

**From the Great Resignation to the Great Reconfiguration
2022 Spring Symposium**

**Sponsored by the Oregon Institute of Occupational Health Sciences, OHSU and
Oregon Healthy Workforce Center
June 3, 2022 via WebEx**

Agenda and Presenter Biographies

9:00– 9:10 Welcome and Logistics

David Hurtado, Sc.D.

Assistant Professor, Oregon Institute of Occupational Health Sciences
Assistant Professor, OHSU-PSU School of Public Health

**9:10–10:10 Keynote - The Great Resignation: Challenges, opportunities and implications
for employees and organizations**

Berrin Erdogan, Ph.D., Professor of Management, Portland State University

Berrin Erdogan is Professor of Management at Portland State University's School of Business. Her research focuses on employer-employee relationship as it relates to employee well-being, effectiveness, engagement, and retention in the workplace. She conducted studies and partnered with organizations in industries including food services, education, technology, public sector, retail, hospitality, insurance and banking. She is a fellow of Society for Industrial and Organizational Psychology (SIOP) and Association for Psychological Sciences (APS).

10:10–11:00 Reconfiguring Human Resource Strategies for Success in a Changing World

Julia Getchell, Ph.D., Director of Human Resources, Washington State University, Vancouver

Dr. Julia Getchell's extensive experience in all areas of Human Resources including human resources administration, employee relations, labor relations, classification/compensation, recruitment/selection, training/develop, benefits/wellness, EEO and harassment investigations, workforce planning, risk management, and human resources program administration. Dr. Getchell is an expert in public sector labor and employee relations in the higher education and local government contexts.

11:00-11:10 Well-being break (on your own)

11:10-11:40 A Labor-Management Organization's Approach to Total Worker Health®

Emily Smith, Health Promotion Manager
Laborers' Health and Safety Fund of North America

Emily Smith is the Health Promotion Manager at the Laborers' Health & Safety Fund of North America (LHSFNA), located in Washington, DC. The LHSFNA is a joint labor-management non-profit trust fund associated with the Laborers' International Union of North America (LIUNA) which represents 500,000 members, primarily construction workers, in the United States and Canada. Emily addresses the health promotion and disease prevention needs of LIUNA members and signatory contractors. She takes a holistic well-being approach and draws upon public health theory and evidence-based strategies for behavior change programs that further the Fund's initiatives. This includes addressing topics pertaining to tobacco cessation, weight management, nutrition and stress management, among other health and lifestyle issues that affect Laborers and their families.

11:40-12:10 Applying a Total Worker Health® Framework to Retention Strategies

Maureen Weber, Labor Relations Manager, Peace Health

Facilitator: Nichole Guilfooy, Research Project Manager, Oregon Institute of Occupational Health Sciences & Oregon Healthy Workforce Center, OHSU

Maureen Weber is a seasoned labor and employee relations professional with proven success in resolving complex performance and behavioral issues, reducing the occurrence of grievances through early collaboration, alignment of key stakeholders, and relationship building. Her experience in both public and private sectors includes mediation, arbitration, and negotiation of initial, successor and interim labor agreements as well as impact bargaining. Ms. Weber is known for quick, fair, and well-researched resolutions to complex labor and employee concerns using her strong background in policy development and implementation.

12:10-12:40 Lunch (on your own)

12:40-1:25 Job Flexibility and Other Traits of Healthy Workplaces

Cristina Banks, Ph.D., Director of the Interdisciplinary Center for Healthy Workplaces at the University of California, Berkeley

Cristina Banks is Director of the Interdisciplinary Center for Healthy Workplaces at the University of California, Berkeley, where she leads an interdisciplinary team of scholars and practitioners in innovative research projects and in the distribution of state of the art information for creating healthy workplaces. Founded in 2012, the Center was designed to integrate known science across a diverse range of disciplines with the purpose of developing a holistic understanding of the structure and function of healthy workplaces. She is also a Senior Lecturer at the Haas School of Business, UC Berkeley, where she has taught courses in management, organizational behavior and leadership to graduate and undergraduate students for 35 years. She is a nationally recognized expert in management practices and human resource management. Her publications cover the topics of leadership, performance management, organizational strategy, employment law compliance, and employee health & well-being. Dr. Banks earned her doctorate in Industrial/Organizational Psychology in 1979, and is an elected Fellow of the Society for Industrial-Organizational Psychology and of the American Psychological Association.

1:30-3:00 Lessons from the Field: Case Studies and Take-Aways from Practice

Facilitator

Dede Montgomery, MS, CIH, Oregon Institute of Occupational Health Sciences, OHSU, Oregon

Presenters:

All Industries

Liz Hill, MPH, CIH, CSP, Total Worker Health Advisor, SAIF, Salem OR

Liz Hill, CIH, CSP, MPH, is the Total Worker Health Adviser for SAIF Corporation. Liz has more than 20 years of experience in professional health and safety with a short stint in international health work. Prior to joining SAIF, Liz worked in a variety of industries from oil and gas to higher education. Liz has B.S. in industrial hygiene from Utah State University and a master's in public health from Oregon State University. She holds the designation of Certified Industrial Hygienist and Certified Safety Professional. Liz is currently serving on the American Industrial Hygiene Association's Safety Committee as an officer and on Total Worker Health Task Force and Leading Health Metrics teams.

Employee Assistant Programs, All Industries

Anna Meiners, MA, Vice President, VP of Customer Success at Canopy, Portland OR

Anna holds a MA in Counseling Psychology with an emphasis on Organizational Behavior. Anna leads the Account Management team, focused on customer relations, flexible and innovative solutions for all areas of EAP and Wellness Program development. Anna has provided direct clinical services, served as an EAP consultant and is an experienced presenter on the topic of mental health integration into the workplace.

Construction

Joaquin Diaz, MM, CIH, CSP, CHST, OHST, Environmental Health & Safety Director, Skanska USA Building Inc.

Mr. Diaz has over 23 years of occupational safety and health management experience. He is currently the Environmental, Health, and Safety Director for Skanska USA Building – Portland Office. He has overseen the development and implementation of Health, Safety, and Environmental Management Systems for other contractors. Joaquin is responsible for the professional development, mentoring, and training of Safety Professionals in and out of his organization. Joaquin's work experience includes 18 years in a leadership position for three top 150 ENR contractors. He served honorably in the United States Marine Corps. He has two bachelor's degrees from different universities and a masters in management, and is currently enrolled in a doctorate of public health program. Joaquin is the Past President of the Board of Certified Safety Professionals, past chair of the Hoisting Machine Operators Advisory Board, past president of the Hawaii ASSE chapter, past president of the Hawaii AIHA chapter, and active member of the national AGC Safety and Health committees partnering with OSHA,

NIOSH, US Army Corps of Engineers, and Navy Facilities on initiatives and standards affecting the country.

3:00-3:30 Q&A and Recap

David Hurtado, Sc.D.

Assistant Professor, Oregon Institute of Occupational Health Sciences

Assistant Professor, OHSU-PSU School of Public Health