

2014 National Symposium on Corrections Worker Health

Speaker Biographies

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Table of Contents

Martin Cherniack, MD, MPH.....	3
Jeff Dussetchleger.....	4
Diane Elliot M.D.....	5
Charlotte Fritz, Ph.D.....	6
Marie Garcia, Ph.D.....	7
Margaret Kitt.....	8
Kerry Kuehl, M.D., Dr.P.H. M.S.....	9
Clint McClellan.....	10
Roy McGrath.....	11
Jean B. Meade.....	12
Xiaohan Mei.....	13
Mitch Morrow.....	14
Mary Stohr, Ph.D.....	15
Bryan Vila, Ph.D.....	16
John M. Violanti, Ph.D.....	17
Oliver Wirth.....	18

Martin Cherniack, MD, MPH

Professor of Medicine

University of Connecticut Health Center



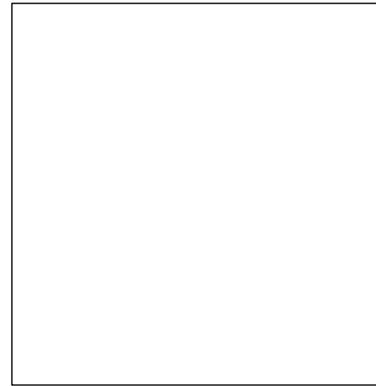
Martin G. Cherniack, MD, MPH is an occupational medicine physician and Professor of Medicine at the University of Connecticut Health Center (UCHC). He has worked as an academic physician and investigator for the past 32 years, beginning his career at NIOSH and subsequently serving as a faculty member in the Department of Medicine at Yale Medical School from 1986-1995. Since coming to UCHC as Director of the Ergonomics Technology Center, he has had his primary appointments in the Department of Medicine and secondary appointments in public health and the School of Engineering. He has worked principally on work related musculo-skeletal diseases and concentrated clinically on management of chronic disease in the working population. In more recent years, he has been engaged in translational research, combining biomedical and social sciences with the goal of developing preventive health interventions for general implementation.

Since 2006, he has been the co-director of the Center for the Promotion of Health in the New England Workplace (CPH-NEW) a NIOSH-funded center of excellence for work life research. He has been the director of domestic and international studies on hand-arm vibration, the physiology of aging of the workforce, integrated interventions in manufacturing and public sector work forces, ergonomic tool development, and radiation related health effects at Chernobyl.

Jeffrey Dussetschleger DDS, MPH

Research Assistant

University of Connecticut Health Center



Jeffrey Dussetschleger DDS, MPH is a research assistant in the Division of Occupational Medicine at the University of Connecticut Health Center. He works on the Center for the Promotion of Health in the New England Workplace (CPH-NEW) project Health Improvement through Employee Control (HITEC). HITEC project looks to integrate occupational health and safety with workplace health promotion in correctional facilities using participatory action research (PAR). He has co-authored several articles on correctional officer health and musculoskeletal disorders among dentists and dental hygienists.

Diane Elliot, M.D

Professor of Medicine

Oregon Health & Science University (OHSU)



Diane Elliot, MD is a Professor of Medicine and practicing physician in the Division of Health Promotion & Sports Medicine at OHSU. She has been a USOC drug control officer and testified before Congress regarding women’s sport issues. Her research involves the development and dissemination of evidence-based school and worksite based health promotion programs. She was the Principal Investigator for PHLAME, a TWH program for firefighters, and for its IGNITE dissemination study to define and prioritize determinants of worksite program translation.

Charlotte Fritz, Ph.D.

Assistant Professor

Industrial and Organizational Psychology

Portland State University



Dr. Charlotte Fritz is an Assistant Professor in Industrial/Organizational Psychology and a faculty within the Occupational Health Psychology Graduate Training Program at Portland State University. She graduated with her Ph.D. in Industrial/Organizational Psychology from the University of Braunschweig, Germany, in 2005 and then held a position at Bowling Green State University before joining Portland State University in 2009.

Her research program focuses mainly on occupational health psychology. Specifically, she examines how employees' work and nonwork lives interact. For example, how do experiences at work impact employees during their nonwork time? How do employees recover from work stress (e.g., through sleep, psychological detachment from work, relaxation) during work breaks (i.e., vacations, weekends, evenings, lunch breaks)? And how does recovery from work stress impact employee affect, well-being, and performance in the workplace? To examine these phenomena she has conducted field research in a variety of occupational sectors such as non-profit, information-technology, and public service. She has published in various academic outlets such as the Journal of Applied Psychology, Journal of Management, and Journal of Occupational Health Psychology.

