

EAWOP EC Election Statement



Prof. Dr Alexandra Michel, Germany

Director and Professor, Federal Institute of Occupational Safety Health (BAuA)
Adjunct Professor, Institute of Psychology, Heidelberg University

Dear Members of the EAWOP Executive Committee,

I would like to submit my application and nominations to become a Member of the European Association of Work and Organisational Psychology Executive Committee (EAWOP EC). I am a member of EAWOP for more than 15 years and strongly support its mission to promote and support the application of Work and Organizational Psychology in Europe and to build stronger links between researchers and practitioners working in this field. As you will see from my short bio and activities, I am passionate about connecting research and practice, about promoting young academics and connecting researchers from different countries and disciplines.

I am currently Scientific Director at the Federal Institute for Occupational Safety and Health (BAuA) and Adjunct Professor for Work and Organizational Psychology at Heidelberg University, Germany. As a departmental research institution of the Federal Government, the Federal Institute for Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, BAuA) advises the Federal Ministry of Labour and Social Affairs (Bundesministerium für Arbeit und Soziales, BMAS) on all questions of safety and health at work and the adaptation of working conditions to the needs of humans. It acts as a mediator between science, politics and society. BAuA's key tasks include interdisciplinary research on work, health and well-being, scientific-based policy advice, the performance of sovereign tasks and the transfer of knowledge into workplace practice. Furthermore, BAuA provides comprehensive scientific information and practical solutions for a variety of target groups.

In my current role as a Scientific Director, I am responsible for developing a strategic research agenda for the BAuA, for consulting other researchers in the department 'Changing working world', and for promoting and supervising young researchers from different disciplines. In addition, I lead my own research team focussing on different topics in the context of occupational health psychology. Thereby, I not only conduct research and publish it within the scientific community, but also transfer it to practice and provide evidence-based information for political decision-making processes.

Because I am also an Adjunct Professor at Heidelberg University I teach different classes, supervise Bachelors' and Masters' thesis as well as PhD students. My career and research to date have brought opportunities to research and teach nationally and internationally, including visits to the Ruhr-Universität Bochum, the University of Barcelona and the University of Limerick.

Based on my different experiences I think that it is very important to bridge the gap between research and practice and to conduct excellent research which not only has a scientific but also a societal impact. From my point of view, the introduction of the EAWOP Task Force on Policy Impact is an important step to have a positive impact on European policy based on evidence-based recommendations guided by sophisticated research on working conditions, workers and organizations. My own research on resource-oriented interventions, the psychology of organizational change as well as on different working conditions and their impact on workers' health and wellbeing

seeks to provide evidence-based recommendations connecting research with practice. Indeed, I have published this work in the *European Journal of Work and Organisational Psychology* and was honoured to receive the 2017 Best Paper Award from EJWOP with my colleagues.

I am passionate about promoting early-career researchers and connecting other researchers from different countries and different disciplines. Therefore, I support PhD researchers and mentor early-career scientists in my department. I organize interdisciplinary PhD workshops at BAuA and supervise PhD Students at Heidelberg University. For me, attending the [2010 summer school](#) motivated me to stay in academia and had a main influence on the development of my own career and research. At the summer school I had the great pleasure to meet some of my wonderful research collaborators and now dearest friends. Building on this collaboration originating at the summer school, we subsequently organised an EAWOP Small Group Meeting on resource-based interventions in 2013 at Heidelberg University and edited a Special Issue at the *Journal of Occupational and Organizational Psychology*. We successfully applied together for different research fundings. In addition, I met many other excellent researchers at EAWOP conferences and other events organized by EAWOP members. As a result of the great network I was able to build via EAWOP, for example, I have currently submitted together with other EAWOP members a research proposal for one of Horizon Europe's calls.

Building on my long-standing experiences and expertise I want to contribute to the EAWOP EC by developing strategies and initiate activities to further bridge the science practitioner gap. I am passionate about building networks between scientists and practitioners across Europe and providing evidence-based information from the EAWOP research community for political decision-making processes. In addition, I want to promote early-career researchers by organizing summer schools and further developing the EAWOP Early Career Mentoring Strategy. Of course, I also wish to promote EAWOP's networking activities by organizing conferences, summer schools, small group meetings or practitioner initiatives.

