

AOHP 2008 National Conference Education Sessions Abstracts

PRECONFERENCE WORKSHOPS

Workshop A **B**

Getting Started in Employee Health



Aftab Ahmed, RN, BSN

Aftab Ahmed, RN, BSN, is a nurse in the Employee Health Department for Covenant Health System, Lubbock, Texas. He graduated from nursing school in Manchester, England and also holds a bachelor's degree in nursing from West Texas A&M. He worked in public health nursing prior to coming to Lubbock. He has 25 years of nursing experience in a wide variety of healthcare settings, including intensive care, nursing administration and occupational health nursing. He has been employed in occupational health since 1994 and is currently responsible for 6,500 employees, physicians and volunteers for health maintenance. Other responsibilities include hospital safety, the Decontamination Response Team and the Emergency Preparedness Task Force, implementation of safe needle devices throughout the system, and injury prevention and management.



Carolyn Amrich, RN, COHN

Carolyn Amrich, RN, COHN, began her career as a pediatric nurse at Children's Medical Center Dallas and has been in occupational health at Children's since 1991. She took the exam for certification (COHN) in May 2000. The department has expanded from Employee Health Services to Occupational Health and Wellness through the past 15 years. She began as the sole employee and now has four nurses, one medical assistant and one administrative assistant. The wellness program is expanding and includes Weight Watchers at Work, a walking program called Step Now and a tobacco free program.



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

Jan Frustaglia, RN, BS, CCM, COHN-S, is AOHP's continuing education chair, coordinating the review of continuing nursing education applications. In 2005, she developed the *Getting Started On The Road* concept and continues to coordinate the popular workshop across the states. She was the founder of the AOHP Oregon chapter in 1998 and received the AOHP 2006 Joyce Safian Scholarship Award. With more than 18 years of experience working in industrial and hospital settings, she has been a contributing editor to two chapters in published books and has published numerous articles in peer-reviewed journals.



Shari Lyons, RN, BSN, CIC, COHN-S

Shari Lyons, RN, BSN, CIC, COHN-S, is currently the Employee Health Services manager for El Camino Hospital, a 395 bed acute-care community hospital in Mountain View, CA. She has more than 17 years experience in employee health and infection control. Shari is certified in both infection control and occupational health and has been active in the Association for Professionals in Infection Control and Epidemiology (APIC) and AOHP since 1992. She has served as president and treasurer of APIC Wine Country chapter and is currently the government relations representative for AOHP Northern California chapter.

This comprehensive, informative course is designed for the occupational health professional new to the field. The eight-hour didactic course was developed from the *Getting Started* manual. The manual is updated every two years by the AOHP organization. Course content is up-to-date, allows interactive discussion and is presented by a team of experienced experts. All participants will receive the 2008 edition of the *Getting Started* resource manual in CD format.

Workshop B

Psychological First Aid: A Practical Model for Assisting Those in Crisis



Patricia L. Tritt, RN, MA

Patricia L. Tritt, RN, MA, is the director of EMS and Trauma for HealthONE in Denver, CO. In 1985, she organized the Mayflower Crisis Support Team and now also coordinates the Colorado Crisis Support Network. She is an ICISF approved trainer for group, individual, strategic response to crisis, grief following trauma, and advanced courses.

Employees experience a range of personal, professional and workplace events that can create a state of crisis for the individual. It can be difficult for even the most compassionate individual to find an effective strategy to offer support and assistance. This presentation will provide a model for psychological first aid to assist the individual in crisis. Participants will practice techniques using role play and feedback.

Workshop C

A Practical Guide for Enhancing Your Safe Patient Handling Program



Rick Barker

Rick Barker has more than 18 years of human factors and ergonomics experience, including more than eight years specializing in healthcare. He is a self-employed consultant providing safety services in hospitals and long term care settings. He has provided safety consulting services for a number of Fortune 500 companies and government agencies.



Bob Williamson, RN, BSN, MS, CWCP

Bob Williamson, RN, BSN, MS, CWCP, holds a bachelor's degree in nursing from Saginaw Valley University and a master's degree in healthcare administration at Central Michigan University. Additionally, he achieved a national certification in workers' compensation from Michigan State University. In May 2005 he was named the director, associate safety for Ascension Health. In this newly created role, he provided oversight to the loss prevention and associate safety initiatives for more than 101,000 employees at Ascension Health. Working closely with the risk management, occupational health, and other divisions at the national office, he plays a significant role in:

demonstrating the business case for employee safety programs; compliance with regulatory guidelines (JCAHO, OSHA, CDC;) and developing and implementing programs to address patient handling injuries, bloodborne pathogen exposures, and disease and disability management programs for healthcare employees. He has a special interest in patient handling and lifting risks for bedside care providers. Most recently, he coordinated the development of a system-wide program to eliminate patient handling injuries at Ascension Health hospitals.



Kent W. Wilson, CIE

Kent W. Wilson, CIE, has been involved with safety and health promotion for more than 20 years. He has performed ergonomic and safety evaluations for dozens of healthcare facilities around the country. He holds a degree in exercise physiology and sports medicine and is a Certified Industrial Ergonomist. He also takes an active role in the development of regulatory standards and is a member of several ANSI (American National Standards Institute) committees. He has testified before OSHA in the area of ergonomics for the development of national standards. He is a full member of the Human Factors and Ergonomics Society, The American Society of Safety Engineers,

The American Industrial Hygiene Association and the National Safety Council, and serves as the current chair of the Ergonomics Standing Committee for the National Safety Council. He has spoken to hundreds of companies in the United States and worldwide on the subject of ergonomics and safety, including patient falls prevention and patient handling.

This four-hour preconference workshop will offer recommendations and advice from three individuals who have experience with implementing and sustaining a safe patient handling (SPH) program from the perspective of the employer, consultant and vendor. This session will be geared for those who have a management role in a SPH program in an acute care environment. Practical examples and tools will be presented that will be useful in a clinical setting. This presentation will be a combination of lecture, group interaction and case study discussion.

