1st International Symposium to Advance
TOTAL WORKER HEALTH™

National Institutes of Health, Bethesda, MD
October 6–8, 2014
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Conference Contributors

Presenting Partners

This meeting is brought to you by the following prestigious partners:

National Institute for Occupational Safety and Health (NIOSH)
NIOSH-funded Centers of Excellence to Promote a Healthier Workforce
Center for the Promotion of Health in the New England Workplace
Harvard School of Public Health Center for Work, Health and Wellbeing
University of Iowa Healthier Workforce Center for Excellence
Oregon Healthy WorkForce Center

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American College of Occupational and Environmental Medicine
American Psychological Association
Veterans Health Administration
American Association of Occupational Health Nurses
Association of Occupational and Environmental Clinics
Laborers’ Health & Safety Fund of North America

NIOSH Planning Committee
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Jeannie Nigam, MS
Kellie Pierson, MS
Steve Sauter, PhD
Anita Schill, PhD, MPH, MA
Jessica Streit, MS
Sara Tamers, PhD, MPH

Scientific Panel

American Association of Occupational Health Nurses (AAOHN)
Jeannie K. Tomlinson, MSN, RN, COHN-S, FAAOHN, President-Elect

American College of Occupational and Environmental Medicine (ACOEM)
Ron Loepke, MD, MPH, FACOEM, FACP, Past-President
Barry Eisenberg, MA, CAE, Executive Director

American Industrial Hygiene Association (AIHA)
Barbara J. Dawson, CIH, CSP, President

American Psychological Association (APA)
Gwen Keita, PhD, Executive Director -Public Interest

Association of Occupational and Environmental Clinics (AOEC)
Bonnie Rogers, COHN-S, LNCC, FAAN, President
Katherine H. Kirkland, DrPH, MPH, Executive Director

Center for the Promotion of Health in the New England Workplace (CPH-NEW)
Suzanne Nobrega, MS, Outreach Director

Communications Workers of America
David LeGrande, Director, Occupational Safety and Health

Harvard School of Public Health Center for Work, Health and Wellbeing
Deborah McLellan, PhD, MHS, Principal Investigator, SafeWell

Laborers’ Health & Safety Fund of North America
Jamie Becker, LCSW-C, Associate Director, Health Promotion

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University of Iowa Healthier Workforce Center for Excellence (HWCE)
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Diane Rohlman, MA, PhD, Associate Director

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Michael P. O’Donnell, MBA, MPH, PhD, Director

Veterans Health Administration
Ebi Awosika, MD, MPH, Director, VHA Employee Health Promotion Disease and Impairment Prevention

World Health Organization
Julietta Rodriguez-Guzman, MD SOH MScA, Regional Advisor on Workers’ Health, Pan American Health Organization Regional Office of the WHO

Continuing education for this activity is pending. See final announcement for details.
About the Symposium

The National Institute for Occupational Safety and Health (NIOSH), part of the US Centers for Disease Control and Prevention (CDC), together with over 14 prestigious partners is excited to announce the 1st International Symposium to Advance TOTAL WORKER HEALTH™. Building upon successful past meetings of the 2004 NIOSH Steps to a Healthier US Workforce Conference and the 2007 NIOSH WorkLife National Symposium, this meeting seeks to advance the tenets of Total Worker Health.

Join more than 500 scientists and practitioners from around the world who are dedicated to both protecting and promoting the safety, health, and well-being of workers in exploring the developing research, practices, programs and policies using a coordinated approach that integrates health protection and health promotion. The Symposium will be held October 6-8, 2014 on the beautiful campus of the National Institutes of Health in Bethesda, MD.

For more information, or to register for the 1st International Symposium to Advance TOTAL WORKER HEALTH™, please visit www.eagleson.org/TWH

Share your input on the National Agenda for Total Worker Health!

The National Institute for Occupational Safety and Health (NIOSH) announces town-hall opportunities to comment on priority areas of future workplace safety and health research in the first-ever Total Worker Health™ National Agenda. Scientists, academics, practitioners, workers, and all those interested in both protecting and promoting the safety, health, and well-being of workers are invited to contribute future research, practices, and policies using a coordinated approach that integrates health protection and health promotion by attending the 1st International Symposium to Advance Total Worker Health or the Healthier Federal Workers 2014 Symposium. The town halls are only open to participants who have registered for one or both of the conferences.

Town hall meetings will be held on October 7 from 12:30-1:45pm EDT and 5:00-6:15pm EDT.

The Healthier Federal Workers 2014 Conference will be held October 8-10, 2014 in Bethesda, MD at the Natcher Conference Center, National Institutes of Health; the town-hall will occur from 1:15-2:30pm EDT on October 9. More information about the Conference and how to register is available at www.eagleson.org/HFW
**MEETING HIGHLIGHTS**

Be inspired to make an impact by attending the Opening Session with renowned national and international leaders and three Plenary Sessions that explore new frontiers in worker health, safety, and well-being.

Learn from leading experts in over thirty-six 75-minute, scientific and practice sessions demonstrating current research and workplace approaches that aim to integrate health protection and health promotion.

Take part in the 30+ poster session describing novel research and best practices on safeguarding and promoting worker health.

Build on your professional development with world-class, state of the art strategies and implementation tools for creating enhanced cultures of safety and health in the Pre and Post Conference Workshops.

Expand your network of peers, connect, and exchange ideas and innovative solutions, and develop collaborations with multidisciplinary professionals from across the globe on similar workplace safety and health challenges.

