

CURRICULUM VITAE

NORBERT K. SEMMER

CURRENT STATUS:

Professor Emeritus for the Psychology of Work and Organizations

University of Bern, Switzerland

Visiting Scholar (kooptierter) Professor, University of Konstanz, Germany

Affiliated with the Swiss National Center of Competence in Research (NCCR) on Affective Sciences
(Heads: David Sander, Klaus Scherer, Geneva)

VITA

- October 16, 1949: Born in Munich, Germany.
- June, 1969: Graduation from Gymnasium (High School).
- Fall, 1966 – Fall, 1967: Exchange student in USA; graduation from Catholic Central High School, Grand Rapids, Michigan
- Fall, 1969 - Spring, 1976: Student of Psychology at the Universities of Regensburg (Germany), Groningen (The Netherlands), and Berlin (Free University).
Diploma (Master's degree) from the Department of Psychology at the Free University of Berlin.
- 1976 - 1978: Research fellow in a project on stress at work at the Free University of Berlin (Principal investigator: S. Greif) in cooperation with the Swiss Federal Institute of Technology (E. Ulich).
- 1978 - 1982: Assistant Professor at the Psychology Department of the Technical University of Berlin; research on stress at work, shift work.
- 1983: Ph.D., Technical University of Berlin. Thesis on "stress-related job analysis"
- 1982 - 1986: Project "Health behavior in childhood and adolescence" at the Institute for Social Medicine and Epidemiology of the Federal Health Office, Berlin;
1982 - 1984: Head of Psychology Team;
1984 - 1986: Co-Principal investigator and project director.
- April, 1987 - March, 1988: Senior Research Fellow and Lecturer at the Psychology Department of the University of Bern, Switzerland, responsible for the Psychology of Work and Organizations.
- December, 1987: Habilitation at the Technical University of Berlin.
- Since April, 1988: Professor of the Psychology of Work and Organizations, University of Bern.
- 1989 - 1991: Chargé de Cours at the University of Geneva.
- September, 2005 to August, 2007: Dean of the Faculty of Human Sciences, University of Bern

- Since February, 2014: Professor Emeritus
- July, 2015 – Sept, 2017: Visiting Scholar, Claremont Graduate University, Claremont, CA.
- Since November, 2015: Visiting Scholar (koop-tierter Professor), University of Konstanz, Germany

MAIN AREAS OF INTEREST:

Occupational Health Psychology (Stress and emotions at work):

Assessment, relationship to health, well-being, and performance;
Theory: currently pursuing the “Stress as Offense to Self” approach

Team Coordination: Efficiency, quality, errors and safety

Current focus on the influence of team coordination and communication on the performance of medical teams (interdisciplinary cooperation between medical experts from the University Hospitals of Basel and Bern and psychologists from the Universities of Neuchâtel and Bern)

SELECTED RECENT AND ONGOING RESEARCH PROJECTS

Work experience and quality of life in Switzerland: Work, stress, and personality development. Funded by SNF; ongoing

Impact of structured communication in the operating room on surgical site infections: A multicenter study. Together with F. Tschan, G. Beldi, & D. Candinas. Funded by SNF; University of Neuchâtel; Robert-Bosch Foundation; ongoing.

Medical Emergency Driven Groups (with S. Marsch, Basel, and F. Tschan, Neuchâtel; funded by SNF, ongoing)

Development of Questionnaires and Indices for Broad Research in Swiss Organizations. Cooperation with the Swiss Foundation “Health Promotion Switzerland”; with A. Elfering, University of Bern; funded by HPS; ongoing

Work and Emotions. Project within the Swiss National Center of Competence in Research on “**Affective Science**” (leading house: University of Geneva, Prof. David Sander, Klaus Scherer), with F. Tschan (Neuchâtel), A. Elfering, Bern. Begin: September, 2005. Funded by the Swiss National Science Foundation (SNF). Finished per August 31, 2017.

Appreciation at Work and Its Consequences: A Longitudinal Diary Approach. Funded by SNF.

Relating Human Factors Aspects during Surgery to Surgical Site Infection; with Franziska Tschan, Neuchâtel; Guido Beldi & Daniel Candinas, MDs, University Hospital Bern). Funded by SNF

Stress as Offense to Self (funded by SNF)

The Balance between Different Life Domains (Funded by SNF)

Impact of MR-Morphological, Psychosocial and Workplace Factors on Low-Back Pain and Disability: A prospective, controlled longitudinal study. (with Norbert Boos, MD, Balgrist Hospital, Zurich). Funded by SNF

Efficiency of different kinds of Computer Software Training (WICOS), funded by SNF

Turnover among computer specialists (funded partly by SNF)

Situational assessment of safety culture. Funded by the Swiss Federal Nuclear Safety Inspectorate

TEACHING

Responsible for the Work and Organizational Psychology program in the Master program of the University of Bern until January 31, 2014

Teaching at the master and bachelor level on work and organizational psychology, including

- Lectures on work psychology, personnel psychology, and organizational psychology

- Seminars on job design, job stress and well-being, human error, research methods, training, leadership, motivation and satisfaction

Teaching in doctoral programs on stress and emotions

Workshops outside the university on topics such as occupational health psychology; stress management; appreciation at work; human error and safety; performance quality

Workshops at other universities (e.g., workshops on occupational health psychology at Claremont Graduate University, 2015-2017; Workshop on Stress and Resources at Work, Universidad des Andes, Bogota, Columbia, July, 201;)

PROFESSIONAL ACTIVITES AND MEMBERSHIPS

Memberships

Academy of Management

American Psychological Association (APA; Foreign Affiliate)

European Academy of Occupational Health Psychology (EAOHP); Fellow

German Society of Psychology

Human Factors and Ergonomics Society

Interdisciplinary Network for Group Research (INGroup); program chair for 2014 conference

International Association for Applied Psychology (IAAP); Fellow Division 1 (Work & Org. Psych.)

