



**2021 Region IV ASSP
Professional Development Conference**
April 7 and 8, 2021
Virtual Event

9:00 AM - 10:15 AM – Wednesday, April 7, 2021

**Welcome / Introductions / Wednesday Opening Keynote
Capitalizing On The Pandemic's Spotlight On Safety
And The Impact On ASSP**

Deborah R. Roy, M.P.H., RN, COHN-S, CSP, CIT, FASSP, FAAOHN

COVID-19 is one of the most challenging risks that we as safety and health professionals have experienced in our entire careers. OSH professionals play a key role in helping organizations protect workers, communicate accurately and effectively about the risks, and ensure business continuity when a pandemic event disrupts normal operations. This session will use current COVID-19 data and examples to highlight how OSH professionals can enhance their skills in pandemic planning, and address the five ways that we can have a more visible role in our organization than ever before. The session ends with an ASSP update that includes the pandemic's impact and how the Society has shifted in our new normal.

Learning Objectives:

1. Identify the five ways that you can have a more visible role in our organization.
2. Discuss how to best use scientific data to develop stronger pandemic safety programs.
3. Describe the current opportunities the pandemic has created for ASSP.

Deborah R. Roy, M.P.H., RN, COHN-S, CSP, CIT, FASSP, FAAOHN, is president of the American Society of Safety Professionals (ASSP). She is an ASSP Fellow and a Society member since 1993. A resident of Falmouth, Maine, Roy is president of SafeTech Consultants and provides safety consulting for global clients. She has more than 35 years of occupational safety and health experience and is past corporate director of health, safety and wellness at L.L.Bean. Roy has been involved in pandemic planning and response at worksites and at the state and federal levels for more than 12 years. Her experience as an occupational health nurse and safety professional has been vital over the past year as she has presented COVID-19 webinars and podcasts to help workplace safety and health professionals navigate through the crisis and direct their own organizations. Roy holds a Master of Public Health in occupational health and safety from the University of North Carolina.

1:00 PM - 2:15 PM – Wednesday, April 7, 2021

Wednesday Lunch Keynote

**The Safety Professional's Role in Ensuring
Employee Fitness For Duty**

Dr. Richard Bunch, PhD, PT, CBES

Fitness for duty testing is critical to improving employee safety on the job. The testing process, when performed correctly, not only matches the employee to the physical demands of the job, but also records important pre-injury baselines, provides training on proper body mechanics, creates an accurate system for providing job-specific accommodations, stimulates ergonomic improvements, and improves employee engagement on the job. Dr. Bunch will share the impressive statistical impact of fitness for duty testing on injury prevention for various industry clients and describe the safety professional's important role in program development and helping to ensure proper execution of testing in compliance with ADA and EEOC.

Learning Objectives:

1. Accurately evaluate essential job demands
2. Apply ergonomic principles to reduce job demand risks
3. Evaluate fitness for duty testing to accurately match the employee to a job and ensure legal compliance.

Dr. Richard Bunch is a licensed physical therapist and certified ergonomic specialist with a doctorate degree in Neuroscience. He is an Army veteran and did his undergraduate training at West Point Military Academy in New York and LSU University. He completed his post-graduate education at LSU School of Medicine. He owns a private practice offering ergonomics, safety training seminars, and employee fitness for duty testing nationwide. He also serves on faculty at Tulane University Medical Center in New Orleans as an Adjunct Associate Professor. Dr. Bunch has been in practice for more than 40 years and has worked worldwide as an injury prevention and occupational wellness consultant. He is a published author and frequently provides injury prevention and wellness seminars for various organizations and speaks at various conferences throughout the United States, Europe, Asia and Africa.

9:00 AM - 10:15 AM – Thursday, April 8, 2021

Thursday Opening Keynote

Leading Through Times Of Uncertainty

Diana Stegall, CSP, SMS, ARM, ALCM

Although the amount of uncertainty and change that we have experienced since March has increased dramatically, there is always uncertainty and change in our environments – whether it is a new leader coming into our organization, new technology or processes, or simply the changes with the employee base. During this session, you will learn how your leadership style impacts your success in leading through change and suggestions to help you lead through future uncertainty and change as Diana shares lessons learned as the 2019-2020 ASSP president.

Learning Objectives:

1. Contrast times of uncertainty with "normal" times
2. Identify different leadership styles and their pros and cons as it relates to times of uncertainty
3. Examine ways their leadership style helps or hinders their efforts as safety professionals

For most of her career, Diana worked in the insurance industry in loss control. This taught her the financial impact of safety and the importance of understanding an organization's risk. It also required being able to speak to all levels within a company in order to reduce the risk and to help the senior leaders understand how safe operations are efficient operations. She was recognized as one of the 100 Women in Safety as part of the Society's 100 anniversary, received the Northwest chapter's Safety Professional of the Year award in 2012, the Region V Safety Professional of the Year in 2013, and the Society-wide Safety Professional of the Year in 2005. She has served in many ASSP roles including governmental affairs, regional PDC committee, region student section awards, region ARVP membership, Region V Vice President, and Society PDC chair. Most recently she was president of ASSP leading the organization in developing initial responses and decisions related to COVID-19. She is a native of North Carolina, a graduate of Wake Forest University with a degree in chemistry, and a life-long learner. In 2019 she moved from Minnesota to Arizona where she enjoys being outside and looks forward to being able to explore the local area once it is safe to do so again.

1:00 PM - 2:15 PM – Thursday, April 8, 2021
Thursday Lunch Keynote
If The Fish Aren't Biting, It's Time To Change Bait!
Danny W. Smith, SMS, CIT

In today's constantly changing business environment, demands for flexibility by EHS leaders has never been more prevalent. While most have become very proficient in Management of Change (MOC) in dealing with new equipment, products, and processes, often we overlook the human side of things, commonly referred to as Change Management (CM). Most people do not like change, but why is that the case? A bigger question is how can we as leaders help our employees navigate their way through change so the organization is more productive and safer? Understanding the difference between MOC and CM, and the need to be good at both, is essential for success. Additionally, leaders must be able to relate to today's multi-generational workforce where each group has different motivators, characteristics, and yes, quirks. Understanding key characteristics of each of the generations present in the workplace will help leaders engage employees in a more effective manner.

