AOHP 2006 National Conference Education Sessions Abstracts

PRECONFERENCE Workshops

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

Presenters:
Deborah L. Fell-Carlson RN, MS, COHN-S, HEM
Deborah L. Fell-Carlson is a certified occupational health nurse, employed as a Loss Control Consultant for SAIF Corporation. In this position Deborah has an active and visible leadership role 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. She holds a healthcare safety certification from ECRI.

Jan Frustaglia, RN, BS, CCM, COHN-S
Jan Frustaglia is program coordinator for Health Professions Institute, Austin Community College, Austin, Texas, and maintains a part-time consulting business, OccHealth CONCERNS. She has over 16 years experience working as a nurse in occupational health and safety. 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 AOHP’s Continuing Education Chairperson.

Delynn Lamott, RN, MS, COHN-S
Delynn Lamott is an Assistant Professor at the University of Saint Francis in the Nursing Department. She teaches Leadership and Management as well as Community Health Nursing. Delynn 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 is also the past president of the Michigan AOHP Chapter.

Beverly L. Smith, RN, COHN
Beverly L. Smith 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. Beverly served as the AOHP National Conference Chair in 2001 and 2002. She also served AOHP as Region 4 Director for two terms. Beverly received the AOHP Joyce Safian Scholarship Award and AOHP Star in 2002.

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 2006 edition of “Getting Started” resource manual in CD format.
WORKSHOP B: ACOEM Guidelines
One-Day Program

Presenter:
Joseph Fanucchi, MD
Joseph Fanucchi, MD is the president and medical director of MediTrax Occupational Health Systems. MediTrax specializes in software development for clinical program support and integrated disability management. He is the founding chair of the ACOEM Section on Medical Informatics and has provided educational seminars for thousands of occupational health professionals on the subject of electronic information management. Dr Fanucchi has been involved in the field of Medical Center Occupational Health since 1981.

DESCRIPTION
The ACOEM Practice Management Guidelines represent the current state of the art in evidence-based recommendations for occupational health practice nationwide. This seminar will provide a practical introduction to understanding and implementing the Second Edition of the Guidelines as “best practices” in occupational disability cases.

WORKSHOP C: A Five-Step Approach to Protecting Diagnostic Imaging Staff from WRMSD
A Half Day Program

Presenters:
Joan Baker, MSR, RDMS, RDCS, FSDMS
Joan Baker has been working with ultrasound since 1961 and has 40 years of experience in the industry. She founded the Society of Diagnostic Medical Sonographers (SDMS) and was the first chair of the American Registry of Diagnostic Medical Sonographers (ARDMS). She became interested in occupational injury in 1995 and has been studying its impact on the field since that time. She has testified at OSHA hearings and supported the WISHA ergonomic rule that resulted in sonography being considered a caution zone job in Washington State.

Carolyn T. Coffin, MPH, RDMS, RDCS, RVT
Carolyn Coffin has worked in the field of ultrasound since 1987. In addition to her work as a clinical sonographer she has served numerous years as program director for ultrasound educational programs. She has performed in multiple specialty areas of sonography and has taught a number of ultrasound specialty areas. Her professional activities include serving on the board of directors for the Society of Diagnostic Medical Sonography (SDMS) and the SDMS Educational Foundation, as well as several committees of the SDMS. Her interest in occupational injuries among sonographers was the focus of her research while working on a master’s degree in public health. She has also completed training in Applied Workplace Ergonomics’ Training.

DESCRIPTION
Technological advances have made Diagnostic Imaging Departments one of the busiest and most lucrative departments in the medical facility. However, high rates of WRMSD among Diagnostic Imaging staff are creating productivity, patient care and staffing concerns. Learn how to recognize risks for WRMSD among imaging staff including Ultrasound, Radiology, CT/MRI, Nuclear Medicine and PACS environments. The five-step approach presented in this half day workshop takes you through the recognition of at-risk employees to the implementation of administrative and engineering control
measures as well as developing an effective long term training program for current, new or return to work employees.

**WORKSHOP D: Advanced Pain Management Strategies**

A Half Day Program

**Presenter:**

**Elliott Krames, MD**

Elliott Krames, MD is the Medical Director of the Pacific Pain Treatment Centers, a private interdisciplinary practice of pain medicine in San Francisco, CA. Dr. Krames is Board certified in Anesthesiology, credentialed by the American Board of Anesthesiology in the subspecialty of Pain Management, and is a Diplomat in Pain Medicine through the American Board of Pain Medicine.

Dr. Krames is a pioneer in the development of the therapy of intraspinal analgesia and has written extensively on implantable technologies for pain management. He authored a textbook on pain medicine, entitled *The Management of Acute and Chronic Pain: the Use of the “Tools of the Trade.* He has authored 7 book chapters in various textbooks, as well as 51 separate publications. To date, Dr. Krames has provided more than 300 national and international talks on pain medicine and neuromodulation.

**DESCRIPTION**

This symposium is designed for the primary care specialist or environmental medicine specialist who treats patients with chronic pain. These participants, after attending all of the talks of the symposium – Neurobiology of Pain; The Evaluation and Management of Pain Problems; Chronic Pain, Epilepsy and Depression: Common Mechs and Common Rxs.; and Advanced Pain Strategies – will understand:

- the differences between acute and chronic pain
- how to assess chronic pain
- how to manage chronic pain pharmacologically
- what advanced therapies exist to treat chronic pain

**WORKSHOP E: Accurate Diagnosis of Extremity Pain: A Clinical and Electrodiagnostic Update**

A Half-Day Program

**Presenters:**

**Barbara J. Burgel, RN, MS, COHN-S, FAAN**

Barbara Burgel is a Nurse Practitioner and Clinical Professor who has worked in occupational health for over twenty years. Her clinical practice has focused on the health and work concerns of low-wage workers; she is currently doing her doctoral work on janitors with work-related shoulder pain. She has lectured on direct care activities of occupational health nurses, work related musculoskeletal disorders, case management, and workers’ compensation.

**Ann Poncelet, MD**

Ann is a Neurologist who specializes in neuromuscular disease and electrodiagnostic testing. She is a member of the UCSF Academy of Medical Educators and has a large role in medical student education, particularly clinical training. She is responsible for teaching about electrodiagnostic medicine for the EMG fellowship and neurology residency program at UCSF. Her research interests include diabetic
neuropathy and the neuromuscular complications of rheumatologic disease. She also does educational research, with a particular focus on the transition of medical students from the preclinical to the clinical years.