Workshop D

EHS Quality Assessment: Essential Tools of a Systematic Analysis for Today's Business Climate



Dee Tyler, RN, COHN-S, FAAOHN

Dee Tyler, RN, COHN-S, FAAOHN, is the director of medical management for FinCor Solutions. She provides nurse case management for disability claims and loss prevention services in Michigan, Minnesota, South Dakota, Wisconsin, Ohio and Indiana, as well as return-to-work program development and occupational/employee health consulting. Her background includes occupational medicine in the health care and manufacturing settings. She has 23 years of experience in occupational health and safety issues affecting both manufacturing and the health care industry. Some of these include development and implementation of: Occupational Safety

Health Administration and Michigan Occupational Safety Health Administration regulatory compliance programs; employee safety education, incident and accident investigation; workers' compensation medical case management; infection control, employee health and safety services development; and return-to-work program development. She has served on MIOSHA standards advisory committees, as well as presented on a number of topics related to occupational health, nurse case management, and workers' compensation on the state and national level. She attended Lakeview Medical Centers' School of Nursing, where she became a registered nurse. She is also a certified occupational health nurse and the founder for the Michigan Health Care Safety Association, and was awarded the Michigan Occupational Health Nurse of the Year award in 2002. In 2007, she received her AAOHN fellow in Occupational Health Nursing.

In a business climate that emphasizes quality and quality care, occupational health professionals need to also be prepared to objectively demonstrate that they are providing quality in the services they deliver to their health care community, in addition to striving for continued improvement. The only way to do this is to have a systematic method to collect information and analyze the collected data, followed by planning for improvement. This session will assist the occupational health professional to develop the skills and tools needed to accomplish this task. By doing so, these professionals can determine that the services they offer meet regulatory and industry standards, as well as to help justify the importance of the role they hold to their employers.

Workshop E

Determining Functional Ability Based on Objective Medical Evidence



Arlene Guzik, MSN, ARNP-BC, COHN-S, FAAOHN

Arlene Guzik, MSN, ARNP-BC, COHN-S, FAAOHN, received a bachelor of science in nursing from Ohio University and a master of science in nursing from West Virginia University. She is board certified as an Adult Nurse Practitioner and a Certified Occupational Health Nurse Specialist. She is currently enrolled at Case Western University pursuing a doctorate in nursing practice. Arlene has more than 20 years experience in community and occupational health nursing in healthcare organizations and private business. She has held several leadership positions with AAOHN at the local, state and national levels. She is a nationally recognized speaker and author on various

topics related to occupational health. As director of clinical services for Lakeside Occupational Medical Centers, she provides clinical guidance for Lakeside's medical professionals and provides consultative services for Lakeside's client businesses.



Richard F. Johnson, MD, MPH

Dr. Johnson has specialized in occupational medicine for more than 25 years and is board certified in both emergency medicine and occupation & environmental medicine. He is also a certified medical review officer, workers' compensation expert and a senior aviation medical examiner. He is a professional member of the American College of Occupational and Environmental Medicine (ACOEM) and past president of the Florida chapter. He currently serves as president of the private practice sector of ACOEM. Johnson has extensive experience as a presenter both locally and nationally for a variety of professionals, including medical, business and professional organizations. He is owner and medical director of Lakeside Occupational Medical Centers, including eight occupational medicine clinics, physical rehabilitation services, practice management and consultation services. He is highly regarded for his expertise in occupational medicine and has the reputation of being extremely supportive of the role of the occupational health professional.

Determination of a worker's functional ability should be based on objective medical evidence. Often, functional limitations are not related to the claim at hand, but are related to pre-existing or co-morbid conditions. Traditional Functional Capacity Evaluations do not provide the medical evidence for determining causation for the functional limitations and may create a barrier to closing a claim and apportioning causation. The Functional Medical Evaluation not only addresses functional ability, but will provide the claim administrator and case manager with objective medical evidence of the root cause for the functional limits.

Workshop F

Nursing Research Course



Jeanne K. Clancey, MSN, RN, CNRN

Jeanne K. Clancey, MSN, RN, CNRN, has practiced as a neuroscience nurse for more than 30 years, with a primary focus on neuro-oncology. She is now an education specialist responsible for the facilitation of nursing research and professional development.

This nursing research course is a basic course for clinical nurses. It will provide an overview of nursing, research and evidence based practice, and how they can be incorporated into clinical practice. The initial steps of the nursing research process, such as identifying a research question, writing a problem statement, conducting a literature review and critiquing the literature, will be discussed. Time will be available to discuss potential research ideas.

Workshop G

Safe Patient Handling - Developing Partnerships for Success



Marnie Myhre, MS, PT, CEA

Marnie Myhre, MS, PT, CEA, is the injury prevention coordinator and safe patient handling manager for Fairview. She coordinates the system SPH program for five hospitals, along with improving the awareness of and implementation of ergonomics/injury prevention changes. She ensures ergonomics is considered in the design of new construction and remodeling projects.



BJ Peters, RN

BJ Peters, RN, is the director of Employee Occupational Health Services for Fairview Health Services in Minneapolis, MN. She is responsible for employee occupational health for 15,000 employees. During the last two years, a system-wide safe patient handling initiative has been

lead from the Employee Occupational Health Department. Efforts prior to that had largely been uncoordinated. Fairview incorporates six hospitals, including the University of Minnesota-Fairview, multiple clinics, home care and hospice, and an ambulatory care center, as well as a rehabilitation center. Currently, Fairview is in year two of a three-year implementation plan that looks to spend \$6 million for safe patient handling efforts.

