

## CURRICULUM VITAE

### Natalie Virginia Schwatka, PhD, MS

#### I. CURRENT POSITION

Assistant professor, tenure track      Department of Environmental and Occupational Health  
Center for Health, Work & Environment  
Colorado School of Public Health  
University of Colorado, Anschutz Medical Campus

Work address      Center for Health, Work and Environment  
Colorado School of Public Health  
University of Colorado, Anschutz Medical Campus  
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#### II. EDUCATION

2005 – 2008      Bachelor of Arts, Psychology, University of Portland, Portland, OR

2009 – 2011      Master of Science, Environmental Health, Ergonomics & Human Factors Specialization, Colorado State University, Fort Collins, CO  
Thesis: “The impact of the aging workforce on injury in the construction industry”  
Fellowship Trainee: Centers for Disease Control/National Institute for Occupational Safety and Health Mountain & Plains Education and Research Center

2010      Internship, Risk Management, Pinnacol Assurance, Denver, CO

2011 – 2014      Doctor of Philosophy, Environmental Health, Ergonomics & Human Factors Specialization, Colorado State University, Fort Collins, CO  
Dissertation: “Managing through measurement: Occupational health and safety in the construction industry”  
Fellowship Trainee: Centers for Disease Control/National Institute for Occupational Safety and Health Mountain & Plains Education and Research Center

#### III. ACADEMIC POSITIONS

2008      Research Assistant, Department of Public Health & Preventative Medicine, Oregon Health Sciences University, Portland, OR



- 2023 – Present Occupational Safety and Health Administration, Department of Standards & Guidance  
Invited to be a member of a five-person Safety Culture Expert Panel tasked with helping shape their strategy and efforts to make 'safety a core value' for businesses across the United States (see ERG Consulting under grants and & contracts below).
- 2022 – Present Society for Total Worker Health™  
Advisory Panel Member &  
Total Worker Health Peer Learning Series Creator
- 2022 – Present Hospitalist Medicine ReEngineering Network (HOMERuN)  
Workforce planning group member – conduct collaborative research
- 2021 – Present National Institute for Occupational Safety and Health National Occupational Research Agenda  
Traumatic Injury Prevention Council Member
- 2018 – 2020 American Society of Safety Professionals (ASSP)  
Total Worker Health Task Force Member – help society apply the TWH approach to their current work practices
- 2018 – 2019 Association of Occupational Health Professionals in Healthcare (AOHP)  
Getting Started in Occupational Health in Healthcare Manual, Total Worker Health Reviewer
- 2015 – 2018 American Public Health Association (APHA)  
2016-2017 - Occupational Health and Safety Section Councilor & International Conference Scientific Program Co-Chair
- 2014 – 2015 National Occupational Research Agenda (NORA)  
Construction Sector Council Safety Climate Work Group

**Regional**

- 2014 – 2019 Alumni board chair - National Institute for Occupational Safety and Health Mountain and Plains Education and Research Center

**University System - University of Colorado – Boulder, Colorado Springs, Denver, Anschutz Medical Campus**

- 2023 – Present Faculty Council – [Women's Committee Member](#)

**School – Colorado School of Public Health**

- 2022 – Present Faculty senate member
- 2022 – Present Faculty senate equity committee
- 2020 – 2021 Gender equity in academia task force, Co-Chair and responsible for data analysis and report drafting

**Center - Center for Health, Work & Environment**

- 2023 – Present Center Strategic Planning – Developing the Center's training and education strategic plan for the next 5 years

- 2021 – Present Research Core Director, Director of pilot project's program, Center for Health, Work & Environment – a NIOSH-funded Total Worker Health Center of Excellence
- 2020 – Present Executive committee member and Director of the Certificate in Total Worker Health Program, National Institute for Occupational Safety and Health Mountain and Plains Education and Research Center
- 2017 – 2018 Occupational Ergonomics and Safety Deputy Program Director, National Institute for Occupational Safety and Health Mountain and Plains Education and Research Center
- 2015 – Present PRA Search Committees
- 2015 – Present MAP ERC Research Day planning committee member

**Department – Environmental and Occupational Health**

- 2021 – Present Research in Progress Seminar Organizer
- 2020 – 2021 Career Panel Series Organizer
- 2020 – Present Director of the Certificate in Total Worker Health Program
- 2020 – Present DrPH Admissions Committee
- 2018 – Present PRA Search Committees
- 2018 Associate/Full Professor (tenure track) Search Committee
- 2017 – Present Total Worker Health Certificate Admissions Committee
- 2015 – Present Curriculum Committee
- 2015 – Present MPH Admissions Committee

**VII. PROFESSIONAL DEVELOPMENT**

- 2020-2021 Responsible Conduct of Research (RCR) Seminar Series. University of Colorado Anschutz Medical Campus. Taken as part of K01 grant activities.
- 2020 Social Network Analysis. ICPSR Summer Program in Quantitative Methods of Social Research. Taken as part of K01 grant activities.
- 2020 MBAX 6561 Executive leadership. University of Colorado Boulder Leed's School of Business. Taken as part of K01 grant activities.
- 2019 BIOS 6628 Latent variable methods. Colorado School of Public Health, University of Colorado Anschutz Medical Campus. Taken as part of K01 grant activities.
- 2019 PSY 7262 Health psychology I. Department of Psychology, University of Colorado Denver. Taken as part of K01 grant activities.
- 2018-2019 Colorado Clinical Translational Sciences Institute (CCTSI) Colorado Mentor Program. Role: Mentee. Mentor: Dr. Lee Newman.
- 2016 Teaching Individual/Agent Based Modeling. Humboldt State University.
- 2012 Confirmatory factor analysis & Structural equation modeling. Center for the Advancement of Research Methods and Analysis, Wayne State University.

### **VIII. BOARD CERTIFICATION**

2016 - 2022 Associate Ergonomics Professional (AEP), Board Certified Professional Ergonomists

### **IX. REVIEW, REFEREE AND EDITORIAL ACTIVITIES**

Dr. Schwatka serves as a reviewer for regional and national conferences, journals, and grants.

#### **Conference Abstract Reviewer**

2015 – 2018 American Public Health Association Annual Conference  
2014 – Present Work, Stress, and Health Conference, American Psychological Association  
2021 National Institute for Occupational Safety & Health National Occupational Injury Research Symposium  
2021 International Congress on Occupational Health  
2022 International Symposium to Advance Total Worker Health

#### **Editorial board**

2023 – Present Journal of Safety Research, 2024 Impact factor: 4.1

#### **Manuscript reviewer**

- Journal of Occupational Health Psychology - Work, Stress, & Health Conference American Psychological Association, Best Intervention Competition
- National Institute for Occupational Safety & Health external manuscript reviewer
- American Journal of Industrial Medicine
- Occupational Health Southern Africa
- American Journal of Occupational & Environmental Medicine
- American Journal of Preventive Medicine
- Scandinavian Journal of Work, Environment & Health
- Journal of Occupational & Environmental Medicine
- BMC Public Health
- Personnel Review
- Annals of Work Exposures & Health
- Safety & Health at Work
- Journal of Safety Research
- Safety Science
- Journal of Occupational Rehabilitation
- Occupational Health Science
- International Journal of Environmental Research and Public Health

#### **Grant proposal reviewer**

2024 National Institute for Occupational Safety and Health, ad hoc study section member, 2024/10 SOH 2  
2022 National Institute for Occupational Safety and Health/NYNJ Education and Research Centers: Pilot Projects  
2018 National Institute for Occupational Safety and Health/Harvard Education and Research Center: Pilot Projects

- 2017 – Present      National Institute for Occupational Safety and Health/Center for Health, Work & Environment, Total Worker Health Center of Excellence: Pilot Projects
- 2015 – 2016        National Institute for Occupational Safety and Health/Mountain and Plains Education and Research Center: Pilot Projects

#### **X. INVITED LECTURES, PRESENTATIONS & WORKSHOPS**

Dr. Schwatka has given regional, national, and international invited presentations. These presentations were community focused and aimed to translating research findings into practice. Audiences included businesses and occupational health and safety practitioners.

