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2016W001

Wednesday, September 7, 2016 8:00 am - 5:30 pm
8-hour WS  Level: Basic

Topic: Getting Started in Occupational/Employee Health

Presenters: Christine Pionk, MS, RN, COHN-S, Curtis Chow, FNP, PA-C, COHN-S, CEES, CSPHP and Sandra Domeracki, FNP, RN, COHN-S

Topic Overview: This comprehensive, informative presentation is designed for the occupational health professional new to the field. The eight-hour didactic course was developed from the Getting Started manual, which is updated every two years by the AOHP organization. Course content includes valuable resources, encourages interactive discussion and is presented by a team of knowledgeable experts. All participants will receive the newly revised 2016 edition of the Getting Started resource manual in CD format.

Objectives:

1. Describe how the occupational health professional interacts in the healthcare facility’s organizational structure.
2. Discuss areas of medical/legal confidentiality in occupational health.
3. Identify federal, state and local regulatory requirements as related to job placement, physical hazards, and biological and chemical exposures.
4. Review current infection prevention and control practices related to infectious diseases.
5. Formulate strategies to utilize health teaching in infection prevention and control, and safety.
6. Assess the effectiveness of case management in loss control.
7. Explain how to communicate the value of the occupational health professional’s service and continuous performance improvement.

Speaker Bios:

Christine Pionk has worked in a hospital occupational health setting as a Nurse Practitioner for 23 years. Her responsibilities include evaluation and treatment of work-related injuries/illnesses and evaluation of selected primary care injuries/illnesses. She has been a member of several committees, including the Infection Control Committee and Sharps Task Force. She also precepts graduate nursing students in the Primary Care Nursing Program. Pionk served as Lead Editor for the 2014 edition of the Getting Started manual. Providing care for the caregivers continues to be an extremely rewarding role!

Curtis Chow is a Nurse Practitioner and Physician Assistant at Mercy Medical Center, Redding. He is the Employee Health Coordinator in the Employee Health Department and has been an occupational health practitioner for the past nine years. Prior to this, he worked as an Intensive Care RN at St. Elizabeth Hospital, Red Bluff. He has been employed with Dignity Health for over 20 years. He is a Certified Occupational Health Nurse Specialist (COHN-S), Certified Ergonomic Evaluation Specialist (CEES), Certified Safe Patient Handling Professional (CSPHP) and board
Sandra Domeracki has been a Family Nurse Practitioner for 27 years. She has been working in occupational health for 23 years, mostly with hospital-based occupational health clinics. Domeracki is a Certified Nurse Practitioner, a Certified Occupational Health Nurse Specialist and a Certified Medical Examiner in the National Registry of Certified Medical Examiners. She began the occupational health portion of her career at Queen’s Medical Center in Honolulu, Hawaii. When she relocated to the San Francisco Bay Area, she worked in the occupational health clinics at San Francisco General Hospital, the University of California, San Francisco (UCSF) Marin General Hospital and California Pacific Medical Center, where she is currently the Manager/Nurse Practitioner. Her duties have included oversight of all Employee Health Services' programs, policies, staffing, management and patient care services. She has been successful with a variety of transitions that have occurred in these facilities. Domeracki is an Assistant Clinical Professor, volunteer with the UCSF School of Nursing. She is also a Past President of the Association of Occupational Health Professionals in Healthcare (AOHP). Prior to this, she was the Executive Vice President for AOHP, chaired the association’s 25th anniversary Annual National Conference and was the guest speaker at a conference in Osaka, Japan to support an AOHP member there who is introducing the specialty of employee health and working to have it be accepted as a separate department of the hospital.

**2016W002**

**Wednesday, September 7, 2016 8:00 am - 10:00 am**

2-hour WS Level: Intermediate

**Topic:** Living with Diabetes: Managing Employees with Diabetes in EHS

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

**Topic Overview:** Review of medical claims at Tampa General Hospital indicated that diabetes was the highest cost chronic disease in covered employees and spouses. Biometric data indicated that 26% of the employee population was prediabetic and 9% was diabetic. Employee Health implemented an incentive-based "Living with Diabetes" Program in 2014 that has shown improved outcomes in the hospital's diabetic employees and spouses. Program components include A1C, Moving with Diabetes exercise program, eye exam, foot exam, and consultations with a pharmacist, nutritionist and diabetes nurse.

**Objectives:**
1. State the percentage of people with diabetes and prediabetes in the U.S. population and their impact on healthcare costs.
2. Describe three components of a successful diabetes management program.
3. Identify three methods to keep diabetic employees engaged in the program.

**Speaker Bio:**
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JoAnn Shea has been working in the employee health field for 30 years. She is the Director of Employee Health Services at Tampa General Hospital, a 1,000-bed teaching hospital, and has administrative responsibilities for the Employee Occupational Health Clinic, Lift Team, Employee Wellness, Fitness Center, Workers' Compensation and FMLA/ADA.

2016W003
Wednesday, September 7, 2016 8:00 am - 10:00 am
2-hour WS Level: Advanced
Topic: Effective Employee Accident Investigation
Presenter: Stephen A. Burt, MFA, BS

Topic Overview: Healthcare facilities are potentially dangerous work environments, and while proper training, engineering controls and administrative precautions can help to effectively manage risk, employee accidents can and do happen. Accidents are inevitable in today’s healthcare workplace. Even with the best loss control program, employees still can be hurried or distracted. Employee accidents, while unfortunate, present an opportunity to improve the performance of a healthcare facility’s safety program. Properly conducted accident investigations provide solutions to many workplace hazards and should, if done effectively, prevent future accidents from occurring.

Objectives:
1. Utilize a six-step process for an effective employee accident investigation program to ensure a safer workplace.
2. Examine investigation strategy, witness questioning, evidence gathering, critical decision points and effective legal documentation.
3. Investigate employee accidents by using root cause analysis to eliminate work-related factors and potentially reduce future injuries and workers' compensation claims.

Speaker Bio:
Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA), he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award in 1988. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare
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Association and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves as Chair of the AOHP Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2016W004

Wednesday, September 7, 2016 10:10 am - 12:10 pm
2-hour WS Level: Intermediate

Topic: Beyond Getting Started-Business Model Skills

Presenter: Denise Knoblauch, BSN, RN, COHN-S/CM

Topic Overview: The “Beyond Getting Started” Business Skill program has been developed for the occupational health professional who has some experience in the field of occupational health and is ready to move “Beyond Getting Started.” Attendees will gain confidence by formulating how to write a plan, present it to leadership and evaluate results. This program will identify tools needed to demonstrate cost savings, cost avoidance and practices to justify program expense, growth and/or change. Learn how to leverage leadership to implement best practices and become the subject matter expert for occupational health.

Objectives:
1. Identify components of defining a problem related to occupational health.
2. Formulate steps in identifying the customer(s) and their needs.
3. Describe the business plan, including the importance of appropriate data collection and presentation.
4. Review the steps of an effective measurement plan.
5. Explain the importance of best practices in occupational health.

Speaker Bio:

Denise Knoblauch is Executive Director of the American Board for Occupational Health Nurses (ABOHN). She has 25 years of experience in occupational /employee health as an occupational health professional in healthcare. She began her career as the lone employee health nurse in a small rural hospital and transitioned to an urban medical center occupational health department which provided services to the medical center employees as well as to local industries. Knoblauch has experience as a clinician, coordinator, manager and case manager in occupational health as well as infection control. She developed the case manager model in occupational health at the medical center. An active AOHP member on the local and national levels, Knoblauch has filled many leadership roles on the Executive Board. She currently is co-instructor for Getting Started on the Road, a Continuing Education Committee member and serves as member at large for the AOHP Illinois Chapter. She has been leading the AOHP strategic initiative to develop Beyond Getting Started programs and has presented many occupational health topics nationally, regionally and locally. She is a Board Certified Occupational Health Nurse Specialist and Case Manager from ABOHN.
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**Purpose:** The purpose of this activity is to assist in identifying and utilizing the tools needed to demonstrate cost savings, cost avoidance, and practices to justify program expense, growth and/or change.

**2016W005**

**Wednesday, September 7, 2016 10:10 am - 12:10 pm**
2-hour WS  Level: Advanced

**Topic: Are You Violating the Pregnancy Discrimination Act Without Knowing It?**

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

**Topic Overview:** About 75 percent of the 68 million women working in the United States will become pregnant at some point in their lives. Historically, pregnant women and women with pregnancy-related medical conditions have faced significant discrimination in the workplace. Congress passed the Pregnancy Discrimination Act (PDA), which defines discrimination on the basis of pregnancy as sex discrimination for purposes of Title VII and clarifies that pregnant employees shall be treated the same as non-pregnant employees who are similar in their ability or inability to work. The PDA forbids not only disparate treatment but also disparate impact, the latter of which prohibits practices that are not intended to discriminate but in fact have a disproportionate adverse effect. The PDA and lawsuits filed under the PDA have helped alleviate some long-standing injustices, yet pregnancy discrimination is still a reality for many workers. The United States Supreme Court recently issued an opinion in Young v. United Parcel Service, Inc. that may create more questions than answers for employers considering how to accommodate pregnant employees in the workplace. The best practice for Employee Health and others who may handle accommodation requests for pregnant employees is to manage them the same way similar requests are handled for non-pregnant employees. However, many companies have provisions in place today that provide for light or modified duty only to workers who suffer injuries on the job. In light of the Supreme Court’s decision, these policies should be reviewed carefully with legal and employment policy experts, as a pregnant employee under similar physical restrictions will now have an easier road to establishing discrimination on the basis of pregnancy if denied an accommodation offered to an employee who suffered a workplace injury.

**Objectives:**
1. Review the basics of the Pregnancy Discrimination Act (PDA) and how the Americans with Disabilities Act may impact the PDA.
2. Describe the issues behind the Supreme Court ruling Young v. United Parcel Service, Inc.
3. Identify policies and procedures which may be in violation of the PDA.

**Speaker Bio:**

Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today's healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion...
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Healthcare System (Roanoke, VA), he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award in 1988. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves as Chair of the AOHP Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2016W006

Wednesday, September 7, 2016 8:00 am - 12:10 pm
4-hour WS  Level: Basic

Topic: Integrating Social Media into Occupational Health

Presenters: Kimberly Olszewski, DNP, CRNP, COHN-S/CM, FAAOHN and Debra M. Wolf, PhD, MSN, BSN, RN

Topic Overview: Securing the future for occupational health professionals (OHP) requires an understanding of the virtual world. No longer does one depend on verbal communication or communication received via paper documents, but from the vast amount of information found on the Internet. With the creation of the World Wide Web, multiple opportunities have emerged to allow various types of communication to occur to support professional individuals and organizations in a variety of ways. The OHP must actively take part in creating a virtual presence that will strengthen individual knowledge and understanding of how the Internet can be used toward his or her advantage. Initially, people must become active in social media sites to understand how they function and how they will benefit professional roles. However, individuals must also understand how to separate their personal lives from their professional lives in the virtual world. Attendees will be provided the methodology of how to create accounts and user profiles within two social media sites for use in the workplace and for professional networking. OHPs should not fear or be intimidated by social media, but embrace the technology as a tool to reimage their future roles.

Objectives:
1. Devise methodology to advance the role of an occupational health professional virtually.
2. Demonstrate how to create profiles within two social media sites (LinkedIn and Facebook) to join national nursing organizations’ virtual social media sites.
3. Differentiate how to separate personal and professional virtual presences.
4. Participate in joining social media sites and downloading mobile apps.

Speaker Bios:
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Dr. Debra Wolf is an Associate Professor of Nursing at Chatham University and an independent Healthcare Informatics Consultant. Dr. Wolf has over 30 years of experience within the healthcare arena. Her expertise focuses on integrating technology into healthcare settings, and the effective use of social media and technology.

Dr. Kimberly Olszewski is the Vice President at Mid-State Occupational Health Services, Inc. She is an ANCC Board Certified Adult Nurse Practitioner and is a Certified Occupational Health Nurse Specialist and Case Manager from the American Board of Occupational Health Nurses. In 2007, she received her Fellowship distinction from the American Association of Occupational Health Nurses. Dr. Olszewski currently serves on the AAOHN Board of Directors and is Past President of the Northeast Association of Occupational Health Nurses and the Pennsylvania Association of Occupational Health Nurses. She has presented at the local, state, regional and national levels of the association over the past 10 years on various topics, including DOT certification, marketing OHNs, social media integration and diagnostic updates. Additionally, Dr. Olszewski recently co-authored the two-part continuing education article in Workplace Health & Safety: A Comprehensive Review of the Healthy People 2020 Occupational Safety and Health Objectives: Part 2. Tools for the Occupational Health Nurse in Goal Attainment; and also Obstructive Sleep Apnea Among Commercial Motor Vehicle Drivers: Using Evidence-Based Practice to Identify Risk Factors.

2016W007

Wednesday, September 7, 2016 1:10 pm - 3:10 pm
2-hour WS Level: Intermediate
Topic: Leadership Strategies: Managing Conflict within a Diverse Generation Workforce
Presenter: Barb Maxwell, MHA, RN, COHN-S, CCM, CWCP, QRP, FAAOHN

Topic Overview: In today’s workplace, the occupational health professional may be interacting with four different generations and their views in core values, work ethics, behavior and work-life balance. Different generations see the workplace in varied perspectives, which can create conflict among the diverse workforce. Leaders today may not be familiar with every diverse situation that presents itself; however, must appreciate the differences and how to apply conflict resolution in appropriate situations to enhance productive work. This session will help participants recognize the different conflicts that may arise among generations, the effects these conflicts have on the workplace and leadership strategies that can be implemented to avoid conflict within the workplace.

