

**Oakland University
School of Health Sciences
Occupational Safety and Health Program**

**Proposal for Instituting a New Graduate Degree Program:
Master of Science in Safety Management**

Approved by the School of Health Sciences Assembly, March 12, 2004

January, 2004

MEMORANDUM

Date: September 20, 2004

To: Oakland University Graduate Council

From: Charles McGlothlin
Program Director, Occupational Safety & Health

Subject: **First Reading Revisions to Proposed MS in Safety Management**

The following revisions have been made to the initial proposal for the Master of Science degree in Safety Management. These changes are included in the revised proposal that follows and are the result of recommendations made by the Oakland University Graduate Council at the First Reading of this proposed degree on May 12, 2004.

The revisions include:

1. Prerequisites for all School of Health Sciences and School of Business Administration courses have been added to the course descriptions on page 18, 19, 20, 38, and 39 of the revised proposal.
2. Required prerequisite safety courses referred to in the admission criteria are listed in the revised proposal.
3. The Accounting Department is considering designing a new course, ACC 513 that would include elements of ACC 511 and acc 512. If ACC 513 is developed and offered by the Accounting Department it will be substituted for ACC 511 in this proposal.
4. Library collection additions and associated funding recommended by the Kresge Library has been reflected in the Library Holding section on page 17 and in the Needs and Costs of the Program on page 25.
5. Required prerequisite safety courses for admission to the MSSM program are identified under the admission criteria on page 21 of the revised proposal.
6. The Needs and Cost Support Summary/Proformas on page 29 through 32 have been revised and recorded in the proper format. Tuition for the graduate teaching assistant has been added and costs to increase library holdings have also been added.
7. Graduate Course Action forms for OSH 500 and OSH 699 are included in Appendix h. in the revised proposal.
8. The section titled Support Letters in the original proposal has been more appropriately titled External Review.

9. Additional full-time and part-time MSSM Faculty Vitae have been added in Appendix d.
10. A list of perspective students that have expressed written interest in the proposed MSSM is included in new Appendix f.
11. Details of similarly named master's degree programs are supplied in new Appendix g.
12. Graduate student research activities referred to in the Abstract and introduction are explained in the revised proposal.
13. Two Proforma options are included in the revised proposal. Alternative #1 reflects the MSSM degree offering with part-time faculty, and Alternative #2 reflects offering the degree program with the addition of a full-time faculty member. Although Alternative #2 is preferred, the degree program could be offered with fully qualified part-time faculty in the current tight budgetary situation.
14. Explanation of the need for the program on page 9 was revised to reflect that the letters of support were from outside reviewers that had reviewed the proposed MSSM curriculum, course descriptions, and educational goals.

ABSTRACT

The Master of Science in Safety Management (MSSM) degree was developed through a cooperative effort between the School of Health Sciences and the School of Business Administration at Oakland University. This master's degree program focuses on the business aspects of safety management in the workplace and combines an effective balance of core MBA coursework with application of these business skills to safety-related case studies in risk assessment, loss control, risk management, and safety program planning, administration, and management.

This master's degree is intended to benefit college graduates and in-service safety professionals with a safety-related bachelor degree or other bachelor degree coupled with safety-related work experience or required prerequisite safety courses. The goal of the MSSM degree program is to provide the business analytical tools and skills necessary for making sound management decisions in business and industry as they relate to occupational safety, health, and environmental issues in the workplace.

Additional goals of this graduate degree offering are the development of:

- Increased levels of research activities in the School of Health Sciences.
- Improvement in the funding base for the Occupational Safety and Health Program and the School of Health Sciences.
- Educational interactions and research partnerships with local, regional, and national businesses, industries, professional societies, labor unions, and government agencies.
- A unique, high quality, cutting edge graduate degree that will enhance Oakland University's reputation as a University of Distinction.
- A graduate degree that will provide access to management level safety professional jobs for women and under represented minorities to include African Americans and Hispanics.
- Consulting services and continuing education programs to provide professional community service and revenue generation opportunities.
- Business-related cost containment research projects that will likely generate grant support from safety-related professional societies and government research programs.

Business-related operating cost containment will be a graduate student research focus in the proposed MSSM degree program. Employer workers' compensation costs are among the highest in the nation in the State of Michigan. Researching and analyzing the factors contributing to these high costs could contribute to cost containment recommendation that would contribute significantly to the economic viability of Michigan employers. Initial investigation at the undergraduate student research level indicates employers are anxious to participate in these proposed cost containment research efforts.

Although there are several master's degree programs in safety management across the country, there are currently no similarly named programs in the State of Michigan. None

of the existing programs are offered in cooperation with a MBA program which makes the proposed OU program truly unique in the occupational safety and health career field. See Appendix g. for information on similarly named master's programs.

More than thirty external reviewers representing local, regional, and national safety professional societies, government agencies, prospective employers, and prospective graduate students were asked to review the proposed MSSM goals, educational outcome, curriculum, and course descriptions. These working safety professionals strongly endorsed the proposed curriculum and verified the need for a Master of Science in Safety Management degree offering at Oakland University, see Appendix b.

The School of Business Administration has offered 20 slots in the five MBA courses required for this degree at no cost to the School of Health Sciences or to OU. The remaining five courses will be offered through the School of Health Sciences and may or may not make it necessary to hire one new faculty member for participation in the second year of the program. The two five-year Proforma alternatives developed in this proposal are based on very conservative enrollments and will produce differing results depending on use of full-time or part-time faculty to deliver the proposed Master of Science in Safety Management degree.

Proforma Alternative #1 assumes the MSSM will be delivered with part-time faculty and without hiring an additional full-time faculty member to accommodate our current fiscal constraints. This Proforma results in a positive cash flow in four of the first five years and generates \$232,308.76 available for distribution over the five year period. Proforma Alternative #2 assumes hiring a full-time faculty member in the second year of offering the proposed MSSM degree and results in a positive cash flow in the first and fifth year of offering. Over the first five years of offering the MSSM under this Proforma Alternative #2 results in a negative \$152,581.32 available for distribution. However, based on the 68 individuals that have expressed written interest in the MSSM, before any program promotion has occurred, it is reasonable to expect that conservatively 40 students could be enrolled in the second year of course offerings rather than the 20 students assumed in both of the above Proforma alternative. The lower number of enrollments was used to limit projected revenue and produce a very conservative financial analysis. The upside potential of this degree offering is very positive.

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I. Rationale

a. Regional and national need for the program

Occupational safety and health is a relatively new and still emerging career field compared to other professional studies at universities across America. None of today's safety-related degree programs existed before the U.S. Congress passed the Occupational Safety and Health Act of 1970. This act represents the first national legislation directed at ensuring the safety and health of America's working men and women. The Oakland University Occupational Safety and Health baccalaureate degree, established in 1978, was one of the first such programs to respond to this national demand for increased health and safety in the workplace.

Since its beginning, the Oakland University Occupational Safety and Health degree program has met the needs of southeast Michigan's industrial community in responding to the increased national regulatory focus on workplace safety and health. A strong working relationship has developed between this program and the Big Three automobile manufacturers, the United Automobile Workers International Union, many auto parts and equipment suppliers, state and federal government agencies, and a wide variety of other key employers throughout Michigan and beyond. The demand for program graduates is strong and growing, as is the interest in expanding Oakland University's safety-related educational offerings to the Master of Science degree level in Safety Management.

The Master of Science in Safety Management (MSSM) degree program is modeled after the Master of Science degree in Engineering Management developed by the Oakland University Department of Electrical and Systems Engineering in cooperation with the University's School of Business Administration. The proposed MSSM degree was developed in a cooperative effort between the School of Health Sciences and the School of Business Administration and focuses on the business aspects of safety management in the workplace. This interdisciplinary degree combines an effective balance of core MBA coursework with application of these business skills to safety-related case studies in risk assessment, loss control, risk management, and safety program planning, administration, and management.

This master's degree is intended to benefit in-service safety professionals with a safety-related bachelor's degree or other bachelor's degree coupled with safety-related work experience or required prerequisite safety courses. In today's business climate it is more important than ever that safety professionals understand the basics of business management and related disciplines such as accounting and finance to promote the cost-effective use of organizational fiscal resources. Unfortunately, even the Accreditation Board for Engineering and Technology (ABET) accredited safety degree programs are lacking with regard to developing an understanding of top management's business perspective of safety and health problems in the workplace (Adams, 2003).

According to Thomas and Lack (1996),

The management school model for education of safety and health professionals has not yet been attempted, yet it is one whose time has arrived. After all, it is other managers who the safety and health practitioner must work with, gain respect from, and convince in order to be effective. This process is best begun while everyone is in school. (p. 646)

Adams (2003) recommended development of a management school of safety paradigm based on a hybrid curriculum well-grounded in safety principles coupled with risk management and traditional business subjects such as human resources management, finance and accounting. These recommendations for an emerging management school of safety are satisfied in this MSSM proposal. Adams (2004) has reviewed this proposed MSSM degree and endorsed this approach as meeting the educational needs of the safety manager in the 21st century.

Appendix b. contains 35 letters from external reviewers from local, regional, and national safety professionals representing professional societies, government agencies, prospective employers, and prospective graduate students that reviewed the MSSM curriculum, course descriptions, and educational goals and strongly supported and endorsed the need for a Master of Science in Safety Management at Oakland University. A sampling of this support includes Skipper Kendrick, President of the American Society of Safety Engineers who endorses this MSSM on behalf of ASSE's 30,000 members and says "American business and the Safety Profession will benefit from this degree." Robert DeSiervo, Director, Professional Affairs for ASSE endorses this degree program "without reservation" and notes that the MSSM program will provide "experienced Safety and Health practitioners with not only advanced study in safety but most importantly, business education and skills." Dr. Mark Friend, Chair of the ASSE Educational Standards Committee applauds and supports the MSSM and notes that this degree "is a worthwhile and long overdue effort" that is important in that it "paves the way for programs and curriculums at other schools." Darryl C. Hill, Certified Safety Professional, past president of the Greater Detroit Chapter ASSE, current ASSE Region VII Vice President, and current member of the ASSE Board of Directors endorses the proposed degree and explains that "A graduate program that includes coursework in risk management, financial aspects, total quality management, and human resources is needed for the safety profession to thrive in the 21st century."

James Weiskopf, Certified Safety Professional (CSP) and retired State of Michigan OSHA Occupational Safety Consultant says that he "cannot urge adoption of this program strongly enough. It will help to fill a need that has existed for a very long time in the Safety and Health field." Mr. Weiskopf goes on to say that "no safety program can be very effective unless it has the full support of top management and this is often very difficult to obtain in large part because the undergraduate trained safety director is not able to translate the moral, ethical, and legal needs for safety programs into terms that CEO's and other managers can recognize as business needs." Weiskopf points out that the prime value of the MSSM program is "giving the safety director the tools and

expertise necessary to enlist the support of top management for safety programs.” Michael Everett recently retired from the Bureau of Safety & Regulations which administers the Michigan Occupational Safety and Health Act, has provided his “full support for this much needed curriculum.”