Provide invaluable input that will help shape the very first research agenda for the Nation on integrating occupational safety and health protection with health promotion in two town hall forums.

Share your input on the future development of a TOTAL WORKER HEALTH Workforce.

Experience a conference that enables to you to act on your own health and well-being throughout with opportunities to be physically active and eat nutritious meals on the beautiful NIH campus.

Stay connected with us before, during, and after the Symposium via Twitter using #TWH2014.

Extend your conference experience and learn proven and promising practices for a healthier workforce from throughout the Federal spectrum at Healthier Federal Workers 2014 Conference held October 8-10 at the NIH Natcher Conference Center. More details: [www.eagleson.org/HFW](http://www.eagleson.org/HFW)
Agenda At-a-Glance

Monday, October 6, 2014

7:30 Registration
8:30 **PRESYMPOSIUM WORKSHOPS**
12:00 Lunch

**OPENING SESSION**

1:00 Welcome
1:30 Total Worker Health: Why it Matters to You, Your Organization and to the World
2:00 Welcome Remarks from Labor Partners and the National Institutes of Health
2:30 Conference Opening Remarks and Recognition
3:00 Health & Wellbeing Break

**PLENARY SESSION I**

3:30 Research Frontiers in Total Worker Health: Unique Perspectives from the NIOSH TWH Centers of Excellence
4:45 Demonstrating the Real-World Efficacy of TWH: Improving Health Among High-Risk Populations
5:30 Conclusion - Day One

Tuesday, October 7, 2014

7:30 Registration
8:00 **POSTER SESSIONS**
9:30 **CONCURRENT SESSIONS**
6:15 Conclusion - Day Two

Wednesday, October 8, 2014

7:30 Registration

**PLENARY SESSION II**

Maximizing Total Worker Health- A Panel Session

8:30 Striving to Attain the Healthiest Workforce in Health Care: Kaiser Permanente’s Vision and Strategy
9:00 Workplace Violence Prevention: VHA Optimizes the Psychosocial Work Environment
9:30 Connecting the Dots: Increasing Investments in People for Better Business Performance
10:00 Health & Wellbeing Break / Meet the Speakers

**PLENARY SESSION III**

Creating the First Generation of TWH Professionals: An Interactive Q/A Session on Redesigning the Occupational Health and Safety Curriculum-A Panel Session

10:30 Introduction
10:50 Panel and Q/A Discussion
11:45 Closing Remarks and Call to Action
12:00 Lunch
1:00 **POSTSYMPOSIUM WORKSHOPS**
4:30 Conclusion - Day Three
Opportunities for Health

The International Symposium to Advance TOTAL WORKER HEALTH will offer a variety of health opportunities. These three days are planned with fitness opportunities for the both the novice and the guru!

You can expect scenic walking and jogging opportunities around the beautiful NIH campus, Zumba, Yoga, Pilates, urban line-dancing, stretching / resistance exercises, relaxation and meditation techniques, fitness assessments and other health and wellness demonstrations!

When will there be time for physical activity?

We have got you covered! Fitness opportunities are scheduled for early mornings, during lunch, and during the afternoon breaks.

What should I wear?

Although limited showering and changing facilities are available in the Natcher Center, fitness casual dress is both welcomed and encouraged. Don’t forget to bring your sneakers! We’ll see you there!
**Presymposium Workshops**

**MONDAY, OCTOBER 6, 2014 | 8:30 AM – 12:00 PM**

**PRE01 Translating Integrated Health and Safety Research into Practice: Exploring and Implementing Harvard’s SafeWell Practice Guidelines**


Growing evidence indicates that integrating worksite wellness practices with occupational health and safety can have a positive impact on employee health. This workshop will provide participants with an overview of the SafeWell Practice Guidelines and the resources necessary to guide successful implementation of integrated approaches at their worksites. These resources include case studies of how this approach is utilized by a large health care organization and a health promotion vendor. Participants will also interact with presenters and learn how to apply the planning approach to their own organizations.

**PRE02 The Healthy Workplace Participatory Approach: A Research to Practice Toolkit for Implementing Integrated Health Protection/Health and Safety Promotion in Your Organization**

Suzanne Nobrega, MS, Center for the Promotion of Health in the New England Workplace (CPH-NEW) University of Massachusetts Lowell; Michelle Robertson, PhD, CPE, Center for Behavioral Science Liberty Mutual Research Institute for Safety

This workshop will introduce participants to the recently released CPH-NEW Healthy Workplace Participatory Program (HWPP) web-based toolkit (www.uml.edu/cphnewtoolkit). The tools provide organizations with a systematic, participatory program approach to develop integrated health, safety and wellness interventions. Participants will learn the scientific evidence underlying the program design; navigate to find key program tools; take an organizational readiness assessment survey; and, practice using the IDEAS intervention planning tool for developing integrated health protection/health promotion interventions. Workshop leaders will use case studies to show how the materials can be adapted for various organizational characteristics and safety and health concerns.
Creating Healthy Small Businesses: Engaging and Growing Promising Practices for Health and Safety
Lee Newman, MD, MA, FACOEM, FCCP, Colorado School of Public Health and School of Medicine, Center for Worker Health and Environment; Liliana Tenney, MPH, Colorado School of Public Health and School of Medicine, Center for Worker Health and Environment; Adam Atherly, PhD, Colorado School of Public Health and School of Medicine

The average employed American spends one-third of their time at work, making the workplace a logical location for promoting healthy behaviors and introducing preventive strategies, to large numbers of individuals. However, there is mounting evidence that small businesses in the United States lag in the adoption of health promotion programs, despite evidence of some potential benefits. This workshop will explore the theme of worksite wellness in small businesses settings. Participants will learn about the research to practice approach that the University of Colorado’s Center for Worker Health and Environment is implementing and evaluating to promote the health and safety in Colorado small businesses and will explore two projects as examples. Participants will learn potential barriers for adoption in worksite wellness programs, key components of quality interventions, approaches to evaluate the economic benefits, and an understanding of methods for implementing health promotion and health protection in local communities.