Objectives:
1. Name two causes of conflict among different generations of the healthcare workforce.
2. Identify two benefits of constructive conflict among the four generations working in healthcare.
3. Describe three fundamental skills for strategic planning to address issues of workplace conflict.

4. Define a leadership strategy to use to avoid conflict within the workplace.

5. List the differences between the generations in the workplace.

**Speaker Bio:**

Barb Maxwell established a hospital-based occupational health program in 1986 known as Company Care for HCA. Her current responsibilities include management of operations for 10 Company Care Occupational Health Programs and 16 Employee Health Departments for the HCA West Florida Division. Maxwell is President of the Florida State Association of Occupational Health Nurses, Inc. (FSAOHN) and Treasurer for FWCAOHN. She was recognized by FSAOHN as Nurse of the Year in 2013 and inducted as a FSAOHN Society Fellow in 2016. She serves on the National AAOHN Board of Directors and is recognized as a Fellow. Maxwell received her RN from St. Luke’s Hospital School of Nursing, Kansas City, MO, and her bachelor’s and Master’s in Health Administration from the University of St. Francis, Joliet, IL. She is a recognized expert in the field of occupational health nursing and speaks nationally, as well as at state and local levels.

**2016W008**

**Wednesday, September 7, 2016 3:20 pm - 5:20 pm**

2-hour WS Level: Intermediate

**Topic: Mastering Competencies and Achieving Outcomes: Tools for the Occupational Health Professional**

**Presenters: Barb Maxwell, MHA, RN, COHN-S, CCM, CWCP, QRP, FAAOHN and Kim Olszewski, DNP, CRNP, COHN-S/CM, FAAOHN**

**Topic Overview:** In a business world where we are doing more with less, and trying to prove return on investment, occupational health professionals (OHPs) are faced with finding ways to prove their value and improve the bottom line. The OHP networks with business, human resources, safety and environmental professionals on a daily basis. Defining and refining core competencies in the occupational health field is imperative for the OHP to remain proficient and competitive in the business climate. This workshop will review core competencies for the OHP and discuss how achieving these competencies will improve individual professional outcomes, as well as overall safety and health program outcomes. Learn how to benchmark your activities to achieve success in a competitive business world.

**Objectives:**

1. List three core competencies of the occupational health professional (OHP).
2. Discuss strategies to implement core competencies in occupational health programs to improve safety and health outcomes.
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3. Examine how core competency mastery can be effectively implemented into individual performance evaluations.

4. Describe a strategic approach in evaluating an effective occupational health and safety program.

Speaker Bios:

Barb Maxwell established a hospital-based occupational health program in 1986 known as Company Care for HCA. Her current responsibilities include management of operations for 10 Company Care Occupational Health Programs and 16 Employee Health Departments for the HCA West Florida Division. Maxwell is President of the Florida State Association of Occupational Health Nurses, Inc. (FSAOHN) and Treasurer for FWCAOHN. She was recognized by FSAOHN as Nurse of the Year in 2013 and inducted as a FSAOHN Society Fellow in 2016. She serves on the National AAOHN Board of Directors and is recognized as a Fellow. Maxwell received her RN from St. Luke’s Hospital School of Nursing, Kansas City, MO, and her bachelor's and Master's in Health Administration from the University of St. Francis, Joliet IL. She is a recognized expert in the field of occupational health nursing and speaks nationally, as well as at state and local levels.

Kim Olszewski is the Vice President at Mid-State Occupational Health Services, Inc. She is an ANCC Board Certified Adult Nurse Practitioner and is a Certified Occupational Health Nurse Specialist and Case Manager from the American Board of Occupational Health Nurses. In 2007, she received her Fellowship distinction from the American Association of Occupational Health Nurses. Dr. Olszewski currently serves on the AAOHN Board of Directors and is Past President of the Northeast Association of Occupational Health Nurses and the Pennsylvania Association of Occupational Health Nurses. She has presented at the local, state, regional and national levels of the association over the past 10 years on various topics, including DOT certification, marketing OHNs, social media integration and diagnostic updates. Additionally, Dr. Olszewski recently co-authored the two-part continuing education article in Workplace Health & Safety: A Comprehensive Review of the Healthy People 2020 Occupational Safety and Health Objectives: Part 2. Tools for the Occupational Health Nurse in Goal Attainment; and also Obstructive Sleep Apnea Among Commercial Motor Vehicle Drivers: Using Evidence-Based Practice to Identify Risk Factors.

2016W009

Wednesday, September 7, 2016 1:10 pm - 5:20 pm

4-hour WS Level: Advanced

Topic: The Electronic Reporting of Workplace Injuries and Illnesses: 2016 Update

Presenter: Stephen A. Burt, MFA, BS
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Topic Overview: A draft final rule on electronic tracking of employers’ injury and illness records has been sent to the White House’s Office of Information and Regulatory Affairs by the Occupational Safety and Health Administration (OSHA). This is the last stage of review and approval before the final rule is issued and takes effect. The proposal will amend OSHA’s recordkeeping regulations to require the electronic submission of injury and illness information employers are already required to keep under OSHA’s regulations for recording and reporting occupational injuries and illnesses. The proposed rule amends the regulation on the annual OSHA injury and illness survey of 10 or more employees to add three new electronic reporting requirements. The rule aims to use data to prevent work-related injuries and illnesses by encouraging employers to identify and abate hazards in their workplaces before workers get hurt and without OSHA making an inspection. OSHA intends to make all of this injury and illness data publicly available through a searchable database. Only information that is protected by the Freedom of Information Act, the Privacy Act, certain provisions of the Recordkeeping Rule (which protect the privacy of cases involving mental illness, certain illnesses or sexual assault), and the injured employees’ names will be kept private. The increased availability of data will also enable employers and employees to compare their injury rates with others in the same industry. While OSHA emphasizes that the proposed regulation will not alter employers’ basic recordkeeping duties, it will dramatically change the way that OSHA uses injury and illness data to select employers for inspections, and provide unions, community activists, plaintiffs’ lawyers and competitors with easy access to that data as well.

Objectives:
1. Understand the major changes to the OSHA Recordkeeping Standard that would make certain employers submit OSHA 300 injury and illness recordkeeping data electronically and would make some of the data public.
2. Explain how the proposed rule would be phased in, starting with high hazard facilities having days away from work, restricted work activity or job transfer (DART) rate of 2.0 or above.
3. Review the basics of recordkeeping and how to determine if an injury/illness is reportable. Case studies will be reviewed.
4. Study the top five impacts to industry and why many trade groups are against the proposed changes.

Speaker Bio:
Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today’s healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA), he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award in 1988. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, he
served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars annually for the University of North Carolina, Duke University, East Carolina University, Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves as Chair of the AOHP Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2016W010
Wednesday, September 7, 2016 1:10 pm - 5:20 pm
4-hour WS Level: Intermediate
Topic: OSHA Emphasis Program on Patient Handling... Are You Ready?
Presenters: Kent Wilson, CIE, CSPHP and Patricia Wawzyniecki, MS, CSPHP

Topic Overview: This four-hour workshop will offer analysis and recommendations from certified safe patient handling (SPH) professionals and is designed for persons who have responsibilities for establishing and sustaining an effective SPH program. Each of the OSHA SPH program elements will be explained, along with the rationale for their inclusion in an effective program. Strategies and planning for the integration of these elements into a new or existing program will be discussed based on the nine core competencies established by the Association of Safe Patient Handling Professionals. Practical examples and tools will be presented that will be useful and necessary to achieve OSHA compliance in a clinical setting.

Objectives:
1. Describe the requirements and components of the OSHA emphasis program for safe patient handling.
2. Identify the key components of a clear, concise and consistent safe patient handling policy.
3. Explain the purpose and role of the nine core competencies for a facilitator of a robust safe patient handling program.

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

Patricia Wawzyniecki has 30 years’ experience in the field of employee health and safety as an Industrial Hygienist and Ergonomist. She is a Certified Safe Patient
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Handling Professional and has served as an OSHA compliance officer focusing on health and ergonomic hazards and a health and safety engineer for several large aerospace manufacturers. For 13 years, Wawzniecki focused exclusively on ergonomics and safe patient handling at a public university hospital and research center. Currently, she is a Safety Programs Manager for HoverTech International, assessing and advising healthcare institutions on patient handling and mobility. She has spoken on this topic at state and national conferences. Wawzniecki is currently serving on the Board of Directors for the Association of Safe Patient Handling Professionals.

2016W011
Wednesday, September 7, 2016 10:00 am - 11:00 am
1-hour WS Level: Intermediate
Topic: Developing a Business Plan: Pushing the Needle on Occupational Health Practice
Presenter: Sarah Foster-Chang, DNP, APRN-BC, COHN-S

Topic Overview: This presentation will explore why learning to write a business plan is an essential function for occupational health clinicians. Components of a solid business plan will be presented. Utilizing two successful occupational health business plans, the necessary components of a well-developed healthcare organization business plan will be described and explored (e.g. need and strategic fit; clear, measurable and achievable program objectives; identification and appraisal of considered options; stakeholder teambuilding; critical success factors; risk/benefit analysis; return on investment predictions; and implementation strategies). The importance of concise and comprehensive executive summaries, progress reports, after action summary reports and sustainment plans will be highlighted.

Objectives:
1. Explain the role of business plans in occupational health practice.
2. Describe the essential components of a business plan.
3. Present and discuss successful occupational health business plans (e.g.: IGRA implementation and EOHR development)
4. Evaluate and sustain interventions after implementation.

Speaker Bio:
Sarah (Sally) Foster-Chang holds a bachelor’s degree in Human Biology from Stanford University, a BSN from the University of California, San Francisco and a master’s degree from the University of Pennsylvania School of Nursing in Primary Care. In 2013, she completed a Doctorate of Nursing Practice Degree at Thomas Jefferson University. Currently a Consultant with the National Veterans Health Administration Occupational Health Section, Patient Care Services, (10P4Z) and a Clinical Nurse Practitioner, she has over 30 years of experience in corporate, hospital and migrant worker occupational health and has established four different occupational health programs.

2016W012
Wednesday, September 7, 2016 11:10 am - 12:10 pm
1-hour WS Level: Basic
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**Topic: Ergonomics for Millennials**

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

**Topic Overview:** In just a few years, the Millennials (members of Generation Y - people born between the late 70s and late 90s) will make up 75% of the global workforce. The young people coming into the workforce now have been using technology all their lives and have developed behavioral patterns and habits around their use of technology that will be impossible to change. Risk managers have focused much of their attention on the needs of aging employees, but we are overlooking a potentially more challenging ergonomic conundrum - Ergonomics for Millennials. This session will help participants understand the ergonomic demands and expectations of the millennial workforce and how to integrate them into the realities of the workplace. Along with learning practical ways to manage young workers' comfort and deal with their potentially pre-existing injuries, learn how to adapt current ergonomics strategies to accommodate the new behavior patterns of young employees.

**Objectives:**
1. Identify the current risks and exposures of Millennials to injury from excessive technology use.
2. Evaluate the steps for providing correct ergonomics for this high risk group and their existing habits.
3. Examine the basic core values of Millennials and how to use them in an ergonomics evaluation process.

**Speaker Bio:**

Kathy Espinoza is a Board Certified Professional Ergonomist with dual master’s degrees in Work Science/Physiology and Business Administration. She has worked at Keenan for over 13 years providing ergonomic assessments and injury prevention training to healthcare office personnel, management, executive boards, EVS and facility departments. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Espinoza taught Ergonomics in the Workplace at the University of California, Riverside (UCR) for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 57 articles published in the field of ergonomics.

**2016W013**

*Wednesday, September 7, 2016 2:10 pm - 3:10 pm*

1-hour WS  Level: Advanced

**Topic: Evaluation, Treatment and Prevention of Blood and Body Fluid Exposures**

*Presenter: Leslie S. Zun, MD, MBA*

**Topic Overview:** Best practices for the evaluation, treatment and prevention of exposures to blood and bodily fluids are constantly evolving. It is essential that occupational health professionals stay current on exposure risks, the incidence of exposures and the disease transmission process. Up-to-date exposure prophylaxis and effective prevention programs will be discussed in this session, in addition to standard precautions and safe equipment.

**Objectives:**
1. Understand the best means to assess blood and bodily fluid exposures.
2. Review the current treatment for blood and bodily fluid exposure.
3. Identify means to prevent blood and bodily fluid exposures.

**Speaker Bio:**

Dr. Leslie S. Zun is the System Chair of the Department of Emergency Medicine in the Sinai Health System in Chicago, IL, and Chairman and Professor, Department of Emergency Medicine, with a secondary appointment in the Department of Psychiatry, at the Rosalind Franklin University of Medicine and Science/Chicago Medical School in North Chicago, IL. His background includes a medical degree from Rush Medical College and a business degree from Northwestern University's JL Kellogg School of Management. He is Board Certified in Emergency Medicine by the American Board of Emergency Medicine. Dr. Zun was Chief Operating Officer and Acting Chief Executive Officer for a 200-bed hospital in Chicago. His research interests include healthcare administration, violence prevention and behavioral emergencies. His publications have addressed the administration of hospitals and emergency departments, physicians’ bonus and incentive plans, and quality improvement topics. He has presented his research and lectured on these topics both nationally and internationally. He is a board member of the American Academy of Emergency Medicine and the President Elect for the American Association for Emergency Psychiatry. He is the Chief Editor of the Behavioral Emergencies for Emergency Physicians textbook and Course Director for the past five years for the National Update on Behavioral Emergencies conference.

