



## AOHP 2014 National Conference Presentation Abstracts

### 2014A001

Thursday, September 11, 2014 8:20 am – 9:50 am

1.5-hour Keynote Presentation *Level: Basic*

**Title: Building Relationships in Today's Multi-Generational Workforce**

**Presenter: Kathy Espinoza, MBA, MS, CPE, CIE**

#### Topic Overview:

This session will show participants how to work effectively with each of the four generations present in the workforce today. This upbeat, motivational presentation will offer insights as to what each generation values and how they learn. Learn to accentuate the positives that each generation brings to the workforce and how to reach and motivate each generation based on what *they* value.

#### Objectives:

1. Identify characteristics of each generation in the workforce today.
2. Examine key events that shape each generation.
3. Identify strengths that each generation brings to the workplace.
4. Formulate methods to build relationships through collaboration.
5. Evaluate generational clash points.

#### Speaker Bio:



Kathy Espinoza is a board certified Professional Ergonomist, with an MBA from University of Redlands and a Master's in Work Science/Physiology. She has been with Keenan, the largest privately held insurance brokerage/consulting firm in California, since 2003, providing motivational presentations for management and staff, as well as injury prevention training to office personnel, hospital workers (clinical and non-clinical settings,) special education staff, public agencies, and custodial, grounds, EVS employees. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for a large hospital in Fontana, CA for 12 years. Espinoza taught Ergonomics in the Workplace at the University of California, Riverside for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 52 articles published in the field of ergonomics, leadership and wellness.

### 2014A002

Thursday, September 11, 2014 10:15 am - 11:15 am

1-hour General Session *Level: Intermediate*

**Title: Testing and Treatment of Latent TB in an Era of Declining TB Incidence**

**Presenter: Randall Reves, MD, MSc**

#### Topic Overview:

The epidemiology of tuberculosis (TB) in the United States is changing rapidly. Interferon gamma release assays (IGRAs) provide new alternatives to skin testing for detection of latent TB infection. These developments have important implications related to healthcare worker TB screening. This presentation will review recent data regarding performance of IGRAs and discuss the challenges of implementing and interpreting these tests.



### Objectives:

1. Review changing epidemiology of latent and active tuberculosis in the United States, specifically among healthcare workers.
2. Compare available tests for latent TB infection, with emphasis on interferon gamma release assays.
3. Discuss challenges in the implementation of healthcare worker TB screening in low-incidence settings.

### Speaker Bio:



Randall Reves is a Professor of Medicine in Infectious Diseases at the University of Colorado Denver School of Medicine and Professor of Epidemiology at the University of Colorado School of Public Health. After serving for 22 years as Medical Director of the Denver Metro Tuberculosis Control Program at Denver Public Health Department and a staff physician in Infectious Diseases at Denver Health Medical Center, he retired in February 2013. He continues to participate in tuberculosis clinical and epidemiologic research at Denver Public Health Department as a consultant and has served as a consultant on multidrug resistant tuberculosis internationally. The major focus of research for Dr. Reves has been on diagnosis, treatment and prevention of tuberculosis with most of the funding through the CDC Division of Tuberculosis Elimination's Tuberculosis Trials Consortium and Tuberculosis Epidemiologic Studies Consortium.

Dr. Reves received his MD at the University of Texas Medical Branch, Galveston, initiated his Internal Medicine Residency at the University of Wisconsin Madison with completion at the University of Texas, Houston where he also completed an Infectious Diseases Fellowship. He received an MSc in Clinical Epidemiology, London School of Hygiene and Tropical Medicine and served in the CDC EIS Program, Field Services Division in Mississippi.

Dr. Reves is a member of the Coordinating Board of Stop TB USA serving as chair of the Membership and Outreach Workgroup and previously served as chair of the Tuberculosis Elimination Plan Writing Committee. He is also President Elect for the North American Region of the International Union Against Tuberculosis and Lung Diseases and will serve as President for 2015-2017.

### 2014A003

**Thursday, September 11, 2014 11:20 am - 12:20 pm**

1-hour General Session *Level: Intermediate*

**Title: Drug Diversion and Impairment: Implications for Everyone**

*Presenter: Kimberly S. New, JD, BSN, RN*

### Topic Overview:

Occupational health professionals have a key role to play in drug diversion detection and response. Through lecture, power point and case study analysis, this presentation will define the scope of the drug diversion problem in healthcare facilities across the United States. Essential components of a diversion surveillance, detection and response program will be discussed, including relevant policies, the benefits of internal and external collaboration, and staff education. Drug diversion measures for healthcare facilities will also be reviewed, from pre-employment screening and surveillance to drug testing, handling and security, as well as diversion response. The presenter will also highlight related regulatory



requirements from the Controlled Substance Act, the FDA and other public health institutions. Specific methods for protecting patients and facilities when diversion occurs will also be examined.

### Objectives:

1. Define the scope of healthcare facility drug diversion in the United States.
2. Identify the essential components of a diversion surveillance, detection and response program.
3. Describe basic drug diversion measures healthcare facilities should undertake.
4. Outline the diversion-related regulatory requirements with which healthcare facilities must comply.
5. Evaluate methods of protecting patients and institutions when diversion occurs.

### Speaker Bio:



Kimberly S. New works at a large academic medical center where she manages controlled substance surveillance, diversion detection and regulatory reporting. She also serves as a consultant and resource to healthcare facilities across the country. New is regularly involved with diversion risk analyses, diversion education, development of institutional policies and procedures, and diversion investigation support. She is currently partnering with public health officials in several states to develop best practice standards for diversion programs. New

has a BS in Nursing from Wichita State University and a JD from Washburn University School of Law. She is the President of the Tennessee Chapter of the National Association of Drug Diversion Investigators (NADDI,) a member of the NADDI Executive Board and a frequent national speaker on the subject of health facility diversion. Her extensive experience with diversion investigations has enabled her to develop innovative approaches to preventing and detecting diversion.

### 2014A004

**Thursday, September 11, 2014 1:40 pm - 3:10 pm**

1.5-hour General Session *Level: Intermediate*

**Title: Chromosomal Effects in Oncology Personnel Handling Anti-Cancer Drugs**

**Presenter: Melissa A. McDiarmid, MD, MPH, DABT**

### Topic Overview:

The DNA-damaging effects of treatment with anti-cancer chemotherapy resulting in therapy-related myelodysplastic syndrome and acute leukemia (t-MDS/t-AML) have been recognized for more than 30 years. Concern for the health of cancer caregivers who handled these drugs has also been raised as scores of monitoring studies have documented drug contaminated work areas and worker exposure using post-shift biomonitoring, measures of genotoxicity and in epidemiologic studies of increased reproductive loss. While safe drug handling practices were promoted during the 1990s, concern has persisted that the risk has not been fully addressed. To assess current conditions, a comprehensive exposure assessment study of oncology pharmacy and nursing personnel was performed. Forty-six non-exposed and 63 exposed healthcare workers at three U.S. university hospital cancer centers, all of which reported use of recommended safe handling practices, were enrolled in the study. Sixty percent of 145 total wipe samples demonstrated at least one of the five drugs at concentrations above the limit of detection. Three of the 63 urine samples had measurable concentrations of chemotherapy drugs present. Fluorescent in-situ hybridization (FISH) was used to assess chromosomal abnormalities in exposed workers. Excess aberrations (numerical and structural) were observed in exposed workers as a function of drug handling frequency, reaching statistical significance for chromosome five ( $p=0.014$ .)



These signature findings suggest that biologically important exposure and risk persist for oncology workers despite endorsement of safe handling policies.

### Objectives:

1. Describe the evidence for the genotoxicity of anti-cancer chemotherapy in treated patients.
2. Relate the specific chromosomal targets associated with various chemotherapy drug classes.
3. Discuss the sufficiency of current safe handling policies and methods to bolster worker protection in light of recent evidence of on-going exposure.