Economic Evaluation of Total Worker Health: Examining Prevention Effectiveness, Cost-Benefit and Decision Analysis
Abay Asfaw, PhD, NIOSH; Tapas K. Ray, PhD, NIOSH

This workshop will introduce prevention effectiveness methods of decision analysis and economic evaluation, and the principles used to assess the costs and effectiveness of interventions all with the focus on integrated programs that address both health protection and health promotion. At the conclusion of the workshop, participants should be able to 1) recognize the usefulness of decision analytic methods in occupational safety and health research; 2) construct and use a decision tree; 3) identify three economic methods that can be used to evaluate interventions; 4) plan a prevention effectiveness study for a specific intervention; and, 5) calculate and interpret average and incremental cost-effectiveness ratios. Participants will have the opportunity to work through and discuss an interactive case study.
**TOTAL WORKER HEALTH: Why it Matters to You, Your Organization and to the World**

*John Howard, MD, MPH, JD, LLM*

John Howard, MD, MPH, JD, LLM, Director, National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control and Prevention (CDC)

John Howard serves as the Director of NIOSH in the U.S. Department of Health and Human Services in Washington, D.C. He served in this capacity from July 2002 to July 2008 and was re-appointed in September 2009.

Prior to his appointment as Director of NIOSH, Dr. Howard served as Chief of the Division of Occupational Safety and Health in the California Department of Industrial Relations from 1991 through 2002.

Dr. Howard received his Doctor of Medicine from Loyola University of Chicago in 1974, his Master of Public Health from the Harvard School of Public Health in 1982, his Doctor of Law from the University of California at Los Angeles in 1986, and his Master of Law in Administrative Law from the George Washington University in Washington, D.C. in 1987.

Dr. Howard is board-certified in internal medicine and occupational medicine. He is admitted to the practice of medicine and law in the State of California and in the District of Columbia, and he is a member U.S. Supreme Court bar. He has written numerous articles on occupational health law and policy.

**Improving Quality of Life in the Workplace: Moving Beyond Traditional Wellness**

*Thomas Jelley M.Sc.,FRSA*

Thomas Jelley M.Sc.,FRSA, Director, Sodexo Institute for Quality of Life

Thomas joined Sodexo in 2008 with responsibility for corporate citizenship across the Sodexo UK & Ireland business. In this role he was one of the co-authors of the Better Tomorrow Plan, the company’s global sustainability strategy to 2020. Since October 2013, Thomas has been the director of the Sodexo Institute for Quality of Life which aims to help Sodexo know and understand what contributes to the Quality of Life of individuals and help Sodexo to identify the levers that contribute to the performance of organizations. The Institute is a platform for external stakeholder engagement on Quality of Life and serves as a central resource for Sodexo colleagues worldwide.

Thomas has dual British and French nationality and works in London and Paris. He holds English and French law degrees, was previously a lawyer and has a M.Sc. in Sustainable Development.
Professor mc schraefel, ph.d., cscs, c.eng, f.bcs is a Professor of Computer Science and Human Performance at the University of Southampton in the UK where she is the deputy head of the Agents Interaction and Complexity Group and directs the Human Performance Design Lab, and where she holds a joint Royal Academy of Engineering / Microsoft Research Chair in Innovation Creativity and Discovery. Her work is focused on interrogating both where and how internet based, interactive technology can be designed to enhance wellbeing. One of the projects she leads is the five year ReFresh project from the Engineering and Physical Sciences Research Council in the UK to consider how interactive technology may be situated in the work environment to cue physical and cognitive performance benefit, as well as help inform better environments for workplace wellbeing.
Plenary Session I
MONDAY, OCTOBER 6, 2014 | 3:30 PM - 5:30 PM

Research Frontiers in TOTAL WORKER HEALTH: Unique Perspectives from the NIOSH Centers of Excellence to Promote a Healthier Workforce

James A. Merchant, MD, DrPH; Martin Cherniack, MD, MPH; W Kent Anger, PhD; and, Glorian Sorensen, PhD, MPH

The four NIOSH-funded Centers of Excellence to Promote a Healthier Workforce are unified in the mission to create new knowledge that informs both practice and science on the integration of health protection and health promotion. Each Center employs a unique approach, including multiple research and outreach and translational projects in various sectors - large and small workplaces, public and private, urban and rural. The Centers are addressing critical gaps in the evidence base supporting TWH.

This plenary session will feature a panel of four brief presentations, one from each Center of Excellence, providing a description of their fundamental approaches to Total Worker Health and exemplars from their research, followed by discussion with the audience to identify new research directions and challenges.

Attendees will learn:
• A range of approaches to integrated health and safety used across the Centers of Excellence
• Measures being used in the Centers, including relationships observed among worker health outcomes, the work organization and environment, employment productivity measures and cost implications
• The importance of these results for TWH approaches to intervention and research to practice, as well as employee participation, program priority-setting and design

James A. Merchant, MD, DrPH, Founding Dean, Professor and Director of the HWCE, College of Public Health, University of Iowa.