DESCRIPTION
Using case studies, this session will focus on the accurate diagnosis of extremity pain, a common presentation to occupational health clinicians. Anatomy and physiology of the musculoskeletal and peripheral nervous systems will be reviewed. The use of nerve conduction studies and electromyography will be highlighted, specifically identifying when to order, how to interpret, and when to consult with neurology.

WORKSHOP F: A Success Story... Starting and Maintaining an Injury Prevention and Lift Team Program
A Half Day Program

Presenters:
JoAnn Shea, ARNP, MS, COHN-S
JoAnn Shea is the Director of Employee Health and Wellness at Tampa General Hospital (TGH), a 900+ bed teaching hospital and level 1 trauma center in Tampa, FL. JoAnn has 20 years of experience in the Employee Health field, was past president of the West Florida AOHP chapter and was responsible for the inception of an Injury Prevention Program at TGH in the year 2000. JoAnn has given several national and state level presentations on the TGH Injury Prevention program in the past three years.

Manon Short, RPT, Certified Ergonomic Specialist
Manon Short is the Injury Prevention Coordinator at Tampa General Hospital and is responsible for the on-going development and expansion of the Lift Team and Injury Prevention Program. Manon’s innovative and creative program has received national recognition, which has been very successful in reducing patient handling injuries. Manon has given several national and state presentations on the Lift Team, including a four hour workshop at the 2004 Safe Patient Handling conference. She also serves as a member of the ANA and NIOSH national Task Force on Prevention of Operating Room Injuries.

DESCRIPTION
This four-hour workshop will provide participants with an overview of a successful Injury Prevention Program and Lift Team at Tampa General Hospital, a 900 bed, level 1 trauma center and teaching hospital in Tampa, FL. Participants will learn how to get continuing administrative support for a Lift Team and Injury Prevention Program as well as how this innovative program contributed to a significant decrease in patient handling injuries and workers’ compensation costs. Topics will include practical tips on starting and maintaining an Injury Prevention program, implementing a lift team, hiring a coordinator, selecting equipment and pitfalls and challenges. Each participant will receive a binder containing sample documentation on lift team logs, equipment checklists, unit assessments, injury reduction statistics, and PowerPoint presentations.
General and Breakout Sessions

Jamie Aston-Meador, RN
John Dronsfield, RN

BIOGRAPHIES

Jamie Aston-Meador is the Manager of the Employee Health Department for Southwest Washington Medical Center. She has been actively involved in occupational healthcare since 1998. Jamie has experience working with employers to develop and improve safety/injury management programs and worker compensation case management.

John Dronsfield has functioned in a range of nursing and administrative roles including the Director of Quality Assurance and Risk Management at North Kansas City Hospital, the Director of Risk Management for the Illinois Hospital Association, and the Vice President of Risk Management for MMI Companies, Inc. Since establishing Risk Assist, Inc. in 1998, he has provided independent healthcare risk management consulting services for a wide variety of healthcare organizations. These services focus on the effective management of workers’ compensation, professional/clinical liability, employee health and safety exposures in the healthcare environment.

TITLE
Creating an Employee Health Business Plan

Employee Health is a valuable asset! Learn how to measure and present your value to your organization’s leadership group by developing a comprehensive business plan. This course will strengthen your ability to get the resources you need and it will help you prevent the utilization of Employee Health services and time due to ‘mission creep”.

Kathy Avery, BSN
Ginger Sims, PA-C

BIOGRAPHIES

Kathy W. Avery is the Director of Employee Health and Workers’ Compensation at Novant Health in Winston Salem, NC. She is responsible for the successful development and implementation of an Early Return to Work Program, the Ergonomics Program and the No Lift Environment. Most recently she has implemented the post offer testing program for Certified Nurses Assistants. This program has resulted in over 26% fewer Nursing Assistant injuries and has saved $300,000 in related Workers’ Compensation cost. This concept is known as the LEAP process (Lifts, Ergonomics and Post Offer testing).

Ginger Sims is the medical provider for Employee Health and Workers’ Compensation at Novant Health in Winston Salem, NC. She has been instrumental in the success of the early return to work program. Her strategies have helped to reduce lost time and restricted duty days by over 50%. She received her Physician Assistant certificate from Wake Forest University, BGSM, PA program and BS in Biology from Wake Forest University.

TITLE
Taking the LEAP Toward Reducing Your Workers’ Compensation Costs

Employee Health and Workers Compensation at Novant Health has utilized the Lifts, Ergonomics and Post Offer testing program (LEAP) successfully to decrease their workers’ compensation costs and lower injury rates. This course is designed to give you insight into the steps that were taken using the LEAP...
concept. Pitfalls and hurdles to avoid during the implementation phase and strategies that will reduce your restricted and lost time days from work.

Joan Baker, MSR, RDMS, RDCS, FSDMS
BIOGRAPHY
Joan Baker has been working with ultrasound since 1961 and has 40 years of experience in the industry. Baker founded the Society of Diagnostic Medical Sonographers (SDMS) and was the first chair of the American Registry of Diagnostic Medical Sonographers (ARDMS). She became interested in occupational injury in 1995 and has been studying its impact on the field since that time. She has testified at OSHA hearings and supported the WISHA ergonomic rule that resulted in sonography being considered a caution zone job in Washington State.

TITLE
Management of the Injured Sonographer
Diagnostic Medical Sonographers are a group of highly skilled, specialized professionals critical to the health care industry. Ultrasound is a key diagnostic tool in the planning of treatment and surgical interventions, yet risk factors inherent in the work activities of the sonographers are causing WRMSDs at a rate of 80% or more. Proper management of the injured employee is critical in protecting the bottom line productivity and success of the department. Learn how to recognize the risks for injury and assist administrators in the effective management of the injured worker.

Barry Beder, MSW, LICSW
BIOGRAPHY
Barry Beder has designed and presented award-winning stress management, change management, health and wellness and safety-based programs for hundreds of corporations, hospitals and HMOs. Clients have included organizations such as the New England Journal of Medicine, U.S. Department of Labor, Weyerhaeuser, Blue Cross & Blue Shield, UAW-Ford Motor Company, and The Professional Air Traffic Controllers Association. He served as the sport psychology/performance consultant for the Boston Red Sox and has published papers in professional and peer reviewed journals.