### Speaker Bio:



Melissa A. McDiarmid received her Bachelor of Arts from the University of Maryland Baltimore County, in Biological Sciences, her MD from the University of Maryland at Baltimore, and her MPH from The Johns Hopkins School of Public Health, where she also completed fellowship training in Occupational Medicine. She is board certified in Internal Medicine, Occupational Medicine and Toxicology. Dr. McDiarmid was Director of the Office of Occupational Medicine for OSHA in Washington, D.C., a position she held from 1991 until 1996. From 1987 until moving to OSHA, she was Assistant Professor of Environmental Health Sciences at The Johns Hopkins School of Hygiene and Public Health, where she directed the Occupational Medicine residency program. She retains her Hopkins affiliation as an Adjunct Professor of Environmental Health Science. A principal career focus for Dr. McDiarmid has been describing the effects from and preventing exposure of healthcare workers to hazardous drugs. While at OSHA, she wrote much of its Safe Handling Guidelines for Antineoplastic Drugs and was a member of the NIOSH Alert Workgroup on Safe Handling. Currently, Dr. McDiarmid is Professor of Medicine and Director of the University of Maryland School of Medicine's Division of Occupational and Environmental Medicine, where she teaches, sees patients, and directs a surveillance program for Gulf War veterans exposed to environmental agents. She has authored numerous journal articles and book chapters on occupational and environmental medicine topics related to heavy metal exposures, healthcare workers, medical surveillance and management, reproductive hazards, occupational cancers and Gulf War environmental exposures.

### 2014A005

Thursday, September 11, 2014 3:15 pm - 4:15 pm

1-hour General Session *Level: Advanced*

**Title: Occupational Hazards to Healthcare Providers Resulting from Aerial Transmission of Infectious Agents: Droplet Size, Temperature, Humidity and Other Factors**

**Presenter: Raoult Ratard, MD, MPH, MS**

### Topic Overview:

This presentation will focus on aerial transmission of micro-organisms through the air, including multiple factors that contribute to transmission and how to select proper prevention methods. Topics that will be discussed are:

- Aerosol; large droplets; droplet nuclei.
- Emission of the contaminated aerosol:
  1. Infected individuals: mechanisms of production; influence on the aerosol/droplet properties; infectious dose.
  2. Environmental sources: humidifiers; cooling towers.



- Transport of droplets through the air; persistence in the air in relation to droplet size, temperature, humidity, air currents; heat and mass interaction between the bio-aerosol and the air; distance traveled.
- Time evolution of the microorganism viability.
- Air currents; air exchange; ventilation; negative pressure.
- Inhalation and deposition of droplets on the respiratory tract.
- HEPA filters; simple masks; N95 masks; powered air purifying respirators.
- Aerosols as biological weapons.

### Objectives:

1. Investigate prevention at the sources of aerosols and droplets.
2. Describe environmental factors contributing to dispersion of droplets/aerosols.
3. Select appropriate preventive measures against inhalation of infectious agents.
4. Implement a comprehensive infection control plan adapted to the conditions.

### Speaker Bio:



Raoult Ratard is the Louisiana State Epidemiologist. He serves as the Louisiana Office of Public Health Chief of the Infectious Disease Epidemiology Section and as the consultant for the Environmental Epidemiology Section. He earned an MD from the University of Paris Medical School, France, specializing in tropical medicine, microbiology and immunology. Later, he obtained a Master of Science in Parasitology from LSU Medical Center, New Orleans, an MPH and TM from Tulane University and completed a residency of preventive medicine (public health) in Texas. He is board certified in Preventive Medicine. Dr. Ratard worked 41 years in public health, mostly in communicable disease control programs, malaria and leprosy control in Vanuatu, leprosy control in Texas, tuberculosis and STD in Louisiana, tuberculosis in North Carolina, schistosomiasis in Cameroon, and hospital infection control in Saudi Arabia. He has also taught infectious disease epidemiology at the University of South Florida School of Public Health in Tampa, FL and currently as Adjunct Professor at the Louisiana State University School of Public Health in New Orleans. Dr. Ratard has spent many years in TB control in Vanuatu, Louisiana and North Carolina. He has also consulted for the CDC on prevention of tuberculosis transmission in China, Morocco, Cote d'Ivoire and Nigeria. In this capacity, he has developed some knowledge on prevention of transmission of micro-organisms through droplet nuclei.

### 2014A006

**Thursday, September 11, 2014 4:20 pm - 5:20 pm**

1-hour General Session *Level: Intermediate*

**Title: Wellness in the Workplace: Vital Signs for Healthcare Professionals**

**Presenter: Sharon Tucker, PhD, RN, PMHCNS-BC**

### Topic Overview:

This presentation will focus on the importance of health and wellness for healthcare professionals (HCPs.) Literature on health status and health behaviors of HCPs will be reviewed. Evidence-based interventions will be presented. Recommendations will be provided on how to integrate wellness into work units in healthcare settings. An interactive wellness exercise will be included as part of this session.



**Objectives:**

1. Review literature on health and health behaviors of healthcare professionals.
2. Discuss evidence-based strategies for worksite health and wellness.
3. Introduce a wellness exercise example.

**Speaker Bio:**



Sharon Tucker is the Director for Research and Evidence-Based Practice in the Department of Nursing Services & Patient Care at University of Iowa Hospitals and Clinics (UIHC.) She is also an alumna of the Robert Wood Johnson Executive Nurse Fellows Program and board certified as a Psychiatric Mental Health Clinical Nurse Specialist (PMHCNS-BC.) Dr. Tucker joined UIHC in January 2011 after serving for nine years as the Nurse Administrator for Research and Evidence-Based Practice at Mayo Clinic in Rochester, MN. Her clinical, teaching and research experiences are in mental and behavioral health, as well as in translation science. Her research trajectory has included a strong focus on women and children and promotion of health and wellness, and prevention of disease. She has cultivated a focus on working mothers, and particularly nurses, and has studied nurses' stress levels, self-care activities, and worksite interventions to promote health and wellness, and reduce stress with an emphasis on physical activity integrated into the daily routines. She also studies interventions to promote self-management in patients with chronic disease. She has active NIH and other agency funding for interventions that use motivational interviewing and behavioral strategies to promote physical activity, self-management, and child physical and mental health. She advocates translation of research findings using EBP models/processes, and presents and publishes on EBP approaches and findings. She provides leadership at UIHC for implementation of EBP and research in nursing at UIHC and externally. Dr. Tucker partners with faculty in the UI College of Nursing and Obesity Cluster (and is a member of the Steering Committee,) mentors graduate students, and partners with external colleagues from Mayo Clinic, Iowa State University and Johns Hopkins University. She is a member and the Nominations Chair for The Council for the Status of Women, serves part-time as a Sexual Assault Nurse Examiner for Johnson County, and has recently been invited to serve on an advisory board for another women's support service program in Iowa City.

**2014B001**

**Friday, September 12, 2014 8:00 am - 9:00 am**

1-hour General Session *Level: Intermediate*

**Title: Updates on Adult Immunizations and Adult Immunization Practice Standards: Implications for Occupational Health Professionals**

*Presenter: David Kim, MD*

**Topic Overview:**

Adults are at substantial risk for vaccine-preventable diseases in the United States. But, vaccination remains a poorly utilized prevention tool among adults. This presentation will describe the highlights on adult vaccination at the most recent Advisory Committee on Immunization Practices meeting, adult vaccine coverage and coverage disparities across different populations, healthcare provider perspectives and practice standards on adult immunization, and the important role of occupational health professionals in improving adult immunization rates and promoting health and effectiveness of working adults.



### Objectives:

1. Identify at least one vaccine for adults with a low coverage rate.
2. Describe provider practice standards on adult immunization.
3. Explain a change in the provider practice that improves adult vaccination coverage.

### Speaker Bio:

David Kim is a Captain in the U.S. Public Health Service currently assigned to the Centers for Disease Control and Prevention (CDC) as the Deputy Associate Director for Adult Immunizations in the Immunization Services Division. During his tenure at CDC, Dr. Kim has worked in a variety of programs, including immigrant health, quarantine, public health emergency preparedness, cruise ship epidemiology and HIV drug resistance. He is a graduate of the University of Colorado School of Medicine and completed his training in internal medicine at the University of Rochester and Epidemic Intelligence Service at CDC.

### 2014B002

Friday, September 12, 2014 9:05 am - 10:05 am

1-hour General Session *Level: Advanced*

**Title: Managing a Successful Workers' Compensation Program**

*Presenter: Stephen P. Kelly, JD*

### Topic Overview:

This presentation will provide participants with valuable information on how to manage a successful workers' compensation program. Discussion will center on how to identify issues related to workers' compensation claims and tools that can be used to manage these issues. Prevailing attitudes and their subsequent effects on workers' compensation claims will be analyzed. Claims management regarding how to identify and eliminate fraudulent claims will also be reviewed.