**2016W014**

**Wednesday, September 7, 2016 3:30 pm - 4:30 pm**

1-hour WS  **Level: Basic**

**Topic: ABCs of Digital Badging: A New Part of Credentialing/Certification**

*Presenter: Denise Knoblauch, BSN, RN, COHN-S/CM*

**Topic Overview:** This session will discuss the use of digital badging in a certification association for its certificants. Digital badging has gained momentum over the past few years. But many certificate holders and organizations are unsure about how this technology works, what it is and how it can support and enhance the certification/credentialing process. Digital badging can help recognize professional development and expertise. Badging can also help organizations reduce risk, reduce costs, increase efficiency and make it easier for the certificate holder to manage data needed for recertification.

**Objectives:**
1. Discuss the digital badge concept.
2. Identify benefits of digital badging for the certified person.
3. Discuss education needs for digital badging.

**Speaker Bio:**

Denise Knoblauch is Executive Director of the American Board for Occupational Health Nurses (ABOHN). She has 25 years of experience in occupational /employee health as an occupational health professional in healthcare. She began her career as the lone employee health nurse in a small rural hospital and transitioned to an
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urban medical center occupational health department which provided services to the medical center employees as well as to local industries. Knoblauch has experience as a clinician, coordinator, manager and case manager in occupational health as well as infection control. She developed the case manager model in occupational health at the medical center. An active AOHP member on the local and national levels, Knoblauch has filled many leadership roles on the Executive Board. She currently is co-instructor for Getting Started on the Road, a Continuing Education Committee member and serves as member at large for the AOHP Illinois Chapter. She has been leading the AOHP strategic initiative to develop Beyond Getting Started programs. She has presented many occupational health topics nationally, regionally and locally. She is a Board Certified Occupational Health Nurse Specialist and Case Manager from ABOHN.

2016A001
Thursday, September 8, 2016 8:10 am - 9:10 am
Keynote Speaker 1-hour GS Level: Intermediate
Topic: Overcoming Crisis - Surviving a Train Accident
Presenter: Lou Figueroa - Inspirational Speaker

Topic Overview: In this keynote presentation, Lou Figueroa discusses how he was involved in a train accident that resulted in the loss of both legs. Attendees will hear how he overcame this traumatic event and his amazing story of survival and recovery. Figueroa will describe how he transitioned the darkness of his addiction into the highest quality of life. Attendees will learn how to:

- Better understand crisis and coping with traumatic events.
- Manage pain and prevent substance abuse.
- Accept change.

Objectives:
1. Learn techniques to overcome crisis.
2. Discuss effective pain management solutions.
3. Recognize substance abuse as a way to deal with difficult situations, and how to prevent addiction.
4. Determine the impact of wellness and a healthy work-life balance on quality of life.

Speaker Bio:
Growing up in Southern California, before moving to Colorado with his family in 1991, Lou Figueroa was an avid snowboarder and mountain biker who enjoyed the outdoors. At the age of 27, while out with a group of friends in the downtown district of Denver, he encountered a beverage that was laced with an unknown substance. He became lost and disoriented and walked nearly a mile to the Union Station rail yard. In the early hours of the morning, a train approaching the rail yard didn't see Figueroa’s body lying on the tracks until the last minute. The result would be the loss of both legs. After surviving a week-long coma, Figueroa awoke in the hospital. Since his amputations, he has traveled across the globe sharing messages of hope and inspiration to hundreds of audiences including trade
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associations, chambers of commerce and universities. In recent months he met with Ossur prosthetics and is currently working with the research and development team to test and give patient feedback on product trials. Today, Figueroa lives in Los Angeles where he advocates for drink safety.

2016A002
Thursday, September 8, 2016 10:05 am - 11:05 am
1-hour GS Level: Basic

Topic: Emergency Preparedness Climate: Are We Prepared for Emerging Pathogens?

Presenter: Robyn Gershon, DrPH, MT, MHS

Topic Overview: Emerging and re-emerging infectious disease outbreaks are increasing in frequency and severity, both globally and in the United States. The management of these outbreaks is challenging and complex, and requires a high level of preparedness and cooperation of both the frontline healthcare workforce as well as the general public. Hospital-based nurses, in particular, are at increased risk of exposure and infection to these dangerous pathogens, especially in the early stages of outbreaks when we may not have complete information on transmission or appropriate personal protective equipment (PPE). In these early stages of outbreaks, effective vaccines are also not typically available. To protect the health, safety and mental well-being of this workforce, it is essential that healthcare facilities, and especially hospitals, be prepared to respond as effectively as possible. To that end, it is important for hospitals to not only maintain the highest level of infection control and occupational safety, but to plan beforehand to address the concerns and fears that outbreaks naturally engender in many people. This session will feature a new measure of “preparedness,” which is defined and operationalized as ability (with respect to adoption of safe work practices), willingness (to report to duty during outbreaks in their typical or functional roles), and compliance (with both hospital infection control measures as well as emergency public health measures such as quarantine). Past cases of occupational transmission and instances of unmet surge capacity demands serve to underscore the importance of this issue. The relationship between preparedness and another new construct, referred to as “emergency preparedness climate”, will also be discussed. This is a measure of healthcare workers’ perceptions of the emergency preparedness climate at their workplace. Recent data will be shared, along with strategies for improving emergency preparedness safety climate in the workplace.

Objectives:
2. Measure the levels of preparedness (ability, willingness and compliance).
3. Identify the factors associated with preparedness and with emergency preparedness.
4. Use and promote a new climate measure.

Speaker Bio:
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Robyn Gershon is a Professor in the Department of Epidemiology and Biostatistics and the Philip R. Lee Institute for Health Policy Studies at the University of California, San Francisco, School of Medicine. Prior to this appointment, she was a Professor at the Mailman School of Public Health at Columbia University in New York City, with a joint appointment at Columbia University's School of Nursing. She is a multidisciplinary occupational and environmental health and safety researcher with over 20 years of experience in conducting complex, large scale, multi-method research studies. Her research has centered on assessment and risk management issues in high-risk work occupations. Currently, Dr. Gershon's work involves research on barriers to preparedness in high-risk populations (both occupational and community). Her most recent work focused on mass fatality preparedness in the United States. She assessed this in a national study of five key mass fatality sectors, including the medical examiner/corner system and the departments of public health. She also has recently been studying preparedness in the home care sector and also pre-peri and post deployment impacts on U.S. healthcare workers volunteering to the Ebola outbreaks in West Africa.

2016A003
Thursday, September 8, 2016 11:10 am - 12:10 pm
1-hour GS Level: Basic

Topic: Tools for Measuring Workplace Violence in Healthcare
Presenter: Lisa Pompeii, PhD, COHN-S, FAAOHN

Topic Overview: Patient/visitor violence perpetrated against hospital workers is a serious public health issue. Prior studies suggest that workers often do not report these events. Recent studies suggest that workers do, in fact, report these events, but not into typical occupational injury/safety reporting systems. This presents a challenge to occupational health professionals who rely on these typical reporting systems to identify occupational injury risk in healthcare settings. This presentation will provide an overview of reporting patterns of workplace violence by healthcare workers and how occupational health professionals can modify their methods for capturing this information for purposes of measuring if the problem is significant in your setting, and how to use this information to develop prevention strategies. We will review traditional and novel methods for collecting this important information from workers. This session will provide practical recommendations for engaging hospital leadership, department managers and frontline workers to improve the capturing of this information and ultimately improve workplace violence prevention programs.

Objectives:
1. Describe the patterns with which healthcare workers report type II violence.
2. Explain the advantages and disadvantages of using traditional occupational injury/safety reporting systems for measuring type II violence in health settings.
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4. Discuss the importance of established hospital workplace violence prevention policies that include the ongoing measurement of these events.

Speaker Bio:
Lisa Pompeii is an Occupational Health Nurse and Occupational Injury Epidemiologist. Her research focus is occupational injury and illness in healthcare workers, including workplace violence. She is the principal investigator of a NIOSH-funded research study examining methods for measuring workplace violence perpetrated by patients and visitors toward healthcare workers. Her presentation includes findings from this study, including recommendations on how healthcare organizations can improve their measurement of these types of events, and how this information can be used to inform prevention strategies.

2016A004
Thursday, September 8, 2016 2:00 pm - 3:00 pm
1-hour GS Level: Intermediate
Topic: ADA Amendment Act... A Practical Overview
Presenter: JoAnn Shea, COHN-S, ARNP, MS

Topic Overview: This session will provide a practical overview with case histories of the changes to the Americans with Disabilities Act (ADA) under the ADA Amendments Act (ADAAA) to include the expanded definition of disability, setting up interactive process meetings and an overview of current case law. Participants will gain a broader understanding of accommodations required under the ADAAA and employer responsibilities for designating disabilities.

Objectives:
1. Define three major life activities under the Americans with Disabilities Act Amendments Act (ADAAA).
2. Describe the interactive process meeting required under the ADAAA to determine accommodations for employees with disabilities.
3. State three questions never to ask during the hiring process that may violate the ADAAA.

Speaker Bio:
JoAnn Shea has been working in the employee health field for 30 years. She is the Director of Employee Health Services at Tampa General Hospital, a 1,000-bed teaching hospital, and has administrative responsibilities for the Employee Occupational Health Clinic, Lift Team, Employee Wellness, Fitness Center, Workers' Compensation and FMLA/ADA.
Topic: Next Generation Workplace Wellness/Population Health Management: A Catalyst for Successful Employer-Focused ACOs/PCMHs

Presenter: Ronald Loeppke, MD, MPH, FACOEM, FACPM

Topic Overview: The presentation reviews the results of recently published research and case studies regarding the impact of poor health on business and industry. It also provides an overview of the business case leading employers to invest in evidence-based wellness and population-based integrated health and safety strategies. Successful examples of the value of health and the power of prevention in workplace health initiatives will be included, while highlighting compelling outcomes from stress management interventions.

Objectives:
1. Identify key trends that are advancing the value of health and the power of prevention in evidence-based workplace wellness and population health management initiatives, along with the development of employer-focused accountable care organizations (ACOs) and the patient centered medical home (PCMH).
2. Recognize how to leverage the expertise of occupational health professionals into workplace integrated health and safety strategies as potential catalysts for the continued expansion of ACOs and PCMHs.
3. Determine how overarching health improvement strategies can impact medical and pharmacy utilization, as well as absenteeism and presenteeism.

Speaker Bio:
Ron Loeppke is Vice Chairman of U.S. Preventive Medicine (USPM) and serves as co-chair of the company’s International Advisory Board. USPM provides primary, secondary and tertiary prevention services for all size employers, health plans and government entities, as well as directly to consumers. Dr. Loeppke is Immediate Past President of the American College of Occupational and Environmental Medicine (ACOEM), as well as a member of the ACOEM Board of Directors. He is the Co-Chair of the International Occupational Medical Society Collaborative, a global initiative involving over 24 countries. He also served as Co-Chairman of the ACOEM Section on Health and Productivity, which is actively involved in defining and establishing measurement criteria for research on health and productivity and best practice case studies in workplace wellness. He is also Chairman of the CDC Diabetes at Work group as part of the Centers for Disease Control and Prevention and the National Institutes of Health National Diabetes Education Program. Dr. Loeppke was the Founder, CEO and President of the Health and Productivity Corporation of America, headquartered in Brentwood, TN.
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2016A006
Thursday, September 8, 2016 4:10 pm - 5:10 pm
1-hour GS Level: Intermediate
Topic: Want Impact? Create Interventions That Work!
Presenter: Lee S. Newman, MD, MA, FACOEM, FCCP

Topic Overview: The world is littered with good ideas that fail when we try to take them from the drawing board into real life. In workplace health promotion, for example, there remain very few examples of interventions that result in sustained improvements in worker health, safety and well-being. Lots of things have been tried, many of which have been intensive, expensive and unsuccessful. Researchers in the field of intervention science have distilled what it takes to improve the odds of producing programs that have sustained, high impact for employees and employers. This presentation will incorporate case studies to illustrate how to apply five dimensions of successful interventions to increase the likelihood of success: Reach, Efficacy, Adoption, Implementation and Maintenance. With thoughtful application of this public health intervention framework, occupational health professionals can conserve resources, amplify impact and create something that is sustainable. Because of the added challenge of trying to improve both employee health and safety, and organizational behavior, we have to also be aware of some of the key principles that drive organizations to change their behavior for the good of employee health, safety and productivity.

Objectives:
1. Develop greater awareness of the current limitations of knowledge regarding workplace health promotion interventions.
2. Understand what leads to a successful intervention.
3. Develop increased awareness of how organizations change their behavior.

