75th Anniversary
In 1895 Ada Mayo Stewart, the first industrial nurse in America, was hired by the Vermont Marble Company to care for employees and their families in the days of the quarries and mills.
1918, Edith Davidson, providing care in a Treatment Room in a Rochester, NY Bausch & Lomb facility. She was called a First Aid Nurse.
Shelby Green Tengg with a patient outside the first aid dispensary at Alamo Iron Works. Taken about 1921. From the Collection of Elenor L.M. Crowder, R.N., PhD.
X-ray Unit in an Occupational Health Clinic
Rochester, NY
Machine used from 1918 until the 1930's
A Surgical Dressing Room
Industry Unknown
Industrial health nurses and ambulance outside central medical clinic. Courtesy of Boeing Aircraft Company Archives Washington division 1950's.
Unidentified Industrial Nurse documenting the progress of an employee at the employee health department. From Dow Chemical Archive Collection, Michigan Division.
Mary Louise Brown was one of the earlier international authorities on occupational health nursing in the US. In the 1950's, she wrote *Occupational Health Principles and Practices*, for years considered the premier text on occupational health nursing and part of the curriculum in many nursing schools.

She began her career as an industrial nurse at US Steele and later taught public health nursing at Yale. After several years with US Steele, she joined the US Public Health Service as the chief of nursing in the Bureau of Occupational Health. After the enactment of the 1970 Occupational Health and Safety Act, she held a senior level position at the National Institute for Health and Safety.

In 1983, AAOHN awarded her a lifetime achievement award.
Services Provided:

- Physical examination
- Therapeutic service
- Follow up - chronic diseases
- Environmental hygiene
- Medical records
- Special activities
- Health education
- Preventive immunization
- Screening - disease, etc.

Objectives:

1. Discover, eliminate, or control health hazards
2. Treat & rehabilitate employee injured at work
3. Provide health safety education to promote optimum health

Mary Louise Brown
1950 First Television Lecture on Occupational Health Nursing
1959, Ann Murphy
Scott Paper Company
Ann was one of the grandfathered COHNs and served on the committee to create ABOHN. She advocated for OHNs to become Hearing Conservationist and to learn how to perform Spirometry and create Respiratory Protection Programs.
Simulated hook-up of a injured employee during a workshop session. Courtesy of HAOHN.
DIVERSE WORKPLACES OF THE 21ST CENTURY
75 YEARS OF AAOHN
Presidents
1944 - 2017
Left to right: Mary Delehanty, 1947
Sara Wagner, 1953
Thelma Durham, 1951
Catherine Dempsey, 1944
Left to right: Ruth Whitfield, 1961
Sara Wagner, 1953
Catherine Dempsey, 1944
Gertrude Stewart, 1957
Annette Haag, 1992
Mary Gene Ryan, 2017
AAOHN
EXECUTIVE DIRECTORS

1952 -- 2017
Executive Directors

2012-2017 Kay Campbell
AAOHN
Competencies
Standards
Code of Ethics
CREDENTIALING STUDY

AN AAOHN REPORT

by Eleanor M. Chamberlin, RN, COHN-S, CCM, and Bonnie Rogers, DPH, COHN-S, FAAN


Significant and important changes in the health care delivery system are occurring rapidly. Much debate exists about how and by whom health care services are being and will be delivered in the future. Many groups and organizations are spearheading initiatives related to both new credentialing mechanisms for health care providers and competency development and validation. For example, in its report to the Pew Health Professions Commission (1995), Reforming health care work force regulation: Policy considerations for the 21st century, the Taskforce that studied this issue states:

"Though it has served as well as the past, health care work force regulation is out of step with today's health care needs and expectations. It is criticized for increasing costs, restricting managed and professional flexibility, limiting access to care, and having an adverse relationship to quality."

ABOUT THE AUTHORS:
Ms. Chamberlin is Senior Occupational Health Nurse, Harris Corporation, Melbourne, Fl. and Chairman, AAOHN Credentialing Ad Hoc Committee. Dr. Rogers is President, AAOHN, and Director, Public Health Nursing and the Occupational Health Nursing Program, University of North Carolina at Chapel Hill, Chapel Hill, NC.

In addition, the Taskforce has made 16 recommendations dealing with health care work force regulations that deal with, in part, standardization of entry to practice requirements, continuing competency requirements, mechanisms to validate competencies on a regular basis, redesign of health professional boards, evaluation strategies to measure competence, and possibly limiting professional societies' input into these critical issues.

Our view is to be proactive in our approach to dealing with these issues and maintain the position of defining the practice and assuring competence. Thus, the American Association of Occupational Health Nurses (AAOHN) identified the need to examine issues pertinent to credentialing and competencies in occupational health nursing. This report provides information relevant to these issues based on a study of AAOHN members who participated in nationwide focus groups and an all-member survey.

credentialing and professional COMPETENCY ISSUES
Credentialing is broad and relates to several areas including licensure, accreditation, certification, academic preparation, and continuing education. Credentialing of health care professionals strives to assure that the public, health, safety, and welfare are reasonably well protected, and to recognize individuals or institutions having met certain predetermined qualifications, criteria, or standards. Some believe it gives members of a profession... as much status, control, and compensation as the community is willing to give" (Riley, 1995) "But control is in jeopardy, and for occupational health nurses, is a critical issue. As the pace of technological and scientific development accelerates, one of the greatest challenges to health care professionals is attainment, maintenance, and advancement of professional competence in an evolving health care environment (NCSPH, 1996). Practice is changing within the current health care system, and if occupational health nursing is to advance, we must take control and drive those changes internally. The professional associations representing members have a responsibility to delineate practice competencies, assist the professional nurse in developing..."
Competencies in Occupational and Environmental Health Nursing

PRACTICE IN THE NEW MILLENNIUM 1999

by Kerri Lee White, RN, COHN-S, Ann R. Cox, CAE, and Geraldine C. Williamson, MN, RN, CAE

The rapidly changing climate of health care, with advances in scientific and professional knowledge and technology, is characterized by growing expectations on the part of employers, consumers, and regulatory bodies for high quality, cost effective, and competent care. Occupational and environmental health nurses increasingly are held accountable for possessing the skills and abilities necessary to provide competent care and promote desired outcomes. As changes in the health care delivery systems have been proposed and implemented to achieve these aims, many nursing and non-nursing groups and organizations have spearheaded initiatives related to competency development and verification for health care professionals. It is the responsibility of the American Association of Occupational Health Nurses (AAOHN), the professional association, to delineate competencies in the specialty and develop guidelines for their assessment (Chamberlin, 1997):

- Take the lead in defining the practice.
- Promote the autonomy of the nurse to the fullest extent possible within the licensed scope of practice.
- Identify competencies in the specialty.

The AAOHN began work in April 1995 to address credentialing and practice competency issues in occupational and environmental health nursing. A committee comprising members representing practice, education, government, industry, and the occupational health nursing certifying organization examined the scope of issues and the role and impact of external influences related to credentialing. In addition, the committee determined additional resources needed for input about the issues of credentialing. The AAOHN then conducted a two-phased research study focusing on competency levels in occupational health nursing practice and related credentialing factors (Chamberlin, 1997).

In 1997, a second competency development ad hoc committee with both overlapping and new members was charged to continue to refine and finalize the work of the original committee by developing a competency framework along a career progression pathway. The committee's goal was to identify a continuum of competence needed in occupational and environmental health nursing. In addition, the committee was asked to provide a framework for individual practitioners to identify where they are on the continuum at any point in time and to

ABOUT THE AUTHORS:
Ms. White is Manager, Employee Wellness, Atlantic Research Corporation, Gainesville, VA.
Ms. Cox is Executive Director and Ms. Williamson is Associate Executive Director, American Association of Occupational Health Nurses, Atlanta, GA.

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AAOHN JOURNAL
Competencies in Occupational and Environmental Health Nursing

by the American Association of Occupational Health Nurses

The rapidly changing climate of health care, with advances in scientific and professional knowledge and technology, is characterized by growing expectations on the part of employers, consumers, and regulatory bodies for high quality, cost effective, and competent care. Occupational and environmental health nurses increasingly are held accountable for possessing the skills and abilities necessary to provide competent care and produce desired outcomes. As changes in the health care delivery system have been proposed and implemented to address these issues, many nursing and non-nursing groups and organizations have spearheaded initiatives related to competency development and verification for health care professionals. It is the responsibility of the American Association of Occupational Health Nurses (AAOHN), the professional association, to delineate competencies in the specialty and develop guidelines for their measurement. (Chamberlin, 1997:)

- Take the lead in defining the practice.
- Provide the autonomy of the nurse to the fullest extent possible within the licensed scope of practice.
- Identify competence in the specialty.

The AAOHN also bears the responsibility for periodic review and revision of the competencies if needed to validate the current practice of the specialty. This article and attached Competencies reflect the work of such a revision.