Prospective employers from Southeast Michigan and across the country have enthusiastically endorsed this proposed MSSM degree. The Big Three auto manufacturers and supporting suppliers have strongly supported this proposed master’s degree. Michael Stamper, DaimlerChrysler Manager of the Advance Process Group notes that after talking with a number of individuals about graduate studies, “a Master’s degree program that is based on integrating safety and business management concepts would be a program they say would interest them.” Patrick Frazee, Certified Safety Professional and Manager of Health and Safety for General Motors North America Operations notes that at General Motors, “we often are seeking safety professionals that have skills and knowledge that go beyond the baccalaureate degree. We often are looking for individuals who can move into supervisory and managerial safety positions faster. I believe that an advanced program would provide safety professionals who could do just that. I am confident that there are many safety professionals currently employed who would seek the opportunity to enhance their skills and obtain an advanced degree.”

Ron Stiteler, Corporate Manager of Safety at American Axle and Manufacturing in Detroit Michigan strongly supports the need for the MSSM and has proposed interacting with students in this program on a cooperative educational basis. Michael Nicholson is the Washington Group International Group Safety Director in Cleveland, Ohio whose company employs “over 1,000 safety and health professionals that are constantly seeking graduate degree programs to meet their career goals.” Nicholson express his excitement about the opportunity a Master of Science in Safety Management creates for safety professionals throughout Michigan and Northern Ohio. According to Nicholson, “The proposed combination of MBA courses to be inclusive with the Health and Safety curriculum is a definitive move in the right direction.”

Dr. John Hoffman, Certified Safety Professional and President of Safety Engineering Labs, Inc. in Warren, Michigan notes that “Safety Management is and has been a rapidly emerging field vital to Industry and employees alike. This rapidly evolving effort is paying handsome dividends in improving workplace safety by bringing modern management practices to safety programs at all levels of the workplace. Indeed the recognition by top management of the dividends that a progressive and well managed Safety and Health Program can provide has now become the norm rather than the exception. To continue to build on this effort Safety Professional who have not only strong credentials in safety practices but have integrated these skills with good business management practices are and will be needed throughout industry.”

Dr. Hoffman continues by saying that the Oakland University “effort in developing this graduate curriculum clearly recognizes the educational needs of the modern Safety Professional and will show the way for others to follow.” In conclusion of Dr. Hoffman’s written endorsement of this MSSM degree, he references his very positive

experience in hiring OU grads and says “Oakland University has a history of being proactive in seeking out the needs of the community of employers and the students that it serves and insuring that its programs meets those needs. This program (MSSM), once again demonstrates that Oakland is ahead of the curve in meeting the needs of employers and students alike.”

Darryl C. Hill, U.S. Safety & Health Officer for ABB Inc. and Facilities Manager for ABB Inc. in Auburn Hills, Michigan has hired several OU safety and health graduates and sees a “major need for these recent graduates and other safety professionals to have an opportunity to gain knowledge in the world of business. The Master of Science in Safety Management is a long overdue curriculum.” From Mr. Hill’s personal experience and dialogue with line managers it has become apparent that “many safety professionals lack the preparation, knowledge, and experience to successfully negotiate and communicate among senior managers.” Mr. Hill concludes his very strong endorsement of the MSSM degree with the belief that “This preparation and knowledge is critical to the success and future for the safety professional and the SH&E Profession.”

An Oakland University Occupational Safety and Health Alumni Survey Questionnaire, see Appendix e, was administered at the Michigan Safety Conference in Lansing, Michigan on April 15, 2003. Forty-one OU Safety and Health alumni participated in the survey which addressed, among other things, alumni interest in an Oakland University Master of Science degree in Safety Management. Thirty of the participants, 73%, were interested in pursuing this proposed degree; three, 7%, were undecided or indicated they might be interested; and eight, 20%, were not interested in pursuing this master’s degree at the time of the survey. It should be noted that the eight alumni not interested in graduate studies were recent graduates, 2002 or 2003, who wanted to gain work experience before considering graduate studies. Many of these alumni continue to follow-up on a regular basis as to progress toward offering this proposed MSSM degree. Several of these interested perspective students have written letters of support for the proposed degree.

A wide cross-section of professionals in the safety and health career field have written letters of support and expressed local, regional, and national need for the proposed MSSM degree program. Fred Manuele, Certified Safety Professional, Professional Engineer, and author of a leading text, *On the Practice of Safety, Third Edition*, has strongly supported the proposed degree. Manuele saw the curriculum as presenting “an excellent balance of technical, financial management, and operations management course material which reflects very well on what I perceive to be the real needs.” Bret Clausen, Certified Safety Professional, agrees with Manuele’s assessment of the proposed curriculum when he writes; “I believe the proposed curriculum will provide a unique merger of safety and business management knowledge that will enhance the effectiveness of practitioners who complete the degree.”

Dr. Paul Specht, Professor of Occupational Safety & Environmental Health at Millersville University of Pennsylvania and Past Chair, ABET Applied Science Accreditation Commission addressed the demand and need for the OU Occupational

Safety and Health Program as part of the Oakland University required program review process. In Dr. Specht's final report submitted June 17, 2003, he noted that "Oakland University should research the need for a Master of Science degree in Safety Management. Students, alumni and members of the Industry Advisory Committee are in strong support of a graduate degree in safety. The University is in a key position academically and geographically to offer the M.S. in Safety Management. No other institution in the state offers this degree." Dr. Specht went on in his report to "strongly recommended" that OU develop a Master of Science in Safety Management.

Dr. Richard Rozek was the first full time faculty member hired by the OU Occupational Safety and Health Program more than 20 years ago. As such, Dr. Rozek brings a valuable historic perspective to the proposed MSSM. In his endorsement of the proposed MSSM, he notes that as the program developed, graduate feedback indicated a real need for specialization in safety management. Rozek reports that "After polling our former students and industry in general, Oakland University's Industrial Health and Safety faculty came together for candid discussions and realized the requisite for advanced education in the safety management area." Dr. Rozek concludes his endorsement of the proposed degree as follows: "This innovative proposal is long overdue and will not only benefit industry but also the community. The Master of Safety Management curriculum will accentuate safety within the workplace setting to a new level leading to decreased frequency and severity of accidents and injuries."

b. Program promotion of the role and mission of the university

The proposed MSSM will promote the role and mission of the university by establishing a high-quality education experience that meets the need of employers and in-service safety professionals in Southeast Michigan and across the country. This innovative graduate program will address the needs of an emerging safety management career field through a hybrid business school paradigm that safety-related professional societies, forward thinking educators, proactive employers, and in-service safety professionals agree is long overdue. This cutting edge graduate degree program will bring state, regional, and national attention to Oakland University and help OU in the quest to become a University of Distinction.

The addition of a much needed graduate degree program in the emerging career field of occupational safety and health will open research opportunities in both the public and private sectors for graduate and undergraduate students in the School of Health Sciences. A research focus is anticipated that will result in professional community service and partnerships with businesses and labor unions.

The above stated benefits of this MSSM degree are consistent with and contribute to the Oakland University 2010 Strategies for quality academic program development. Specifically, this degree will provide a master's program that meets market demands of our society. In addition, this degree will provide undergraduate, as well as graduate, students the opportunity to work with faculty on research and other creative endeavors.

Finally, this degree program will result in significant future enrollment growth to support the 2010 student population target.

c. The goals of the program

The goal of the MSSM degree program is to provide the business analytical tools and skills necessary for making sound management decisions in business and industry as they relate to occupational safety, health, and environmental issues in the workplace.

Additional goals of this graduate degree offering are the development of:

- Increased levels of research activities in the School of Health Sciences.
- Improvement in the funding base for the Occupational Safety and Health Program and the School of Health Sciences.
- Educational interactions and research partnerships with local, regional, and national businesses, industries, professional societies, labor unions, and government agencies.
- A unique, high quality, cutting edge graduate degree that will enhance Oakland University's reputation as a University of Distinction.
- A graduate degree that will provide access to management level safety professional jobs for under represented minorities to include women, African Americans, and Hispanics.
- Consulting services and continuing education programs to provide professional community service and revenue generation opportunities.
- Business-related cost containment research projects that will generate grant support from safety-related professional societies and government research programs.

Business-related operating cost containment will be a graduate student research focus in the proposed MSSM degree program. Employer workers' compensation costs are among the highest in the nation in the State of Michigan. Researching and analyzing the factors contributing to these high costs could contribute to cost containment recommendation that would contribute significantly to the economic viability of Michigan employers. Initial investigation at the undergraduate student research level indicates employers are anxious to participate in these proposed cost containment research efforts.

Upon completion of this Master of Science in Safety Management program of study, the graduate should be able to:

- Communicate effectively with top management and cost-justify interventions necessary to protect employees, property, and the environment.
- Enhance management commitment to workplace improvements in safety and health through development of better management understanding of the safety and health impact on bottom line performance.
- Encourage increased employee involvement in development of safety and health interventions through better understanding of the business ramifications and needs for safety and health improvements in the workplace.

- Implement safety and health programs/interventions that optimize business and safety performance in unison.
- Develop return of investment evaluations that demonstrate understanding of the financial and operational impacts of safety interventions in the workplace.
- Effectively integrate occupational safety and health programs that play a significant role in business total quality management efforts and that enhance operational efficiency and productivity.
- Translate moral, ethical, legal, and operational needs for safety and health programs/interventions into terms that a business CEO or other corporate manager can recognize as a valid business need.
- Identify strategies that align safety and health improvements with organizational priorities.
- Demonstrate that safety in the workplace makes good business sense.
- Contribute as a key member of an organizational management team.

d. Comparison to similar programs

Although there are several master's degree programs in safety management across the country, there are currently no similarly named programs in the State of Michigan. Of the existing master's degrees in safety management, none are similar in structure to the proposed MSSM. None of the existing programs are offered in cooperation with an MBA program which makes the proposed OU program truly unique in the occupational safety and health career field. See new Appendix g. for specific information on similarly named programs in safety management.

The proposed MSSM is similar in structure to the Master of Science in Engineering Management at Oakland University and other universities in Michigan and across the country. In recent years the number of master's level programs in engineering management has grown rapidly. There were seventy such programs when the OU master's in engineering management was approved by the OU Graduate Council in 1982. The occupational safety and health curriculum is considered an engineering-related curriculum by ABET. As the occupational safety management career field continues to mature and emerge, it is anticipated similar demand will occur for a master's in safety management degree as has occurred in the demand for the engineering management master's degree.

e. The source of students

Oakland University has 25 years of graduates in safety and health. Many of these graduates are still in the Greater Detroit Area and have expressed interest in a master's degree in safety management. In addition, other Michigan universities have baccalaureate degree programs in occupational safety and health whose graduates will likely be interested in continuing their education at the graduate level in safety. These universities include Central Michigan, Ferris State, and Grand Valley State. None of these universities has a master's degree in a safety-related career field.