In a nutshell, because I have benefitted from EAWOP activities and a great researcher network for a very long time, I wish now to give back by joining the EAWOP EC. I would be very honoured to promote the missions and aims of EAWOP in the future.

Yours sincerely,



Alexandra Michel

Prof. Dr Alexandra Michel

Scientific Head of Division 1: Changing Working World
Federal Institute For Occupational Safety and Health
Friedrich-Henkel-Weg 1-25
44149 Dortmund

Short bio

Alexandra Michel is Scientific Director at the Federal Institute for Occupational Safety and Health (BAuA) and Adjunct Professor for Work and Organizational Psychology at Heidelberg University, Germany. Besides being an academic, Alexandra is a practitioner with experiences as a Human Resources and Change Manager as well as a Coach. Her primary research interests refer to resource-oriented interventions at work, organizational change, occupational health and coaching. She has published her research in leading Work and Organizational Psychology journals such as the Journal of Applied Psychology, Journal of Organizational Behavior, Work & Stress, Journal of Occupational and Organizational Psychology, Journal of Occupational Health Psychology, European Journal of Work and Organizational Psychology and is member of different editorial boards.

Alexandra is involved in various national and international collaborative research projects investigating these topics and has received research funding from the German Federal Ministry of Education and Research (2018-2022; 2015-2019), the Excellence Initiative II from the German Research Foundation (2013-2015) and the Irish Research Council (2014-2016) among others. She currently leads two research projects funded by the Federal Institute of Occupational Safety and Health: 1. Design and evaluation of intervention for individual employees and teams with flexible work designs; 2. Working time, Aging and Retirement.

Alexandra is enthusiastic about connecting researchers and has co-organised an EAWOP Small Group Meeting in 2013 at Heidelberg University as well as several symposia at national and international conferences. Moreover, she connects researchers in different publication activities. In 2015, Alexandra co-edited a special issue in the Journal of Occupational and Organisational Psychology (Michel, O'Shea, and Hoppe, Vol. 88, Issue 3) on the topic of resource-based interventions in the workplace. She is also the editor of three books:

Oreg, S., Michel, A., & By, R. T. (forthcoming July 2023). *The Psychology of Organizational Change: New Perspectives*. Cambridge University Press.

Michel, A., & Hoppe, A. (2022). *Handbuch Gesundheitsförderung bei der Arbeit. Interventionen für Individuen, Teams und Organisationen. (Handbook Health Promotion at Work: Interventions for individuals, teams and organizations.)* Springer Verlag.

Oreg, S., Michel, A., & By, R. T. (2013). *The Psychology of Organizational Change: Viewing Change from the Recipients' Perspective*. Cambridge University Press.

Alexandra is very engaged in supporting and promoting young scholar. She served as a mentor for young scientists during EAWOP conferences as well as at workshops for young academics in the Section Work, Organization and Business Psychology (AOW) of the German Psychological Society. In addition, She has supervised more than 70 bachelor- and master thesis. Some of her supervised students have won prizes for their scientific contribution. Additionally, she currently supervises three PhD students.

Alexandra studied Psychology at the University of Marburg, Germany, and the University of Stirling. She completed her PhD in Psychology from Heidelberg University in 2008. She received the 'venia legendi' for Psychology as a result of her Habilitation at Heidelberg University in 2014. In addition, she is a certified systemic therapist and consultant (SG).

