

# AOHP 2005 National Conference Education Sessions Abstracts

## PRECONFERENCE Workshops

### **WORKSHOP A: Getting Started In Employee Health** **A One-Day Program**

#### **Presenters:**

*Deborah L. Fell-Carlson BSN, RN, COHN-S, HEM*

*Jan Frustaglia, BS, RN, COHN-S, CCM, CPDM*

*Delynn Lamott, RN, MS, COHN-S*

*Beverly L. Smith, RN, COHN*

#### **DESCRIPTION**

Back By Popular Demand! This comprehensive, informative course, designed for the occupational health professional new to the field. Course content is practical and up-to-date, presented by a team of experienced experts. All participants will also receive the 2004 edition of "Getting Started" resource manual in CD format.

#### **COURSE OBJECTIVES**

1. Describe how the occupational health professional interacts in the health care facility's organizational structure.
2. Discuss areas of medical-legal confidentiality in occupational health.
3. Identify the federal, state, and local regulatory requirements as related to job placement, physical hazards, and biological and chemical exposures.
4. State current infection control practices related to infectious disease.
5. Identify strategies to utilize health teaching in infection control and safety.
6. Describe the effectiveness of case management in loss control.
7. Explain how to communicate the value of an occupational health professional service and continuous quality improvement.

*Deborah L. Fell-Carlson BSN, RN, COHN-S, HEM*

Deb is a certified occupational health nurse, employed as a Loss Control Consultant for SAIF Corporation. As a publicly-owned non-profit workers' compensation carrier, SAIF Corporation has a prominent, aggressive injury prevention mission. Deb has had an active and visible leadership role in their strategic efforts to transfer evidence-based injury prevention knowledge to the Oregon healthcare community. She has served in a variety of safety and health leadership roles in healthcare and general industry over the past 30 years, as well as in a variety of nursing and nursing education roles. Deb received her Bachelor of Science in Nursing from South Dakota State University and her Master of Science in Environmental Health and Safety Management through Oregon State University. She holds a healthcare safety certification from ECRI.

*Jan Frustaglia, BS, RN, COHN-S, CCM, CPDM*

Jan is program coordinator for Health Professions Institute, Austin Community College, Austin, Texas, and maintains her part-time consulting business, *OccHealth CONCERNS*. She has over 16 years

experience working as a nurse in occupational health and safety positions. Most recently, Jan was Employee Health Coordinator for Kaiser Permanente in Oregon/Washington State. She managed the Ergonomics Program and coordinated occupational health programs for 7,800 employees. Jan has published articles in peer-reviewed journals as well as presented nationally on topics of ergonomic interventions in the healthcare environment. Jan was the Founder and first President of the AOHP Oregon Chapter. Currently she is on her second term as AOHP Region 2 Director and has served as the Chair for AOHP 2004 and 2005 Conference. In addition to the AOHP organization, Jan maintains active membership in AAOHN, ASSE and ACCM.

*Delynn Lamott, RN, MS, COHN-S*

Delynn is currently employed as an Assistant Professor at the University of Saint Francis in the Nursing Department, teaching in Leadership and Management as well as Community Health Nursing. She has over 10 years of experience in Occupational/Employee Health including the start up and development of the WorkWell Jackson Center for Occupational Medicine. She has coauthored "Medical Provider Selection for Workers' Compensation" and "Managing Disability Outcomes" and has authored "Benefits of Utilizing External Case Management for Injured Workers" and "Implementing Change in the Pre-Employment Process" in the *AOHP Journal*. She has presented at past AOHP National conferences for "Getting Started in Employee Health" and "Success Story: Implementing Change in the Pre-Employment Process." She is also the past president of the Michigan AOHP Chapter.

*Beverly L. Smith, RN, COHN*

Bev is currently the Employee Health Nurse Manager for Hamot Health Foundation in Erie, PA. She has served Hamot in this position since 1991 and has been a member of AOHP since 1992. The AOHP National Conference is near and dear to Bev's heart as she served as National Conference Chair in 2001 and 2002. She also served AOHP as Region 4 Director for 2 terms. Bev received the AOHP Joyce Safian Scholarship Award and AOHP Star in 2002. In her spare time she enjoys fishing on Lake Erie and reading. Smoking Cessation is a passion for her and she looks for a time when smoking will be entirely eliminated.

## **WORKSHOP B: Developing A Financial Justification For A Safe Patient Handling Program** **A half-Day Program**

### **Presenters:**

*Ken Aebi*

Ken is the Managing Director of Equitable Safety Group Inc. He has 30 years of business development experience with health care clients. He is well known for his unique approaches to complicated medical and business issues. Specifically, Ken has pioneered such diverse concepts as Balance Centers to help reduce falls in the elderly and diagnostic technology programs for treating soft tissue back injuries. Ken is a graduate of the University of Oregon.

*Sharon Craig, NP*

Sharon has 31 years of nursing experience and implemented an Advanced Practice nursing role in a hospital Employee Health Department in Nashville, Tennessee. Additionally, she is responsible for the hospital's Management Safety Accountability Program and has developed a patient handling program, resulting in a 38% reduction in costs for patient handling injuries in the hospital. Sharon has

presented to both local and national groups on patient handling program development and implementation.

#### *Don Maynes*

As designer and developer of comprehensive injury and loss prevention programs in the United States, Canada, and the United Kingdom, Don has 27 years of consulting experience for all levels of loss prevention, risk management, reinsurance, and claims resolution. He has been instrumental in helping a number of institutions determine their costs associated with lift and transfer injuries and developing effective intervention and implementation programs that guarantee savings.

### **DESCRIPTION**

It is the objective that each attendee will be able to complete an economic analysis of injury history and associated direct cost for their institutions. Attendee will also be able to project the potential savings that will result from an effective “minimal lift” intervention program. Today’s economic climate puts a premium on saving money and employee health managers should be at the forefront of their institution’s business plan. This course will empower you to make a difference.

