

2025 Impact Report

January 28,
2026

Center for
Social
Epidemiology



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CSE 2025 Year in Review from Dr. Peter Schnall Executive Director



Members of the CSE Board,

Despite a chaotic year for our country this past year, the Healthy Work Campaign (HWC) and the Center for Social Epidemiology have made great strides in promoting healthy workplaces for the health and safety of all workers.

We spent the first 6 months of 2025 responding to concerted attacks by our new government on workers' health, safety, and rights, including the dismantling of NIOSH, the neutering of OSHA, direct attacks on federal workers' union rights, and increased layoffs. We joined coalitions of OEHS orgs and labor unions who hosted letter-writing campaigns and spent hours lobbying Congress. Fortunately, due to this struggle, we have seen some rollbacks of the cruel cuts proposed to NIOSH staff and budget.

Along with our newest colleague, Zack Kaldveer, we wrote an OpEd that was published in The Nation of Change and The Forge. It explored the growing imbalance of power between employers and workers that hasn't just changed paychecks—it has altered the physical and mental health of millions of Americans.

Finally, we greatly expanded our social media reach and influence to new audiences via LinkedIn, Instagram, and Twitter. We wish to thank our communications team, Zack Kaldveer, George Khouri, and Zach Schnall. In May, we also welcomed, Melika Mobini as our new administrative assistant.

We look ahead to 2026 to further advance the goals of our Healthy Work Campaign and the CSE. We look forward to your continued support.

Respectfully yours,

A handwritten signature in black ink, appearing to read "Peter Schnall". The signature is written in a cursive, flowing style.

Summary

In 2025, the Healthy Work Campaign (HWC), in partnership with the Center for Social Epidemiology, sustained and expanded its impact during a year of major threats to worker health and safety. As federal rollbacks weakened worker protections, HWC played an active role in national coalitions that helped limit the most severe proposed cuts.

The Healthy Work Survey on our website currently available in English has been modernized and will shortly feature both English and Spanish in a more updated, efficient platform scheduled for launch in early 2026. Survey data from 2025 highlight the urgency of continued investment: most respondents reported frequent work stress, exhaustion, high demands, low control, depression, and exposure to injury or mistreatment.

Despite funding instability, HWC strategically strengthened its core infrastructure and scientific leadership. HWC researchers, Paul Landsbergis and Pouran Faghri, David LeGrande continued to publish peer-reviewed studies and present at major conferences, reinforcing the Campaign's credibility and influence in advancing evidence-based solutions to work stress and related health outcomes.

Coalition-building was a major success in 2025. HWC helped launch the Work Stress Prevention Alliance, convening researchers and occupational health professionals to develop consensus guidance addressing psychosocial hazards. At the same time, HWC expanded partnerships with labor organizations, extending education, training, and survey tools directly into workplaces.

We welcomed renewed investment with Bander Productions' George Khouri and Zach Schnall in 2025. George managed Google ads for non-profits, spending \$46,000 in grant money for the CSE. Zach launched an effective Instagram/Meta campaign that gave HWC access to hundreds of proprietary network groups, growing the audience significantly and also yielded hundreds of clicks to web traffic.

With strengthened infrastructure, expanding alliances, and growing national reach, HWC enters 2026 well positioned to scale impact—making philanthropic support at this moment both timely and high-leverage.

Sincerely,
Marnie Dobson, Ph.D.
HWC Programs Director

Our Story So Far

OUR HISTORY

Center for Social Epidemiology (CSE) is a 501(c)(3) nonprofit foundation based in California, founded in 1988 by Dr. Peter Schnall and his family. For over three decades now, the Center has been conducting and sharing scientific research on workplace stress and its effects on worker mental health and cardiovascular disease.

In 2019, the CSE launched the Healthy Work Campaign.

OUR MISSION

The Healthy Work Campaign is a public health campaign focused on raising awareness in the U.S. about the health impacts of work stress on working people.

We aim to share knowledge, tools and strategies with working people and other workplace stakeholders to reduce sources of stress at work, and improve working conditions and worker health.