Dr. Merchant is trained in Pulmonary and Environmental Medicine (Duke) and Epidemiology (UNC), served 9 years in the U.S Public Health Service and 7 as Director of the Appalachian Laboratory for Occupational Safety and Health, and since 1981 as a Professor in Occupational and Environmental Health and Pulmonary and Occupational Medicine, department head and founding dean of the College of Public Health, and founding director of the Healthier Workforce Center for Excellence (2006-present). His HWCE research has focused on statewide surveys of TWH practices and measures of well-being in relation to worker health and productivity.

Martin Cherniack, MD, MPH, Professor of Medicine and co-Director of the Center for the Promotion of Health in the New England Workplace (CPH-NEW).

Dr. Cherniack has done occupational medicine and human factors related studies involving sound and vibration and health intervention studies in the public and private sectors. The scientific group is cross-disciplinary, and includes investigators in occupational medicine, work psychology, biomedical engineering, industrial hygiene, acoustics and health promotion.
W Kent Anger, PhD, Senior Scientist and Associate Director in the Institute of Occupational Health Sciences, Professor of Public Health and Preventive Medicine & Behavioral Neuroscience, and Director, Oregon Healthy Workforce Center, Oregon Health & Science University.

The primary focus of Dr. Anger’s research is on: (a) the development of behaviorally-based computer training technology to teach the full range of workplace populations, and (b) the application of training technologies to prevent health and safety hazards, teach job skills to managers/supervisors and employees, improve well-being/wellness/work-family balance, and reduce the impact of domestic violence on the workplace (intervention effectiveness).

Glorian Sorensen, PhD, MPH, Professor and Director of the HSHP Center for Work, Health and Wellbeing, Harvard School of Public Health.

Dr. Sorensen and her research team have conducted a range of studies focused on designing and testing interventions to promote and protect worker health, including among workers in hospitals, construction, transportation, and manufacturing. Her research team has provided evidence demonstrating that the integration of occupational health and safety with worksite health promotion can significantly enhance health behavior change among blue-collar workers.

Demonstrating the Real-World Efficacy of Total Worker Health: Improving Health Among High-Risk Populations

Brenda Schmidt, MS, MBA, Founder, President and CEO, Viridian Health Management

In this Session, you will hear a real-world example of how the evidence-based practice of Total Worker Health (TWH) reduced the risk of cardiovascular disease (CVD) and improved the health of employees.

Attendees will learn:
- How to integrate worksite health initiatives with primary care and occupational medicine
- The importance of leadership buy-in and integrating a TWH program into the fiber of an organization and its workers
- How to employ effective TWH strategies like motivational interviewing to engage workers in making their own healthy choices and leveraging available resources to improve their wellness and resilience

Brenda Schmidt, MS, MBA, Founder, President and CEO, Viridian Health Management

As the architect of numerous successful community and worksite health programs, Brenda Schmidt is an expert on integrative healthcare services that deliver positive health and financial outcomes for employers, communities, and healthcare delivery networks. Schmidt works in collaboration with the Centers for Disease Control and the U.S. Department of Health and Human Services on the National Healthy Worksite Program. She is also an adjunct professor in the College of Nursing and Health Innovation at Arizona State University. In addition, Schmidt also serves a leadership role in the Health Enhancement Research Organization (HERO) Think Tank, the Population Health Alliance, the Arizona Diabetes Coalition Leadership Council, and the Clinton Foundation’s Health Matters Initiative.
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<td><strong>SESSION 1.1 (SYMPOSIUM)</strong>&lt;br&gt;A Framework for Developing and Implementing Total Worker Health™ Interventions Across Industries</td>
<td><strong>SESSION 2.1 (SYMPOSIUM)</strong>&lt;br&gt;Integrated Approaches for Mobile and Contingent Work Forces, Using Construction as an Exemplar</td>
<td><strong>SESSION 3.1 (SYMPOSIUM)</strong>&lt;br&gt;Positive Stress and the Future of Total Work Health™: An Emerging Paradigm</td>
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<td><strong>SESSION 3.2 (SYMPOSIUM)</strong>&lt;br&gt;Health and Wellness Challenges and Interventions for Transportation Workers</td>
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<td><strong>SESSION 3.3 (PAPER SESSION)</strong>&lt;br&gt;Integrated Programs in Healthcare</td>
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<td><strong>SESSION 1.5 (PAPER SESSION)</strong>&lt;br&gt;Health Protection and Health Promotion in Select Occupations</td>
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<td><strong>SESSION 3.5 (NORA)</strong>&lt;br&gt;Town Hall Forum: Share Your Input to the National Occupational Research Agenda for Total Worker Health™</td>
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<td><strong>SESSION 3.6 (PAPER SESSION)</strong>&lt;br&gt;Federal Programs for Advancing Health Protection and Health Promotion</td>
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SESSION 3.1 (SYMPOSIUM)
Positive Stress and the Future of Total Work Health™: An Emerging Paradigm

SESSION 4.1 (SYMPOSIUM)
The CPH-NEW Research to Practice Toolkit for Total Worker Health™

SESSION 5.1 (SYMPOSIUM)
Teaming Up For Total Worker Health™

SESSION 6.1 (NORA)
Town Hall Forum to Share Your Input to the National Occupational Research Agenda for Total Worker Health™

SESSION 1.2 (SYMPOSIUM)
Total Worker Health™ Surveillance in the US Workforce

SESSION 2.2 (SYMPOSIUM)
Total Trucker Health: the Drive to Improve

SESSION 3.2 (SYMPOSIUM)
Health and Wellness Challenges and Interventions for Transportation Workers

SESSION 4.2 (PAPER SESSION)
Interventions in Healthcare Settings for Total Worker Health™

SESSION 5.2 (SYMPOSIUM)
Live Employer Case Studies: What challenges and opportunities are realized implementing health protection and health promotion strategies?