Requirements: Each attendee will need to bring their most recent three years of Workers’ Compensation claim loss runs in an Excel file on a formatted diskette and their institutional payroll for the same time frame. During the course Equitable Safety will assist the attendees using their specific data, to define their current cost and projected savings.

If attendee cannot obtain the three years of loss runs you will be taught using generic information that will enable you to develop a complete program upon your return.

### **COURSE OBJECTIVES**

1. Understanding the elements of Risk; Blind Faith, Incident Based, and Incurred Loss.
2. Develop an understanding of what has contributed to workplace injuries, and how to attain maximum impact of an injury program through quantification.
3. Develop the process systems that will enable you to daily track the cost associated with injuries specific to your institution daily.
4. Derive how these elements were applied in a practical implementation of an injury prevention program at a major medical center.

### **WORKSHOP C: The Respond® Employee Health Software System A One-Day Program**

#### **Presenters:**

Mike Andjelic  
Chris T. Glahn

Mike Andjelic has 14 years experience in technical support. He joined ICPA in 1996, as the Respond Technical support Representative, and currently is the senior technician and network administrator. Prior to that, he worked at the Royal Bank of Canada as a business analyst.

Chris Glahn has 5 years experience in technical support. Prior to technical support, he worked in the communication field in the US Army (8 years), and in radio broadcasting. Chris joined ICPA in August 2004 to support Respond.

### **DESCRIPTION**

This one-day workshop is designed for Employee Health practitioners who want an overview of the Respond Software System. You will gain hands-on experience with Respond by sitting at a PC. You will learn the basics of data entry and report generation including tables and graphs. Modules to be used include: Test/Exams, Vaccinations, Exposures, Work-Related Injuries, Absences, and Inservice Education.

### **COURSE OBJECTIVES**

1. Demonstrate accurate data entry/editing skills
2. Demonstrate an understanding of Report Generation and Data Analysis skills
3. Utilize Special Functions features to backup/restore, recode and delete codes

### **WORKSHOP D: Emotional Intelligence: The Next Competency In Leadership A Half Day Program**

#### **Presenters:**

Dr. Dennis Ondrejka, PhD, RN, COHN-S/CM

Dr. Ondrejka has 25 years experience in occupational health nursing as a clinician, educator, consultant, manager, and program auditor. Dennis has his BS in nursing from the University of Wisconsin, an MS in occupational health nursing from the University of Wisconsin-Milwaukee, and his doctorate in education from the University of Denver. He has conducted workshops on *EI* at national conventions for nurses and educators since 1998 and he studied the value and practice of emotional intelligence (affective leaning) for his dissertation.

### **DESCRIPTION**

The notion that we are more than cognitive learning beings is not new, but there is little attention paid to the specific development of the emotional self as a conscious process for clinicians, educators, and effective leaders. Emotional intelligence (competency) is a personal knowing that has been identified as one of the most powerful attributes for becoming a top performer in any vocation or for life in general. Research and measurement strategies are being generated on a regular basis as many search to understand this phenomenon better. This course provides the participant with an introductory understanding, valuing, and the opportunity for personal integration of these emotional competencies.

### **COURSE OBJECTIVES**

1. Describe the key components, objectives, and rationale for EI
2. Be able to identify EI literature and why EI is seen a significant competency
3. Understand the terminology and a working framework for EI in one's practice

### **WORKSHOP E: Chaos and Complexity-The Many Faces of Internal and External Consulting A Half-Day Program**

**Presenters:**

Laurette Wright, RN, MPH, COHN-S

Laurette has a diversified experience in occupational health and safety and has practiced in the profession since 1984. Currently, she is the Assistant Clinical Director with Diligent Services, a division of ARJO Inc. As an assistant clinical director, she assists with managing activities of approximately 25 clinical consultants throughout the United States as well as provides consultative assistance to acute and long-term care clients as it relates to safe patient handling and movement. Prior to her assignment with Diligent Services, Laurette has worked at Digital Equipment Corporation, The Quaker Oats Company, Wausau Insurance Companies and Austin Quality Foods.

Laurette has conducted numerous presentations and educational offerings on a variety of management and employee safety and health issues including Valuing Diversity, Team Building, Effective Influencing, Achieving Cultural Change and Consultative Skills. She received her Masters of Public Health (MPH) from the University of North Carolina at Chapel Hill and is a Certified Occupational Health Nurse Specialist (COHN-S).

**DESCRIPTION**

In today's business environment of dynamic change many are seeking a "consultant" to assist their organization in facilitating restructuring, team-building and/or culture change. "Many people in staff roles in organizations are really consultants, even if they don't officially call themselves consultants" This session is designed to assist participants in identifying the many faces of the consultative role and what strategies to develop and implement when encountering roadblocks during the consultative process.

**COURSE OBJECTIVES**

1. Differentiate between an internal and external consultant.
2. Identify phases/steps of the consultative process.
3. Develop a strategy for overcoming resistance within your organization or external clients.

**WORKSHOP F: Case Management Adherence Guidelines  
A Half-Day Program****Presenters:**

*Sherry Aliotta, RN, BSN, CCM*

**Sherry L. Aliotta** is an independent consultant specializing in care management for commercial and geriatric populations. Prior to becoming an independent consultant in 1997, she spent nine years in senior care management positions. This includes heading an innovative program for self insured companies that established a case management program in a fee for service environment, Director of Patient Care Management for FHP, Inc. and National Director of Case Management for Prudential HealthCare. In addition, Ms. Aliotta has a lengthy background as a home health case manager, a managed care case manager, and a case manager in fee for service, and workers' compensation.

Ms. Aliotta has authored numerous articles in peer reviewed journals, and contributed a chapter to a book: Managed Care and Chronic Illness: Challenges and Opportunities (1996). Ms. Aliotta is a nationally recognized speaker on care management and has presented to numerous organizations. She has served on National Groups including the Robert Wood Johnson HMO Workgroup on Care

Management and the Council for Case Management Accountability, and chaired the “Council” 1998-1999.