Learning Objectives:

1. At the end of the session, attendees will be able to: recognize and discuss the differences between Management of Change and Change Management, including how both are essential tools for success.
2. Identify common reactions to change in order to more effectively help employees navigate their personal path through change initiatives
3. Distinguish key characteristics of the four generational groups currently prevalent in our workplaces, which will build a foundation for better employee engagement through adaptation of management and communication styles, and training methodologies

A Sr. Consultant with SafeStart, Danny has the ability to relate to any audience – from the boardroom to the shop floor – and to put them at ease. A well-spoken presenter, he teaches in a manner that informs and entertains audiences at the same time. His previous work as an EHS and Property Manager, a part of his over 25 years of management experience in manufacturing, warehouse/distribution and other industries, has created a foundational knowledge which he is able to apply to all environments.

10:30 AM - 11:30 AM – Wednesday, April 7, 2021
Track A - Safety Leadership / Professional Development
1A - Can You Defend Your Training?
A Look At Models And Standards For Effective Training
Dr. Daniel Snyder, CSP, CIT

Training is critical to saving lives and money. Dr. Snyder will provide insight about defensible safety training programs that, most importantly, ensure workers are properly trained and educated about workplace hazards, risks, and controls. The Criteria for Accepted Practices in Safety, Health and Environmental Training Standard is the first document to clearly outline what safety pros must do to move towards better training. The standard covers the major elements of effective training program that will help organizations defend against litigation and OSHA citations.

Learning Objectives:

1. Identify the need for a defensible OSH training and educational system.
2. Define the major elements of safety, health and environmental training standards.
3. Discuss how to use this standard to assess and improve their own corporate training programs.

Daniel's career spans 29 years of diverse global professional experience facilitating research, partnering with stakeholders, and creating sustainable solutions for effective occupational safety and health (OSH) management systems. Daniel is a board-certified safety professional and a subject matter expert on professional competencies and influencing occupational safety and health management systems. He holds a B.A. in Science from the University of Northern Iowa, a master's in Human Resource Development and doctorate degree in Adult and Lifelong Learning from the University of Arkansas. Dr. Snyder's research-based consultancy advises OSH professionals about how to leverage influential safety leadership through experience, education and examination. As the former owner of SPAN, he is a renown subject-matter expert on certification exam blueprints and OSH professional competencies. He is the founder of www.safetymmentor.com, a robust learning management system dedicated to customized virtual OSH professional development. An accomplished professional speaker and published author, his works include the SPAN Exam study workbooks the Ethics chapter in the American Society of Safety Professionals' Consultants Business Development Guide (2015) and the National Safety Council's Pocket Guide to Safety Essentials, 2nd Edition (2014). He serves as committee Chair for the ANSI/ASSP Z490.1 Criteria for Accepted Practices in Safety, Health and Environmental Training Standard. He is a member of the U.S. Technical Advisory Group (TAG) to the ISO Technical Committee (TC)-283 for the ISO 45001, Occupational Health and Safety Management Systems (OHSMS), international standard. A gifted facilitator, Daniel is dedicated to advancing the occupational safety and health profession through expert consulting, coaching and mentoring services. Contact Dr. Snyder at expert@safetymmentor.com

10:30 AM - 11:30 AM – Wednesday, April 7, 2021
Track B - Emerging Trends / Safety II
1B – Building The OHSMS For Resilience: How Safety-II Improves Your Safety Management System
Daniel Slattery

This participatory session is meant to help attendees identify 'problem areas' with their OHSMS, develop resilience-building strategies to combat problem areas, and how to evaluate those areas for effectiveness and improvement.

Learning Objectives:

1. Upon completion, participant will be able to identify and evaluate weak structural parts of the OHSMS
2. Upon completion, participant will be able to describe / outline different strategies for building resilience into the OHSMS
3. Upon completion, participant will be able to evaluate the effectiveness of resilience-building strategies for the OHSMS

Mr. Daniel Slattery is the QHSE Manager for Ocean Infinity, a marine robotics company based in Houston, TX with a global footprint. Mr. Slattery holds a Bachelor's in Economics from Strayer University, two master's degrees in Occupational Safety & Health and Organizational Leadership from Columbia Southern University and is currently a doctoral student at Capella University in Organizational Psychology. He holds certifications in health and safety management, quality management, auditing, training, and development.

10:30 AM - 11:30 AM – Wednesday, April 7, 2021
Track C - Risk / IH / Ergo
1C - Risk Assessment In Joint-Employer Environments
Scott DeBow, CSP, ARM

Employers continue to depend on the increasing use of joint-employer relationships (contractors, staffing....) in order to fulfill their labor strategies, and the need for an interdependent approach for risk assessment between employers is greater now more than ever. If it requires two or more employers to accomplish work, then it requires those same employers connected to a common framework for risk identification and problem solving in order to achieve the outcomes we all desire. This session will also explore challenges and risk multipliers in a joint-employer environment, as well as success strategies and better practices to consider when evaluating the current state versus the future state of safety in these dynamic working environments.

Learning Objectives:

1. Examine: the need for a mutually beneficial, joint-approach to risk assessment among employers
2. Explore: unique risks and associated strategies in a joint-employer environment
3. Understand: how important and recently updated elements in Safety Management Systems, such as ISO45001 and ANSI Z-10 support and guide risk assessment efforts in joint-employer and multi-employer worksites

Scott DeBow, a board-certified safety professional, has 19 years of progressive leadership in Occupational Safety & Health. With an 'inside-out' perspective as a safety professional in non-traditional employment settings, he sees tremendous opportunity for better alignment of employees and teams from all employers working to create the shared value of better safety outcomes in these environments. He is devoted to continual improvement and safety leadership development for businesses that depend on the joint-employer arrangement as part of their labor strategy. Scott greatly enjoys and counts as a privilege sharing his expertise with others where he sees the incredible value for the workforce, industry, and community by improving safety standards in a joint-employer environment.