Key employers in Southeast Michigan and across the state have recruited and hired occupational safety and health graduates from universities across the country, particularly graduates from universities with ABET accredited safety-related degree programs. There are several thousand safety professionals in the Greater Detroit Area alone that may be interested in graduate studies at OU.

In addition to perspective students from Michigan, this master's degree will have a regional and national draw. Endorsements from national professional societies and organizations like the American Society of Safety Engineers, the National Safety Council, and the Board of Certified Safety Professionals will result in-out-of state enrollments.

f. The program's unique and distinctive aspects

The MSSM is a collaborative effort of the School of Health Sciences and the School of Business Administration and is unlike any other master's degree in occupational safety and health in the United States. This proposed graduate degree program is truly unique in the occupational safety and health career field.

The distinctive characteristic of this proposal is the interdisciplinary nature of the degree offering. Incorporating core MBA courses and applying these business-related skills to occupational safety administration and management case studies is an innovative approach whose time has come according to forward thinking educators, employers, and safety professionals. Many of these educators and professionals believe this degree will become the model for graduate studies in safety management in the future.

g. Sources of consultation in the program formulation

The original proposal for a Master of Science in Safety Management was formulated by a group of OU faculty lead by Dr. Richard Rozek in 1999 after an extensive survey of OU graduates and key employers in Southeast Michigan. This proposal was not sent forward and held in the School of Health Sciences pending hiring of a Program Director for the Occupational Safety and Health Program. This program proposal was revisited and updated with the arrival of a new program director in 2002.

The initial consultation with outside advisors/reviewers began in the fall of 2002 with the establishment of an OSH Program Industry Advisory Committee made up of leading safety professionals from a wide range of employers in Southeast Michigan and Northern Ohio. This committee met in the fall of 2002 and the spring and fall of 2003 to finalize their review and input into the proposed MSSM degree.

The proposed degree plan was then forwarded to the American Society of Safety Engineers Educational Standards Committee for review and critique. Dr. Mark Friend, Chair of that committee, provided strong support for this proposal, see Appendix b. Dr. Friend noted that "there has been a longstanding initiative to have safety and health management integrated into business programs." Friend goes on to say that "In fact, at

the most recent meeting of the Educational Standards Committee of the American Society of Safety Engineers (ASSE), lively discussion revolved around the development of an MBA with a safety emphasis. It appears you are accomplishing this. To my knowledge, your school is the first to do so. This is a worthwhile and long overdue effort. A combination of courses preparing students to enter the world of business with a safety emphasis is exactly what the profession needs.” In closing, Dr. Friend states that “Your initiative is important and it paves the way for programs and curriculums at other schools. I endorse this idea and wish you the best in your endeavor.”

With this strong endorsement of the ASSE Education Standards Committee, the proposed MSSM degree curriculum, course description, program goals, and proposed educational objectives were distributed to board of director members of the Greater Detroit Chapter of ASSE, key employers in the Greater Detroit Metro Area, and a sampling of alumni of the Oakland OSH program for review and critique. This final review resulted in overwhelming positive support for the MSSM along with considerable enthusiasm for program implementation as soon as possible.

II. Self-Study of the Academic Unit

a. Program promotion of the School of Health Science goals

The proposed master’s degree is a logical and planned extension of program offerings in the School of Health Sciences. In fact, one of the responsibilities listed on the Position Description for the Director, Occupational Safety and Health Program which was filled in August, 2002 stated “To investigate the viability of a master’s program in OSH, and if viable, to develop and implement it.” All faculty members in the OSH program are supportive and anxious to expand the safety program offerings to the graduate level.

Dr. Stafford Rorke, Director of the Wellness, Health Promotion, and Injury Prevention Program in the School of Health Sciences has supported development of this proposed master’s degree as an option for graduate study for graduates of the WHP program with an injury prevention emphasis. Dr. Rorke has worked with the OSH Program Director in the development of a minor in Occupational Safety that will ensure his WHP graduates have the prerequisite courses to meet entrance requirements for the MSSM degree.

b. Staffing needs

The staffing needs to implement this degree program are at a bare minimum due to the strong interdisciplinary support provided to the School of Health Sciences by the School of Business Administration. The School of Business Administration has offered 20 slots in the five MBA courses required for this degree at no additional cost to the School of Health Sciences or to Oakland University. This amounts to half of the required courses for this degree completion. The other five courses will be offered through the School of Health Sciences and will make it necessary to hire one new faculty member.

This new faculty member should be hired in the first year of the degree program offering for participation in the second year of the program.

In addition, there will be a need for one part-time clerical and one graduate assistant position to support this degree as the program grows to maturity. However, the graduate assistant will only be hired if funding is made available through research grants.

c. Faculty qualifications in safety management

Current faculty in the School of Business Administration are qualified and in place with the existing MBA program course offerings to accommodate the additional graduate students for the proposed MSSM degree. Dr. Charles McGlothlin, Program Director of the OSH Program has extensive business management experience with Bethlehem Steel in Pennsylvania, Atlantic Richfield Company in Utah, and KNEenergy, Inc. in Colorado. Dr. McGlothlin has more than 18 years experience in senior level management positions with these Fortune 500 companies and is available for the initial start up of the MSSM degree program. Dr. Rozek has studied the need for a degree in safety management and can contribute in this endeavor as can several highly qualified part-time faculty currently teaching in the OSH program. Full-time and part-time faculty CVs are included in Appendix d.

d. Library holdings

An analysis and report of library holding in business/safety management and administration was conducted by Mildred Merz. The MBA courses are well supported by the Kresge Library. Many of the current safety-related volumes held in the library directly relate to safety program administration and management and will support graduate studies in this area. However additional holding are deemed necessary by the Kresge Library staff and funding recommended by the library is included in the revised proformas, see Appendix i. Specific additions of texts and journals will be agreed on between the School of Health Sciences and the Kresge Library.

e. Classroom and laboratory space

No laboratory space is required for this program. However, the program will require one Level III – Enhanced Technology Classroom in the fall, winter, and spring terms of each academic year.

f. Equipment needs

Office space, equipment, and furniture will be required for one full-time faculty member in the second year of the program. In the first year of the program one laptop computer, a DLP technology projector, and one digital camera will be required to support, promote, and recruit students for this new degree program.

g. Impact on current program resources

The MSSM degree will have a positive effect on the existing OSH and WHP programs in the School of Health Sciences by increasing undergraduate student enrollments and increasing undergraduate and graduate student research opportunities. The proposed master's degree will also have a positive impact in the School of Business Administration by increasing the student to faculty ratio in existing core MBA courses by filling seats that are currently available in these courses. This growth and economic improvement comes at a minimal cost of one full time faculty in the OSH program.

III. Program Plan

a. Degree requirements

To be awarded the Master of Science in Safety Management the student must:

1. Successfully complete a minimum of 32 credits of graduate level work as specified below.
2. Earn an overall grade point average of at least 3.00 in all courses taken at Oakland University as a graduate student.

School of Health Sciences Courses: (17 credits)

- OSH 500 Introduction to Research (4)
- OSH 520 Applied System Safety Analysis (3)
- OSH 540 Risk Assessment and Loss Control (3)
- OSH 560 Advanced Safety and Health Administration (3)
- OSH 699 Safety Management Capstone Course (4)

School of Business Administration Courses: (15 credits)

- QMM 510 Statistical Analysis for Managers *
- ACC 511 Financial Accounting (3)
- POM 521 Operations Management (3)
- ORG 530 Organizational Behavior (3)
- ORG 631 Human Resources Management (3)
- POM 640 Total Quality Management (3)

* May be waived based on student undergraduate/graduate statistics courses.

Course Descriptions

OSH 500 – Introduction to Research

An introductory graduate-level course in research methods for students pursuing graduate degrees in health sciences. Topics include: scientific method, ethics, research design, interpretation of existing research, statistical concepts, computer resources, conceptualization of research problems, instrumentation and proposal preparation and presentation.

Prerequisites: Program Director Permission.

OSH 520 – Applied System Safety Analysis

System safety provides disciplined approaches to hazard identification and risk analysis. The analytical techniques in this course can be used to assess risk to employees, facilities, equipment, production, quality, and the environment. System safety analytical techniques will be applied to case studies drawn from professional practice.

Prerequisites: Program Director Permission.

OSH 540 – Risk Assessment and Loss Control

Advanced study of methods to analyze workplace hazards and assess the probability and severity of adverse effects of identified hazards. These risk assessments are used to determine cost effective use of resources to avoid, eliminate, or control hazards to attain a workplace for which risks are judged to be acceptable.

Prerequisites: Program Director Permission.

OSH 560 – Advanced Safety and Health Administration

This course emphasizes the administrative steps necessary to implement and manage a comprehensive safety and health program. Employer/employee roles, responsibilities, and accountability are discussed with emphasis on management commitment and employee involvement. Administrative law and employer citation defenses are discussed and applied in case studies.

Prerequisites: Program Director Permission.

OSH 699 – Safety Management Capstone Course

This course is a capstone experience developed in a collaborative effort between the School of Health Sciences and the School of Business Administration that applies business management and safety program analytical and administrative course knowledge skills to comprehensive case study situations.

Prerequisites: Program Director Permission.

ACC 511 – Financial Accounting

Focus is on financial accounting for external reporting: communications addressed to shareholders, government agencies, potential investors and the public.

Prerequisites: None.

POM – 521 – Operations Management

Study of operations of manufacturing and service organizations. Introduction to operational design and control issues such as forecasting, capacity planning, facility location and layout, production control, material requirements planning, scheduling and quality assurance. Includes international, legal and ethical aspects, as well as computer exercises.

Prerequisites: QMM 510 or instructor's permission.

ORG 530 – Organizational Behavior

Organizational behavior is analyzed at individual, group and organizational levels. Individual and group processes such as perception, learning, motivation, communication, and conflict are studied in depth. Organizational-level topics include size, structure, complexity and effectiveness. Where appropriate, cross-cultural issues will be discussed.

Prerequisites: Admission to the MBA

ORG 631 – Human Resources Management

Theoretical and empirical issues of the personnel function in modern organizations. Includes job analysis and design, employee recruiting, compensation policies and

practices, research techniques, government policy, law, and social and environmental factors related to decision making.

Prerequisites: QMM 510 and ORG 530.