### Objectives:

1. Identify issues in workers' compensation claims.
2. List tools to manage issues in workers' compensation claims.
3. Explain how to institute policies that utilize tools to manage claims.
4. Discuss how to change attitudes toward workers' compensation claims.
5. Describe how to save money by eliminating frivolous claims.

### Speaker Bio:

Stephen P. Kelly, Co-owner of Knell & Kelly, LLC, is an attorney who has dedicated about 90 percent of his practice to defending cases in front of the Illinois Workers' Compensation Commission. The balance of his work focuses on police officers and Illinois National Guardsmen's rights under the Commission. He previously worked for the law firm of Quinn, Johnston, Henderson & Pretorius for nearly 10 years, including six years as Partner. Kelly is licensed by the Illinois Bar Association, was admitted to the United States District Court for the Central District of Illinois, Seventh Circuit, in 1990, and was admitted to the Court of Appeals of the Seventh Circuit in 2003. He holds numerous professional and social memberships, including the American Bar Association, the Illinois Workers' Compensation Claims Association and the United States Court of Appeals. Kelly has spoken to numerous audiences regarding





a variety of workers' compensation issues. He earned his bachelor's degree from St. Ambrose University and his JD from The John Marshall Law School.

### **2014B003**

**Friday, September 12, 2014 10:40 am - 11:40 am**

1-hour Breakout Session *Level: Intermediate*

**Title: Measuring the Benefits of Both Health and Care Interventions Through Expansion of Employer-Sponsored Occupational Services**

*Presenter: Ross M. Miller, MD, MPH*

#### **Topic Overview:**

As employers feel the pressure of providing a solution to the rising cost of healthcare, many turn to on-site services and wellness programs. However, when asked, many employers struggle to provide a measurable return on investment—calculated in terms of improved health and impact to the bottom line. In the Towers Watson 2012 Onsite Health Center survey, which looks at 74 large employers, 53% of those employers do not know or track their return on investment. Through longitudinal studies conducted on large employee populations, this session will offer validated research about the clinical and economic benefits of these services and their related interventions.

The impact of the services and interventions is reviewed from several relevant angles:

- Influence on health risk factors.
- Impact on resource utilization.
- Effect on medication adherence.
- Improvement in clinical outcomes.
- Prompt cost savings.

#### **Objectives:**

1. Recognize the influence of employee wellness programs on health risk factors.
2. Explain the impact of employee wellness programs on resource utilization.
3. Identify the effect of medication adherence.
4. Describe the value of on-site services and wellness programs in terms of clinical outcomes..
5. Explain how to measure the cost savings of on-site services and wellness programs.

#### **Speaker Bio:**



Ross M. Miller functions as the national Medical Director for Cerner's Population Health Services, including all Employer Health Services and Cerner's Primary Health Network, and in that role is responsible for providing senior clinical oversight of all wellness programs, employer-sponsored on-site primary, urgent care, and occupational health centers, condition management, and benefit administration. Dr. Miller is a seasoned healthcare executive and brings many years of experience to the efforts of Cerner with his combination of medical leadership, academic and community-based clinical medicine, outcomes research, and extensive consulting experience within many sectors of healthcare. He has healthcare expertise in wellness, quality improvement, disease management, clinical research, education development, strategy, clinical operations and marketing. His clients have included: employers (both individual and business coalitions;) payers (both public and private plans;) providers (including medical groups/IPAs, hospitals, clinics and integrated delivery systems;) and pharmaceutical/biotech and medical device companies. Dr. Miller has



lectured nationally, peer-reviewed clinical and managed care journals, and is a graduate of the UCSF Health Care Leadership Fellowship. He holds a Master's in Health Services from the UCLA School of Public Health and attained recognition as a Certified Physician Executive, having completed the graduate program in Medical Management from the American College of Physician Executives. Previously, he has been Chief Medical Officer of community clinics, VP and Senior Medical Director for CIGNA HealthCare, and Physician Advisor, Quality and Utilization Management, for Children's Hospital of Los Angeles and University Children's Medical Group. Dr. Miller was an Assistant Professor of Pediatrics, USC School of Medicine, Director of the Introduction to Clinical Medicine program, and Physician Manager of the Pediatric Continuity Clinic during his academic tenure. He received his BS from Stanford University and his MD from USC. He is an active member of the American College of Occupational and Environmental Medicine and the American College of Preventive Medicine.

### **2014B004**

**Friday, September 12, 2014 10:40 am - 11:40 am**

1-hour Breakout Session *Level: Intermediate*

**Title: "But It's Legal Now, Right?:" The Drug-free Workplace in an Era of Legalized Recreational Marijuana**

**Presenter: Brian D. Williams, MD, MPH**

#### **Topic Overview:**

Currently, 20 states and the District of Columbia have legalized medical marijuana. Two of those states, Colorado and Washington, have also legalized recreational marijuana. This creates an interesting dilemma for workplace drug policy enforcement. To date, the U.S. courts have upheld the termination of employees who have tested positive for marijuana use, even if for medical purposes. While use becomes more widespread in Colorado and Washington for strictly recreational purposes, the impact on a drug-free workforce is unknown.

#### **Objectives:**

1. Describe the impact of recreational marijuana use on worksite wellness and safety, including workers' compensation policies.
2. Describe the interaction between employees who are recreational marijuana users and drug-free workplace policies.
3. Identify legal cases where employee termination for positive marijuana drug screens have been upheld.
4. Explain workplace policies and procedures that can be enacted to satisfy a safe and productive working environment in an era of expanding legalized recreational marijuana.

#### **Speaker Bio:**



Brian D. Williams is a board certified Family Physician and board eligible Occupational and Environmental Medicine Physician. Dr. Williams completed medical school at the University of Mississippi Medical Center in 2003. In 2006, he completed his residency in Family Medicine at Denver's Exempla St. Joseph Hospital. He practiced in clinical and academic medicine from 2006 to 2012. In 2012, he completed a Primary Care Faculty Development Fellowship at Michigan State University. In 2014, he completed both his MPH and his residency in Occupational and Environmental Medicine at the University of Colorado.



## 2014B005

Friday, September 12, 2014 10:40 am - 11:40 am

1-hour Breakout Session *Level: Intermediate*

**Title: AOHP 2014 Staffing Survey: Building on Previous Work; Creating a Benchmark for Tomorrow**

**Presenters: X.J. Ethan Moses, MD, MPH and Kevin M. Walters**

### Topic Overview:

Occupational health professionals are not just clinicians, but also educators, case managers, consultants and risk managers. Therefore, data on staffing ratios in other types of healthcare settings cannot be generalized to occupational health offices. The paucity of available literature on these unique offices indicates that it is unfeasible to offer recommendations on staffing ratios without first adequately assessing the current ratios in occupational health offices in healthcare settings and analyzing the factors that may influence those ratios. Accordingly, this session will review a 2014 study which aims to address this concern, conducted by Ethan Moses and Kevin Walters in collaboration with AOHP. Dr. Moses and Walters received the 2013 Julie Schmid Research Scholarship from AOHP to expand upon previous staffing surveys. The goal of this research is to assess and analyze the factors that influence staffing ratios among AOHP members' organizations to lay the foundation for future, large-scale studies that have the statistical power to examine ideal staffing ratios. In doing so, previous staffing survey questionnaires were modified and improved upon to describe current staffing patterns and identify variables that impact staffing levels in occupational health offices in healthcare settings. Additionally, the researchers included survey measures to investigate potential relationships between staffing ratios and the respondents' job stress and satisfaction. In this session, the presenters will discuss the methodology and findings of this research as it pertains to AOHP members, as well as possible implications for occupational health offices nationwide.

### Objectives:

1. Identify the reasons for investigating staffing ratios and potential stress outcomes.
2. Describe the outline of a study design.
3. Discuss results related to staffing ratios and occupational health psychology measures.
4. Discuss the potential indications and implications of these findings for AOHP.