Speaker Bios:

Dr. Lee Newman is a professor, lecturer, author, physician and entrepreneur. He is a Professor in the Department of Environmental and Occupational Health, Colorado School of Public Health and in the Department of Medicine, University of Colorado. Dr. Newman directs the Center for Health, Work and Environment at the university, which has been recognized by NIOSH as an Affiliate Total Worker Health® Center of Excellence. Dr. Newman is the Founding Director of the NIOSH-funded Mountain and Plains Education and Research Center that has trained more than 100 occupational safety and health professionals in the past decade. He is the Founder and Chief Medical Informatics Officer of Axion Health, Inc., providing web-based software solutions for occupational safety and health practices throughout the country. The author of nine books and more than 100 chapters, reviews and white papers, his research and occupational health practice focus on the design, execution and evaluation of workplace
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interventions. Dr. Newman conducts research and leads community-based programs on worksite health promotion and health protection. Most recently, he and his colleagues at the Center for Worker Health and Environment are focused on strategies for small- and medium-size enterprises that want to successfully engage in total worker health. In the 1970s, as an undergraduate at Amherst College and as a graduate student in Social Psychology at Cornell University, he studied the relationship between our attitudes and our behaviors and how individuals' attitudes impact their actions toward environmental causes. Changing his own behavior, Dr. Newman then completed his MD at Vanderbilt University, Internal Medicine at Emory University and Pulmonary Medicine/Critical Care at University of Colorado. He practiced occupational medicine and pulmonary medicine for more than 20 years, and has been teaching occupational health and safety professionals for more than 30.

2016B001
Friday, September 9, 2016 8:00 am - 9:00 am
Friday Opening Keynote - 1-hour GS Level: Intermediate
Topic: Adult Immunizations Matter, But How Are We Doing?
Presenter: Litjen (L.J) Tan, PhD, MS

Topic Overview: This presentation will cover four main objectives. First, we will review the most recent burden of adult vaccine-preventable diseases in the United States, looking not just at morbidity and mortality, but also looking at the cost burden. We will then review the latest adult vaccination coverage rates in the United States and highlight that, despite some positive movement, we are nowhere close to where we need to be to reduce the cost and burden of disease resulting from adult vaccine-preventable diseases. We will discuss some of the barriers that result in these poor rates. However, the environment for adult immunization is changing, as is the environment in which healthcare is being delivered. This presentation will discuss some of these changes and identify opportunities for advocacy and policy development so that we can continue to improve adult immunization coverage rates. Finally, no presentation on adult vaccination would be complete if we did not examine evidence-based strategies for improving coverage rates: the presentation will identify some recommended methods for providers to improve coverage from small-sized practices to large healthcare systems.

Objectives:
1. Describe the burden of adult vaccine-preventable diseases in the United States.
2. Examine the adult vaccination coverage in the United States.
3. Discuss the changing environment for adult immunization.
4. Understand the recommended strategies for improving coverage rates.

Speaker Bio: LJ Tan is the Chief Strategy Officer for the Immunization Action Coalition, which he joined January 1, 2013. Prior to that, he was the Director of Medicine and Public Health at the American Medical Association (AMA) for 15 years. He
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also serves as Co-Chair of the National Adult and Influenza Immunization Summit, together with the CDC and the NVPO. Dr. Tan recently served on the National Quality Forum’s Adult Immunizations Expert Committee and currently serves on the Pharmacy Quality Alliance’s Adult Immunization Working Group, on the European Society of Clinical Microbiology and Infectious Diseases Vaccine Study Group (EVASG), and as an editor for the Journal for Disaster Medicine and Public Health Preparedness, BMC Infectious Diseases and for Medscape Infectious Diseases. He just completed his term as an elected member of the federal National Vaccine Advisory Committee (NVAC). He still serves on the NVAC’s HPV and Vaccine Confidence working groups. Previously, he chaired the Immunization Infrastructure Workgroup and also served on the Vaccine Safety Workgroup. Dr. Tan also served as a liaison member of the federal Advisory Committee for Immunization Practices (ACIP) for 12 years, and he still serves on the Adult Immunization Working Group. Previously, he also served on the influenza, zoster and evidence-based working groups.

2016B002
Friday, September 9, 2016 9:05 am - 10:05 am
1-hour GS Level: Intermediate

Topic: What Will “Population Health” Mean for Occupational Safety and Health Professionals?

Presenters: Lee S. Newman, MD, MA, FACOEM, FCCP and Lili Tenney Starr, MPH

Topic Overview: Major trends in American society are driving healthcare organizations to shift from traditional models of sick care delivery to include well care. The population is aging, health risks are rising and rates of chronic illness are increasing. The Affordable Care Act and the trend toward forming accountable care organizations have shifted the dialogue to center on the question of how can we keep people well. The term Population Health has come to mean many things to many organizations, but increasingly means applying concepts of disease prevention and health promotion to improve both short and long-term outcomes. Those of us in the field of occupational safety and health are well acquainted with the importance of having both safe and healthy workers. The principles of primary prevention are core components of occupational health and safety practice, as reflected by the role we play in developing injury prevention programs, wellness programs, and interdisciplinary collaborations that include health and safety education, industrial hygiene, ergonomics, nursing, medicine and other allied fields. We will present case studies illustrating innovative ways in which Employee Health Departments are helping their organizations become leaders in improving Population Health. As one example, we will explore the shift to prevention as a response to the opioid epidemic. New efforts are being made to educate hospital staff and providers to practice current guidelines for preventing prescription drug misuse and abuse. Employee Health Departments are helping to educate personnel on safe use, safe storage and safe disposal strategies that help reduce both internal and external diversion. Another example is the growing focus on work-life balance that has shown the link between job strain and poor health behaviors, high turnover and absenteeism. Population Health in the context of occupational health and safety practice can
result in both primary and secondary prevention, reducing workplace risks and hazards that contribute to major public health issues.

**Objectives:**
1. Develop greater understanding of the movement toward Population Health.
2. Develop a greater awareness of how the skills of occupational health and safety professionals can be applied to Population Health.
3. Develop an understanding of the potential benefits of the Population Health approach.
4. Identify examples of primary prevention in practice.

**Speaker Bios:**

Lili Tenney Starr is the Deputy Director at the Center for Health, Work and Environment and an Instructor at the Colorado School of Public Health. She is Co-founder and Director of Health Link, an initiative to promote worksite wellness by providing businesses with expert advising, certification, direct support and connection to local health and safety services. She conducts research on workplace health promotion and health protection programs, Total Worker Health, health behaviors, productivity and employer-based outcomes.

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

**2016B003**  
**Friday, September 9, 2016 10:40 am - 11:40 am**  
1-hour BO **Level: Intermediate**  
**Topic: How to Find Your Reset Button**  
**Presenter: Lou Figueroa - Inspirational Speaker**

**Topic Overview:** In this session, Lou Figueroa shares how he was able to find his reset button in life by creating a healthy work-life balance. He discusses the idea of creating a healthy work-life balance to maintain mental wellness in life. Attendees will learn how to reset and implement tools to improve quality of life. Figueroa will share his laminated guide and teach attendees to clear the mental clutter to open up a world of opportunity.
Objectives:
1. Learn how to find your reset button to achieve a healthy work-life balance.
2. Apply techniques to improve quality of life, rewiring yourself for success.
3. Create a vision for wellness with a personal strategic plan.

Speaker Bio:
Growing up in Southern California, before moving to Colorado with his family in 1991, Lou Figueroa was an avid snowboarder and mountain biker who enjoyed the outdoors. At the age of 27 while out with a group of friends in the downtown district of Denver, he encountered a beverage that was laced with an unknown substance. He became lost and disoriented and walked nearly a mile to the Union Station rail yard. In the early hours of the morning a train approaching the rail yard didn't see Figueroa's body lying on the tracks until the last minute. The result would be the loss of both legs. After surviving a week-long coma, Figueroa awoke in the hospital. Since his amputations, he has traveled across the globe sharing messages of hope and inspiration to hundreds of audiences including trade associations, chambers of commerce and universities. In recent months he met with Ossur prosthetics and is currently working with the research and development team to test and give patient feedback on product trials. Today, Figueroa lives in Los Angeles where he advocates for drink safety.

2016B004
Friday, September 9, 2016 10:40 am - 11:40 am
1-hour BO Level: Intermediate
Topic: Protecting Staff from Patient Handling Injuries in the Out-Patient Setting
Presenter: Patricia Wawzyniecki, MS, CSPHP

Topic Overview: Healthcare staff in out-patient settings face many of the same patient handling challenges as hospital or long-term care employees. In addition, their risk of developing a musculoskeletal injury is rising due to influences from regulatory requirements and other factors related to patient dependency levels. This session will provide attendees with an overview of: the patient handling tasks presented in a wide range of out-patient settings; characteristics unique to ambulatory care and their potential effects on staff safety; new challenges to patient handling resulting from cost-containment and quality initiatives; and the impact of changing patient factors such as obesity and longevity. Practical, feasible strategies and recommendations for assessing the risks, targeting solutions and reducing injuries will be presented.

Objectives:
1. Identify unique characteristics of ambulatory clinic operations that influence employee safety and patient handling.
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2. Understand current healthcare requirements and regulatory climate and implications for safety of clinic staff.
3. Understand the broad range of patient mobility levels and patient handling tasks in the outpatient setting.

Speaker Bio:

Patricia Wawzyniecki has 30 years’ experience in the field of employee health and safety as an Industrial Hygienist and Ergonomist. She is a Certified Safe Patient Handling Professional and former Certified Industrial Hygienist. Wawzyniecki has held positions in both private companies and government organizations. She was an OSHA compliance officer focusing on health and ergonomic hazards and a health and safety engineer for several large aerospace manufacturers. For 13 years, Wawzyniecki focused exclusively on ergonomics and safe patient handling at a public university hospital and research center. Currently she is a Safety Programs Manager for HoverTech International, assessing and advising healthcare institutions on safe patient handling and mobility. She has spoken on this topic at state and national conferences. Wawzyniecki is currently serving on the Board of Directors for the Association of Safe Patient Handling Professionals.

2016B005
Friday, September 9, 2016 10:40 am - 11:40 am
1-hour BO Level: Basic
Topic: Public Speaking Skills Inside and Out
Presenter: Kathy Espinoza, MBA, MS, CPE, CIE

Topic Overview: Is training a headache to you? Does it show? Are you jealous of people who seem to have a silver tongue and can easily work a room with small talk? If you are afraid to be in front of people or lack confidence in your public speaking ability, this is one session you don’t want to miss!

Objectives:
1. Identify the hard skills of successful presentations.
2. Develop speaker differentiation skills on what makes a good speaker and what can turn an audience against you.
3. Learn the emotional intelligence behind great public speaking.

Speaker Bio:

Kathy Espinoza is a Board Certified Professional Ergonomist with dual master’s degrees in Work Science/Physiology and Business Administration. She has worked at Keenan for over 13 years providing ergonomic assessments and injury prevention training to healthcare office personnel, management, executive boards, EVS and facility departments. She gained most of her experience in
ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Espinoza taught Ergonomics in the Workplace at the University of California Riverside (UCR) for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 57 articles published in the field of ergonomics.

2016B006
Friday, September 9, 2016 10:40 am - 11:40 am
1-hour BO Level: Intermediate
**Topic:** Do You Need More Safe Patient Handling Devices for Your Hospital?
**Presenter:** Sandy Swan, MS, BSN, RN, COHN-S/CM, CEAS, CSPHP

**Topic Overview:** Do you need a concise, data-driven document to share with senior leadership to obtain funding for safe patient handling (SPH) devices? This presentation will share how a team of occupational health nurses and ergonomic specialists developed data collection tools and an executive summary that can be used to illustrate the need for additional safe patient handling devices in healthcare organizations. The following steps were taken:

- Modified current unit hazard assessment based on end-user feedback to ensure collection of meaningful data and ease of use.
- Developed a spreadsheet to populate with data from unit hazard assessment.
- Compiled a safe patient handling device recommendations spreadsheet based on national standards and an internal point prevalence study.
- Developed the executive summary that contains employee injury trend graphs and a current state/recommended devices summary.
- Developed a Power Point presentation to teach tool use.
- Presented to representatives of each hospital’s SPH committee for implementation.

A standardized, easy to use executive summary for recommending the appropriate number of SPH devices is intended to justify the need and approve future budgets for SPH devices throughout the hospital organization. The tools can be easily modified to fit the culture in other healthcare organizations who are championing the need for additional safe patient handling device funding.

**Objectives:**
1. Describe the need for data use in championing for additional safe patient handling (SPH) devices.
2. List the steps taken to develop the data tools and the executive summary.
3. Review how the tools presented can be modified for use in other healthcare organizations.

**Speaker Bio:**
Sandy Swan is the Manager of Occupational Health and Ergonomics for BJC HealthCare in St. Louis, MO. She received her Bachelor of Science in Nursing from Bowling Green State University in Bowling Green, Ohio, and her Master of Science in Education from the University of Dayton in Dayton, Ohio. Swan is licensed as an RN in Ohio, Illinois and Missouri. She has been a Certified Occupational Health
Nurse Specialist/Case Manager since 2001. She is also a Certified Ergonomic Assessment Specialist II and a Certified Safe Patient Handling Professional. Swan has been an RN for over 34 years, with the last 15 years in occupational health and ergonomics in both industry and healthcare settings. She currently provides occupational health guidance and develops education and standardization for the BJC occupational health nurses. She also manages a team of ergonomic specialists who provide injury prevention and innovative ergonomic solutions for over 27,000 BJC HealthCare employees.