Society for Industrial and Organizational Psychology (SIOP); Fellow

Society for Occupational Health Psychology (SOHP)

Swiss Society of Psychology (member of the steering committee, 1988-1992)

Swiss Society of the Psychology of Work and Organizations (member of the Steering committee 1988-1992; president 1992-1995); honorary member.

Journals

Applied Psychology. An International Review; Associate Editor 1992-1998

Psychologische Rundschau; Associate Editor 1995-1998

Journal of Occupational and Organizational Psychology; Consulting Editor 1995 - 2003

Zeitschrift für Arbeits- und Organisationspsychologie; Member of the Advisory Board since 1998

European Journal of Work and Organizational Psychology; Editorial Board member since 2001

Scandinavian Journal of Work, Environment & Health; International Advisory Board Member since 2002

Journal of Occupational Health Psychology; Editorial Board Member since 2006

Occupational Health Science (Editorial Board Member from beginning)

Expert to the Swiss Federal Nuclear Safety Commission (1992 – 2005).

Member of the Swiss Federal Labor Commission (2006-2015)

Member of the Scientific Advisory Council of the Federal Institute for Occupational Safety and Occupational Medicine (BAUA), Germany (2014-2018)

Member of the Scientific Advisory Council of the Society for Working Time (Arbeitszeitgesellschaft), Vienna, Austria

Ad hoc Reviews (selection)

Academy of Management Journal

Applied Psychology: An International Review
 Anxiety, Stress and Coping
 Emotion
 Group Processes and Intergroup Relations
 Journal of Organizational Behavior
 Organizational Behavior and Human Decision Processes
 Scandinavian Journal of Public Health
 Swiss Journal of Psychology
 Work & Stress

SELECTED INVITED PRESENTATIONS

- Illegitimate Tasks as Offense to Self.** Invited presentation at the Hôpitaux Universitaires de Genève, April, 2019
- Protecting and Enhancing our Ego: A basic need but a dangerous goal.** Invited presentation at the 3rd International Human Factors Conference by Lufthansa Aviation Training. Vienna, Sept. 2018
- Gestion des incidents: Erreurs humaines dans une perspective psychologique.** Présentation invitée, 8ème Journée de formation des dispatchers; Château de Chillan, Oct. 2018
- Erholung in den Alltag mitnehmen** (Taking recreation into everyday life)). Vortrag vor dem Zürcher Forum Prävention und Gesundheit, Zürich, July 2018
- Human Error from a Psychological Perspective.** Invited Presentation at CSL Behring Company, Bern; June, 2017
- Stress and Resources at Work: Existing Knowledge, New Concepts, Recent Developments**
 Invited presentation at the Roche Well-Being Week, Sept. 2015
- Human Error – or Why the Real Surprise is that so Little Goes Wrong**
 Invited presentation at the Swisstransfusion Congress, Geneva, Sept, 2013
- Arbeitsunterbrechungen in simulierten Notfallsituationen** (Interruptions in simulated emergency situations).
 Invited presentation at the workshop „Do not disturb“; Bundesanstalt für Arbeitsmedizin und Arbeitsschutz (BAuA), Berlin: Feb. 2012.
- Occupational Health Psychology: The “Stress-as-Offense-to-Self” (SOS) Perspective**
 Invited address at the 26th Annual Conference of the Society for Industrial & Organizational Psychology; Chicago, ILL, April, 2011.
- Psychische Belastungen durch Illegitime Tätigkeiten** (Illegitimate Tasks as a Source of Stress).
 Invited presentation at the workshop „More, faster: Psychological stress and work design in knowledge- and service occupations“; Bundesanstalt für Arbeitsmedizin und Arbeitsschutz (BAuA), Berlin: Sept. 2011
- Coordination and Communication in Medical Emergency Teams**
 Invited address at the joint colloquium of the Business School and the Psychology Department of Michigan State University; November, 2009
- Occupational Stress Research: The “Stress-as-Offense-to-Self” Perspective.**
 Keynote presentation at the 5th Conference of the German Psychological Society, Division of the Psychology of Work and Organizations, Trier, Germany, September, 2006
- Occupational Stress Research: The “Stress-as-Offense-to-Self” Perspective”.**
 Keynote presentation at the 7th Conference of the European Academy of Occupational Health Psychology, Dublin, Ireland, November 2006

Work, Well-Being, and health

Keynote Presentation at the 37th Annual Conference of the Psychological Society of Ireland, Galway, Ireland, November 2006

Work, Well-Being, and Health

Keynote presentation at the Sixth Conference on Psychology and Health, Kerkrade, The Netherlands, May 2006

Job Stress Interventions and Organization of Work: Where are we, and where should we go? Keynote presentation at the Second ICOH International Conference on Psychosocial Factors at Work, August, 2005

AWARDS

“Innovation in Work and Organizational Psychology” Award of the Work and Organizational Psychology section of the German Psychological Association; Vienna, September, 2009

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