POM 640 – Total Quality Management

Surveys the history and basic concepts of total quality management (TQM). Includes the discussion of approaches to quality of Deming, Crosby, Durand, Bernhard-Walsh and others. Teams of students will apply TQM principles to real world projects.

Prerequisites: QMM 510, ORG 530 and POM 521.

b. Admission criteria

This proposed master's degree is intended to benefit college graduates and in-service safety professionals with a safety-related bachelor's degree or other bachelor's degree coupled with safety-related work experience or required prerequisite safety courses. Required prerequisite safety courses are OSH 100, 225, 235, 331, 332, 441, 442, and 444. Admission to the program will be highly selective; applicants must have a bachelor's degree from a regionally accredited institution, an overall GPA of 3.0 or above, three letters of recommendation from previous faculty or supervisors, a personal statement of professional goals, transcripts of all previous academic work, and a minimum grade of 2.0 in any required prerequisite courses. All applicants must take the GRE and GRE writing sample and achieve a satisfactory score. Foreign-educated applicants must all meet university requirements for proficiency in English. They will be required to take and meet minimum standards for the Test of Written English and Test of Spoken English. In addition, they will be required to demonstrate an educational level equivalent to a BS degree in the United States. All applicants must complete and return all required graduate admission forms to the Office of Graduate Studies.

Applicants with an undergraduate GPA less than 3.0 with appropriate academic background and strong letters of recommendation may be considered for conditional admission. Students who qualify for this status must complete a minimum of 12 credit hours of graduate-level work with a GPA of 3.0 or above to continue in the MSSM degree program.

c. New internal procedures required to support the program

No new internal procedures are required to support the proposed MSSM degree. Existing procedures established for the undergraduate degree in Occupational Safety and Health will accommodate this new degree program.

d. Sample curriculum

**Master of Science in Safety Management
Course Scheduling**

First Year:	Fall OSH 500 ACC 511	Winter POM 521 ORG 530	Spring OSH 520
Second Year:	Fall OSH 540 ORG 631	Winter OSH 560 POM 640	Spring OSH 699

e. New courses required

Eight of the ten courses required to complete the proposed master's degree are currently existing courses available in the OU Graduate Catalog/Banner. Two new OSH courses are required to complete the MSSM degree offering. OSH 500, Introduction to Research must be developed and approved for the first academic year of the proposed degree, and OSH 699, Safety Management Capstone Course must be developed and approved for the second academic year of the MSSM degree. Course descriptions for these two courses are listed above under III. a. Degree requirements. Graduate Course Action forms for these courses are in Appendix h.

f. Support of other academic units

As a new interdisciplinary degree program the MSSM was developed through a collaborative effort between the School of Health Sciences and the School of Business Administration at Oakland University. The support provided by the School of Business Administration was key to the successful, cost effective development and the future delivery of this innovative master's program. The School of Business has agreed to provide 20 slots in each of five core MBA courses to accommodate MSSM graduate students at no cost to the proposed new degree program. This accommodation has made possible development and implementation of the proposed degree at a minimum cost to Oakland University.

In addition, the School of Engineering was very supportive and helpful in providing information and rationale for the model used for development of this degree program, the Master of Science in Engineering Management.

g. Recruiting plans

With the needs analysis recently conducted relative to this proposed program a significant number of potential students are contacting the OSH program on a regular basis. In 2004 alone, 49 individuals expressed written interest in the MSSM degree at the April 2004 Michigan Safety Conference held in Lansing, Michigan. An additional 19 individuals have e-mailed the OSH program expressing interest in the proposed MSSM degree, see Appendix f. Word of mouth recruitment will continue through professional contact with the American Society of Safety Engineers on a local, regional, and national basis. Dr. McGlothlin has presented an educational update to the Board of Directors of the Greater Detroit Chapter ASSE and will provide an update of this degree at the ASSE Regional VII Professional Development Conference in Kentucky in August, 2004. In addition, Dr. McGlothlin will exhibit the Oakland University degree programs at the 2005 ASSE National Professional Development Conference in June, 2005. The OSH program and associated degrees will be exhibited at these ASSE regional and national conferences on an annual basis. In addition the MSSM will be exhibited at the Southeast Michigan Safety Conference and the Michigan Safety Conference on an annual basis.

Once the degree is approved, appropriate media announcements will be made through the ASSE, National Safety Council, Board of Certified Safety Professionals, and several professional journals. An e-mailed announcement will be distributed to the more than 600 members of ASSE in the Greater Detroit Chapter, and mailings will be sent to major employers and internship/cooperative educational partners.

A tri-fold handout is currently being designed for distribution at the Michigan Safety Conference and the above mentioned ASSE professional development conferences. In addition, posters are also being designed for display at Michigan universities with safety-related undergraduate programs, Central Michigan, Ferris State, and Grand Valley State, and other universities with ABET accredited undergraduate degree programs in safety and health.

A special effort will be made to attract underrepresented minorities and women to this program. Currently 51% of the undergraduate OSH enrollment is female. Therefore it is anticipated that recruitment of female graduate students will not be a problem. However only 5% of the OSH undergraduate student population are minorities. It is anticipated that the best way to increase graduate school enrollment in Safety Management is to recruit minority students into the undergraduate program. In this regard, the OSH program will become a regular participant at the Oak Park High School Job and Career Fair starting April 6, 2004. Oak Park High School student body is approximately 85% African American, 10% Asian and Middle Eastern, and less than 5% Caucasian. In addition, on campus African American student organizations will be visited to make these students aware of the opportunities available in a safety management career field.

h. Planned enrollment levels

Based on currently expressed interest in this proposed master's degree, the following is a very conservative estimate of the planned enrollment over the first five years of offering:

Year:	Total Enrollment:
1	10
2	20
3	25
4	30
5	40

i. Graduation requirements

To graduate with the Master of Science in Safety Management the student must:

1. Successfully complete a minimum of 32 credits of graduate level work as specified in the degree plan.
2. Earn an overall grade point average of at least 3.00 in all courses taken at Oakland University as a graduate student.

The MSSM is designed to accommodate in-service safety and health profession and as such will require only part-time enrollment to maintain graduate student status. However, continuous enrollment in each of the fall, winter, and spring terms is required. As indicated above, the degree plan is designed for completion of five courses per year for two consecutive years to accommodate the working adult. The maximum time limitation to earn this degree is established at four years. Failure to complete the degree in four years will result in loss of student status and will require re-application to continue in the degree program. Exceptions to the continuous enrollment and time limitation will be considered on a case by case basis.

j. Monitoring and advising students

Advising of graduate students will be the OSH Program Director's responsibility. Monitoring grades and continuous enrollment status will be part of the advising responsibility in an effort to encourage student completion/success. Special counseling efforts will be made to help ensure that under-represented minorities and women are retained and are successful in this program.

k. Accreditation

The MSSM degree program is unique in its curriculum design and is not in a specific area which is subject to professional or specialized accreditation. Therefore, program accreditation is not anticipated.

l. Program evaluation

The MSSM program will be evaluated against the established program goals and educational objectives established to satisfy these goals, see section I. c. of this proposal. Survey research instruments will be designed to measure graduate and the graduate employer's perception of the level of satisfactory attainment of the program goals and objectives. These program goals and objectives address academic, research, and service expectations that are consistent with the Oakland University Mission and Strategic Plan.

In addition, enrollment and budgetary expectations will be evaluated relative to actual performance on an annual basis.

IV. Needs and Costs of the Program

Program Needs:

a. Faculty positions

Five of the ten required courses for this degree completion will be taught by School of Business Administration faculty at no cost to the MSSM program or Oakland University. The remaining five courses taught by the Occupational Safety and Health

Program could require hiring one full-time faculty position for the OSH program to carryout this proposed degree plan. Salary and fringe benefit cost for this position is \$84,228, see Proforma Alternative #2. However, the proposed degree could be offered with fully qualified part-time faculty without hiring a full-time faculty, see Proforma Alternative #1. Although Alternative #2 is preferred, the program could be offered at significant cost savings with part-time faculty as illustrated in Proforma Alternative #1.

b. Staff positions

One part-time clerical staff position is required to support administration and evaluation of this degree program. Hourly cost with fringe benefits for this position is \$18,068.

c. Library holdings

As discussed in Section II. d. of this report, library holding additions are anticipated to support this program. Total book and journal additions over the first five years of offering the MSSM are estimated by Kresge Library to total \$15,330, see Appendix i. These costs are reflected in the revised proformas.

d. Graduate assistants

One graduate assistant is needed to support the research, operational, and administrative support of faculty and students associated with this degree. Annual salary for this position is \$4,500. In addition, graduate assistant tuition is will cost the program \$4,688 in budget years two through five.

e. Space requirements

Office space, equipment, and furniture are required for one full time faculty member. The cost for this requirement is budgeted at \$15,000.

f. Equipment requirements

Office equipment and furniture will be required for one full time faculty member in the second year of the program. In the first year of the program one laptop computer, a DLP technology projector, and one digital camera will be required to support, promote, and recruit students for this new degree program.

g. Supplies and services

An annual expense of \$5,000 is required for publicity materials and student recruitment. Operating supplies and materials are also budgeted at \$5,000 annually.

Program Support:

a. Direct support from outside agencies

None.

b. Shifting of resources internal to the unit

None.

c. Required support of other units

None.

d. Expected university commitment

None.

Analyze of increase support to the university:

a. Grants

Implementation of this program is expected to lead to an increase in external research funding after the first two years of operations. Safety related research grants are funded by the National Institute for Occupational Safety and Health, the Occupational Safety and Health Administration, the United Auto Worker, the American Society of Safety Engineers Foundation, and several major insurance companies. However, no such grant funding is reflected in the proformas.

b. Tuition

Anticipated tuition revenues for the program are as follows:

Year	Students Enrolled	Credits per Student	Rate/Cr Hr/Fees	Total Revenue
1	10	16	\$293/243	\$49,310
2	20	16	\$293/243	\$98,620
3	25	16	\$293/243	\$123,275
4	30	16	\$293/243	\$147,930
5	40	16	\$293/243	\$197,240

c. Public service

None.

V. Implementation

a. New faculty and staff positions required

The start-up of the MSSM can be accomplished without any new faculty or staff for the first year of the program by using the OSH Program Director as the instructor of record and replacing his undergraduate teaching load with adjunct faculty. Depending on the Proforma Alternative selected, hiring a full-time faculty may or may not be necessary.

The same approach could also be used in postponing hiring of the proposed part-time clerical support and graduate assistant. These hiring postponements would have a positive effect on cash flow in the start up phase of the MSSM degree which would help in the current tight budgetary situation.

b. Annual increases in library holdings

Annual increases in library holdings are estimated as follows: Year 1, \$3,500; Year 2, \$2,450; Year 3, \$2,890; Year 4, \$3,120; and Year 5, \$3,370 for a total increase in library holding valued at \$15,330. See Appendix i. for Kresge Library recommendations.

c. Purchases of required equipment

None required.

d. Course offerings each semester

Two courses are offered in each of the fall and winter terms and one course offered in the spring term for the first year. The remaining five courses are offered on this same schedule in the second year. All courses are offered in the evenings to accommodate the working adult learner. This allows a working adult to complete the degree program in two years. This course offering arrangement is successful established model established by the MBA program at Oakland University.