10:30 AM - 11:30 AM – Wednesday, April 7, 2021

Track D - Regulatory

1D - Consultation And Participation – The Heartbeat Of ISO 45001

Randy Pittman

How robust can a safety program be without inclusion of those directly impacted by the policies leadership has created? Those who have the most personal relationship with the risks associated with their work certainly have something to say about it. But where are they saying it? To co-workers, at home, in public, or with the leadership team? How strong is your organizations relationship with all stakeholders? How effective is your consultation and participation with these stakeholders? Is all this communication creating a positive or negative picture about the organization? How do you manage all this communication? ISO 45001 is a management system framework intended to continually improve your occupational safety & health program and to assist with achievement of intended outcomes. Consultation and participation and is the heart of all successful safety programs and a critical input to the communication process. The Instructor of this course is technical expert for ISO 45001 interpretation and application. This course is going to reveal how ISO 45001 requirements apply to consultation and participation programs and weave communication requirements through the entire standard to drive improvement.

Learning Objectives:

1. Understanding the general purpose and applicability of an ISO 45001 management system
2. Why consultation and participation is a core essential component
3. How to drive safety improvement from the consultation and participation process.

Randy Pittman is the EHS Business Unit Manager and Lead Auditor for a Global Certification Body, NQA. Within his role, he manages over 40 EHS auditors, providing training and technical support. Randy is an active contributing member within various industry groups and standards writing committees. His safety background is derived from construction, mining and general industry.

11:45 AM - 12:45 PM – Wednesday, April 7, 2021
Track A - Safety Leadership / Professional Development
2A - Embrace Errors, Don't Hide Them
Tim Page-Bottorff, CSP, CIT

People are often ashamed to admit they've made a mistake—but human error is unavoidable. The reality of the situation is that simple mistakes can often have serious injury outcomes. Should you focus on helping people prevent making errors in the first place or focus on managing errors with sound systems thinking? Tim will demonstrate how to do both. See why individual, group and systems thinking is needed to effectively prevent injuries and continuously learn from everyday variances in work to avoid serious consequences.

Learning Objectives:

1. Identify the importance of embracing our previous errors
2. Categorize other's flaws internally and not externally
3. Examine the two most important learning loops

Tim's career in safety began 28 years ago as a marine in Operation Desert Storm, assisting contractors in extinguishing Kuwaiti oil fires. After leaving the military, Tim was awarded the ASSP Society Wide Safety Professional of the Year in 2018. Tim also received the National Safety Council's Distinguished Service to Safety Award (DSSA). Tim is currently the Region II Vice President for ASSP, Deputy VP for the Council on Regional Affairs, is the CEO of Total Safety Compliance, Lectures for Central Washington University and is a Senior Consultant with the SafeStart team. Tim is the author of, "Safety Health and Security in Wastewater Systems" and is the author of the "Core of Four", a motivational book to improve human performance.

11:45 AM - 12:45 PM – Wednesday, April 7, 2021
Track B - Emerging Trends / Safety II
2B - Risk Identification & Mitigation
= Business Continuity & COVID-19
Maribeth Anderson, MPA, CSP

The COVID-19 pandemic took many organizations by surprise. Organizations relied on safety professionals to support response and develop plans on the fly. This created an opportunity or a nightmare for safety professionals who were suddenly thrust in to the position role of crisis response. This session will cover how to continuously uncover risks beyond the obvious, raise your perspective toward the operations of the organization as a whole, and influence senior leaders within the organization to continuously challenge their risk perspectives.

Learning Objectives:

1. How to uncover risks beyond the obvious
2. Understand risks from a strategic organizational perspective
3. Develop skills to influence stakeholders

Maribeth Anderson, M.P.A., CSP, is global senior director business continuity at Xylem Inc, leading activities to ensure that employees are safe and business operations are optimal. An ASSP member since 1997, Maribeth has served in a variety of volunteer leader positions for the American Society of Safety Professions and is currently on the Board as Director-At-Large.

11:45 AM - 12:45 PM – Wednesday, April 7, 2021
Track C - Risk / IH / Ergo
2C - Active Shooter Awareness
And Hostile Event Response
Michael A. Urueta, CHST

This session will discuss:

1. The scope of this presentation is to better understand your organization's preparedness, Response, and Recovery from an (ASHER) event. This training and continuous training will create muscle memory.
2. Planning and Coordinating with local law enforcement, fire department, and other emergency services. Understanding and educating your teams with knowing the expectations that eliminating the threat is the first priority.
3. Know your local community Emergency protocols, provide local counseling contact information and ensure the organization has a preparedness plan.

Learning Objectives:

1. Preparedness and Understanding, Run, Hide, Fight or Defend .
2. Responses from Law Enforcement, expectations, Roles / Responsibilities
3. PUBLIC INFORMATION, OUTREACH PROGRAMS, Facility Preparedness, and Counseling

Michael A. Urueta, CHST, is a Regional EHS Manager who works with the Health Care Industry, Schools, Businesses, Communities, Organizations, and Events to develop and strengthen their OSHA Environmental, Health, and Safety in Emergency Management needs. As the CEO & Founder of EHS PLANNING, INC., he has also been in the Construction industry for the past 29 years. His previous roles responsibilities include, Public Speaking, OSHA Outreach Trainer, R & D, American Red Cross Instructor, AeroSpace and Manufacturing Industry, he worked for Warren Buffett's PCC Structurals, Elon Musk's Tesla Motors, Lawrence Livermore National Laboratory, NASA, and the Federal Government (GSA). He has held the titles of Director of Operations, Regional EHS Manager, Engineering EHS Tech IV, ERT Captain, EHS Manager, Instructor/Trainer, Public Speaker & Business Owner. Michael served nine years as a USMC Parachute Rigger with a Force Reconnaissance Unit. A volunteer Fire Fighter as a First Responder. He currently holds a CHST credential from the Board of Certified Safety Professionals and is an OSHA Authorized Outreach Instructor in 10 & 30 Hr. for both the General & Construction Industry. He is also an American Red Cross Instructor for First-Aid CPR & AED. Michael will be presenting this year for ASSP Region's 2020 Safety Symposiums, FEMA's NFPA 3000 Active Shooter Awareness / Hostile Event Response. He was a member of the ASSP SF Chapter Group WISE Board as a WISE Guy Ambassador & Event Moderator.