Selected publications

- Brauner, C., Wöhrmann, A. M., & **Michel, A.** (2022). Work availability types and well-being in Germany - A latent class analysis among a nationally representative sample. *Work & Stress, 3*, 251-273. <https://doi.org/10.1080/02678373.2021.1969475>
- Michel, A.**, Groß, C., Hoppe, A., Gonzalez-Morales, M. G., Steidle, A. & **O'Shea, D.** (2021). Mindfulness and positive activities at work: Intervention effects on motivation-related constructs and health, *Journal of Occupational and Organizational Psychology, 94*, 309-337. <https://doi.org/10.1111/joop.12345>
- Althammer, S. E., Reis, D., van der Beek, S., Beck, L., & **Michel, A.** (2021). A mindfulness intervention promoting work–life balance: How segmentation preference affects changes in detachment, well-being, and work–life balance. *Journal of Occupational and Organizational Psychology, 94*, 282-308. <https://doi.org/10.1111/joop.12346>
- Clauss, E., Hoppe, A., O'Shea, D., González Morales, M. G., Steidle, A., & **Michel, A.** (2018). Promoting personal resources and reducing exhaustion through positive work reflection among caregivers. *Journal of Occupational Health Psychology, 23*, 127-140. <https://doi.org/10.1037/ocp0000063>
- Seiferling, N., & **Michel, A.** (2017). Building Resources for Retirement Transition: Effects of a Resource-Oriented Group Intervention on Retirement Cognitions and Emotions. *Work, Aging and Retirement, 3*, 325-342. <https://doi.org/10.1093/workar/wax011>
- Steidle, A., González-Morales, M. G., Hoppe, A., **Michel, A.** & O'Shea, D. (2017). Energizing respites from work: A randomized controlled study on respite interventions. *European Journal of Work and Organizational Psychology, 26*, 650-662. <http://dx.doi.org/10.1080/1359432X.2017.1348348>, **Best Paper Award.**
- Michel, A.**, O'Shea, D., & Hoppe, A. (2015). Designing and evaluating resource-oriented interventions to enhance well-being, health and performance at work. Editorial in: *Journal of Occupational and Organizational Psychology, 88*, 459–463. <https://doi.org/10.1111/joop.12131>
- Nohe, C., Meier, L. L., Sonntag, Kh., & **Michel, A.** (2015). The Chicken or the Egg? A Meta-Analysis of Panel Studies of the Relationship Between Work-Family Conflict and Strain. *Journal of Applied Psychology, 100*, 522-536. <https://doi.org/10.1037/a0038012>
- Michel, A.**, Bosch, C., & Rexroth, M. (2014). Mindfulness as a cognitive–emotional segmentation strategy: An intervention promoting work–life balance. *Journal of Occupational and Organizational Psychology, 87*, 733-754. <https://doi.org/10.1111/joop.12072>
- Schraub, E., **Michel, A.**, Shemla, M., & Sonntag, Kh. (2014). The roles of leader emotion management and team conflict for team members' personal initiative: A multilevel perspective. *European Journal of Work and Organizational Psychology, 23*, 263-276. <https://doi.org/10.1080/1359432X.2012.728700> .
- Nohe, C., **Michel, A.**, & Sonntag, Kh. (2014). A diary study on family-work conflict and job performance: Psychological detachment as moderator and concentration as mediator. *Journal of Organizational Behavior, 35*, 339-357. <https://doi.org/10.1002/job.1878>
- Michel, A.**, By, R.T., & Burnes, B. (2013). The Limitations of Dispositional Resistance in Relation to Organizational Change. *Management Decision, 51*, 761-780. <https://doi.org/10.1108/00251741311326554>

National and International Statements of Support

EAWOP Constituent Nomination:

- Prof. Dr Cornelia Niessen, Section Work, Organization and Business Psychology (AOW) of the German Psychological Society

EAWOP Full Member Nominations:

- Prof. Dr Deirdre O'Shea, University of Limerick, Ireland
- Prof. Dr Jari Hakanen, Finish Institute of Occupational Health, Finland
- Prof. Dr Maria Vakola, Athens University, Greece
- Prof Dr. Annekatriin Hoppe, Humbolt-Universität zu Berlin, Germany
- Prof. Dr. Anna Steidle, Hochschule für Öffentliche Verwaltung und Finanzen Ludwigsburg, Germany

DGP5 Fachgruppe Arbeits-, Organisations- und Wirtschaftspsychologie
Prof. Dr. Cornelia Niessen, Friedrich-Alexander Universität Erlangen-Nürnberg

Fachgruppe
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Datum: 11.04.2023

Betreff: Nomination statement

To whom it concerns,

On behalf of the Section Work, Organization and Business Psychology (AOW) of the German Psychological Society, I wish to support Prof Dr. Alexandra Michel in her application to serve as a member of the Executive Committee of the European Association of Work and Organisational Psychology (EAWOP).