In the second and subsequent years four courses are offered in each of the fall and winter terms and two courses offered in the spring term. In the second and subsequent years, all ten required courses are offered each academic year. Five of these courses are offered through the School of Business Administration by filling currently available slots in core MBA courses at no additional cost to the MSSM program or to Oakland University. The remaining five courses offered by the School of Health Sciences will require the hiring of one full time faculty member after the first year of operation.

e. Implementation of new internal procedures:

None required.

f. Predicted enrollment level by year

Enrollment estimates are very conservative and ramp up to fill all 20 slots available in the various core MBA courses over a five year period. Ten students are anticipated in the first year, 20 in the second year, 25 in the third year, 30 in the fourth year, and 40 in the fifth year. However, based on the 68 individuals that have expressed written interest in the MSSM, before any program promotion has occurred, it is reasonable to expect that conservatively 40 students could be enrolled in the second year of course offerings. The lower number of enrollments was used to limit projected revenue and produce a very conservative financial analysis.

VI. Appendices

a. Needs and Cost Support Summary

5 yr Proforma Income Statement
 SHS- Master of Science in Safety
 Management
 Year # 2005-2010 - Alternative #1
 Fund Number: New

		Budget 2005-20064	Budget 2006-2007	Budget 2007-2008	Budget 2008-2009	Budget 2009-2010
Revenue Variables:						
Headcount		10	20	25	30	40
Total Credit Hours		160	320	400	480	640
Undergraduate		-	-	-	-	-
Graduate		160	320	400	480	640
Tuition Rate Per Credit Hour						
Undergraduate		\$-	\$-	\$-	\$-	\$-
Graduate		\$293.00	\$293.00	\$293.00	\$293.00	\$293.00
Enrollment Fees per Semester		\$243.00	\$243.00	\$243.00	\$243.00	\$243.00
Other Fees/Credit		\$-	\$-	\$-	\$-	\$-
Revenue						
Tuition		\$46,880.00	\$93,760.00	\$117,200.00	\$140,640.00	\$187,520.00
Enrollment Fees		\$2,430.00	\$4,860.00	\$6,075.00	\$7,290.00	\$9,720.00
Course Fees		\$-	\$-	\$-	\$-	\$-
Other Fees-		\$-	\$-	\$-	\$-	\$-
Total Revenue		\$49,310.00	\$98,620.00	\$123,275.00	\$147,930.00	\$197,240.00
Expenses *	ACCT					
<i>Salaries/Wages</i>						
Faculty Inload (Replacement Costs)	6301	\$-	\$-	\$-	\$-	\$-
Faculty Salaries	6101	\$-	\$-	\$-	\$-	\$-
Faculty Overload	6301	\$-	\$-	\$-	\$-	\$-
Part-time Faculty	6301	\$-	\$17,376.00	\$17,376.00	\$17,376.00	\$17,376.00
Visiting Faculty	6101	\$-	\$-	\$-	\$-	\$-
Administrative	6201	\$-	\$18,068.00	\$18,068.00	\$18,068.00	\$18,068.00
Administrative - IC	6221	\$-	\$-	\$-	\$-	\$-
Clerical	6211	\$-	\$-	\$-	\$-	\$-
Wages	6401	\$-	\$-	\$-	\$-	\$-
Student	6501	\$-	\$-	\$-	\$-	\$-
Graduate Assistant	6311	\$-	\$4,500.00	\$4,500.00	\$4,500.00	\$4,500.00
Out of Classification	6401	\$-	\$-	\$-	\$-	\$-
Overtime	6401	\$-	\$-	\$-	\$-	\$-
Total Salary Expenses		\$-	\$39,944.00	\$39,944.00	\$39,944.00	\$39,944.00
Fringe Benefits	6701	\$-	\$8,708.31	\$8,708.31	\$8,708.31	\$8,708.31
Total Salary and Fringe Benefits		\$-	\$48,652.31	\$48,652.31	\$48,652.31	\$48,652.31

Operating Expenses						
Supplies and Services/Marketing	7101	\$35,000.00	\$40,000.00	\$20,000.00	\$15,000.00	\$15,000.00
Graduate Assistant Tuition	7101	\$-	\$4,688.00	\$4,688.00	\$4,688.00	\$4,688.00
Travel	7201	\$-	\$-	\$-	\$-	\$-
Telephone	7301	\$-	\$-	\$-	\$-	\$-
Equipment	7501	\$-	\$-	\$-	\$-	\$-
Library	7401	\$3,500.00	\$2,450.00	\$2,890.00	\$3,120.00	\$3,370.00
Total Operating Expenses		\$38,500.00	\$47,138.00	\$27,578.00	\$22,808.00	\$23,058.00
Total Expenses		\$38,500.00	\$95,790.31	\$76,230.31	\$71,460.31	\$71,710.31
Net Income/Loss		\$10,810.00	\$2,829.69	\$47,044.69	\$76,469.69	\$125,529.69
Less Fees		\$2,430.00	\$4,860.00	\$6,075.00	\$7,290.00	\$9,720.00
Total Available for Distribution		\$8,380.00	\$(2,030.31)	\$40,969.69	\$69,179.69	\$115,809.69
Net Income Percentage		0.821245734	1.021654352	0.650429283	0.50810802	0.382414206

5 yr Proforma Income Statement
SHS- Master of Science in Safety
Management
Year # 2005-2010 – Alternative #2
Fund Number: New

		Budget 2005-20064	Budget 2006-2007	Budget 2007-2008	Budget 2008-2009	Budget 2009-2010
Revenue Variables:						
Headcount		10	20	25	30	40
Total Credit Hours		160	320	400	480	640
Undergraduate		-	-	-	-	-
Graduate		160	320	400	480	640
Tuition Rate Per Credit Hour						
Undergraduate		\$-	\$-	\$-	\$-	\$-
Graduate		\$293.00	\$293.00	\$293.00	\$293.00	\$293.00
Enrollment Fees per Semester		\$243.00	\$243.00	\$243.00	\$243.00	\$243.00
Other Fees/Credit		\$-	\$-	\$-	\$-	\$-
Revenue						
Tuition		\$46,880.00	\$93,760.00	\$117,200.00	\$140,640.00	\$187,520.00
Enrollment Fees		\$2,430.00	\$4,860.00	\$6,075.00	\$7,290.00	\$9,720.00
Course Fees		\$-	\$-	\$-	\$-	\$-
Other Fees-		\$-	\$-	\$-	\$-	\$-
Total Revenue		\$49,310.00	\$98,620.00	\$123,275.00	\$147,930.00	\$197,240.00
Expenses *	ACCT					
<i>Salaries/Wages</i>						
Faculty Inload (Replacement Costs)	6301	\$-	\$-	\$-	\$-	\$-
Faculty Salaries	6101	\$-	\$84,228.00	\$84,228.00	\$84,228.00	\$84,228.00
Faculty Overload	6301	\$-	\$-	\$-	\$-	\$-
Part-time Faculty	6301	\$-	\$-	\$-	\$-	\$-
Visiting Faculty	6101	\$-	\$-	\$-	\$-	\$-
Administrative	6201	\$-	\$18,068.00	\$18,068.00	\$18,068.00	\$18,068.00
Administrative - IC	6221	\$-	\$-	\$-	\$-	\$-
Clerical	6211	\$-	\$-	\$-	\$-	\$-
Wages	6401	\$-	\$-	\$-	\$-	\$-
Student	6501	\$-	\$-	\$-	\$-	\$-
Graduate Assistant	6311	\$-	\$4,500.00	\$4,500.00	\$4,500.00	\$4,500.00
Out of Classification	6401	\$-	\$-	\$-	\$-	\$-
Overtime	6401	\$-	\$-	\$-	\$-	\$-
Total Salary Expenses		\$-	\$106,796.00	\$106,796.00	\$106,796.00	\$106,796.00
Fringe Benefits	6701	\$-	\$38,078.83	\$38,078.83	\$38,078.83	\$38,078.83
Total Salary and Fringe Benefits		\$-	\$144,874.83	\$144,874.83	\$144,874.83	\$144,874.83

Operating Expenses						
Supplies and Services/Marketing	7101	\$35,000.00	\$40,000.00	\$20,000.00	\$15,000.00	\$15,000.00
Graduate Assistant Tuition	7101	\$-	\$4,688.00	\$4,688.00	\$4,688.00	\$4,688.00
Travel	7201	\$-	\$-	\$-	\$-	\$-
Telephone	7301	\$-	\$-	\$-	\$-	\$-
Equipment	7501	\$-	\$-	\$-	\$-	\$-
Library	7401	\$3,500.00	\$2,450.00	\$2,890.00	\$3,120.00	\$3,370.00
Total Operating Expenses		\$38,500.00	\$47,138.00	\$27,578.00	\$22,808.00	\$23,058.00
Total Expenses		\$38,500.00	\$192,012.83	\$172,452.83	\$167,682.83	\$167,932.83
Net Income/Loss		\$10,810.00	\$(93,392.83)	\$(49,177.83)	\$(19,752.83)	\$29,307.17
Less Fees		\$2,430.00	\$4,860.00	\$6,075.00	\$7,290.00	\$9,720.00
Total Available for Distribution		\$8,380.00	\$(98,252.83)	\$(55,252.83)	\$(27,042.83)	\$19,587.17
Net Income Percentage		0.821245734	2.047918387	1.471440512	1.192284044	0.895546224

b. External Review

i. Professional Societies



Safety Council for Southeast Michigan... since 1913

Chapter of  National Safety Council

21700 Northwestern Hwy., Suite 110 • Southfield, Michigan 48075-4901 • (248) 557-7010 • Fax 557-1281
safetycouncilse@earthlink.net • www.safetycouncilsemi.org

August 8, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director, Occupational Safety & Health
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

Oakland University has embarked on a very important effort that is needed in our community for the furtherance of the prevention of injury and illness. I have reviewed the description of the Master of Science in Safety Management (MSSM) degree for the professional development of the Safety, Health and Environmental Managers of the future. I fully endorse the program that has been prepared.

It is apparent that you have engaged the participation of very knowledgeable and experienced Safety, Health and Environmental Managers and Professionals from a variety of disciplines and industries in determining the content of such a program that will ensure the success of the program. It is also apparent that a great deal of effort has been extended in reviewing other successful programs for consideration of additional aspects of a program at Oakland University.