11:45 AM - 12:45 PM – Wednesday, April 7, 2021

Track D - Regulatory

2D - Emergency Response Plans

For Worst-Case Scenarios

Glenn Young, CSP

The presentation will focus on two specific Emergency Response areas: 1. Use of Emergency Response drills to improve performance 2. Consideration of worst-case Emergency Response scenarios At the end of the session, attendees should be able to evaluate their current Emergency Response programs and identify areas for improvement.

Learning Objectives:

1. Evaluate Emergency Response (ER) programs currently in place
2. Produce specific checklists to improve those ER programs
3. Identify weaknesses in ER programs

Mr. Young provides PSM consulting in the United States and Canada. Specialties include both Process Hazard Analysis facilitation and Process Safety Management auditing. With two books currently in print via the American Society of Safety Professionals, Young is an accomplished author and speaker. Glenn's business, Glenn Young and Associates, LLC, has been in business continuously for the past 21 years.

2:30 PM - 3:30 PM – Wednesday, April 7, 2021
Track A - Safety Leadership / Professional Development
3A - Admitting Human Error In The Workplace
- A Case Study In Maximizing Safe and Reliable
Performance With Human Factors
David Wilbur

Attendees will be introduced to human error as a tool for improving organizational reliability. We find that, as a rule, people do not set out to cause failure; rather, they aim to contribute to the larger success of their organization. Nevertheless, as part of a multi-dimensional operating framework, individuals are sometimes shepherded by complex events into making decisions that instead contribute to failures. We view organizations as complex systems with emergent behavior, unforeseen from a reductionist view of individuals' behaviors. Instead of blaming individuals for error, we ask why the system responded the way it did. Human error is inevitable and serves as a symptom of systemic failure. As with all symptoms, it becomes a signal spurring systemic change. The idea is to welcome human error as an indication that leadership should investigate the dark, murky, uncomfortable cultural issues that made the error seem like a good idea at the time. We illustrate our ideas with first-hand stories from our experiences as naval aviators and consultants to the oil and gas and chemical manufacturing industries.

Learning Objectives:

1. How human error is a system product useful in improving organizational safety
2. Why a reductionist approach to causal analysis isn't enough to improve human performance
3. What the current health crisis teaches us about safety leadership

David Wilbur has served as a Fighter Pilot and Commanding Officer in the US Marines and Business Unit Manager and Entrepreneur in private sector industries. David is the founder and CEO of Vetergy Group. Vetergy designs and implements programs in human factors to deliver safe and reliability operations with local, national, and global industries.

2:30 PM - 3:30 PM – Wednesday, April 7, 2021
Track B - Emerging Trends / Safety II
3B - PTSD In The Workplace
Torrey Garrison

Many times, when people hear the words "Post-Traumatic Stress Disorder" they automatically believe that it only pertains to military personnel that have seen war. In reality any of us could deal with PTSD based on life events. In this course we will look at what PTSD is, how to recognize it and deal with it in regard to our employees, and how to minimize it on a jobsite.

Learning Objectives:

1. What is PTSD? It is not just military personnel.
2. How to deal with employees that are dealing with PTSD?
3. How to prevent PTSD on the jobsite.

Torrey Garrison is the Vice-President of Environmental, Health, and Safety as well as Leadership Development. Torrey serves in the United States Air Force as a Chaplain, Major based in Mildenhall, UK.

2:30 PM - 3:30 PM – Wednesday, April 7, 2021

Track C - Risk / IH / Ergo

3C - Working Through Risk: An Engaging Risk Management Model For Dynamic Industry

Wyatt Bradbury, MEng, CSP, CHST, CIT

Bridging the gap between work as imagined and work as done is a challenge for professionals. This presentation seeks to demonstrate high level and localized level hazard analyses in the scope of a process that can be used to close the gap and empower employees to make appropriate risk calculations.

Learning Objectives:

1. Prepare a high-level hazard analysis that depicts "Work as Imagined" and localized level hazard analysis that depicts "Work as Done."
2. Define risk in terms of both the traditional risk model and with the addition of vulnerability to the traditional equation.
3. Relate both the high level and localized level hazard analyses through a process that synthesizes risks and engages employees in the process of hazard analysis and risk management.

Wyatt Bradbury serves as a HSE Advisor for Hitachi Rail and is part of the Department of Engineering Faculty and the University of Alabama Birmingham teaching Professional Ethics and Introduction to System Safety for the Advanced Safety Engineering and Management Program. He has experience in aquatic and recreation risk management, electrical construction, powerline safety, rail safety, and safety consulting. Mr. Bradbury holds CSP, CHST, and CIT certifications from the BCSP and a Master of Engineering in Advanced Safety Engineering and Management from the University of Alabama Birmingham. Wyatt Bradbury is a Past-President of the National Capital Chapter, on the Chapter Leader Training Committee under the Council on Regional Affairs, on the planning committee of the Mid-Atlantic Construction Safety Conference and is a member of the Emerging Professionals Common Interest Group. Bradbury currently serves as the National Capital Chapter Delegate and as the Assistant Regional Vice President of Communication for Region VI. He regularly travels the country speaking at local and regional professional development conferences and is a frequent contributor to Professional Safety Journal.

2:30 PM - 3:30 PM – Wednesday, April 7, 2021

Track D - Regulatory

3D - Hand And Portable Power Tools

Aaron Cameron, CSP

Hand and portable power tools may look harmless but looks can be deceiving. This presentation will be a unique hands-on look at the hazards, the risk assessment and the safe work practices associated with these types of tools.

Learning Objectives:

1. Identify the hazards associated with hand and portable power tools
2. Examine the use of a proper risk assessment process, including Hierarchy of Controls, and the PPE Hazard Assessment Analysis to assist professionals develop a plan to identify and minimize tool risk
3. Identify safe work practices associated with hand and portable power tools

Aaron currently serves as a Casualty Risk Control Specialist with Sampo International, a Japanese insurance carrier, where he joined in 2018. He brings over 24 years of experience providing EHS, risk management, security, engineering and consultative services in a variety of industrial and construction settings, as well as international experience encompassing North/South America, Europe/UK, Africa and Asia-Pacific. He's actively involved as a volunteer leader in the American Society of Safety Professionals (ASSP), most recently serving as Region 8 Vice President supporting 6500 professional and student members. He also volunteers by serving on the NIOSH / NORA Traumatic Injury Prevention (TIP) Council, as well as a member of the advisory committee to the University of Pittsburgh Swanson School of Engineering seeking to elevate/advocate for the Safety Engineering Certificate program. He enjoys time with his family, is a volunteer coach and is involved in various capacities at his local church and at the Humane Society.