Alexandra Michel is an active contributor to our Section of the Psychological Society who has served as a mentor for early career psychologist in several young professional workshops organized by our section. She is enthusiastic about the development of our profession and is particularly interested in bridging the science practitioner gap. As Scientific Director for the division 'Changing Working World' at the Federal Institute for Occupational Safety and Health (BAuA) and as an Adjunct Professor for Work and Organizational Psychology at Heidelberg University in Germany, Alexandra Michel has valuable insights in how to connect research, policy and practice, which should be of high interest to EAWOP's current strategic objectives.

Alexandra Michel is well known for her research in the research fields of resource-oriented interventions and the psychology of organizational change. With her work she contributes to evidence-based research, practice and policy. She is talented in connecting researchers and practitioners by organizing symposia, small group meetings and editing books.

We wish her all the best as she seeks election to the Executive Committee of EAWOP.

Sincerely



Cornelia Niessen

To whom it may concern,

I am delighted to support Prof Dr Alexandra Michel's nomination to the EAWOP EC. Prof Dr Michel is a very talented researcher and practitioner in the field of occupational health psychology and organisational change, with extensive international networks and experience. As Research Director at the Federal Institute for Occupational Safety and Health (BAuA) in Germany, Prof Dr Michel has a unique perspective at the intersection of research, policy and practice, which would be invaluable to EAWOP and its current strategic objectives. This is further evidenced by Prof Dr Michel's specific focus on conducting award winning research on interventions that maximise practical relevance.

Prof Dr Michel has been a long-time supporter of EAWOP and its initiatives. Indeed, she and I first met at the 2010 EAWOP Summer School in Gandia. We subsequently organized an EAWOP Small Group Meeting in 2013 in Heidelberg, and edited a Special Issue on "Resource-oriented Interventions at Work" for the Journal of Occupational and Organizational Psychology in 2015. Moreover, Prof Dr Michael has organized different symposia at EAWOP and other conferences. She has won several prizes (including 2017 Best Paper Award from EJWOP) and received substantial grants for her research. Her research is published in top-tier journals such as *Work and Stress*, and *Journal of Occupational Health Psychology*, among others.

In summary, Prof Dr Michel is a pleasure to work with and would make an excellent addition to the EAWOP Executive Committee.

Best wishes

Deirdre O'Shea

Associate Professor of Work & Organisational Psychology,
Kemmy Business School, University of Limerick, Ireland



Nomination for EAWOP Executive Committee

To General Secretary of EAWOP,

It is my great pleasure and honor to recommend Prof. Dr. Alexandra Michel for a position as a member of the EAWOP Executive Committee.

I have worked intensively with Alexandra in two international consortia applying for EU-funding for designing and evaluating resource-oriented interventions at work. I know her as a dedicated and talented scholar and a very nice person to collaborate with. She has passion both for research and improving practices in organizations.

She is Scientific Director and Professor at the Federal Institute for Occupational Safety and Health (BAuA) and Adjunct Professor for Work and Organizational Psychology at Heidelberg University, Germany. She has published in high quality journals in the field of work and organizational psychology. In addition, she has shown interest and talent in for example conducting successful resource-oriented intervention research and in building bridges between research and practice, also shown by her experience as a practitioner, that is, as a human resources and change manager and a coach.

I am convinced that Prof. Dr Michel would be a highly valuable member of EAWOP EC and warmly recommend her.

