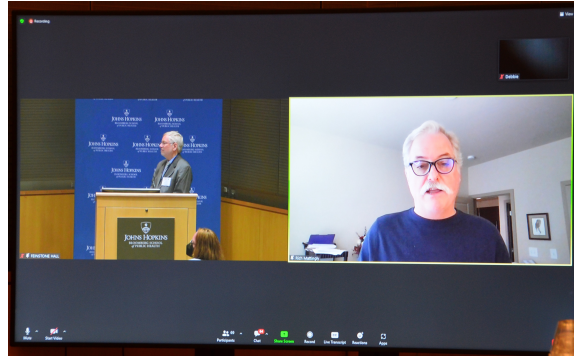


Photo: Dr. Ron Goetzel and Richard Mattingly

The Award Winners:

- Akin Gump Strauss Hauer & Feld LLP
- Metro Nashville Public Schools
- University of Virginia

Honorable Mentions:

- Associated Bank
- Franklin County Cooperative
- General Electric

Carolyn C. Mattingly Award for Mental Health in the Workplace

An Employer Recognition Program

An alliance between Johns Hopkins Bloomberg School of Public Health and The Luv u Project

The Carolyn C. Mattingly Award for
**MENTAL HEALTH
IN THE WORKPLACE**



Summit on Mental Health in the Workplace

October 6-7, 2022

The POE Center hosted its inaugural fall [Summit on Mental Health in the Workplace](#), a centerpiece of its Outreach program designed to connect with Region 3 and national stakeholders and inform the next five years of priorities for Outreach activities. Over 100 participants attended the hybrid Summit, held over 1.5 days in conjunction with the POE Center’s External Advisory Board meeting.



Photos (left to right, top to bottom): Dr. Georgia Michilig, Drs. David Ballard, Rich Safer and Enid Roemer, Dr. Johannes Thurl with Drs. Michelle Eakin, Carolyn Fowler and Paul DeChant, Dr. Lesliam Quiros-Alcalá with Drs. Ron Goetzel, Taylor Adams and Lee Daugherty-Biddison; Dr. Kaitlin Waite & audience, and Dr. Marie Holowaychuk

“Interactive sessions were great. The closing keynote provided useful information I can immediately take back to my employer.” – Summit Participant

*“I loved hearing what other facilities, not only healthcare have very similar issues. Also, learning what others have set up with success or failure. This Summit has me thinking outside the box. Bravo.”
—Summit Participant*

Other Activities & Seminars

I Stand with Public Health: The POE Center co-sponsored and contributed to mental health and wellbeing language for the STOP! Partner Group two-pager through the I Stand With Public Health initiative through the POE Center Connect Program and Outreach Core, which was publicly released in February 2022. Available at: <https://standwithpublichealth.jhsph.edu/>

Dr. Georgia Michilig: Understanding and Promoting Workplace Mental Health – Virtual seminar on February 7, 2022, held jointly with Johns Hopkins Education and Research Center (JH ERC)

Panel on National Farmworkers Awareness Week: Addressing Occupational Health Issues Among Agricultural Workers, in conjunction with the One Health Seminar course and the JH ERC, with special emphasis on mental health challenges—Virtual panel with Pamela J. Tinc, PhD [Northeast Center] and Amy K. Liebman, MPA, MA on March 31, 2022

Presentations

Total Worker Health® Symposium

October 11-14, 2022, Bethesda, Maryland

Scientific Planning Panel: Dr. Kaitlin Waite

Linnan L, Hammer L, **Davis M**, Banks C, Schwatka N / Tenney L. Academic Training Programs in Total Worker Health®. *Pre-Conference Workshop*.

Goetzel RZ. How Can Occupational Health and Safety Professionals Engage Business Leaders in Re-Building America's Public Health Infrastructure.

Goetzel RZ, Roemer EC, Kent KB, Zhang Y, and Woods EH. Addressing Psychosocial, Organizational, and Environmental Stressors Emerging from the COVID-19 Pandemic and their Effect on Essential Workers' Mental Health and Well-being. *Poster Presentation*.

Cunningham CJL, **Davis MF**, Dimoff JK, **Goetzel RZ**, Hammer LB, **Quiros-Alcala L**. Integrated Approaches to Mental Health in the Workforce. *Moderated Interactive Panel*.

Banks C, Rameshbabu A, Tenney L, Staley J, Rohlman D, Campo S, Kapadia G, Ammerman A, Burke L, Gren L, Nobrega S, **Quiros-Alcala L**. Accelerating Research to Practice: Connect with NIOSH Total Worker Health® Centers.