3:45 PM - 4:45 PM – Wednesday, April 7, 2021
Track A - Safety Leadership / Professional Development
The Role Of Lagging And Leading Indicators
In OSH Performance Measurement
Pam Walaski, CSP

Recent discussions in the OSH community about leading vs lagging indicators have been lively. Many OSH pros are thoughtfully considering how they can create indicators that effectively measure their organization's performance and are learning to appreciate that it doesn't mean throwing out lagging indicators altogether or that all leading indicators are created equal. In fact, while many OSH professionals say they appreciate the value of leading indicators, they confess to not really knowing what they or how to create ones that are meaningful to their organization. This presentation will explore the role of indicators in performance measurement, especially as it relates to an effective occupational safety and health management systems, and help attendees better understand how to put the pieces together.

Learning Objectives:

1. Attendees will be able to explain how OSH indicators are connected to OSH performance management as well as how they are integrated with an organization's overall performance management.
2. Attendees will be able to define the inherent characteristics of effective performance indicators, both leading and lagging.
3. Attendees will be able to compose effective leading and lagging indicators that are applicable to their organization.



Pam Walaski has been a dedicated occupational safety and health professional for more than 25 years. She is currently a Senior Program Director with Specialty Technical Consultants, Inc. Pam is a Professional Member of ASSP and is currently serving a 3-year term as a Director At Large. She was previously a member of the Society Finance Committee, Council on Professional Affairs, and Administrator of the Consultants Practice Specialty.

Pam is a regular contributor to ASSP's *Professional Safety* – her article "The Role of Lagging and Leading Indicators in OSH Performance Measurement" was published in August 2020. She is the Coordinator for Occupational Safety & Health Management Systems Section for the 3rd edition of *The Safety Professionals Handbook* scheduled for publication in the spring of 2021. Her own book *Risk and Crisis Communications; Methods and Messages* was published by John Wiley & Sons in September 2011 and was also an editor on the *Consultants Business Development Guide*, published by ASSP in April 2015.

Pam has been a general session presenter at the ASSP Professional Development Conference every year since 2005. She also regularly presents at other ASSE-related events, State Safety Conferences, and company safety meetings. Pam was part of the development team and is one of the instructors for the ASSP Risk Assessment Certificate program. She also provides 1-day workshops on Risk Assessment as well as Creating and Developing a Risk Assessment Team.

3:45 PM - 4:45 PM – Wednesday, April 7, 2021
Track B - Emerging Trends / Safety II
4B – Pre-Accident Investigations
Rod Courtney, CHST, CUSP, WCLS

The history of safety cultures, where we came from and where we are going. When you create a "just" safety culture you can finally stop trying to "fix" the worker and start fixing your system. Learn how trending data can help you see into the future and stop an accident before it happens.

Learning Objectives:

1. Understand the History of Safety Cultures
2. Understand how to Create a Just Safety Culture
3. Help your Leadership Understand the Paradigm Shift in Safety Philosophy

Rod began his career in the US military. He served as an Army Combat Medic from 1990-1994 on active duty and 1994-1998 in the reserves. While on reserve status he worked in law enforcement and attended college at Armstrong Atlantic State University and Columbia Southern University where he studied Occupational Health & Safety. Rod has been a Certified Safety Technician for 20 years. He started as a site safety technician in 1999 for United Scaffolding in Baton Rouge, LA. In 2003 Rod went to Iraq with Kellogg Brown & Root and was the HS&E Manager for the largest construction project on the planet. The project logged over 2 Million man-hours a month and was in an active combat zone. In 2007 Rod went to work in the renewable energy sector building thousands of megawatts of wind turbines and solar plants across the country. He ultimately became the Director of HSS&E for one of the largest renewable energy construction companies in the US. In 2012 this company merged with another and he decided to start his own safety consulting and staffing firm. Our Safety Guy, LLC was a leader in providing HSE Professionals to wind and solar project across the US. After some soul-searching Rod and his wife Christi decided to sell the company and find "the perfect fit" with a growing company that had the potential to become a leader in Occupation Health & Safety. He is now the HSE Manager for Ampirical. Ampirical is one of the fastest growing companies in the US. Since 2006 they have been a premier engineering firm dedicated to the Utility Industry. In 2010 Ampirical began doing construction as well and has since built a team of industry experts to lead them into the future.

3:45 PM - 4:45 PM – Wednesday, April 7, 2021

Track C - Risk / IH / Ergo

4C - Understanding Your Environmental Responsibilities

Salvatore Caccavale

Management of environmental program elements has increasingly become a major focus for safety professionals over the past few decades. Many companies had separate environmental departments, however as companies streamline and reengineer their professional support staffs there has been a marked trend towards an increase in consolidation of the safety, health and environmental functions. The traditional safety professional has found out the knowledge of environmental affairs critical to their well-being. For companies involved in global business the ISO 14000 standards represent a revolution in corporate environmental management. The safety professional must become familiar with the ISO approach to the environmental affairs. This session is designed to provide the attendees with a basic knowledge of the federal environmental regulations such as the Clean Air Act; Clean Water Act; Resource Conservation and Recovery Act; Comprehensive Emergency Response and Compensation Liability Act. Attendees will learn the requirements of each regulation and how they apply in industry.

Learning Objectives:

1. Examine the history of the environmental evolution.
2. Applying the major Federal environmental regulations to industry.
3. Summarize best practices of an environmental management process.

Salvatore Caccavale (Sal) has worked professionally in Corporate Environmental, Health, Safety and Security leadership roles for over thirty (30) years. Mr. Caccavale is the founder and President of IHN Environmental, Health and Safety Services based out of Easton, Pennsylvania. Mr. Caccavale is a Certified Professional Environmental, Health and Safety Auditor and a former Certified Hazardous Materials Manager, Masters Level. Mr. Caccavale has instructed environmental, safety and industrial hygiene courses for the Community College of Beaver County in Western Pennsylvania and the University of Medicine and Dentistry (Rutgers University) in Piscataway, New Jersey.