SESSION 6.2 (PAPER SESSION)
Exploring Total Worker Health™ Approaches in the Construction Industry

SESSION 1.3 (PAPER SESSION)
Conceptualizing Well-Being: Definitions, Models and Future Directions

SESSION 2.3 (SYMPOSIUM)
Psychosocial Working Conditions and Obesity Research in Firefighters

SESSION 3.3 (PAPER SESSION)
Integrated Programs in Healthcare

SESSION 4.3 (SYMPOSIUM)
Hidden Benefits of Integrated and Holistic Worker Safety and Health Approaches

SESSION 5.3 (SYMPOSIUM)
Assessing the Cost-effectiveness of Integrated Approaches to Worker Safety and Health: Tools and Case Studies

SESSION 6.3 (PAPER SESSION)
Total Worker Health™ Case Studies for First Responders: Firefighters

SESSION 1.4 (PAPER SESSION)
Evaluation, Effectiveness and Tools for Total Worker Health™

SESSION 2.4 (PAPER SESSION)
Tobacco Cessation and Small Manufacturing Businesses

SESSION 3.4 (PAPER SESSION)
Organizational Factors for Total Worker Health™ in Small Businesses

SESSION 4.4 (PAPER SESSION)
Musculoskeletal Diseases: Integrated Approaches for Prevention and Management

SESSION 5.4 (PAPER SESSION)
Integrated Research on Organizational Structure and Well-Being

SESSION 6.4 (PAPER SESSION)
Economic Issues in Total Worker Health™

SESSION 1.5 (PAPER SESSION)
Health Protection and Health Promotion in Select Occupations

SESSION 2.5 (PAPER SESSION)
Total Worker Health™ for Special Populations: A Focus on Older Workers

SESSION 3.5 (NORA)
Town Hall Forum: Share Your Input to the National Occupational Research Agenda for Total Worker Health™

SESSION 4.5 (PAPER SESSION)
Special Populations- Younger Workers and Total Worker Health™

SESSION 5.5 (PAPER SESSION)
Organizational Health Climate: Employee Physical and Mental Health

SESSION 6.5 (PAPER SESSION)
Factors Influencing Employees Health: Access, Insurance and Human Resources

SESSION 1.6 (PAPER SESSION)
Participatory Approaches to Total Worker Health™

SESSION 2.6 (PAPER SESSION)
Principles for Enhancing Engagement

SESSION 3.6 (PAPER SESSION)
Federal Programs for Advancing Health Protection and Health Promotion

SESSION 4.6 (PAPER SESSION)
Total Worker Health™ and Community Integration and Collaboration Across Industries

SESSION 5.6 (PAPER SESSION)
Dashboards and Metrics for Total Worker Health™

SESSION 6.6 (SYMPOSIUM)
Healthy Leadership: Opportunities for Research, Practice and Research-to-Practice
Plenary Session II
Maximizing Total Worker Health - A Panel Session
Wednesday, October 8, 2014 | 8:30 AM - 10:00 PM

8:00 AM

Striving to Attain the Healthiest Workforce in Health Care: Kaiser Permanente’s Vision and Strategy
Barbara Smisko, MS
This presentation describes the structure and strategy for Kaiser Permanente’s comprehensive, integrated approach to the total health of its employees and physicians, implemented in January 2014. The program is designed to achieve the healthiest workforce in the health care industry, one of the highest-risk industries relative to safety, health, and wellness. Although singular, independent programs have seen successes at Kaiser Permanente since 1997, leaders of the organization expect the integration of six key programs to significantly accelerate results. The first complete set of results will be available in late July 2014.

Attendees will learn:
• The structure, vision, and 5 strategic priorities of Kaiser Permanente’s comprehensive, integrated approach to total worker health;
• Targeted metrics and specific projects being undertaken to achieve results; and
• Initial quantifiable impacts of the approach.

Barbara Smisko, MS, Executive Director for National Environmental Health & Safety; Kaiser Permanente

Barbara Smisko serves as Kaiser Permanente’s executive director for National Environmental, Health and Safety. In this role, Barbara provides strategic direction and leadership to Kaiser Permanente’s national program, which includes identifying, evaluating, and optimizing opportunities to protect and improve employee safety, health, productivity, and the processes that enable regulatory compliance. Barbara has an MS in Environmental Management from the University of San Francisco; an MS in Education from the University of Wisconsin, Madison; and a BS in Education from Southern Illinois University. Barbara is a Certified Safety Professional (CSP), a member of the American Society of Safety Engineers (ASSE), and serves on the California Occupational Safety & Health Standards Board.

8:30 AM

VHA Optimizes the Psychosocial Work Environment
Kate McPhaul PhD, MPH, BSN, COHN-S
Traditional occupational health protection and health promotion programs generally limit their stress reduction initiatives to promoting resilience in the work force while paying less attention to assessing the need for change in organizational level factors that affect the psychosocial work environment. Because stress reduction is so fundamental to successful implementation of Total Worker Health, this session will describe how an effective Workplace Violence Prevention Program (WVPP) is essential to employer health protection and health promotion programs.