### Speaker Bios:



Xavier James Ethan Moses was Chief Resident at the University of Colorado's Occupational and Environmental Medicine Residency and recently assumed the role of Head of the Division of Occupational Medicine at Denver Health Medical Center (formerly Denver General Hospital) in July 2014. Prior to joining the residency program in July 2012, Dr. Moses was the Chief of Aerospace Medicine at Buckley Air Force Base in Aurora, CO, where he served four years as a flight surgeon. While working at Buckley Air Force Base, Dr. Moses provided primary care to pilots, flight crew, special operations personnel and their families. Additionally, Dr. Moses was responsible for occupational health, public health, medical and occupational safety, aeromedical evacuation, and public health emergency response, both at his home station and also while deployed in Iraq. Preceding his activation and training as a flight surgeon at the U.S. Air Force School of Aerospace Medicine, he completed a Transitional Year in Family Medicine at St. Anthony Hospital in Oklahoma City, OK, after receiving both his MD and MPH from Tulane University in May 2007.



Kevin M. Walters is a doctoral student in Industrial/Organizational Psychology (the study of organizations, workplaces and their employees) at Colorado State University. Within Industrial/Organizational Psychology, his research interests primarily involve occupational health psychology and applying positive psychology to organizational contexts. Essentially, Walters is interested in researching and understanding the stress processes that occur among organizational workers, as well as how to apply this knowledge to enable organizations and workers to thrive. Walters has research experience in the stress outcomes of working in stigmatized industries, sleep among college student-workers, organizational judgment and decision making, and narcissism as it relates to biases in interviews. Prior to coming to Colorado State, Walters received his BS in Psychology from Kansas State University.

### **2014B006**

**Friday, September 12, 2014 10:40 am - 11:40 am**

1-hour Breakout Session *Level: Intermediate*

**Title: The Ergonomic Assessment Process for Safe Patient Handling: Going Beyond the Standard Checklist**

*Presenter: Kent Wilson, CIE, CSPHP*

#### **Topic Overview:**

This session will focus on the ergonomic issues often overlooked as hospitals grapple with the problems of safe patient handling. Healthcare has historically led most industries in high rates of musculoskeletal injuries that can be traced directly to patient handling activities. Environmental design can either add to or subtract from the effectiveness of the patient handling program based on either good or poor applications, respectively. Door widths, toilet heights, handrail placement, types of floors and threshold can all play a part in the difficulty or ease with which patients can move around the facility and can make equipment either more or less effective. Poor design and program application will often be at the root of non-compliance, and yet, hospitals historically have overlooked these issues. These issues play an even more important role with continued increases in the number of bariatric patients.

#### **Objectives:**

1. Identify ergonomic principles for facility assessment.
2. Describe how to conduct reliable and valid risk assessments and control selections.
3. Recognize the role of user-friendly policies and procedures.

#### **Speaker Bio:**



Kent Wilson has performed ergonomic and safety evaluations for dozens of healthcare facilities around the country. He is a Certified Ergonomist who takes an active role in the development of regulatory standards. Wilson is a full member of the Human Factors and Ergonomics Society, The National Safety Council and The American Industrial Hygiene Association, as well as an active participant on their Ergonomic and Healthcare committees. He is Past President of the Association of Safe Patient Handling Professionals.



**2014B007**

**Friday, September 12, 2014 10:40 am - 11:40 am**

1-hour Breakout Session *Level: Intermediate*

**Title: Respiratory Protection in Healthcare Settings: Building Competence for Occupational Health Nurses**

**Presenters: MaryAnn Gruden, MSN, CRNP, NP-C, COHN-S/CM, Lisa A. Pompeii, PhD and Debra Novak, PhD, RN**

**Topic Overview:**

For many occupational health nurses (OHNs) in healthcare, adequate respiratory protection for the staff who care for patients with airborne diseases may be an essential job function. In addition, there may be a need to provide respiratory protection for staff outside the clinical areas, such as engineering staff. The results of a national survey of OHNs revealed that OHNs in healthcare often learn about respiratory protection through on-the-job training/experiences. This presentation will provide an overview to date of the efforts of the NIOSH and multi-association advisory group that was convened after the release of the 2011 Institute of Medicine's (IOM) *Occupational Health Nurses and Respiratory Protection: Improving Education and Training: Letter Report*. The results of the national OHN survey on respiratory protection, the development of OHN respiratory protection competencies and the training modules that have been developed will be shared.

**Objectives:**

1. Discuss the recommendations of the IOM report on OHNs and respiratory protection.
2. Describe the report on outcomes to date of the respiratory advisory group.
3. Describe the findings of the OHN respiratory survey and the subset of results from AOHP and healthcare responses.
4. Recognize the purpose of the respiratory protection on-line training program.

**Speaker Bios:**



MaryAnn Gruden is the Manager, Employee Health Services for Allegheny General and The Western Pennsylvania hospitals, part of the Allegheny Health Network in Pittsburgh, PA. She has over 20 years of occupational health nursing experience in the healthcare setting. Her MSN is from the University of Virginia, and she is certified as a Family Nurse Practitioner and Occupational Health Nurse Specialist, Case Manager. She serves on the AOHP Executive Board as the Association Community Liaison to promote the mission and vision of AOHP with partners such as the CDC, NIOSH, OSHA, The Joint Commission and AORN. She represents AOHP as a member of the multi-professional association and NIOSH Respiratory Advisory Group for OHNs and respiratory protection since it was founded in 2011. In addition, she is a member of The Joint Commission's Technical Expert Panel on Respiratory Protection in healthcare.



Lisa A. Pompeii is an Occupational Health Nurse and Epidemiologist at the University of Texas Health Science Center at Houston. Dr. Pompeii's research focus is on occupational illness and injury among healthcare workers. She is the principal investigator of a NIOSH and AAOHN sponsored educational initiative aimed at training occupational health professionals and healthcare workers about respiratory protection in the workplace. Her presentation will focus on this educational initiative.



Debra Novak is a Senior Service Fellow with the National Personal Protective Technology Laboratory (NPPTL,) which is part of the National Institute for Occupational Safety and Health (NIOSH) and the Centers for Disease Control and Prevention (CDC.) In her current position, she is responsible for translating personal protective equipment (PPE) research findings to clinical workplaces, promoting safer healthcare worker practices. Dr. Novak serves as a project officer for several NIOSH-funded healthcare research projects. In addition, she serves as an advisory board member at the University of Michigan ERC and as a subject matter expert with several national healthcare professional and standards organizations.

**2014B008**

**Friday, September 12, 2014 10:40 am - 11:40 am**

1-hour Breakout Session *Level: Intermediate*

**Title: Match the Employee to the Job: Post-Offer Pre-Employment Evaluations**

**Presenter: Steven G. Crawford, MD, CIME**

**Topic Overview:**

Post-offer medical examinations are critical to ensure that a prospective employee is well matched to the applied for job. A mismatch of the applicant's ability to perform the essential job functions increases the chance of an on-the-job injury. A comprehensive post-offer pre-employment physical examination, including an assessment of the physical capabilities of the applicant in relationship to the essential physical demands of the job, is key to injury avoidance. The presentation reviews the rational and components, implications and costs of such an evaluation. Topics to be covered include the components of the exam, how to determine the physical demands of the job and the costs involved.

**Objectives:**

1. Explain the inadequacy of a typical physical exam when mismatched to the physical demands of the job.
2. Review the components of a post-offer, pre-employment evaluation.
3. Explain how matching the employee to the job results in fewer injuries and cost savings associated with reduced injuries.
4. Describe how job matching affects the potential growth of an occupational medicine practice when presented to employers.

**Speaker Bio:**

Steven G. Crawford has practiced occupational medicine for 25 years at the Jersey Shore. He is the Corporate Medical Director of Meridian Occupational Health, a hospital-based network of six full-service occupational medicine offices in central NJ. Dr. Crawford attended medical school at the University of Palermo in Italy and completed his Internal Medicine Residency at Jersey Shore University Medical Center in Neptune, NJ.



**2014B009**

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: Reducing Injuries in a Medical Research Animal Handling Facility by 67%: A Joint Effort**

**Presenters: Erica M. King, MS**



### Topic Overview:

DLAR (Division of Laboratory Animal Resources) is the division within Duke Health System whose employees care for all of the animals being used in and for medical research. This includes animals of all sizes, from mice to non-human primates. Duke monitors all divisions that have a "Days Away Restricted/Job Transfer" (DART) rate over 4.00 per 100 full-time employees. In 2007, DLAR had a DART rate of 26.13, the highest DART rate at Duke. DLAR's DART rate was 70% higher than the division with the next highest DART rate. Most of the injuries were related to ergonomics and occupational hygiene safety. In 2008, upper management was already in the process of re-classifying all of its job positions from union to non-union, which assisted with changing the culture and morale by reducing turnover and giving employees a long-term career path. With upper management taking responsibility for making systemic changes to the division regarding employee safety, a Safety Committee was finally established. With continued upper management financial and administrative support and a positive working relationship with Duke Ergonomics and Occupational & Hygiene Safety, the Safety Committee has been able to facilitate multiple upgrades of various magnitudes that have had an enormous impact on the injury rate. By 2012, the DART rate for DLAR had been reduced by 67%, to 8.69. This presentation will show before and after injury data and examples of these solutions, including HR policy changes, material purchases, and both large and small equipment installations.