3:45 PM - 4:45 PM – Wednesday, April 7, 2021
Track D - Regulatory
4D - EHS & Compliance - Going Digital
Christien Ducker

This session will discuss the Importance of EHS Reports, Eliminating High Risk Area's and Predictive Analytics to lower Incident rates.

Learning Objectives:

1. Applying Digital solutions to Safety
2. Evaluate operational performance, Digitally
3. Identify & arrange critical criteria, Digitally

Christien has worked 24 years in the software sector, 14 of them in QHSE systems. With experience working on both sides of the Atlantic, Christien understands the nuances of safety and business culture. She has successfully brought two European Enterprise QHSE systems into the USA and as CEO, led Safety Management Systems through its immense growth.

10:30 AM - 11:30 AM – Thursday, April 8, 2021
Track A - Safety Leadership / Professional Development
5A - Changing The Paradigm
Paul Thurber

This presentation will review the Bureau of Labor Statistics (BLS) numbers and trends to identify the need for "something different" to prevent incidents and injuries. Traditional safety methods and solutions have helped; however, mere compliance is just not enough. In this presentation we'll learn about new technologies and solutions that can identify and process thousands of data points per second and offer a warning to the would-be injured teammates BEFORE an incident occurs.

Learning Objectives:

1. Identify the need for a paradigm shift
2. Contrast the difference between lagging & leading indicators
3. Examine new technologies & solutions

Paul is currently serving Evergaord ai as their Director of Business Development and Safety and has nearly 30 years of Safety, Emergency Medical, and Human Resource experience. Paul is a degreed safety professional and believes that safety leadership begins and ends with "caring" and has been a part of assisting numerous companies achieve and/or sustain VPP status, reduce incidents, and improve their overall safety cultures.

10:30 AM - 11:30 AM – Thursday, April 8, 2021

Track B - Emerging Trends / Safety II

5B - Managing Complex Change: "The Challenge Of Implementing A Significant Improvement Initiative"

Gary A. Higbee, EMBA, CSP

Managing Complex Change: “The Challenge of Implementing a Significant Safety Improvement Initiative” Just the idea of a change can cause some hearts to race or at least create heartburn, but like it or not things do change. Quite often things need to change for the survival of the organization. The real issue isn’t the act of changing; it is creating an atmosphere so the change is successful. Successful meaning it was efficiently executed and successfully functioning in a timely manner. This session is about how to improve safety performance – Actually Reducing Injuries! To meet the lofty goal of reducing injuries we will cover each critical component of change, what can and will go wrong and how to save the initiative when we “screwed it up”. Mr. Higbee uses his years of experience, case studies, and humor to deliver an effective and enjoyable presentation.

Learning Objectives:

1. Learn the Five Critical Components for Organizational Change
2. Understand how the change components all depend on each other to facilitate actual change
3. Why safety initiatives are more difficult to execute

Gary A. Higbee, EMBA CSP President/CEO Higbee & Associates, Inc. Principal North American Management Institute Gary has over 50 years of experience ranging from working on the factory floor to upper management. His assignments include positions in Production Engineering, Safety and Environmental Engineering, Production Management, Corporate Director, Vice-President, and President/CEO. Gary has an MBA from the University of Iowa and is a board-certified safety professional. Gary is a past recipient of the Safety Professional of the Year award for Region IV of the American Society of Safety Engineers. In 2010 Gary received the Distinguished Service to Safety Award from the National Safety Council. The DSSA is the National Safety Council’s highest individual award. In 2017 he also received the Gary Hawk award for Safety Excellence. In addition to his consulting, Gary has published many articles and is a frequent keynote speaker around the world. His recent topics include “Managing Complex Change Initiatives”, "Nine Steps for Changing your Safety Culture", "Breaking the Cycles of Risky Behavior", “Predicting Human Performance”, "Visionary Leadership" and Rethinking Risk Assessment: Adding the Third Dimension Using his over 50 years of experience and a sense of humor Gary has become an internationally known speaker on safety, health, environmental, and business issues.

10:30 AM - 11:30 AM – Thursday, April 8, 2021
Track C - Risk / IH / Ergo
5C - How Injury Management Controls The Mod
Chris Conti

This presentation will teach and empower the attendee to utilize claims intervention concepts to lower the cost of the average Work Comp claim thus lowering/protecting the company Experience Modification Factor.

Learning Objectives:

1. How to manage open Lost Time Work Comp claims
2. Pre Loss Objectives
3. Post loss objectives

Chris Conti is the owner of RiskWise, a Loss Control and Injury Management Company founded in 2000. Chris has over 25 years' experience in the field of worker's compensation in such roles a Loss Control representative, Underwriter and Account Executive. As an Underwriter Chris' earned Region of the year in Loss Ratio and Production for 2 years in a row. As an Account Executive Chris earned the STAR Award for Innovation. He holds a BSBA from the University of Louisiana at Lafayette, is a Board Certified Safety Professional (CSP), A Chartered Property Casualty Underwriter (CPCU), an Associate in Loss Control Management (ALCM) and an Associate in Risk Management (ARM) and a Certified insurance Counselor (CIC). He is also an OSHA Instructor for General Industry and Construction Standards. Chris is a licensed Property and Casualty Insurance agent in Louisiana. Chris has written and published over 35 articles on risk management and loss control topics. Chris is a member of the Society of CPCU, the American Society of Safety Engineers and a Committee Member of the CPCU Loss Control Section.

10:30 AM - 11:30 AM – Thursday, April 8, 2021

Track D - Regulatory

5D - Pre-Lift Inspections:

Safe Use And Connections Of Rigging

Jim Canfield

Sling and hardware inspection, pre-lift planning, best practices and proper use of rigging.

Learning Objectives:

1. Understand ASMO OSHA expectations
2. Understand dangers of improper connections
3. Gain knowledge of rigging inspection

Jim Canfield is the National Sales Manager for All Material Handling, a Chicago-based supplier of manual hoists, slings and lifting hardware. Jim has been in the lifting/rigging industry for 16 years and has helped train thousands of workers in construction and general industry on best practices and ASME standards. He is a NCCCO Certified Rigger. Jim lives in St. John, Indiana and is married with 4 children.