Fairview's initial sporadic SPH efforts have been coordinated into a consistent and effective program. Key stakeholders and champions were identified, and an effective SPH program was developed. The program design for three years gave focus initially to the most cost-effective and broadest changes implemented, followed by branching out to areas of greatest risk. The need for a strong infrastructure to support SPH is stressed, as well as the problems that may arise if SPH is ignored. This program highlights the importance of partnerships with patient care unit managers, design teams, organizational learning, infection control and most of all, supply chain to support the program.

Workshop H

Investigating Employee Accidents in Healthcare



Stephen A. Burt

Stephen A. Burt currently serves as administrator of employee safety programs for Inova Health System in Fairfax, VA. He has been involved in surveying healthcare facilities to ensure compliance with OSHA, EPA and JCAHO regulations since the early 1980s and continues to be one of the most popular and dynamic speakers in the nation on OSHA topics for healthcare providers.

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 get in a hurry or get 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. Not just risk managers, but all frontline supervisors, need to understand how to conduct an investigation before an accident occurs. Mistakes or omissions can be costly.

GENERAL AND BREAKOUT SESSIONS

Tell Me Your Story: Healing Nurse-To-Nurse Hostility

The expression "nurses eat their young" is so far removed from our idea of the caring and nurturing nurse that we shudder to think it could possibly be true. But the truth is, nurses are hurting each other. Stories from the "front line" cannot be ignored. These stories are the voices of nurses telling the world about their experiences. In addition, research shows that 60 percent of newly registered nurses leave their first position within six months because of some form of abuse from a co-worker. The first step to healing our relationships is the most difficult: to recognize and openly discuss the problem. Only by understanding the origin and reasons for our behaviors can we even begin to create the healing environment so desperately needed in nursing - for ourselves, as well as our patients.

Kathleen M. Bartholomew, RN, RC, MN



Before turning to healthcare as a career in 1994, Kathleen Bartholomew, RN, RC, MN, held positions in marketing, business, communications and teaching. It was these experiences that allowed her to look at nursing from a different perspective and to speak poignantly to the issues that affect nurses today. A registered nurse and counselor, she has been a national speaker for the nursing profession for the past seven years. Bartholomew earned a bachelor's degree in liberal arts with a strong emphasis on sociology. This background laid the foundation for her to correctly identify the norms and mores particular to healthcare, specifically physician-nurse relationships and nurse-to-nurse hostility. For her master's thesis, she authored *Speak Your Truth: Proven Strategies for Effective Nurse-Physician Communication*, the only book to date which

addresses physician-nurse issues. In December 2005, Bartholomew resigned her position as manager to research horizontal violence in nursing. The expression "Why do nurses eat their young?" has existed for many years in the nursing profession (and has troubled many in the profession.) In her book *Ending Nurse to Nurse Hostility* (2006,) she offers the first comprehensive and compassionate look at the etiology, impact and solutions to horizontal violence. This summer, she presented her work at the International Sigma Theta Tau Conference in Vienna.

The Link Between Cruelty to Animals and Violence Toward Humans

Violence toward animals has long been recognized as an accurate predictor of future violent conduct. A significant number of notorious murderers have a documented history of deliberately harming or neglecting animals. There is also a striking correlation between animal abuse and all forms of family violence. Those who witness or learn of cruelty toward an animal often feel victimized, even though they were not the direct target. Additionally, violence experienced may lead to violence expressed. This session will discuss the historical perspective of this "link" of violence, as well as the current trends in addressing the issue. A community has the potential to combat violence and improve public safety by "linking" together in recognizing animal cruelty, reporting animal cruelty and treating the offenders appropriately.



Diane E. Balkin

Diane Balkin graduated in 1973 from Tulane University, New Orleans. She attended the University of Denver Law School and received her Juris Doctorate in 1977. She worked as a trial attorney for the Office of the Denver District Attorney from 1979 to present, and as a liaison reviewing allegations of police misconduct with the Denver Police Department Internal Affairs Bureau. Diane has also served as the Director of the Economic Crime Unit, prosecuting exploitation of the elderly, and as Director of the Juvenile Court Division and Family Violence Unit.

Balkin is involved in committees to alleviate overcrowding in juvenile detention centers as well as working to establish protocols to assist victims of sexual assault and for organ donations in homicide cases. She also investigates animal cruelty cases, has served on the American Veterinary Medical Association task force, was President of the Colorado State Board of Veterinary Medicine, and is now a current board member of the Colorado State Board of Veterinary Medicine. In addition to carrying a full felony caseload, she trains veterinarians, police officers, judges, attorneys, treatment and service providers, students and citizens regarding the link between cruelty to animals and violence towards humans. The training includes the importance of reporting animal cruelty as well as practical considerations relating to the investigation and prosecution of cruelty cases.

Behavioral Fitness for Duty

Behavioral fitness for duty (BFFD) evaluation is defined with emphasis placed on the differences between "fitness" and generic "readiness" for duty. Some of the differences in focus of disability assessment versus BFFD are highlighted. The impact of workers' behavioral fitness on workplace morale, safety, productivity and injury prevention is presented. Indications for BFFD evaluation referral are discussed, as are guides in selecting appropriate mental health consultants. Illustrative case studies provide understanding of outcomes, and work-related recommendations are listed in a specialized BFFD report.