Sincerely yours,

**Hakanen
Jari**  Digitally signed by Hakanen Jari
DN: cn=Hakanen Jari,
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Jari Hakanen,
Research professor, Finnish Institute of Occupational Health
Adjunct Professor



03/04/2023

To
European Association of Work
and Organizational Psychology
Executive Committee

Subject: Reference Letter

Dear EC Members,

I am delighted to support Prof Dr Alexandra Michel's nomination to the EAWOP EC. Prof Dr Michel has been a long-term supporter of EAWOP and its initiatives. She always attends EAWOP meeting and presents her work. In these meetings, Alexandra takes multiple roles apart for presenting her work, such as organizing and charring symposia and discussing papers. In addition, Alexandra actively supports EAWOP activities such as summer schools and small group meetings.

Prof Dr Michel is a very active researcher in the field of organizational change and occupational health psychology and her research is published in top-tier journals such as *Work and Stress*, and *Journal of Occupational Health Psychology*, among others. Moreover, Prof Dr Michel is very active in writing proposals and attract research funding. Alexandra is currently Scientific Director and Professor at the Federal Institute for Occupational Safety and Health (BAuA) in Germany. Both her research experience and her experience in translating research into policy and practice will support the strategic objectives of EAWOP.

I strongly believe that the experience and skills of Prof Dr Michel will make the EAWOP EC committee stronger and therefore, I nominate her for this position.

MARIA VAKOLA
04.04.2023 11:49

Professor Maria Vakola
Director of MSc in HRM
Athens University of Economics
and Business
Athens, 10434
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**Lebenswissenschaftliche
Fakultät**

Institut für Psychologie

Occupational Health Psychology
Prof. Dr. Annekatriin Hoppe

To whom it may concern,

13.04.2023

I strongly support Prof Dr. Alexandra Michel's nomination to the EAWOP Executive committee.

Dr. Michel uniquely combines expertise and long standing experience in I/O research, political decision-making and research to practise transfer and therefore provides a perfect fit for the EAWOP Executive committee.

She is currently Scientific Director at the Federal Institute for Occupational Safety and Health (BAuA) and Adjunct Professor for Work and Organizational Psychology at Heidelberg University, Germany. In her research she focuses on topics in the field occupational health psychology and change processes. Besides being an academic, Alexandra is a practitioner with experiences as a Human Resources and Change Manager as well as a coach. Dr Michel has published in top tier journals (including the European Journal of Work and Organizational Psychology, where she received a best paper award in 2019), served as editor and on editorial boards and has won an impressive amount of over € 5 million of third party funding. She mainly conducted projects in a very applied field of work and organizational psychology and with a strong focus on research to practice transfer. Finally, she is very familiar with most EAWOP products and programmes: She participated in summer schools, hosted a small group meeting and held various talks, symposia, panels and workshops at EAWOP conferences over the last 15 years.

Apart from her outstanding expertise I appreciate Dr. Michel as a highly cooperative and proactive colleague with whom it has been a pleasure to work with in the past years.

Best regards, Annekatriin Hoppe

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FAKULTY OF MANAGEMENT AND LAW

To whom it may concern

Datum: 18.04.2023
BearbeiterIn: Steidle, Anna
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E-Mail: Anna.steidle@hs-ludwigsburg.de

Letter of support

To whom it may concern

It is my pleasure to support Prof. Dr Michel's nomination for the EAWOP EC.

I met Prof Dr Michel at the EAWOP summer school in Gandia 2010. This was the starting point for our long standing and inspiring collaboration. Together, we conducted different research projects, organized symposia and published our research in top tier journals such as the Journal of Occupational and Organizational Psychology or the European Journal of Work and Organizational Psychology.

Prof Dr. Michel is Scientific Director and Professor at the Federal Institute for Occupational Safety and Health and Adjunct Professor for Work and Organizational Psychology at Heidelberg University. She conducts research in the field of occupational health psychology and organizational change. She especially focusses on the development and evaluation of evidence-based resource-oriented interventions.

Prof. Dr. Michel possesses a high expertise and a lot of experiences in work and organizational psychology research as well as in research to practice transfer and political decision-making.

Therefore, I strongly support Prof. Dr. Alexandra Michel's nomination to the EAWOP Executive committee.

Best regards

Anna Steidle