

Monday, August 12, 2019

Breakout 2 on Workplace Safety – NIOSH Regional Seminar

Presented by the National Institute for Occupational Safety and Health (NIOSH) and the Southeast Regional Education and Research Centers (ERCs) at the University of South Florida, the University of Central Florida, Embry Riddle Aeronautical University, the University of Alabama at Birmingham and Auburn University, the University of Kentucky and Eastern Kentucky University, the University of North Carolina at Chapel Hill, and the Agricultural Safety and Health Centers at the University of Kentucky and the University of Florida.

8:50 a.m. – 9:00 a.m. Welcome / Opening Remarks

Thomas E. Bernard, Ph.D.
Professor, Center Director
Sunshine Education & Research Center
University of South Florida
Tampa, FL

9:00 a.m. – 11:00 a.m. Hacking the Opioid Crisis to Design Solutions

Anthony J. Masys, Ph.D.
Associate Professor, Director of Global Disaster Management, Humanitarian Assistance and Homeland Security
University of South Florida
Tampa, FL

Moderator:

Cathy Silva, MBA, MS
Sunshine Education & Research Center
University of South Florida
Tampa, FL

We are looking for ideas to try to solve the most complex problems: i.e. solving the opioid crisis. In this solution oriented 2-hour workshop, we will explore the complexities and dynamics of the opioid crisis, create a vision and design an intervention strategy.

11:00 a.m. – 12:00 p.m. Substance Abuse and the Modern Workplace

Paul E. Spector, Ph.D.
Distinguished Professor
University of South Florida
Tampa, FL

Moderator:

Ashley Breeze Rockwell
Southeast Center for Agricultural Health & Injury Prevention
Central Appalachian Regional Education Research Center
University of Kentucky
Lexington, KY

This session will explore the connection between work and substance abuse, including both the impact that the physical and social work environment can have on people's substance use and abuse, and on how substance use and abuse patterns can affect organizations. What organizations can do to minimize contributing factors, and what they can do to cope with employee substance abuse issues will be covered.

12:00 p.m. – 1:15 p.m. Lunch (on your own)

1:15 p.m. – 2:15 p.m. Pain, Depression, and Opioid Use in the Workplace

Heidi Liss Radunovich, Ph.D., Licensed Psychologist
Associate Professor, Extension Specialist, and
Program Director for UF/Extension Engagement
University of Florida
Gainesville, FL

Moderator:

Ashley N. McLeod-Morin
Southeastern Coastal Center for Agricultural Health and Safety
University of Florida
Gainesville, FL

There has been a recent recognition of the serious impact that opioid use and misuse has been costing our society, and policymakers are now seeking solutions to manage this issue, which has been termed a “crisis” or “epidemic” by lawmakers and public health officials. As workplaces grapple with how to handle the opioid crisis, it will be important for them to understand not only the scope of the problem, but also what issues are associated with opioid use, and implications for workplace policy.

**2:15 p.m. – 3:15 p.m. The Opium of the Working Masses: Understanding
the Opioid Crisis and its Intersections with
Workers' Compensation Law**

Donald “Bo” Kirkpatrick, II
Attorney
Carr Allison
Birmingham, AL

Moderator:

John A. Staley, Ph.D., MSEH
NC Occupational Safety & Health Education & Research Center
University of North Carolina
Chapel Hill, NC

From 1999 to 2017 almost 400,000 people died from a drug overdose involving opioids. Join Donald “Bo” Kirkpatrick, a practicing workers’ compensation attorney in Alabama for more than 25 years, in surveying the most common State and Federal governmental responses, noting which laws seem to be the most effective in quelling the crisis, exploring how some states are specifically amending their workers’ compensation laws, and anticipating how the law in this area may develop in the future.

3:15 p.m. – 4:15 p.m. Sober Safety

Paul Thurber
Safety Director, Nucor Steel Tuscaloosa, Inc.
Chairman, Tuscaloosa/West Alabama Section of ASSP
Tuscaloosa, AL

Moderator:

Allyn Holladay
Deep South Center for Occupational Health & Safety
University of Alabama
Birmingham, AL

This program will review the hazards associated with teammates working under the influence and/or distracted in general. Drug screening is a necessary part of a Company’s overall safety efforts. It’s a preventative tool and should NOT be regulated out of the workplace.

Additional Resource:

The National Institute for Occupational Safety and Health (NIOSH) has announced a new web page featuring opioid-related resources from extramural grantees and other partners. On this web page, you can find information on education, training, research and surveillance data related to the prevention of opioid misuse and overdose in working populations.