11:45 AM - 12:45 PM – Thursday, April 8, 2021
Track A - Safety Leadership / Professional Development
6A - Diversity And Inclusion In Safety
Elizabeth Spencer, MEng, CSP

Diversity and Inclusion in the workplace, at all levels, are paramount to the success of an organization. Diversity in the safety profession is especially important so that all minority and majority groups are considered. Challenges faced by minority groups for entering the safety profession will be discussed as well as conscious and unconscious bias and how it affects culture. Safety hazards that affect minority groups at greater rates will be identified. Application of Best Practices for improving Diversity and Inclusion in the workplace are a key focus as well.

Learning Objectives:

1. Identify the importance of diversity and inclusion for improving workplace safety.
2. Examine conscious and unconscious bias and how it affects workplace culture.
3. Categorize safety hazards that affect minority groups, such as women, at higher rates than majority groups.

Elizabeth Spencer, MEng, CSP is a Partner and Lead Safety Engineer for Spencer-Safety, Health, Environmental. She holds a Master of Engineering in Advanced Safety Engineering and Management from the University of Alabama at Birmingham, is a Certified Safety Professional and an Associate Safety Professional. Ms. Spencer is an OSHA Authorized Instructor for General Industry and a Red Cross CPR/First Aid Instructor. Spencer-SHE specializes in providing Safety, Health and Environmental compliance guidance to the underserved small to midsize business market. We've worked directly with our clients since 1980 to create customizable solutions identifying and controlling workplace hazards through site assessments, hazard control designs, implementation, collaboration and training. Our diverse clients include government agencies, heavy manufacturing, warehousing, food processing and distribution centers. Spencer-SHE is a women-owned engineering firm, a certified Women's Business Enterprise and a Women-Owned Small Business.

11:45 AM - 12:45 PM – Thursday, April 8, 2021
Track B - Emerging Trends / Safety II
6B – Are Your Contractors Working Safely?
Cary Usrey

We all want our contractors to work safely. We go through great pains using a selection process to ensure we hire safe contractors. However, once the work begins, the safety process often devolves into an inefficient enforcement approach that typically enacts quick fixes and fails to implement long-term solutions. Once the job ends, so does the institutional knowledge of safety performance beyond injury rates. This workshop presents a method that uses leading indicators that can be used proactively to ensure quality contractor evaluation. In addition, improvement areas can be identified and tracked for improvement before injuries occur. Start measuring contractors on how they perform safely, not by how many injuries they have avoided.

Learning Objectives:

1. Identify how can contractors be evaluated once work begins.
2. Discuss metrics that can be used to perform this evaluation.
3. Demonstrate what can be done to drive improvement once evaluation is completed.

Cary is currently the Vice President of Operations at SafetyStratus, a cloud-based EHS software company. At SafetyStratus, he is focused on helping achieve the company's vision of "Saving lives and the environment by successfully integrating knowledgeable people, sustainable processes, and unparalleled technology".

11:45 AM - 12:45 PM – Thursday, April 8, 2021

Track C - Risk / IH / Ergo

6C - Promotion Of Situated Learning Through The Real-World-Ready Experience

Lu Yuan, Sc.D., CSP

The Real-World Ready (RWR) initiative at Southeastern Louisiana University was designed to prepare students for a professional life after academics by providing authentic learning opportunities that connect academic courses with real-world experience. Situated Learning is one of several social learning theories which implies that people learn through observation and interaction with others in a social setting. OSHE 382 Construction Safety was approved as a RWR class each time when it was taught from 2016 to 2020. The select construction companies provided situated learning opportunities to the students for their final project. The students conducted quantitative and qualitative analyses on the assigned topics/issues and presented the study in both oral and written forms. In this session, the speaker will share the experience of collaboration between academia and industry, especially on how to create the situated learning opportunities for students. The evaluation of students' performance as well as the feedback from them and the industrial partners will be discussed.

Learning Objectives:

1. Explain the meaning and benefits of situated learning
2. Demonstrate the effectiveness of a real-world-ready approach to improve learning
3. Improve the attainment of learning outcomes through benchmarking

Dr. Lu Yuan, CSP, is Professor of Occupational Safety, Health, and Environment at Southeastern Louisiana University. He is an Adjunct Associate Professor in the Department of Environmental Health Sciences of the Tulane School of Public Health and Tropical Medicine. Dr. Yuan has been extensively involved in occupational ergonomic and safety research in construction and other industrial sectors. He is a professional member of American Society of Safety Professionals (ASSP) and he currently serves as a Member of ASSP Council on Academic Affairs and Research. Dr. Yuan was awarded the William E. Tarrants Outstanding Safety Educator of the Year by ASSP in 2015 for his innovative approach to teaching, incorporating new technology and teaching approaches to reach the students. He received the Craft Workforce Development Champion Award from the Greater Baton Rouge Industry Alliance in 2016 for his academic leadership in the field. He currently serves as a Member-at-Large of the ABET (Accreditation Board for Engineering and Technology) Applied and Natural Science Accreditation Commission Executive Committee.

11:45 AM - 12:45 PM – Thursday, April 8, 2021

Track D - Regulatory

6D - Understanding NFPA Requirements

For Combustible Dust

Timothy Heneks, PE, ASP

Combustible dust hazards pose a serious risk to an organization's assets and personnel across a variety of industries. In North America, the requirements for facilities that handle, store, or generate combustible dust are primarily generated by the National Fire Protection Association (NFPA) and are enforced by a number of Authorities Having Jurisdiction (AHJs) such as insurance companies, fire code officials, and OSHA. This presentation will guide readers through the numerous NFPA Standards related to combustible dust and their requirements to ensure that you and your organization are prepared.

Learning Objectives:

1. Identify the hazards of combustible dust and what industries or work practices often encounter such hazards.
2. Examine the NFPA Standards that affect combustible dust fire and explosion safety and which of those Standards apply in different scenarios.
3. Contrast requirements that differ across different industry-specific Standards and/or facility types.

Timothy Heneks is the Director of Engineering Services at Dustcon Solutions Inc. With a Bachelor's Degree in Chemical Engineering, Timothy is a licensed Professional Engineer with prior experience as a plant engineer in the chemical industry and as an engineer designing explosion protection systems. Dustcon Solutions focuses on helping clients in the Process Industries identify and address Combustible Dust Hazards that pose a risk to assets and personnel.