Marie-Claude Rigaud, MD, MPH

Dr. Marie-Claude Rigaud is board certified by the American Board of Psychiatry and Neurology. She is a nationally recognized and published author in the scientific and academic areas of workplace psychiatry, disability and managed behavioral care. She is a Distinguished Life Fellow of the American Psychiatric Association (APA) and a delegate of the American Medical Association (AMA) House of Delegates. She received her medical degree in 1962 from the State University of Haiti, School of Medicine and Pharmacy, and holds a master's in public health from the University of Illinois, School of Public Health. She has obtained certification in quality assurance and utilization review. Currently, Rigaud is an independent consultant in workplace psychiatry. She has held several clinico-administrative positions as medical director for nationwide disability and healthcare organizations. She led the development, education and training in the field of disability management. She is a member of the faculty of Loyola University in Maywood, IL, and of University of Illinois at Chicago. Rigaud has

been an invited speaker, presenting on scientific topics in both academic and non-academic settings. She co-lead the development and organization of three disability management conferences, as well as seminars on fitness for duty. Recent presentations include “Ethics of Disability Assessment in Medical/Psychiatric Practice,” “Bridging the Gap Between Mental Health Providers and Disability Managers,” “The ABC’s of Effective Psychiatric Disability Case Management,” “From Psychopathology to Disability,” “Evaluation of Functional Impairments in Psychiatric Disability,” “Impact of Physician Behavior on Disability Management,” “Is Your Patient Safe to Return to Work?,” and “Is This Employee Behaviorally Fit to Work?”

NIOSH Lab and Field Research to Prevent Slip, Trip and Fall Injuries to Health Care Workers

Hospitals are diverse work environments, with slip, trip and fall (STF) incidence rates that are 67 percent higher than other U.S. private industry. The objective of this presentation is to conduct lab and field research to identify risk factors for STF incidents and evaluate a “best practices” STF prevention program in three hospitals. Methods and results will include that: a descriptive analysis of six years of workers’ compensation data identified 316 STF claims; a case follow-back field study identified contaminants and surface transitions as transient risk factors; lab evaluations of flooring and footwear identified promising slip-resistant shoes and flooring; assessments identified STF hazards, and; a field study found a 58 percent reduction in STF incidents after a “best practices” program was implemented. Conclusions will show that food service workers, housekeepers, nurses, EMS/transport and office staff are at highest risk of STF injury. This study applied multiple research methods to design a STF prevention program and demonstrate its effectiveness in three hospitals.



James W. Collins, PhD, MSME

James Collins, PhD, MSME, is a captain in the U.S. Public Health Service and is the associate director for science for the Division of Safety Research (DSR) with the Centers for Disease Control and Prevention (CDC,) National Institute for Occupational Safety and Health (NIOSH.) Collins received his PhD in health policy and management from Johns Hopkins University, and his master’s and undergraduate degrees are in mechanical engineering. He has 23 years of experience as an engineer and an epidemiologist conducting laboratory and field research with the CDC/NIOSH. His recent research has focused on safe resident lifting, and slip, trip and fall prevention, in nursing homes and hospitals. As associate director, he is responsible for the quality control of the research being conducted by the division’s approximately 80 staff members. He is on the editorial board of the *International Journal of Injury Control and Safety Promotion*. During the past two decades, he has authored five book chapters, and his work has been published in the *American Journal of Industrial Medicine*, *Injury Prevention*, *Ergonomics*, *Applied Ergonomics*, *Statistics in Medicine*, *Occupational Medicine: State of the Art Reviews*, *Professional Safety*, *Ohio Monitor*, *Robotics Engineering*, *Sensors*, *Journal of Safety Research*, *Journal of Occupational Accidents*, *Public Power Journal*, and *Business Society and Review*.

Pandemic Preparedness

The next influenza pandemic could overwhelm a community, causing very serious public health, social and economic problems. This talk will present an overview of estimates of numbers likely to become ill, need hospitalization or die. Examples of preparations for response will be discussed, including: the U.S. federal government plans for prioritization of distribution of vaccines and influenza anti-viral drugs, and how some locales are planning to prioritize scarce resources such as mechanical ventilators. Finally, the guidelines for non-pharmaceutical interventions (e.g., school closings) will be discussed.



Martin Melzer, PhD

Dr. Martin Meltzer is the senior health economist and a distinguished consultant, CDC. Examples of his research include the examining responses to smallpox as a bioterrorist weapon, economics of vaccinating restaurant food handlers against hepatitis A, and assessing the economic impact of pandemic influenza. He has published approximately 140 publications.

Obesity and Cardio-Metabolic Risk (CMR)

Obesity and cardio-metabolic risk are conditions which are quickly reaching epidemic proportions in the United States and elsewhere. These conditions have recently been shown to have serious consequences on employee health, workplace safety and productivity. This session will describe the causes, nature, extent, and financial and personal consequences of these conditions and will explore some effective employer-based strategies for their management and mitigation.



Joseph A. Fortuna, MD

Dr. Joseph A. Fortuna serves as co-chair of the Health Focus Group of the Automotive Industry Action Group (AIAG.) This 1,500 member voluntary organization is comprised of auto manufacturers and suppliers whose primary goals are to reduce cost and complexity within the automotive supply chain, and to improve speed-to-market, product quality, employee health and safety, and the environment. Fortuna is also the medical director of the E&C and AHG divisions of DELPHI Corporation, located in Troy, MI. In this position, he supervises the medical and occupational health activities of more than 73 facilities worldwide. He is also project manager for the DELPHI Absence Management Program and the DELPHI Health Information System (HERS) Program. Fortuna currently serves as chair of the ad hoc Task Group for Practice Transformation of the Michigan Primary Care Initiative and as a member of the Michigan State Medical Society's Quality, Economics and Efficiency Committee and its Administrative Simplification Task Force. Recently, he received the "Man of the Year" award from the Medical Banking Project and an "Outstanding Achievement" award from the AIAG. Prior to joining DELPHI, Fortuna was the senior vice president for medical affairs and interactive services at Dorland Sweeney Jones, a global healthcare communications agency. Before joining Dorland, he was vice president for medical affairs at Statutory Benefits Management Corporation, the medical management company for the largest workers' comp insurer in the state of Maryland. Prior to that, he served as medical director of the GM Truck Assembly plant in Baltimore. In addition to his ongoing work in occupational medicine, Fortuna's experience in emergency medicine spans almost 30 years. He was director of emergency services at Southern Baptist Hospital, New Orleans, LA; president, Emergency Physician Associates, PA; chair of the Department of Emergency Medicine, Medical Center of Beaver County, PA; and executive director, Philadelphia Emergency Medical Services Council. He received his medical degree from Georgetown University, and completed post-graduate training at the University of Minnesota Hospitals. Fortuna is an active member of the American College of Occupational Medicine, where he has served as speaker of the House of Delegates and currently serves as a member of the board of directors. He also currently chairs the Section on Underserved Occupational Populations as is a member of several board and special committees.

