



Happening in SRO

You can find this “Happening in SRO” and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

If you have items for the newsletter or if you would like to highlight an event, please let Ann Vernier or your unit director know.

SRO Holiday Potluck

Our annual holiday gathering is just around the corner...



SRO will provide main course dishes including chicken, beef and vegetarian options.

Please sign up to bring a side dish, beverage or dessert, or to help at the event.

[Please Click Here to Sign Up for Holiday Potluck](#)

Sharing a Story at the SRO Potluck - In addition to breaking bread together, we are hoping to find a handful of people who would like to share a true, personal, story, at our gathering. The theme of your story should have some (at least loose) connection to any one of the seasonal, end-of year, or mid-winter holidays, from anywhere in the world. It would be wonderful to

hear stories from many perspectives and traditions. Some of you may be familiar with "Moth" story slams. That will be the loose model for our little event.

<https://themoth.org/share-your-story/at-a-live-event>

If you are interested in telling a story, please sign up here no later than Friday, December 13th: <https://forms.gle/Zt4Rnh19TvtJkkc7>

If you have questions about the story telling event, please call or email Gregg Peterson.

CDS Update (Rachel Orlowski)



**FAMILY ECONOMICS STUDY
CHILD DEVELOPMENT SUPPLEMENT**
UNIVERSITY OF MICHIGAN



Over the last several decades, there have been substantial demographic and economic changes that have altered the landscape for children and their families as well as fundamental changes to public policy targeting this population. The Child Development Supplement (CDS) was initially fielded in 1997 with the objective of gathering comprehensive and nationally representative information about children and their families to study how social, economic, and other environmental factors affect children's development. CDS combined with its parent study—Panel Study of Income Dynamics (PSID)—provides opportunities to study the life course effects of circumstances and experiences in childhood and adolescence on health, economic well-being, and other life dimensions in young adulthood and beyond.

CDS 2019 is the fifth wave of the study and has the goal of collecting information on all children in PSID families who were aged 0–17 years when their family participated in the PSID 2019 Core interview (known by respondents as the Family Economics Study—FES). With PSID 2019 still in the field, CDS 2019 has not received all of its sample but expects approximately 3,600 families.

Field data collection began in October and is expected to continue through May. The protocol begins with a telephone coverscreen interview, which confirms the CDS-eligible children and adolescents (n~6,500) and identifies their primary caregiver—PCG—(n ~3,600) as well as other adults living in the household (n~2,900). Following the coverscreen, PCGs and adolescents (aged 12 years and older) are invited to complete a telephone interview. The adolescent phone interview is both interviewer-administered and interactive voice response (IVR—a computerized system enabling respondents to use their keypad to respond to sensitive questions). The vast majority of the families are asked to participate in an in-home visit. During the visit, interviewers collect physical measurements from the PCGs, children, and adolescents; administer Woodcock Johnson assessments to PCGs, children, and adolescents; interview children; collect consent from PCGs for birth and school record linkage; collect saliva samples from PCGs, children, adolescents, and other adults in the household; and review completed time diaries with PCGs and adolescents. The full protocol is available in English and Spanish, which is new in 2019.

The SSL's involvement in CDS 2019 began in September and will continue through summer 2020. They assemble complex PCG and interviewer mailings twice weekly throughout production, as well as precontact mailings before each release, bulk interviewer supply mailings, and other respondent mailings. The SSL logs receipt of all time diaries, linkage forms, paper consents, and saliva samples. Their responsibilities also include making reminder calls to PCGs, coding and entering time diary data, and coding occupation and industry responses.

The primary source of funding for CDS is the Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD). CDS 2019 also received funding from the Robert Wood Johnson Foundation.

More information about PSID and its supplemental studies, including CDS, can be found here: <https://psidonline.isr.umich.edu/>.

SRO Wellness News (SRO Wellness Committee)



CONGRATULATIONS to our committee member Laura Yoder on the birth of her new baby boy born at the end of November. We're excited for you and your family!!

On November 18th we held a **POUND & Cardio Drumming** class here at Perry. This was a first time experience for some of us. Good music and cardio. Great way to get out the frustration pounding those drum sticks!

The last **SRO Farmer's Market Walk of 2019** has a **NEW date of Wednesday, December 11th**. We moved it up a week so it did not conflict with the SRC Director's Office Open House. Remember the market will be offering special deals at their stalls for one or more of their products in December.

How are we communicating? Currently, we use email messages, posted fliers, and the SRO Newsletter to communicate upcoming wellness news and activities. We plan to continue utilizing these modes as well as add some additional ones soon!



New modes include: **Wellness Bulletin Board, SRO Wellness Group Page on Workplace, and SRO Wellness Calendar** that can be added to your Google Calendar so you will be able to see any updates automatically.

These exciting things will be happening in January:

- Our **second SRO Wellness Potluck is January 8th** with a ***Back to Basics*** theme from 12p-1p in 2300 Perry. What dish is your go to favorite after a holiday season of food overload? Share ideas for fresh, yummy food favorites that work to energize you. If you would like to save to your calendar, please click below.
[Click Here to Add Potluck to Calendar](#)
[Click Here to Sign Up for Back to the Basic Potluck](#)
- **Active U 2020** – It's the 15th year of Active U, MHealthy's 12-week physical activity challenge! Registration opens December 10. Tracking minutes starts January 14, 2020.

As always, earn a coveted Active U T-shirt when you successfully complete the program.

In 2020, Active U qualifies for MHealthy Rewards! Look for more information soon.