In 1996, the Case Management Society of America named Ms. Aliotta “Distinguished Case Manager of the Year.”

Ms. Aliotta has a BS in Nursing from the University of Evansville, and a Certificate in Medical Management from University of California, Irvine: Graduate School of Management.

## DESCRIPTION

This workshop will give the statistics behind patient non-compliance in prescribed therapies and show economic impact on healthcare costs. Sherry will describe the Guidelines established by the Case Management Society of America (CMSA) which can be utilized by the professional tasked with the non-compliant patient. The attendee can utilize the workshop's concepts of medication adherence to affect employee non-complaint behaviors in the occupational healthcare setting.

## COURSE OBJECTIVES

1. Establish realistic practice guidelines to improve medication adherence.
2. Provide flexible guidelines that take patient-specific issues and barriers to adherence into account.
3. Define an intervention environment that will result in a high degree of knowledge and patient self-motivation to take medicines appropriately.

## WORKSHOP G: Indoor and Environmental Air Quality Issues A Half Day Program

### Presenter:

Robert Booth, MPH, CIH, LHRM, Board Certified Industrial Hygienist

Bob has been working in healthcare for over 20 years. Experience includes overseeing risk management, employee health, and infection control departments. He also managed workers compensation programs for four-hospital system.

Bob worked as staff industrial hygienist, laser safety officer, and clinical risk manager. He has a graduate degree in industrial hygiene and toxicology. He had worked for the Occupational Safety and Health Administration. Bob helped in the review and writing of the Bloodborne Pathogens Standard. Bob has also conducted indoor air quality surveys related to employee complaints, mold exposures, and various other health problems.

**OBJECTIVES:** Discussion of issues related to indoor environmental air quality. Relate causes of complaints to evaluation findings, observations, and environmental monitoring data. The following topics will be discussed:

- Mold and water damaged building
- Sewage and flooding issues in hospitals
- Medically important fungi
- Data interpretation

- Environmental diseases
- Analytical methods for the collection and detection of fungi, Legionella, chemicals and other environmental contaminants

Air sampling methods, the disadvantages of sampling, current recommendations for evaluation methods, and remediation actions will be reviewed.

## General and Breakout Sessions

**Dr. David Ashkin, MD, FCCP**

### BIOGRAPHY

Dr. David Ashkin is the current Medical Executive Director at A.G. Holley State Tuberculosis Hospital at Lantana, FL, the last original TB sanitarium still functioning as such in the United States. He is also Florida's State TB Controller. Dr. Ashkin is a board certified Pulmonologist and Intensivist, who trained at St. Lukes/Roosevelt Hospital in New York during their outbreak of multidrug resistant tuberculosis and did his pulmonary fellowship at the University of Miami during their outbreak (Watch out Typhoid Mary!). His interests and research have been in the clinical aspects of TB. As Medical Director at A.G. Holley Hospital, Dr. Ashkin is actively involved in providing care to some of the most difficult cases of tuberculosis in the state. Dr. Ashkin is also currently on the faculty of the Pulmonary Department at the University of Miami, as well as the Medical Educational Institutions at the University of Florida and NOVA Southeastern University.

### TITLE

#### **Latent Tuberculosis Infection: Everything You Didn't Know You Needed to Know**

By popular demand, Dr. Ashkin is returning this year to our conference to give an update on latent tuberculosis infection. His lecture will review the epidemiology and pathogenesis of tuberculosis. He will include potential pitfalls, areas of controversy and helpful hints that Occupation Health Professionals can apply to their everyday practice.

**Mary Helen Ball, RN, COHN-S, CCM**

**Jo Anne Zimmerle, MSN, RN, CMM**

### BIOGRAPHY

As the Occupational Health Nurse for a large corporation for over 15 years, and the lead nurse in an Occupational and Family Practice Clinic for the previous 5 years, Mary has a strong background in occupational nursing. She has given many presentations on safety and health issues over the last several years to a variety of corporations and professional associations, and has won company honors and awards due to her success in this area. Mary has been able to document savings in accident costs and investigations as well as decrease the number and severity of accidents. After having tried different programs and approaches first hand, Mary has put together a successful program centered on behavioral safety techniques that have provided company's with their most successful outcomes.

Jo Anne has been involved in Occupational Nursing, worker's compensation and medical case management for the past 12 years. She is presently self-employed and offers a program comprised of these elements to employers around the San Antonio area. Over the years Jo Anne has "preached" safety and taught it at many different levels. She works with many types of workers and their varied

workplace environments. It is her belief that safety has the greatest impact to those who “buy into it for the right reasons.” The behavioral element of a successful safety program is often left out of the overall program.

#### **TITLE**

#### **MESH – Maximizing Employee’s Safety Habits**

This session will offer a fresh alternative approach to terms and safety programs that have become stale. Attendees will learn how to successfully promote safety by learning the importance of behavior and its role in maximizing employee safety habits. Successful strategies and interventions will be taught to increase safety awareness and commitment to successful safety practices. Learn why some programs don't work and how to create an internal safety culture that does work.

**Dr. STEVE BIERMAN, MD**

#### **BIOGRAPHY**

Dr. Bierman is the Founder and President of NAPPSI (National Alliance for the Primary Prevention of Sharps Injuries) and Founder of Venetec International, makers of StatLock safety securement devices. Dr. Bierman’s Board Certification is in Family Practice and Emergency Medicine. Prior to starting NAPPSI and Venetec, he worked as an Emergency Physician for 18 years at Scripps Encinitas in California.

#### **TITLE**

#### **Infection Control Is Needlestick Safety**

JCAHO wants infection control. OSHA wants needlestick safety. Is it possible to achieve both with a single measure or set of measures? It is. In this informative talk, Dr. Steve Bierman – founder of NAPPSI – offers a unique outlook, guaranteed to benefit healthcare workers and patients alike. Emerging data from numerous new studies will be discussed in support of this exciting approach.