The Power and Profit of Prevention

The National Academy of Sciences recently identified injury as the most under-recognized major public health problem in our country today. Injury kills more than 142,000 Americans per year and leaves another 62 million Americans to seek medical attention. Injury has been identified as the single greatest killer of individuals age 1-44, and it costs our nation more than \$133 billion per year. A recent study has identified that a 10 percent decrease in fatal injury would increase the economic benefits for Americans still living by \$1.3 trillion. One of the major components of injury relates to recreational and organized sport injuries. In fact, sport injuries have become the number one reason for emergency room visits in the United States and Canada. It has also been recognized that 80 percent to 90 percent of these sport-related injuries and fatalities are preventable. This presentation will identify some of the leading causes of injury and fatality in organized and recreational sports. In addition, several preventive interventions will be introduced to the audience, illustrating the beneficial effect of prevention-related research and implementation. One study will reveal a prevention of approximately 1.7 million injuries per year, with a savings in health care costs of \$2 billion per year. Furthermore, the leading cause of fatality in children's sports will be discussed. Finally, a preventive intervention for these fatalities will be discussed with an implementation plan. At the conclusion of the presentation, the audience will have a 20-point implementation plan to reduce 80 percent to 90 percent of organized and recreational sport-related injuries in their communities.



David H. Janda, MD

David H. Janda, MD, is an orthopedic surgeon based in Ann Arbor, MI, and one of a nine-member orthopedic surgery group. In addition, Janda is the director and founder of the Institute for Preventative Sports Medicine, based in Ann Arbor, the only health care cost containment organization of its kind in North America. His academic career has been highlighted by many

awards and distinctions. In the early years, he was one of the winners of the Westinghouse Science Talent Search Competition, which was conducted in Washington, DC. In addition, he obtained a bachelor of arts degree, majoring in chemistry and in economics, and graduated magna cum laude from Bucknell University in Lewisburg, PA. He earned his medical degree from Northwestern University Medical School in Chicago and served as one of the leaders within the medical school community as a member of the senate for three years. Janda then completed an internship and residency at the University of Michigan in Ann Arbor, followed by a fellowship in shoulder reconstructive surgery and sports medicine in London, Ontario, Canada.

Immunization Update for Infection Control and Employee Health

Immunization recommendations change frequently. This presentation will summarize current recommendations for vaccines relevant to the infection control and employee health practitioner.



William Atkinson, MD, MPH

Dr. William Atkinson is a medical epidemiologist at the CDC, National Center for Immunization and Respiratory Diseases, in Atlanta, GA. He received his BA in psychology and his medical degree at the University of Missouri, Kansas City. He received his MPH in epidemiology at Tulane University in New Orleans. He is board certified in internal medicine and general preventive medicine. He is responsible for development and implementation of immunization education and training materials for vaccine providers (1995-present.) Atkinson has been principal writer and presenter for 95 national satellite broadcasts and webcasts on multiple vaccine-preventable disease topics since 1995. He is also a presenter for more than 50 courses and more than 500 invited lectures on vaccine-preventable diseases throughout the United States since 1989.

Wellness Works...Even on a Shoestring Budget!!

Learn how one hospital has implemented innovative and effective wellness programs for more than 5,000 employees on a limited budget. The speaker will show participants how to create fun and motivating programs that are well received and have high participation rates. The audience will learn how to use external resources and collaborate with internal resources to enhance wellness programs. The speaker will share her hospital's success stories, which are very motivating and compelling.

Connie Gee, MBA, ACE, ACSM

Connie Gee, MBA, ACE, ACSM, wellness coach, facilitator and educator, has more than 17 years of successful experience in health promotion and wellness. As a leader for Tampa General Hospital's Worksite Wellness Program, she specializes in working with employees to achieve long-term healthy lifestyles to protect their quality of life. She holds certifications from the American Council on Exercise and the American College of Sports Medicine. She is also a member of the Florida Medical Fitness Association and is the co-founder of the Tampa Bay Worksite Health Professionals. She has spoken frequently for local and national organizations and has appeared in industry publications and local media.

Maximizing Your Leadership Skills

Occupational health nurses must be able to lead others to function effectively. To maximize leadership skills, people must have self awareness of their leadership styles, along with strengths and weaknesses. This presentation will include a short exercise that will reveal your leadership style, along with strengths and weaknesses of each style. In addition, we will discuss characteristics needed to be an effective leader and strategies to enhance your leadership skills. Audience participation will be highly encouraged during this session.



Delynn Lamott, RN, MS, COHN-S

Delynn Lamott, RN, MS, COHN-S, is currently employed as an assistant professor at the University of Saint Francis in the Nursing Department. She has more than 13 years of experience in occupational/employee health, has co-authored "Medical Provider Selection for

Workers' Compensation" and "Managing Disability Outcomes," and has authored "Benefits of Utilizing External Case Management for Injured Workers" and "Implementing Change in the Pre-Employment Process" in the AOHP *Journal*. She has presented at past AOHP national conferences for "Getting Started in Employee Health" and "Success Story: Implementing Change in the Pre-Employment Process." She is also currently the Region Three director for AOHP.