HELP NEEDED: SRO Active U Captain: We would love to have two or three SRO staff be excited to be co-captains of our SRO Active U team helping with regular communication, tips, and fresh ideas during the 12 week session. The SRO Steps Up Team needs you! ☺

- **Treat yourself with MHealthy Rewards 2020 - Starting on January 14**, Benefits-eligible faculty and staff can earn up to **\$220** by:
 - Step 1: Register for Rewards by completing the 2020 StayWell health questionnaire. Once registered, you'll qualify for a fitness membership reimbursement up to **\$120**.
 - Step 2: Earn points by completing eligible healthy activities like Active U, WW, SleepWell online program, and much more. Earn 100 points to earn your **\$100** reward!

Look for more information in January! **Please note:** There is no wellness screening for Rewards 2020.

- **Stress Management in Busy Times** – presented by SRO Aimee Miller from 12p-1p on Wednesday, January 22nd in G150 AB. More details to come in the New Year.
[Click Here to Add to Stress Management Session to Calendar](#)
- We are working on our financial management session (**Retirement Planning for All Stages**) and the areas of Occupational and Emotional/Mental Health, which will be our focus during meetings in January.
- **Strength and Cardio** with Ryan Neice. We will add a trial five week session offered twice a week (lunch and 4p/5p time period). We are still working out the details on days and times. We anticipate a minimal fee for each session of \$5.00.
- We are also hoping to offer a **“Try Something You Never Have Before”** such as weights, agility work, strongman, etc. that will be coached by Ryan Neice at an off-site facility for a minimal fee of \$5.00. More details to come.

You can reach us at: srowellcomm@umich.edu

All-Staff Meeting (Stephanie Chardoul)

We had a well-attended and successful All Staff meeting on October 23. I'm glad so many of you could join in person or remotely! And, thank you to everyone who completed the survey with feedback on the meeting -- the SRO Admin Team reviews that feedback, takes it seriously, and uses it to (hopefully!) improve future meetings. We will schedule a shorter meeting in the spring (targeting March), focused on internal-to-SRO updates -- if you have any additional suggestions that you haven't already shared, please let your Unit director know.



Space – Perry Conference Rooms (Ann Vernier)

Many of our active projects, especially those with biometric supplies, have large amounts of supplies and materials needing to be stored, assembled and mailed. These large bulk mailings and assemblies have required more frequent use of conference rooms. Room B321 is currently reserved two full days a week for CDS bulk mailings. Starting in January, large amounts of HRS supplies will arrive. These supplies will fill an entire large room and will need to be sorted and inventoried on tables, then packed into ~200 duffel bags for interviewers. A large room with several tables and enough room for shelving units and HRS supplies had to be identified, and B321 was chosen. From January 20–February 17, room B321 will be booked solid for HRS activities. It will be available for meeting reservations starting on February 18. Your patience and understanding during this busy period is greatly appreciated!

From the Archive: A Study of Work and Leisure, Project 247 (Kelly Chatain)

SRC's Organizational Behavior and Human Relations Program had been conducting job and work relations studies since the early 1950s. In 1958, they were approached by the Imperial Oil Company, a Canadian affiliate of Standard Oil based in Sarnia, Ontario, Canada. Prior to WWII, Imperial was the biggest employer in town. Within a decade of WWII, a number of other refineries and plants had set up in Sarnia: the Polymer Corporation plant, Dow Chemical, Fiberglass, Ltd., Canadian Oil Ltd, and Sun Oil, Ltd. to name just a few. It was the beginning of "Chemical Valley", a moniker as relevant today, if not more so, as Sarnia now has 60 chemical plants and refineries within a 15 mile radius.¹ In the late 1950s, Imperial Oil was going through some big changes: Responding to new economies, updating old refineries, and adjusting the workforce accordingly both in number and education/skills levels.

What set this study apart from others at the time was being able to look at the job characteristics more specifically due to the way jobs were organized into two broad departments at the refinery, mechanical and process. Briefly, the mechanical employees built, repaired, and maintained the equipment and were organized by what they did (i.e. type of trade). The process employees watched, recorded, and controlled the process and were organized by where they worked (e.g. catalytic powerformer). Mechanical staff worked 8am-4:30pm. Process workers had shifts and earned a shift differential. SRC selected 500 respondents split roughly 50/50 between the mechanical and process departments, all in non-supervisory positions. The interview was approximately two hours long, with a one-hour interviewer administered questionnaire and a one-hour PAPI.

Imperial Oil's Employee Relations Department provided offices onsite to conduct interviews. Interviewers were instructed to rearrange the furniture to not be sitting behind a desk and to find out if smoking would be allowed in the room because "most men will welcome the chance to smoke", especially considering it was a fire-able offense to smoke anywhere in the refinery. Company management would have announced to all employees that the study was being conducted, SRC would have sent a standard respondent letter, and a foreman would have given the men a time and place to show up. But showing up for the appointment did not imply consent and the interviewers were instructed very carefully on how to ensure the respondents were not coerced to participate.² The interviewer instruction book is particularly impressive because, in addition to the standard topics, it includes a ten page overview of the refinery processes (see diagram below), the different job types and responsibilities, and a history of the area and the context of the plants at the time of the study.

There were three reports generated from the data for Imperial Oil. The first focused on attitudes towards work, the second the relationship between those attitudes and absences, and the third looked at satisfaction with shift work. If you're interested in learning more of outcomes from this study, please contact the SRO Archivist, Kelly Chatain, at 7-2204 or kchatain@umich.edu.
Funded by: Imperial Oil, Ltd.

¹ <https://www.atlasobscura.com/places/chemical-valley> accessed on December 4, 2019

² "Instruction Book for A Study of Work and Leisure", 1959, SRO Project Archive, Project 247

Project Director: Floyd Mann

Oil Refining Process in 1958