**Betty Z. Bogue, RN, BSN**

#### **BIOGRAPHY**

Betty Bogue, RN, BSN is president/owner of Prevent, Inc. which offers the "Get A Lift!"<sup>®</sup> Program, a nationally recognized safe patient handling program, which has been implemented in over 400 health care facilities nationwide and has reduced the number and cost of employee lift transfer related injuries by over 90%. Prior to founding Prevent, Inc. in 1996, Bogue served seven years as long term care risk manager for a company that owned 50 long term health care facilities. As an R.N., she saw first hand the many problems associated with manual lifting for the caregiver as well as the resident.

#### **TITLE**

#### **Hindsight is 20/20! - *Lessons Learned from Safe Patient Handling Programs***

In the past 9 years, the speaker has overseen the implementation and maintenance of successful safe patient handling programs in more than 350 nursing homes and hospitals. This presentation is designed to share with the audience the wealth of knowledge gained from this experience. The lessons learned and challenges resolved will offer the audience realistic expectations of the necessary program components to achieve an overall 80% reduction of caregiver lift/transfer injuries.

## **Robert D. Booth, MPH, CIH, LHRM**

### **BIOGRAPHY**

Bob has been working in healthcare for over 20 years. Experience includes overseeing risk management, employee health, and infection control departments. He also managed workers compensation program for four-hospital systems.

Bob worked as staff industrial hygienist, laser safety officer, and clinical risk manager. He has a graduate degree in industrial hygiene and toxicology. He had worked for the Occupational Safety and Health Administration. Bob helped in the review and writing of the Bloodborne Pathogens Standard. Bob has also conducted indoor air quality surveys related to employee complaints, mold exposures, and various other health problems.

### **TITLE**

#### **Laser Physics and Safety for Healthcare**

Discussion of lasers, types of devices in healthcare, elements of laser light, and related hazards. Laser physics and safety standards will be discussed as well as how to evaluate employee exposures. The elements of a Laser Safety Program will be outlined.

## **Rosemary T. Burke, RN, MS**

### **BIOGRAPHY**

Rosemary has 30 years of nursing experience in a wide variety of health care settings, including intensive care and emergency medicine. As the Director of the Associate Health and Wellness Department she is responsible for the health maintenance of over 4000 employees at MediCorp Health System in Fredericksburg, Virginia. This responsibility includes wellness promotion, injury prevention & management, work-life balance and stress management.

Rosemary is the immediate past president of the Virginia Chapter of AOHP. She has had an opportunity to speak regionally and nationally on Occupational Health topics to a variety of audiences. As a transplanted Texan she has kept that friendly Texas style, but lost the drawl somewhere along the way. Her experience in an intensive care unit at a level one trauma center and then in the second busiest Emergency Department in Northern Virginia has provided her a wealth of firsthand knowledge on the need to manage behaviors that lead to poor health.

Rosemary is a graduate of a diploma nursing program in Roanoke Virginia and also holds a bachelor's and master's degree in Nursing from the University of Rhode Island. During her career she has been active in helping people recognize health issues and make a plan for prevention and or change. Recently she has been particularly successful in helping her clients with smoking cessation and weight management. She enjoys sharing health information that will improve the health status of her audience.

### **TITLE**

#### **Solving the Overweight/Obesity Puzzle: A workplace weight management program that works!**

Obesity is edging out smoking as the leading healthcare concern for the United States. Providing an on-the-job program for weight loss improves not only morale, attendance and productivity, but it decreases on the job injuries, absenteeism and the healthcare costs associated with obesity. Learn how to adapt this highly successful program for your work environment to achieve an excellent return on investment.

## **Dr. Thomas H. Connor, Ph.D**

### **BIOGRAPHY**

Dr. Connor is a Research Biologist at the National Institute for Occupational Safety and Health (NIOSH) in Cincinnati, OH and is the Project Officer for a study that is examining the potential effects of hazardous drugs on healthcare workers and is also conducting an evaluation of personal protective clothing used in the healthcare industry. He was a primary contributor to the NIOSH Alert on Hazardous Drugs published in September, 2004. Dr. Connor received his BS and MS degrees in microbiology/ chemistry from the University of Rhode Island and his doctorate in environmental toxicology from the University of Texas Medical Branch. Dr. Connor's research area has focused on occupational exposure to hazardous drugs.

### **TITLE**

#### **An Overview of the NIOSH Alert on Antineoplastic and Other Hazardous Drugs**

The purpose of the NIOSH Alert is to increase awareness among health care workers and their employers about the health risks posed by working with hazardous drugs and to provide them with measures for protecting their health. Health care workers who prepare or administer hazardous drugs or who work in areas where these drugs are used may be exposed to these agents in the air or on work surfaces, contaminated clothing, medical equipment, patient excreta, and other surfaces. This Alert applies to all workers who handle hazardous drugs; for example, pharmacy and nursing personnel, physicians, operating room personnel, environmental services workers, workers in research laboratories, veterinary care workers, and shipping and receiving personnel, but not drug manufacturing.

Both traditional medications and bioengineered drugs can be hazardous to health care workers who must handle them. This NIOSH Alert will help make workers and employers more aware of these hazards and provide the tools for preventing exposures.

## **Pat Crawford**

### **BIOGRAPHY**

Pat is the Return to Work Education Coordinator for the Texas Workers' Compensation Commission.

Prior to joining TWCC, she was a Workers' Compensation Specialist and H R Manager for Levi Strauss & Co. She monitored and managed workers' compensation claims and issues, including legislative and regulatory matters, in 13 different states. For 9 years, she served on the Board of Directors for Texas Mutual Insurance Co. Her extensive Human Resource background and understanding of workers' compensation systems have made her a valuable participant on numerous committees and task forces addressing workers' compensation and labor concerns across the country.

She brings practical "hands on" experience in dealing with the difficulties often faced by employers in controlling workers' compensation costs and getting injured workers back into a productive work environment.