2016B007
Friday, September 9, 2016 10:40 am - 11:40 am
1-hour BO Level: Basic
Topic: Respiratory Protection Training for Frontline Healthcare Workers
Presenters: Lisa Pompeii, PhD, COHN-S, FAAOHN and Debra Novak, PhD, RN

Topic Overview: Frontline healthcare workers are at risk, on a daily basis, for being exposed to airborne transmissible diseases such as tuberculosis, as well as emerging diseases such as new strains of influenza. OSHA’s Respiratory Protection Standard requires that workers receive training at least annually on respiratory protection. However, research findings suggest that frontline workers are not always compliant with using respiratory protection. They remain confused about differences between the N95 respirator and a surgical mask, and the importance of wearing the respirator they have been fit tested to wear. The need for improved respiratory protection training has been recognized by NIOSH’s National Personal Protective Technology Laboratory, which has funded the development of two short online respiratory protection training modules geared for these frontline workers. The development of this training has been a collaborative effort among NIOSH, AAOHN, AOHP and ANA. This free online training is available for healthcare organizations to use as part of their respiratory protection program. Moreover, organizations will have the ability to track their workers’ participation and completion of the training. Through this presentation, we aim to spread the word to occupational health professionals in healthcare that this high quality training is available for their organizations to use.

Objectives:
1. Review the development of the Respiratory Protection Training for Frontline Healthcare Workers.
2. Describe the content included in the online training program, including elements that meet annual training requirements for OSHA’s Respiratory Protection Standard.
3. Learn how healthcare organizations can access and use this free training for their workforce.

Speaker Bios:
Lisa Pompeii is an Occupational Health Nurse and Epidemiologist at the University of Texas Health Science Center at Houston. Dr. Pompeii’s research
focus is on occupational illness and injury among healthcare workers. She is the principal investigator of a NIOSH and AAOHN sponsored educational initiative aimed at training occupational health professionals and healthcare workers about respiratory protection in the workplace. Her presentation will focus on the most recent initiative to provide free respiratory protection training for frontline healthcare workers.

Debra Novak holds a PhD in Nursing from The University of Alabama-Birmingham and has over 30 years of experience in the field, working in a variety of clinical, research and faculty positions. She serves as a Project Officer for several healthcare research initiatives and is responsible for translating personal protective equipment (PPE) research findings to clinical workplaces, thereby promoting safer healthcare worker practices.

2016B008
Friday, September 9, 2016 10:40 am - 11:40 am
1-hour BO Level: Basic
Topic: Respirator Use in a Hospital Setting: Establishing Surveillance Metrics
Presenter: Mary Yarbrough, MD, MPH

Topic Overview: Background: Standardized metrics that detail use and supply of respirators in acute care hospitals are vital to prevent disease transmission, assure the safety of healthcare personnel, and inform national guidelines and regulations. Objective: Measures were developed for respirator use and supply in the acute care hospital setting to aid evaluation of respirator programs, allow benchmarking among hospitals, and serve as a foundation for national surveillance to enhance effective Personal Protective Technology (PPT) use and management. Methods: Existing regulations and guidelines that govern respirator use and supply at Vanderbilt University Medical Center (VUMC) were identified. Related routine and emergency hospital practices were documented through an investigation of hospital administrative policies, protocols and programs. Respirator dependent practices were categorized based on hospital workflow: prevention (preparation), patient care (response) and infection surveillance (outcomes). Associated data in information systems were extracted and their quality evaluated. Finally, measures representing major factors and components of respirator use and supply were developed. Results: Various directives affecting multiple stakeholders govern respirator use and supply in hospitals. Forty-four primary and secondary measures representing factors of respirator use and supply in the acute care hospital setting were derived from existing information systems associated with the implementation of these directives. Measures were validated through collection, and dashboards were developed for data abstraction.

Objectives:
1. Develop measures of respirator use and supply in the acute care hospital setting to aid evaluation of respirator programs.
2. Develop measures of respirator use and supply in the acute care hospital setting to allow benchmarking among hospitals.

3. Develop measures of respirator use and supply in the acute care hospital setting to serve as a foundation for national surveillance to enhance effective Personal Protective Technology (PPT) use and management.

Speaker Bio:
Dr. Mary Yarbrough earned an MD from Vanderbilt and an MPH from Johns Hopkins. She completed residencies at Vanderbilt (Internal Medicine) and Johns Hopkins (Preventive Medicine and Public Health) and is Board Certified in Internal Medicine, General Preventive Medicine and Public Health, and Occupational Medicine. Dr. Yarbrough is an Associate Professor of Internal Medicine and Assistant Professor of Preventive Medicine at Vanderbilt. She is the Executive Director of Vanderbilt’s Faculty/Staff Health and Wellness Programs, which includes: the Occupational Health Clinic; Work/Life Connections—EAP, including the Faculty/Physician Wellness and Nurse Wellness Programs; and Health Plus, Vanderbilt’s health promotion program. Dr. Yarbrough also serves as the Director for the Vanderbilt Center of Occupational and Environmental Medicine. Previously, she served as a Luce Scholar in Sabah Malaysia, as a consultant to the World Health Organization, and as Director of Environmental Epidemiology for the Tennessee Department of Health.

2016B009
Friday, September 9, 2016 1:30 pm - 2:30 pm
1-hour BO  Level: Basic
Topic: The Role of Occupational Health in Disaster Response
Presenter: Cathy Floyd, MS, BSN, RN, DPA, COHN-S

Topic Overview: The role and responsibilities for employee health professionals during disasters is critical in planning communication, care and coordinated response for employer work populations. This not only conserves critical external resources, but supplements public health and emergency response efforts for the community. Upholding the OSHA General Duty Clause means responsible employee health professionals must prepare response plans in collaboration with other designated emergency response professionals during those times when providing a safe and healthful work environment extends into worksite or community catastrophic events. Creating plans and testing them in advance will help ensure successful outcomes for employees, employers and communities.

Objectives:
1. Identify three worksite departments to partner with in developing a worksite disaster response program.
2. Describe two areas an Emergency Response Team should be "up to date on" and why.
3. Specify three takeaways from the "Critical 10", and explain the importance of each.
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Speaker Bio:
Cathy Floyd has been an occupational health nurse for over 25 years. She mentors occupational and employee health staff in both hospital and non-hospital industry. Board Certified as an Occupational Health Nurse Specialist, Floyd provides an entry level, down-to-earth process for new occupational/employee health professionals to establish disaster response programs at the worksite.

2016B010
Friday, September 9, 2016 1:30 pm - 2:30 pm
1-hour BO Level: Intermediate
Presenter: Ahmed Gomaa, MD, ScD, MSPH

Topic Overview: Healthcare and social assistance accounts for the highest number of private industry non-fatal occupational injuries among all sectors, representing 20.7% of all occupational injuries reported to the Bureau of Labor Statistics (BLS) in 2013. The Occupational Health Safety Network (OHSN) is a voluntary surveillance system developed by the National Institute for Occupational Safety and Health (NIOSH), part of CDC, and collaborating partners in 2011 to enable near real-time tracking of occupational injuries among healthcare personnel (HCP), including injury event type, occupation of the injured worker, injury location and injury risk factors. From January 2012 to October 2015, 116 hospitals in 19 states and Washington D.C. used OHSN to track: slips, trips and falls (STF); musculoskeletal disorders due to patient handling (PHM); and workplace violence (WPV) among their HCP. A total of 41,000 injuries were reported to OHSN. More than 76% of these injuries met Occupational Safety and Health Administration (OSHA) recordability criteria. Nurses (37%), nursing assistants (11%) and radiology technicians (4%) accounted for 61% of injuries. OHSN empowers participating hospitals to identify, promote and measure the impact of practical interventions to reduce injuries among HCP in hospital settings. This presentation will highlight how OHSN information helps to improve the working conditions of healthcare workers by helping healthcare facilities collect and use data to establish and evaluate prevention activities for common occupational health problems among HCP.

Objectives:
1. Identify observed trends in injury rates from aggregate Occupational Health Safety Network (OHSN) data.
2. Explain how to join and participate in OHSN.
3. Describe how to use reports and prevention resources in OHSN.

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

**2016B011**

**Friday, September 9, 2016 1:30 pm - 2:30 pm**

1-hour BO Level: Basic

**Topic: Workplace Safety: A Patient and Organizational Threat**

**Presenter: Ronald M. Wyatt, MD, MHA**

**Topic Overview:** Workplace violence is now recognized as a clear and present organizational threat. This presentation will provide current definitions of workplace safety and workplace violence and will offer data and preventive approaches to identifying and reducing the risk of workplace violence while promoting improvements in workplace safety. Workplace violence scenarios seen by The Joint Commission will be shared, including: domestic issues that impact the workplace; the potential effects of mental illness on interactions among patients and staff; and random violent acts or threats. The presentation will also review how organizations are attempting to prepare for and anticipate incidents. Participants will learn the importance of safety culture in a high reliability organization and what else needs to be done going forward.

**Objectives:**
1. Define workplace violence.
2. Increase awareness of the prevalence of workplace violence.
3. Understand the criticality of proactive risk reduction.
4. Review available workplace violence prevention resources.

**Speaker Bio:**

Ronald M. Wyatt is the Medical Director in the Division of Healthcare Improvement at The Joint Commission. In this role, Dr. Wyatt is The Joint Commission lead patient safety expert, collaborates in the development of National Patient Safety Goals, Sentinel Event Alerts and Quick Safety publication, and oversees data management and analyses in the Office of Quality and Patient Safety. He is leading The Joint Commission efforts to address disparity, equity and professionalism and workplace violence in healthcare. Dr. Wyatt is a Board Certified Internist with over 20 years practice experience and is licensed in the state of Alabama. He earned his medical degree and the Executive Master of
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Science in Health Administration (MSHA) from The University of Alabama at Birmingham. He was a George W. Merck Fellow with the Institute for Healthcare Improvement in 2009-2010. Dr. Wyatt completed the Harvard School of Public Health program in Clinical Effectiveness in 2009. He recently earned Green Belt Certification (lean, six-sigma and change management) at The Joint Commission.

2016B012
Friday, September 9, 2016 1:30 pm - 2:30 pm
1-hour BO Level: Intermediate

Topic: Evaluating Fitness for Work to Reduce Exposure Risk
Presenter: John Paul M. Longphre, MD, MPH

Topic Overview: How do you know with a reasonable degree of certainty whether an employee is physically and mentally able to safely perform essential job functions? Optimally, fitness-for-work evaluations are an essential component of a comprehensive workplace policy. During this interactive session, an experienced occupational medicine physician will describe a legally defensible fitness-for-work evaluation process suitable for hospitals and other healthcare settings. Topics will include who should be evaluated and why, applicable laws and regulations, contributors to potential impairment, and steps for prevention and intervention. Employee health nurses in healthcare organizations and their colleagues will acquire knowledge and tools to help them:

- Identify physical and mental impairments.
- Reduce their organization’s exposure and liability risks.
- Manage the impact of opioid pain medication and medical marijuana use in the workforce.
- Support safe job placement upon hire, while working and after an absence.
- Make reasonable accommodation decisions.
- Recognize and manage psycho-social factors that influence behavior.

Objectives:
1. Identify physical and mental impairments with the potential to impact job performance, co-worker, public and patient safety.
2. Understand rules that apply to the fitness-for-work evaluation process.
3. Recognize contributors to potential impairment.

Speaker Bio:
John Paul M. Longphre joined WorkCare, Inc., as an Associate Medical Director in 2008, working from his home base in North Carolina. His acuity in health issues related to productivity and practical approach to employee fitness-for-work contributes to WorkCare’s mission to protect the health and well-being of workers while supporting employers’ business objectives. Dr. Longphre is a medical graduate of the University of North Carolina Chapel Hill. He earned his
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Master’s Degree in Public Health and completed an internship in general surgery at the same institution. He is Board Certified in Occupational Medicine and retains licensure in 29 states. His Fellowship in Undersea and Hyperbaric Medicine, residency in Occupational Medicine at Duke University Medical Center and fluency in Japanese contribute to his distinctive blend of proficiencies and experience. At WorkCare, he contributes his skills as a Consulting Medical Director and as an on-call physician for the company’s Incident Intervention 24/7 telephonic triage program. He has written numerous articles and book chapters, and his research has been published in peer-reviewed academic medical journals.

2016B013
Friday, September 9, 2016 1:30 pm - 2:30 pm
1-hour BO Level: Intermediate

Topic: Hazards in Healthcare

Presenters: Roberta Smith, MSPH, RN, CIC, CIH and Cynthia Ellwood, PhD, CIH, FAIHA

Topic Overview: The National Institute for Occupational Safety and Health (NIOSH) published findings of a health and safety practices survey of healthcare workers. The survey found deficiencies in employee awareness training and employer safety procedures for numerous chemical hazards and exposures. This presentation will discuss conditions of employee exposures and methods to control exposures for the most dominant chemical hazards reported in the NIOSH study for healthcare workers with direct patient contact: waste anesthetic gases and aerosolized antibiotics/antivirals. The presentation will focus on NIOSH, AORN studies, other and unpublished sampling data that has taken place to illustrate the hazards that waste anesthetic gasses present for healthcare workers. The presentation will include a discussion of administrative and engineering controls that can be effective in controlling waste anesthetic gas exposures in healthcare settings. The presentation will also look at aerosolized antibiotics/antivirals and the potential health effects that these can have on healthcare workers without an adequate respiratory protection program.

Objectives:
1. Understand the gaps in defining hazardous healthcare exposures.
2. Recognize the relationship between exposures and how it relates to dose.
3. Define what are hazardous drugs.
4. Understand the risks to respiratory therapists in administering aerosolized therapies.
5. Understand the potential for exposures to Waste Anesthetic Gases (WAGS) and means to control them.