### Objectives:

1. Describe how HR policy changes can positively affect safety.
2. Review how management "buy in" can assist with reducing injury rates.
3. Describe examples of manual material handling upgrades.

### Speaker Bios:



Erica M. King is an Ergonomist at Duke University & Health System. She has eight years of experience in industrial safety and ergonomics, where she has worked for both an academic institution with a large health system as well as a large utility. King received her Bachelor of Science from Virginia Tech and received her Master of Science in Industrial Engineering with a focus in Occupational Safety and Ergonomics from the University of Miami. She currently works with departments all over Duke University & Health System, including Maintenance, Food Services, Animal Facilities and Sterile Processing, to help identify and address ergonomic solutions to lower injury rates and increase safety.

### 2014B010

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: What's New with the Aging Workforce? Data, Nurses' Stories and an Online Train-the-Trainer Program**

**Presenter: Kenneth A. Scott, MPH**

### Topic Overview:

Two years ago at the AOHP National Conference in Las Vegas, Ken Scott from the Mountain and Plains ERC introduced AOHP members to some of the issues that will arise as the U.S. healthcare workforce ages. In this presentation, AOHP members will see what he and his colleagues have developed since the last AOHP session on the aging workforce. The presentation will introduce participants to the following resources:



- 1) A research study, published in the AOHP *Journal*, that analyzed how patterns of occupational injuries in private U.S. hospitals change as healthcare workers age.
- 2) Digital stories developed by aging nurses that dig deeper and reach more broadly than statistics and numbers alone.
- 3) An online train-the-trainer program to help occupational health professionals in healthcare educate their organizations about the aging workforce and its constellation of issues, challenges and opportunities.

### Objectives:

1. Review research published in the AOHP Journal on occupational injuries and age.
2. Discuss the digital storytelling approach, and view digital stories developed by aging nurses.
3. Identify a new online train-the-trainer program that integrates dynamic videos with digital stories to prepare organizations for an aging workforce.

### Speaker Bio:



Kenneth A. Scott received his Master's of Public Health from the University of Washington and is a Senior Professional Research Assistant in the Department of Environmental and Occupational Health at the Colorado School of Public Health. He is the Outreach Director of the Mountain and Plains Education and Research Center. Since joining the Center in 2009, Scott has been involved with a collaborative team that is helping organizations design "age-friendly" workplaces. He enrolled in a PhD program in Epidemiology to develop stronger research skills so that he can better understand the causes and consequences of occupational injuries and illnesses, as well as the best approaches to prevention. He is an active member of AOHP, having served as member-at-large in the Rocky Mountain chapter and the AOHP Technology Committee.

### 2014B011

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: Making the Organizational Highlight Reel: How to Market Your Personal Value**

**Presenters: Tom Carson and Jeff Cloutier, MBA, MS, PE**

### Topic Overview:

Most people work hard, but only a few are truly acknowledged for their efforts. Ensure your aptitude is recognized and respected by effectively communicating personal and departmental value to the C-suite. This learning session will focus on the methods and tools vital to marketing personal value to your organization. First, the presenters will review what metrics drive the C-suite and other organizational leaders. Secondly, they will explain how to calculate your personal Return-on-Investment (ROI) value through a custom ROI tool specially developed for use by occupational health professionals. Lastly, participants will be stepped through an example scenario to reinforce the tool utilization and value of ROI messaging.

### Objectives:

1. Recognize what metrics drive organizational decision makers.
2. Discuss the value of knowing your personal Return on Investment (ROI.)
3. Explain how to use the provided personal ROI tool through an example scenario.



### Speaker Bios:



Tom Carson is an executive with operating and financial experience in healthcare and technology companies who has spent the past 15 years in the medical documentation industry. He was the founder and CEO of MD-IT, a company serving the electronic documentation needs of physicians and medical practices. Prior to founding MD-IT, Carson was the CFO of Access Graphics, a computer products distributor formed in 1989 that grew to \$1.6 billion before being purchased by GE Corporation in 1997. While CFO at Access Graphics, Carson established and held the position of Managing Director, Europe, a business unit that produced over \$300 million in revenue. He was Controller of FoxMeyer Corporation from 1984 to 1987, a pharmaceutical wholesaler that grew quickly to \$2 billion through acquisitions and the application of technology. He earned a BS in Accountancy from the University of Illinois and Executive Extension in International Business from the University of Michigan.



Jeff Cloutier has served in various marketing, portfolio management and engineering roles throughout his career. Most recently, he held global marketing positions with the Patient Monitoring Division of Covidien, where he oversaw the development, launch and maintenance of products focused on the global hospital and business-to-business markets. Prior to Covidien, Cloutier held various project management and engineering positions within healthcare and industry. Before joining the public sector, he proudly served seven years as an active-duty officer in the U.S. Air Force. He earned a BS in Mechanical Engineering from the University of Colorado-Boulder, an MS in Systems Engineering from Southern Methodist University and an MBA from the University of Colorado-Denver. He is a recognized Professional Engineer in the state of Massachusetts and holds a patent in product design.

### **2014B012**

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: Prevention and Treatment of Needlestick Injuries**

*Presenter: Leslie Zun, MD*

### **Topic Overview:**

There is a high incidence of needlestick exposures related to needlestick injuries associated with the use of needles and surgical procedures. Many of these procedures are performed in the operating room. One such means to reduce needlestick injuries is to use safety needles. Another means is the use of blunt needles, but these can only be used for fascia tissue and not for skin closure or securing procedural lines. Studies have found that suturing was one of the most frequent causes of needlestick, ranging from 16.7% to <100% of the providers. There are little or no educational materials directed at suturing and proper suture technique. Suturing is performed in many settings, not only in the surgical suite, but also in emergency departments, clinics, and on medical and surgical floors. There is a need to educate healthcare providers on how to reduce the incidence of needlesticks from the use of needles and from exposures associated with suturing. Trending of needlestick injuries, staff education and modifications of needle devices and techniques will also be discussed in the presentation. The treatment of needlestick injuries is rapidly evolving to prevent serious viral infections. This presentation will review the means to reduce needlestick injuries and the most up-to-date treatment of these injuries.



### Objectives:

1. Identify the incidence of needlestick injuries.
2. Recognize techniques to reduce needlestick injuries.
3. Review proper suture procedure.
4. Discuss the proper treatment of needlestick injuries.

### Speaker Bio:



Leslie S. Zun is the Chairman of the Department of Emergency Medicine at Mount Sinai Hospital in Chicago, IL and Chairman & Professor, Department of Emergency Medicine at the Rosalind Franklin University of Medicine and Science/Chicago Medical School in North Chicago, IL. His background includes a medical degree from Rush Medical College and a business degree from Northwestern University's J.L. Kellogg School of Management. He is board certified in Emergency Medicine by the American Board of Emergency Medicine. Dr. Zun served as Chief Operating Officer and Acting Chief Executive Officer for a 200-bed hospital in Chicago. His research interests include healthcare administration, violence prevention and behavioral emergencies. His publications have addressed the administration of the hospitals and emergency departments, physicians' bonus and incentive plans, and quality improvement topics. He has presented his research and lectured on these topics both nationally and internationally. He is a board member of the American Academy of Emergency Medicine and the American Association for Emergency Psychiatry. He is the Employee Health Physician at the Sinai Health System.

### 2014B013

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: NIOSH Occupational Health Safety Network: Current Trends, Upcoming Exposure Module**

**Presenter: Ahmed Goma, MD, ScD, MSPH**

### Topic Overview:

The NIOSH Occupational Health Safety Network (OHSN) deployed in summer 2013. This is a novel electronic surveillance system that allows benchmarking of occupational injury/illness rates and data analysis across an entire industry, starting with the healthcare sector. The first three OHSN modules focus on common events that can lead to injuries or musculoskeletal disorders among healthcare personnel: patient handling and working in awkward postures; slips, trips and falls; and workplace violence. Participants will learn about data collection and observed trends over the past year, and lessons learned in this process. The session will also introduce the newest OHSN module focused on exposures, including both sharps injuries and blood/body fluid exposures.