Kate McPhaul PhD, MPH, BSN, COHN-S, Chief Consultant, Occupational Health, Veterans Health Administration (VHA)

Dr. Kathleen (Kate) McPhaul joined the Department of Veterans Affairs in 2012. She spent twenty years at the University of Maryland in both staff and faculty positions. Her formal research interests have included depleted uranium in Persian Gulf veterans, occupational lead exposure in construction, workplace violence prevention in mental health and addictions settings, bloodborne pathogen interventions in home health care, co-worker conflict in public employees and occupational health, safety and health needs of the aging healthcare workforce. She has authored many publications and is widely viewed as an expert in occupational health in the health care work environment.
Connecting the Dots: Increasing Investments in People for Better Business Performance
Bruce W. Sherman, MD, FCCP, FACOEM; Wendy D. Lynch, PhD

For most, if not all employers, health benefits represent a substantial organizational cost. An opportunity exists to examine which elements of benefits are a cost of doing business and which are strategic investments in workforce human capital. When considered investments, organizational outcomes include a broad array of dimensions, including healthcare cost and outcomes, workforce performance, safety, work quality, and employee engagement. This session will provide a framework for a broader organizational approach to workforce health, well-being and performance, including a structured metrics framework for evaluation of business impact of specific program interventions.

Bruce W. Sherman, MD, FCCP, FACOEM, Medical Director, Employers Health Coalition, Inc., Clinical Asst. Professor, Department of Medicine, Case Western Reserve University School of Medicine

Dr. Sherman’s work involves supporting employer efforts to measure and maximize the value of business investments in workforce health and well-being. He currently serves as the consulting Corporate Medical Director for Wal-Mart Stores, Inc., supporting the development of integrated, value-based health management strategies for the organization’s associates and family members in the US. Dr. Sherman has particular interests in the areas of the business value of a healthy workforce and innovative employer approaches to healthcare delivery. A frequent speaker at national venues, he has presented workforce health management strategies to diverse audiences, and has published numerous related articles.

Wendy D. Lynch, PhD., Director, Center for Consumer Choice in Health Care. Altarum Institute

For almost 30 years, Dr. Wendy Lynch has been making the connection between human and business performance. Her career has included roles as faculty at the University of Colorado Health Sciences Center, Vice President of Strategic Development at HCMS Group, Principal at Mercer Human Resource Consulting and on the Board of Directors for two publicly-traded companies. Now Dr. Lynch serves as Co-Director of the Center for Consumer Choice in Health Care at the Altarum Institute and runs her own consulting firm. A frequent speaker, and author of over 100 articles and reports, Dr. Lynch has also published two books: “Who Survives?” and “Aligning incentives, Information and Choice.”
Plenary Session III
Creating the First Generation of TWH™ Professionals: An Interactive Q/A Session on Redesigning the Occupational Health and Safety Curriculum—A Panel Session
Wednesday, October 8, 2014 | 10:30 AM - 12:00 PM

Introduction
Lee Newman, MD, MA, FACEOM, FCCP, Panel Chair

Despite rising awareness of the value of an integrated approach to worker health, safety and wellbeing, referred to as “Total Worker Health™” (TWH), there remain significant barriers to adoption of TWH practices, stemming in part from a lack of education. In particular, practicing occupational safety and health professionals who have concentrated on health protection often lack the understanding and fluency in health promotion to become proponents of TWH. Additionally, today’s occupational health and safety trainees in NIOSH-funded Education and Research Centers (ERCs) and in Schools of Public Health are rarely taught TWH concepts in their curricula. In order to advance TWH, it is necessary to revise the approach to interdisciplinary education of the existing and future workforce. To address this problem, we will describe our approach and experience with curricular reform and with the integration of TWH into a NIOSH-funded ERC.

Lee Newman, MD, MA, FACEOM, FCCP

Lee Newman is a physician, professor, and digital health entrepreneur who has focused his career on improving the health, safety, and wellbeing of workers. He is a Professor at the Colorado School of Public Health and specializes in pulmonary medicine and occupational medicine. He’s the director of the Center for Worker Health and Environment and of the CDC/NIOSH Mountain and Plains Education and Research Center. Dr. Newman is also the founder of Axion Health, which provides software services for occupational health and safety practice.

An Interactive Panel and Question & Answer session
Leslie B. Hammer, PhD; Nico Pronk, PhD, FACSM, FAWHP; Bonnie Rogers, DrPH, COHN-S, FAAN; Laura Punnett, ScD; Liliana Tenney, MPH

Leslie B. Hammer, PhD

Dr. Leslie B. Hammer is a professor of psychology in the Department of Psychology at Portland State University. Dr. Hammer is the Director of the Center for Work-Family Stress, Safety, and Health, funded by grants from the National Institute for Child Health and Human Development and the National Institute for Occupational Safety and Health. Her research focuses on ways in which organizations can help reduce work and family stress and improve positive spillover among employees by facilitating both formal and informal workplace supports, such as Family Supportive Supervisor Behavior (FSSB) training. She has worked with such employee populations as grocery workers, health care workers (specifically nursing aid workers), construction workers, information technology workers, and is currently working with employment support and retention for our nation’s military veterans.
Nico Pronk, PhD, FACSM, FAWHP, Vice President and Chief Science Officer, HealthPartners and Adj. Professor, Social and Behavioral Sciences, Harvard School of Public Health

In his role, Dr. Pronk is focused on improving population health with practical programs and solutions that may be applied to the workplace, clinical, and community setting. He supports the development of new models to improve health at the research, practice and policy levels. Dr. Pronk is a member of the Community Preventive Services Task Force and the Roundtable on Obesity Solutions of the Institute of Medicine at the National Academy of Sciences. He is widely published in both the scientific and practice literature and is a national and international speaker on population health and health promotion.