The initial competencies were developed by an external construct validation process and published in 1999. In 2002, the Professional Practice Committee of the AAOHN Board of Directors was directed to develop a comprehensive plan for review of the competencies which would draw on expertise from members in all competency areas, and prompt a revised document for publication in the summer of 2003. To accomplish this work, the Professional Practice Committee developed a process for input from a work group composed of 26 members. Each work group member conducted an independent review of the document, and provided detailed feedback to the committee. The Committee, through a series of meetings, considered each individual concept and made revisions to the competencies document as needed. Using a Delphi method, the revised competencies were returned to the work group for additional comments, which were again reviewed by the committee. The revised AAOHN Competencies in Occupational and Environmental Health Nursing was presented to the AAOHN Board of Directors in May 2003 and was accepted (see Appendix A on pages 293-300).

BACKGROUND

Occupational and environmental health nursing in the specialty practice providing for and delivering health and safety services to employees, employer populations, and community groups. The practice focuses on prevention and rehabilitation of health, promotion of wellness and injury, and protection from occupational and environmental hazards. Occupational and environmental health nurses make independent nursing judgments in providing health care services within their autonomous specialty (AAOHN, 1994).

The foundation for occupational and environmental health nursing is research based. The specialty practice derives its theoretical, conceptual and factual framework from a multidisciplinary base including but not limited to (AAOHN, 1999):

- Nursing science.
- Medical science.
- Public health sciences, such as toxicology, safety, industrial hygiene and ergonomics.
- Social and behavioral sciences.
- Business principles.
- Management and administration principles.

The framework for practice in occupational and environmental health nursing is addressed in several sources. These sources include the AAOHN Code of Ethics (1998), Standards of Occupational and Environmental Health Nursing (AAOHN, 1999), AAOHN Core Curriculum for Occupational Health Nursing (Balentine, 2001), and competencies in occupational and environmental health nursing. Guided by the legal and ethical aspects of practice made explicit in the AAOHN Code of Ethics (1998) and
Competencies in Occupational and Environmental Health Nursing

by the American Association of Occupational Health Nurses, Inc.

ABSTRACT

The American Association of Occupational Health Nurses, Inc. has delineated nine categories of competency in occupational and environmental health nursing. Within each category, three levels of achievement or competence are identified.

The American Association of Occupational Health Nurses, Inc. (AAOHN) began work in April 1995 to address credentialing and practice competency issues in the profession, culminating with the initial publication of the competencies in occupational and environmental health nursing in 1999. It is the responsibility of AAOHN, the professional association, to delineate competencies in the specialty and to periodically review and revise the competencies due to the changing nature of work and community environments, occupational and environmental health nursing, and health care in general.

Using a Delphi method, a consensus validation process that includes member experts in all competency areas, the Competencies in Occupational and Environmental Health Nursing was revised in 2003.

As a major practice document, the Competencies in Occupational and Environmental Health Nursing is scheduled for review and revision every 4 years. This article and the competencies that follow reflect the results of a Delphi process review in 2007. The competencies have been revised to address the core competencies for the specialty practice, building on the core nursing competencies crossing the spectrum of nursing practice (e.g., recordkeeping, technology, confidentiality, and professionalism). The AAOHN Competency Task Force, through a series of meetings, considered each individual reviewer’s input, solicited guidance from the AAOHN Board of Directors in continuing to build consensus, and made revisions to the competencies as needed. The revised AAOHN Competencies in Occupational and Environmental Health Nursing was presented to the AAOHN Board of Directors in September 2007 and accepted.

Readers will note that there is duplication of content across competencies to reinforce key principles of practice and to demonstrate to management, human resources, and other stakeholders the spectrum of abilities of occupational and environmental health nurses.

BACKGROUND

Occupational and environmental health nursing is the specialty practice providing for and delivering health and safety programs and services to employees, employer populations, and community groups. The practice focuses on prevention and control of health, prevention of illness and injury, case management for cost-effective disability and workers’ compensation programs, and protection from occupational and environmental hazards. As business partners to the corporate enterprise and as health care professionals, occupational and environmental health nurses are champions of investing in the health and safety of employee populations. Occupational and environmental health nurses make independent nursing judgments in providing programs and services within this autonomous specialty (AAOHN, 1999).

The foundation for occupational and environmental health nursing is research based. The specialty practice derives its theoretical, conceptual, and factual framework from a multidisciplinary knowledge base including but not limited to (AAOHN, 1999):

- Nursing science
- Medical science
- Public health sciences, such as epidemiology, toxicology, safety, industrial hygiene, and ergonomics
- Social and behavioral sciences
- Business principles
- Management and administration principles
Self-Assessment Tool for Occupational and Environmental Health Nurses

Based on AAOHN's Competencies in Occupational and Environmental Health Nursing

Developed by Barbara Burge, MS, RN

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Competencies in Occupational and Environmental Health Nursing

The Competencies provide the core for practice in the specialty of occupational and environmental health nursing. The Code of Ethics and Interpretive Statements, the Standards of Occupational and Environmental Health Nursing, these Competencies in Occupational and Environmental Health Nursing, and The Fundamentals of Occupational and Environmental Health Nursing, AAOHN Core Curriculum, 4th Edition provide the basis for scope of practice, knowledge, skills, and the legal and ethical framework in occupational and environmental health nursing. The assumption is predicated on the fact that the nurse is competent in general nursing because the individual is a licensed registered nurse and has general nursing experience.

Manages Total Worker Health Independently and with other team members

- Promotes a culture of health and safety by creating an environment that supports clients’ optimal physical and mental health using best practices and evidence-based techniques
- Uses data to identify trends and control health and safety risks, and to inform and implement policy decisions at the department, organizational, and systems levels
- Identifies hazards and exposures and recommends effective controls for their mitigation
- Plans, implements, and evaluates programs and services designed to improve health and safety for target populations
- Coordinates client care to effectively promote health, manage illness and injury, prevent disability, and facilitate return to work

Adheres to principles of professional nursing practice

- Practices nursing ethically, competently, and within the legal scope of practice, ensuring compliance with all requirements of local, state, and federal laws; obtains and maintains necessary licenses and certifications required to practice
- Demonstrates professional competence and lifelong learning throughout career
- Advocates for issues related to nursing, the environment, and worker health and safety
- Critically reviews relevant literature and other credible resources to develop evidence-based interventions and occupational health nursing strategies
- Establishes and maintains records within state and federal laws, ensuring confidentiality and privacy of health and personal information

Demonstrates understanding of the business climate and its impact on the health of the community

- Demonstrates current knowledge of and compliance with applicable laws and regulations that impact nursing practice, workplaces, and the environment
- Advises employers of regulations that may affect occupational and environmental health operations
- Advocates for ethical decision-making in regard to worker, business, and community concerns and rights
- Describes the broad impact of economics on a target population’s health and well-being
- Uses data to plan and implement evidence-based occupational health programs, services, and new initiatives, and to evaluate them for both health and economic impact
- Serves as a good steward of budget dollars allotted and practices within budgetary constraints
- Communicates the direct and indirect consequences of injury and illness on worker productivity, employer engagement, and quality of life
- Participates on inter- or interdisciplinary teams, including those that plan for and respond to emergencies, pandemics, and disasters

Practices culturally-appropriate, evidence-based nursing care within licensed scope of practice

- Gathers an occupational and environmental health history, conducts assessment and applies knowledge of work processes and hazards/exposures for accurate clinical decision-making, including placement, fitness for duty and return-to-work decisions
- Educates, counsels, and coaches clients on identifying, reducing, and eliminating health and safety risks
- Collaborates with workers, management, the community, and other professionals to meet the health and safety needs of clients
- Analyzes and evaluates clinical service delivery using evidence-based strategies for continuous quality improvement


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2015
Occupational and Environmental Health Nurses

CODE OF ETHICS

Preambles

The American Association of Occupational Health Nurses, Inc. (AAOHN) recognizes the “American Nurses Association (ANA) Code of Ethics for Nurses” as foundational to nurses in all roles, settings and practices, and has used the ANA Code of Ethics with Interpretive Statements as a model for licensed nurses in the practice of occupational and environmental health. The AAOHN Code of Ethics for Nurses (The Code) augments standards of nursing care, providing a non-negotiable ethical framework for decision-making and evaluation of nursing actions as occupational and environmental health nurses (OHNs) fulfill their professional responsibilities to society and the profession within their licensed scope of practice. This Code is a statement of the ethical values, obligations, duties and professional principles of occupational and environmental health nurses individually and collectively.

The Code is based on the belief that the goal of occupational and environmental health nurses is to promote the health and safety of the worker, workers’ families/significant others, worker populations, community groups, and employers. The needs of these groups sometimes conflict. The OHN is responsible for balancing these needs while actively advocating on behalf of all parties. Occupational and environmental health nursing practice focuses on promotion and restoration of health, prevention of illness and injury and protection from occupational and environmental hazards. The occupational and environmental nurse has a unique role to protect the integrity of the workplace and the work environment.