TITLE
Everything You Wanted to Know About Mastering Stress for Peak Performance
If professional athletes use sports psychology to maintain intense focus and peak performance, then shouldn’t we? In this dynamic presentation Barry Beder will present practical and effective peak performance training techniques, sharing entertaining stories from his consultations with professional and Olympic athletes. Participants will learn effective skills to transform stress into improved performance.

Elise Beltrami, MD, MPH
BIOGRAPHY
Elise M. Beltrami, MD, MPH is Team Leader of the Prevention and Policy Team in the Division of Healthcare Quality Promotion’s Prevention and Evaluation Branch at the Centers for Disease Control and Prevention in Atlanta, Georgia. Before rejoining the Division of Healthcare Quality Promotion in August 2005, she served as the director of the Health Assessment and Promotion unit of the DeKalb County (Georgia) Board of Health. She previously served as a medical officer for the Division of Healthcare Quality Promotion from 1997 to 2001.
Immunizations for Healthcare Personnel

In this session, an overview of current recommendations for immunizations for healthcare personnel will be given. Immunizing agents strongly recommended for healthcare personnel (i.e., hepatitis B, influenza, measles, mumps, rubella, and varicella zoster vaccines) will be discussed in detail. Information also will be provided about other immunizing agents (e.g., BCG, hepatitis A, meningococcal, polio, rabies, and typhoid vaccines) available for healthcare personnel in special circumstances. Detailed updates on vaccinia (smallpox) and acellular pertussis vaccines for healthcare personnel will be given.

Susan Blitz, MPH, MD
Christine Pionk, MS, RN

BIOGRAPHIES

Susan Blitz, MD serves as the Medical Director for Employee Health Services at the University of Michigan Health System. She has presented several times on topics regarding Occupational Health in the hospital setting. Dr. Blitz is a member of the Employee Wellness program and facilitates review of work issues as they relate to a safe and healthful workplace. She has participated in research projects related to patient handling and other healthcare occupations. She also has a collaborative practice with Nurse Practitioners in the Employee Health Clinic.

Christine Pionk is a Nurse Practitioner providing direct care for work related injuries at the University of Michigan Health System. Christine is a member of the Association of Occupational Health Professionals in Healthcare, and is currently the recording/corresponding Secretary for the Michigan Association of Occupational Health Professionals in Healthcare. She previously served as the Governmental Affairs Liaison for that chapter.

The Aging Workforce: Implications for Work Performance & Wellness

The American workforce, nursing in particular, is getting older. The average age of nurses was 45 in the year 2000 and is expected to continue to rise. Ensuring that mature nurses remain productive is critical to patient care, particularly in light of the current nursing shortage. Aging is accompanied by physiological changes that can affect job performance and job satisfaction. This presentation will focus on the challenges of maintaining safety and health in an aging workforce and offer recommendations for designing the environment, work processes and wellness programs that address this important issue.

Mary Brodehl, RN

BIOGRAPHY

Mary Brodehl is the Nurse Manager of Employee Health Services at Regions Hospital in St. Paul, Minnesota. Her department currently is responsible for over 5500 employees. She has served in this capacity for the past 6 years. Mary’s nursing career spans 27 years, including 20 years in emergency nursing. She has been active in developing health and wellness programs within her hospital and feels strongly that eliminating smoking is a basic building block to any wellness program.
This is a Smoke-Free Zone

Health and Wellness programs are on the agenda for all employers as they look at ways to maintain or improve their employee’s health and lower health care premiums. Since smoking is a leading contributor to heart disease, cancer and other preventable disease, learning the value and power that being a smoke-free facility adds to any health and wellness initiative. Learn how Regions Hospital, a large Level I trauma hospital, successfully became a totally smoke-free zone. Practical “hands on” information that will help you initiate support for going smoke-free, plan and implement the process, and celebrate your success!

Teri Brunswick, RN, COHN
Elizabeth Strick, RNC, MSN

BIOGRAPHIES
Teri Brunswick is responsible for the Employee Health Program at Evergreen Healthcare in Kirkland, WA. Evergreen is a 240-bed hospital with 9 medical clinics, 18 beds Hospice Center. Teri has been a team partner with the Healthline in developing the Absence Reporting program. During her 30 years as a registered nurse, she has gained experience in many different areas. She participated in the Seattle-King County Small Pox initiative. Teri currently serves as the secretary for the local chapter of Association of Occupational Health Professionals in Washington.

Elizabeth Strick is responsible for new clinical programs for Evergreen Healthline, a call center for Evergreen Healthcare in Kirkland, Washington. The call center staff answers 22,000 calls per month for nursing triage, physician and service referral and class registration. Ms. Strick has been instrumental in developing Absence Reporting, an employee surveillance and support program for Evergreen Healthcare. She has been featured in a recent telephone triage publication and presented Absence Reporting at a national conference.

Absence Reporting: Surveillance of Employee Illness

Absence Reporting was developed at Evergreen Healthcare in Kirkland, WA to meet a need to reliably track patient care employee contagious symptoms. It is also utilized as a method to identify outbreaks in “Real time”. Absence Reporting offers two main benefits – tracking and reporting of employee symptoms when they call in sick to work and employee support through RN triage services. The key components of Absence Reporting will be reviewed along with its benefits. Barriers and solutions for implementation will also be addressed.

Brian Davis, MD, FABPMR, FACSM, FABNEM

BIOGRAPHY
Brian Davis, MD is a Physiatrist specializing in the treatment of Sports and Spine disorders. He is an Associate Professor for the Department of Physical Medicine & Rehabilitation at the University of California, Davis Medical Center, where he is the Director of the Sports and Spine Care Programs and the Medical Director for Outpatient Therapy Services. He is also an Associate Professor for the Department of Anesthesiology & Pain Management at UC Davis. Dr. Davis lectures extensively locally, nationally and internationally in the areas of diagnosis and treatment of musculoskeletal disorders. He has provided medical event coverage for the Olympics, Paralympics, and numerous professional, collegiate and high school athletic events. Dr. Davis is a physician to USA Track and Field, USA Boxing,
USA Swimming and USA Tae Kwon Do. He is currently researching the biomechanics of throwing athletes and head injury prevention in amateur boxers. He is an active member of the American College of Sports Medicine, Olympic Sports Medicine Society and the American Academy of Pain Management.