##### **Regional**

1. **Schwatka, N.V.** (June, 2024). Psychological preparedness for community health centers. Colorado Community Health Network. Invited presentation. Virtual.
2. **Schwatka, N. V.** (December, 2023). How a safety professional can use the Total Worker Health approach. Invited keynote presentation, American Society of Safety Professionals December Member Appreciation event. Centennial, CO.
3. **Schwatka, N. V.** (October, 2023). Fostering Collaborative Leadership in Construction for Employee Health, Safety, and Well-being. Invited presentation, Protecting worker health in hazardous occupations, Occupational Health Psychology, Portland State University/Oregon Institute of Occupational Health Sciences, OHSU. Virtual.
4. **Schwatka, N. V.** (October, 2023). Leadership for healthcare worker well-being. Invited presentation, National Jewish Occupational and Environmental Medicine Research Forum. In-person.
5. **Schwatka, N. V.** (October, 2022). Foundations for safety leadership. Invited presentation, Oregon Construction Safety Summit, Virtual.
6. **Schwatka, N. V.** (October, 2021). Using shared leadership to enhance workforce health and safety. Invited presentation, Colorado Safety Association Annual Rocky Mountain Safety Conference, Virtual.
7. Goldman, C.\* & **Schwatka, NV.** (August, 2021). “Why Health-Promoting Built Environments Matter and Tips to Achieve Them.” Event workshop during the Annual Health Links Event, Virtual.
8. **Schwatka, NV.** & Shapiro, D. (November, 2020). “Total Worker Health Leadership Workshop.” Virtual workshop for 14 leaders from diverse industries hosted by the Center for Health, Work & Environment.
9. **Schwatka, NV.**, Tenney, L., Newman, L., & Shapiro, D. (April, 2020). “Total Worker Health Leadership Workshop.” Virtual workshop for 25 University of Colorado School of Public Health leadership.
10. **Schwatka, NV.** (September, 2018). “Total Worker Health.” Presentation for Pinnacle Assurance construction policy holders, Denver, CO.
11. **Schwatka, NV.** (August, 2018). “Total Worker Health Leadership Lab.” Pre-event workshop during the 5<sup>th</sup> Annual Health Links Event, Parker, CO.
12. **Schwatka, NV.** (September, 2017). “Creating a sustainable culture of health and safety.” Fall Workers’ Compensation Series organized by Pinnacle Assurance and Network Insurance Services, Eagle, CO.
13. Newman, L, **Schwatka, NV**, Brown, C, Thompson, J, Scott, J. (Classes of 2016-2017 and 2017-2018). “Working for health: Inspiring employee and organizational wellbeing.” Developed and delivered health and safety leadership training in the fall and spring, University of Colorado Excellence in Leadership Program, Denver, CO.
14. **Schwatka, NV.** (August, 2017). “Public health at work.” ColoradoSPH New Student Orientation, Aurora, CO.

15. **Schwatka, NV.** (July and August, 2017). "Creating a sustainable culture of health and safety." Pinnacol Assurance Risk Management Symposium, Grand Junction, CO and Loveland, CO.
16. **Schwatka, NV.** (April, 2017). "Health and productivity at work." Denver Metro Chamber of Commerce, Healthcare Subcommittee, Denver, CO.
17. **Schwatka, NV.** (April, 2017). "Occupational health and safety." EC Electric's foremen safety training, Grand Junction, CO.
18. **Schwatka, NV.** & Crawmer, J. (April, 2017). "Foundations for Safety Leadership." Pinnacol Assurance Risk Management Symposium for Construction Companies, Denver, CO.
19. **Schwatka, NV.** (October, 2016). "Developing Safety Leadership Skills to Prevent On-the-Job Injuries and Fatalities." Tilt-up Concrete Association Conference and Expo, Denver, CO.
20. **Schwatka, NV.** (October, 2016). "Foundations for Safety Leadership." Poudre Valley Rural Electrical Association, Annual Employee Training Event, Fort Collins, CO.
21. **Schwatka, NV.** (June, July, and August, 2016). "Foundations for Safety Leadership." Pinnacol Safety Symposiums, Denver, CO, Grand Junction, CO and Colorado Springs, CO.
22. **Schwatka, NV.** (June, 2016). "A preview of a new, interactive training module for enhancing jobsite safety leadership." Wyoming Workforce and Safety Summit, Cheyenne, WY.
23. **Schwatka, NV.** (May, 2016). "A preview of a new, interactive training module for enhancing jobsite safety leadership." Oral presentation at the Rocky Mountain Safety Conference, Denver, CO.
24. **Schwatka, NV.** (October, 2014). "Injury prevention in the construction industry: What role do safety leaders play?" Injury and Violence Seminar Series, Pediatric Injury Prevention, Education, and Research (PIPER) Program. University of Colorado, Anschutz Medical Campus, Aurora, CO.
25. **Schwatka, NV.** (April, 2014). "Safety culture, leadership, and worker health and safety." Boeing Corp. Health and Safety team, Salt Lake City, UT.

#### **National**

1. **Schwatka, N.V.** (November, 2024). Leadership for workforce health, safety, and well-being. Oregon Health Sciences University – OccHealthSci Seminar Series. Invited seminar. Virtual.
2. **Schwatka, N.V.** & Levine, S. (September, 2024). Creating a Culture of Support: Enhancing Staff Resilience in Emergency Situations. University of Michigan National Center for School Safety. Invited presentation. Virtual.
3. **Schwatka, N.V.** & Tenney, L. (November, 2023). Luncheon tutorial: Partnering with organizations in OHP research and practice. 15<sup>th</sup> AP Work, Stress, & Health Conference, Virtual.
4. **Schwatka, N.V.** (December, 2022). Total Worker Health® Learning Lab Leadership Training and Buy-in. CPH-NEW Total Worker Health Learning Lab. Invited presentation.
1. **Schwatka, N.V.** (July, 2022). Mental health emergency preparedness for the public school workforce. Invited presentation, NIOSH Center's Meeting, Virtual.
2. **Schwatka, N. V.** (February, 2022). [How to create leadership support in small business](#). Invited presentation, NYNJ ERC Occupational Health and Safety Center 42<sup>nd</sup> Annual Scientific Meeting, Virtual.

3. **Schwatka, N. V.** (May, 2021). Interventions to foster leadership for safety, health, and well-being in small business. Invited presentation, NIOSH NORA Traumatic Injury Prevention Council, Virtual.
4. **Schwatka, N. V.** (November, 2020). "[How Small Businesses Should Engage Employees to Achieve Total Worker Health](#)." Invited presentation, Health Links Webinar Series, Virtual.
5. **Schwatka, N. V.** (October, 2020). "[Construction Leadership Skills for Managing Stress During the COVID-19 Pandemic](#)." Invited presentation, CPWR: Center for Construction Research and Training COVID-19 Webinar, Virtual.
6. **Schwatka, N. V.** (September, 2018). "Evaluation of the Foundations for Safety Leadership training module." Invited presentation, 11<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
7. **Schwatka, N. V.** & v.S. Brockbank, C. (August, 2018). "Health Risk Management with a Colorado Workers' Compensation Carrier." Invited presentation for a special Total Worker Health educational track, 30<sup>th</sup> Annual Workers' Compensation Institute Safety and Health Conference, Orlando, FL.
8. **Schwatka, N. V.** (April, 2016). "Ergonomics climate." Invited Webinar presentation for WORKSAFE IOWA: OSH Priority Network, University of Iowa, Iowa City, IA.
9. **Schwatka, N. V.** (September, 2015). "Construction safety leadership training project." Invited presentation, 8<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
10. Newman, L., Tenney, L., **Schwatka, N. V.** (October, 2014). "Creating healthy small businesses: Engaging and growing promising practices for health and safety." Invited Pre-conference workshop, National Institute for Occupational Safety and Health's 1<sup>st</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.

#### **International**

1. **Schwatka, NV.** (March, 2012). "Safety Culture: Origins & applications." Guest lecture, University of Sassari Department of Agriculture. Sassari, Italy.
2. **Schwatka, NV.** (March, 2012). "Safety Culture: Origins & applications." Occupational Health Service, ASL di Sassari. Sassari, Italy.
3. Hoffmeister, K & **Schwatka, NV.** (June, 2012). "Ergonomics Culture at John Deere." Annual International John Deere Ergonomics Conference, Des Moines, IA.

#### **XI. TEACHING**

Dr. Schwatka has developed and directed courses in Occupational Health and Safety and currently directs the Department's Certificate Total Worker Health (TWH) Program and is the director of the NIOSH MAP ERC's TWH Certificate Training Program. She proposed and developed new course formats to meet the needs of the different education programs her department operates. She is passionate about giving students opportunities to apply knowledge out in the community through mentored field work. Outside of her Department, she regularly guest lectures in undergraduate and graduate classes at the University of Colorado Denver and Colorado State University.

#### **Training grants**



07/01/2020 – CDC/NIOSH T42 OH009229 \$28,829,762  
06/30/2025 Newman (PI)  
“Mountain and Plains Education and Research Center (MAP ERC)”  
Role: Director of the Certificate in Total Worker Health Training Program  
The major goal of the MAP ERC is to improve occupational and environmental health through education, research, and community partnership..