Bonnie Rogers, DrPH, COHN-S, FAAN, Associate Professor, Nursing and Public Health Leadership Director, Occupational Safety & Health Research Center

Dr. Rogers is a Professor of Public Health and Nursing and is Director of the North Carolina Occupational Safety and Health Education and Research Center and the Occupational Health Nursing Program at the University of North Carolina in Chapel Hill, North Carolina. She has published nearly 200 articles and book chapters has had several funded research grants on clinical issues in occupational health, health promotion, research priorities, hazards to health care workers, and ethical issues in occupational health. Dr. Rogers is Chairperson of the NIOSH Board of Scientific Counselors and is past president of the American Association of Occupational Health Nurses, completed several terms as an appointed member of the National Advisory Committee on Occupational Safety and Health, and is President of the Association of Occupational and Environmental Clinics. She is on the IOM standing committee on Personal Protective Equipment for Workplace Safety and Health, Respiratory Protection for Healthcare Workers in the Workplace against Novel H1N1 Influenza A, and PPE for Healthcare Workers.

Laura Punnett, ScD

Laura Punnett, Sc. D., a professor of ergonomics and epidemiology and Distinguished University Professor at the University of Massachusetts Lowell, co-leads the Center for Health and Promotion in the New England Workplace. She is an expert in the patterns, causes, and effects of work-related musculoskeletal disorders; the effectiveness of workplace health efforts such as health promotion programs and labor management committees; and the role that work environment plays in maintaining socioeconomic disparities in population health.

Liliana Tenney, MPH

Lili Tenney is the Deputy Director at the Center for Worker Health and Environment and an instructor at the Colorado School of Public Health. Lili is co-founder of Health Links™, an initiative to promote worksite wellness in small businesses by providing them advising, certification, and connection to local health and wellness services. She conducts research on worksite wellness programs and the impact of these programs on worker health outcomes, meaningful employment, productivity, and company costs.
PST01 Using a Total Worker Health™ Approach to Reduce Risks Linked to Shift Work, Long Work Hours, and Related Workplace Fatigue Issues
Claire Caruso, PhD RN, FAAN, NIOSH, Division of Applied Research and Technology (DART); Heidi Hudson, MPH, NIOSH, Office for Total Worker Health Coordination and Research Support; Michelle Lee, NIOSH, Office for Total Worker Health Coordination and Research Support; Jeannie A.S. Nigam, MS, NIOSH, Division of Applied Research and Technology (DART)
Evidence is mounting that sleeping 7 to 8 hours a night is linked with a wide range of better health and safety outcomes but a growing number of American workers are not getting enough sleep. Inadequate sleep has implications not only for individual workers (i.e., personal safety, susceptibility to illnesses), but also for the health of businesses (i.e., errors, low productivity, safety incidents) and communities (i.e., industrial disasters and motor vehicle crashes). In this interactive workshop, participants will learn about the latest research and broad range of factors that both positively and negatively influence employee fatigue and sleep health. Workshop presenters will provide participants an overview of Essential Elements for planning and implementing an integrated intervention that includes organizational and personal strategies and solutions relevant to healthy sleep, shift work, long work hours, and fatigue. Participants will also have an opportunity to discuss and explore practical ways to implement those strategies within their own organizations.

PST02 Economic Evaluation of Total Worker Health: Examining Prevention Effectiveness, Cost-Benefit and Decision Analysis
Abay Asfaw, PhD, NIOSH; Tapas K. Ray, PhD, NIOSH
This workshop will introduce prevention effectiveness methods of decision analysis and economic evaluation, and the principles used to assess the costs and effectiveness of interventions all with the focus on integrated programs that address both health protection and health promotion. At the conclusion of the workshop, participants should be able to 1) recognize the usefulness of decision analytic methods in occupational safety and health research; 2) construct and use a decision tree; 3) identify three economic methods that can be used to evaluate interventions; 4) plan a prevention effectiveness study for a specific intervention, and 5) calculate and interpret average and incremental cost-effectiveness ratios. Participants will have the opportunity to work through and discuss an interactive case study.
PST03 Adoption, Implementation and Dissemination of Worksite-Based Interventions: Lessons Learned and Applications for Improving Worker and Workplace Health
Laura Linnan, ScD, Department of Health Behavior, Carolina Collaborative for Research on Work and Health, University of North Carolina at Chapel Hill; Deborah McClellan, PhD, MHS, NIOSH Research Center of Excellence at the Harvard School of Public Health Center for Work, Health, and Well-being and the Dana-Farber Cancer Institute’s Center for Community-Based Research; Jennifer Leeman, DrPH, MDIV, School of Nursing, University of North Carolina Chapel Hill; Bonnie Rogers, DrPH, COHN-S, FAAN, Public Health and Nursing, North Carolina Occupational Safety and Health Education and Research Center and the Occupational Health Nursing Program at the University of North Carolina Chapel Hill; Julie A Sorensen, PhD, NIOSH Northeast Center for Agricultural, Forestry and Fishing Safety and Health NYCAMH/NEC; Robin Baker, MPH, U.C. Berkeley’s Center for Occupational and Environmental Health and CPWR – The Center for Construction Research and Training
Understanding factors influencing adoption, implementation and dissemination of effective interventions to improve worker and workplace health are needed. This highly interactive workshop will include discussions, case examples of successful efforts designed to improve worker or workplace health; and a small group activity to identify adoption, implementation and dissemination challenges and strategies for overcoming them. Case examples from a variety of CDC-funded Centers will be presented; then, a common set of processes that enhance these efforts will be co-created by workshop leaders and participants, including the identification of research gaps.