This program provides the opportunity to learn how to apply business skills in loss control, risk management, safety program administration, interaction with and how to communicate with management and others to effectively educate safety and health professionals on how to become a contributor to the profitability of a company and to demonstrate to managers how safety and health efforts enable a company to be successful.

It is commendable that a Safety and Health Laboratory has been added to the program and it is an important part of the program that will enable Masters candidates the opportunity to see what kinds of materials, personal protective equipment and processes are important in an injury and illness prevention program.

The Oakland University MSSM program is excellent and it will be essential for future successful Safety, Health and Environmental Managers to attain a MSSM degree.

Very truly yours,



Edward G. Ratzenberger, CSP
President/CEO

**AMERICAN SOCIETY
OF SAFETY ENGINEERS**

1800 East Oakton Street
Des Plaines, Illinois 60018-2187 USA

847.699.2929
FAX 847.296.3769
www.asse.org



February 24, 2004

Dr. Charles McGlothlin
Program Director
Occupational Safety and Health Program
School of Health Sciences
Oakland University
Rochester, Michigan 48309-4482

Dear Dr. McGlothlin,

On behalf of ASSE's 30,000 members who are Occupational Safety, Health and Environmental Professionals I would to take this opportunity to endorse the Master of Science in Safety Management degree. This cooperative effort between the school of Health Sciences and the school of Business Administration at Oakland University is exactly the kind of program future safety and business leaders will need to ensure the American workforce is properly protected.

The proposed program curricula integrates high level safety education with business skills necessary for future industry leaders. Safety Health and Environmental professionals and business leaders don't always talk or communicate well. It is in the best interest of American workers and the future of American industry that these two professions better understand and communicate with each other. Graduates of your program will be positioned for leadership in this effort.

Valid, reliable studies have concluded repeatedly that businesses with integrated occupational safety and health programs are efficient and productive. American business and the Safety Profession will benefit from this degree. Reference the recent 2003 Conference Board Report, **Driving Toward "0"**.

Please accept my full endorsement of this degree program and I wish you much success.

Sincerely,

Skipper Kendrick

Skipper Kendrick
President

**AMERICAN SOCIETY
OF SAFETY ENGINEERS**

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February 16, 2004

Dr. Charles W. McGlothlin
Program Director
Occupational Safety and Health Program
School of Health Sciences
Oakland University
Rochester, Michigan 48309-4482

RE: Master of Science in Safety Management

Dear Dr. McGlothlin,

I reviewed your proposed curriculum for the Master of Science in Safety Management and I want to take the opportunity to endorse the program without reservation.

In a recent, independent report identifying the shortcomings in the Safety Profession, one such area of opportunity focused on the profession's inability to discuss, communicate and interact in business language and processes. This has contributed to the Safety Profession's inability to consistently demonstrate its value.

The Master of Science in Safety Management will address this shortcoming by providing experienced Safety and Health practitioners with not only advanced study in safety but most importantly, business education and skills. Integrating both the advanced safety course work and the business skills will result in graduates that can advance more easily within corporate leadership and management structures.

Please accept this endorsement and I wish you and the program the greatest success.

Sincerely,

Robert F. DeSiervo
Director, Professional Affairs
The American Society of Safety Engineers
1800 East Oakton Street
Des Plaines IL 60018
Phone: 847-768-3402
bdesiervo@asse.org

**AMERICAN SOCIETY
OF SAFETY ENGINEERS**

1800 East Oakton Street
Des Plaines, Illinois 60018-2187 USA

847.699.2929
FAX 847.296.3769
www.asse.org



March 5, 2004

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Charles W. McGlothlin, Jr., Ph.D., P.E.
Oakland University, Program Director – Industrial Health and Safety
School of Health Sciences
Rochester, MI 48309-4482

Dear Dr. McGlothlin,

As a member of the American Society of Safety Engineers (ASSE) Board of Directors, I want to express my support for the Oakland University Master of Science in Safety Management (MSSM) curriculum. ASSE, the oldest (since 1911) and largest (30,000 members) professional safety society in the world, recently approved Goal 8 to support and nurture student members. This goal will assist safety students in preparing for the world of tomorrow. Research of safety curricula has revealed that Safety, Health & Environmental (SH&E) professionals must seek active support for the safety function affairs from senior management. A graduate program that includes coursework in risk management, financial aspects, total quality management, and human resources is needed for the safety profession to thrive in the 21st century.

ASSE and the Board of Certified Safety Professionals (BCSP) have jointly published a series of curriculum standards that set forth the minimum academic requirements for both program accreditation and individual eligibility for attempting the CSP examination. The proposed Master of Science in Safety Management degree will assist safety professionals in addressing issues in tomorrow's workplace and their preparation for professional recognition.

I applaud the proposed MSSM degree that is responding to the many changes under way in the work environment. The program will expose the student to disciplines that is required for a better understanding in a global environment. I strongly support and encourage approval for the MSSM program. The program will greatly assist in preparing safety professionals and students in protecting people, property, and the environment.

Regards,

Darryl C. Hill
Darryl C. Hill, CSP

ASSE, Board of Directors, 2001 - 2005



EMBRY-RIDDLE
AERONAUTICAL UNIVERSITY

Applied Aviation Sciences

600 S Clyde Morris Boulevard
Daytona Beach, FL 32114-3900
Telephone: (386) 226-7219
FAX: (386) 226-7739

October 9, 2003

Dr. Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director – Industrial Health and Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

After reviewing the proposed curriculum for a Master of Science in Safety Management at Oakland University, I applaud and support your efforts. As you are aware, there has been a longstanding initiative to have safety and safety management integrated into business programs. Early efforts, funded by the National Institute of Occupational Safety and Health (NIOSH) included Project Minerva. The idea behind Minerva was that safety courses would be taught within the business curriculum so individuals likely to rise to higher levels of management within the organization would be well aware of safety concepts and encourage safer workplaces among their line managers. The concept was difficult to sell; business programs balked at adding coursework to already-full curriculums. Although funding was discontinued for Minerva, the concept never died. In fact, at the most recent meetings of the Educational Standards Committee of the American Society of Safety Engineers (ASSE), lively discussion revolved around the development of an MBA with a safety emphasis. It appears you are accomplishing this. To my knowledge, your school is the first to do so.

This is a worthwhile and long overdue effort. A combination of courses preparing students to enter the world of business with a safety emphasis is exactly what the profession needs. I fear most professional safety managers lack the preparation and knowledge to successfully negotiate themselves among line managers. On the other hand, most students who are well versed in the field of business have little knowledge or regard for safety and its potential for contribution to the bottom line. I believe your curriculum will compensate for shortcomings on both sides.

Your initiative is important and it paves the way for programs and curriculums at other schools. I endorse this idea and wish you the best in your endeavor. Please let me know if there is anything my committee or I can do to aid you in your effort.

Sincerely,

Dr. Mark A. Friend, CSP, Chair
Educational Standards Committee

ii. Government Agencies

U.S. Department of Labor

Occupational Safety and Health Administration
230 South Dearborn Street, Room 3244
Chicago, Illinois 60604
(312) 353-2220



March 23, 2004

Charles W. McGlothlin, Jr., PhD., P.E.
Program Director
Occupational Safety & Health Program
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

We reviewed your letter received by our office on March 10, 2004 regarding your Master of Science in Safety Management (MSSM) degree program.

While OSHA does not officially endorse any specific University's programs, we definitely support your organization's efforts to further the education of employers and employees in safety and health management. We especially appreciate your plans to combine safety and health with business programs, as our Agency consistently teaches that "Safety Adds Value" to all businesses.

We encourage you to continue to work with the Michigan Occupational Safety and Health Administration (MIOSHA), as they operate their own OSHA program in Michigan. They can be reached at 517-322-1814.

Please feel free to contact Howard Eberts at 312-353-5977 if we can provide additional assistance to you in this area.

Sincerely,

for: 
Michael G. Connors
Regional Administrator

cc: Douglas Kalinowski, Director
MIOSHA

March 29, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Oakland University
Program Director - Industrial Health & Safety
School of Health Sciences
Rochester, MI 48309-4482

Dear Dr. McGlothlin,

Integrating safety and health management into a business curriculum is something that the industry is in great need of. There is a tremendous need, especially in the construction industry, for graduates with these two educational backgrounds. The Master of Science in Safety Management is a long overdue curriculum.

While environmental, safety, and health, (ES&H) professionals can learn about business principles on the job, they cannot fully understand the breadth or depth in the same manner as someone with a formal business school education. Thus, the partnership between the School of Business Administration and School of Health Sciences will contribute significantly to the success of its Master of Science in Safety Management graduates. They will be better equipped to understand and communicate in management's language, which will assist in overcoming barriers in the workplace.

From my forty-two years in the construction industry, many safety and health professionals lack the preparation, knowledge, and experience to successfully negotiate and communicate among senior managers. Most of these managers come from the engineering or business management world and struggle with just how safety and health can save them money and increase their productivity on the job. Having both safety and health knowledge along with business knowledge is critical to the success and future for the safety professional and the [ES&H] profession. Also, many business students do not have a thorough understanding how safety can impact the company bottom line. This program should address shortcomings for each discipline.

Charles W. McGlothlin, Jr., Ph.D., P.E.
Oakland University
Program Director - Industrial Health & Safety
School of Health Sciences
Page 2

The Oakland University Master of Science in Safety Management initiative will serve as a model for other universities and colleges with an ES&H degree program. I fully support your efforts and that of Oakland University to develop and implement such a program.

Sincerely,

S. C. Burkhammer, P.E., CSP, OHST
Director, Office of Construction Services
Occupational Safety and Health Administration



STATE OF MICHIGAN

Jennifer M. Granholm
GOVERNOR

DEPARTMENT OF LABOR & ECONOMIC GROWTH
DAVID C. HOLLISTER
DIRECTOR

Michigan Occupational
Safety & Health Administration
(MIOsha)

March 16, 2004

Mr. Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Occupational Safety and Health Program
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Mr. McGlothlin:

We recently received information related to Oakland University's development of a Master of Science in Safety Management (MSSM) degree. This degree program is a cooperative effort between the School of Health Sciences and the School of Business Administration.

We have reviewed the proposed courses and believe that the Master's program you have described would be beneficial to safety, health and environmental managers in Michigan. Only a limited number of universities in the United States offer a master's level degree in occupational safety and health. There are several universities that offer undergraduate programs in occupational safety, health, and environmental. Therefore, your program provides an opportunity and a path for undergraduates to continue their education.

The Master of Science in Safety Management will also provide an opportunity for additional credentialing in the profession. There are certification systems for professionals such as Certified Safety Profession, Certified Industrial Hygienist, or Professional Engineer. For professionals pursuing a higher level of credentialing, the Master's program will provide additional education to assist in their pursuit of certification, as well as additional credentialing for those already certified. There is clearly a need and encouragement for certification and credentialing in this field.