### Objectives:

1. Identify observed trends in injury rates from aggregate OHSN data.
2. Explain how to join and participate in OHSN.
3. Describe how to use reports and prevention resources in OHSN.
4. Review the new Exposure Module.



### Speaker Bio:



Ahmed Gomaa started his career as an orthopedic surgeon treating occupational injuries for five years in Alexandria, Egypt before he joined Tulane University to study occupational and environmental epidemiology. He completed his internal medicine training at the University of South Alabama and occupational medicine training at Harvard. Dr. Gomaa is a practicing physician and is board certified by the American Board of Preventive Medicine in Occupational Medicine. During his tenure at the CDC and NIOSH, he worked in many environmental and occupational medicine activities, including the prevention of occupational injuries and illness in the healthcare sector.

### 2014B014

**Friday, September 12, 2014 1:50 pm - 2:50 pm**

1-hour Breakout Session *Level: Intermediate*

**Title: Occupational Lung Disease**

*Presenter: Douglas A. Swift, MD, MSPH*

### Topic Overview:

The presentation provides an overview of occupational lung disease with a particular focus on occupational asthma. Discussion includes the anatomy and physiology of the respiratory system, clinical evaluation (PFTs, chest x-rays and bronchodilator challenge,) common asthmagens encountered in the workplace and pulmonary response. Participants will improve their clinical evaluation of patients with occupational asthma (asthma either caused by or exacerbated by workplace exposures) and be able to identify workplace exposures generally associated with occupational asthma, such as inhaling chemicals, gases, fumes, dusts and solvents, or workplace factors such as high humidity and extreme temperature.

### Objectives:

1. Describe the anatomy and physiology of the respiratory system.
2. Discuss the tools available to evaluate pulmonary function and impairment.
3. Differentiate common organic and non-organic occupational lung diseases.
4. Describe the clinical evaluation of asthma in the workplace.

### Speaker Bio:



Douglas A. Swift is a Clinical Associate Professor of Environmental Health Sciences at Tulane University School of Public Health and Tropical Medicine and the Department of Medicine at the Tulane University School of Medicine, and he is the Co-Medical Director of East Jefferson Occupational Medicine Clinic. Dr. Swift has over 30 years of experience in the field of occupational and environmental medicine and has been involved in numerous studies and research projects evaluating environmental and occupational exposures.

### 2014B015

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Advanced*

**Title: The Latest Evidence-Based Treatment of Low Back and Neck Pain**

*Presenter: Kathryn Mueller, MD, MPH, FACOEM*



### **Topic Overview:**

Low back cases are among the most costly and frequent cases in workers' compensation. There are a confusing number of treatments available for different diagnoses, and hundreds of published articles. Often, practitioners cannot agree on the actual diagnosis creating the patient's symptoms. This lecture will review the latest literature with an emphasis on controversial areas, such as why there is a frequent lack of long-term success for spinal injections. Discussion will cover the latest treatments and their likely success rates, as well as patient motivational techniques. The treatment recommendations from the recently updated Colorado workers' compensation guidelines and the ACOEM guidelines, which are currently in the process of updating, will be reviewed. Attendees will discover interesting new evidence that speaks against some of the traditional ideas about how to treat common back and neck conditions.

### **Objectives:**

1. Identify pros and cons of various spinal injections.
2. List available mini-invasive or manual therapy treatments, and describe the evidence for or against using these treatments.
3. Explain techniques to improve patients' involvement in their care.

### **Speaker Bio:**



Kathryn Mueller has served as the Medical Director for the Colorado Division of Workers' Compensation since the inception of this position in 1991. Dr. Mueller is board certified in Occupational Medicine and was previously certified in Emergency Medicine. She is a Professor in the Department of Physical Medicine and Rehabilitation in the Colorado School of Public Health at the University of Colorado at Denver Anschutz Medical Campus, the former developer and Director of the Student/Occupational Health Service Clinic, and previously served as the Residency Director for the Occupational and Environmental Residency. In her position with Colorado Workers' Compensation, she has edited and assisted in the development of 10 medical treatment guidelines which are evidence-based, to the extent possible. Her educational efforts include directing the Level I and II accreditation courses, which focus on training and certification of doctors in impairment rating. She also directed the development of the Colorado supplemental guidelines, which provide a rating system for psychiatric impairment, apportionment of spinal range of motion and cumulative trauma. Her activities with ACOEM are numerous, including serving as Secretary/Treasurer, two terms on the Board of Directors and currently as Vice President. She contributed significantly to the ACOEM Occupational Practice Guidelines as Co-chair of the chronic pain guidelines. Most recently, she was an author for the Workers' Compensation Research Institute's publication "Interstate Variations in Use of Narcotics." Dr. Mueller also served as a Section Editor for the sixth edition of the AMA Guides to the Evaluation of Permanent Impairment. She contributed significantly to the current ACOEM Occupational Practice Guidelines being used in California Workers' Compensation. Dr. Mueller helped develop the original ACOEM course on impairment and served as faculty. Her previous research, funded by Robert Wood Johnson Foundation, focused on clinic practice patterns after training on low back and hand and wrist ACOEM occupational practice guidelines. She also served as a reviewer for the fifth edition of the AMA Guides to the Evaluation of Permanent Impairment and continues as a reviewer and contributor to the Guides Newsletter, published by the AMA, and section editor for the sixth edition of the AMA Guides to the Evaluation of Permanent Impairment. She is the editor for the Colorado Medical Treatment Guidelines. The evidence-based low back and cervical guidelines were updated and published in February 2014.



## 2014B016

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Intermediate*

**Title: Best Practices for Helping Employees Get Effective Workplace Accommodations Under the ADA**

**Presenter: Linda Carter Batiste, JD**

### **Topic Overview:**

In this presentation, a Job Accommodation Network (JAN) consultant with over 20 years of experience in workplace accommodations will share her knowledge about the interactive accommodation process and the role that employers, employees and healthcare professionals play in that process. Problem areas will be identified and addressed at each step, and real-life accommodation situations will be provided to illustrate how these problem areas can be overcome. Participants will have the opportunity to discuss situations they have been involved in and to ask questions about their role in the accommodation process. Best practice tips will be provided throughout.

### **Objectives:**

1. Identify a process for determining effective accommodations to help return employees to work.
2. Explain the roles that healthcare professionals, employers and employees with disabilities can play in the process.
3. Review real-life accommodation examples that illustrate each step of the interactive process.

### **Speaker Bio:**



Linda Carter Batiste is a Principal Consultant with the Job Accommodation Network (JAN,) specializing in the Americans with Disabilities Act and other disability-related legislation. She has been with JAN since 1992 and is a member of JAN's management team. She has a law degree from West Virginia University and is a member of the West Virginia Bar, the American Bar Association and the Order of the Coif.

## 2014B017

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Advanced*

**Title: Violence in the Workplace: Danger from the Inside – Danger from the Outside**

**Presenter: Stephen A. Burt, MFA, BS**

### **Topic Overview:**

Violence in the Workplace. We hear about it every once in a while, yet it seems like it's happening more often. And, for every incident we hear or read about in the news, there are many other smaller incidents that occur across the country each day that we don't hear about. Employers have both legal and ethical responsibilities to maintain a safe work environment – for the patients, but also for the staff. Well over half of the employers in this country have no program or policy addressing workplace violence, and among those who have a policy, less than half address domestic violence. Workplace violence probably wouldn't or couldn't happen at your healthcare facility, right? Or, could it? Employers can be held liable for workplace violence when it can be shown that there was negligent hiring, negligent retention,



negligent security, and/or inadequate safeguards to provide a “safe and healthful workplace.” As an occupational health professional, how can you help to minimize the potential for violence in employees?

Hospitals may face liability for workplace violence events. You want to be prepared! On September 8, 2011, OSHA issued the Compliance Directive “*Enforcement Procedures for Investigating or Inspecting Incidents of Workplace Violence.*” This comprehensive seminar will explore the statistics, the legal issues surrounding employment practices and what OSHA is doing to try to make your workplace safer for employees.

