

AAOHN Foundation Grant

Title: Methods for Demonstrating Value

Proposal to revise the 1998 Success Tool: Measuring & Articulating Value

This proposal is being submitted for an AAOHN Foundation Grant to update a previous document from the Success Tool titled “Measuring and Articulating Value.” The document has been an excellent resource on the cost benefit of occupational health nurse (OHN) services; however, it was originally published in 1998 and has not been updated since.

Occupational health nurses are in a key position to improve employee well-being, work conditions, safety, and injury/illness treatment as well as make a substantial impact on business cost drivers. To accomplish this, OHNs must align occupational health service as a business strategy and demonstrate the value of the OHN services. It is necessary to position OHN value as
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- 2) Interview at least 5 corporate level OHNs on the services provided and measures used to demonstrate value
- 3) Summarize key findings from employee satisfaction surveys from at least 2 companies
- 4) Revise the current Success Tool document information, examples and case studies

The tool will also include the OHN value in not just providing occupational health services, but in influencing the morale and work satisfaction of employees as essential foundations for a corporate social responsibility platform. This outcome is potentially a key benefit of onsite OHN services.

The intention of this proposed revision is not to survey all OHNs, but to provide a broad based document that can be used by OHNs in all sectors as a guide for demonstrating value.

Submitted By,

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Brief Biography:

Co-founder, principal and consultant with Dimensions in Occupational Health & Safety, Inc., a consulting firm in Raleigh, NC, which works with companies on a variety of health and safety issues. In her current position Karen assists companies in developing solutions to effectively address organizational and individual well-being. Karen has been an active member of AAOHN on a national, state, and local level.

EDUCATION

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| 2012 | Doctorate of Education – Organization and Workforce Development
North Carolina State University, Raleigh, North Carolina |
| 1988 | Master's of Public Health Degree in Occupational Health & Safety
University of North Carolina, Chapel Hill, North Carolina |
| 1979 | Bachelor of Science Degree in Nursing
University of Akron, Akron, Ohio |

FE A EX E E CE

Mastroianni, K & Storberg-Walker, J. (2011). Do Work Relationships Matter? Exploring the Impact of the Organizational Social Climate on Health Promotion. AHRD Cutting Edge Award.

Rogers, B., Randolph, S., & Mastroianni, K. (4th ed., 2008). Occupational Health Nursing Guidelines for Primary Clinical Conditions, Massachusetts: OEM.