### **TITLE**

#### **Effective Return To Work - The Healthcare Providers' Prospective**

The changes made by the 2005 Texas Legislature to the workers' compensation system emphasize, among other things, the need to improve the delivery of quality medical care and vastly improve return to work outcomes for injured workers. Statutory changes will be reviewed and discussed. In

addition, the importance of return to work as part of an injured workers' treatment and recovery, the communication and other major elements necessary to implement effective return to work practices, and information to help identify and address some the barriers to successful return, are included in this session.

### **Janet H. Dean, RN, COHN-S**

#### **BIOGRAPHY**

Janet is a staff nurse in the Department of Occupational and Preventive Medicine at the Mayo Medical Center, Rochester, MN. She is the chairperson of the Flu Committee for over 26,000 employees. She has completed course work for a Masters in Arts Degree in Human Development with an anticipated completion of final paper for her degree. She has presented at the Alaska Governor's Safety Conference on Flu Pandemics and was recently published in the MMWR.

#### **TITLE**

#### ***Success Story: Peer Vaccination Program (PVP): An innovative way to increase flu vaccination rates among direct patient care employees***

Understanding the epidemiology of influenza is the first step in developing unique strategies to increase vaccination rates among direct care providers. Mayo Medical Center piloted an innovative program to try to increase the number of direct patient care employees on inpatient units vaccinated against influenza. We named it the Peer Vaccination Program (PVP). The basic premise of PVP is to allow nurses to vaccinate their coworkers. After the first season, we noted a definite rise in the vaccination rates among our direct caregivers. The overwhelming acceptance of this program has been wonderful. Because of the success of this pilot, PVP became an integral part of our Flu Vaccination Program in 2000. Each year we have more and more units wanting to participate. We have expanded the program to include selected outpatient units. The best part of PVP is that it is simple to plan and utilize with outstanding results.

### **Dr. Jane Derebery, M.D., FACOEM**

#### **BIOGRAPHY**

Dr. Derebery is Vice President of Medical Affairs at Concentra Health Services, and Executive Director of the Concentra Occupational Health Research Institute. She is a graduate of the University of Oklahoma School of Medicine, board certified in Occupational Medicine-Preventive Medicine, and a Fellow of the American College of Occupational and Environmental Medicine. Dr. Derebery serves on the Board of Scientific Counselors to NIOSH & CDC. She also is a member of the Texas Workers' Compensation Commission Medical Quality Review Executive Council. She has authored and edited numerous books, chapters, articles and research publications on occupational upper extremity disorders, low back pain, and disability prevention.

#### **TITLE**

#### ***Repetitive Trauma Strains: Debunking Myth & Improving Outcomes***

Many societal misperceptions and myths have developed regarding the ability of repetitive physical activities to cause 'wear and tear' disease to the body. However, these commonly held beliefs are not substantiated by scientific study, and warrant our scrutiny. In actuality, musculoskeletal pain generally is caused and influenced by multiple factors, as are many other medical conditions, such as diabetes, heart disease, and poor conditioning. Nevertheless, to fit into the framework of workers' compensation coverage, a condition frequently is treated as if the primary and only cause is due to

work. Inappropriately attributing a musculoskeletal disorder to a patient's work can lead to unnecessary lost time, prolonged disability, and treatment failure.

The ultimate goal of successful management is to help workers achieve maximum functioning without encouraging any tendencies they may have to hide from their problems in the unhealthy shelter of perceived disability.

### **Dr. Guy Fragala, Ph.D., P.E., C.S.P.**

#### **BIOGRAPHY**

Dr. Fragala is currently Director of Compliance Programs with Environmental Health and Engineering in Newton, Massachusetts. He is retired from the faculty and his previous position as the Director of the Environmental Health and Safety Department at the University of Massachusetts Medical Center in Worcester, Massachusetts. He has consulted to a wide range of American industries and government agencies and authored numerous publications on the subjects of Ergonomics and Environmental Health and Safety. He has delivered many presentations on the subject of Application of Ergonomics to the Healthcare Industry. He has worked with the Patient Safety Center in Tampa, the Occupational Safety and Health Administration (OSHA), and the National Institute for Occupational Safety and Health (NIOSH) on safe patient handling issues.

#### **TITLE**

#### **Proper Positioning of Patients in Bed: A Challenge for Nurses**

Proper positioning of the healthcare patient is a difficult and demanding task for nurses. Previous studies conducted have demonstrated the task of patient repositioning as one of the activities presenting the highest occupational risk exposure to nurses. A recent publication by Dr. Fragala ranked patient repositioning number one when considering activities causing strains and sprains to nurses. Repositioning included turning a patient and lifting a patient up in bed. To learn more about the issues associated with patient repositioning, a questionnaire was administered to nurses at nine hospitals and a summary of findings will be presented. Findings include feedback from nurses regarding the frequency demand placed on nurses to reposition patients, why nurses reposition patients and patient characteristics contributing to the need for repositioning. In order to try and set some directions for improvement, nurses were also asked for input on the need for devices or mechanisms to aid in the repositioning process. Feedback from nurses is very important as the healthcare industry tries to improve working conditions and reduce injuries for the nursing community.

### **Dr. Juan C. Grana**

#### **BIOGRAPHY**

Dr. Grana, is President of *Work-Safe Enterprises*-Ergonomic Consultants & Injury Prevention Specialists, a company providing Injury Prevention programs to industries, nursing homes, municipalities, pharmaceutical companies, and educational boards. Dr. Grana is also the Director of Sales for the Healthy Moves program. He received his Doctor of Chiropractic degree from New York Chiropractic College. He has done extensive post-graduate work in the study, treatment and biomechanics of the lumbar spine. Dr. Grana is certified in Disability Evaluation. He is a member of the ASSE and AAIH organizations.