### Objectives:

1. Explain the comprehensive list of best practices outlined in OSHA’s Compliance Directive, CPL 02-01-052.
2. Explain the importance of quality screening of potential employees by Human Resources.
3. Describe the importance of supervisory training promoting frontline awareness of personality changes in employees, which may predict violent behaviors.
4. Identify initiating legal strategies to address issues of disruptive behavior at any level, including a workable process to address disruptive behavior among staff members.

### Speaker Bio:



Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA, and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the AOHP Government Affairs Committee and is the Past Executive Vice President of AOHP.

### 2014B018

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Intermediate*

**Title: FMLA - Overview and Update**

**Presenter: JoAnn Shea, MS, ARNP, COHN-S**

### Topic Overview:

This presentation will provide an overview of the Family and Medical Leave Act (FMLA) regulations and case law, and provide case histories and legal opinions on current FMLA cases. Discussion on management of intermittent FMLA will be included.

### Objectives:

1. Identify reasons an employee can take intermittent leave.
2. Discuss the requirements for medical certifications under FMLA regulations.



3. Describe a manager's responsibility for FMLA designation and referral.
4. Identify eligibility requirements an employee must meet to qualify for FMLA.

**Speaker Bio:**



JoAnn Shea has been in the employee health field since 1986 and has managed the Employee Health Department at Tampa General Hospital, a 1,000 bed Level 1 Trauma Center, for 27 years. She is responsible for oversight of the hospital FMLA and medical leave program, and she handles complex FMLA issues on a daily basis.

**2014B019**

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Intermediate*

**Title: Pre-Employment/Post-Offer Nicotine Testing**

*Presenter: Sandy Swan, MS, BSN, RN, COHN-S/CM, CSPHP*

**Topic Overview:**

This presentation will discuss the development and implementation of a pre-employment/post-offer nicotine testing program at a large healthcare organization. The importance of developing partnerships with multiple internal departments and external vendors will be discussed. The timeline and specific steps required will be detailed. An overview of the challenges and lessons learned from developing and implementing a pre-employment/post-offer nicotine testing program will be presented.

**Objectives:**

1. List the driving forces behind the implementation of pre-employment/post-offer nicotine testing.
2. Describe the timeline and required steps to develop and implement a pre-employment/post-offer nicotine testing program.
3. Review the challenges and lessons learned from the development of a pre-employment/post-offer nicotine testing program.

**Speaker Bio:**



Sandy Swan is the Manager of Occupational Health and Ergonomics for BJC HealthCare in St. Louis, MO. She received her Bachelor of Science in Nursing from Bowling Green State University in Bowling Green, OH, and her Master of Science in Education from the University of Dayton, in Dayton, OH. Sandy is licensed as an RN in Ohio, Illinois and Missouri. She has been a Certified Occupational Health Nurse Specialist/Case Manager since 2001. Swan is also a Certified Ergonomic Assessment Specialist II and a Certified Safe Patient Handling Professional. She has been an RN for over 33 years, with the last 15 years in occupational health and ergonomics in both industry and healthcare settings. Swan currently provides occupational health guidance and develops education and standardization for BJC occupational health nurses. Swan also manages a team of ergonomic specialists who provide injury prevention and innovative ergonomic solutions for more than 27,000 BJC HealthCare employees.



**2014B020**

**Friday, September 12, 2014 3:00 pm - 4:30 pm**

1.5-hour Breakout Session *Level: Intermediate*

**Title: Putting It Together Bit by Bit: Creating an On-site Psychosocial Wellness Program for Your Employees**

*Presenter: Lori Schwartz, PhD*

**Topic Overview:**

Employee wellness programs continue to grow in popularity. The most comprehensive and integrated programs have several cornerstones, most notably health, safety and psychosocial well-being. In an ideal world, all three are equally valued. In the real world, however, the psychosocial cornerstone often receives short shrift. Yet, many employers and employees cite psychosocial issues as a significant well-being concern. When interventions *are* offered, many hone in on a specific issue (e.g., stress,) emphasize “fixing” the individual and may be offered off-site. This approach ignores the big picture. Workplace wellness programs benefit from a broader, more comprehensive, balanced approach with coordinated services for individuals, groups and the organization as a whole. Offering services on-site can help maximize employee participation and engagement, and provide unique secondary benefits.

This presentation highlights a comprehensive, on-site program comprised of an array of diverse services that can be tailored to other workplaces. Program components range from simple to complex and address psychosocial support, stress management, team-building, morale, job satisfaction and professional development. Positive outcomes include enhanced well-being, coping skills, job satisfaction, teamwork, group cohesiveness, peer support and cultural awareness. In addition, reduced burnout, absenteeism, turnover, and bottom line costs are noted.

This interactive session will encourage participants to share their thoughts and stories. Lessons learned in the model program will be shared to help participants develop preliminary ideas and plans for creating psychosocial wellness programs in their workplaces (including how to integrate safety and health promotion components.) It can be done! And, it’s so worth it!

**Objectives:**

1. Describe the issues related to workplace psychosocial wellness programs.
2. Describe a model program providing comprehensive on-site, psychosocial wellness services for a large multidisciplinary hospital.
3. Identify preliminary ideas and plans for a psychosocial wellness program in the workplace.

**Speaker Bio:**



Lori Schwartz received her PhD in Psychology from Penn State University. For nearly 30 years, she has provided direct care, consultation and training in mental health centers, hospitals and community-based programs. Much of her work has focused on individuals and families impacted by chronic illness and their caregivers. Dr. Schwartz provided a comprehensive psychosocial wellness program for a large, multidisciplinary hospital staff for 12 years and consults with agencies creating such programs.



## 2014C001

Saturday, September 13, 2014 7:45 am - 8:45 am

1-hour General Session *Level: Intermediate*

**Title: Should You be Jazzed about Incentives as the Instrument of Worksite Health Promotion?**

**Presenters: Lee Newman, MD, MA, FCCP, FACOEM and Liliana Tenney, MPH**

### Topic Overview:

As part of the societal push to improve worker well-being through worksite health promotion, increasing attention is being given to the use of incentives. For example, the Affordable Care Act (ACA) incentivizes employers to pursue a comprehensive worksite health promotion strategy, with intention of driving high levels of participation and demonstrated health outcomes. But, what do we really know about the use of positive and negative incentives in getting workers to improve their health? Do incentives improve participation? Do they lead to long-term gains in worker health?

This presentation will focus on one of the most vexing aspects of worksite health promotion - how to effectively use incentives to promote sustainable engagement. The presenters will review case studies and benchmark data on how organizations have applied knowledge of health behavior change in the workplace. Discussion will include a review of the incentives built into the ACA, provide information on what organizations across the country are doing with incentives, and provide insights, tools and resources to help new and seasoned professionals design and implement worker health promotion programs that meet the needs and interests of every worker.

### Objectives:

1. Explain the principles that motivate workers to change health behaviors.
2. Identify incentives in the Affordable Care Act to encourage organizations to adopt comprehensive workplace health promotion programs.
3. Discuss case studies that illustrate the promise and pitfalls in the use of incentives to promote worksite wellness.
4. Review current practices in the business community regarding the use of incentives.

### Speaker Bios:



Lee Newman is a Professor in the Department of Environmental and Occupational Health, Colorado School of Public Health (CSPH) and in the School of Medicine, University of Colorado. As Director of the Center for Worker Health and Environment, CSPH, he leads research and community outreach programs on health promotion. He has more than 20 years of experience in occupational health and safety research, teaching and clinical practice, including educating graduate students, occupational health professionals and employers on worksite wellness. Dr. Newman is the founding director of the NIOSH-funded Mountain and Plains Education and Research Center, and founder/Chief Medical Informatics Officer of Axion Health, Inc.



Liliana Tenney is an Instructor in the Department of Environmental and Occupational Health, Colorado School of Public Health (CSPH.) She received her Master's of Public Health from the Colorado School of Public Health, University of Colorado campus, and is the Executive Director of the Center for Worker Health and Environment at the CSPH. Tenney is the Associate Director for Continuing Education for the NIOSH-funded Mountain and Plains Education and Research Center. Her research interests include



workplace wellness programs and their relationship to community and behavioral health. Her past work also includes research and work in the areas of occupational health and safety programs, pain management continuing education and cancer survivorship. Before pursuing her MPH and working at the Center, Tenney developed a strong background in marketing and social media with her work in event production, health promotion and wellness.