I. The American Association of Occupational Health Nurses (AAOHN) articulates occupational and environmental health nursing values, maintains the integrity of our specialty practice area and the nursing profession, and interprets principles of social justice into nursing and health policy. As such AAOHN:

- Envisions workplace and community environments that are healthy and safe.
- Carries out its mission by enhancing the specialty practice through innovative professional and leadership development, networking, and other opportunities.
- Advocates for legislation, regulations, and public policy that positively impact the occupational and environmental health nursing specialty.
- Promotes the occupational and environmental health nursing specialty through marketing and public relations campaigns that emphasize the value of its members to private employers, government, professional, and other businesses and professional groups; i.e., CDC, NIOSH, SHAH, AAOHN, AKCHP, and AHA among others.
- Collaborates with other professional nursing organizations, e.g., ANA, the Nursing Organisations Alliance, and AAOHN among others to promote understanding of the occupational and environmental health nursing specialty’s role and influence on domestic and global workers’ health and safety.

II. The occupational and environmental health nurse (OHN) practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person. In this capacity the OHN:
AAOHN PUBLICATIONS

Journals
&
Newsletters
Workplace Health & Safety

Name Change

2012

New Design
New Publisher

2015
AAOHN NEWSLETTERS
NEWSLETTER

THE AMERICAN ASSOCIATION OF INDUSTRIAL NURSES

First Newsletter, 1944
June 1, 1944

Dear Member:

If you were one of those fortunate enough to attend the St. Louis Conference in May, you know first hand what great progress your Organization

THE AMERICAN ASSOCIATION OF INDUSTRIAL NURSES, INC.
299 Madison Avenue, Room 301
New York 17, New York

No Conference Because of World War II
July 1945

Dear A.A.I.N. Member:

Greetings and good wishes to you for a restful vacation season.

Since we were unable to hold our 1945 Conference due to travel regulations, I did not have the pleasure of greet-

NEWSLETTER

Newsletter Changed Format in 1950

AMERICAN ASSOCIATION OF INDUSTRIAL NURSES, INC.
656 Madison Avenue, New York 21, N.Y.
AAOHN News Letter
May, 1953

Journal of the American Association of Industrial Nurses

IT'S EASY enough to look at the registrations and know that the first AAIN annual conference to be held west of the Rockies was successful. Unfortunately, it's almost impossible, even within the limited space of our expanded publication, to give full credit for the success of

AAOHN NEWS
Vol. 14, No. 1 • American Association of Occupational Health Nurses • January 1994

AAOHN Recommends Important Changes in the Health Reform Plan

New Newsletter Formats in

May 1981
A global leader in occupational and environmental health systems.

From the President
AAOHN Receives Federal Grant for International Conference

As many of you are aware, AAOHN will co-host with the Royal College of Nursing Societies of Occupational Health Nurses, Inc., an international conference this fall.

Welcome to the New AAOHN News

Times change, tastes change and every now and then newsletters change. This month the AAOHN News debuts a new look along with a few new features. We think you will enjoy the changes and hope those interactions can be.


A recently added feature, Communities Spotlight will make a regular appearance. Those of you who are unfamiliar with AAOHN Communities really owe it to yourself to check it out. It’s a virtual meeting place where questions can be posted to the group, with a reader and administrator.

Inside This Issue

2 Trends Impacting AAOHN Workforce and Workplace Challenges are Reshaping Our Profession
3 Action and Impact Worksite Exposures in Oncology Health Assessments, Public Health Infrastructure and Resources, Confined Space Standard Document
3 Membership Update 58 New Members, 12 MGAM
4 Practice Q&A Diabetes Workplace Impact
5 NIOSH Health Snapshot Fungus Spores Can Cause Chronic Lung Disease
5 Communities Spotlight What we’re hearing from you
AAOHN

Education Programs
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1. Absence Management Program
2. Accident Investigation
3. Assessment Form, OSHA General Industry Standards
4. Beryllium Screening Program
5. Cardiovascular Health Programs in the Workplace
6. Conducting an Environmental Exposure History
7. Department of Transportation Substance Abuse Testing
8. Developing OH Job Descriptions
9. Diabetes Management Programs in the Workplace
10. Ergonomics for the Office Environment
11. Establishing an AED Program
12. Guidelines for Establishing an Ergonomics Program
13. Guidelines for Starting an OH & Safety Service
14. Hearing Conservation in the Workplace
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24. Seizures in the Workplace
25. Staffing Ratios for the OH & Safety Service
26. Travel Medicine/Health Program
27. Vision Screening, Assessment & Management in the Workplace
28. Workplace Violence Prevention
29. Worksite Safety Walkthrough Program

Foundation Blocks titled in blue were reviewed in 2007.
LEAD THE WAY
for Respiratory Protection

Your role as Respiratory Protection Administrator is important. Demonstrate competence and perform to the fullest with free training now available.

FREE: Respiratory Protection Education and Resources Web Kit
Available for Occupational and Environmental Health Nurses.

Earn 3.0 CNE with this self-paced, 10-module online program designed for occupational and environmental health nurses serving as an organization’s Respiratory Protection Administrator. Developed with a NIOSH grant, a team from AAOHN, AOHP, ANA and ABOHN designed the program to help OSHA and their employers ensure they are meeting the Federal OSHA Respiratory Protection Standard (1910.134 CFR).

To access, go to www.aaohn.org/page/online-learning to access this online program.

The American Association of Occupational Health Nurses, Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
Respiratory Protection Training for Healthcare Workers

This self-paced online program prepares healthcare workers to use respiratory protection. Satisfy the annual Federal OSHA Respiratory Protection Standard’s (1910.134 CFR) training requirements. Access this FREE program at academy.aaohn.org.

Nurses earn 1.0 CNE.
AAOHN Journal
Case Management Certification Exam Study Reference

Includes materials to help you prepare for the case management certification exam given by the American Board for Occupational Health Nurses (ABOHN).

We've taken the 37 articles from the AAOHN Journal listed in the ABOHN Case Management Candidate Handbook Study Reference, including eleven new articles published from 2002 through 2004, and combined them here in a binder for your convenience.
CASE MANAGEMENT REFERENCE

2nd Edition

This new edition includes 11 new articles (40 total) from Workplace Health & Safety (formerly AAOHN Journal), 1997–2011, listed in the ABOHN Case Management Candidate Handbook Study Reference to assist in preparation for the case management certification examination given by the American Board for Occupational Health Nurses (ABOHN).

A PUBLICATION OF THE
AMERICAN ASSOCIATION OF OCCUPATIONAL HEALTH NURSES
AAOHN CORE CURRICULUM FOR OCCUPATIONAL HEALTH NURSING

American Association of Occupational Health Nurses, Inc.

First Core Curriculum Team

First Edition
Core Curriculum for Occupational & Environmental Health Nursing

Second Edition

Mary K. Salazar
Editor
PROMOTING OCCUPATIONAL HEALTH NURSING SERVICES

THEN & NOW
Promotion of OHNs

OCCUPATIONAL HEALTH NURSES...their role in AMERICA'S HEALTH
Rx:

Promotion of OHNs

The answer to health care cost containment

for health care professionals and profit

OCCUPATIONAL HEALTH NURSES:
The Occupational Health Nurse in the 80s
Occupational Health Nurses

Boosting the Bottom Line

A healthy, high-performing workforce is a critical factor in achieving top line business results. Today, organizations turn to health promotion programs and the services of occupational health nurses to improve worker health, engagement and productivity. Enhanced worker access to occupational health care can give your company a strategic advantage economically and operationally. It also demonstrates a strong commitment to corporate citizenship and social responsibility.

Have you considered what occupational health nurses can do for your organization?
GOOD HEALTH IS GOOD FOR BUSINESS

Your company recognizes the need to manage and control health care costs. The next step is to answer these questions:

• What type of program?
• Who will deliver these services?
• How much will the program cost?

This publication guides you in answering these questions and highlights the benefits of a comprehensive occupational and environmental health nursing program.

An occupational and environmental health nursing program is the key to delivery of cost-effective, comprehensive and high-quality occupational and environmental health services. Occupational and environmental health nursing is the specialty that focuses on promotion of workers' health, healthy work environments, environmental health, and occupational and environmental make independent nursing practice occupational and environmental.

FIRST STEPS IN ESTABLISHING AN OCCUPATIONAL AND ENVIRONMENTAL HEALTH NURSING PROGRAM

1. Identify the company philosophy toward the health of the employees, and consider how the occupational and environmental health service will relate to overall organizational structure and goals. These factors dictate the scope of the program and services to be offered.

2. With the help of an occupational and environmental health nurse or occupational and environmental health nurse consultant, assess specific health needs of the employee population and potential hazards in the environment.

3. Develop a program budget to serve as a guide for accomplishing health objectives. Then identify the number of occupational and environmental health nursing personnel, equipment, and type of facilities needed to implement the program.

PROGRAM COMPONENTS

Health assessments help match workers' capabilities to job requirements. The occupational and environmental health nurse's skills in performing a health history and physical examination and knowledge of the work environment, disability laws and regulatory health and medical surveillance requirements can contribute to management decisions in human resources. Periodic medical examinations and evaluations for problems such as excessive absenteeism or poor job performance can lead to early detection of health problems. Prompt referral and treatment save on future health care costs and keep employees on the job.