Work stress, well-being, and work life-balance in correctional officers

For the past three years Dr. Fritz (together with other colleagues) has established an ongoing collaboration with the Oregon Department of Corrections examining work stress, well-being, work-life balance, and health behaviors in correctional officers. Based on an extensive survey study in all 14 correctional facilities in Oregon, she received grant funding from the Oregon Healthy Workforce Center in 2013 to implement a pilot intervention that is aimed at reducing work stress and increasing work-life balance and health in correction officers. Specifically, the intervention is aimed at training supervisors in family-supportive and safety-supportive behaviors.

Marie Garcia, Ph.D.

Social Science Analyst

National Institute of Justice

U.S. Department of Justice



Dr. Marie Garcia is a Social Science Analyst in the Justice Systems Research Division at the National Institute of Justice (NIJ). She received her MS in Criminology from the Department of Criminology at California State University, Fresno. Dr. Garcia received her Doctorate of Philosophy in Criminal Justice from Temple University in 2008. While at Temple, her research focused on the impact of disorganization and crime on levels of trust in Philadelphia, communities and crime, and institutional corrections. Through collaboration with the Federal Bureau of Prisons, she was able to gather five years of institutional- and staff-level data to examine perceptions of danger in the prison environment. Dr. Garcia's dissertation was titled, "Individual and Institutional Demographic and Organizational Climate Correlates of Perceived Danger among Federal Correctional Officers." Dr. Garcia's publications have appeared in *Justice Quarterly*, *Criminology & Public Policy*, *The Journal of Research on Crime and Delinquency*, *The Journal of Family and Marriage*, and *Criminology*. During her time at NIJ, Dr. Garcia's research portfolio has focused on special offender populations, offender reentry, and institutional and community corrections. Prior to coming to NIJ, Dr. Garcia worked as a mental health counselor at Valley State Prison for Women, VSPW, in Chowchilla, CA.

Corrections Research and the National Institute of Justice: Where We Are and Where We're Headed

Dr. Marie Garcia, Social Science Analyst at the National Institute of Justice (NIJ), will provide an overview of NIJ and its role as the research, development, and evaluation agency of the U. S. Department of Justice. This panel will present a historical overview of corrections research at NIJ and strategies for future research.

Margaret M. Kitt, MD, MPH

Deputy Director

**National Institute for Occupational
Safety and Health (NIOSH)**



Dr. Kitt received a Bachelor of Science from The State University of New York at Albany, a Doctor of Medicine from the University of Rochester School of Medicine and Dentistry, and a Master of Public Health from the University of Washington. She is certified by the American College of Preventive Medicine in both Aerospace Medicine and Occupational Medicine. Dr. Kitt was a Senior Flight Surgeon in the U.S. Air Force, serving for 14 years. In 2002, she joined the Centers for Disease Control and Prevention and the U.S. Public Health Service at the NIOSH Division of Respiratory Disease Studies. During this period, she also worked with the World Health Organization's Collaborating Center in Reproductive Health on an HHS Secretarial Initiative in Afghanistan. In August 2007, she became the NIOSH Associate Director for the Emergency Preparedness and Response Office. She subsequently served as the Coordinator for the Afghanistan Health Initiative, at the HHS Office of Global Health Affairs until 2009, when she returned as the NIOSH Deputy Director for Program. She shares with the NIOSH Director the responsibility for research and program operations, and serves as Acting Director in the Director's absence.

Kerry Kuehl, M.D., Dr.P.H., M.S

Professor of Medicine

Oregon Health & Science University (OHSU)



Kerry Kuehl, M.D., Dr.P.H., M.S. is a Professor of Medicine and Co-Director of the Human Performance Laboratory in the Division of Health Promotion and Sports Medicine at Oregon Health & Science University (OHSU) in Portland, Oregon. He has a Master's degree in Exercise Physiology, a Doctorate of Public Health in Nutrition, and M.D. specializing in sports and occupational medicine. Dr. Kuehl is recognized for his work with first responders and has been on the frontlines with national and international police and fire service organizations the past two decades. Dr. Kuehl has published over 100 scientific and 200 lay articles and serves on the Editorial Board of Frontiers in Public Health Education and Promotion.