2:30 PM - 3:30 PM – Thursday, April 8, 2021
Track A - Safety Leadership / Professional Development
7A - Safety Intervention And Assertiveness
Tim Croley, CSP

Proper Techniques for and the Importance of Intervention
What Assertiveness Is and Is Not How to Conduct Meaningful
Conversations with Employees Proper Tools Needed for
Safety Intervention and Assertiveness.

Learning Objectives:

1. Apply Intervention Skills to Everyday Work Environments
2. Identify Factors that Influence Unsafe Acts
3. Utilize Assertive Communication Techniques

Tim Croley is a resident of Daphne, Alabama and has worked as a Safety Professional for 15 years. After working as a Safety Manager in manufacturing for seven years, he began working as a Project Engineer for the Alabama Technology Network in December 2012. As a Project Engineer, Tim travels to companies all over the state of Alabama, providing critical training and consultation for safety, occupational health, environmental, management systems, and other areas. Tim has his Master's Degree in Occupational Health & Safety from Columbia Southern University (2009). In the spring of 2016 he was nominated by his peers to serve as the Environmental, Health & Safety Team Leader for the Alabama Technology Network. In August of 2016 Tim earned his Certified Safety Professional (CSP) credentials.

2:30 PM - 3:30 PM – Thursday, April 8, 2021
Track B - Emerging Trends / Safety II
7B - Safety In The Eyes Of Gen Y & Z
Regan Phillips & Melissa Schmaltz, CSP

Approaches to workplace safety were once about self-preservation skill building and behavior or attitudinal changes. We believe Millennials and Gen-Zers have an intrinsic trust that safety is integrated into operational systems, processes, and physical designs. This leads to safety having three concepts; safety is built-in, it's seen as a backup, and it must be automatic. If this theory was correct, we could examine how their perception impacts future training. We created a non-bias survey and discuss our findings in this presentation.

Learning Objectives:

1. Evaluate how youngest two generations perceive Safety
2. Identify the expectations Gen Y & Z have toward Safety
3. Examine how their perception impacts training

Regan's post academic and previous employment has helped her become a property and casualty Risk Control Specialist. Her experiences include roles from agricultural pesticide applicator to insurance claims management. She earned a Bachelor of Science in Agronomy from Mississippi State University. Regan has done previous work to help the ASSP WISE Tarheel Chapter and has worked with the Board Certified Safety Professionals (BCSP) to develop the Associate Safety Professional exam. She earned her Associate Safety Professional (ASP) designation in 2019. She also obtained her Associates in Risk Management in 2020. Regan's interest in generational approaches to safety is rooted in her own mentoring experiences of training and managing safety with fellow younger generations.

Melissa has over 18 years of experience in the field of occupational safety and health, including: manufacturing; state OSHA compliance; EHS consulting; and, casualty insurance experience. Melissa's presentation skills and technical knowledge allow her to reach a wide range of audiences. She has been recognized for several honors including the American Society of Safety Professionals (ASSP) Region II 2016-2017 "Safety Professional of the Year" award. In 2009 Melissa earned the Certified Safety Professional (CSP) designation.

2:30 PM - 3:30 PM – Thursday, April 8, 2021

Track C - Risk / IH / Ergo

7C - Urgency: The Elephant In The Room

Richard Saizan

Define urgency and its pervasiveness in the U. S.
Differentiate a realistic vs. unrealistic sense of urgency.
Urgency, as it applies to OH&S. Urgency vs.
Importance. Measuring Urgency. Ways an unrealistic
sense of urgency can be addressed. Drivers of an
unrealistic sense of urgency. Managing an unrealistic
sense of urgency.

Learning Objectives:

1. Explain the concept of urgency and its impact on safety
2. Describe the drivers of urgency
3. Recognize unrealistic sense of urgency as a hazard and apply controls to prevent it from causing accidents

Richard Saizan has been working in the field of safety for 27 years. With a B.S. in Industrial Technology and an M.S. in Training and Human Resource Development, he worked with safety professionals, and Alliance Safety Council personnel, to refine and develop the COSS program as well as doing primary research for and authoring the COSM program. He is currently working on a committee to develop a Master's program in HS&E Management for Southeastern Louisiana University and is a member of the Baton Rouge Chapter of the ASSP.

2:30 PM - 3:30 PM – Thursday, April 8, 2021

Track D - Regulatory

7D - Confined Space Non-Entry Rescue Versus Entry Rescue

Chris Carlsen

We will identify the hierarchy of confined space rescue and examine OSHA's requirement for non-entry rescue. Perform a thorough and honest evaluation of the viability of non-entry rescue retrieval. Discuss options for entry rescue and identify requirements of rescue service evaluations.

Learning Objectives:

1. Identify the hierarchy of confined space rescue
2. Examine OSHA requirement for non-entry rescue
3. Perform a thorough and honest evaluation of the viability of non-entry rescue retrieval

As Roco Rescue's Director of Training, Chris Carlsen is responsible for all aspects of the training segment of the business. At a high level, Chris' focus is on ensuring that Roco's courses meet customer needs and exceed their expectations. Chris oversees the development and evolution of the entire curriculum, and is also charged with making sure Roco courses are taught by a world-class team of instructors. In order to accomplish this, his duties include regular assessment of the rescue techniques being taught to make sure they incorporate the latest best-practices and are in line with Roco's "keep it safe and simple" philosophy, and that they are compliant with relevant standards and regulations. Similarly, Chris' role also requires that he keep in close contact with clients to understand their training goals. Chris was previously a Chief Instructor for Roco Rescue, serving in that capacity since 2012. Prior to that, he was an instructor and a standby rescue team member dating back to 2004. Up until his appointment as Director of Training in 2020, Chris worked full-time for Albuquerque Fire Rescue, achieving the rank of lieutenant and most recently serving as Technical Rescue Program Manager, where he oversaw a broad range of training sub-specialties for the department's varied technical rescue needs. Chris is a self-proclaimed technical rescue "geek." In addition to graduating from the National Fire Academy's Special Operations Program Management course, he also is SPRAT Level II certified, is an ITRA qualified instructor and assessor, is a technical rescue trainer for a National Lab, and taught fire science at Central New Mexico Community College.