**Training program leadership**

*Colorado School of Public Health*

2021 – Present NIOSH MAP ERC (Training program grant) – Certificate in Total Worker Health Program Director  
2021 – Present Environmental & Occupational Health Department – Certificate in Total Worker Health Director  
2018 – 2020 Environmental & Occupational Health Department – Certificate in Total Worker Health Co-director

**Courses developed and taught**

*Colorado School of Public Health*

2022 – Present EHOH 6639 Occupational health psychology. Online 3 credit hour course for MPH students, Certificate in Total Worker Health students, and Occupational medicine residents/fellows. Role: Course developer, director, and instructor, Fall, average 13 students per year  
2018 – Present EHOH 6636 Introduction to occupational safety & ergonomics. Hybrid 3 credit course for MPH students. Role: Course developer, director and instructor Spring, average 5 students per year  
2018 – Present EHOH 6629 Introduction to occupational safety & ergonomics. Online 2 credit course for occupational medicine residents and Certificate in Total Worker Health students. Role: Course developer, director and instructor Spring, average 5 students per year  
2017 – 2019 EHOH 6634 Spectrums of professions in health protection and health promotion. 1 credit online course. Role: Course director and Instructor Fall, average 10 students per year  
2014, 2017 & 2019 EHOH 6630 Interdisciplinary symposium. 1 credit in-person and field experience. Role: Interdisciplinary course team preceptor Spring, average 6 students per year  
2016 EHOH 6629 Introduction to occupational safety & ergonomics. 2 credit hybrid course. Role: Course director and instructor Spring, 12 students

**Occasional lecturer**

*Colorado School of Public Health*

2023 – Present EHOH 7401 Climate change and worker health

2021 – Present	EHOH 6614 Introduction to Environmental and Occupational Health
2021 – Present	EHOH 6601 Public Health Concepts for Non-MPH Students
2020 – Present	EHOH 6634 Spectrums of professions in health protection and health promotion
2018	EPI Injury and Violence Epidemiology and Prevention
2016 – Present	EHOH 6628 Workplace health protection and health promotion. In-person course
2015	EHOH 6631 Occupational Medicine Residency Summer Lecture Series

*University of Colorado, Denver*

2017 – 2019	PBHL 2020 Introduction to Environmental Health
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*Colorado State University*

2021	Undergraduate Occupational Health Psychology
2021 – 2022	ERHS 658 Environmental and Occupational Epidemiology
2021	ERHS 536 Occupational Health.
2017 – Present	ERHS Spectrums of Professions in Protecting and Promoting Worker Health
2010 – 2012	ERHS 540 Ergonomics

*Other Universities*

2022	University of Arkansas. EXCS/MGMT Special topics   Health in the workplace. Undergraduates. Introduction to Total Worker Health
2022	University of Maryland School of Public Health. Occupational health course. Undergraduates. Introduction to Total Worker Health

**Mentor on research and practice projects**

*Colorado School of Public Health*

2016 – 2020	Erin Shore, MPH, Professional Research Assistant, University of Colorado, Colorado School of Public Health, Center for Health, Work & Environment. Erin worked on two multi-year studies that I project managed. We published 13 papers together, and she was the first author on 2 of them. <u>Role upon leaving the Center:</u> Epidemiology PhD student at University of Carolina Chapel Hill
2017 – 2018	Janalee McKnight (formerly Thompson), MS, Professional Research Assistant, University of Colorado, Colorado School of Public Health, Center for Health, Work & Environment. Janalee worked on a multi-year study that I project managed. We published 1 paper together, and she was first author.

- Role upon leaving the Center: Safety and industrial hygiene professional II, City and County of Denver.
- 2017 – 2018 Eric Lucas, MPH Candidate, University of Colorado, Colorado School of Public Health. “Extending occupational injury surveillance using the Colorado trauma registry.”  
Role upon graduation: Data coordinator for the Health Facilities and Emergency Medical Services Division, Colorado Department of Public Health and Environment
- 2017 – 2018 Julia Newman, MS-4, University of Colorado School of Medicine. “Organizational Total Worker Health practices and employee health.”  
Role upon graduation: Medical resident, Boston University
- 2017 – 2018 Courtland Keteyian, MD, MBA, MPH. University of Colorado, Colorado School of Public Health, Occupational and Environmental Medicine Fellow. “Predictors of repeated workers’ compensation claims.” We published one publication together.  
Role upon graduation: Medical Director, Prevention & Community Health, Jackson Health Network, Jackson County Health Department
- 2021 – 2023 Matthew Schilz. University of Colorado, Colorado School of Public Health and University of Denver, School of Social Work. Matthew worked as a professional research assistant with me, resulting in one peer reviewed publication and another in preparation.  
Role upon graduation: Family stabilization specialist, International Rescue Committee.
- 2022 – 2024 Amanda Skidmore. MPH Candidate, University of Colorado, Colorado School of Public Health. “Total Worker Health in healthcare.”  
Role upon graduation: Working with UC Health on ergonomics training for surgeons and nurses, including participating in a yearlong Certificate Training Program in Health Quality Transformation with the Institute for Healthcare Quality, Safety & Efficiency at the CU Anschutz School of Medicine.
- 2023 – 2024 Miranda Dally, MS, DrPH, University of Colorado, Colorado School of Public Health. Mentor on pilot grant that Miranda received. “Heatwaves, Traumatic Injuries, and Barriers to Heat Safety Program Implementation.”  
Role upon graduation: Research Assistant Professor, University of Colorado, Colorado School of Public Health
- 2024 – Present David Shapiro. MPH Candidate, University of Colorado, Colorado School of Public Health. “A research synthesis aimed at discovering what are the key factors influencing the employment outcomes and job satisfaction of individuals in recovery from substance use disorder, and how do these factors vary across different stages of recovery.”

**DrPH dissertation committee**

*Colorado School of Public Health*

- 2022 – Present Committee Chair: Cedra Goldman, AIA, LEED AP, WELL AP, MPH. University of Colorado, Colorado School of Public Health, DrPH in Environmental and Occupational Health. “Built environment and human health amongst nursing homes.”

2023 – Present      Committee Member: Kyla Hagan-Hines, MPH. University of Colorado, Colorado School of Public Health, DrPH in Community and Behavioral Health. “The role of employer contracts and operational environments in contractor delivery driver safety in the U.S.”

**DrPH Academic Advisor**

*Colorado School of Public Health*

2024 – Present      Patrick Ephraim, MPH. University of Colorado, Colorado School of Public Health, DrPH in Environmental and Occupational Health.

**MPH Academic Advisor**

*Colorado School of Public Health*

2018 – Present      Andy Sirois, MPH in Environment and Occupational Health

2018 – 2020          Ashley Brubaker, MPH in Environment and Occupational Health

2018 – 2023          Brett Turner, MPH in Environment and Occupational Health

2018 – 2019          Samira Fanga, MPH in Environment and Occupational Health

2019 – Present      Julie Brungardt, MPH Candidate in Environment and Occupational Health / Certificate in Total Worker Health

2020 – 2022          Jason Youngsmith, MPH in Environment and Occupational Health

2022 – 2023          Corey Buchanan, MPH in Environment and Occupational Health

2022 – 2024          John Wortman, MPH in Environment and Occupational Health/ Certificate in Total Worker Health

2023 – Present      Kristen Autret, MPH Candidate in Environment and Occupational Health / Certificate in Total Worker Health

2023 – Present      Parveneh Torkashvand, MPH Candidate in Environment and Occupational Health

2024 – Present      Carly Davis, MPH Candidate in Environment and Occupational Health

**Certificate in Total Worker Health Academic Advisor**

2019 – 2019          Deborah Nielson, Certificate in Total Worker Health

2019 – 2021          Obi Ngozi, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)

2019 – 2020          Sarah Levine, MPH in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)

2019 – 2021          Penny Petrowski, Certificate in Total Worker Health

2020 – 2022          Sarah Boland, DrPH Candidate in Community and Behavioral Health / Certificate in Total Worker Health (advisor for certificate only)

2020 – 2021          Libby Harris, MPH in Health Systems, Management & Policy / Certificate in Total Worker Health (advisor for certificate only)

2020 – 2021	Beth Watts, MPH in Community and Behavioral Health / Certificate in Total Worker Health (advisor for certificate only)
2021 – 2022	Elizabeth Boland, MPH in Community and Behavioral Health / Certificate in Total Worker Health (advisor for certificate only)
2019 – 2022	David Shapiro, Certificate in Total Worker Health
2021 – 2022	Elizabeth Esty, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)
2022 – 2023	Heather Earl, Certificate in Total Worker Health
2022 – 2022	Eric Randleman, Certificate in Total Worker Health
2022 – 2024	Joe Butterfield, MPH in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)
2022 – 2022	Amanda Skidmore, Certificate in Total Worker Health
2022 – Present	Patti Corcoran, Certificate in Total Worker Health
2022 – 2024	Rachel Ain, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)
2022 – 2024	Judith Brutus-Lestin, MPH in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)
2023 – Present	Uriel Gastelum, Certificate in Total Worker Health
2023 – 2024	Jared Schenfledt, MPH in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)
2023	Nancy Anheirer, Certificate in Total Worker Health
2023 – 2024	Ruby Savage, Certificate in Total Worker Health
2023 – 2024	Karely Villareal-Hernandez, MPH in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)
2023 – 2024	Amanda Rivera, MPH in Leadership in Public Health / Certificate in Total Worker Health (advisor for certificate only)
2023 – Present	Cameron Malby, MPH Candidate in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)
2023 – Present	Ana de Oliveira Pereira, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)
2023 – Present	Erin Bammann, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)
2024 – Present	Nick Williams, Certificate in Total Worker Health
2024 – Present	Amy Schamberg, Certificate in Total Worker Health
2024 – Present	Thomas McKinney, Certificate in Total Worker Health

- 2024 – Present Lisa Gonzalez, MPH, Certificate in Total Worker Health
- 2024 – Present Kelsey Townsend, MS, Certificate in Total Worker Health
- 2024 – Present Stephen Mehay, MS CIH, Certificate in Total Worker Health

**Other teaching activities**

*Continuing education*

- 2023 University of Colorado IMSS Total Worker Health® Training. Mexico Institute of Social Security. Trained 199 occupational safety and health professionals and doctors over a two-week period in-person.  
Role: Module 2 - TWH Culture & Leadership content developer and trainer
- 2022 Certificate in Total Worker Health Program, Total Worker Health Peer Learning Series for students, alumni, and faculty. Transitioned into a Society for Total Worker Health activity in 2023.  
Role: Organizer and moderator
- 2021 – Present The Total Worker Health Professional Program (TWH*pro*) at the Center for Health, Work & Environment – Online 6 hour course  
Role: Training content lead developer and evaluator
- 2019 – Present Total Worker Health Leadership Programs at the Center for Health, Work & Environment – live and online courses  
Role: Training content lead developer & course director for CU SkillSoft leadership training and domestic leadership programs delivered to public and private organizations. These trainings were also adapted for a large agro-business in Latin America.