Clint McClellan

Assistant Director of Facility Services

Oregon Youth Authority (OYA)



Clint McClellan is the Assistant Director of Facility Services for the Oregon Youth Authority (OYA). Clint holds an undergraduate degree in criminology from Southern Oregon University. He began his career with OYA in December 1988 as a Group Life Coordinator at MacLaren Youth Correctional Facility in Woodburn. He subsequently served as a Qualified Mental Health Professional at MacLaren, then as facility director in Lincoln County, which at the time provided intake services and holding space for the state's most difficult youth. For the 18 years prior to his promotion to Assistant Director in 2013, Clint served as the director of Camp Florence Transition Program for young men.

Clint's 25 years with OYA has given him a thorough grasp of agency operations and staff. He has worked at OYA's largest facility (MacLaren) and OYA's only unfenced facility (Camp Florence), and has overseen intake operations for the agency. This range of experience, combined with his participation in the development of the Youth Reformation System model, gives him a strong grounding in the theory, practice, and implementation of systems and processes designed to improve outcomes and ensure the safety and security of both youth and staff.

Roy McGrath

Oregon Department of Corrections

Razorwire Training Group, LLC



Roy McGrath has been a devoted Correctional Sergeant with the Oregon Department of Corrections (ODOC) for almost twenty years. Roy is passionate about the safety and health of his co-workers. His dedication to this cause began when he was selected to be a Force Skills adjunct instructor in the areas of self-defense, close quarters battle (CQB), and confrontational simulations. Since then, Roy has become highly respected as a master instructor for the department and travels across the state training both correctional officers and support staff. He gained valuable experience working at the Oregon Department of Public Safety Standards and Training (DPSST) as an adjunct instructor delivering classroom and force skills training to both new corrections officers and police officers. He just completed a one-year job rotation with the ODOC Professional Development Unit (PDU) as a Training Development Specialist. In this position he designed curriculum, conducted new employee orientation, delivered annual in-service classes, and was a primary instructor for new corrections officers going through the basic corrections course.

For over a decade Roy served as a member and team leader for the Oregon State Correctional Institution (OSCI) tactical team, which included service as an instructor at the new operator's course. Working within the prison system is dangerous and has put Roy in life-threatening situations numerous times. The experience gained from high risk call-outs and disturbances has cemented his dedication to helping hone the skills and abilities of his fellow warriors. Roy was recently selected by the National Institute of Justice as a member of the Corrections Advisory Panel which met in Washington D.C. This group was a cross-cut section representing both community and custody/corrections nationwide. Their combined experience and special knowledge was used to focus the efforts to identify future technology that will improve key areas for both officers and inmates, including safety and health issues.

B. Jean Meade, MD, DVM, PhD, MPH

Medical Officer

**National Institute for Occupational
Safety and Health (NIOSH)**



Jean Meade is a Medical Officer in the Office of the Director of the National Institute for Occupational Safety and Health (NIOSH) at the Centers for Disease Control and Prevention (CDC). She holds Doctorate degrees in Medicine (Board certification in Occupational Medicine) and Veterinary Medicine, a Master's degree in Public Health and a Doctorate degree in Zoology. She began her professional career studying the effects of social stressors on disease in non-human primates. After 15 years of practicing veterinary medicine she returned to academia at the Medical College of Virginia where her primary research focus was in the area of Immunotoxicology. She currently serves as a Medical Officer at the National Institute for Occupational Health where she helps to facilitate the translation of basic science into clinical research. She holds adjunct faculty positions in West Virginia University's School of Medicine, School of Public Health and in the Davis College of Agriculture, Natural Resources and Design where she facilitated the development of a service dog training program. In recent years she has been fortunate to have the opportunity to return to the area of stress research and integrate all of her educational background as she has begun to investigate the role of service animals in return to work. She has collaborated with researchers at West Virginia University to establish a service dog training program at FCI Morgantown in a unique veterans' only housing unit which will provide a rich environment for studying the benefits of human-animal interactions on workers as well as veterans. She serves on the West Virginia Board of Veterinary Medicine and is a member of the Board of Directors of two non-profit organizations, the Human-Animal Bond, Inc. and the Avian Conservation Center of Appalachia.