When the Unexpected Happens: Providing Psychological Support for Employees

Acutely stressful incidents in the workplace are common in some industries and occupations, and they occur occasionally in others. These incidents may include accidents, loss of a co-worker, sentinel events, violence in the workplace, or other critical incidents or crises. Providing emotional and psychological support is an important part of health promotion. This presentation will engage participants in a discussion of acutely stressful incidents in their work environment and review predictable emotional, physical, cognitive, behavioral and spiritual reactions. Mechanisms and options for psychological support and education will be discussed.



Patricia L. Tritt, RN, MA

Patricia L. Tritt, RN, MA, is the director of EMS and Trauma for HealthONE in Denver, CO. In 1985, she organized the Mayflower Crisis Support Team and now also coordinates the Colorado Crisis Support Network. She is an ICISF approved trainer for group, individual, strategic response to crisis, grief following trauma, and advanced courses.

The Graying of the American Workforce

An aging workforce faces more challenges than simply getting to work on time and putting in a full day. Americans are living and working longer, and the healthcare industry will have to address the needs of an aging workforce. There are two fiscal impacts of an aging workforce: one is the range of ergonomic factors behind aging and how they impact injury rates. The other is a hidden issue – the prevalence of obesity in our workforce. This presentation deals with how to take a good look at your workforce and determine if they are FIT for the job they perform, how to accommodate an aging workforce, and methods to encourage a Healthcare culture of healthy body / healthy attitude / healthy workforce.



Kathy Espinoza, MBA, MS, CPE, CIE

Kathy Espinoza, MBA, MS, CPE, CIE is a Board Certified Professional Ergonomist. She has worked with Keenan & Associates for 5 years providing workstation assessments, solutions and employee training. She has over twelve years experience coordinating and teaching a chronic back pain program for a major hospital. She has published 25 articles in the field of ergonomics, safety and workplace issues. She teaches Ergonomics in the Workplace at University of California, Riverside.

Tobacco Free Initiative

Smoking tobacco contributes to the four leading causes of preventable death: heart disease, cancer, stroke and lower respiratory diseases. Smoking impacts patients who receive care from a smoker, as well as an employee's health care costs and work attendance. The health hazards are known, yet employees continue to choose to use tobacco. How do you motivate employees to be *Tobacco Free*? Hamot Medical Center took a bold step toward motivating employees to be *Tobacco Free* on Nov. 15, 2007. The speaker will share how Hamot made this decision, and the progress that has been made.



Beverly L. Smith, RN, COHN

Beverly L. Smith, RN, COHN, has been an employee health nurse manager for 17 years. As an AOHP member, she has held local/regional offices and chaired the national conferences in 2001 and 2002. Smoking cessation has been her passion for many years, and she is extremely proud of the accomplishments of the *Tobacco Free* initiative at Hamot Medical Center in Erie, PA.

Addressing Nurses' Concern of Fear of Abandonment in a Bioterrorism Disaster

Most hospitals' disaster plans are extensive and do a good job establishing an incident command center, directing material and personnel resources, and triaging patients. However, few organizations have assessed caregivers' needs and fears related to disaster response. When nurses have been interviewed on this topic, findings indicate complex concerns involving fear of loss: loss of order in their work environment; loss of safe work conditions; loss of freedom to come and go at will; and a loss of trust in their hospital's commitment to their best interest. The sobering result of anticipating these losses is fear of abandonment. This presentation will explore strategies to address this important issue to better equip our caregivers to respond to a disaster with confidence.



Linda Good, RN, MN, COHN-S

Linda Good, RN, MN, COHN-S, is the manager of Employee Occupational Services at Scripps Memorial Hospital, La Jolla, CA. She has been an AOHP member for more than 10 years and has served as a regional director and as conference chair in 2003. Her research in disaster preparedness is part of her studies at the University of San Diego, where she is pursuing a PhD in nursing. Her recent article "Addressing Hospital Nurses' Fear of Abandonment in a Bioterrorism Emergency" was featured in the December 2007 edition of the *Journal of the American*

Association of Occupational Health Nurses (AAOHN.)

Ready to Research or Not!

Research is essential to advance the practice of occupational health professionals in healthcare. Yet, it can be difficult to integrate research into a daily schedule that is packed full of clinical and managerial responsibilities. The presenter will share the experience of conducting a research study, the outcomes of the study and the methods by which research findings are disseminated.



MaryAnn Gruden, RN, CRNP, MSN, COHN-S/CM, NP-C

MaryAnn Gruden, RN, CRNP, MSN, COHN-S/CM, NP-C, is the coordinator, Employee Health Services, at the Western Pennsylvania Hospital in Pittsburgh, PA. She has been in nursing for more than 35 years, with nearly 18 years in occupational health in healthcare. She has held a variety of positions in AOHP, including executive president, and is currently the chair of AOHP's National Research Committee and serves as association community liaison.

Getting to Zero Part I & II: An Open Forum on Reducing Needlesticks and Sharps Exposure

This session will be structured in an interactive "Town Hall" format. The facilitator will introduce several talking points that address challenges with BBP exposures, and needlestick and sharps protection. Attendees will then be asked to share their experiences regarding proven practice from their place of employment. Additionally, questions from the attendees will be used to facilitate open dialogue and establish "realistic solutions" to bloodborne pathogen exposures.



Nancy Hughes, MS

Nancy L. Hughes, MS, is the director of the Center for Occupational and Environmental Health of the American Nurses Association. She has held numerous positions within nursing and healthcare prior to joining ANA, including obstetrical staff nurse, emergency department staff nurse, inpatient nurse manager, internal medical auditor, employee health nurse, and director of occupational health responsible for employee health and safety/industrial hygiene in a major health system with 10,000 employees.