CASE MANAGEMENT. An occupational and environmental health nurse case manager is the ideal professional to coordinate health care services from injury or illness to safe return to work or an alternative. The case manager establishes a work, recommends treatment plans that are effective while controlling costs, and maintains a strong working alliance. Case management, thorough effective coordination of health care services, facilitates safe return to work and results in cost savings.

HEALTH PROMOTION AND HEALTH EDUCATION. Employees learn to assume more responsibility for staying healthy through such programs as smoking cessation, exercise and fitness, nutrition and weight control, stress management, control of chronic illnesses and effective use of medical services. These programs reduce health care costs, lower absenteeism, improve employee fitness for work and give workers a sense of the employer's concern for their well-being, which can motivate improved performance.

COUNSELING AND CRISIS INTERVENTION. Employee assistance programs offer professional attention, counseling, and referral for such issues as substance abuse and emotional and/or family problems. In many cases employees are more comfortable sharing this information with a nurse than with others. Treatment for these problems lowers insurance costs and improves performance while generating goodwill by demonstration of company caring.

Promotion of OHNs
The Nurse in Small Industry

She is the key person who demonstrates what the health services program can do for workers and management.

Katherine A. Lembright

A health program in a plant with less than 500 men is practical economically. Recently, the Department of Commerce has tended to define a small plant as one with less than 500 employees. The purpose of a health service in industry is to provide a program of positive health maintenance for the employees. The health program can decrease the compensation insurance premium, the accidents, the number of absences, and the labor turnover. It can increase the quality and quantity of production. Besides, the program will improve the health of the men and improve the regard for the company in the minds of the men, their families, and the community. Such a program is carried out more successfully when there is a nurse in the plant.

The nurse is one of many specialists in the industrial health program. Guiding Principles and Procedures for Industrial Nurse points out:

Footnote, indeed, is the nurse who practices her profession full time in a small industry. Her opportunities to multiply in proportion to the limited number of employees. The situation in which the occupational health nurse works require her to exercise her own judgment to a great degree and give her an opportunity to put her own ideas into practice.

Many successful programs are almost exclusively the result of the vision and initiative of the nurse. Some, unfortunately, have been wrecked because of her apathy or unpreparedness. She is judged not by her management of accident cases, but by the effectiveness with which she uses the remainder of her time.

Her acuteness of observation, her sensitivity to attitudes, her alertness to unities that cannot be verbalized, and her capacity for communication have far-reaching effects on every worker's use of the health unit and his attitude toward his work. The breadth and effectiveness of the health services program—with its public-health-like teaching—rest largely on her concept of her job. This is especially true in many plants that lack a full-time physician but do have a full-time nurse.
Your Key To Controlling Healthcare Costs
Plan
For an
INDUSTRIAL
MEDICAL DEPARTMENT

EXHIBIT
AMERICAN ASSOCIATION OF INDUSTRIAL NURSES
Chicago, Illinois
April 8-13, 1946
Guidelines Published by AAOHN
1977

American Association of Occupational Health Nurses, Inc.

A Guide for Establishing an Occupational Health Nursing Service

Guidelines Published by AAOHN
Guidelines for an Occupational Health & Safety Service
A microbreak is a break you take every 30 to 60 minutes. Stop your current work activity, drink some water, change position, do a stretch and change posture. It can only take a minute. Then, reposition yourself and resume work.

Hydration is important for wellness.

Drink approximately eight, 8-ounce glasses of water per day. Tea, coffee and cola drinks pull water out of you; they are diuretics so they don't count.
HEALTH BENEFIT PLAN

all in your family
in-company health education programs

Collaborative Products

AMERICAN ASSOCIATION OF OCCUPATIONAL HEALTH NURSES
in cooperation with
THE NATIONAL FOUNDATION-MARCH OF Dimes

1978
The Occupational Health Nurse and Eye Care

Collaborative Products

PREVENT BLINDNESS

1985
A Staffing Tool to Determine the Workload & Cost for an Occupational & Environmental Health & Safety Service

Guidelines Published by AAOHN

2015

A Publication of the American Association of Occupational Health Nurses
Guide for the Development of Functions and Responsibilities in OCCUPATIONAL HEALTH NURSING

Guidelines Published by AAOHN

American Association of Industrial Nurses, Inc.
INDUSTRIAL NURSING

Job Classifications,
Definition of Titles, Job Descriptions,
Qualifications

The following outline of job classifications, definition of titles, job descriptions, and qualifications for industrial nurses was prepared by the officers of the State and District Industrial Nurse Sections of the California State Nurses' Association with the assistance of many nurses holding supervisory positions in representative industries throughout the State. Information relating to job descriptions was taken from a report of duties of nurses in industry, based on a survey of 935 industries.

The Executive Committee of the State Industrial Nurse Section approved the outline on July 22.

It is expected that this outline will be used by:
1. Industrial physicians and other representatives of management when making applications to the War Labor Board for salary adjustments for industrial nurses.
2. The Tenth Regional War Labor Board, when reviewing applications for salary adjustments for industrial nurses.
3. Industrial physicians and other representatives of management when selecting nurses for industrial nurse positions.
4. Industrial nurses wishing to consult and improve the industrial nursing program in the industries.
5. Nurses who may be considering entering the specialized field of industrial nursing.
6. Placement service workers and others who counsel with nurses seeking or interested in industrial nurse positions.
7. Instructors in schools of nursing.
8. Curriculum committee of universities and colleges in planning for courses of instruction in industrial nursing.

*Adapted by the Board of Directors, California State Nurses' Association, March 1943.

American Association of Occupational Health Nurses, Inc.
Compensation & Benefits Study
American Association of Occupational Health Nurses

Guidelines Published by AAOHN

GUIDELINES FOR IMPLEMENTATION OF A RESPIRATORY SURVEILLANCE PROGRAM

1983
AAOHN RESOURCE GUIDE

HIV INFECTION/AIDS IN THE WORKPLACE

American Association of Occupational Health Nurses

1988

Guidelines Published by AAOHN

AMERICAN ASSOCIATION OF INDUSTRIAL NURSES, INC.

1957
CONFERENCES & MEETINGS

1944-2017

(Note: No Conference in 1945 due to war)
The American Association of Industrial Nurses, Inc.

WAR CONFERENCE & SECOND ANNUAL MEETING

HOTEL JEFFERSON, ST. LOUIS, MISSOURI

May 12-14, 1944
AAIN Here for Conference

Industrial Nurses from 40 states, Canada and several foreign countries will meet for the seventh annual conference of the American Association of Industrial Nurses April 3-5 at the Bok-Cadillac Hotel. The nursing group meets in conjunction with the American Association of Industrial Physicians and Surgeons and allied branches.

Mrs. Pearl Davis, R. N., of Detroit, is general chairman, with Clara Morgan as executive chairman. Mrs. Mary E. DeLany, R. N., of New York City, president of AAIN, will officiate at meetings of the executive board and will preside at committee meetings and other association activities.

Nurses who are interested in nursing in the industrial field will find the program fascinating. The program will include an address by Dr. Kenneth McFarland, professor of nursing at the University of Chicago, on "The U" in Nursing. The nursing delegations will be entertained by the industrial physicians of Detroit and will have an opportunity to visit medical units in various Detroit industries. Participants will tour the Ford, Cadillac and Packard Motor Companies and the Buick-Oldsmobile Company.
NINTH ANNUAL CONFERENCE
CHAUFONTE-HADDON HALL
Atlantic City, New Jersey
April 22-28, 1951

THE AMERICAN ASSOCIATION OF INDUSTRIAL NURSES INC.
AMERICAN INDUSTRIAL HEALTH CONFERENCE

Americana Hotel, Bal Harbour, Fla.
April 5, 6, 7 and 8, 1965

Sponsored by
Industrial Medical Association
American Association of Industrial Nurses
AMERICAN INDUSTRIAL HEALTH CONFERENCE
HILTON HOTEL
SAN FRANCISCO, CALIF.
APRIL 22, 23, 24, 25, 1968

AMERICAN INDUSTRIAL HEALTH CONFERENCE
APRIL 22, 23, 24, 25, 1968
SAN FRANCISCO HILTON

SAN FRANCISCO
EVERYBODY'S FAVORITE CITY
American Industrial Health Conference
Palmer House
Chicago
April 13-16, 1970

American Association of Industrial Nurses
AMERICAN OCCUPATIONAL HEALTH CONFERENCE

39th Annual Meeting
American Association of Occupational Health Nurses

Atlanta Hilton
April 27-May 1, 1981
LOS ANGELES

AMERICAN OCCUPATIONAL HEALTH CONFERENCE

April 29-May 4, 1984

AAOHN Program

We Practice What We Teach
AMERICAN OCCUPATIONAL HEALTH CONFERENCE

Boston, MA
April 29-May 5, 1989

Advance Program for Physicians
AOHC '99
ADVANCE PROGRAM

A New Century of LEADERSHIP & All That Jazz

April 23-30 1999
New Orleans

American Association of Occupational Health Nurses, Inc.