**Physical Examination of the Lumbar Spine**

Lumbar pain is one of the most challenging conditions to treat. This is mostly due to the complexity of the spine anatomy, the frequent recurrence of symptoms despite treatment, the lack of formal education on spine disorders during medical training and the frequent need to treat multiple comorbidities with the lumbar disease. Lumbar pain is one of the leading causes of disability worldwide. Determining the pain generator and the motions that are most painful or reduce pain the most are very helpful in recommending therapeutic intervention. This lecture is intended to provide the practitioner basic examination skills that can establish an early diagnosis and treatment plan to maximize outcome from lumbar pain.

**Dana Drew-Nord, RN**

**BIOGRAPHY**

Dana Drew-Nord has been in occupational health for over twenty years. Her experiences range from developing and delivering occupational medicine services at a local, regional and national level, to working with insurance carriers, employers, and employees to develop appropriate programs in Workers’ Compensation, Wellness Fitness, corporate medicine and medical surveillance.

**Drug Screening – Do It Right – For Your Client, For Your Agency**

While drug screening is done frequently in occupational health settings it is an arena that has potential liability for the employer, the employee and the facility doing the screening. Done incorrectly, or inconsistently, it can result in job loss, legal issues and lost revenue. Knowing how to deliver drug-screening services to the “gold standard” reduces that liability.

**Rita Fahrner, RN, MS, NP**

**BIOGRAPHY**

Rita Fahrner is a nurse practitioner and clinical nurse specialist who has coordinated the Occupational Infectious Diseases program for San Francisco General Hospital (SFGH) and the San Francisco Department of Public Health, and now the entire city and county of San Francisco since 1989. After working as a clinical specialist in HIV disease for many years, Rita became involved in the issues of bloodborne pathogen transmission in the health care setting following her involvement with an SFGH health care worker who became HIV-infected following a needlestick in 1987. She coordinates the San Francisco city and county Needlestick Hotline and provides direct care to workers who have exposures. In addition, she has coordinated national multi-centered PEP studies over the past 13 years.

**Risky Business: Bloodborne Pathogen Exposure in the Workplace**

Bloodborne pathogen exposures in health care are “risky business”. The major bloodborne pathogens will be reviewed along with the current CDC guidelines for managing such exposures. Participants will also learn the differences between the infection control model and the industrial hygiene model of risk.
reduction. This will be an excellent overview for all levels of practitioners in hospital employee health settings.

Joseph Fanucchi, MD

BIOGRAPHY
Joseph Fanucchi, MD is the president and medical director of MediTrax Occupational Health Systems. MediTrax specializes in software development for clinical program support and integrated disability management. He is the founding chair of the ACOEM Section on Medical Informatics and has provided educational seminars for thousands of occupational health professionals on the subject of electronic information management. Dr Fanucchi has been involved in the field of Medical Center Occupational Health since 1981.

TITLE
Integrated Information Management in Medical Center Employee Health Services

Integrated Information Management in Medical Center Employee Health Services is a comprehensive course designed to equip practitioners with the knowledge and skills necessary to manage the complexities of electronic information in occupational health settings. This course will cover the development of efficient protocols for collecting, storing, analyzing, and reporting clinical and financial information. Privacy and confidentiality concerns are paramount in programs that record, track, and report personally-identifiable health information of co-workers. External resources and tools will be discussed in detail.

Janet Ford, MS, PT

Shirley Thomas, RN, MPA

BIOGRAPHIES
Shirley Thomas implemented a new Lift Team in consultation with Janet Ford, MS, PT in a 524-bed teaching hospital and clinics. They are in the process of changing the culture and attitudes towards prevention of injuries, by increasing awareness and exposing high-risk tasks, teaching classes and doing internal reviews with high incident of injuries.

Mary Gillen, RN, MPH, PhD

BIOGRAPHY
Marion Gillen, RN, MPH, PhD is an Associate Professor in the School of Nursing at University of California, San Francisco. She has been the Principal Investigator on a NIOSH-funded study investigating the impact of the revised California Bloodborne Pathogens Standard and a study that evaluated safety devices from the perspective of nurses and phlebotomists. Dr. Gillen also serves as a co-investigator on a study that is evaluating musculoskeletal injuries in hospital workers.
**Title**

**Safer Needle Devices**

Direct care providers are an important and often overlooked source of information about needle safety devices, including syringes, blood collection devices, and IV catheters. In order to understand issues associated with using needle safety devices, we conducted 29 two-hour focus groups with a total of 126 participants to ascertain opinions of nurses and phlebotomists about these devices. Participants were asked to critique devices, offer both positive and negative opinions about them, and to discuss how they would modify the devices to make use of the products safer and easier. This study was funded by the Occupational Health Branch of the California Department of Health Services. This course will review several different types of safer needle devices (including positive and negative features of) and identify the trends in sharps injuries in California.

**Charlene Gliniecki, RN**

**Biography**

Charlene Gliniecki, RN, has served as vice president of Human Resources at El Camino Hospital since June 2000. An occupational nurse practitioner, she was the first nurse practitioner hired by El Camino Hospital in 1987. In 1995 she was named Director of Employee Health Services. She currently holds a position as assistant clinical professor (without salary) in UCSF’s occupational and environmental health nursing program. Charlene has served as president of the Northern California chapter of the Association of Occupational Health Professionals in Healthcare.

**Title**

**Employee Health and Human Resources: Partnership for Success**

This session will present observations from an executive perspective with a focus on specific strategies on how to "get things done from the middle of the organization". Tactics will be identified for introducing change and aligning with the organization's strategic goals. Specifically, skills in partnering with operations managers, consultation, collaboration and role clarification will be identified and discussed. Lastly, some specific observations and ideas on how to "manage your boss!"

**Beverly Hagar, BSN, COHN-S**

**Biography**

Beverly Hagar has spent 15 years in Emergency Nursing and Clinic Management and the past 12 years involved in Employee Health. Beverly has been a member of AOHP since the early 90’s and currently serves as the President of the Puget Sound Chapter.

**Title**

**Mandatory Flu Vaccination – Lessons Learned**

In 2004-2005 Virginia Mason Medical Center became the first hospital system to require influenza vaccination in their mandatory fitness for duty policy. Their employee health nurse will tell the story of the organizational implementation strategies (what worked, what didn’t work) and give you helpful tips on how to implement a mandatory policy in your organization.