The proposed courses appear to be "management-oriented," providing an opportunity for occupational safety, health and environmental professionals to build upon their skills and knowledge and seek to gain additional qualifications to secure a position as a corporate safety, health, and environmental manager for large, global corporations. Most of the courses proposed are management-based courses, taking the practitioner to a higher level of learning management principles. There is a need for the practitioner to learn safety from a management perspective, which appears to be what the Master's program encompasses.

Charles W. McGlothlin
Page 2
March 16, 2004

We recommend that the Master's degree program be titled Master of Science in Safety, Health and Environmental Management. In addition, we encourage you to include environmental management into the curriculum.

Thank you for the opportunity to provide input.

Sincerely,

A handwritten signature in black ink, appearing to read "Douglas J. Kalinowski". The signature is fluid and cursive, with a prominent "D" and "K".

Douglas J. Kalinowski
Director

DJK/sk

James M. Weiskopf, CSP
14520 Balfour
Oak Park, MI 4837

February 21, 2004

Dr. Charles W. McGlothlin, Program Director
Occupational Safety and Health Program
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin;

I am writing this in support of the need for the Master of Science in Safety Management recently developed by your program in conjunction with the School of Business Administration. I cannot urge adoption of this program strongly enough. It will help to fill a need that has existed for a very long time in the Safety and Health field.

I spent most of my adult life working in the Health and Safety field, first as a Safety Representative for Kemper Insurance from 1963 to 1967 and then as a Consultant for the Safety Education and Training Division (now Consultation Education and Training Division) of MIOSHA from 1975 to 1997. In the course of doing these jobs, I have had to work with safety directors in many different situations and with many varied backgrounds. Certainly, for much of that time there were almost no existing undergraduate programs in safety and health. However, in the last years that I worked there was an increasing number of people in the field with a Bachelor's degree in safety and health and this helped greatly. The undergraduate programs provide the technical expertise and tools to recognize and deal with the day to day safety problems that occur in the field and the methods needed to deal with these, as well as how to set up and operate a safety program.

However, it is a recognized fact that no safety program can be very effective unless it has the full support of top management and this is often very difficult to obtain in large part because the undergraduate trained safety director is not able to translate the moral, ethical, and legal needs for safety program into terms that CEO's and other managers can recognize as business needs. This will be the prime value of the Masters Program, giving the safety director the tools and expertise necessary to enlist the support of top management for safety programs.

Again, I cannot urge you strongly enough to adopt this program and put it in place so that our workers and business can be better protected in the area of Occupational Safety and Health.

Yours truly,

A handwritten signature in cursive script that reads "James M. Weiskopf, CSP".

James M. Weiskopf, CSP
Occupational Safety Consultant
Safety Education and Training Division (Retired)

Dr. Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director- Industrial Health and Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

February 11, 2004

Dear Dr. McGlothlin,

First, thank you for allowing me the opportunity to serve on this most important Industry Advisory Committee. As a member of the committee I have reviewed the curriculum for the proposed Master of Science Degree in Safety Management and want to pass on my full support for this much needed curriculum. Safety is not proprietary and this type of initiative and curriculum for your students will go along way in preparing them for the 21st century.

As you are aware, I recently retired from the Bureau of Safety & Regulations, which administers the Michigan Occupational Safety and Health Act (MIOSHA). Throughout my years I have had the opportunity to meet with many Health & Safety personnel over my career and the majority of them all possessed a "caring" attitude for their fellow workers. But many stated that they had none or lacked the support of their Top Management in the Health & Safety effort. Safety was not a top priority. Unfortunately some of the CEOs at their businesses often viewed the safety and health program as a line item that ran up costs and never viewed it as a "value added" commodity. I have found that when businesses have a strong workplace safety and health program it has a very positive impact on the bottom line. Not only are the injuries and illnesses reduced—the benefits of such a program include: lower workers' compensation cost, increased productivity, increased employee morale, lower absenteeism, and less employee turnover. A comprehensive safety and health program can pay big dividends.

The proposed curriculum that you have put forth will go along way in assisting future Safety and Health professional meet those challenges diligently. I wish the best to you and Kudos to all who have worked so hard on this endeavor to bring the curriculum to Oakland University.

Sincerely,

A handwritten signature in dark ink that reads "Michael Everett". The signature is fluid and cursive, with the first name "Michael" and last name "Everett" clearly legible.

Michael Everett

iii. Prospective Employers



North America
Health & Safety

February 16, 2004

Charles W. McGlothlin, Ph.D.
Program Director
Industrial Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

I appreciate our discussion last week regarding an advanced Safety Management Program at Oakland University. I believe that such a program would be beneficial to both safety professionals who are seeking to enhance their professional skills as well as their employers. Here at General Motors, we often are seeking safety professionals that have skills and knowledge that go beyond the baccalaureate degree. We often are looking for individuals who can move into supervisory and managerial safety positions faster. I believe that an advanced program would provide safety professionals who could do just that. I am confident that there are many safety professionals currently employed who would seek the opportunity to enhance their skills and obtain an advanced degree. Please feel free to contact me if you have any questions or if you would like to discuss this matter further. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Patrick Frazee".

Patrick Frazee, CIH, CSP
Manager of Health and Safety,
General Motors North American Operations



March 22, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Oakland University, Programs Director – Industrial Health and Safety
School of Health Sciences
Rochester, Michigan 48309 – 4482

Re: Proposed Master of Science in Safety Management

Dear Mr. McGlothlin,

Several of my colleagues at Ford have participated in or are affiliated with the Oakland University Industrial Health and Safety Bachelors Degree program. This has enabled them to excel in the safety profession and reflects positively on the fundamentals you have prepared them with.

In today's environment, it's no longer good enough to be technically proficient in the safety field alone. Safety professionals must increasingly understand other aspects of the business to engage the leadership and persuade them to embrace the philosophies of safety as a value and risk management as good business.

With this in mind I certainly endorse the proposed Master of Science Program in Safety Management at Oakland University. The combination of Safety and Business curriculum will provide the student with much needed insight toward achieving success. Please let me know if I can be of further assistance.

Respectfully,

A handwritten signature in cursive script, appearing to read "David Lerner".

David Lerner, CSP
Rouge Center Safety Manager

DAIMLERCHRYSLER

DaimlerChrysler Corporation

Occupational Safety
Health Services and Industrial Hygiene

February 10, 2004

Charles W. McGlouthlin, Jr., PhD., P.E.
Program Director
School of Health Sciences
Rochester, Mi. 48309-4401
(248) 370-4038 fax (248) 370-4227

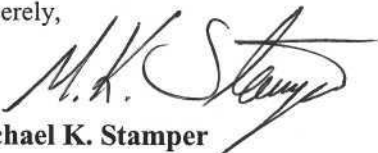
Dear Mr. McGlouthlin:

Following my graduation from Oakland University in 1982 with a Bachelor's Degree in Industrial Health and Safety, I was fortunate to have an opportunity to move into the automobile industry by receiving employment from DaimlerChrysler. During my 20 years as a practicing Safety Professional, I have worked with a number of Safety Professionals and Engineers that do not hold safety or health degrees. I know through my conversations with many of them, they have expressed an interest to continue their education. Higher education programs are supported by the DaimlerChrysler tuition reimbursement program and I believe most companies have implemented similar programs as an incentive to encourage their personnel to seek higher education.

I am aware that Oakland University is considering adding a Master's Degree program in safety management to their degree curriculum. I am writing this letter to acknowledge that there are Safety Professionals, Engineers, and Technical people who work directly and indirectly with safety departments, who I believe would enroll at Oakland University in pursuit of this degree. To my knowledge, there are no Master Level Degrees specific to safety management offered by a University in this area. The University of Michigan and Wayne State University both offer Master's Degrees in either Public Health or Occupational and Environmental Health, but the area of concentration is not safety management. After talking to a number of individuals about seeking higher education in safety, a Master's Degree program that is based on integrating safety and business management concepts would be a program they say would interest them.

I hope my feedback will help the University's Leadership in their pursuit of developing this important higher education program. I really believe this program would be well received and one that I would be interested in myself. If I can provide you with any other assistance, please contact me.

Sincerely,



Michael K. Stamper

Manager, Advance Process Group



Washington

Industrial/Process

MICHAEL C. NICHOLSON
Safety Director

February 3, 2004


Dr. Charles W. McGlothlin
Program Director
Industrial Health & Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Mr. McGlothlin,

After attending our Advisory Board Meeting on Feb. 2, 2004 I left truly excited about the opportunity a Master of Science in Safety Management creates for Safety Professionals throughout the area of Michigan and Northern Ohio. Washington Group International employs over 1,000 safety and health professionals that are constantly seeking graduate degree programs to meet their career goals. Our company provides tuition assistance to attain their graduate degree in Health and Safety.

The proposed combination of MBA courses to be inclusive with the Health and Safety curriculum is a definitive move in the right direction. There is truly a "Business Side" to health and safety that sometimes gets overlooked by the Safety Professional until they attain many years of experience, this approach to the Masters curriculum expedites that process.

I applaud the University's vision and look forward to supporting your endeavors to lead versus follow as an Advisory Board member.

Michael C. Nicholson 
Washington Group International
Group Safety Director



S A F E T Y E N G I N E E R I N G L A B O R A T O R I E S , I N C .

February 5, 2004

Charles McGlothing, Jr., Ph.D., P.E.
Industrial Health and Safety Program Director
School of Health Sciences
Oakland University
Rochester, Michigan 48309-4482

Dear Dr. McGlothing:

I have followed with great interest your efforts to develop a Program for the Master of Science in Safety Management at Oakland. As you are well aware, Safety Management is and has been a rapidly emerging field vital to Industry and employees alike. This rapidly evolving effort is paying handsome dividends in improving workplace safety by bringing modern management practices to safety programs at all levels of the work place. Indeed the recognition by top management of the dividends that a progressive and well managed Safety and Health Program can provide has now become the norm rather than the exception. To continue to build on this effort Safety Professionals who have not only strong credentials in safety practices but have integrated these skills with good business management practices are and will be needed throughout industry.

In reviewing the proposed curriculum, I note the integration of course work in the Graduate School of Business at Oakland along with the courses in advanced areas of Occupational Health and Safety. The evolution of performance-based standards with the attendant necessity of the development and utilization of risk assessment techniques is the future of safety management. Your team's effort in developing this graduate curriculum clearly recognizes the educational needs of the modern Safety Professional and will show the way for others to follow.