American Occupational Health Conference '99
AOHC 2000
PROGRAM OF EVENTS

THE FUTURE IS NOW!
May 12-19, 2000
Philadelphia

Use the LOCATOR found in the very back
HISTORY, PASSION, PERFORMANCE
Together Towards Tomorrow

APRIL 24-27, 2017
HYATT REGENCY NEW ORLEANS, NEW ORLEANS, LA

GLOBAL SUMMIT
APRIL 23-24, 2017
GLOBAL OCCUPATIONAL HEALTH CONFERENCES & GLOBAL SUMMITS
XIV CONGRESO INTERNACIONAL DE MEDICINA DEL TRABAJO

MADRID - SEPTIEMBRE - 1963
The Power of Partnership: A force for global change

International Occupational Health and Environmental Health Nursing Conference
Wednesday 11 – Friday 13 November 1998
Devonshire Park Centre, Eastbourne, East Sussex, United Kingdom

First Announcement and Call for Abstracts
Royal College of Nursing of the United Kingdom Society of Occupational Health Nursing
in association with the American Association of Occupational Health Nurses Inc.
Global Summit

Health and Safety of Workers at Home and Around the World

AAOHN 2011

NATIONAL CONFERENCE
May 2 - 5, 2011
Preconference April 30 - May 2 • 2011 Global Summit May 1 - 2
Hyatt Regency Atlanta, Atlanta, GA

AMERICAN ASSOCIATION OF OCCUPATIONAL HEALTH NURSES
HISTORY, PASSION, PERFORMANCE
Theme to come and go here

APRIL 23-24, 2017
HYATT REGENCY NEW ORLEANS, NEW ORLEANS, LA

AAOHN GLOBAL SUMMIT
CELEBRATING 75 YEARS
CHAPTER LEADERS’ CONFERENCES & CHAPTER MILESTONES
Highlights from 1995 Conference of Presidents

The 1995 COP, AAOHN Leadership Front Runners of the Future, held in Atlanta, GA, September 21-32, 1995, offered representatives from each constituency the opportunity to share ideas with colleagues, learn about the changing profession, and fine-tune leadership skills.

One Session, a new feature of COP this year allowed Constituent Associations to present successful activities and to share them with colleagues.

Attendees discuss the future of health care with General Session speaker Timothy Porter-O'Grady, RN, CS, CNAA, FAAN.

The American Journal of Nursing's on-line service, the AJN Network, was demonstrated for members at COP. The service, of which AAOHN is a part, provides on-line access to information about AAOHN publications, educational activities, and events.
AAOHN Presents...
2006 AAOHN CONFERENCE for LEADERSHIP ADVANCEMENT
Formerly “Conference of Leaders”

September 13-15, 2006
Long Beach, California

Proud of Our Past: Preparing for the Future

Leadership Advancement
<table>
<thead>
<tr>
<th><strong>1940’s</strong></th>
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<tbody>
<tr>
<td>1942</td>
<td>When It Formed, AAIN Was Made Up Of Five Industrial Nurses Clubs</td>
</tr>
<tr>
<td></td>
<td>New England and New York Were Over 25 Years Old</td>
</tr>
<tr>
<td><strong>1950’s</strong></td>
<td></td>
</tr>
<tr>
<td>1950</td>
<td>Model Association Bylaws</td>
</tr>
<tr>
<td>1953</td>
<td>Every State, Puerto Rico, Canada, South America and the West</td>
</tr>
<tr>
<td></td>
<td>Indies Had Constituent Or Branch Groups, Many formed as early</td>
</tr>
<tr>
<td></td>
<td>as 1918</td>
</tr>
<tr>
<td>1954</td>
<td>First Presidents’ Meeting of State and Local Associations</td>
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<tr>
<td></td>
<td>Constituent Educational Activities Increase</td>
</tr>
<tr>
<td>1958</td>
<td>75 Chapters and Two Regional Groups</td>
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<td><strong>1960’s</strong></td>
<td></td>
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<tr>
<td><strong>1970’s</strong></td>
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<tr>
<td>1977</td>
<td>139 Chapters</td>
</tr>
<tr>
<td></td>
<td>25th Chapter Presidents’ Meeting</td>
</tr>
<tr>
<td><strong>1980’s</strong></td>
<td></td>
</tr>
<tr>
<td>1983</td>
<td>Presidents’ Meeting Changed to Conference of Presidents</td>
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<tr>
<td></td>
<td>First Regional Chapter (Mountain/Western) approved</td>
</tr>
<tr>
<td>1984</td>
<td>New England Regional Chapter Approved</td>
</tr>
<tr>
<td></td>
<td>Regional Chapter Must Adopt Name of Electoral Region</td>
</tr>
<tr>
<td>1987</td>
<td>Northeast Region, Formerly New England</td>
</tr>
<tr>
<td>1988</td>
<td>170 Chapters</td>
</tr>
<tr>
<td></td>
<td>Celebrated 100th Birthday of Occupational Health Nursing</td>
</tr>
</tbody>
</table>
1990's
1990  183 Chapters
1992  Mountain/Western Regional Chapter Dissolved
1997  Constituent Association Changed to Chapter Terminology
       Conference of Presidents Changed to Conference of Leaders
1999  Chapters Sign Affiliation Agreements

2000's
2000  180 Chapters
2001  Chapter Portal Created
       168 Chapters
2002  162 Chapters
2003  Electronic Voting
       160 Chapters
2006  Conference of Leaders Became Leadership Advancement

2010's
2010  Publication of Leadership Link began
2011  Chapter Leader Breakfasts Started
2014  120 Chapters
2017  106 Chapters