Bob Williamson, RN, BSN, MS, CWCP

Bob Williamson, RN, BSN, MS, CWCP, holds a bachelor's degree in nursing from Saginaw Valley University and a master's degree in healthcare administration at Central Michigan University. Additionally, he achieved a national certification in workers' compensation from Michigan State University. In May 2005 he was named director, associate safety for Ascension Health. In this newly created role, he provided oversight to the loss prevention and associate safety initiatives for more than 101,000 employees at Ascension Health. Working closely with the risk management, occupational health and other divisions at the national office, he plays a significant role in: demonstrating the business case for employee safety programs; compliance with regulatory guidelines (JCAHO, OSHA, CDC;) and developing and implementing programs to address patient handling injuries, bloodborne pathogen exposures, and disease and disability management programs for healthcare employees. He has a special interest in patient handling and lifting risks for bedside care providers. Most recently, he coordinated the development of a system-wide program to eliminate patient handling injuries at Ascension Health hospitals.

"No Back Left Behind" ...An Occupational Health Safe Patient Handling Program

"No Back Left Behind" is a comprehensive safe patient handling initiative with an occupational health perspective designed to promote a culture of intolerance to unsafe lifting practices performed by the hospital healthcare worker. This program is designed to decrease physical injuries to employees and patients, and the healthcare associated costs related to these events, by utilizing proper assessment of each patient's mobility needs and increasing use of manual lifting equipment. Lifting champions in each department assess and emphasize the program's philosophy, fostering a culture of change to one of employee and patient safety.



Lisa Cain

Lisa Cain is the manager of a physical rehabilitation center specializing in physical, occupational, speech, lymphedema and community wellness programs. The center is certified in the treatment of seriously injured workers and is committed to individualized treatments with licensed therapists to offer the most recent physical agent modalities.

N95s vs. PAPRs: The Great Debate (Alternatives to Respirator Fit Testing)

With the expiration of the Wicker Amendment, there is much confusion and anxiety regarding OSHA enforcement of respiratory protection programs in healthcare facilities. This lecture will present the current regulations, highlight key differences among the various types of respirators for healthcare workers, and educate the audience about product alternatives that do not require fit testing. Products from several manufacturers will be present for hands-on comparison.



Grant Rowe

Grant Rowe is an active member of AOHP, APIC and AARC. He has worked in the safety industry for eight years. In his role as product manager for Respiratory Protection, he has given technical presentations for several hospitals and industry groups, including the Association for Industrial Hygiene (AIHCE 2007.)

Health and Safety Issues for Hospital-based CERT Teams

Hospital-based emergency response teams, like CERT teams, are a voluntary corps trained to respond to emergency situations. The occupational health professional has expertise to address their health and safety issues. Team safety is top priority. Safety begins with assessing the health status of the team. This includes assessing individual health status, fitness for duty, emergency response training and the opportunity to practice skills frequently. Some questions to ask are: What stressors are team members exposed to? Do underlying health conditions put individual team members at risk? What prevention measures contribute to team safety?



Heather Vigliotti

Heather Vigliotti is an occupational health nurse at Children’s Hospital and Regional Medical Center in Seattle, WA. She is the Responder Safety Team leader for Children’s CERT Team. Prior to becoming an OHN, she spent 10 years in direct patient care settings. She became interested in emergency preparedness while working on a school project after the 2004 Indian Ocean tsunami.

Creating a Culture of Safety

Creating a culture of safety is paramount to decreasing the number and severity of your industrial injuries. You can buy tools and lifting equipment, but if you are not changing the way your employees behave, you will not change your injury rate. Looking at how to evaluate your current culture and trends will help you to identify the steps necessary to make a proactive change.



Lori Schaumleffel, RN, COHN-S, ARM

Lori Schaumleffel, RN, COHN-S, ARM, is the manager of Employee Health Services at Sierra Nevada Memorial Hospital, a small facility in Northern California. She has 18 years of experience in occupational health, holding positions in an industrial clinic, a manufacturing plant, as a case manager, and in the hospital employee health setting.

Learn to Lead

This program is designed to help develop leadership ability in those whose responsibilities and duties have been stretched beyond the traditional healthcare provider role. It is not your title or position in an organization that defines your ability to lead. Leadership is a combination of personal traits and the abilities to think and act as a leader, a person who has the vision to set goals and direct the activities of others for the good of all. You cannot become a leader just by saying you are. Leadership needs to be developed.



Lynn Canada, RN, BSN

Lynn Canada, RN, BSN, has more than 25 years of experience in setting up and managing corporate workers’ compensation management programs. Currently, she is responsible for developing and implementing occupational health programs for Barnes-Jewish Hospital. She has been an active member of professional organizations that foster and develop the profession of occupational health nursing for 24 years and is the 2007 winner of the Missouri Occupational

Health Leadership Award.



Mariann Dinello, RN, BSN, MBA

Mariann Dinello, RN, BSN, MBA, started her occupational health nursing career at General Motors Corporation in 1996. She was promoted to manager of the medical department at General Motors in 2000. In that role, she provided leadership for 10 staff nurses and two physicians. In 2005, she was instrumental in opening an occupational health program for a local hospital, serving four communities and their businesses around St. Louis, MO. In 2007, she assumed the role of manager of the occupational health program at Covidien. Currently, she serves as president of the

Missouri Association of Occupational Health Nurses. She is the 2006 winner of the Missouri Occupational Health Medique Leadership Award.

How to Increase Influenza Vaccination Rates Among Healthcare Workers... How to Overcome the National Standard

The Centers for Disease Control has historically measured rates of influenza vaccination to be between 36 percent and 43 percent among healthcare workers across the nation. Emory Healthcare influenza vaccination rates over the past 10 years have been between 31 percent and 43 percent. Given that Emory Healthcare values its organization as a premier employer and provider of health care, we were determined to offer all Emory Healthcare employees the chance to be educated and have the opportunity to take the influenza vaccine. A steering committee was formed to design a plan to educate, communicate and track the responses of our workers and their perceptions regarding the

influenza vaccine. The plan included the development of a tool that would serve as a consent, waiver and declination form. This tool also allowed us to collect data for further analysis on reasons why workers chose not to take the vaccine. An online tracking tool was developed for managers/workers to track their individual and departmental progress.