<https://www.cdc.gov/niosh/topics/opioids/extramuralresearch.html>



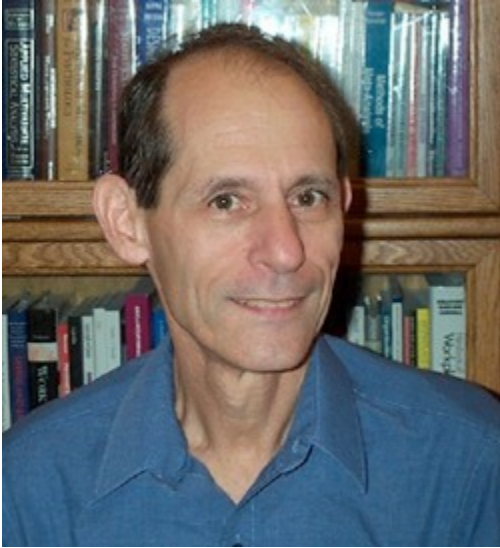
Dr Anthony Masys is an Associate Professor, Strategic Area Lead for Interdisciplinary Science and Practice and Director of Global Disaster Management, Humanitarian Assistance and Homeland Security at the University of South Florida. His research interests focus on safety and security, risk, crisis and disaster management, resilience, safety culture, scenario planning, human security, intelligence (alternative analysis), counter-terrorism, complex socio-technical system analysis, modeling and simulation, systems thinking, action research.

A former senior Air Force Officer, Dr Masys has a BSc in Physics and MSc in Underwater Acoustics and Oceanography from the Royal Military College of Canada and a PhD from the University of Leicester.

He has published extensively in the domains of physics and the social sciences. His books include:

- 'Opening the Black Box of Human Error' which presents insights into understanding accidents involving complex socio-technical systems and argues that human error is not an explanation but is something to be explained.
- Networks and Network Analysis for Defence and Security
- Disaster Management- Enabling Resilience
- From Problem Framing to Problem Solving: Applications of Systems Thinking and Soft Operations Research for managing complexity
- Exploring the security landscape: non-traditional security challenges (2016)
- Disaster Forensics: understanding root cause and complex causality (2016)
- Asia/Pacific Security Challenges: Managing Black Swans and Persistent Threats (2017)
- Security by Design (2018)
- Global Health Security (2019)

<https://www.linkedin.com/in/anthony-j-masys-phd-cd-26b53911/>



Paul E. Spector is a distinguished professor of industrial-organizational (I-O) psychology at the University of South Florida. He holds a courtesy professor appointment in the Muma College of Business at USF, where he teaches in the executive doctor of business administration (DBA) program. For 14 years he was the director of the NIOSH funded Sunshine Education and Research Center's Occupational Health Psychology doctoral training program. He is the Associate Editor for Point/Counterpoint for *Journal of Organizational Behavior*, Associate Editor for *Work & Stress*, and is on the editorial board for *Journal of Occupational Health Psychology*. He serves on the advisory board for *Occupational Health Science*, a new journal being published by the Society for Occupational Health Psychology. For more than 40 years he has studied the negative things people do at work (counterproductive work behavior) and the negative things that happen to them (accidents/injuries, mistreatment, stress, and violence). He also does work on research methodology, with a particular interest in the effects of method variance, and issues dealing with data-based conclusions, such as the proper use of control variables. His work has appeared in major research outlets in the field of I-O Psychology, Occupational Health Psychology, and Management.



Dr. Heidi Radunovich

Associate Professor and
Extension Program
Director for UF
Engagement
Human Development

Dr. Radunovich joined the Department of Family, Youth and Community Sciences in 2002 as an Assistant Scientist at the National Rural Behavioral Health Center for 4 years. She started her position as an Assistant Professor of Human Development in July, 2006, and was promoted to Associate Professor in 2013. She has recently taken on the role of Extension Program Director for UF Engagement. Her current workload is split among Cooperative Extension (65%), teaching (25%), and research

(10%). In the area of Cooperative Extension, areas of programming include stress and family stress (including disaster stress, military families, coping with chronic illness and disabilities), motivational interviewing, preparation for college, and childcare provider education. Within the area of teaching, Dr. Radunovich teaches an undergraduate course, Contemporary Family Problems, and graduate courses, Working with Military Families in the Community Context and the introductory graduate seminar, Human Resource Development. She also provides undergraduate academic advising, and works with graduate students in their research and project development. Her research foci include family stress, youth risk behavior, college success, and academic integrity.

Dr. Radunovich completed her undergraduate degree at Washington University (majoring in Psychology and Spanish). Her M.A. and Ph.D. in clinical psychology were earned at the University of South Florida. She is also a licensed psychologist in the state of Florida. Dr. Radunovich is married and has a daughter.