Chapters' Quilt
TODAY’S CHAPTERS & THEIR PRESIDENTS

Central Alabama, Pamela Carver
South Alabama, Linda Englert
Arizona Kachina, Nancy Day
Arizona Valle del Sol, Regina Newman
Arkansas State, David Embrey
California State, Julie Rochefort
California Central Coast, Susan Harada
San Diego California, Katherine Coiner
California Harbor Area, James R Barrett
California El Camino Real, Wenonah Devens
Southern California, Donna Goebel
Orange County California, Maria Claudio
Connecticut State, Richard Sandrib
Delaware State, Everett Sparks
Metropolitan Washington DC, Barbara Hayden
Florida State, Barb Maxwell
Central Florida, Pei T Gan
Fort Lauderdale Florida, Stephanie Weinsier
Florida Space Coast, Karen Lentz
Palm Beach Florida, Kellie Collins
Heart of Florida, Donna Schaubert
Florida West Coast, Sherry Lynn A Davidson
<table>
<thead>
<tr>
<th>Chapter</th>
<th>President</th>
</tr>
</thead>
<tbody>
<tr>
<td>Georgia State</td>
<td>Laura Wilhoite</td>
</tr>
<tr>
<td>Atlanta Georgia</td>
<td>Ronda Weiss</td>
</tr>
<tr>
<td>Coastal Georgia</td>
<td>Sequoyah Brown</td>
</tr>
<tr>
<td>Columbus Georgia</td>
<td>Mary C Potts</td>
</tr>
<tr>
<td>Illinois State</td>
<td>Debra Daly-Gawenda</td>
</tr>
<tr>
<td>Heart of Illinois</td>
<td>Marcia Nielsen</td>
</tr>
<tr>
<td>Illinois Hospital</td>
<td>Earl Zingraf</td>
</tr>
<tr>
<td>Southwest Suburban Chicago IL</td>
<td>Jean Kroupa</td>
</tr>
<tr>
<td>Indiana State</td>
<td>Vanessa Mason</td>
</tr>
<tr>
<td>Northeast Iowa</td>
<td>Linda Davis</td>
</tr>
<tr>
<td>Northwest Iowa</td>
<td>Kelly Konz</td>
</tr>
<tr>
<td>Kentucky Lakes Region</td>
<td>Vicki Weaver</td>
</tr>
<tr>
<td>Louisiana State</td>
<td>Kathleen Sylvest</td>
</tr>
<tr>
<td>Central Louisiana</td>
<td>Collene Van Mol</td>
</tr>
<tr>
<td>Southwest Louisiana</td>
<td>Jennifer Strickland</td>
</tr>
<tr>
<td>Greater New Orleans LA</td>
<td>Carolyn Spears</td>
</tr>
<tr>
<td>Louisiana Greater Baton Rouge</td>
<td>Julie Adams</td>
</tr>
<tr>
<td>Maine State</td>
<td>Rena Dunn</td>
</tr>
<tr>
<td>Maryland Area</td>
<td>Jill Anne Barry</td>
</tr>
<tr>
<td>Seneca Valley of Maryland</td>
<td>Michele I. Willis</td>
</tr>
<tr>
<td>Massachusetts State</td>
<td>Joyce Harsch</td>
</tr>
<tr>
<td>Michigan State</td>
<td>Sheryl Ebaugh</td>
</tr>
<tr>
<td>Chapter Location</td>
<td>President Name</td>
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<tr>
<td>----------------------------------</td>
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</tr>
<tr>
<td>Detroit Michigan</td>
<td>Patricia Savino</td>
</tr>
<tr>
<td>Minnesota State</td>
<td>Jenny Spanier</td>
</tr>
<tr>
<td>Missouri State</td>
<td>Gloria Beitler</td>
</tr>
<tr>
<td>Central Missouri</td>
<td>Shallie Witt</td>
</tr>
<tr>
<td>St. Louis Missouri</td>
<td>Carolyn Dennis</td>
</tr>
<tr>
<td>Nebraska State</td>
<td>Cindy Kempt</td>
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<tr>
<td>New Hampshire State</td>
<td>Kathleen Lawrence</td>
</tr>
<tr>
<td>New Jersey State</td>
<td>Steven Marks</td>
</tr>
<tr>
<td>New York State</td>
<td>Marie Warda</td>
</tr>
<tr>
<td>Central New York</td>
<td>Karen Runeare</td>
</tr>
<tr>
<td>Greater New York</td>
<td>Annmarie Centrone-Cefoli</td>
</tr>
<tr>
<td>Finger Lakes New York</td>
<td>Patricia Aronson</td>
</tr>
<tr>
<td>New York Capital District</td>
<td>Katrina Dinan</td>
</tr>
<tr>
<td>Greater Rochester New York</td>
<td>Mary Ann Rall</td>
</tr>
<tr>
<td>Western New York</td>
<td>Charlene Hanson</td>
</tr>
<tr>
<td>North Carolina State</td>
<td>Twyla Hutchins</td>
</tr>
<tr>
<td>Metrolina North Carolina</td>
<td>Linda Reep</td>
</tr>
<tr>
<td>North Carolina Triad</td>
<td>Jill M Simons</td>
</tr>
<tr>
<td>North Carolina Sandhills</td>
<td>Andrea Fields</td>
</tr>
<tr>
<td>North Carolina Coastal Plains</td>
<td>Michelle Edwards</td>
</tr>
<tr>
<td>Western North Carolina</td>
<td>Gina Streed</td>
</tr>
<tr>
<td>North Carolina Tarheel</td>
<td>Regina Ford</td>
</tr>
<tr>
<td>Chapter</td>
<td>President</td>
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<tr>
<td>---------------------------------</td>
<td>----------------------------------</td>
</tr>
<tr>
<td>North Carolina Foothills</td>
<td>Dawn Scheessele</td>
</tr>
<tr>
<td>Ohio State</td>
<td>Shanna Dunbar</td>
</tr>
<tr>
<td>Midwestern Ohio</td>
<td>Peggy Berry</td>
</tr>
<tr>
<td>Stark of Ohio</td>
<td>Sandra Hall</td>
</tr>
<tr>
<td>Ohio Western Reserve</td>
<td>Teresa Gaeta</td>
</tr>
<tr>
<td>Northeast Ohio</td>
<td>Lavita Ewing</td>
</tr>
<tr>
<td>West Ohio</td>
<td>Lisa Stroh</td>
</tr>
<tr>
<td>Southwestern Ohio</td>
<td>Jean Smith</td>
</tr>
<tr>
<td>Northwestern Ohio</td>
<td>Barbara Dewey</td>
</tr>
<tr>
<td>Oregon State</td>
<td>Lisa R Rodriguez</td>
</tr>
<tr>
<td>Pennsylvania State</td>
<td>Yolanda Lang</td>
</tr>
<tr>
<td>Berks County Pennsylvania</td>
<td>Laurie Heagy</td>
</tr>
<tr>
<td>Southwestern Pennsylvania</td>
<td>Paulette Nitkiewicz</td>
</tr>
<tr>
<td>Philadelphia Pennsylvania</td>
<td>Amy Dailey</td>
</tr>
<tr>
<td>Central Pennsylvania</td>
<td>Kimberly Smith</td>
</tr>
<tr>
<td>Susquehanna Valley PA</td>
<td>Kathryn Emanski</td>
</tr>
<tr>
<td>South Carolina State</td>
<td>Margaretta Grimm</td>
</tr>
<tr>
<td>Chattanooga Tennessee</td>
<td>Sandra Wampler</td>
</tr>
<tr>
<td>Memphis Tennessee</td>
<td>Diann Morgan</td>
</tr>
<tr>
<td>Middle Tennessee</td>
<td>Reba McCoy</td>
</tr>
<tr>
<td>Texas State</td>
<td>Maria Dominguez</td>
</tr>
</tbody>
</table>
TODAY’S CHAPTERS & THEIR PRESIDENTS

Austin Texas, Patricia Z Hill
San Antonio Texas, Julia Reyes
Houston Texas, Mary Monk
Texas Sabine Area, Kimberly Breaux
North Texas, Karen A Barrett
Utah State, Kelsie Anderson
Vermont State, Richard Trono
Virginia State, Sharon Elliott
Central Virginia, Susan Butler
Virginia Piedmont, Suzanne E Stone

Hampton Roads Virginia, Lisa W. Lee
Northern Virginia, Margaret Cummings
Washington State, Dori Shane
Wisconsin State, Cynthia Schaefer
Northeast Wisconsin, Renee Vandenbusch
Western Wisconsin, Sarah Schmitz
South Central Wisconsin, Hayley Willetts
Southeastern Wisconsin, Heidi Leiser
Northeast Region AOHN, Gail A Carchietta

*updated as of February 9, 2017*
MEMBERSHIP BROCHURES & CAMPAIGNS
WHO WE ARE.. WHAT WE DO
AAOHN 1995-96
Member-Get-A-Member Campaign

Would you like to hear your name announced as one of the prize winners in the 1995-96 Member-Get-A-Member Campaign? If the answer is yes, all you have to do is sponsor a new member. All the prizes are exciting, and the more new members you sponsor, the greater your chances of winning. It's easy, rewarding, and fun! Here's how it works:

THE CAMPAIGN
- The campaign begins September 1, 1995, and runs through April 15, 1996.
- Your name is entered once for each new member you sponsor.
- All winners will be notified in writing.
- Winners will be announced at the 1996 American Occupational Health Conference in San Antonio, TX.

THE PRIZES
Sponsor and win!
- Sponsor three (3) or more new members and qualify to win two airline tickets to anywhere in the continental United States on Delta Airlines.
- Sponsor two (2) new members and qualify to win complimentary airfare via Delta Airlines, conference registration, and hotel lodging for three nights at the TAOHC in Orlando, FL.
- Sponsor one (1) new member and qualify to win complimentary registration and hotel lodging for three nights at the TAOHC in Orlando, FL.

Membership Campaign
AWARDS & RECOGNITIONS
Awards Celebrations

American Association of Industrial Nurses

Awards Luncheon

Program

PRESENTING
Joyce Benoit, R.N.
2nd Vice President, AAIN

INVOCATION
Phyllis Rice, R.N.

PRESENTATION OF AWARDS

ACHIEVEMENT AWARDS
Margaret Curie Award . . . Christine Sinkula Award
presented by . . . . . . . . . . . . . . Edna Mae Klues, R.N.
Chairman of Committee on Education

MEMBERSHIP AWARDS
Association Organized Less Than Three Years
Association Organized Over Three Years
presented by . . . . . . . . . . . . . . Helen C. Rush, R.N.
Executive Director, AAIN

AMERICAN INDUSTRIAL HEALTH CONFERENCE
Hilton Hotel, San Francisco

April 24, 1968
American Association of Industrial Nurses, Inc.

AWARDS LUNCHEON

AMERICAN INDUSTRIAL HEALTH CONFERENCE
Shamrock Hilton Hotel
Houston, Texas
April 24, 1969
AAOHN Fellows

1999
Annette Haag, MA, RN, COHN-S/CM, FAAOHN
Sharon Mckenttuss, BS, RN, COHN-S, FAAOHN
Susan Randolph, MSN, RN, COHN-S, FAAOHN
Bonnie Rogers, DrPH, COHN-S, LNCC, FAAOHN
Suzanne Smith, RN, COHN-S, FAAOHN

2000
Marsha Bernard Kuhar, PhD, DrPH, MSN, RN, FAAOHN
Sally L. Lusk, PhD, RN, FAAN, FAAOHN
Kathleen Golden McAndrew, DNP, ANP, COHN-S, CCM, FAAOHN, FAANP
Mary Salazar, EdD, COHN-S, FAAN, FAAOHN

2001
Janet deCarteret, MN, RN, COHN-S, FAAOHN
Diane DiGastano, BSN, RN, COHN-S, COHC, FAAOHN
Grace K. Fortuna, EdD, RN, CHES, FAAOHN
Christine M. Kalina, MBA, MS, RN, COHN-S/CM, FAAOHN
Joy Wachs, PhD, RN, CS, FAAOHN
2002
Patricia Bertsche, PhD, RN, COHN-S, FAAOHN
Pat Bishop, RN, FAAOHN
Liz Lawhorn, MSN, RN, COHN-S, CCM, FAAOHN
Jennifer Lim, MSN, RN, COHN-S/CM, FAAOHN
Eileen Lukes, PhD, RN, COHN-S, CCM, FAAOHN
Genny Reed, MSN, RN, FAAOHN