Our goals include educating the public, equipping organizations with tools and strategies to address work stress, and inspiring action on all levels to reduce and prevent the epidemic of work stress.

IN OTHER WORDS

We aim to share knowledge, tools and strategies with working people and other workplace stakeholders to reduce sources of stress at work, and improve working conditions and worker health.



"Stress from
the workplace
is a public health crisis.

It causes
burnout and other
mental health problems.
But it doesn't have
to be this way."

- Dr. Marnie Dobson Zimmerman

Our 2025 Goals

1

Update HWS

Implement changes to the Healthy Work Survey to shorten and sharpen quality.

2

Influence

Boost social media presence to expand and engagement with target audiences.

3

Grant Writing

Develop and submit proposal to obtain funding for projects and initiatives.

4

Coalitions

Collaborate with partners, OSH organizations, supporters to advocate for worker health protections and research.

2025

Accomplishments

As we reflect on our 2025 accomplishments and challenges, we are proud to note that while some goals (grant writing) were paused due to the federal government cutbacks, other goals were expanded greatly.

Goal 1: completed revisions to the HWS, and created a new streamlined data collection system.

Goal 2: We expanded our social media reach substantially in LinkedIn, Instagram, Twitter, published an OpEd.

Goal 4: Increased outreach and coalition-building - presented at scientific and worker OSH conferences, engaged with more colleagues, formed the new Work Stress Prevention Alliance.

PROJECTS

SUMMARY

OUTCOMES

Finances

Budget, managed by Peter Schnell

Operated within our \$250,000 budget

Scientific Writing & Publishing

CSE research associates published several academic articles in 2025

Fazen L, Dobson M, Faghri P, Schnell P, Landsbergis P. The Healthy Work Survey: Confirmatory Factor Analysis and Criterion Validity over a 20 year period (In progress)

Dobson M, Faghri P, Landsbergis P: Work Stress, Mental Health and Transportation Workers (in press)

Lia X, Xia T, Landsbergis P, Wong I, Li J. Long-term prognosis of cardiometabolic diseases among U.S. workers. Am Journal of Prev Cardiol 2026;25:

Sokas R, Pratap P, Neimark R, Oladosu M, Landsbergis P. Decent work in the United States: A public health perspective. WORK 2025,

Landsbergis P, et al Prevention of hypertension due to long working hours and other work hazards is needed to reduce the risk of cardiovascular disease. Scand J Work, Environ Hlth 2025;51(1):48-52.



PROJECTS

SUMMARY

Scientific
Conferences,
Presentations,
Webinars

Preparation and
presentation of -
issues related to work,
worker health, and
the Healthy Work
Campaign