Speaker Bios:

Roberta Smith has over nine years of experience in infection control/occupational health. She holds a Bachelor’s of Science in Environmental Health from Colorado State University, and a second Bachelor’s of Science in Nursing, as well as a Master's of Science in Public Health from the University
Cynthia Ellwood is the Owner and Principal Industrial Hygienist at Associates in Occupational + Environmental Health, LLC, an industrial hygiene and safety consulting firm located in the Denver metro area. She received her BS from Ohio University and PhD from Colorado State University, both in the field of industrial hygiene. Dr. Ellwood has provided consulting services for 29 years in the fields of employee exposure assessments, retrospective occupational disease investigations, indoor air quality, local exhaust ventilation, development of comprehensive safety and health programs, construction in healthcare infection control, and academic and professional education. She has served as adjunct faculty at Ohio University and is an affiliate faculty member at Colorado State University.

**2016B014**

**Friday, September 9, 2016 1:30 pm - 2:30 pm**

1-hour BO  Level: Intermediate  
**Topic: Dealing with Difficult Employees and Administrators**  
**Presenter: Leslie S. Zun, MD, MBA**

**Topic Overview:** Difficult employees and administrators not only may frustrate and anger the staff, but can also compromise the care provided to the staff. It is important to identify these situations early, recognize the reasons why they have a negative effect and employ means to effectively deal with these people. This course will assist employee health providers in developing methods to better deal with staff that create difficult situations.

**Objectives:**
1. Understand why people can be difficult.
2. Review how difficult people influence responses from others.
3. Identify means to deal with difficult people.
4. Review case examples of difficult employees and administrators.
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Speaker Bio:
Dr. Leslie S. Zun is the System Chair of the Department of Emergency Medicine in the Sinai Health System in Chicago, IL and Chairman and Professor, Department of Emergency Medicine, with a secondary appointment in the Department of Psychiatry, at the Rosalind Franklin University of Medicine and Science/Chicago Medical School in North Chicago, IL. His background includes a medical degree from Rush Medical College and a business degree from Northwestern University's JL Kellogg School of Management. He is Board Certified in Emergency Medicine by the American Board of Emergency Medicine. Dr. Zun was Chief Operating Officer and Acting Chief Executive Officer for a 200-bed hospital in Chicago. His research interests include healthcare administration, violence prevention and behavioral emergencies. His publications have addressed the administration of hospitals and emergency departments, physicians’ bonus and incentive plans and quality improvement topics. He has presented his research and lectured on these topics both nationally and internationally. He is a board member of the American Academy of Emergency Medicine and the President Elect for the American Association for Emergency Psychiatry. He is the Chief Editor of the Behavioral Emergencies for Emergency Physicians textbook and Course Director for the past five years for the National Update on Behavioral Emergencies conference.

2016B015
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Advanced
Topic: Interdepartmental Collaboration to Reduce Conjunctiva Exposure Risk: Process Improvement to Increase Awareness and Enhance Compliance
Presenter: Victor R. Lange, JD*, MSPH, MS, BS, BA, ICP, CRC, CRA

Topic Overview: While most clinicians make an effort to avoid needlestick injuries and hand contamination, less attention is given to preventing infection risk from body fluid or contaminant splashes to the eye. Infectious pathogens can transfer through eye mucous membranes. An estimated 62% of all reported non-sharp blood and body fluid exposure incidents occur to the conjunctiva, and greater than 90% of these occur without proper eye protection. To demonstrably improve employee safety, we embarked on an interdepartmental, collaborative process improvement program to reduce and prevent eye-splash exposure. Detailed education on eye risk and enhanced protection is provided. New protocol, reporting and tracking tools are described. Compared to the prior 12 months of baseline data, program implementation resulted in a 100% reduction in eye splashes and, in 90 days, 15 splash saves. Interdepartmental collaboration, as well as use and availability of appropriate protective equipment, provide an opportunity to virtually eliminate eye exposure and significantly improve healthcare worker safety.

Objectives:
1. Define the risks associated with eye mucous membrane contamination.
2. Describe a program that successfully reduced conjunctiva exposure risk.
3. Discuss the components of a successful process improvement program to improve healthcare worker safety.

Speaker Bio:
Victor R. Lange, Director of Infection Prevention at Alta Hospital Systems in Los Angeles, is respected for his research and leadership in the field of infection prevention, presenting and publishing nationally on the subject. He possesses regulatory standard expertise and conducts ongoing surveillance, documentation and investigation of hospital-acquired infections. He has implemented numerous clinical education programs, providing staff with essential knowledge and skills on infection prevention, ultimately improving both healthcare worker and patient safety. He is a member of the Association for Professionals in Infection Control & Epidemiology, the Society for Healthcare Epidemiology of America, and the American Society for Healthcare Risk Management, among others. His report, Eyewear contamination levels in the operating room: Infection risk, was published in the April 2014 issue of the American Journal of Infection Control. He was named a 2014 Infection Control Today Who’s Who in Infection Control. He holds a Master’s in Public Health from the University of Texas and is pursuing his JD at William Howard Taft University.

2016B016
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Intermediate
Topic: Education, Education, Education – One UK Approach to Developing an Innovative Portfolio
Presenter: Anne Harriss, MSc, BEd, RN, OHNC, RSCPHN, CMIOSH, NTFHEA, PFHEA

Topic Overview: Formal specialist education for occupational health nursing has a long history. The Royal College of Nursing developed the first formal qualification in what was then termed industrial nursing in 1935. This evolved into an Occupational Health Nursing Certificate, which was eventually replaced by a Diploma in Occupational Health approved by the English and Scottish National Boards. These were the two educational arms of the United Kingdom Central Council for Nurses and Health Visitors, the then statutory registration body for nurses. The Nursing and Midwifery Council (NMC) replaced these boards as the approver in 2005. Nurses practicing in the community, including those delivering healthcare initiatives in schools, with families and in workplaces, became registered as Specialist Community Public Health Nurses. As a consequence, the focus of education for occupational health nurses changed to include learning outcomes rooted in generic public health. In many institutions, this resulted in shared learning with nurses working with children, babies and families. Many practitioners and some educators (myself included) who believed this diluted occupational health education developed strategic interventions to address this concern. This paper outlines how the author led the team that successfully developed a program that gained a national award, the 2011 Innovations in
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Occupational Health. The author continued to lobby those of influence, including the National Council for Work and Health (Harriss, 2010), and worked with a group of other leaders and strategists to effect a change of approach by the NMC (Harriss and Agius, 2015; O’Reilly, 2015). The United Kingdom Department of Health will soon make recommendations to the NMC resulting in a review of their educational standards for occupational health nursing. This paper gives an overview of: why this was necessary; how change was effected (Harriss, 2011, Harriss 2015); and how an effective and award-winning curriculum was developed.

Objectives:
1. Consider the education of specialist occupational health nurses in the United Kingdom.
2. Review the discontent of leaders within the profession of the standards for education for specialist community public health nurses.
3. Discuss the development of an award-winning occupational health program which gained university and statutory body approval.

Speaker Bio:
Anne Harriss has over 30 years’ experience as an educator of occupational health nurse specialists at the Royal College of Nursing Institute of Advanced Nursing Education and the London South Bank University. She was named Occupational Health Nurse of the Year in 2011 and has gained two Innovations in Occupational Health awards, one of which was for the innovative design of the unique program she leads at London South Bank University. She was the first nurse member of the implementation group for the National School of Occupational Medicine, which then became the National School of Occupational Health. She is the only nurse educator to have board membership. She is one of four teaching academics within her university who was made a National Teaching Fellow and is one of only two also holding Principal Fellowship of the Higher Education Academy. She has a passion for multi-disciplinary occupational health education and has been a driver for change within occupational health nursing education.

2016B017
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Intermediate
Topic: Money and Health: How Economic Stress Influences Occupational Well-being
Presenter: Robert R. Sinclair, PhD

Topic Overview: For working Americans, money is the most important resource they derive from work. Similarly, economic stressors (e.g., job insecurity, financial deprivation, unemployment) may be viewed as among the top health hazards associated with work. In fact, annual U.S. surveys show that work, money and the economy have been among Americans’ top sources of stress for several years. Many studies support the relationship between economic
stressors and health outcomes. Yet, it is somewhat surprising that relatively little occupational health research focuses on addressing employees’ economic concerns. With these issues in mind, the overarching goal of this presentation is to provide participants with an introduction to the study of economic stress. Topics will include: the current state of the economy with special regard to economic stressors; providing a simple framework for defining different kinds of economic stressors; and showing some scientific evidence linking these different economic stressors to health outcomes. The presentation will also focus on both psychological factors that make assessments of economic stress challenging (i.e., challenges related to how people think about money) and different approaches to developing interventions to help employees deal with economic stressors at work.

**Objectives:**
1. Develop greater awareness of the nature of economic stress.
2. Understand the links between economic stressors and health.
3. Recognize possible economic stress intervention targets.

**Speaker Bio:**
Bob Sinclair is a Professor of Industrial-Organizational Psychology at Clemson University, where he also serves as the Graduate Program Coordinator for the department’s doctoral and master’s programs. Dr. Sinclair is a Founding Member and Past President of the Society for Occupational Health Psychology, a Fellow of the American Psychological Association and the Society for Industrial-Organizational Psychology, and an editorial board member of several prominent applied psychology journals. His research includes four edited books and over 60 articles and chapters on a wide array of occupational health concerns. His current research program is focused on health-related aspects of organizational climate, economic stress and the employment relationship.

**2016B018**
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Basic
**Topic:** Driving Employee Health and Safety Through Big Data Analytics
**Presenters:** Kim Olszewski DNP, CRNP, COHN-S/CM, FAAOHN

**Topic Overview:** With the advancement of technology, the occupational health professional is in a key position to stimulate change through use of data analytics. Occupational health professionals can be empowered to use big data to analyze outcomes and improve the health and safety of employees. This presentation will introduce occupational health professionals to big data and how basic analytics can be used to improve the health and safety of the employee.

**Objectives:**
1. Introduce the concept of big data analytics.
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2. Explore the role of an occupational health professional in developing the guiding principles of big data analytics.
3. Discuss the use of technology and social media for data analytics.

Speaker Bio:

Kim Olszewski is an Assistant Professor in the Graduate Nursing Program at Bloomsburg University and is Vice President of Mid-State Occupational Health Services Inc. Dr. Olszewski has 19 years of occupational health experience in both the industrial and clinical arenas.

2016B019
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Intermediate

Topic: Blood and Body Fluid Exposure Management in the Clinical and Research Setting

Presenter: Andrew S. Gottlieb, MSN/MPH, FNP-BC

Topic Overview: Occupational exposure to bloodborne pathogens is one of the most anxiety-provoking experiences for both healthcare workers and researchers. Although there have been significant advances in the development of needle and other sharp device technology, percutaneous exposures continue to be a significant problem in many clinical settings (especially the operating room). There are a number of bloodborne pathogens that can be transmitted between humans, but the three most common are HIV, Hepatitis C and Hepatitis B. Fortunately for the exposed worker, there are treatment options available to prevent transmission. This has resulted in a significant decrease in the cases of occupationally acquired Hepatitis and HIV. The purpose of this presentation is to provide the learner with a standard post-exposure management plan for each of these pathogens. The presentation will review in detail all critical steps starting with wound decontamination, medication management and follow-up surveillance for each pathogen. In addition, the management plan for exposures to less common but equally concerning pathogens, to include Rabies, Herpes B virus and Syphilis, will be discussed.

Objectives:
1. Understand the risk of contracting each bloodborne pathogen via percutaneous or mucus membrane exposure.
2. Identify the most commonly used medications for the prevention of HIV, Hepatitis C and Hepatitis B after an exposure.
3. Understand how Herpes B virus is transmitted and how to clinically manage the exposure.
4. Review the risk of transmission of Rabies and Syphilis from person to person in the occupational setting.
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Speaker Bio:
Andy Gottlieb graduated from Emory University with a Bachelor of Science in Nursing in 1996. After working as an RN for several years, he attended the University of Texas, Houston Health Science Center. He received a Master of Science in Nursing in the Family Nurse Practitioner Track, and a Master's of Public Health in the Occupational Health concentration, in 2001. He has been the Director of Occupational Health Services for Massachusetts General Hospital (a 900+ bed teaching hospital with more than 20,000 employees) since 2005.

2016B020
Friday, September 9, 2016 2:35 pm - 3:35 pm
1-hour BO Level: Intermediate
Topic: Why Family Fit Workplaces Matter to All of Us
Presenter: Lili Tenney Starr, MPH

Topic Overview: Today, we’re facing an increasing need to promote the health and well-being of working families. Changing roles for women and men at work and at home beg the question, what tools do healthy workplaces need to think about providing to all employees? It’s not every day that occupational health and safety professionals find ourselves prioritizing the needs of workers and their families. There is an opportunity for occupational safety and health professionals to leverage their training and skills to improve major work-life challenges affecting all working families. As work itself evolves, we experience new demands that directly impact our health and relationships such as time poverty, financial stress, and strains related to caring for children and aging parents. These various work-life pressures increase in times of unpredictable circumstances and can be supported by organizational policies, management and employee training, and evidence-based solutions. The failure to not assess stressors for families can threaten employee morale, turnover, job satisfaction and overall workplace culture. This presentation will review a step-by-step approach to conduct an internal assessment for evaluating what your organization is doing across all departments to create a healthy “family fit” work environment. Learn solutions including flextime, employee benefits, sleep interventions and wellness programs that help manage daily work and family demands.

Objectives:
1. Determine work-life stressors facing family members today.
2. Develop an understanding of the business case for family-friendly workplaces.
3. Learn the steps for conducting an internal assessment.
4. Identify stakeholder groups for effective change making.