2003
Mary Amann, MS, RN, COHN-S, FAAOHN
Kathleen Buckheit, MPH, COHN-S/CM/SM, CCM, FAAOHN
Kay Campbell, EdD, RN-C, COHN-S, FAAOHN
Deborah V. DiBenedetto, BSN, MBA, RN, COHN-S/CM, FAAOHN
Linda Glazner, DrPH, RN, COHN-S, CCM, FNP, FAAOHN
Shelley Jones, PhD, RN, COHN-S, FAAOHN
Sharon Kemerer, MSN, RN, COHN-S/CM, FAAOHN
Pamela Moore, EdD, MPH, RN, FAAOHN
Judy Oestendorf, MPH, RN, COHN-S, CCM, FAAOHN
Margaret C. Thompson, PhD, RN, COHN-S (ret), FAAOHN
Brian Verrall, MSc, RN, COHN(C), COHN-S/CM, FAAOHN

2004
Rachel Ebert, MS, CRNP, COHN, FAAOHN
Sandy Hall Carrier, MA, RN, COHN-S, FAAOHN
Elise Handelman, MS, COHN-S, FAAOHN
Karen Mastromarini, EdD, MPH, BSN, COHN-S, FAAOHN
Deborah Roy, MPH, RN, COHN-S, CET, CSP, FAAOHN
Patricia Traviers, ScM, MS, RN, COHN-S, FAAOHN
Jerry Williamson, MN, RN, CAE, FAAOHN

2005
Phyllis Berryman, MBA, RN, COHN-S/CM, FAAOHN
Arlene Blix, PhD, RN, FAAOHN
Monika Fischer, MN, RN, ANP-BC, CCM, COHN-S, FAAOHN
Helen Maher, PhD, RN, COHN-S, CCM, FAAOHN
Jeannie K. Tomlinson, MSN, RN, COHN-S, FAAOHN
Olga Tompkins, MPH, RN, COHN-S, CSP, FAAOHN
2006

Sharon Blaney, RN, COHN(C), COHN-S/CM, FAOAHN
Pam Carter, RN, COHN-S, FAOAHN
Stephanie Chalupka, EdD, RN, PHCN-BC, FAOAHN, FNAP
Arlene Guzik, DNP, ARNP-BC, COHN-S, FAOAHN
Catherine Hundley, MSN, RN, COHN-S/CM, FAOAHN
Mary Gene Ryan, MPH, RN, COHN-SSM, CSP, FAOAHN
Patricia Strasser, PhD, RN, COHN-S/CM, FAOAHN
Ronda Weiss, MS, MPH, MBA, RN, COHN-S, FAOAHN

2007

Evelyn Bain, Med, RN, COHN-S, FAOAHN
Yolanda Lang, Dr-Ph, MSN, CRNP, COHN, FAOAHN
Margie Matsui, BSN, RN, CRRN, COHN-S, FAOAHN
Linda McCauley, PhD, RN, FAAN, FAOAHN
Debra Olson, DNP, MPH, COHN-S, FAOAHN
Kimberly Olszewski, DNP, CRNP, COHN-S/CM, FAOAHN
Carol Parks, BSN, RN, COHN-S/CM, FAOAHN
Catherine Pepler, MBA, BS, RN, COHN-S/CM, FAOAHN
Jean Randolph, MPA, RN, COHN-S, FAOAHN
Lori Richt, MSN, RN, COHN-S/CM, FAOAHN
Dee Tyler, RN, COHN-S, FAOAHN
Anita Winslow, RN, COHN-S, FAOAHN
Christine Zichello, RN, COHN-S, CSHM, ARM, CSHP, FAOAHN

2008

Tamara Blow, EdD, RN, COHN-S/CM, CBM, PLNC, FAOAHN
Denise Gillen-Algire, MBA, RN, COHN-S/CM, FAOAHN
Kimberly Gordon, MSN, MA, RN, COHN-S, FAOAHN
Ann Lachat, BSN, RN, COHN-S/CM, FAOAHN
Helen Williams, MSN, APRN-BC, COHN-S, FAOAHN
Mary Lou Wassel, Med, RN, COHN-S/CM, CSP, ARM, FAOAHN
2009
Frances Childre, MSN, RN, COHN-S, FAAOHN
Sandra Cinque, BA, RN, COHN-S/CM, FAAOHN
Patricia Clapp, RN, COHN-S, OHNP, ANP-C, FAAOHN
Mary Garson, RN, COHN-S, CCM, FAAOHN
Linda Gifford-Meuleveld, BA, RN, COHN-S, CCM, CPDM, FAAOHN
Patricia Louie, MPH, Med, COHN-S, FAAOHN
Peggy Maneuszak, MS, RN, COHN-S/CM, FAAOHN
Deb Parker, JD, MSN, RN, COHN-S, FAAOHN
Marcella Thompson, PhD, MS, CSP, RN, COHN-S, FAAOHN
Linda Walker, MS, BSN, RN, CCM, COHN-S, CUSA, FAAOHN

2010
Kathy Davis, RN, COHN-S, FAAOHN
Alan Helyer, BSN, MPH, MBA, RN, FAAOHN
Barb Maxwell, MHA, RN, COHN-S, CCM, CWCP, QRP, FAAOHN
Elaine Papp, MSN, RN, COHN-S/CM, FAAOHN
Wanda Smith, MPH, RN, COHN-S, FAAOHN

2011
Jean Bev, MPH, BSN, COHN-S, CCM, FAAOHN
Lynda Firment, PhD, ARNP-C, COHN-S, FAAOHN
Henry Guevara, PhD, MPH, APRN, FNP-C, COHN-S/CM, FAAOHN
Euzelia Hunter, MPH, RN, COHN-S/CM, FAAOHN
Denise James, MBA, BSN, RN, NE-C, FAAOHN
Sheila Litchfield, BSN, RN, COHN-S, FAAOHN

2012
Nancy Clover, RN, COHN-S, FAAOHN
Donna C. Ferreira, MS, ANP, COHN-S, FAAOHN
Pamela Hart, MPH, RN, COHN-S, CSP, CM.IOH, FAAOHN
Landa A. PoianiDaroczi, MSN, RN, ANP-C, COHN-S, FAAOHN
Laura J. Wiltolte, RN, COHN-S/CM, FAAOHN
2013
Francie R. Barber, BSN, MA, RN, COHN-S/CIM, FAACHN
Barbara J. Burger, RN, PhD, COHN-S, FAAN, FAACHN
Deborah L. Fell-Carlson, MSPH, RN, COHN-S, HEM, FAACHN
Daurio L. Holley, RN, COHN, CCM, FAACHN
Steven Marks, MSN, RN, APN-C, COHN-S, FAACHN
Deborah B. Reed, PhD, MSPH, RN, FAACHN
Nicole L. Shaffer, DNP, CRNP-BC, COHN-S, FAACHN
N. Dianne Stewart, MS, RN, COHN-S, FAACHN

2014
David A. Allcott, MS, APRN, ANP-BC, COHN-S, FAACHN
Jennyylynn Bitman, MPA, RN, COHN-S/SM, FAACHN
Karen Barrett, BS, RN, COHN-S, CHSP, CCEAS II, FAACHN
Ralph Brown, BSN, RN, COHN-S, FAACHN
Debra W. Bush, RN, COHN-S/CIM, FAACHN
Penny-Allyson Clark, BSN, RN, COHN-S/CIM, FAACHN
Rod R. Hart, RN, COHN, FAACHN
Karen Hopcia, ScD, ANP-BC, COHN-S, FAACHN
Nancy M. Nachreiner, PhD, MPH, BSN, COHN-S, FAACHN
Chad Rittle, DNP, MPH, RN, FAACHN
Julie Rochefort, MSN, ANP-C, COHN-S, FAACHN
Peggy Ross, MS, RN, COHN-S/CIM, CSP, CPE, FAACHN
Elizabeth Anne Thomas, PhD, MSN, RN, ANP-BC, COHN-S, CNL, FAACHN

2015
Gail A. Carchietta, MSE, RN, COHN-S, FAACHN
Cindy Groves, BSN, RN, COHN-S, FAACHN
Virginia S. Hebard, MSN, RN, COHN-S/CIM, CWCP, FAACHN
Douglas G. Hoffman, MSN, RN, COHN-S, FAACHN
OljaSeong Hong, PhD, RN, FAAN, FAACHN
Marjorie McCullagh, PhD, RN, PHCNS-BC, COHN-S, FAAN, FAACHN
Margaret E. O‘Connor, MMHC, RN, COHN, FAACHN
Jennifer A. Phillips, PhD, MSN, RN, FAACHN
Lisa Pompeili, PhD, COHN-S, FAACHN
Wendie Robbins, PhD, RN, FAACHN
Candace Sandai, DNP, MBA, APRN, COHN-S, FAACHN
Susan Katz Silski, DNP, RN, CCM, FAACHN
Letha Smith, MS, RN, COHN-S, FAACHN
Carol I. Tobias, MBA, BSN, COHN-S, FAACHN
Fellows Pin
AAOHN Foundation Chairs