Cynthia S. Hall, RN, COHN-S/CM

Cynthia S. Hall, RN, COHN-S/CM, has more than 20 years of experience in occupational health, with 15 years as an on-site nurse manager in manufacturing and five years in employee health for a large healthcare facility. She has developed occupational programs for small companies, providing them with various health and wellness activities. She received the first ANA award for Emory Healthcare: Top 5 Influenza Program for Healthcare Workers in 2006.

Workers' Compensation: Challenges and Opportunities

The workers' compensation (WC) system in the United States is a micro economy estimated at more than \$1 trillion when considering both direct and indirect costs. The cost of WC care continues to increase at a faster rate than inflation, the Medicare economic index and private health insurance costs. The changing demographics of our workforce will put additional pressures on the WC system. In the future, successful providers will need to efficiently manage new technology, episodic treatments, changing sites of care and evolving local policy/regulation. This will occur in a new health care landscape that demands transparency in cost, quality and patient satisfaction.



John Cherf, MD, MPH, MBA

With more than 15 years of clinical experience in orthopedics, sports medicine and workers' compensation, Dr. John Cherf is a thought leader in caring for the injured worker. He speaks at numerous local, regional and national meetings on orthopedic occupational medicine, has served as an orthopedic consultant for Concentra, is a member of the Illinois Governor's Council on Health & Physical Fitness and serves on the editorial board of the *Workers' Compensation Alert* and *Workers' Compensation Report* published by M. Lee Smith Publishers. In addition to his clinical experience, Cherf has a varied educational background that includes both MBA and MPH degrees from Northwestern University. He received his MD from Northwestern University

Medical School, where he also completed his internship and residency in orthopedics. Cherf recently moved to the Chicago area, where he now serves as president of The Chicago Institute of Orthopedics (CIOO) and is a founding member of the orthopedic department at The Neurologic and Orthopedic Hospital of Chicago (the first orthopedic and neurosurgical specialty hospital in the country.) Prior to his move, he was the founder and president of the Midwest Orthopedic Institute in Eastern Indiana. This was a fully integrated musculoskeletal center with diagnostic imaging, rehabilitation and ambulatory surgery under one roof. As a thought leader in orthopedics, Cherf has published in numerous peer review journals, speaks internationally and serves on several advisory boards for healthcare related businesses. Cherf served as team physician for the WNBA Select Team when they participated in the 2003 World Cup and has recently begun working with the U.S. Soccer Federation.

Handling the Bariatric Patient: Ergonomic Issues

The obesity levels in North America continue to rise at an astonishing rate. As overweight baby boomers continue to place pressure on an overtaxed healthcare system, injury rates among healthcare workers due to patient handling will continue to rise. Healthcare workers are already among the highest employee populations for musculoskeletal injuries. These trends will only get worse if healthcare facilities do not address these issues. From the time these obese patients enter the facility until they leave, there are special requirements that need to be in place to accommodate them. Bathrooms, transportation and visits to ancillary departments are just a few of the areas that need modification to accommodate the bariatric patient.



Kent W. Wilson, CIE

Kent W. Wilson, CIE, has been involved with safety and health promotion for more than 20 years. He has performed ergonomic and safety evaluations for dozens of healthcare facilities around

the country. He holds a degree in exercise physiology and sports medicine and is a Certified Industrial Ergonomist. He also takes an active role in the development of regulatory standards and is a member of several ANSI (American National Standards Institute) committees. He has testified before OSHA in the area of ergonomics for the development of national standards. He is a full member of the Human Factors and Ergonomics Society, The American Society of Safety Engineers, The American Industrial Hygiene Association and the National Safety Council, and serves as the current chair of the Ergonomics Standing Committee for the National Safety Council. He has spoken to hundreds of companies in the United States and worldwide on the subject of ergonomics and safety, including patient falls prevention and patient handling.

Reducing Risks for Older Workers

This presentation will allow participants to recognize changes that occur in the musculoskeletal system with age, including bones, ligaments and tendons, cartilage and muscle. Biomechanical concepts will be explored to understand how these changes affect the shoulders and the lumbar spine, and how they can contribute to tendonopathy. We will discuss rehabilitation of the aging worker and injury prevention strategies. Also, we will review the pertinent and complex issues of causation and apportionment in dealing with an older workforce.



Barry A. Ogin, MD

Barry A. Ogin, MD, is a 1995 graduate of St. Louis University School of Medicine. He went on to complete physical medicine and rehabilitation residency training at Thomas Jefferson University Hospital in Philadelphia. Ogin is board certified by the American Board of Physical Medicine and Rehabilitation and the American Board of Pain Medicine. He has been practicing with Colorado Rehabilitation & Occupational Medicine since 1999 and is the director of the Pain Center at Spalding Rehabilitation Hospital. He specializes in the diagnosis and treatment of musculoskeletal and neurological disorders and electrodiagnostic medicine, and performs interventional spinal procedures.

Influenza Prevention and the Health Care Worker: What's New to Do?

The goal is to enhance participants' understanding of the epidemiology of influenza in health care workers and to discuss additional target populations in which influenza vaccination can influence disease burden in health care workers. Additionally, we will discuss new regulations and recommendations from The Joint Commission, ACIP and SHEA to improve strategies and choices for influenza vaccination of health care workers.



Ann-Christine Nyquist MD, MSPH

Dr. Chris Nyquist is an associate professor of pediatrics, section of Pediatric Infectious Disease and Preventive Medicine/Biometrics at the University of Colorado Denver and Health Sciences Center. She is medical director of Infection Control at The Children's Hospital. Her research interests include antibiotic utilization, immunizations, influenza and hospital epidemiology.