<https://fyics.ifas.ufl.edu/faculty/heidi-radunovich/>



Donald B. Kirkpatrick, II

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Donald "Bo" Kirkpatrick is a senior shareholder and one of the nine founding members of Carr Allison. His practice focuses primarily on workers' compensation and related litigation, including retaliatory discharge and other employment matters. Bo advises self-insured clients, third party administrators and insurance carriers with respect to workers' compensation issues. He has handled litigation statewide for Fortune 500 Companies and has extensive trial experience throughout the state of Alabama. Bo has served as the Chair of the Workers' Compensation Section of the Alabama State Bar and currently sits as the Co-Chair of the Workers' Compensation Practice Group at Carr Allison.

Bo is one of only two attorneys from the state of Alabama who regularly speaks at the Judicial College, put on twice a year for Alabama Judges. He lectures at seminars nationwide on current issues and recent developments in workers' compensation law. He has served on the 10th Judicial Circuit of Alabama's Workers' Compensation and HIPAA committees, appointed by former presiding judge Judge Scott Vowell.

Bo has achieved a peer review AV-rating through Martindale-Hubbell and has been selected to the Mid-South *Super Lawyers*[®] list since 2008, as well as *The Best Lawyers in America*[®] since 2012. He was chosen as a 2017 "Top Flight Lawyer" for *bMetro* magazine and a 2017 "Elite Lawyer of the South" for *The National Law Journal*. A graduate of the Cumberland School of Law at Samford University (AL), Bo served as Student Materials Editor for the *American Journal of Trial Advocacy* as well as Chief Justice of the Honor Court.

Outside of work, Bo enjoys spending time with his family and is actively involved with his church.

PRACTICE AREAS:

Workers' Compensation

ADMITTED TO PRACTICE:

Alabama

United States District Court, Northern and Middle Districts of Alabama

United States Court of Appeals, Eleventh Circuit

EDUCATION:

BA, Auburn University (AL)

JD, Cumberland School of Law at Samford University (AL)

AFFILIATIONS:

Birmingham Bar Association

American Bar Association

Alabama Self-Insurer's Association

Alabama Defense Lawyers Association

Alabama State Bar; Workers'

Compensation Section, Past Chairman

10th Judicial Circuit Workers'

Compensation Committee and HIPAA

Committee Member

Mid-South *Super Lawyers*, 2008-2016

The Best Lawyers in America, 2012-2018

Vestavia Hills City Schools Foundation;

President, 2012

The National Law Journal "Elite Lawyer of the South", 2017

PAUL THURBER
SAFETY DIRECTOR - NUCOR STEEL
1700 HOLT ROAD NE
TUSCALOOSA, AL 35404



PAUL CURRENTLY SERVES AS THE SAFETY DIRECTOR AT NUCOR STEEL TUSCALOOSA AND IS THE CHAIRMAN OF THE TUSCALOOSA/WEST ALABAMA SECTION OF THE AMERICAN SOCIETY OF SAFETY PROFESSIONALS (ASSP). PAUL IS A RECENT RECIPIENT OF THE ASSP'S **S**A**FETY** **P**ROFESSIONAL OF THE **Y**EAR (SPY) AWARD. HE SERVES ON NUMEROUS PLANNING AND SAFETY COMMITTEES, TO INCLUDE; THE ALABAMA GOVERNOR'S COMMITTEE, THE STEEL MANUFACTURER'S ASSOCIATION (SMA), MANUFACTURE ALABAMA (MA), AND THE ASSOCIATION FOR IRON & STEEL TECHNOLOGY (AIST). HE IS A DEGREED SAFETY PROFESSIONAL WITH NUMEROUS CERTIFICATES AND CREDENTIALS. HE IS AN APPROVED OSHA 501 INSTRUCTOR THROUGH THE OSHA TRAINING INSTITUTE, AND TEACHES FOR OTHER AGENCIES, TO INCLUDE; THE NATIONAL SAFETY COUNCIL (NSC), AMERICAN HEART ASSOCIATION (AHA), AND THE AMERICAN RED CROSS. AS A FORMER SENIOR PROFESSIONAL OF HUMAN RESOURCES (SPHR) AND A PARAMEDIC (NREMT-P) FOR NEARLY 20 YEARS; HE BELIEVES THAT HE WAS CALLED INTO THE PROFESSIONAL ROLE OF "CARING FOR PEOPLE."

FOR FUN, PAUL SERVES ON NUMEROUS ACTION COMMITTEES BOTH ON AND OFF THE JOB, ACTIVE IN THE COMMUNITY, EMERGENCY RESPONSE AGENCIES, LOCAL CHURCH, AND A VERY VOCAL SUPPORTER OF OUR NATION'S MILITARY. COMMITTED TO SENDING EVERY TEAM MEMBER HOME IN A CONDITION BETTER THAN WHEN THEY ARRIVED; PAUL IS A PROUD HUSBAND, FATHER, BROTHER, UNCLE, GREAT UNCLE, GRANDPA, AND NOW EVEN A FOSTER DAD TO SIX. HE BELIEVES "FAMILY IS WHAT SAFETY IS ALL ABOUT!"