## **TITLE**

### **Preventing Musculoskeletal Disorders (MSDs) In The Nursing Environment**

Dr. Grana of Healthy moves will present on the 4 step approach to preventing injuries in the hospital setting. He will discuss preparing your body for the activity of the day, core biomechanics, preventing repetitive stress and alternate methods for moving and lifting patients

### **Tracy A. Halfman**

#### **BIOGRAPHY**

Tracy is President and CEO of Drug Screen Solutions, located in Brandon, Florida. Drug Screen Solutions provides on-site alcohol and drug testing services to businesses, government agencies, treatment centers, schools, hospitals and clinics throughout the United States.

Ms. Halfman has been in the drug testing business for over 7 years. She also has over 10 years experience in mental health and substance abuse services. She is certified for DOT, non-DOT, on-site, saliva and hair collection.

## **TITLE**

### **Drug Testing in the Workplace**

Drug Testing in the workplace has been around for over a decade, however, there are many different options for employers to choose from when setting up their policy. This session will discuss various options, including on-site urine and saliva drug testing. Participants will be provided handouts on what types of drugs they can test for, drug detection periods and cross-reactive medications in urine drug testing. Participants will also learn how to recognize signs and symptoms of use in the workplace, and how to properly document such behaviors. A sample supervisor report will be provided, along with a sample State of Florida Drug Free Workplace Policy.

### **Michael Hodgson, MD, MPH**

#### **BIOGRAPHY**

Dr. Hodgson is the Director of the Occupational Health Program, Veterans Hospital Administration in Washington, D.C. and is an Adjunct Professor of Occupational and Environmental Health at the George Washington University School of Public Health. Dr. Hodgson has received numerous grants to investigate a wide variety of occupational and environmental health issues and has authored over 150 publications and manuscripts in this area.

## **TITLE**

### **Blasts and Explosions: Physical, Medical, and Triage Considerations**

This presentation will discuss the types of explosives and their primary, secondary, tertiary injury impact. Dr. Hodgson will detail each level and describe the medical outcome to a human body. He will then cover quaternary blast injuries, thus educating the occupational health professional as to the consequences of injury that could be seen in a workplace. Treatment triage, diagnoses and treatment considerations will be identified.

### **Beth J. King, RN, BSN, MA, CCM**

#### **BIOGRAPHY**

Ms. King is a registered nurse with over 20 years experience in Occupational Health and Disability Management. She has a broad experience as well as first-hand knowledge of participating with HR on FMLA, ADA, return to work, disciplinary issues and employment issues.

Ms. King is the Associate Director for *MWorks Occupational Health and Disability Management* at the University of Michigan. In addition to this role, Ms. King has been a leader with the University of Michigan's integrated workers' compensation and non-occupational disability program and she is currently participating with President Coleman's Initiative on Health at the University of Michigan. Ms. King holds a Diploma in Nursing from Butterworth Hospital School of Nursing, a Bachelor of Science in Nursing from the University of Michigan, a Masters Degree in Health Education from Central Michigan University. She is a certified case manager.

## TITLE

### **Measuring Outcomes of Workers' Compensation Initiatives**

Identifying financial changes associated with workers' compensation program initiatives can be challenging. This session will focus on how to do internal benchmarking of your workers' compensation costs. Separating the loss run report and applying the developmental factors can accomplish credible trending.

**Matt Klebenow, MS, OTR/L**

**Andrew R. Rich, MS, OTR/L**

## BIOGRAPHY

Andrew has worked as a consultant and occupational therapist developing safety programs, return to duty work programs, managing an Industrial Rehabilitation Program since 1997. He presently works as a Clinical Consultant for Diligent-ARJO and provides Patient Handling Injury Reduction System Consultation. Andy holds certifications in Ergonomics, Process Improvement and Training and Development. He has testified as an expert witness at the 200 OSHA Ergonomic Hearings and served as the Professional Development Director for the Chicago Chapter of the American Society for Training and Development in 2004. He has his Masters of Science in Occupational Therapy from Rush University in Chicago, IL.

Matt is the Director of the Provena Saint Joseph Industrial Rehabilitation Center in Joliet, IL. He is one of the three champions and project managers responsible for developing and maintaining a culture of safety through Provena Saint Joseph Medical Center's Minimal Lifting Program and partnership with Diligent Services. Matthew has developed and manages Provena Saint Joseph's Workers' Compensation Cost Reduction and Driving Rehabilitation programs. He holds certifications in Ergonomics and has received his Masters of Science in Occupational Therapy from Rush University, Chicago, IL.

## TITLE

### **Generating and Maintaining Energy and Enthusiasm For Your Minimal Lift Program**

Minimal lift programs have increased in their use to reduce patient handling injuries. However, maintaining the momentum can be difficult. This session will explore methods to create an atmosphere of excitement and energy as it relates to starting or enhancing your Minimal/Zero Lift Program that can be maintainable, will facilitate cultural change and result in successful outcomes.

**Jim Murphy, RN, BSN, COHN-S**

**Brian Wright, MS**

#### **BIOGRAPHY**

The Liko Educational Resources Department is dedicated to achieving maximum user self-sufficiency through the highest quality and most innovative training practices available. Liko's clinical practitioners are dedicated to providing the latest techniques in support of practical nursing applications in healthcare settings. They are skilled professionals who continuously enrich their professional accomplishments through journal reviews, benchmarking, on-site assessments of best practices, and attendance at professional conferences and seminars. Their depth of knowledge is unmatched in the industry, particularly regarding current healthcare standards from CDC, HIPAC, HIPAA, JACHO, ISO, FDA, etc., which impact all areas of Liko's business including product research and development.

At the core of their educational service team are Jim Murphy, RN, BSN, COHN-S, and Brian Wright, MS. Jim's clinical field experience includes CEN/ER Nursing Management-4 years; Pediatric/Critical Care Nurse-20+years; Part time community hospital nursing supervisor; EMT/Firefighter-5 years and Army Nurse Corp Officer. Brian's clinical field experience includes Nursing Home Research and Rehabilitation; Acute Care Ergonomist-Patient/Caregiver Analyses and Workers' Compensation Director -Orthopedic Spine Rehabilitation.