**XII. RESEARCH RECORD**

Dr. Schwatka’s research focuses on Occupational Health and Safety surveillance, intervention development and evaluation, and translation of research into practice. Currently, she the Research Core Director of the Center for Health, Work & Environment and is a co-investigator on CDC/NIOSH projects focused on intervention development and evaluation and surveillance. As a researcher, she aims to understand how to develop practical organizational-level interventions that improve the working conditions of high risk populations, such as construction workers and small businesses.

**Center leadership**

- 2021 – Present Research Core Director  
Center for Health, Work & Environment  
Colorado School of Public Health

**Grants & Contracts**

**Current Research & Educational Program Support**

- 09/01/2024 – CDC/NIOSH/U54 \$28,750,000
- 08/31/2029 “National Center for Construction Safety and Health Research and Translation”  
Trahan-Cain (PI)

Role: Principal investigator of an R01-level grant within the Center -  
“Collaborative Leadership for Safety and Health in Construction”  
(\$993,087)

The goal of this grant is to develop and evaluate a toolkit to help construction businesses develop and implement health, safety, and well-being policies and procedures using collaborative leadership between management and workers. We aim to disseminate the toolkit via partnership with OSHA as well as other industry stakeholders.

09/01/2024 –  
08/31/2026

AHRQ \$99,405  
Schwatka (PI)  
“Organizational strategies to support community health center well-being”  
Role: PI

We aim to address the work environment of federally qualified health centers (FQHC) where critically important care is given to underserved populations who often have multiple chronic conditions. These centers struggle with employee retention, which leads to healthcare access and quality challenges for underserved patients. We propose a multi-method, multi-level investigation of FQHCs to evaluate the safety, health and well-being needs of their workforce to encourage retention.

09/01/24 –  
08/31/26

NIOSH \$427,233  
Burden (PI)  
“The Financial Impact of Burnout and Mental Health on Hospitalist Turnover and the Contribution of Work Structures and Environment”  
Role: Co-I

Hospitalists provide care to hospitalized patients at most US hospitals. Unfortunately, high burnout and worsening mental health of hospitalist clinicians may be associated with increased risk for turnover, which may have high direct and indirect costs including negative impacts on patient quality and safety. This work will provide insights into the costs of hospitalist turnover and its connection to hospitalist burnout and mental health and will provide an additional surveillance function to the WeWorkSMART survey application.

09/01/23 –  
08/31/24

CPWR: The Center for Construction Research and Training in-kind effort  
Dally (PI)

“Heatwaves, Traumatic Injuries, and Barriers to Heat Safety Program Implementation”

Role: Mentor

The goal of this research is to understand whether heatwaves are associated with construction worker injury in Colorado and to determine barriers to employer heat safety program implementation.

06/01/23 – 05/31/24	American Medical Association Burden (PI) “EPIC-WELL: Electronic Performance Indicators for Clinical Workload and Physician Well-being in Inpatient Settings” Role: Co-I Electronic Health Record Use Metrics Research Agreement.	in-kind effort
02/01/23 – 01/31/25	OSHA ERG Consulting (PI) “Fostering Workplace Safety Culture Change in response to the COVID-19 Pandemic” Role: Sub-contract PI The goal of this project is to develop and release a workplace culture change program to promote safety as a core value improving organizational resilience. This new program will complement and enhance OSHA’s existing Recommended Practices for Safety and Health Programs.	\$69,924.22
03/15/22 – 03/14/26	CDC/NIOSH Ramirez-Cardenas (PI at NIOSH) “Assessing Fatigue and Fatigue Management in U.S. Onshore Oil and Gas Extraction” Role: Temporary assignment under the Intergovernmental Personnel Act (IPA) of 1970 The goals of this project are to: better understand the extent to which fatigue and its antecedents are affecting U.S. onshore oil and gas extraction (OGE) workers, especially those employed by small contractor companies; identify worker and work design factors to consider when developing and implementing fatigue management strategies among contractors in the OGE industry; and determine the state of Fatigue Risk Management Systems (FRMS) and other fatigue mitigation strategies in place for participating companies and if these strategies are associated with better safety outcomes	\$65,300



09/01/16 – 08/31/26	CDC/NIOSH U19 OH011227 Newman (PI) “Center for Health, Work & Environment” Role in First 5 years: Co-I on a R01-level “Small+Safe+Well” intervention study Role in Second 5 years: Research Core Director, Pilot Project Program Director, & R21-level Research Project Co-PI on mental health integrated emergency preparedness for the public school workforce  The goal of the Center is to advance the overall safety, health and well-being of workers in Federal Health Region VIII and the nation, through transdisciplinary research, effective interventions, outreach and communications, education/training, and rigorous evaluation that inform improvements in all of the above.	\$11,864,125
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**Pending research support**

09/01/2024 - 08/31/2029	NIH/NICHHD Schwatka, Puma, Farwell (Multiple-PIs) “Pathways Associated with Total Health of the ECE Workforce: Longitudinal Exploration of Job Demands, Resources, and Health Disparities in Head Start Settings (PATH) Study” Role: Co-PI The early care and education (ECE) workforce provides care for nearly 1 million children living in poverty in the United States annually. Unfortunately, this workforce suffers from disproportionately high rates of physical and mental health chronic conditions, thereby detrimentally impacting their ability to provide high quality education to the young children in their care. Extensive job-related demands, coupled with resource deficits, may contribute to these health disparities and high turnover rates in the ECE workforce. As such, the overarching goal of the study is to use a community-engaged approach to conduct a prospective longitudinal study by recruiting 800 Head Start ECE staff in Colorado, Maryland, and North Carolina to investigate pathways between job-related, demands, multi-level resources and health disparities over time.	\$3,344,513
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7/1/2023- 6/30/2026*	CDC/NIOSH/R01 Burden (PI) “GrittyWork: A Hospitalist Worker Safety Management Platform to Detect Clinician Harm and Optimize Worker Outcomes” Role: Co-I The goal of this grant is to develop and test a surveillance system to detect and report on health care worker burnout.	\$1,192,809
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\*This grant will be reviewed Summer 2024 due to delays in NIOSH budgets

This grant was discussed received a moderate score and is awaiting final decision – expected Fall 2024.

**Completed Research & Educational Program Support**

**During graduate school**

08/15/09 – 08/15/13	Fellowship T42 OH009229 CDC/NIOSH Mountain & Plains Education and Research Center Role: Fellowship grant trainee in the Ergonomics & human factors program	
10/01/10 – 06/30/12	CDC/NIOSH T42 OH009229 Hoffmeister (PI) Mountain and Plains Educational Research Center “Ergonomic climate in organizations: Development of an assessment tool” Role: Co-Investigator The goal of this project was to develop and evaluate a new measure of organizational climate, ergonomics climate, which is similar to the construct of safety climate.	\$20,000
10/01/10 – 06/30/11	CDC/NIOSH T42OH009229 Schwatka (PI) Mountain and Plains Educational Research Center “Impact of an aging workforce on workers’ compensation (WC) claims” Role: Principal Investigator The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.	\$10,000
12/01/10 - 11/30/11	CDC/NIOSH/CPWR OH009762 Rosecrance (PI) “The role of aging on the type, nature and cost of construction injuries” Role: Co-Investigator – Project Director The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.	\$30,000
10/01/11 – 06/30/12	CDC/NIOSH T42 OH009229 Schwatka (PI) Mountain and Plains Educational Research Center	\$5,000

“Impact of an aging workforce on workers’ compensation (WC) claims”

Role: Principal Investigator

The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.