Speaker Bio:
Lili Tenney is the Deputy Director at the Center for Health, Work and Environment and an Instructor at the Colorado School of Public Health where she teaches graduate courses on Total Worker Health®. She is the Co-
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Founder and Director of Health Links™, an initiative to help organizations identify solutions for worker health and safety by providing them with consulting, certification, and evidence-based resources for implementing policies and practices that focus on improving employee health and well-being. She conducts research on workplace health and safety programs and the impact of these programs on health outcomes, organizational change, stakeholder relations and business performance.

2016B021
Friday, September 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Basic
Topic: Is Excessive Sitting Hazardous to Your Health?
Presenter: Kathy Espinoza, MBA, MS, CPE, CIE

Topic Overview: Most of us work in an office for 8 to 10 hours a day. Recent reports have shown that sitting for prolonged periods of time throughout the day can have adverse health effects. In addition to the lack of sunshine/vitamin D, indoor office work may be a problem we need to address to keep our workforce healthy and productive. This session will review literature on the hazards of prolonged sitting, options for creating sit-stand workstations and the importance of keeping the workforce active.

Objectives:
1. Determine office habits to identify the amount of time spent seated during the day.
2. Review the research related to excessive sitting.
3. Learn how to break the "sitting cycle" throughout the work day and easy ways to create sit-stand workstations.

Speaker Bio: Kathy Espinoza is a Board Certified Professional Ergonomist with dual master's degrees in Work Science/Physiology and Business Administration. She has worked at Keenan for over 13 years providing ergonomic assessments and injury prevention training to healthcare office personnel, management, executive boards, EVS and facility departments. She gained most of her experience in ergonomics while serving as the Coordinator of the Chronic Back Pain Program for Kaiser Permanente in Fontana for over 12 years. Espinoza taught Ergonomics in the Workplace at the University of California, Riverside (UCR) for over 10 years and was the 2010 recipient of the UCR Instructor Excellence Award. She has 57 articles published in the field of ergonomics.

2016B022
Friday, September 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Intermediate
Topic: The World of Opportunities: You Can Be an Exam Item Writer!
Presenter: Denise Knoblauch, BSN, RN, COHN-S/CM

Topic Overview: This session will provide an interactive review of submission of items written for the COHN/COHN-S/CM certification exam. Attendees will have the opportunity to review
essentials of item writing and will have the opportunity to write and critique questions for exam submission. Attendees will have to view two hours of introduction to item writing prior to attending this course. This course is geared toward the already certified occupational health nurse.

**Objectives:**
1. Review the nursing process.
2. Identify the examination test specifications.
3. Review submitted sample questions.
4. Describe the process for item review.

**Speaker Bio:**
Denise Knoblauch is Executive Director of the American Board for Occupational Health Nurses (ABOHN). She has 25 years of experience in occupational/employee health as an occupational health professional in healthcare. She began her career as the lone employee health nurse in a small rural hospital and transitioned to an urban medical center occupational health department which provided services to the medical center employees as well as to local industries. Knoblauch has experience as a clinician, coordinator, manager and case manager in occupational health as well as infection control. She developed the case manager model in occupational health at the medical center. An active AOHP member on the local and national levels, Knoblauch has filled many leadership roles on the Executive Board. She currently is co-instructor for Getting Started on the Road, a Continuing Education Committee member and serves as member at large for the AOHP Illinois Chapter. She has been leading the AOHP strategic initiative to develop Beyond Getting Started programs and has presented many occupational health topics nationally, regionally and locally. She is a Board Certified Occupational Health Nurse Specialist and Case Manager from ABOHN.

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**2016B023**
Friday, Sept 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Intermediate

**Topic:** The Occupational Health Nurse and Employee Assistance Programs: Developing a Relationship Beneficial to Employees Without Jeopardizing Confidentiality

**Presenters:** Richard P. Walker, MA, MEd, RN, COHN-S and Cheri Harrell Anthony, PhD, MEd, LPC, NCC

**Topic Overview:** The Bon Secours Richmond, Virginia Health System employs and supports in-house employee assistance programs (EAP) at each of its four Richmond-area hospitals. Bon Secours Richmond employees benefit from having EAP counselors co-located with Occupational Health Services. Frequently, occupational health nurses recommend EAP services to injured and non-injured workers. EAP frequently reciprocates, recommending workers discuss illness/injuries with occupational health nurses. The occupational health nurses and EAP have
developed a relationship where confidentiality is never compromised while providing a vital link in assisting employees’ return to wellness. Bon Secours is good help to those in need, and the Occupational Health Services/EAP dynamic is an extension of good help not only to patients, but also to employees.

**Objectives:**
1. Review the unique occupational health nurse/EAP relationship at Bon Secours Richmond hospitals.
2. Describe how confidentiality is maintained during the referral process of employees between occupational health nurses and EAP.
3. Review one potential scenario to demonstrate the successful results of an employee who is referred to Occupational Health Services by EAP.

**Speaker Bios:**

Richard P. Walker is Employee Health Nurse Coordinator at Bon Secours Saint Mary’s Hospital. His responsibilities include: assisting injured workers in returning to work; conducting root cause analysis investigations on work-related injuries; identifying and coordinating resolution of safety and health issues; educating and coaching workers on wellness and ergonomic issues; and coordinating worker infection prevention initiatives. He has participated on the United Network for Organ Sharing Performance Management Initiative and Operations and Safety Committee. He has also served on numerous committees at Bon Secours, including Infection Prevention, Workplace Violence and Environment of Care. He is a member of the Association of Occupational Health Professionals in Healthcare and the American Society of Professionals in Patient Safety, as well as a Past President of the Central Virginia Chapter of the American Association of Occupational Health Nurses. Walker received his Master of Science in Adult Education from Northern Illinois University. He holds a Bachelor of Arts in Psychology and a Master of Arts in Political Science/Public Administration from Edinboro University of Pennsylvania. He earned his RN from Bon Secours College of Nursing and COHN-S from the American Board for Occupational Health Nurses.

Cheri Harrell Anthony is responsible for employee mental health and well-being in the workplace at Bon Secours Health Systems in Richmond, VA. She is responsible for mental health counseling, assists with community and mental health referrals, and leads trainings on a variety of mental health topics. She is a Licensed Professional Counselor, Nationally Certified Counselor, and Certified Meyers Briggs Type Indicator Trainer and Coach. She earned her Doctorate of Philosophy of Counselor Education and Supervision from The College of William and Mary, Williamsburg, VA, with a Concentration in Marriage and Family Counseling, and a Master’s of Education from Harvard University, Cambridge, MA. She holds bachelor’s degrees in Psychology and Anthropology from Wellesley College in Wellesley, MA. Dr. Anthony is a member of the American Counseling Association, National Board of Certified Counselors, and
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the national and Richmond chapters of the Employment Assistance Program Association (EAPA). She is currently serving as President of the EAPA VA Chapter.

2016B024
Friday, September 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Intermediate
Topic: Compliance Makeover: How to Strengthen Leave Management Compliance (FMLA, Military and ADA) and Cut Costs
Presenter: Felicia Ellison, MSN, FNP, COHN-S

Topic Overview: The occupational health professional often faces many challenges in leave management administration. A comprehensive strategy is essential to ensure and maintain regulatory compliance and consistency, as well as manage a large volume of leave cases and high rates of absenteeism in the most financially responsible manner. The presentation will discuss how implementation of an absence management system at a large healthcare system has improved compliance, consistency, accuracy, efficiency, measurable financial savings, and increased employee and manager satisfaction. An overview of the leave management program prior to compliance makeover, planning and implementation, results and lessons learned will be presented.

Objectives:
1. List the driving forces behind the implementation of an absence management system.
2. Describe the timeline, required resources, and steps to develop and implement an absence management system.
3. Review the results and lessons learned from the implementation of an absence management system.

Speaker Bio: Felicia Ellison earned a Master of Science in Nursing with a Family Nurse Practitioner major from Mississippi University for Women and a Bachelor of Science in Nursing from The University of Alabama, Capstone College of Nursing. She is Director of Employee Health and Leave Management Services for the DCH Health System based in Tuscaloosa, AL. She is a Certified Health Nurse Specialist with 29 years of healthcare experience, including 19 years in Employee Health. Prior to that, she worked for many years as an Emergency Department staff nurse. Most recently, Ellison has led the system-wide initiative for a Centralized Leave Management Program. She has extensive experience in the clinical and administrative aspects of employee health and leave management. She is currently the Chair for the DCH Health System Wellness Team. She has served as Past President for the Association of Occupational Health Professionals in Healthcare and Vice President for the Workers’ Compensation Association of West Alabama. Most recently, she was invited to speak at the API Healthcare Client Forum in 2015. Other speaking experience includes instruction and training for FMLA, ADA, workers' compensation, drug and alcohol, Trauma Nursing Core Course, and the National Think First Head and Spinal Cord Injury Prevention Program.

2016B025
Friday, September 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Basic
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Topic: Beyond Bloodborne Pathogens - OSHA Regulations in Healthcare

Presenter: Roberta Smith, MSPH, RN, CIC, CIH

Topic Overview: Many healthcare facilities have developed strong bloodborne pathogen programs (BBP) to protect their healthcare workers. In addition, healthcare respiratory protection programs have been developed around the prevention of TB. Healthcare settings may be missing key employees to include in their safety programs and may be lacking OSHA-defined programs beyond BBPs in their programs. This presentation will focus on widening the scope of OSHA-mandated programs beyond the traditional BBP and respiratory protection. Occupational health clinics in healthcare facilities should be aware of personal protective equipment (PPE) requirements for personnel who are not in direct patient care roles, respiratory protection standards for personnel who are not in direct patient care roles, and potential exposures to formaldehyde, Ionizing radiation standards, and hazard communication standards. Each of the OSHA standards will be discussed as they pertain to healthcare settings and the implications these federal standards have. The presentation will also guide the participant on how internal auditing could be completed within the healthcare facility to cover federal standards. The presentation will provide ways to engage occupational/ employee health, infection control and safety programs to work toward compliance in these areas. In addition, participants will understand where in their facility they may need to engage in exposure monitoring activities to assess respiratory protection needs beyond TB risk assessments.

Objectives:
1. Understand federal guidelines that pertain to healthcare facilities beyond the Bloodborne Pathogen Standard.
2. Learn to build an effective internal auditing tool to ensure continued compliance with federal standards.
3. Identify how to effectively engage infection control, safety and occupational health programs to participate in the goal of protecting employees.

Speaker Bio:
Roberta Smith has over nine years of experience in infection control/ occupational health. She holds a Bachelor’s of Science in Environmental Health from Colorado State University and a second Bachelor’s of Science in Nursing, as well as a Master's of Science of Public Health, from the University of Colorado. She is Certified in Infection Control and is a Certified Industrial Hygienist. Smith has worked in both pediatric and adult hospital settings responsible for infection prevention and occupational health activities. Prior to her experience in infection prevention and occupational health, she worked at the Colorado Department of Public Health and Environment in the Immunization Section focusing on influenza and pneumococcal vaccinations as well as all adult immunizations. Smith is now working with Antea Group as a Senior Project Manager and is busy putting her diverse
background to work for a variety of clients and remaining active in issues affecting healthcare. She has conducted health and safety audits in healthcare settings and assisted an occupational health clinic in implementing a new EMR system. She is an active member of the American Industrial Hygiene Association (AIHA) and holds the position of Webmaster on the AIHA-RMS local section. She is a member of ASHE, the Association of Occupational Health Professionals in Healthcare (AOHP), American Society of Safety Engineers (ASSE) and the Association of Professionals in Infection Control (APIC).

2016B026
Friday, September 9, 2016 3:40 pm - 4:40 pm
1-hour BO Level: Intermediate
Topic: Retention and Health Status Related to Post-Offer Essential Function Testing in Nursing
Presenter: Kathleen O’Neill, MS, BSN, RN, CCM, CPDM

Topic Overview: Background: Determining if someone is capable of performing the job for which they are hired has taken many forms over the past several decades, ranging from physical examinations by a personal or company physician to the more recent and more specific post-offer employment testing. This type of testing aims to ensure safe job placement and reduced risks for injury by providing objective data about a person’s ability to safely perform the specific tasks associated with their job (Randolph, 2000). Healthcare professionals, of which nurses are the largest component, have higher rates of musculoskeletal injuries than construction, mining or manufacturing workers (Krussig et al, 2012). Among nursing professionals, there is a noted positive correlation between missed work, defined as absence sickness, and personal and job related factors, including a specific positive correlation between BMI and on-the-job physical strain or injury (Krussig et al, 2012). A systematic review on pre-employment examinations for preventing occupational injury and disease in all categories of workers found mixed results, concluding that the evidence supporting pre-employment examinations to reduce on-the-job disease or injury is of low quality, and further studies are needed (Mahmud, 2010). Purpose: This study was designed to evaluate the relationships among employee physical characteristics, post-offer employment testing results, retention and work-related absence sickness. Methods: This is a prospective, descriptive, longitudinal research approach examining the relationships between the post-offer employment test, and retention and work-related absence sickness rates in nursing personnel at UTMB Health System. Nurses consent to allow their post-offer employment test results and data to be used as part of the research, which examines correlations between test results, data, and retention and absence sickness over their first year of employment with UTMB. Results: 171 nurses have consented to participate. A significant portion is overweight or obese. Hypertension, BMI and endocrine issues are the largest predictors of absence sickness. Conclusions: Researchers want to use this data to design specific interventions to prevent further injury and to improve the health and well-being of the nurses at UTMB.