DETAILS & OUTCOMES

- **1/31/2025 - Dobson M. and Faghri P.** Psychosocial Work Hazards: Identification and Intervention Frameworks. **Southern California Environmental Research Center (SCERC)**, Winter Workshop, University of California, Irvine.
- **7/9/2025 - Dobson M, et al.** Symposium: The Future of Psychosocial Hazard Regulations: Next Steps in the Call for Action. **NIOSH Work, Stress and Health conference**, University of Washington, Seattle
- **7/11/2025 - Dobson M, et al.** The Healthy Work Survey as a model for work organization change with health and human service workers. **NIOSH Work, Stress and Health conference, University of Washington, Seattle**
- **8/20/2025 - Hawkins D, Landsbergis P, Thomas K.** Association between work environment and cardiovascular disease mortality in United States working age populations, 2020-2021. **ICOH Scientific Committee on Cardiology in Occupational Health, Bangkok, Thailand, August 20, 2025.** (Accepted, but unable to present due to lack of travel budget.)
- **8/21/2025 - Landsbergis P, Thomas K, Hawkins D.** Trends in US cardiovascular disease (CVD) mortality in working age populations overall and by occupational group, 2020-2022. **ICOH Scientific Committee on Cardiology in Occupational Health, Bangkok, Thailand, August 21, 2025.** (Awarded Best Poster Presentation, presented by Pamela Sanchez Pena, SUNY Downstate MPH student.)
- **8/21/2025 - Hawkins D, Thomas K, Landsbergis P.** US cardiovascular disease (CVD) mortality by educational attainment in the working-age population, 2005-2019. **ICOH Scientific Committee on Cardiology in Occupational Health, Bangkok, Thailand, August 21, 2025.** (Accepted, but unable to present due to lack of travel budget.)
- **10/17/2025 - Dobson M, Faghri P, Landsbergis P.** Work Stress, Mental Health and Transportation Workers: Legacy of the Major Research by Viviola Gomez-Ortiz and Colleagues. *Salud y Bienestar: Un Festschrift para Viviola Gomez*, Bogota, Colombia, October 17, 2025.
- **10/23/25 - Dobson M.** Keynote Presentation: Pathways to Addressing Psychosocial Hazards in the USA: The Healthy Work Campaign. First International Congress on Psychosocial Factors at Work (COFAPSI 2025), Mexico (Virtual)
- **11/3/2025 - Hawkins D, Landsbergis P, Thomas K.** Association between occupational psychosocial exposures and cardiovascular disease mortality in United States working age populations, 2020-2021. **American Public Health Association Conference**, Washington, DC
- **11/11/2025 - Li X, Xia T, Landsbergis P, Wong I, Li J.** Long-term prognosis of cardiometabolic disorders among workers in the United States: The impact of shift work on mortality. 25th **International Symposium on Shiftwork and Working Time**, Guarujá, Brazil

Updating the Healthy Work Survey 2.0

Our partner Prax, led by Sebastian Segura, used new technologies to create a more stream-lined, resilient HWS system. It allows for respondents to select either English or Spanish versions of the survey at the click of a button. Final beta testing is ongoing with a complete launch of the new system on healthywork.org and promotion of the survey in early 2026.

Coalition- Building: Work Stress Prevention Alliance

After a successful Symposium panel, hosted by the HWC, at the Work Stress and Health Conference, Uni. of Washington, Seattle in July 2025, we convened a meeting of academic researchers, and other OEHS professionals which has since evolved to become the Work Stress Prevention Alliance. The goals are to coalition build, and gather support for creating a consensus document that may serve as the basis of a guideline or regulatiöñ on addressing psychosocial hazards and preventing work stress.

COSH-CON Expo 2026

We participated in the National Council for Occupational Safety and Health (NCOSH) National Conference on Worker Safety and Health (COSHCON) in October at the University of Illinois, Chicago. HWC sponsored an information table at the COSHCON Expo, hosted by Melika Mobini and David LeGrande, who also attended conference sessions, gathered participant interest and signups, and initiated follow-up activities.

Labor Outreach Update - David LeGrande

In Jan-Feb 2025, the HWC completed its first HWS effort with a large health care workforce and CWA Local 1168 in Buffalo, New York in partnership with management. Working with Marnie Dobson, these HWS findings were eventually translated into the collective bargaining process, with several proposals adopted by the local union. Management later also contracted with a Johns Hopkins–affiliated stress management group.

We advanced a partnership with the United Auto Workers to jointly develop a Train the Trainer proposal, Preventing Work Stress and Protecting Mental Health. It received a positive response from UAW leadership in early January and is now moving into curriculum development.