**Since joining University of Colorado Anschutz Medical Campus**

03/01/11- 01/01/17	Pinnacol Assurance, Contract Newman (PI) “Health Risk Management Project” Role: Co-Investigator The major goal of this project is to conduct a cohort-referent study to determine if health promotion interventions in small businesses improve worker health and a reduction in workers’ compensation injury claims and costs. Sub-goals of this project include investigating the interaction between health, safety and productivity at work via predictive modeling.	\$965,268
09/01/14– 08/31/19	CDC/NIOSH/CPWR U60 OH009762 Goldenhar & Johnson (PIs) “Enhancing safety climate through leadership” Role: Consortium Co-Investigator The goal of this project is to develop and evaluate a safety leadership training program for construction site-supervisors, and to disseminate this training via the OSHA 30 course throughout the United States. This was an R01-level grant part of a Center grant to NIOSH.	\$750,000
01/01/15 – 06/30/17	Pinnacol Assurance, Contract Schwatka (PI) “Health risk and workers’ compensation calculator” Role: Principal investigator The goal of this project is to develop and evaluate an interactive, online calculator for businesses to learn how employee health risk impacts the workers’ compensation usage. See Products of Scholarship Section for link to website.	\$275,000
01/01/17- 12/31/17	Pinnacol Assurance, Contract Newman (PI) “Total Worker Health Collaborative Research” Role: Co-Investigator The major goal of our collaborative research scope of work with Pinnacol Assurance is to develop predictive models of workers’ compensation claims and productivity at work, evaluate health and safety programs offered to policyholders and provide insight analyses for a variety of business groups within Pinnacol Assurance.	
05/01/18- 04/30/19	Pinnacol Assurance Foundation Tenney & Schwatka (Co-PIs) “Total Worker Health® Leadership Training”	\$20,000

	Role: Co-PI The goal of this project is to develop and pilot TWH leadership training that can be delivered across multiple industries.	
05/01/19- 04/30/20	Pinnacol Assurance Foundation Tenney & Schwatka (Co-PIs) “Total Worker Health® Leadership Training” Role: Co-PI The goal of this project is to develop and pilot TWH leadership training for specific industries.	\$25,000
07/07/2019 – 06/30/2023	CDC/NIOSH/K01 Schwatka (PI) “Longitudinal study of Total Worker Health among small enterprises” Role: Principal investigator The goal of this career development award is to simultaneously provide additional training in Total Worker Health, business, and longitudinal data analysis as well as contribute to an understanding of how small business organizational support for Total Worker Health programming impacts worker health, safety, and wellbeing outcomes.	\$320,710
2023	Instituto Mexicano de Seguro Social’s (IMSS) Newman (PI) “Certificate in Total Worker Health” Role: Course development and delivery The goal of this work was to educate 199 Mexican safety professionals and occupational medicine doctors on the TWH approach.	\$100,000

### XIII. BIBLIOGRAPHY

1. Number of original articles in peer-reviewed journals: 41  
*First author: 21*
2. Number of books: 0
3. Number of other publications (scholarly reviews, symposium papers, editorials, book chapters and proceedings): 3
4. Number of published or presented scientific abstracts: 62  
*Refereed abstracts: 60*
5. Letters-to-the-editor, technical reports, other publications: 8
6. Products of scholarship: 8

#### Original Peer Reviewed Publications

+indicates publication with fellow trainee

\*indicates publication with students

\*\*indicates publication with mentee

1. **Schwatka, NV**, Butler, LM, & Rosecrance, J. C. (2012). An aging workforce and injury in the construction industry. *Epidemiologic Reviews*, 34(1): 156-157. [PMC7735369](https://pubmed.ncbi.nlm.nih.gov/235369/)
2. **Schwatka, NV**, Butler, LM, & Rosecrance, J. C. (2013). Age in relation to worker compensation costs in the construction industry. *American Journal of Industrial Medicine*, 56(3), 356-366. PMID: [PMC4476058](https://pubmed.ncbi.nlm.nih.gov/24476058/)
3. Paulsen, R+, **Schwatka, NV**, Gober, G+, Gilkey, D, Anton, D, & Rosecrance, J. (2014). Cyclic and non-cyclic task evaluation using the Hand Activity Level in a

- manufacturing setting. *International Journal of Industrial Ergonomics*, 44(1), 32-38. PMID: [PMC4480210](#)
4. Hoffmeister, K<sup>+</sup>, Gibbons, A, **Schwatka, NV**, Rosecrance, J. (2015). Ergonomics climate assessment: A measure of operational performance and employee well-being. *Applied Ergonomics*, 50, 160-169.
  5. **Schwatka, NV**, Hecker, S, Goldenhar, LM. (2016). Defining and measuring safety climate: A review of the construction industry literature. *Annals of Occupational Hygiene*. 60(5): 537-550. [PMC7778735](#)
  6. **Schwatka, NV**, Rosecrance, J. (2016). Safety climate and safety behaviors in the construction industry: The importance of co-workers commitment to safety. *Work: A Journal of Prevention, Assessment & Rehabilitation*, 54(2), 401-413. [PMC7778733](#)
  7. **Schwatka, NV**, Atherly, A, Dally, MJ, Fang, H, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, Witter, R, Reynolds, S, McMillen, J, Newman, L. (2017). Health risk factors as predictors of workers' compensation claim occurrence and cost. *Occupational and Environmental Medicine*. 74(1): 14-23. PMID: [PMC5241501](#)
  8. Jinnett, K, **Schwatka, NV**, Tenney, L, vS Brockbank, C, Newman, L. (2017). Chronic Conditions, Workplace Safety, And Job Demands Contribute To Absenteeism And Job Performance. *Health Affairs(Millwood)*. 36(2): 237-244.
  9. **Schwatka, NV**, Shore, E, \*\* Atherly, A, Weitzenkamp, D, Dally, MJ, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, McMillen, J, Newman, LS. (2018). Reoccurring injury, chronic health conditions, and behavioral health: Gender differences in the causes of workers' compensation claims. *Journal of Occupational and Environmental Medicine*. 60(8): 710-716. PMID: [PMC7082842](#)
  10. **Schwatka, NV**, Tenney, L, Dally, M, Scott, J, Brown, C, Weitzenkamp, D, Shore, E, \*\* Newman, L. (2018). Small business Total Worker Health: A conceptual and methodological approach to facilitating organizational change. *Occupational Health Sciences*. 2(1): 25-41. PMID: [PMC6363124](#)
  11. **Schwatka, NV**, Smith, D,\* Weitzenkamp, D, Atherly, A, Dally, MJ, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, McMillen, J, Newman, L. (2018). The impact of worksite wellness programs by size of business: A three-year longitudinal study of participation, health benefits, absenteeism, and presenteeism. *Annals of Work Exposures and Health*. 62(Supplement\_1): S42-S54. PMID: [PMC7065409](#)
  12. Thompson, J\*\*, **Schwatka, NV**, Tenney, L, Newman, L. (2018). Total Worker Health: A small business leader perspective. *International Journal of Environmental Research and Public Health*. 15(11): 2416. PMID: [PMC6265998](#)
  13. **Schwatka, NV**, Tenney, L, Dally, M, v.S. Brockbank. (2019). Health risk calculator: An online, interactive tool to estimate how health impacts workers' compensation claim incidence and cost. *Journal of Environmental and Occupational Medicine*. 61(7): 597-604. PMID: [PMC6602816](#)
  14. Keteyian, C\*\*, **Schwatka, NV**, Dally, M, Shore, E,\*\* Tran, M, Weitzenkamp, D, & Newman, L. (2019). The impact of industry and body part injured on repeat workers' compensation claims. *American Journal of Industrial Medicine*. 62(8): 680-690. PMID: [PMC7441733](#)
  15. Goldenhar, LM, **Schwatka, NV**, & Johnson, S. (2019). Leadership Skills for Strengthening Jobsite Safety Climate. *Journal of Safety Research*. 70: 263-271. [PMC7778734](#)
  16. **Schwatka, NV**, Goldenhar, LM, Johnson, S, Beldon, M, Tessler, J, Dennerlein, J, Fullen, M, Treu, H. (2019). A training intervention to improve frontline construction leaders' safety leadership practices and overall jobsite safety climate. *Journal of Safety Research*. 70: 253-262. PMID: [PMC7076738](#)