#### **TITLE**

##### **Unit Specific Risk Reduction Assessments for Patient Handling**

Care settings and their patient populations vary widely within any facility or organization. As patient advocates, the presenters want to provide solutions that are specific for the patients' needs, comforts and safety, and to ensure a safe work environment for the caregivers.

One size does not fit all in healthcare when it comes to lifting, transferring and repositioning of patients. The keys to an effective injury prevention strategy are ongoing, proactive needs assessment and caregiver staff buy-in.

**Joann Natarajan**

#### **BIOGRAPHY**

Joann Natarajan is the Compliance Assistance Specialist in the Austin Area OSHA office. Her current duties are to promote voluntary compliance through training, outreach and interface with business, industry, trade unions and workers. Prior to accepting this position, she was a Compliance Officer for 13 years in the Austin Area office. As a Compliance Officer, she conducted 400 + worksite inspections in the manufacturing, service and construction industries.

#### **TITLE**

##### **Recordkeeping Interpretations: The New Handbook**

Since the OSHA recordkeeping rule became effective in January 2002, several clarifications and interpretations have been issued. This presentation will discuss changes such as how to handle cases where work relationship is uncertain, when a case meets one of the recording exceptions, and updates to "medical treatment" under the rule. Additionally, recording cases involving temporary workers, and logging cases that involve both days away and restricted days will be covered.

## Deanna Polk, RN, BSN, PHN

### BIOGRAPHY

Deanna is currently the Manager of Occupational Health Services at Good Samaritan Hospital in San Jose, CA, and also serves on the hospital's Disaster Preparedness Committee. She is a member of DMAT, the federal response medical teams and has deployed to disasters in Guam, the wildfires of Southern California in Oct. 2003, as well as training with international disaster teams in the Ukraine. She is formerly from Scripps Hospital in San Diego where she worked in Employee Health and also served as the Chair of the NBC Task Force where she helped implement and train the hospital's Decontamination Response Team, and served on the system-wide Disaster Preparedness Task Force.

### TITLE

#### **The Role of the Occupational Health Nurse in Disaster Preparedness and Response**

As more and more hospitals are placing emphasis on the need for well developed disaster response plans it is important for Occupational Health to have a place at the table in the development of these plans. This session will explore the roles and responsibilities of the Occupational Health Nurse during federal responses to disaster, as well as what you can do within your own hospital to keep your staff safe when a local disaster hits. Slides and experiences from deployments to federal disasters as well as local response to disasters will help demonstrate the need for education and preparation of the Occupational Health Nurse to handle these challenges.

## Dr. Kathleen Quinn, EdD, MSN, RN, WHNP

### BIOGRAPHY

Dr. Quinn is CEO of Discovery Integrative Healthcare Centers – TX, LA, MS – and is the Host and Executive Producer of *Broken Wings* television – a live, call-in educational and holistic program which has aired in San Antonio, New York City, and globally on the Internet. As the Founder and Executive Director of the National Sexual Trauma Center since 1995, Dr. Quinn provides resources and programs and directs educational endeavors for community groups and corporations alike. Kathleen Quinn holds an EdD in Marriage and Family Psychotherapy, MSN (WHNP) from Vanderbilt University, MTS in Theology, MRE in Religious Education, and an MEd in Guidance and Counseling.

### TITLE

#### **The *Spirited* Mission**

Dr. Kathleen Quinn will renew the spirit within us as we open the 2005 AOHP Conference! As a Nurse Practitioner in Women's Health (WHNP) and Psychotherapist, Dr. Quinn will share her professional journey as an educator and holistic healthcare provider. She will discuss how research is an integral part of her clinical practice. She will share her recent program implementation which has positively impacted long-term retention for hospitals and businesses. In her role of teaching the teacher to teach and the leader to lead, Dr. Quinn will identify strategies to self-invigorate the spirit of a healthcare practice.

## Judy Rule, M.Ed., Ed.S., L.P.C., C.C.Ht.

### BIOGRAPHY

Jude holds a master's degree in School Counseling and an Educational Specialist degree in Community Counseling from Kent State University in Kent, Ohio. She received her extensive hypnosis training from the Hypnotherapy Academy of America in Santa Fe, New Mexico, and is certified as a Clinical Hypnotherapist by the American Council of Hypnotist Examiners. She has worked in community mental health and is currently in private practice.

## TITLE

### **Hypnotherapist-Results Using Hypotherapy**

The session will inform attendees about the advances in the practice of clinical hypnotherapy, and how modern hypnotherapy can be a powerful integrative treatment for many mental and physical health issues. By utilizing the natural trance ability of the client—an ability possessed by most people—hypnotherapy can facilitate attitudinal change and help to empower the client to control pain, minimize discomfort and side effects, sleep better, eliminate addictive behaviors, reduce stress, prepare for and recover faster from surgery, and work in partnership with the body's own ability to heal, both physically and emotionally.

**Dr. Gregory Schears, M.D.**

## BIOGRAPHY

Dr. Gregory Schears is a pediatric intensivist and anesthesiologist practicing at the Mayo Clinic in Rochester, Minnesota. His training includes a pediatric residency at St. Louis Children's Hospital in St. Louis, Missouri; anesthesia residency, pediatric anesthesia fellowship, and pediatric critical care fellowship at Johns Hopkins Hospital in Baltimore, Maryland. Following his training he spent five years at the Children's Hospital at the University of Pennsylvania in Philadelphia, Pennsylvania, where he developed his interest in reducing catheter-related infections and improving catheter securement. At the Mayo Clinic his clinical research interests continue to be looking at ways to improve catheter securement and reduce catheter-associated complications. He is the physician liaison for the PICC Nurse Team and is a member of the institution-wide Vascular Access Group to try to improve vascular access of all types at the Mayo Clinic.