**Beth Heinrich, RN, BSN**

**Biography**

Beth Heinrich currently serves as the Director for Occupational Medicine and Environmental Safety at Mayo Clinic in Arizona. In this position, for which she has held for nine years, Ms. Heinrich is also
responsible for the Infection Control program. She serves on several occupational health, safety and infection control committees within Mayo, as well as serving on County and State emergency management committees.

In her current role, she was instrumental in establishing an occupational medicine case management program, as well as a physician review panel.

**TITLE**

**Employee Health, Infection Control and Safety – Integrating the Disciplines**

In many organizations, employee health, infection control and safety functions fall under separate departments, from Human Resources (employee health) to Nursing (infection control) to Facilities or Security (safety). Although they function out of different areas, there is significant overlap between the roles and areas of responsibility. The integration of these roles into one area can serve to decrease the role confusion, overcome communication barriers and streamline processes will reviewed in this session. This close collaboration between employee health, safety and infection control practitioners also serves to enhance the knowledge base of not only the employees in the department, but ultimately throughout the organization.

**John Howard, MD, MPH, JD, LL.M, NIOSH**

**BIOGRAPHY**

John Howard, MD, MPH, JD, LL.M, is the Director of the National Institute for Occupational Safety and Health in the U.S. Department of Health and Human Services in Washington, D.C.

Prior to his appointment as Director of NIOSH, Dr. Howard served as Chief of the Division of Occupational Safety and Health in the California Department of Industrial Relations from 1991 through 2002. Dr. Howard received his Doctor of Medicine from Loyola University of Chicago in 1974, his Master of Public Health from the Harvard School of Public Health in 1982, his Doctor of Law from the University of California at Los Angeles in 1986, and his Master of Law in Administrative Law from the George Washington University in Washington, D.C. in 1987.

**TITLE**

**21st Century Issues in Occupational Safety and Health**

This session will review the new trends and issues facing occupational safety and health professionals in the 21st century. The new scientific and policy issues in occupational safety and health will be discussed to help in gaining a better understanding of the work of federal occupational safety and health agencies.

**Patricia Hunter, RN, MN**

**BIOGRAPHY**

Patricia Hunter, RN, MN is a health care consultant legislative advocate, and a former member of the California State Legislature. She is a co-owner of Government Relations Group, Inc. and is the Executive Director of the American Nurses Association\California. During her four-year tenure in the Assembly, she served as Vice Chair and Lead Republican of the Education Committee, the Committee on Health and the Committee on Human Services. She also served on the Housing Committee, Subcommittee on Minority Status, the Select Committee on Mental Health Research and the Revenue and Taxation Committee. Patricia also served eleven years as a gubernatorial appointee to the California Medical Assistance Commission (CMAC).
Politics and Nursing: How Government Impacts Your Practice

State and Federal Government impacts the practice of nursing on a daily basis. Over 60% of health care is paid for by the government whether it is employees, Medicare, Medicaid or the military. Additionally, each state has the authority to define nursing practice, nursing reimbursement and the criteria to become a nurse. We all acknowledge that the nurse is a patient advocate but this program will expand that definition to include advocating on behalf of our patients with the Government. Nurses are the appropriate persons to assure not only safe qualified practitioners for the future but access to health care for each individual as well. This session will review types of laws that impact nursing, the difference between state and federal rules and regulations on nursing and ways to impact nursing in the future through regulations or legislation.

Marguerite Jackson, RN, FAAN, PhD

BIOGRAPHY
Marguerite Jackson has been affiliated with the University of California San Diego (UCSD) for over 28 years and retired as Director of the Department of Education, Development, and Research for UCSD Healthcare in December of 2003. In January of 2004, she resumed work for UCSD, part-time, as Director of the Administrative Unit for the National Tuberculosis Curriculum Consortium (NTCC), a 5-year multi-center NIH-funded collaborative project to improve knowledge of tuberculosis in health professions schools throughout the United States. In addition, she is an Associate Clinical Professor of Family and Preventive Medicine at UCSD and a member of the Adjunct Faculty in the School of Nursing at San Diego State University. For the past five years she has served as one of five authors for the Centers for Disease Control and Prevention update of the Guideline for Isolation Precautions: Preventing transmission of Infectious Agents in Healthcare Settings 2005. Dr. Jackson is also certified in Infection Control.

New CDC Guidelines for Preventing Transmissions of TB in Health-Care Settings

The Centers for Disease and Prevention (CDC) has recently published updated Guidelines for Preventing the Transmission of Mycobacterium tuberculosis in Health-Care Settings. These new Guidelines provide updated recommendations for TB infection control programs, TB risk assessment, managing patients who have suspected or confirmed TB disease, and specific recommendations for a variety of care settings. In addition, the new whole-blood interferon gamma assay (QuantiFERON-TB, QFT) is discussed as an alternative to the tuberculin skin test (TST) as a method for screening Healthcare workers for latent tuberculosis infection (LTBI). This presentation will provide an overview of the new TB Guidelines and a discussion of TST and QFT screening methods.

Ira Janowitz, PT, CPE

BIOGRAPHY
Ira Janowitz is a Senior Ergonomics Consultant on the staff of the University of California San Francisco/Berkeley Ergonomics Program. He has degrees in Industrial Engineering, Hospital and Health Services Administration, and Physical Therapy. Mr. Janowitz has been involved in occupational health and safety programs since 1977, and is Board Certified as a Professional Ergonomist. He has co-authored a number of articles and book chapters on the prevention and management of work related musculoskeletal problems, and has assisted many employers and insurance companies in addressing these issues.
We’ve all heard (and given) advice on ‘proper’ lifting and sitting: “bend your knees, keep your back straight”, etc, etc. Why doesn’t this usually work, and what happens when employees and professionals in healthcare facilities go back to their work areas? This presentation will evaluate the fundamental assumptions of body mechanics and ergonomics programs, and explore a better way to reduce risk factors for work-related musculoskeletal problems. It will also illustrate current problem-solving approaches to reducing risk factors for upper extremity and low back problems in direct patient care, laboratories, pharmacies, radiology, and other healthcare settings.