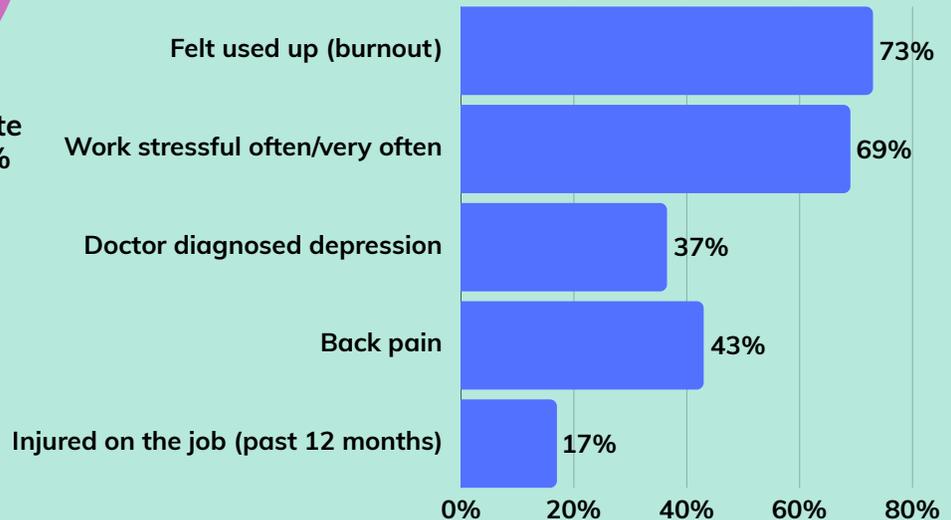
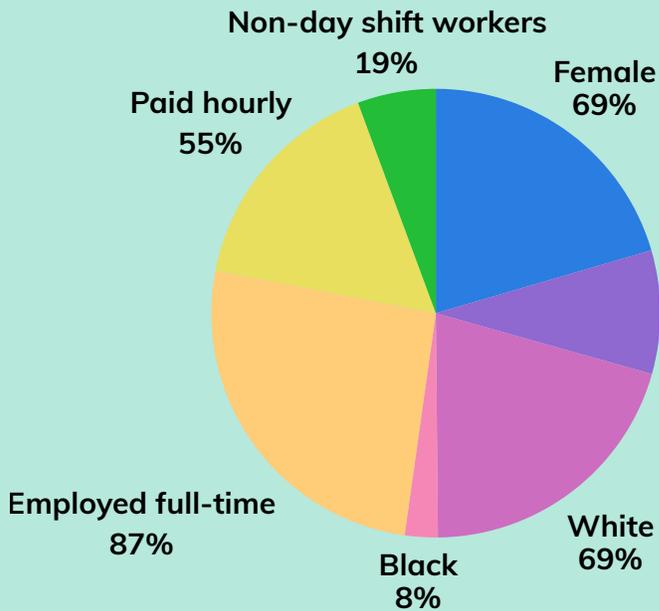
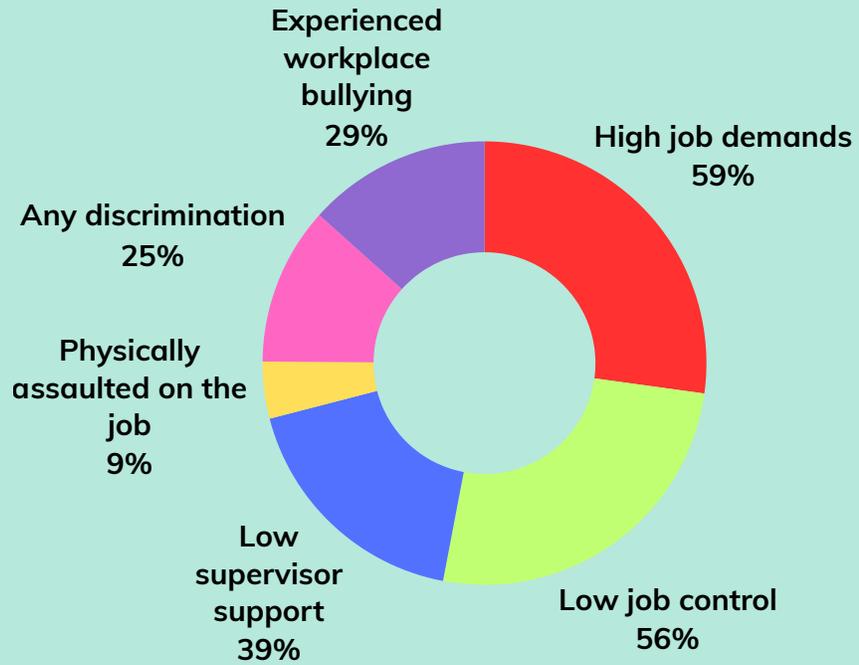
HWC also presented an education and survey proposal to the American Federation of Government Employees Staff Union, with a response expected in early 2026.