PST04 The Cleveland Clinic Case Study: Designing Your own Company-Wide Health Strategy
Jonathan Leizman, MD, Cleveland Clinic; Paul Terpeluk, DO, Cleveland Clinic; Bruce Rogen, MD, MPH, FACP, Cleveland Clinic; Patricia Zirm, RN, BSN, MPH, Cleveland Clinic
Inflated and escalating health care costs have created a competitive barrier for American industry. It is time for employers to become active participants in the health and well-being of their workers and to develop integrated company-wide health strategies. This workshop will show employers how they can create healthier workforces, increase employee productivity, and reduce overall health care expenditures. The workshop will explore eight elements of an integrated employee health strategy and identify how each can be applied into a integrated company-wide health strategy. Each element will conclude with an interactive 5-minute question, answer, and comment session that will allow participants to inquire about circumstances specific to their organizations and also to share experiences about their own efforts.

PST05 Creating a Sustainable Health and Safety Culture: A Template for Success
Maribeth Rouseff, MBA, Baptist Health South Florida; Josette BouKhalil, MD, MPH, Baptist Health South Florida; Leah Holzwarth, MS, CWP, ASCM/HFS, Baptist Health South Florida; Henry Guzman, RN, Baptist Health South Florida; Anika Lopez, BS, Baptist Health South Florida; Katina Fernandez-Huchi, BSHS, Baptist Health South Florida
Integrating worksite wellness and safety programs isn’t always easy, but the results can dramatically improve the health of an organization. With over a decade of experience and documented data Baptist Health’s employee health and employee wellness leadership team will provide insight and practical tools on how to connect the programs to create a culture of health and safety. This session will provide the participants a step by step, easy to understand, template on how to integrate an employee health and wellness program with safety initiatives to create a sustainable culture of well-being.
Symposium Venue
Natcher Conference Center at NIH

The 1st International Symposium to Advance Total Worker Health™ will be held at The Natcher Conference Center on the historic National Institutes of Health (NIH) campus in Bethesda, MD. The Natcher Conference Center is a fully accessible, state-of-the-art conference center with the latest technology in audio-visual presentations, recordings, interactive video and audio technology.

It is highly recommended that attendees take the Metrorail subway system (http://www.wmata.com) to the conference center, as parking is very limited and there is a 3-hour limit on visitor parking spaces. Conveniently, the Metrorail’s Red Line includes a stop (Medical Center) on the NIH Campus itself. The Natcher Conference Center is located directly behind the Medical Center Stop, and is only a short, healthy, 5-minute walk away.

When planning your arrival time each day, please keep in mind that additional time may be necessary to get through security on the NIH campus.

For more information on getting to the Natcher Conference Center, security information, and parking, please visit http://www.genome.gov/11007522

Please note: NIH is a tobacco-free campus. The use of all tobacco products (including cigarettes, cigars, pipes, smokeless tobacco, or other tobacco products) is prohibited at all times.
For your convenience, blocks of rooms at reduced rates have been held at the following hotels. All hotels are easily accessible via the Metro. When making your reservation, please be sure to ask for the Eagleson Institute room block! The blocks will be released on September 5th, 2014.

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<th>Rate/night</th>
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<tr>
<td>Hyatt Regency</td>
<td>One Bethesda Metro Center</td>
<td>301-657-1234</td>
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<td>DoubleTree by Hilton</td>
<td>8120 Wisconsin Avenue Washington, DC</td>
<td>800-955-7359</td>
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<tr>
<td>Bethesda North Marriott Hotel &amp; Conference Center</td>
<td>5701 Marinelli Road Bethesda, MD 20852</td>
<td>301-822-9200</td>
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<tr>
<td>Bethesda Marriott</td>
<td>5151 Pooks Hill Road Bethesda, MD 20814</td>
<td>301-891-9400</td>
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Registration

To register for the 1st International Symposium to Advance Total Worker Health™, please visit www.eagleson.org/TWHREG or click the Register Now button below. You may also register over the phone by calling +1 207 490 1076

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<th>Fees</th>
<th>By September 5th, 2014</th>
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<tr>
<td>Symposium</td>
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Please Note: Your registration does not include any food. You may prepay for food as part of your registration. Alternatively, you may prepay food with a separate credit card or pay for meals on-site. For more information regarding meal options for this event, please visit: www.eagleson.org/TWHMEALS

Cancellation / Substitution Policy: Individuals who cancel on or before 9/15/2014 will receive a full refund. A 50% refund will be issued for cancellations made between 9/16/2014 and 9/26/2014. No refunds will be issued for cancellations made after 9/27/2014. Substitutes for a registered attendee may be made at any time. Notification of cancellation or substitution must be received in writing at eagleson@eagleson.org.

Register Now