17. Shore, E.,\*\* **Schwatka, NV**, Dally, M, Brown, C, Tenney, L, Newman, LS. (2020). Small business employees' perceptions of leadership are associated with safety and health climates and their own behaviors. *Journal of Environmental and Occupational Medicine*. 62(2): 156-162. PMID: [PMC7363040](#)
18. **Schwatka, NV**, Sinclair, R, Fan, W, Dally, M, Shore, E,\*\* Brown, C, Tenney, L, Newman, LS. (2020). How does organizational climate motivate employee safe and healthy behavior in small business? A Self Determination Theory perspective. *Journal of Environmental and Occupational Medicine*. 62(5): 350-358. PMID: [PMC7225023](#)
19. **Schwatka, NV**, Dally, M, Tenney, L, Shore, E,\*\* Brown, C, Newman, LS. (2020). Total Worker Health leadership and business strategies are related to safety and health climates in small business. *International Journal of Environmental Research and Public Health*. 17(6), 2142. PMID: [PMC7143812](#)
20. **Schwatka, NV**, Goldenhar, LM, Johnson, S (2020). Change in frontline supervisors' safety leadership practices after participating in a leadership training program: Does company size matter? *Journal of Safety Research*. 74: 199-205. PMID: [PMC7780528](#)
21. Brown, C, **Schwatka, NV**, Dexter, L, Dally, M, Shore, E,\*\* Tenney, L, Liana, Newman, LS (2021). The Importance of Small Business Safety and Health Climates during COVID-19. *Journal of Environmental and Occupational Medicine*. 63(2): 81-88. PMID: [PMC7864611](#)
22. **Schwatka, NV**, Smith, DE,\* Golden, A, Tran, M, Newman, LS, Craigle, D. (2021). Development and validation of a diabetes risk score among two populations. *PLoS ONE*. 16(1): e0245716. PMID: [PMC7833146](#)
23. Jaramillo, D, Krisher, L,\* **Schwatka, NV**, Tenney, L, Fisher, GG, Clancy, RL, Shore, E,\*\* Asensio, C, Tetreau, S, Castrillo, M, Amenabar, I, Cruz, A, Pilloni, D, Zamora, M, Butler-Dawson, J, Dally, M, Newman, LS. (2021). International Total Worker Health: Applicability to Agribusiness in Latin America. *International Journal of Environmental Research and Public Health*. 18: 1-16.
24. Tenney L, Dally M, Dexter L, Shapiro D, Brown C, Huebschmann A, McMillen J, **Schwatka N**, Newman LS. (2021). Impact of Advising on Total Worker Health Implementation. *Journal of Occupational and Environmental Medicine*. 63(8): 657-664. PMID: [PMC8729231](#)
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27. Shore, E,\*\* Tenney, L, **Schwatka, NV**, Dally, M, Dexter, L, Brown, CE, Newman, LS. (2021). A pilot study of changes in Total Worker Health® policies and programs and associated changes in safety and health climates in small business. *American Journal of Industrial Medicine*. 64(12): 1045-1052. PMID: [PMC8989365](#)
28. Brown, C, Dexter, L, **Schwatka, NV**, Dally, M, Tenney, L, Shore, E,\*\* Newman, LS (2021). Total Worker Health® and Small Business Employee Perceptions of Health Climate, Safety Climate, and Well-Being during COVID-19. *International Journal of Environmental Research and Public Health*. 18: 9702. PMID: [PMC9469982](#)
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- scale out a *Total Worker Health*<sup>®</sup> Intervention to Employers. *IJERPH*. 19(3): 1372  
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30. **Schwatka, NV**, Dally, M, Shore, E,\*\* Tenney, L, Brown, CE, Scott, JG, Dexter, L, Newman, LS. (2022). Small+Safe+Well: Lessons learned from a Total Worker Health<sup>®</sup> randomized intervention to promote organizational change in small business. *BMC Public Health*. 22, 1039. PMCID: [PMC9128251](#)
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  35. **Schwatka, NV**, Burden, M, Dyrbye, L. (2024). An organizational leadership development approach to support health worker mental health. *AJPH*. 114(S2): 142-147. PMCID: [PMC10916722](#).
  36. Brown, C, Jaramillo, D, Tenney, L, **Schwatka, N**, Goering, MG, Hernandez, KV,\* Shapiro, D, Van Dyke, M, Rice, S, Barnoya, J, Avila, MH, Reyna, RV, Beltran, RAR, Ornelas, GAR, Montealegre, CG, Newman, LS. (2024). Integration of Total Worker Health<sup>®</sup> Training for Occupational Health and Safety Professionals with Efforts to Promote Worker Health, Safety, and Well-Being in Mexico. *JOEM*. 66(5): 388-394.
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  39. Linker, A, Astik, G, Bowling, G, Kangelaris, K, Kara, A, Keniston, A, Kulkarni, S, Sakumoto, M, **Schwatka, N**, Westergaard, S, Leykum, L, Auerbach, A, Burden, M (in press). Collaborative Research: The Power of Multi-Organizational Affinity Groups and Adaptive Research Methods. *Journal of Hospital Medicine*.
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  41. Goldman, C\*, ... **Schwatka, N**. (in press). Designing LTC Physical Work Environments to Support Worker Wellbeing: A Review and Recommendations. *Journal of the American Medical Director's Association*.

### Book chapters

1. **Schwatka, NV**, Tenney, L, Newman,LS (2019). Health protection and health promotion in small business. In Burke, R. & Richardsen, A. (Eds.), Increasing Occupational Health and Safety in Workplaces: Individual, Work, and Organizational Factors. Edward Elgar Publishing: Cheltenham, UK.
2. **Schwatka, NV** & Newman, LS (2021). Total Worker Health. In LaDou and Harrison (Eds.), Current Occupational & Environmental Medicine, Sixth Edition, McGraw Hill: New York.
3. Tenney, L., Brown, CE., **Schwatka, NV**. (2023). Public Health Practice for Prevention. In Tetrick, L, Fisher, G, Ford, M, Quick, JC. (Eds.), Handbook of Occupational Health Psychology, Third Edition.

### NIOSH Science Blogs

1. **Schwatka, NV**, Tenney, L, Dally, M, Brown, C, Newman, L. (February 18, 2022). 10 Lessons learned from a multi-year Total Worker Health study of small business. CDC/NIOSH Science Blog. <https://blogs.cdc.gov/niosh-science-blog/2022/02/18/small-biz-twh/>
2. Hoffmeister, K, Gibbons, A, **Schwatka, NV**, Rosecrance, J. (August 7, 2015). Ergonomics climate assessment. CDC/NIOSH Science Blog. <https://blogs.cdc.gov/niosh-science-blog/2015/08/07/ergo-climate/>

### Technical Reports

1. Goldenhar, LM, **Schwatka, NV**, Johnson, S, Beldon, M. (2019). CPWR: The Center for Construction Research and Training Reports. <https://www.cpwr.com/wp-content/uploads/publications/RR2019-FSL-training-program.pdf>
2. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Predictors of workers' compensation claims: 2<sup>nd</sup> generation predictive modeling." Report prepared for Pinnacol Assurance.
3. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Predictors of workers' compensation claims: Review of the literature published from 2010-2016." Report prepared for Pinnacol Assurance.
4. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Pre-diabetes analysis: Diabetes risk score development, validation, and predictive capability assessment". Report prepared for Pinnacol Assurance.
5. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Trotter Wellness and Virgin Pulse health risk assessments: A preliminary data integration analysis". Report prepared for Pinnacol Assurance.
6. Rosecrance, J, Butler, L, **Schwatka, NV**. (2013). The Role of Age on the Cause, Type, Nature and Cost of Construction injuries. CPWR: The Center for Construction Research and Training Reports. [https://www.cpwr.com/wp-content/uploads/publications/publications\\_RosecranceRoleOfAge\\_3.pdf](https://www.cpwr.com/wp-content/uploads/publications/publications_RosecranceRoleOfAge_3.pdf)



### Products of Scholarship

1. Gruden, M, Hagar, B, Pionk, C. (2019). Getting started: Occupational health in the healthcare setting. 16<sup>th</sup> edition. Association of Occupational Health Professionals in Healthcare (AOHP). Warrendale, PA. *Role: Wrote the section on Worker health and well-being (aka Total Worker Health).*
2. American Industrial Hygiene Association. "How to Improve the Safety Climate on Your Construction Site". May 2017. *Role: Advisor focused on supervisor-specific recommendations. Link to guidance document: <https://www.aiha.org/government-affairs/Pages/Position-Statements-and-Resources.aspx>*
3. Foundations for Safety Leadership. Occupational Health and Safety Administration (OSHA) 30-hour safety course. Approved 2.5-hour elective as of January 1, 2017.
  - a. *Curriculum material: <https://www.cpwr.com/foundations-safety-leadership-fsl>*
  - b. *OSHA 30-hour program requirements (see page 6): [https://www.osha.gov/dte/outreach/construction/construction\\_procedures.pdf](https://www.osha.gov/dte/outreach/construction/construction_procedures.pdf)*
4. Health risk and workers' compensation calculator. Center for Health, Work & Environment. Colorado School of Public Health.
  - a. <http://www.ucdenver.edu/academics/colleges/PublicHealth/research/centers/CHWE/Community/Pages/Health-Risk-Calculator.aspx>
5. Total Worker Health Leadership Programs. Center for Health, Work & Environment. Colorado School of Public Health.
  - a. <https://coloradosph.cuanschutz.edu/research-and-practice/centers-programs/chwe/training/total-worker-health-leadership-programs>
6. Total Worker Health Professional Program. Center for Health, Work & Environment. Colorado School of Public Health.
  - a. <https://coloradosph.cuanschutz.edu/research-and-practice/centers-programs/chwe/training/professional-certificate-twh>
7. Total Worker Health. American Society of Safety Professionals. Guidance website for all members to apply the TWH approach with their companies.
  - a. <https://www.assp.org/resources/total-worker-health>
8. Mental Health Integrated Emergency Preparedness for the School Workforce. Training curriculum for public schools.
  - a. <https://coloradosph.cuanschutz.edu/research-and-practice/centers-programs/chwe/research/mental-health-emergency-preparedness-for-the-school-workforce>

### Competitive Conference Abstracts

#### Oral presentation

1. **Schwatka, NV** (September, 2024). Engaging Public School Staff in Emergency Preparedness: Influences of Work Conditions and Mental Health Implications. Quick take presentation, 15<sup>th</sup> Annual Western States Occupational Health Network, Aurora, CO.
2. **Schwatka, NV** (April, 2024). Engaging hospitalists in shared leadership for health, safety, and well-being. Panel presentation at the 39<sup>th</sup> Annual Society for Industrial Organizational Conference, Chicago, IL.
3. **Schwatka, NV** (November, 2023). Characterizing physician and advance practice providers' working conditions and their relationship to burnout and turnover intentions. 15<sup>th</sup> APA Work, Stress, & Health Conference, Virtual.
4. Welton-Mitchell, C. & **Schwatka, NV** (November, 2023). Mental Health Emergency Preparedness for the Public School Workforce. Oral presentation, 15<sup>th</sup> APA Work, Stress, & Health Conference, Virtual.