Debra Ann Kayden, RN

BIOGRAPHY
Debra Ann Kayden serves as the burn outreach coordinator for the University of California, Davis (UCD) Regional Burn Center. She has over nineteen years or nursing experience, including twelve years of specialization in burn treatment. She is a clinical nurse educator for burn family members, burn survivors, and other healthcare/fire service professionals throughout Northern California. Debra facilitates the UC Davis burn support group, is the local SOAR coordinator and serves as a burn foundation and firefighter liaison. She also serves on numerous committees including the American Burn Association, Canadian Association of Burn Nurses, Sacramento Valley Juvenile Firesetters and Partners in Prevention. Further, she has published articles pertaining to burn care, education and prevention, as well as performs duties as editor/chief writer of the BurnNet newsletter.

Jacquelyn Kinard, RN, NP

BIOGRAPHY
Jackie Kinard has worked as a Nurse Practitioner for Sierra Health Services, Inc. since 1994. She left clinical practice in 2000 to assist in the development of a Corporate Integrated Disability Management Program. This program includes employee infection control and surveillance programs, OSHA compliance, ADA, Modified Duty, Family Medical Leave, Short Term Disability, employee training and interfacing with the workers’ compensation carrier.

TB Screening Using QuantiFERON TB Gold Testing Process, Implementation and Results

The process for changing to the QuantiFERON TB Gold Test for TB surveillance for a multi-site and multi-faceted Health Care Organization will be reviewed in this session. The presentation will detail the steps taken to bring about change; implementation of the process for testing, development of follow-up criteria, and implications of the new testing methods.
**Georgia Knuth, RN, MS, COHN-S/CM**

**BIOGRAPHY**
Georgia Knuth serves as the Executive Director of the American Board for Occupational Health Nurses. In the year 2000, upon retiring from Avaya, Inc. as Occupational Health, Environmental Health and Safety Senior Manager, she launched GMK Consultants. She currently provides occupational health consultation services for a variety of customers. Georgia also serves as the Communication Director for the Southwest Suburban Chicago Association of Occupational Health Nurses.

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**TITLE**

**Employee Health Service Nursing in the Acute Care Setting and Occupational Health Nursing Certification: Does It Fit?**

The Public Health Nursing sub-specialty of Occupational Health Nursing (OHN) encompasses many practice arenas. Acute healthcare facilities’ Employee Health Service units compose one major OHN practice arena. Historically, differences between the Hospital based OHN practice arena and others were the divisive focus for many. Professional organizations have served either non-healthcare facility based OHNs, or healthcare center based OHNs. This presentation will discuss the American Board for Occupational Health Nurses (ABOHN) 2004 Practice Analysis results that pertain to hospital based OHNs and demonstrate the value of OHN certification for hospital based OHNs.

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**Kathryn Lee, PhD**

**BIOGRAPHY**
Dr. Kathryn Lee is a Professor of Nursing in the Department of Family Health Care Nursing at the University of California, San Francisco. She earned her PhD in Nursing from the University of Washington in Seattle and did a Robert Wood Johnson Clinical Scholars postdoctoral fellowship at UCSF before joining the faculty.

In a postdoctoral research project, she surveyed over 700 nurses on the west coast and published 10 papers from this study, including the Lee & Lipscomb (2003) article in AAOHN Journal, entitled, “Sleep among shift workers – A priority for clinical practice and research in occupational health nursing,” and an editorial in a 2004 issue of the International Journal of Occupational and Environmental Health, entitled, “Is sleep a priority for yourself or your research?” She is nationally and internationally recognized for her research on sleep and fatigue related to women’s health issues, particularly in childbearing women. She is currently funded by the National Institutes of Health for two studies: a randomized clinical trial involving a sleep intervention for new parents, and a longitudinal study of genetics and biomarkers of sleep and fatigue in adults living with HIV/AIDS. She was recently certified in Behavioral Sleep Medicine and is on the Editorial Board for the journal, *Behavioral Sleep Medicine*.

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**TITLE**

**To Sleep, Perchance To... Stay Alive and Healthy!**

After a brief discussion of the physiology of light exposure and circadian rhythm dynamics, this presentation focuses on how sleep loss and impaired sleep can impact your physical, mental, and social health. A sleep assessment tool will be administered, and a simple set of sleep hygiene principles will be provided to participants in order for you to assess your own sleep and your patients’ sleep.
Jane Lipscomb, RN, BSN, MS, FAAN, PhD

BIOGRAPHY
Jane Lipscomb is Professor and Director of the University of Maryland School (UMAB) of Nursing Center for Occupational and Environmental Health and Justice. She has an extensive research career in academia and the federal government. She has conducted research on the health and safety of health care workers for over twenty years. Dr. Lipscomb currently serves as the Primary Investigator on two intervention studies designed to investigate prevention strategies for health care worker exposure to workplace hazards: “Evaluation of Workplace Violence Prevention Intervention” and the multi-site study “Blood Exposure and Primary Prevention in the Home Care Workplace.” Dr. Lipscomb has written and presented both peer-reviewed and invited papers on health care worker health and safety to national and international audiences.

Howard Maibach, MD

BIOGRAPHY
Howard I. Maibach, MD is Professor of the UCSF Department of Dermatology and has been on staff there for 35 years. He has written and lectured extensively on dermatotoxicology and dermatopharmacology. His clinical interests are in dermatopharmacology and allergic contact dermatitis and his research interests are in dermatotoxicology, dermatopathology, and percutaneous Penetration. Dr. Maibach has been a Professor in the Department of Dermatology since 1973.

Dr. Maibach has been on the editorial boards of over 30 scientific journals and is a member of 19 professional societies including the American Academy of Dermatology, San Francisco Dermatological Society, and the International Commission on Occupational Health. He holds multiple honors and his bibliography includes original articles and 6 textbooks in this field. Dr. Maibach’s current research projects include dermatopharmacology, dermatotoxicology, psoriasis, and exogenous dermatoses.
Thomas McClure, MD
Scott Werden, MD

BIOGRAPHIES

Thomas A. McClure M.D. is board-certified in occupational medicine, and has been the Medical Director of California Pacific Medical Center Occupational Health Services since 1994. The vast majority of Dr. McClure’s time and resources are devoted to the evaluation and care of injured workers with computer-related cumulative trauma disorders affecting the neck and upper extremities. Despite the obvious controversies, Dr. McClure has taken a particular interest in the diagnosis of thoracic outlet syndrome as a component of many repetitive strain injuries. The refinement of the MRI/MRA of the thoracic outlet, as performed by Dr. Werden, has significantly contributed to our understanding of the dynamics and anatomy of this perplexing syndrome.