Healthy Work Survey

Year	Organizations requesting access	Organizations conducting HWS	HWS completed from:	
			Organizations	Individuals
2021 - 2024	123	16	2,655	3,390
2025	27	4	422	421

843 HWS collected in 2025 - Data:



PROJECTS

SUMMARY

DETAILS & OUTCOMES

**Campaign
Content &
Promotion**

National Op-Ed
Spotlight on the Crisis
of Unhealthy Work

Op-ed by Dr. Peter Schnall and Zack Kaldveer—first published in *Nation of Change* in the spring and later republished by *The Forge* in the summer. Highlights how Trump policies have supercharged long-standing job stressors by weakening worker protections and unions, eliminating DEI and advancing hostile immigration policies like mass deportation.

Google SEO and Ad
campaign - George
Khouri/Bander

- Developing conversion pages for traffic to the website
- Google ads management that spent \$46,000 in grant money for the CSE
- Achieved an industry high conversion rate of 40% with Google Ads
- Over 90,000 event counts - which included website visits & clicks.
- Attracted over 15K thousand unique visitors via Google Ads & Landing pages
- Maintained a 95% engagement rate with qualified website visits

Instagram - Zach
Schnall/Bander

- Provided access to hundreds of proprietary network groups that have grown the audience and yielded hundreds of clicks to the website
- Nearly 100% of engagement came from NEW audiences, meaning the content is functioning as both education and outreach simultaneously
- Increase in Views/Engagement - last 90 days of 2025, 35,000 views and 47,535 interactions

Campaign Content & Promotion

LinkedIn/Twitter-
Zack Kaldveer

- LinkedIn - Increase in followers from 520 in 2024 to 678 end of 2025. Increased views - from average of 200 (Dec 2024 & Jan 2025) to average of 2300 per month (March-Dec 2025 (with a high of over 4300 impressions and nearly 4 posts a week for the month of June.
- Twitter - Increase in followers from approximately 400 to 450. Views jumped from approximately 50 a week to 300.

Website improvements -
Edy Hernandez/
Jasmine Batres

- Content/Wordpress updates, fixes, reduce spam
- Refined the HWC website's speed and functionality
- Made it easy to find the latest news created for the HWC Website
- Jasmine Batres - new Assistant Website Manager for the HWC in November 2025.



More HWC content, presentations & workshops

- 4/7/25 - Pouran Faghri. NIOSH Under Threat: A Dangerous Move by the Current Administration. Substack/HWC Blog
- 11/5/25 - Pouran Faghri: In Times of Uncertainty, Healthy Work Matters Substack/HWC Blog
- 11/24/25 Marnie Dobson. Work-Related Psychosocial Interventions: The Healthy Work Campaign (Guest Lecture) Occupational Health Psychology, Juan Gabriel Ocampo Universidad de Los Andes

2026 Vision & Goals

1 Evaluate

Impact of HWS and analyze HWS data for publication.

2 Workers

Survey-takers, worker stories/interviews, testimonials, expand worker-oriented materials

3 Outreach

Healthy Work U, Podcast, expert interviews, trainings, academic publications and presentations

4 Coalition-building

Work Stress Prevention Alliance (WSPA), coalition building with OEHS associations, and other worker health and safety advocates.

5 Grant Writing and Fundraising

Develop a new strategic plan for fundraising

Ways to Support

1

Join the Movement

Subscribe to our e-news to get periodic campaign updates and the latest resources.

2

Donate

Power our mission by providing a one-time or monthly donation.

3

Employer Matching

Build our capacity to help workers by leveraging your employer matching program.

4

Partner Giving

Extend the reach of our programs through higher-level donations and resources.

Join us in our mission
to make work healthier for all.



If we want healthy people,
we need healthy work.

Acknowledgments

We acknowledge the ongoing contributions of the people who work tirelessly on the projects mentioned within this report.

David LeGrande
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Jasmine Batres
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George Khouri
Zach Schnell

and our many
Partner Organizations



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our programs.

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