5. Welton-Mitchell, C. & **Schwatka, NV** (July, 2023). Mental Health Emergency Preparedness for the Public School Workforce. 48<sup>th</sup> Annual Natural Hazards Research and Applications Workshop. Broomfield, CO.
6. **Schwatka, NV**, Tenney, L., Dally, M, Shore, E, Brown, C, Dexter, L, Newman, L (October, 2022). Lessons learned from a multi-year Total Worker Health study of small business. Oral presentation, 3<sup>rd</sup> International Symposium to Advance Total Worker Health. Bethesda, MD.
7. **Schwatka, NV**, Cavallari, J, Farewell, C, Linnan, L, Puma, J, Welton-Mitchell, C. (October, 2022). Using the Total Worker Health approach to advance teacher and care giver well-being. Full session organizer, 3<sup>rd</sup> International Symposium to Advance Total Worker Health. Bethesda, MD. Oral presentation, 3<sup>rd</sup> International Symposium to Advance Total Worker Health. Bethesda, MD.
8. **Schwatka, NV**, Jaramillo, D, Krisher, L, Dally, M, Dexter, L, Butler-Dawson, J, Clancy, B, Fisher, G, Newman, L. (October, 2022). Latin American agricultural workers' job demands and resources and the association with health behaviors at work and overall health.
9. **Schwatka, NV**, Jaramillo, D, Shapiro, D. (September, 2021). "Total Worker Health<sup>®</sup> leadership for the safety and health professional." Oral presentation, 2021 AIHA-Rocky Mountain Section Fall Technical Conference, Arvada, CO.
10. **Schwatka, NV**, Tenney, L, Krisher, L (September, 2021). "Total Worker Health<sup>®</sup> leadership for the safety professional." Oral presentation, ASSP Safety21 Conference and Expo, Virtual.
11. Newman, LS, **Schwatka, NV**, Tenney, L (May, 2021). "The Emerging Total Worker Health<sup>®</sup> Professional: Competencies, Training, and Community." Oral presentation, American Occupational Health Conference, Virtual.
12. **Schwatka, N. V.**, Fan, W, Dally, M, Scott, J, Shore, E, Brown, C, Tenney, L, Newman, L. (November, 2019). "Total Worker Health<sup>®</sup> strategies, climate, and employee motivation." Oral presentation, Work, Stress, & Health conference, Philadelphia, PA.
13. **Schwatka, N. V.**, Scott, J, Tenney, L, Newman, L. (November, 2019). "Evaluation of a small business Total Worker Health<sup>®</sup> leadership program." Oral presentation, Work, Stress, & Health conference, Philadelphia, PA.
14. **Schwatka, N. V.** (September, 2019). "Using a Design Sprint to Develop an Intervention for a Latino Day Laborer Organization." Oral presentation, 12<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
15. **Schwatka, NV** (May, 2019). Total Worker Health practice, research and education: Examples from Colorado. Oral presentation as part of a session titled "The practical role of the industrial hygienist in Total Worker Health – Tools and methods for integrating Total Worker Health exposure into IH core competency and practice areas." American Industrial Hygiene Conference and Exposition, Minneapolis, MN.
16. **Schwatka, NV**, Goldenhar, L, Johnson, S., Beldon, M., Rosecrance, J., Tessler, J., Dennerlein, J., Fullen, M., Weinstein, D., Treau, H. (October, 2018). Foundations for Safety Leadership (FSL): Evaluation of a safety leadership program to enhance jobsite safety climate in the construction industry. Oral presentation as part of a special session titled "Connecting Safety Culture to Safety and Health Management on Construction Jobsites", NIOSH National Occupational Injury Research Symposium (NOIRS), Morgantown, WV.
17. **Schwatka, NV**, Tenney, L, Dally, M, Brown, C, Weitzenkamp, D, Shore, E, Newman, L. (May, 2018). A description of small business employee perceptions of health and

- safety climates. Oral presentation, 2<sup>nd</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.
18. Tenney, L, Newman, L, **Schwatka, NV**, Scott, J, Rivera, K. (May, 2018). Engaging small and mid-size enterprises to apply Total Worker Health approaches through a community-based program. Presymposium workshop, 2<sup>nd</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.
  19. **Schwatka, NV**, Newman, L, vS Brockbank, C, Tenney, L, Dally, M, Jinnett, K, Atherly, A, Goetzel, R, McMillen, J, Weitzenkamp, D, Smith, D, Shore, E. (April, 2018). Value on investment for small business safety, health and wellbeing. Oral presentation, 32<sup>nd</sup> International Congress on Occupational Health, Dublin, Ireland.
  20. **Schwatka, NV**. (April, 2018). Leveraging leadership to protect and promote employee health. Ignite oral presentation at the 10<sup>th</sup> Annual NIOSH MAP ERC Research Day Symposium, Broomfield, CO.
  21. **Schwatka, NV**, Goldenhar, L, Johnson, S. (November, 2017). Training increases knowledge, understanding, intended use of safety leadership skills. Roundtable presentation, 145th American Public Health Association Annual Meeting, Atlanta, GA.
  22. **Schwatka, NV**, Jinnett, K, Curran, K, Newman, L. (October, 2017). A case study of a public/private partnership to bring worksite wellness to small business. Symposium session, 4<sup>th</sup> International Understanding Small Enterprises Conference, Denver, CO.
  23. **Schwatka, NV**. (October, 2017). Health risk and workers' compensation calculator: An online resource for businesses. Oral presentation, 4<sup>th</sup> International Understanding Small Enterprises Conference, Denver, CO.
  24. **Schwatka, NV**. (September, 2017). Small+Safe+Well: Building cultures of health and safety amongst small businesses in Colorado. Oral presentation, American Industrial Hygiene Association-Rocky Mountain Section/American Society of Safety Engineers Fall Technical Conference, Arvada, CO.
  25. **Schwatka, NV**, Goldenhar, L, Johnson, S, Dennerlein, J, Beldon, M, Tessler, J. (June, 2017). Effectiveness of training program to enhance construction foreman safety leadership skills. Oral presentation, Work, Stress & Health Conference, American Psychological Association, Minneapolis, MN.
  26. Henning, R, Nielsen, K, von Thiele Schwarz, U, Cavallari, J, Williams, J, **Schwatka, NV**, Welter, C. (June, 2017). Metrics of integration for Total Worker Health initiatives. Discussant during a symposium session at the American Psychological Association's Work, Stress & Health Conference, Minneapolis, MN.
  27. **Schwatka, NV**, Newman, LS, Shore, E, Curran, K. (April, 2017). Partnering with Workers' Compensation Insurers to Reach Small Enterprises in Need of Health Promotion and Health Protection. Symposium session, American Occupational Health Conference, American College of Occupational and Environmental Medicine, Denver, CO.
  28. Schulte, PA, Pandalai, SP, Kowalski-McGraw, M, Nessim, D, Wood, EM, Chosewood, LC, **Schwatka, NV**. (April, 2017). Occupational and Personal Risk Factors in Illness and Injury – the NIOSH Compendium Project. Symposium session at the American College of Occupational and Environmental Medicine's American Occupational Health Conference, Denver, CO.
  29. Shore, E, **Schwatka, NV**, Atherly, A, Weitzenkamp, D, Tenney, L, Newman, L. (March, 2017). Predictors of workers' compensation claims. Oral presentation, Annual National Institute for Occupational Safety and Health Mountain and Plains Education and Research Center Research Day, Westminster, CO.