Scott A. Werden, M.D. is a Clinical Professor at the University of California, San Francisco and the Medical Director of Raytel Medical Imaging. Dr. Werden is board certified in Diagnostic Radiology. He has practice specialties in MRI of Thoracic Outlet Syndrome; body, musculoskeletal and neuro MRI, pain management and spinal interventional procedures.

TITLE
Thoracic Outlet Syndrome: A Frequent Component of Cumulative Trauma Disorders of the Upper Extremity

Various aspects of thoracic outlet syndrome as a frequent component of complex cumulative trauma disorders will be reviewed. Definitions, prevalence, risk factors, symptoms and historical factors will be discussed. Potential pathophysiologic and etiologic mechanisms, physical examination methods, diagnostic studies and treatment approaches will be outlined. A review of the potential reasons for the ongoing controversial nature of the diagnosis will be presented. New MRI techniques can demonstrate the structural and dynamic changes of soft tissues and skeletal structures that cause or contribute to thoracic outlet syndrome. Normal MRI anatomy of the thoracic outlet and its pertinent structures, including the scalene muscles, brachial plexus, skeletal structures and major vascular branches will be outlined. Numerous anatomic anomalies and pathology of these structures in patients with thoracic outlet syndrome will be displayed.

Alvan Phillip

BIOGRAPHY

Alvan Phillip is an Occupational Safety and Health Specialist working as a Safety Consultant and trainer. He is employed by the United States Department of Labor - OSHA in Region IX at the regional office in San Francisco, California. He joined Federal OSHA in 1995. He worked as the Laser Safety Officer and Confined Space Program Manager at NAS Alameda, California and helped develop and write guidelines and implement programs in Aircraft Safety and Fall Protection.

TITLE
Federal OSHA Overview and Injury & Illness Recordkeeping Highlights

A basic explanation of OSHA’s 5-step process to determine work relatedness of an event or exposure regarding injury or illness will be presented in this session. It will cover when to report fatality; it defines medical treatment vs. first aid.
Kelly Putnam, MA

BIOGRAPHY
Kelly Putnam is the Health Promotion Coordinator for Mercy Medical Center-North Iowa and the Executive Director and creator of Kailo, a non-traditional approach to worksite wellness. She developed the Kailo concept—one of the first holistic, relationship-oriented wellness programs to be launched in a health care setting. The Kailo program has resulted in significant improvement in employees’ perception of their health and happiness. Kailo has received a JCAHO “Best Practice” citation, a Platinum Well Workplace designation from the Wellness Councils of America (WELCOA), the Trinity Health Excellence and Innovation Award, and the Iowa Psychological Association’s Psychologically Healthy Workplace Award as well as several national healthcare marketing awards.

TITLES

Beyond Bootstraps: How to Really Address Depression in the Workplace
If you could address one health issue that would guarantee success in improving employee health and reducing costs, would you go for it? What if that issue was depression? Still interested? Depression is one of the most prevalent and costly workplace health issues, yet most employers remain unresponsive. “Beyond Bootstraps” describes how one award-winning hospital-based wellness program effectively de-stigmatized mental health issues in the workplace, reduced employee depression, and demonstrated significant cost-savings to the organization.

Kailo: A Non-traditional Approach to Worksite Health Promotion
Although most US companies offer worksite wellness programs, these efforts are often plagued with problems such as low participation, lack of adequate funding and staff, and little to no formal planning and/or evaluation. As a result, most worksite health promotion efforts are doomed to failure almost before they start. This session provides an overview of a non-traditional approach to employee wellness developed at Mercy Medical Center-North that has managed to avoid the pitfalls of many employee wellness efforts and has demonstrated amazing outcomes on its way to becoming one of the most creative and successful programs in the nation.

Bonnie Raingruber, RN, PhD

BIOGRAPHY
Bonnie Raingruber is Professor of Nursing and Director of the Center for Health and Human Services Research at California State University, Sacramento (CSUS). She is also a Nurse Researcher and Associate Adjunct Professor of Family and Community Medicine at the University of California, Davis (UCD). Dr. Raingruber has over 50 publications and serves on the editorial board of 4 nursing journals. She has presented at 32 international conferences and 15 national conferences. She teaches classes for CSUS and UCD faculty on how to get published.

TITLE

Do It Write: Getting Your Publication Accepted
This presentation will describe how to get your publications and posters accepted. It will discuss your personal writing style and summarize editorial review criteria for professional journals. The workshop will address how to 1) make time for writing, 2) get past writer’s block, 3) develop a good title for your article, 4) structure your article, 5) select the right journal, 6) write clearly, 7) handle a tough peer review, 8) manage authorship conflicts, and 8) survive the proofs stage. It will also discuss how to get abstracts and posters accepted for presentation at professional conferences.
Terri Rhodes, MBA, CPDM

BIOGRAPHY
Terri Rhodes serves as the Executive Director for DMEC, a nonprofit, employer-focused professional association founded in 1992 to advance the development of integrated disability management processes in all disability-related employer programs. Terri has been involved in various stages of Integrated Disability Management for the past 20 years. Terri started her disability management career as the Vice President of CMS for Sedgwick of Oregon. She was responsible for operations in four states overseeing the Sedgwick CMS claims servicing offices.

Terri also designed, developed, implemented and ultimately managed the Integrated Care Program for an 8000-employee hospital system. This program included workers’ compensation, short and long term disability, disability and absence management, early return to work, FMLA, ADA, group medical case management, disease management and employee health and ergonomics.

TITLE
Making the Business Case for RTW Programs
Participants will: learn how to calculate the cost of disability; learn about the latest developments in metrics for absence and disability management; be provided with practical tools to measure and benchmark; and discuss how to speak the language of the “C Suite.”

Julia Riley, RN, MN, AHN-BC, CET®

BIOGRAPHY
Julia Riley is an international speaker, nurse, author, and artist. She is a board certified advanced practice holistic nurse. Julia is President of Constant Source Seminars, teaches courses in complementary and alternative therapies and health promotion through the arts at the University of Tampa, and is a certified seminar leader in Spiritual Elder-ing®. Julia is the author of 9 books, including Humor at Work; From the Heart to the Hands: Keys to Healthcaring Connections, Mosby’s text, Communication in nursing; and Hartman Publishers’ Gift of the caregiver.