An Integrated Safety and Health Program for Correctional Workers

Drs. Wirth and Meade will introduce a new research project that will develop, implement, and evaluate an integrated health protection and health promotion program for corrections workers at a federal minimum-security prison. They will discuss the impetus for the project, the study aims, design, and methods, and other related research goals and opportunities.

Xiaohan Mei, MA

Doctoral Student

Washington State University



Xiaohan Mei is a Doctoral student in the Department of Criminal Justice and Criminology at Washington State University. He earned Bachelor of Law (2008) in China, and Master (2011) in criminal justice from University of North Texas. His research interests include criminal justice administration and management, psychology in criminal conduct and RNR models, criminological theories, organizational culture, comparative studies in criminal justice and criminology

His current projects (with colleagues) include research on organizational culture and ethics in prison and jail settings (Washington State agencies), statutory analysis of rapist's parental rights, direct and indirect effect of risk factors that produce recidivism, social determinants toward acceptance level of prostitution (in Canada).

Mitch Morrow

Deputy Director

Oregon Department of Corrections



Mitch Morrow joined the Oregon Department of Corrections (DOC) in 1983 as a corrections officer at the Oregon State Penitentiary (OSP). Rising through the organization, he served as OSP's assistant superintendent of security and as acting superintendent before becoming superintendent of Oregon State Correctional Institution in 1998. In 2001, Mitch was named administrator of Oregon Corrections Enterprises, overseeing prison industries and guiding the move to a semi-independent state agency. He became Oregon DOC's Assistant Director for Institutions in 2002, and Deputy Director in September 2003.

A native Oregonian, Mitch holds a Master's degree in business administration and a Bachelor's degree in human resource management, both from George Fox University. He holds multiple certifications from the Department of Public Safety Standards and Training and the National Institute of Corrections. In May 2012, he became a member of the Oregon Public Employees' Benefit Board, where he is working to help provide a fully integrated health plan that is affordable, sustainable, and meets the needs of not only corrections staff, but all public employees across the state.

Mary Stohr, Ph.D.

Professor of Criminal Justice

Washington State University



Dr. Mary K. Stohr is a professor in the Department of Criminal Justice and Criminology at Washington State University (which she moved to in fall 2013). She earned her PhD (1990) in political science, with specializations in public administration and criminal justice, from Washington State University and then taught and did research at New Mexico State University (three years), Boise State University (twenty years) and most recently Missouri State University (two years). Before academe she worked in an adult male prison in Washington state as a correctional officer (for less than a year) and as a correctional counselor (for about two years). Stohr has published over 80 academic works of one sort or another, including six books and 40 journal articles, in the areas of correctional organizations and operation, correctional personnel, inmate needs and assessment, program evaluation, gender, and victimization. Her coauthored or co-edited books include *The American Prison: Imagining a Different Future* (Sage), *Corrections: The Essentials* (Sage), *Correctional Assessment -- Casework & Counseling* (American Correctional Association, only on the 5th edition), *Corrections: A Text Reader* (Sage, 1st and 2nd editions), *Criminal Justice Management: Theory and Practice in Justice-Centered Organizations* (Oxford 1st edition, 2nd edition with Routledge), and *The Prison Experience* (Prentice Hall). With her colleague Craig Hemmens she has developed Role, Ethics and Organizational Culture instruments for use in jail and prison settings.

Her current projects (with colleagues and students) include research on the effect of social support on inmate infractions in prisons (South Korean and Washington State prisons), organizational culture and ethics in prison and jail settings (Washington State agencies), statutory analysis of rapist's parental rights, transgender inmates in prisons, and marijuana law implementation (graduate student doctoral project).

Bryan Vila, PhD

Professor of Criminal Justice & Criminology

Washington State University



Bryan Vila, PhD, is Professor of Criminal Justice and Criminology at Washington State University. He pioneered the study of police fatigue and currently directs the Simulated Hazardous Operational Tasks laboratory at WSU's Sleep and Performance Research Center. His research focuses primarily on the impact of sleep-related fatigue, shift work and long work hours on the safety, health and performance of police, other first responders and military ground forces. Since receiving his PhD in 1990 from the University of California, Davis, Dr. Vila has held tenured faculty positions at WSU, the University of California, Irvine, and the University of Wyoming. Prior to joining WSU in 2005, he directed crime control and prevention research at the National Institute of Justice. Before he became an academic, Bryan served as a law enforcement officer for 17 years—including nine years as a street cop and supervisor with the Los Angeles County Sheriff's Department, six years as a police chief helping the emerging nations of Micronesia develop stable and culturally-appropriate law enforcement agencies, and two years as a federal law enforcement officer in Washington, D.C. He has published more than 60 peer-reviewed articles based on his research, as well as 20 articles for lay audiences and four books, including *Tired Cops: The Importance of Managing Police Fatigue* (2000).