Additional related presentations by POE Center Faculty

Goetzel RZ. Healthy Business Coalition. March 2021. Good health is good business for every business.

Goetzel RZ. Do Workplace Health and Wellbeing (Health Promotion) Programs Work? What Does the Latest Research Tell Us? Art and Science of Health Promotion Conference. September 2021.

Goetzel RZ. Measurements That Matter in Workplace Mental Health HERO Members Only Fall Think Tank. October 2021.

Goetzel RZ. The 2021 C. Everett Koop National Health Awards. October 2021.

Goetzel RZ. Promoting Force Readiness, Health, and Wellbeing in the Age of COVID. Annual Safety and Occupational Health Conference. Delaware Army National Guard. Smyrna DE. February 5, 2022

Goetzel RZ. What is the Value on Investment (VOI) for Health and Wellbeing Programs? International Employee Assistance Professionals Association. Executive Briefing. 25 February 2022.

Goetzel RZ. Do Workplace Health and Wellbeing (Health Promotion) Programs Work? What Does the Latest Research Tell Us? Art and Science of Health Promotion Conference. April 2022. San Diego, CA.

Goetzel RZ. Intensive Training Seminar: How to Evaluate Health Promotion Programs. Art and Science of Health Promotion Conference. April 2022. San Diego, CA.

Gibson T, Schubel L, Assibey-Mensah V, Bloemers S, Pack C, **Roemer E, Kent K**, Shiv S, Miller K, **Goetzel RZ**. ISPOR. Digital Health Solutions for Workers: Engagement with a Digital Tool for Management of SARS-CoV-2 Exposure and Infection. May 2022.

Davis MF. Diversity and Inclusion in Occupational Safety & Health Research. National Institute of Occupational Safety and Health Center Directors' Meeting. July 27, 2021.

Goetzel RZ. Lessons Learned from International and Domestic Efforts. Will new and emerging guidance improve employer efforts to advance workforce mental health? HERO Fall Think Tank. September 2022. Amelia Island, FL.

Goetzel RZ. The 2021 C. Everett Koop National Health Awards. HERO Forum 2022. September 2022. Amelia Island, FL.

(POE Center faculty and Advisory Board members in bold.)

Publications

POE Center publications

Zhang Y, Woods EH, Roemer EC, Kent KB, Goetzel RZ. Addressing Workplace Stressors Emerging from the Pandemic. *Am J Health Promot.* 2022 Sep;36(7):1215-1223. doi: 10.1177/08901171221112488b. PMID: 36003011; PMCID: PMC9412133.

Additional related publications from POE Center faculty

Dalton KR, Altekruze W, Campbell P, Ruble K, Carroll KC, Thorpe RJ, Agnew J, and **Davis MF.** Perceptions and practices of key worker stakeholder groups in hospital animal-assisted intervention programs on occupational benefits and perceived risks. *People and Animals* 2022, 5(1), 4.

Dalton KR, Guyer KM*, Shiaffino F, Ferradas C, Falke JR, Beasley EA, Meza K, Laughlin P, Agnew J, Barnett DJ, Nuzzo JB, and **Davis MF.** Assessing COVID-19 pandemic risk perception and response preparedness in veterinary and animal care workers. *Health Security* 2022, 20(2). DOI: 10.1089/hs.2021.0091. PMID: 35108121.

Wu A, **Roemer EC, Kent KB, Ballard DW, Goetzel RZ.** Organizational Best Practices Supporting Mental Health in the Workplace. *J Occup Environ Med.* 2021 Dec 1;63(12):e925-e931. doi: 10.1097/JOM.0000000000002407. PMID: 34840320; PMCID: PMC8631150.

The work of POE Center faculty also was featured in:

Terry PE. The Twenty Five Most Important Studies in Workplace Health Promotion. *American Journal of Health Promotion.* 2022;0(0). doi:10.1177/08901171221120719

Press

Bloomberg School of Public Health published a feature article on “Mental Wellness at Work” on November 15, 2021. Available at: <https://publichealth.jhu.edu/2021/mental-wellness-at-work>

(POE Center faculty and Advisory Board members in bold.)

Contact Us

Website

<https://publichealth.jhu.edu/departments/environmental-health-and-engineering/research-and-practice/centers-and-institutes/the-johns-hopkins-poe-total-worker-healthr-center-poe-center>

Social Media

Follow us on Twitter @JHPOECenter

Email

JHPOECenter@jhu.edu