TITLES
From the Heart to the Hands...The Healing Power of Presence in Occupational Nursing
This is presentation will explore tools for being fully present for clients and colleagues to increase your effectiveness and satisfaction with occupational nursing. The F.O.C.U.S.E.D.® model of healing presence will be reviewed with steps to utilize for interactions with clients, families and colleagues.

Humor at Work...the Laughter Prescription
This session will explore the ways humor can add needed perspective in your professional and personal life. See the demonstration of a humor kit. Learn ways to develop your comic vision….Caution! You might have fun!

Joyce Safian, RN, FNP, PhD

BIOGRAPHY
Joyce Safian is an experienced 28 year veteran of occupational health delivery beginning in 1977 when she was hired by Santa Rosa Memorial Hospital to start an Employee Health Service Department for their employees. In 1981 she helped found the predecessor to AOHP, the Association of Hospital Employee Health Professionals (AHEHP). She served as AHEHP’s first Executive President. In 1982 she
founded North Bay Corporate Health Services, Incorporated, Sonoma County’s first occupational medicine clinic practice, located in Santa Rosa and Petaluma. Her company now provides medical services for over 1,100 North Bay employers. In July of 2005, North Bay Corporate Health Services, Incorporated was selected by North Bay Business Journal as the top occupational health service in the area.

Joyce is the author of several publications, including a publication for the American Public Health Association entitled *Occupational Health and the Midlevel Health Practitioner: A Role Model Program.*

**TITLE**

*A Historical Perspective of the Early Years: The Beginning of AOHP and Its Impact on Hospital Employee Health*

January 9, 1981 ... the Association of Hospital Employee Health Professionals (AHEHP), later AOHP, was birthed by 40 pioneering, smart, and gutsy employee health professionals working in Northern California hospitals. It was a collaboration blessed from above, sprinkled with a lot of hard work, laughs, and lots of volunteer hours. AOHP was meant to be. Joyce Safian, Charter President, will take you back in time and journey you forward. It will be a memorable trip of the special people and events that are AOHP's history and forever changed the standards of practice in hospital employee health. You will learn what Joyce Safian is doing today and how it evolved from her work in hospital employee health and AOHP aka AHEHP.

**Mary Salazar, EdD, RN, COHN-S, FAAN**

**BIOGRAPHY**

Mary K. Salazar is a Professor in the Department of Psychosocial and Community Health, University of Washington School of Nursing. She served as the Director of the school of nursing’s Occupational and Environmental Health Nursing program for 15 years. Dr. Salazar has an extensive publication record that includes more than 50 articles, the majority of which are research-related. Her current research focuses on health and safety issues affecting agricultural workers. She is currently an editor to the AAOHN Journal’s column entitled Linking Research to Practice. She is also the managing editor of three editions of the American Association of Occupational Health Nurse’s (AAOHN’s) Core Curriculum for Occupational and Environmental Health Nursing. Dr. Salazar is a Fellow in both the American Association of Occupational Health Nursing and in the American Academy of Nursing. She is also certified as an occupational health nurse specialist.

**TITLE**

*Research: Nuts and Bolts for Busy Professionals*

This session will provide a detailed overview of the step-by-step processes that are required in the conduct of meaningful research. It will discuss and critique the various methods used in research, including qualitative and quantitative techniques. Some specific examples of interdisciplinary occupational health research will be presented. Attendees will learn how to become effective consumers of research as well as how to actively contribute to research in their individual work settings.

**Priya Sampathkumar, MD**

**BIOGRAPHY**

Priya Sampathkumar, M.D. has been on staff in the Division of Infectious Diseases at Mayo Clinic, Rochester since 2000 after completing training and board certification in Internal Medicine, Critical Care
Medicine and Infectious Diseases. Dr. Sampathkumar is currently involved in patient care, education and research at Mayo. She spends 40% of her time in Infection Control and works closely with Mayo Employee Occupational Health Services to minimize risk and exposure of healthcare workers to infectious agents. Dr. Sampathkumar is chair of Mayo's Immunization Sub-committee which coordinates immunization of patients and employees at Mayo and is Vice-Chair of the Mayo Infection Control Committee.

**Combating Pertussis in the Hospital Setting**

Pertussis disease has been dramatically increasing over the past 2 decades. In 2004, over 25,000 cases of pertussis were reported. Because pertussis is often unrecognized or misdiagnosed, the actual incidence of disease is much larger and is estimated at 800,000 to 3.3 million cases/year in this country. Pertussis can be easily transmitted from health care workers to their patients illustrating the need for health care worker vaccination. This program will describe the symptoms and course of pertussis disease, the changing epidemiology disease, transmission in a hospital setting, and evaluate the strategies for health care worker immunization and implementation challenges.

**John Sestito, JD, MS**

**BIOGRAPHY**

John Sestito has devoted more than 30 years to developing occupational health surveillance programs for the nation. He laid the foundation for the first state-level occupational disease surveillance programs, currently established in more than 37 states. John served for nine years as the Team Leader for the NIOSH NORA Surveillance Research Methods efforts, and served as the NIOSH Surveillance Coordinator. He recently served as Editor of the 2004 Edition of the NIOSH Worker Health Chartbook. On October 27, 2005, the NIOSH Worker Health Chartbook received two awards from the Centers for Disease Control and Prevention Communicators Roundtable for “print communications” and “computer-based communications.”

**Worker Health Chartbook**

NIOSH recently released its 2004 Edition of the Worker Health Chartbook. The Chartbook provides baseline and trend data to support researchers, program development, and the evaluation of impact measures. The Chartbook resources have been made available in a variety of formats (government document, HTML, acrobat/PDF), and the underlying data and charts are available for downloading as MS Excel files and encapsulated postscript EPS files. The Chartbook includes more than 400 figures and tables. The Web site for the Chartbook is available at [http://www.cdc.gov/niosh/docs/chartbook/](http://www.cdc.gov/niosh/docs/chartbook/). The data available to utilize from this document will be reviewed along with how it can improve one’s knowledge, skills and abilities in the use of occupational surveillance information.

- Basic level
- Intermediate level
- Advanced level