Objectives:
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1. Identify risks to healthcare workers.
2. Recognize when to use safe patient handling devices.
3. Determine methods to verify that healthcare workers are able to perform the essential functions of their jobs.

Speaker Bio:

Kathleen O’Neill is the Director of Employee Health and Wellness at UTMB Health. She has a passion for keeping people safe and healthy at work and understands that healthy employees are vital to business continuity and success. She is a nurse by background and a safety professional by trade, holding a Master of Science in Environmental Health and Safety. After working for a major insurance company and building Global Occupational Health programs for several large Fortune 500 firms, she returned home to Galveston County to share what she learned and to continue learning.

2016C001
Saturday, September 10, 2016 7:45 am - 8:45 am
Saturday Opening Keynote - 1-hour GS Level: Intermediate

Topic: Promoting Positive Events in Nursing: Models and Evidence

Presenter: Robert R. Sinclair, PhD

Topic Overview: Nurses play a critical role in the healthcare system as they deliver medical treatment and associated nursing care, relieve pain and suffering, and ultimately, save lives. Nurses also contend with many stressors, including work overload, interpersonal conflict and staff shortages, all of which research links to occupational, attitudinal, health and retention outcomes. However, nursing work also can be incredibly meaningful, rewarding and of tremendous personal significance. Despite the importance of the positive aspects of nursing to nurses, relatively little research has investigated nurses’ positive work experiences. This presentation will describe some findings from an ongoing research program investigating positive experiences in nursing. The presentation will address four goals:

- Provide a brief introduction to occupational health psychology and a general rationale for the importance of studying positive work experiences.
- Define positive work events and describe a structural model of nurses’ positive work experiences based on scientific literature in organizational psychology, as well as the presenter’s quantitative and qualitative research program.
- Describe some research findings related to occupational health related outcomes of positive work experiences, especially in comparison to the negative effects of work stressors.
- Present results of a qualitative study summarizing nurses’ recommendations for steps their employers can take to promote positive experiences at work.

The presentation will conclude with a discussion of additional recommendations for future research on positive work experiences.
Objectives:
1. Describe the importance of studying positive work experiences.
2. Explain the link between positive work experiences and health outcomes.
3. Discuss possible interventions to increase the likelihood of positive work experiences in nursing.

Speaker Bio:
Bob Sinclair is a Professor of Industrial-Organizational Psychology at Clemson University, where he also serves as the Graduate Program Coordinator for the department’s doctoral and master's programs. Dr. Sinclair is a Founding Member and Past President of the Society for Occupational Health Psychology, a Fellow of the American Psychological Association and the Society for Industrial-Organizational Psychology, and an editorial board member of several prominent applied psychology journals. His research includes four edited books and over 60 articles and chapters on a wide array of occupational health concerns. His current research program is focused on health-related aspects of organizational climate, economic stress and the employment relationship.

2016C002
Saturday, September 10, 2016 8:50 am - 9:50 am
1-hour GS Level: Advanced
Topic: Legislative Update: 2016
Presenter: Stephen A. Burt, MFA, BS

Topic Overview: Another Election Year! Politicians are being very careful and treading lightly. Occupational health plays a pivotal role in the ongoing safety of the work environment. As members of the management team, it is essential for occupational health professionals to know and understand the potential changes in the regulatory environment caused by the passage of newly introduced legislation. This general session will review the pertinent and germane bills introduced in the second session of the 114th Congress and give insights into the reasons behind the issues. We will examine the bills which have passed and the bills which have been introduced: both shed light on where we are heading in the ever-changing and evolving regulatory arena of occupational health. A perfect example is the Bipartisan Budget Act of 2015, signed by President Obama on November 2, 2015, which requires OSHA to significantly increase its civil penalties. A one-time Catch Up Adjustment will result in a penalty increase of approximately 80%. This means that the $7,000 cap on serious violations would grow to $12,600, and the $70,000 limit on willful and repeat violations would increase to $126,000. We will also review the new initiatives presented by the various federal agencies. Since 2008, OSHA has once again become an enforcement agency, and in the Fall 2015 regulatory agenda, OSHA has included initiatives for a new infectious disease standard and regulations which will result in even more changes to the Recordkeeping Standard. This section of the legislative review will
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discuss the proposed regulations introduced by the Departments of Labor and Health and Human Services, and give details of the potential outcomes and impacts on occupational health professionals.

**Objectives:**
1. Recognize which new legislation introduced into the second session of the 114th Congress may impact occupational health.
2. Describe the issues behind the newly introduced legislation and the potential for passage.
3. Identify strategies to address departmental changes brought on by the newly introduced legislation.
4. Review OSHA and HHS upcoming regulatory agendas for 2016 and those initiatives which may impact the Occupational/Employee Health Department.

**Speaker Bio:**
Stephen A. Burt is President and CEO of Healthcare Compliance Resources, an affiliate of Woods Rogers Consulting, a company developing and delivering strategic solutions to today’s healthcare regulatory compliance problems. From 1981 to 1994, as Corporate Director of Environmental Health for Carilion Healthcare System (Roanoke, VA), he was responsible for OSHA, EPA and Joint Commission compliance and was awarded the prestigious American Hospital Association’s Phoenix Award in 1988. During this time, he was non-legislative appointee to the Joint Legislative Administrative Review Commission (JLARC). Most recently, he served two years as the Corporate Administrator of Employee Safety for Inova Health System in Falls Church, VA, with responsibility in employee health and for OSHA compliance. Burt conducts over 30 full-day OSHA, HIPAA and employee health seminars per year for the University of North Carolina, Duke University, East Carolina University, Association of Occupational Health Professionals in Healthcare, the Virginia Hospital and Healthcare Association and the American Hospital Association, among others. He is a member of the Virginia Chapter Board and serves as Chair of the AOHP Government Affairs Committee. Burt is the Past Executive Vice President of AOHP.

2016C003
**Saturday, September 10, 2016 9:50 am - 10:50 am**
1-hour GS  Level: Intermediate
**Topic: Substance Use Disorder Among Health Professionals**
*Presenter: John Furman, PhD, MSN, CIC, COHN-S*

**Topic Overview:** The presentation will discuss: 1) substance use disorders (SUD) as medical conditions driven by biological traits and change over time. SUD is presented as a chronic illness with remissions and exacerbations akin to diabetes, heart disease and asthma. Addressing SUD as a medical condition removes stigma. An individual with SUD has a natural, predictable disease course that is responsive to treatment, allowing for recovery; 2) substance abuse rates
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across specialties and risk factors unique to health professionals, focusing on medication access, attitudes toward drugs and drug use, work stress and role strain, and lack of education about SUD. Common signs of substance abuse and impairment will be presented, along with the importance of clear drug use policies and procedures; 3) common regulatory requirements for reporting unprofessional conduct to the licensing authority and the investigative/disciplinary process of the Department of Health. This includes entry into monitoring through the voluntary and in lieu of discipline routes; and 4) regulatory monitoring program models and monitoring program requirements, including an overview of the National Council of State Boards of Nursing Substance Use Disorder Monitoring Program Guidelines.

Objectives:
1. Recognize substance use disorder (SUD) as a chronic, progressive illness with biologic, psychologic and environmental components.
2. Identify at least three risk factors for SUD among health professionals and three signs of impairment in the workplace.
3. Reference national reporting standards and identify the primary routes of entry into a substance abuse monitoring program.

Speaker Bio: John Furman is the Director of Washington Health Professional Services (WHPS) and has worked for Washington state for 35 years, primarily in the areas of behavioral health and occupational health. WHPS is the state alternative to a discipline substance abuse monitoring program for the nursing professions. He has an AD in recreational therapy, undergraduate and graduate degrees in registered nursing and a doctoral degree in health administration. In addition, he is a Certified Occupational Health Nurse-Specialist. He is Past President of the Puget Sound Chapter of the Association of Occupational Health Professionals in Healthcare (AOHP) and is currently serving on the Executive Board of the National Organization of Alternative Programs (NOAP). He has contributed to state initiatives such as the State Department of Health HIV/AIDS KNOW Curriculum and the Washington State Hepatitis C Strategic Plan. Prior to coming to the Department of Health, Dr. Furman worked for the Washington State Department of Labor and Industries, where he authored state occupational health regulation including, but not limited to, the state bloodborne pathogens, employee medical records and ethylene oxide standards. Just prior to leaving for the Department of Health, Dr. Furman acted as the primary author of the state’s ground-breaking Hazardous Drugs Standard.

2016C004
Saturday, September 10, 2016 11:10 am - 12:10 pm
1-hour GS Level: Intermediate
Topic: Workplace Violence Prevention Training Programs in Healthcare: An Analysis of Program Elements
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**Presenters: Sheila Arbury, MPH, RN and Donna Zankowski, MPH, RN, COHN**

**Topic Overview:** To assist healthcare facilities to obtain a comprehensive workplace violence training program, OSHA's Office of Occupational Medicine and Nursing reviewed 12 commercial workplace violence training programs marketed to healthcare facilities, examined the topics covered, compared these to content criteria and identified gaps in content. An OSHA workgroup developed content criteria from the possible training topics presented in OSHA's Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers and a review of the workplace violence literature. In the presentation, these criteria are called essential elements. This analysis of the 12 programs revealed that none of them addressed all the essential elements. For example, one program taught workers to calm a potentially violent person using de-escalation techniques only without using any physical maneuvers. Another example is that the majority of programs did not address the safety of a worker working alone. For this reason, healthcare facilities should ensure the training program they are considering purchasing covers all topics important to them. In addition, most training programs did not address facility-specific information such as a specific risk assessment and facility emergency action policies. Therefore, healthcare facilities should supplement purchased training programs with their own training in organizational policies and procedures, emergency action plans, communication procedures, risk assessment, facility policies on the use of restraints, and worker post-incident debriefing and follow-up.

**Objectives:**
1. Name the essential elements necessary for a comprehensive workplace violence training program.
2. Evaluate the contents of a workplace violence training program, and recognize the elements that are lacking and need to be added.
3. Identify the program elements and the facility-specific content needed to supplement a facility's workplace violence training program.

**Speaker Bios:**

Sheila Brown Arbury is a Health Scientist in the Office of Occupational Medicine and Nursing, Directorate of Technical Support and Emergency Management, Occupational Safety and Health Administration (OSHA) in Washington, D.C. Her responsibilities at OSHA include: providing occupational health nursing expertise to the agency; writing, reviewing and analyzing agency outreach documents; responding to internal and external requests for occupational safety and health information; serving on agency work teams; and participating in OSHA safety and health inspections. Her particular areas of expertise include heat illness prevention, bloodborne pathogens, infectious diseases and workplace violence. Arbury has an MPH with a concentration in occupational health from Johns Hopkins University.
Donna Zankowski has a background in critical care, utilization review, case management and visiting nursing. She holds a certification in occupational health nursing (COHN), a certificate in occupational and environmental health from the Johns Hopkins Bloomberg School of Public Health, and a Master's of Public Health, with a focus on occupational and environmental health, from the Tulane University School of Public Health and Tropical Medicine. Zankowski has been an advocate for federal safe patient handling legislation and state workplace violence prevention legislation in Maryland. She serves on the Legislative Affairs committees of the Maryland Nurses Association (MNA) and the American Association of Occupational Health Nurses (AAOHN), and is President of the Seneca Valley Maryland Chapter of AAOHN. As an occupational health nurse, she has provided a broad range of occupational health services to workers in healthcare and industrial settings. Workplace violence is a concern all in work settings, but it is an especially important issue in healthcare. During her graduate studies, Zankowski had the opportunity to intern in the Office of Occupational Health Nursing and Medicine at OSHA in the summer of 2014. It was during this time that she participated in the research project analyzing the training programs used in healthcare settings, which is the basis for this presentation.

2016C005
Saturday, September 10, 2016 12:15 pm - 1:15 pm
Closing Keynote - 1-hour GS Level: Intermediate
Presenters: Terry Grimmond, FASM, BAgrSc, GrDpAdEd and Linda Good, PhD, RN, COHN-S

Topic Overview: Bloodborne pathogen exposures represent one of the most potentially devastating types of occupational injuries among healthcare workers. Occupational health professionals devote a significant portion of their practice on exposures; evaluating, treating, educating, tracking and reporting. This team-taught general session presentation will demonstrate to conference participants how research and evidence-based practice can inform their management of this crucial concern. The session will include updates on sharps and mucocutaneous exposure incidence, best practices in exposure prevention, and a special conference attendee preview report on the AOHP-sponsored Exposure Survey of Trends in Occupational Practice (EXPO-S.T.O.P.) benchmarking research study.

Objectives:
1. Identify current bloodborne pathogen exposure prevention initiatives.
2. Discuss examples of prevention best practice.
3. Present findings of the 2015 EXPO-S.T.O.P. survey and encourage continued support.

Speaker Bios:
Terry Grimmond is an Australian consultant microbiologist with 48 years' experience in infection and sharps injury prevention. He has spoken at 170
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conferences in 18 countries and received multiple awards for his work. He has co-authored four EXPO-S.T.O.P. surveys and will present at the AOHP 2016 Annual National Conference the findings of the 2015 calendar year survey.

Linda Good has over 20 years of experience as an occupational health professional, currently overseeing the team that provides services to the 14,000 employees of Scripps Health. She is co-author of the EXPO-S.T.O.P. survey.