## TITLE

### **The Health and Safety Consequences of an Engineered Catheter Securement Device versus Tape for Securing Peripheral IV Catheters: The Mayo Experience**

Dr. Gregory Schears will summarize the striking results of a prospective, randomized study, conducted at the Mayo Clinic, which compared tape to an engineered catheter securement device for securing peripheral IVs. The study demonstrates dramatic clinical, cost, and safety benefits that can directly impact all acute care facilities that currently allow tape-securement of IV catheters. Dr. Schears is a world-renowned researcher on topics relating to vascular access. His original research is already influencing a new worldwide standard of care.

**Beverly L. Smith, RN, COHN**

## BIOGRAPHY

Bev is currently the Employee Health Nurse Manager for Hamot Health Foundation in Erie, PA. She has served Hamot in this position since 1991 and has been a member of AOHP since 1992. The AOHP National Conference is near and dear to Bev's heart as she served as National Conference Chair in 2001 and 2002. She also served AOHP as Region 4 Director for 2 terms. Bev received the AOHP Joyce Safian Scholarship Award and AOHP Star in 2002. In her spare time she enjoys fishing on Lake Erie and reading. Smoking Cessation is a passion for her and she looks for a time when smoking will be entirely eliminated.

## TITLE

### **Inspiring Health and Safety in New Employee Orientation**

New Employee Orientation is an opportunity for the Employee Health Professional to showcase the benefits and resources available to all employees within an organization. Personal health can be

maintained or improved when a new employee knows how to partner with internal resources available to them. New-job stress can be overwhelming. Bev will discuss how to transform Orientation to Opportunity! This breakout session: 1) will identify key internal partners for the new employee, 2) suggest topics to be included in orientation and, 3) identify presentation skills useful to convey your message to new employees of all ages and educational backgrounds.

### **Barbara Spiotto, RN, BSN**

#### **BIOGRAPHY**

Barbara has been a registered nurse since 1987. Currently employed at Children's Hospital of Philadelphia, she has worked in the Occupational Health Department for 5 years. Barbara provides services to the employees including treatment for work related injuries and illnesses case management, and developing wellness programs for approximately 7500 employees on safety and health related subjects. She is also the coordinator for the hospital's for cause testing policy and monitoring agreement designed for employees returning to the workplace after substance abuse treatment/counseling. Prior work experience includes emergency department and ambulatory care. In addition Barbara has successfully completed several complimentary care courses including Reiki and Therapeutic Touch.

#### **TITLE**

##### **OHD- Substance Abuse and For Cause Testing**

Effects of impairment reach far beyond the individual, affecting the organization, staff and population served. Drug free workplace policies eliminate the possession, purchase and use of prohibited drugs or alcohol. Abuse of alcohol and/or other drugs lead to costly and potentially dangerous consequences. For Cause Testing seeks to rehabilitate or terminate an employee under the influence of drugs and/or alcohol. Monitoring agreements allow the employee to be eligible for reinstatement if the employee successfully completes the prescribed treatment plan and enrolls in a employment monitoring agreement.

### **Ron Stoker**

#### **BIOGRAPHY**

Ron is the founder and executive director of ISIPS, the International Sharps Injury Prevention Society. He is a frequent author on sharps safety and infection control issues. He is frequently asked to speak on needlestick prevention issues at national and international meetings. He is co-author of the Compendium of Sharps Safety Technologies, a book written to provide resources for healthcare administrators in gathering information on safety products.

#### **TITLE**

##### **Are You Stuck? - 101 Safety Product Categories To Prevent Bloodborne Pathogen Exposure**

Some of the requirements of the OSHA Bloodborne Pathogen Standard including the mandate to review sharps injury prevention products at least annually will be discussed. Many clinicians are aware of some sharps safety and blood exposure prevention products that are available such as safety needles, safety scalpels, etc. Many are not aware of the great variety of safety products that are available in such diverse areas as umbilical cord blood collection, nuclear medicine, or wound irrigation. This presentation will discuss over 100 different safety product categories that can be used to prevent needlesticks and other sharps injuries as well as the prevention of blood exposure.

## **Beverly DaCosta Tobias, MBA, RN, COHN-S, CCM, FAAOHN**

### **BIOGRAPHY**

Beverly has presented several topics on nursing, environmental and technical topics to local, state, national and international organizations. She has worked for major corporations including Hewlett Packard, Solectron Corporation and now owns her own company DaCosta-Tobias Assoc. She also works for Concentra as a field case manager. She serves as president of the South Bay Black Nurses Association, National Treasurer for the American Association of Occupational Health Nurses and is active in Jack and Jill of America and an Alpha Kappa Alpha Sorority pledge.

### **TITLE**

#### **Your Mission to Management-Sell Your Skills**

We welcome Beverly's return to the 2005 conference! As our closing speaker, Beverly will launch us to our practice settings, giving foundation management skills. Management looks for outcomes, they track the bottom line and they want value for their investment in the skills we bring to the table. We must learn the language of the management and articulate our outcomes in alignment with their goals and market these outcomes so that our value to the organization is championed - creating an imbedded need for our services. The nursing profession produces many skill sets that can be offered to management. These skills are reflected in the daily goals, measurements and marketing of the services we provide.

## **Polly G. Zimmermann, RN, MS, MBA, CEN**

### **BIOGRAPHY**

Polly is currently an Assistant Professor in Nursing at the Harry S Truman College in Chicago and a contract Associate Occupational Health Nurse for American Airlines. She has an extensive background in emergency nursing, management, and shuffling papers as a frequent author, lecturer and Associate Editor of the *Journal of Emergency Nursing*.

### **TITLE**

#### **Expert Witness Sagas**

Regulation requirements and threats of legal are two topics universally important for nurses. Learn about ways to minimize your liability and to handle deposition testimony from an experienced nurse expert witness/consultant. Illustrated with some personal case examples, hear tips on how to prevent problems with and to prepare for providing testimony.