## **2014C002**

**Saturday, September 13, 2014 8:50 am - 9:50 am**

1-hour General Session *Level: Intermediate*

**Title: The EXPO-S.T.O.P. Report: Exposure Benchmark Research Update**

**Presenters: Terry Grimmond, GrDpAsEd and Linda Good, PhD, RN, COHN-S**

### **Topic Overview:**

Bloodborne pathogen exposures continue to occur among healthcare workers, despite years of attention and a variety of efforts to eliminate them. The AOHP-sponsored Exposure Survey of Trends in Occupational Practice (EXPO-S.T.O.P.) benchmarking research study (in its second year) continues to provide new insights into this issue. This team-taught presentation will demonstrate to conference participants how research and evidence-based practice can inform their management of this crucial concern. The session will include updates on sharps and muco-cutaneous exposure incidence, expand on best Practices in exposure prevention and provide a preview report on the most recent findings.

### **Objectives:**

1. Identify current bloodborne pathogen exposure prevention initiatives.
2. Discuss examples of prevention best practice.
3. Identify the report findings of the second annual EXPO- S.T.O.P. survey, and encourage continued support.

### **Speaker Bios:**



Terry Grimmond is an Australian microbiologist with 47 years of experience in university hospitals, industry and consultancy, and he is an international speaker on sharps injury prevention. Grimmond is an AOHP member, serves on sharps container standards in four countries, has been published more than 50 times, has spoken at more than 150 conferences in 16 countries, and has received several awards for his work.



Linda Good has more than 30 years of nursing experience, including six years as an educator and 18 years in occupational health. She holds a Master's and PhD in Nursing, with experience in nursing research, and is a Certified Occupational Health Nurse Specialist (COHN-S.) Good serves as Director of Employee Health Services for Scripps Health in San Diego, CA. She has extensive experience in the area of bloodborne pathogen exposure, policy and investigation.



**2014C003**

**Saturday, September 13, 2014 10:05 am - 11:35 am**

1.5-hour General Session *Level: Advanced*

**Title: Legislative Update: What's New for 2014**

**Presenter: Stephen A. Burt, MFA, BS**

**Topic Overview:**

Occupational health plays a pivotal role in the ongoing safety of the work environment. As members of the management team, it is essential for Occupational Health Department staff to know and understand the potential changes in the regulatory environment caused by the passage of newly introduced legislation. This presentation will review the pertinent and germane bills introduced in the second session of the 113<sup>th</sup> Congress and give insights into the reasons behind the issues.

New initiatives presented by the various federal agencies will also be reviewed. Since 2008, OSHA has become an enforcement agency, and in the fall 2013 regulatory agenda, OSHA included initiatives for a new infectious disease standard and regulations which may result in the promulgation of required injury/illness prevention plans. This section of the legislative review will discuss the proposed regulations introduced by the Department of Labor and Department of Health and Human Services, and give details of the potential outcomes.

**Objectives:**

1. Recognize which new legislation introduced into the 113th Congress may impact occupational health.
2. Describe the issues behind the newly introduced legislation and the potential for passage.
3. Identify strategies to address departmental changes brought on by newly introduced legislation.
4. Review OSHA's upcoming regulatory agenda for 2014 and initiatives which may impact the Occupational Health Department.

**Speaker Bio:**



Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA,) he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association's Phoenix Award. During this time, he served as non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC.) Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in Employee Health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA, and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, the Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association, and the American Hospital Association, among others. He is a member of the AOHP Government Affairs Committee and is the Past Executive Vice President of AOHP.



## 2014C004

**Saturday, September 13, 2014 11:40 am - 12:40 pm**

1-hour General Session *Level: Basic*

**Title: You Only Go Around Once!**

**Presenter: Curt Boudreaux, MEd**

### Topic Overview:

This presentation provides a blueprint for attendees to get more out of life, both personally and professionally. This is accomplished by encouraging participants to choose a positive attitude, take positive risks, be a team player and live each day with enthusiasm. It is a reminder to be all we can be, and to live each day to the max. This session is practical, highly motivational and spiced with liberal doses of humor, both regular and Cajun. Life should be enjoyed, not endured!

### Objectives:

1. Describe how attitudes are formed and how to choose a positive one.
2. Explain the relationship between taking positive risks and developing one's potential.
3. Explain the advantages of working as a team.
4. Define the correlation between enthusiasm and quality of life.

### Speaker Bio:



Curt Boudreaux is known as “The Motivation Man.” He has been speaking professionally since 1989 and has presented programs throughout the United States at conferences and conventions. Boudreaux is a member and Past President of the New Orleans Chapter of the National Speakers Association. He has served as Chairman of the Board of Commissioners at Lady of the Sea Hospital and Chairman of the Board of the South Lafourche Chamber of Commerce. He is the author of five books, including *Never Kiss An Alligator On The Lips!*, *The ABC's of Self-Esteem*, and *Irresistible Leadership*, as well as two Cajun Humor CDs.

## 2014TEE001

**Thursday, September 11, 2014 6:30 pm – 8:15 pm**

1.5 hour General Session *Level: Basic*

**Title: TSTs, IGRAs and Occupational Health: Analyzing Your TB Testing Program**

**Presenters: Kathy Dayvault, MPH, BSN, RN, COHN-S/CM and Chris P. Kadlecek, PT**

### Topic Overview:

The goal of this presentation is to educate occupational health professionals on the various TB tests available, and the operational and financial considerations for switching from one TB testing method to another. Specifically, the program will include an educational review of the Tuberculin Skin Test (TST) and Interferon-Gamma Release Assays (IGRAs,) including what they are, how they work and how they are used to screen for latent tuberculosis infection. The presenters will give participants information about how to complete a financial assessment of the total cost of switching from one TB testing method to another at their institutions, with suggestions on how to present that information to other administrators and medical staff involved in the decision-making process.



### Objectives:

1. Review the current TB statistics in the United States.
2. Describe the scientific and technical differences for the three TB screening methodologies currently available.
3. **Discuss** the relative financial strengths and weaknesses of IGRAs and the TST.
4. Identify the value in converting to an IGRA for TB screening in an employee/occupational health delivery model.
5. Examine case studies of two institutions that transitioned from the TST to an IGRA.

### Speaker Bio:



Kathy Dayvault, MPH, BSN, RN, COHN-S/CM, is a Certified Occupational Health Nurse with 35 years of experience, including 25 of those years in occupational health. Prior to that, she spent many years as an ICU staff nurse. Most recently, Dayvault served as the Director of Occupational Health at Piedmont Health System, in Atlanta, GA. While at Piedmont, she led the system-wide initiative for a stronger, more successful TB medical surveillance program using IGRA testing. She completed an internship program with federal OSHA under the Directorate of Occupational Health Nursing and has experience in several manufacturing environments. She has managed OSHA required health surveillance programs and a substance abuse program. She also partnered with Human Resources to identify untreated behavioral issues, and arranged evaluation and treatment. Dayvault worked as a medical disability case manager and workers' compensation case manager and established a short duration workers' compensation disability program, providing case management to injured workers in North Carolina, South Carolina, Virginia and Maryland. A passionate educator, she has developed and presented many educational programs to local occupational health nurse associations. She created a suite of safety courses for healthcare personnel which included courses on communicable and infectious diseases. Dayvault published the article "Effective Total Absence Management Programs" in the *Tracker Journal for Occupational Health & Safety* and has been a contributor to several other published articles.



Chris Kadlec, PT, is the Program Director of Occupational Health Services at St. David's Medical Center, a healthcare organization in Austin that helps Central Texas's employers protect their employees' health and productivity. Kadlec has a long history with St. David's. After graduating in 1989 from Texas State University's physical therapy program, he began work at the medical center first as a Physical Therapist, then as Coordinator of Rehabilitation Services, and subsequently as Clinic Manager before assuming his current position in 2007.

Kadlec coordinates a centralized employee health delivery system that serves 7,500 St. David's employees at six hospitals, four freestanding emergency departments, six ambulatory surgery centers and multiple freestanding diagnostic centers. He supports the daily operations for an occupational health service line, as well as oversees work injury programs, new-hire screenings and immunizations, environmental surveillance exams, OSHA compliance, employee health and employer relationships with St. David's. Over the course of his career, Kadlec has pursued post-graduate education in a variety of areas, including graduating from St. David's Leadership Academy. He is also a licensed Physical Therapist, CAOHC audiology technician, and certified in DOT drug testing.