30. Larsen, D, **Schwatka, NV**, v.S. Brockbank, C, Curran, K, Jinnett, K. (March, 2017). Worksite wellness: A vehicle to gain insight into cost drivers and increase productivity and wellness. Invited interactive panel presentation at the Integrated Benefits Institute Annual Forum, San Francisco, CA.
31. Newman, L, **Schwatka, NV**, Shore, E, Tenney, L, Curran, K. (March, 2017). Partnering with Workers' Compensation Insurers to Reach Small Enterprises In Need of Health Promotion and Health Protection. Symposium session at the American College of Occupational and Environmental Medicine's American Occupational Health Conference, Denver, CO.
32. **Schwatka, NV**, Goldenhar, L, Johnson, S. (October, 2016). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation, 144th American Public Health Association Annual Meeting, Denver, CO.
33. **Schwatka, NV**, Stange, A, Golden, A, Cragle, D, McInerney, J, Whitter, R., Tenney, L, Maret, R, Newman, L. (October, 2016). Initial screening findings from the National Supplemental Screening Program for former Department of Energy Workers. Roundtable presentation, 144th American Public Health Association Annual Meeting, Denver, CO.
34. Goldenhar, L, Johnson, S, **Schwatka, NV**. (March, 2016). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation, Construction Safety Conference, Oakbrook Terrace, IL.
35. **Schwatka, NV**, Atherly, A, Fang, H, Goetzel, RZ, Jinnett, K, v.S. Brockbank, C, Newman, L, The Pinnacol Health Risk Management Study Research Group. (October, 2015). Relationship between employee health risk factors and workers' compensation: evidence from a cohort of small and medium sized enterprises. Oral presentation, 143rd American Public Health Association Annual Meeting, Chicago, IL.
36. **Schwatka, NV**, Goldenhar, L, Johnson, S. (March, 2014). Enhancing safety culture through leadership. Oral presentation, Construction Safety Conference, Oakbrook Terrace, IL.
37. **Schwatka, NV** & Rosecrance, JC. (April, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry. Oral presentation, 11th Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
38. **Schwatka, NV** & Rosecrance, JC. (April, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry. Oral presentation, 5th Annual Mountain and Plains ERC Research Symposium, Denver, CO.
39. **Schwatka, NV** & Hoffmeister, K. (July, 2012). Using organizational climate as an assessment tool. Oral presentation, 1st Annual Occupational Health Psychology Summer Institute, Portland State University, Portland, OR.
40. **Schwatka, NV**, Butler, LM, Rosecrance, JC. (March, 2012). Impact of an aging workforce on construction industry workers' compensation claims. Oral presentation, 4th Annual Mountain and Plains ERC Research Symposium, Loveland, CO.
41. **Schwatka, NV**, Butler, LM, Rosecrance, JC. (November, 2011). Role of aging on the cost of construction injuries. Roundtable session, 139th American Public Health Association Annual Meeting, Washington, D.C.
42. **Schwatka, NV**, Butler, LM, Rosecrance, J. (April, 2011). The role of aging on the cause, type and cost of construction injuries. Oral presentation, 9<sup>th</sup> Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
43. **Schwatka, NV**, Hoffmeister, K, Ermann, ED, Rosecrance, J, Gilkey, D. (September, 2010). A macro-ergonomic approach to improving agricultural safety. Oral

- presentation, 54<sup>th</sup> Annual meeting of the Human Factors and Ergonomics Society, San Francisco, CA.
44. **Schwatka, NV**, Hoffmeister, K, Rosecrance, J. (April, 2010). A macro-ergonomic method to injury prevention. Oral Presentation, 8<sup>th</sup> Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
  45. **Schwatka, NV**, Hoffmeister, K, Gardner, P. (April, 2010). Safety climate: Strategies for measurement. Oral Presentation, 2<sup>nd</sup> annual ERC Interdisciplinary Forum on Measurement Systems for Occupational Health and Safety Research, Fort Collins, CO.
  46. Hoffmeister, K, **Schwatka, NV**, Ermann, E, Rosecrance, J, Gilkey, D. (April, 2010). A macro-ergonomic approach to improving agricultural safety. Oral Presentation, 8<sup>th</sup> Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
  47. Ermann, ED, Hoffmeister, K, **Schwatka, NV**, Rosecrance, J, Gilkey, D. (April, 2010). Safety climate in agriculture: Evidence from Colorado corn farms. Symposium session, 25<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

#### **Poster presentation**

1. **Schwatka, NV**, Keniston, A, Burden, M, Astik, G, Linker, A, Sakumoto, M. (November, 2023). Shared Leadership for Safety & Health at Work. Poster presentation, 15<sup>th</sup> APA Work, Stress, & Health Conference, Virtual.
2. **Schwatka, NV**, Keniston, A, Burden, M, Astik, G, Linker, A, Sakumoto, M. (May, 2023). Shared Leadership for Safety & Health at Work. Poster presentation, Society for General Internal Medicine Annual Conference, Aurora, CO.
3. Radhakrishnan, N, Kulkarni, S, **Schwatka, N**, Linker, A, Burden, M, Keniston, A, Mathews, B, Sakumoto, M, Astik, G, Bwoling, G, Kangelaris, K, Auerback, A, Kara, A. (March, 2023). Parental leave in hospital medicine: We can do better. Poster presentation, Society for Hospital Medicine Converge, Austin, TX.
4. **Schwatka, NV**, Dally, M, Dexter, L, Tenney, L, Brown, C, Newman, L. (February, 2022). "Small+Safe+Well: A small business Total Worker Health intervention." Poster presentation, 33<sup>rd</sup> International Congress on Occupational Health, Virtual.
5. **Schwatka, NV**, Dally, M, Dexter, L, Tenney, L, Brown, C, Newman, L. (November, 2021). "Profiles of Total Worker Health in Small Business." Poster presentation, Work, Stress, & Health Conference, Virtual.
6. **Schwatka, NV**, Newman, LS, Tenney, L (September, 2021). "Small Business Total Worker Health® Leadership Training." Poster presentation, XXII World Congress on Safety and Health at Work 2021, Virtual.
7. Brown, CB, **Schwatka, NV**, Dally, M, Dexter, L, Tenney, L, Shore, E, Newman, LS. (December 2020). Applying the RE-AIM framework to a Total Worker Health intervention. Poster presentation at the 13<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Virtual due to COVID-19.
8. Tenney, L, Newman, L, **Schwatka, NV**, Scott, J. (November, 2018). Total Worker Health: An approach to promoting worker health, safety, and well-being. Poster presentation at the Collegium Ramazzini's Annual Ramazzini Days, Carpi, Italy.
9. **Schwatka, NV**, Shore, E, Atherly, A, Weitzenkamp, D, Tenney, L, v.S. Brockbank, C, Newman, L. (June, 2017). Socio-emotional predictors of workers' compensation claims. Poster presentation, Work, Stress & Health Conference, American Psychological Association, Minneapolis, MN.
10. **Schwatka, NV**, Rosecrance, JC, Grosch, J. (November, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry.

- Poster presentation, 141st Annual American Public Health Association Annual Meeting, Boston, MA.
11. Hoffmeister, K, **Schwatka, NV**, Gibbons, AM, Rosecrance, JC. (May, 2013). Ergonomics climate: Balancing safety and productivity in organizations. Poster presentation, 10th International conference on occupational stress and health, Los Angeles, CA.
  12. Hoffmeister, K, Cigularov, K, Johnson, S, Gibbons, A, Chen, P, **Schwatka, NV**. (April, 2011). Leadership behaviors critical to improving safety in construction: A qualitative study. Poster presentation, Work, Stress and Health 2011: Work and well-being in an economic context, Orlando, FL.
  13. **Schwatka, NV**, Rosecrance, J, Butler, L. (November, 2010). Impact of aging workforce on workers' compensation claims. Poster presentation, 3<sup>rd</sup> annual Mountain and Plains ERC research symposium, Loveland, CO.
  14. Hoffmeister, K, **Schwatka, NV**, Rosecrance, J. (August, 2010). Macro-ergonomic approach to injury prevention. Poster presentation, 7<sup>th</sup> International Conference on Prevention of Work-Related Musculoskeletal Disorders, Angers, France.
  15. Hoffmeister, K, Ermann, E, **Schwatka, NV**. (November, 2009). Assessment of safety climate on Colorado farms. Poster presentation, 2<sup>nd</sup> annual Mountain and Plains research symposium, Fort Collins, CO.

#### Select trade publications based on research

1. Kuehn, BM. (2023). Physicians are more burned out than ever-Here's what can be done about it. JAMA Medical News. 329(10): 758-787.  
<https://jamanetwork.com/journals/jama/article-abstract/2802013>
2. Will, M. (2023). How a New Training Eases Teachers' Anxiety About Emergency Drills. EducationWeek: <https://www.edweek.org/leadership/how-a-new-training-eases-teachers-anxiety-about-emergency-drills/2023/08>
3. **Schwatka, NV**. (2018). National Institute for Occupational Safety & Health (NIOSH). Expanding Research Partnerships: State of the Science - Research Highlights: Worker health and productivity video:  
<https://www.cdc.gov/niosh/oep/stateofthesciencehighlights/default.html>
4. Safety+Health Magazine. The official magazine of the National Safety Council. (2018). Health conditions raise women's risk of work-related injuries:  
<http://www.safetyandhealthmagazine.com/articles/16742-health-conditions-raise-womens-risk-of-work-related-injuries-study-finds>
5. Anthony Ireland of RiskandInsurance.com (2016). Stress linked to workers' comp claims: <http://www.riskandinsurance.com/stress-linked-workers-comp-claims/>
6. Erin Richey, with Johanna Knapschaefer of ENR.com (April 1, 2013). "Senior moments: Are older workers at greater risk of injury?" [http://enr.construction.com/business\\_management/safety\\_health/2013/0401-senior-moment-safety-and-the-graying-of-the-construction-workforce.asp](http://enr.construction.com/business_management/safety_health/2013/0401-senior-moment-safety-and-the-graying-of-the-construction-workforce.asp)
16. Sandy Smith of EHS Today.com (April 6, 2012). "Older construction workers have more costly workers' comp claims." <http://www.ehstoday.com/construction/older-construction-workers-have-more-costly-workers-comp-claims?imw=Y>