1997- Incorporated
1998- Formative Year
1999-2001 Liz Lawhorn
2001-2003 Bonnie Rogers
2003-2005 Mickey Sullivan
2005-2007 Sandy Hall
2007-2009 Edward Jarosz
2009-2013 Grace Paranzino
2013-2015 Margie Matsui
2015-2017 Grace Fortuna
AAOHN
FOUNDATION
Securing the Future
by Improving the Health and Safety of the Nation’s Workers

America needs strong leadership to generate solutions and resources to overcome the negative impacts of workplace illnesses and injuries on business, government, and the general public. A strong cadre of occupational and environmental health professionals is necessary to face the challenges of the 21st century.
2002

Awards,

Grants,

Scholarships,

&

Recognitions

Presented by the American Association of Occupational Health Nurses and the AAOHN Foundation
M.J. O'JUHH Foundation
2007 Awards
& Recognition Dinner

Wednesday, April 18, 2007
Orlando, Florida

Honoring Excellence in the
Occupational and Environmental
Health Profession
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### Academic Study Scholarships

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## Academic Study Scholarships

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Continuing Education Scholarships

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Continuing Education Scholarships

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# Continuing Education Scholarships

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<td>2010</td>
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AMERICAN
BOARD
OF
OCCUPATIONAL HEALTH
NURSES
1972 “ABOHN’s First Forty Years” 2012

ABOHN Incorporated

Pre-1972 Incorporation
1969 - American Association of Industrial Nurses investigates certification
1972 - ABOHN Established
  - 1st BOD meeting May 23, 1972

Awards
1969 - Maynor Snyder
1975 - ABOHN Research Award
1995 -婆任ner Award
1997 - Marguerite Ahern Grant
2008 - Edna May Kludes
2009 - Debra Cholerin

Fun Facts
1972 - Application accepted for Founder’s Status
1973 - NOSON’s certified as
  - ABOHN’s founders
1979 - Published 1st directory
1985 - Published 1st newsletter
1985 - ABOHN logo copyrighted
1991 - Adopted AAOHN’s Standards of Practice
1995 - Record number of exam takers, 1,260
1998 - New logo designed
1998 - ABOHN.com launched
2012 - Launch Social Media Campaign

Board of Director - Chairs
1972 - 1974 - Marguerite Ahern Grant
1975 - 1976 - Edna May Kludes
1977 - 1978 - Clare Mato
1979 - 1980 - Mildred Mavoll
1981 - 1982 - Ann Stidley
1983 - 1984 - Mary Reaman
1985 - 1986 - Anne Mary Steward
1987 - 1988 - Patricia Sturm
1989 - 1990 - Annaline Harris
1991 - 1992 - Marion Koller
1993 - 1994 - Julie Rossow
1995 - 1996 - Mary Carey
1997 - 1998 - Ann Decker
1999 - 2000 - Margaret Terren
2001 - 2002 - Stuart Goldberg
2003 - 2004 - Janice Camp
2005 - 2006 - Emily Wallace
2007 - 2008 - Mary Repose
2009 - 2010 - Brian Verrall
2011 - 2012 - Brian Verrall
2012 - 2014 - Margaret Manoscek
2014 - 2015 - Chris Zuber
2015 - 2017 - Amyh Delaney

Executive Directors
1972 - Marjorie O. Schmidt
1977 - Marilyn Snyder
1981 - Carol Osterl
1985 - Sharon Kemmer
2001 - Mary C. Amann
2005 - Georgia M. Keath
2009 - Anne M. Lack

New Initiatives
2001 - Developed new strategic plan
2010 - Developed new strategic plan
2012 - Redesigned certification handbook

Accreditations
1993 - ABCHN (ABOHN)
1996 - ABOHN (COHN, COOHN-S)
2001 - ABOHN (COHN, COOHN-S)
2003 - ABOHN (CM)
2006 - NCSA (COHN, COOHN-S and CM)

Reciprocity
1993 - Established with Canada
2002 - Agreement renewed
2012 - Agreement renewed

2012 ABOHN Staff
- Anne M. Lack, Chief Executive Officer * Canada
- Kathy C. Ayres, Administrative Assistant * Canada
- oddly H. Taylor, Administrative Manager * Canada
- Marjorie A. Robb, Administrative Associate

2012-2013 Board
- Marilyn Snyder
- Carol Osterl
- Sharon Kemmer
- Mary C. Amann
- Georgia M. Keath
- Anne M. Lack
- Marjorie O. Schmidt

* Indicates current or recent President
American Board of Occupational Health Nurses

ABOHN Directors

Sharon Kemerer, 1995

Mary Amann, 2001

Ann Lachet, 2008

Denise Knoblauch, 2016
ANNIVERSARY CELEBRATIONS

Then & Now
The Twentieth Anniversary Conference

The 20th Annual Conference of the American Association of Industrial Nurses will be held in conjunction with the Industrial Medical Association at the Pick Congress Hotel in Chicago, Illinois. The theme of this year's Conference will be "Prescriptions for Professional Progress" and will cover such interesting topics as "Largest Medical Aspects," with well-known physicians participating in medicine, gynecology, obstetrics, neurology and psychiatry. There will be a workshop for the Consulting, Visiting, Rehabilitation, Supervising, Staff and Working-alone Nurses. Other topics such as "Planned Retirement" and "Preparing for Retirement," etc., will be interesting discussions. Let's make turns, turners, turners and A.

therapy, influenza influenza.

abolition for Industry and all attending with a well.

progress. You will find the participating doctors and nurses to be interesting as well as informative.

The Annual Business Meeting of the Association will be on Wednesday, April 11, 1962 at 9:00 A.M. Members must present their AAIN 1962 membership cards for admission. The Annual Banquet, which will be held in the lovely Gold Room Thursday evening, April 12th, will be an interesting highlight of these Conferences and one never quite made it... THIS

is your year. Don't miss it. Make your plans to have an experience you will remember a lifetime. In

dustrial management should begin to arrange for their interested personnel to attend the Conference. Both members, and potential mem-

bers of either of the participating organizations, should be given every encouragement to attend. Those who attend, and their employers, will rich-

"audit through the mental inter-

of experiences and ideas.

and information on

This is available at

the Hotel.
American Association of Industrial Nurses, Inc.
Silver Anniversary
Breakfast and Fashion Show

American Industrial Health Conference
Americana Hotel, New York
April 11, 1967
THIRTIETH ANNUAL MEETING
OF THE
AMERICAN ASSOCIATION OF INDUSTRIAL NURSES, INC.
APRIL 18-20, 1972
CIVIC CENTER & BELLEVUE STRATFORD HOTEL
PHILADELPHIA, PENNSYLVANIA

30th Anniversary, 1972
AAOHN CELEBRATES

60 YEARS

Commemorative Program of Events
AGHC 2003
HISTORY, PASSION, PERFORMANCE
Together Towards Tomorrow

AUGUST 24-27, 2017
HYATT REGENCY NEW ORLEANS, NEW ORLEANS, LA

GLOBAL SUMMIT
AUGUST 23-24, 2017
AAOHN BOARD OF DIRECTORS

2016-2017

• Jeannie Tomlinson - President
• Mary Gene Ryan - President Elect
• Ronda Weiss - Secretary

• Regional Directors
  • David Allcott - Mountain/Western
  • Ginny Carlson - Mountain/Western
  • Phyllis Berryman - North Central
  • Deborah Waymack - North Central
  • Yolanda Lang - Northeast
  • Kim Olszewski - Northeast
  • Pat Strasser - South Central/Southwest
  • Linda Walker - South Central/Southwest
  • Barb Maxwell, - Southeast
  • Wanda Smith - Southeast

2017-2018

• Mary Gene Ryan – President
• Barb Maxwell – President-Elect
• Kim Olszewski – Secretary

• Regional Directors
  • David Allcott – Mountain/Western
  • Deborah Fell-Carlson – Mountain/Western
  • Phyllis Berryman – North Central
  • Ginny Carlson – North Central
  • Patricia Strasser – South Central/South West
  • David Embrey – South Central/South West
  • Steven Marks – Northeast
  • Yolanda Lang – Northeast
  • Jennylynn Balmer – Southeast
  • Wanda Smith – Southeast
ELECTION COMMITTEES

2016-2017

• Melinda Harrison, Chair, South Central/Southwest Region
• Beverly Nuchols, Mountain Western Region
• Marcia Neilson, North Central Region
• Sheila Litchfield, Northeast Region
• Michael Scott Nickerson, Southeast Region - Resigned
• Susan Stewart, Southeast Region

2017-2018

• Richard Johnson, Chair, South Central/South West Region
• Dawn Stone, Mountain/Western Region
• Marlys Nelson, North Central Region
• Juanita Wilson, Northeast Region
• Stephanie Weinsier, Southeast Region
This presentation was assembled from AAOHN archival documents by:
Kathleen Buckheit
Annette Byrd
Kay Campbell
Judy Ostendorf
Susan Randolph
Limited AAOHN historical documentations are archived in the University of North Carolina, Chapel Hill, School of Public Health Occupational Health Library. Academic research inquiries should be addressed to: AAOHN at (info@aaohn.org).