Fatigue Management Roundtable

Fatigue associated with shift work, restricted sleep and long work hours is a well-established problem in policing, but little work has been done on this topic for corrections officers. This 30-min. round-table discussion will outline the most critical fatigue-related worker health issues affecting corrections officers. First, Dr. Vila will quickly review the systematic links between officers' workplace demands, understaffing and scheduling, resilience, health and wellness, and workforce capacity. We then will discuss topics relevant to fatigue and corrections officers' health in rapid (5-min.) succession: 1) workplace demands as compared with police, 2) primary sources of on-duty injuries, 3) primary work-related health problems, 4) how workplace problems affect domestic life, and 5) how fatigue affects each of these problems

John Violanti, Ph.D.

Research Professor

University of Buffalo



Dr. John M. Violanti is a Full Research Professor in the Department of Epidemiology and Environmental Health, School of Public Health and Health Professions, University at Buffalo and a member of the University at Buffalo graduate faculty. He was formerly a full professor at the Rochester Institute of Technology Department of Criminal Justice. He is a police veteran, serving with the New York State Police for 23 years as a trooper, criminal investigator, and later as a coordinator of the Psychological Assistance Program (EAP) for the State Police. Dr. Violanti has been involved in the design, implementation, and analysis of police stress and health studies over the past 25 years. Recent projects include a longitudinal study on psychological stress and cardiovascular disease in police officers and the impact of shift work on police health outcomes funded by the National Institute of Occupational Safety and Health. Dr. Violanti has authored over 100 peer-reviewed articles on police stress and PTSD, police mortality and suicide. He has also written and edited fifteen books on topics of police stress, psychological trauma, resilience, and suicide. He has lectured nationally and internationally at academic institutions and police agencies on matters of suicide, stress and trauma at work. Dr. Violanti's research has focused on a number of topics including assessment of psychological and biological indicators of chronic police stress; subclinical cardiovascular and metabolic disease in police; shift work and health, and the epidemiology of police suicide.

Suicide and Stress in Correctional Workforce

Research in the area of corrections officer suicide is scarce. It follows that the etiology of suicide within the corrections environment is also scarce. This presentation will first describe some basic concepts involved in suicide. Secondly, the few studies on corrections suicide will be discussed, including my latest based on CDC data. Third, the correlates of stress and trauma in corrections and their relation to suicide will be discussed. Fourth, some of the cultural resistance factors which impede intervention along with suggestions on possible methods to help reduce resistance.

Oliver Wirth, PhD

Research Psychologist

**National Institute for Occupational
Safety and Health (NIOSH)**



Oliver Wirth, Ph.D. is a Research Psychologist in the Health Effects Laboratory Division of the National Institute for Occupational Safety and Health (NIOSH) at the Centers for Disease Control and Prevention (CDC). He has a Master's degree in Clinical Psychology and a Doctorate degree in Psychology with emphasis on Behavior Analysis. He has a background in psychological assessment and basic and applied research in learning and reinforcement theory with both human and nonhuman subjects. His research interests have included the application of behavioral technologies for the study of work-related musculoskeletal injuries, vibration disorders, decision-making in using personal protective equipment, and at-risk driver behavior. One area of recent focus has been on veteran's issues, such as the barriers they experience while attempting to return to work. He is currently investigating the therapeutic roles that assistance animals play in helping veterans with PTSD return to civilian life and work. He is a member of the Association for Behavior Analysis, the Editorial Board of the Journal of Safety Research, and the Board of Trustees for the Cambridge Center for Behavioral Studies, where he also serves as Commissioner for the accreditation of behavioral safety programs. He also serves on the NIOSH Traumatic Injury, Safety Climate/Culture, and Total Worker Health™ steering committees.