We have been pleased not only with the Oakland students that have interned with Safety Engineering Laboratories, Inc. during the past ten years but also with the graduates who have become a part of our team. We have come to expect the best from Oakland and we know that this initiative for a graduate degree in Safety Management



Charles McGlothing, Jr., Ph.D., P.E.
Industrial Health and Safety Program Director
February 5, 2004
Page 2

will continue to live up to those expectations. Oakland University has a history of being proactive in seeking out the needs of the community of employers and students that it serves and insuring that its programs meets those needs. This program, once again demonstrates that Oakland is ahead of the curve in meeting the needs of employers and students alike.

Sincerely,

John M. Hoffmann
Chairman, Safety Engineering Labs, Inc.

JMH/rlo

d:wpfiles.john.oaklandgradpgm



CHUBB GROUP OF INSURANCE COMPANIES

5440 Corporate Drive, Suite 300

P.O. Box 7078

Troy, Michigan 48007-7078

Telephone No: (248) 641-7900

Fax No: (248) 952-6080

February 5, 2004

Dr. Charles McGlothlin Jr. Ph.D.
Program Director
Occupational Safety and Health Program
School of Health Sciences
Oakland University
Rochester, Michigan 48309

RE: Proposed Master of Science in Safety Management Program.

Dear Dr. McGlothlin,

Thank you for sharing the information on the proposed Master of Science in Safety Management with me at our recent Industry Advisory meeting.

The Casualty Insurance Industry relies on loss control professionals that have a good basic understanding of the science of safety. However we also need professionals that understand and are effective in the science of business so that programs and proposals can be justified in the language of the business.

Your proposed Master of Science in Safety Management degree program will enhance the skills of the safety professionals that want to fund and implement an effective safety program.

I endorse your idea and see it as a real opportunity to fill a need and increase the effectiveness of the safety professionals that take advantage of the opportunity.

Sincerely,

Stephen R. Smith

Stephen R. Smith CSP
Senior Loss Control Representative



March 5, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Oakland University
Program Director – Industrial Health & Safety
School of Health Sciences
Rochester, MI 48309-4482

Dear Dr. McGlothlin,

I have been fortunate to supervise 3 Oakland University Industrial Health & Safety (IHS) B.S. program graduates. These graduates were well prepared and performed well during their employment at ABB. There is a major need for these recent graduates and other safety professionals to have an opportunity to gain knowledge in the world of business. The Master of Science in Safety Management is a long overdue curriculum.

While safety, health, and environmental (SH&E) professionals can learn about business principles on the job; however, they cannot fully understand the breadth or depth in the same manner as someone with a formal business education. Thus, the partnership between the School of Business Administration and School of Health Sciences will contribute significantly to the success of its Master of Science in Safety Management graduates. They will be better equipped to understand and communicate in management's language, which will assist in overcoming barriers in the workplace.

From my personal experience and dialogue with line managers, many safety professionals lack the preparation, knowledge, and experience to successfully negotiate and communicate among senior managers. This preparation and knowledge is critical to the success and future for the safety professional and the [SH&E] profession. Also, many business students do not have a thorough understanding how safety can impact the company bottom line. The program will address shortcomings for each discipline.

The Oakland University Master of Science in Safety Management initiative will serve as a model for other universities and colleges with a SH&E degree. I strongly endorse this concept and will provide any support that is needed to support the program. Please let me know how I can provide assistance.

Sincerely,

A handwritten signature in cursive script, reading 'Darryl C. Hill', is written over the printed name.

Darryl C. Hill, CSP
ABB Inc.
U.S. Safety & Health Officer
Facilities Manager, Auburn Hills



March 22, 2004

Dr. Charles McGlothlin
School of Health & Sciences
Oakland University
Rochester, MI 48309-4482

RE: MBA with Safety Emphasis

Dear Dr. McGlothlin:

I am glad to hear Oakland University is developing a Masters of Business program with a safety emphasis. As a Loss Control Manager for The Hartford, I see great value in graduates that understand business principals as well as risk management principals. I believe your graduates will be well prepared to relate to our insurance policyholders. All too often in reviewing account files, I read recommendations that are related to some safety standard without any statement of business benefit.

Our policyholders are motivated to implement recommendations when they understand the business benefit. I believe your MBA graduates with a safety emphasis will be able to explain/sell the return on investment in recommendations they submit. As you know, a recommendation implemented in a reduced time-span will result in a reduced number of claims for an insurance carrier as well as reduced operation costs for the insurance policyholder. This is a true win-win situation.

Consultants able to talk in business terminology will be well prepared to build a partnership with our insurance policyholder and agents. I am interested in hiring business consultants with a safety emphasis over pure safety consultants. Business consultants with a safety emphasis will be able to sell the need for change in a shortened time period to executive management. Both the safety consultant and the MBA with no safety experience will struggle in selling change to executive management as each will lack either the business knowledge or the safety knowledge.

I enjoyed the opportunity to meet with you and discuss the above gap in typical MBA programs. I look forward to additional discussions regarding Oakland University and its graduates.

Sincerely,

Douglas W. Davis, PE, CSP, CPSU
The Hartford
Loss Control Department

Our reports are based upon observations or information available at the time of surveys which may not discover all hazards. We cannot warrant safety, health or compliance with any rule or regulation. We can only assist you in fulfilling your responsibility in controlling accidents.

The Hartford Financial Services Group
Loss Control Department
Hartford Plaza C-2-45
Hartford, CT 06115 - 1708
Telephone: (860) 547-5639
Fax: (860) 723-4459

For safety and risk management news and updates visit us at <http://www.thehartford.com/corporate/losscontrol>

From: Ron Stiteler
Corporate Manager of Safety
American Axle and Manufacturing
Detroit Michigan

February 10, 2004

To: Dr. Charles W. McGlothlin
Program Director, Occupational Safety and Health Program
Oakland University
Rochester, Michigan 48309-4482

Subject: Master of Science in Safety Management Degree

After reading the information provided I personally believe that such a program is needed as well as desired by many of those who work in the Health and Safety profession. In the Detroit area we have a broad range of industry and we all cope with many of the same problems and concerns. One of the biggest advantages to a program like this would be the interaction of Safety Professionals.

We at American Axle and Manufacturing are currently providing an internship for one of your students in the Industrial Health and Safety program, we have been impressed with his knowledge of the basics in the Health and Safety area. This is a program that I would like to speak with you about and continue the relationship. If what I see from the Intern is and I know that it is a direct relationship as to the type of education offered, I strongly support the addition of a Masters program.

Again, I would like to state that I personally support the addition of this program to your curriculum and offer my assistance in any way to assure that the program is offered and supported.

Regards,

Ron Stiteler
American Axle and Manufacturing

iv. Professionals in the Field



CH2MHILL

CH2M HILL Constructors Inc.

9189 South Jamaica Street

Englewood, CO 80112-5946

P.O. Box 22508

Denver, CO 80222-0508

Tel 303.771.0900

Fax 303.286.9250

February 13, 2004

Dr. Charles W. McGlothlin

Program Director, Occupational Safety and Health Program

School of Health Sciences

Oakland University, Rochester, Michigan 48309-4482.

Dear Dr. McGlothlin,

I am writing to express my support for establishment of the proposed Master of Science in Safety management at Oakland University. I have reviewed the curriculum and course descriptions and believe the proposed degree program will be a valuable addition to available educational programs in strengthening the Safety profession and resulting protection of our workforce.

I believe the proposed curriculum will provide a unique merger of safety and business management knowledge that will enhance the effectiveness of practitioners who complete the degree. The curriculum will prepare them to better understand the interrelationship of business practices and safety related decisions and their impact on each other. This will enhance ability to select and implement programs that optimize business and safety performance in unison.

As a safety practitioner and professional with long standing interest in enhancement of professional education for health and safety professionals, I encourage Oakland university to adopt the proposed Master of Science in Safety Management program.

Sincerely,

Bret M. Clausen, CIH, CSP, CHCM, CHMM, ARM

Health and Safety Manager

HAZARDS, LIMITED

200 W Campbell – 603
Arlington Heights, IL 60005
Phone and FAX – 847.392.9449

February 11, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Occupational Safety & Health Program
Oakland University
Rochester, MI 48309-4482


Dear Dr. McGlothlin,

I strongly support the proposal to have Oakland University establish a program for the advanced degree you designate as a Master of Science in Safety Management. For many years, through my writings and speeches, I have encouraged safety practitioners to continue their education through obtaining Masters Degrees because I sensed a real need for formal learning beyond the Bachelor's level.

Further, there is a geographical need for such a program, which the adoption of your proposal would fulfill.

Also, allow me to commend those who selected the course subjects. They present an excellent balance of technical, financial management, and operations management course material which reflects very well on what I perceive to be the real needs.

Sincerely,


Fred A. Manuele, CSP, PE
President

Charles W. McGlothlin, Ph.D., P.E.
Assistant Professor & Director
Program in Industrial Health & Safety

Dr. McGlothlin,

Thank you for the information regarding the proposed Masters of Science in Safety Management. I am a graduate of the Industrial Health and Safety Program at Oakland University and am currently looking to further my education. A program, such as the one proposed at Oakland University, would offer me a natural progression in my career as a Safety Professional.

The cost of workplace injuries is an increasing burden on corporate America and companies are striving for ways to decrease injuries and worker compensation costs. Due to these increasing cost the demand for management level safety professionals is growing in today's society.

This is an excellent opportunity for Oakland University to meet the demands of corporate America and to establish itself as an academic leader in the development of management level safety professionals. I appreciate the opportunity to support this program and look forward to enrolling in classes in the not so distant future.

Sincerely,

A handwritten signature in black ink, appearing to read "Donald W. Jackson", is written in a cursive style.

Donald W. Jackson
Safety Coordinator
Aristeo Construction

From: Donald Jackson <djackson@aristeo.com>
To: "mcglothl@oakland.edu" <mcglothl@oakland.edu>
Cc: "free@oakland.edu" <free@oakland.edu>
Subject: Masters Program
Date: Tue, 9 Mar 2004 07:59:05 -0500
X-Mailer: Internet Mail Service (5.5.2657.72)

Dr. McGlothlin,

I just wanted to touch base pertaining to our conversations about the M.S. in Safety Management and its possibility for the Fall Semester of this year. I met with Donna Free in the Business School on Thursday the 4th regarding taking some graduate level courses in the Spring and Summer of this calendar year. Per our conversation she is granting me Special Graduate Status enabling me to take a couple of courses in the Business School during those semesters. The courses I plan to enroll in are part of the program description for the M.S. in Safety Management that you forwarded to me a few weeks back (POM 521 and ORG 530). The process requires filling out the graduate application for the M.B.A. program, Supplemental Application, and the application fee. After completion of these courses my options would be to transition into the M.S. in Safety Management, or to complete the remainder of the requirements for the M.B.A. program (taking the GMAT). I am optimistic that Oakland University will see the benefit this proposed program will have in today's marketplace and I am excited to get the ball rolling toward this degree program.

Sincerely,
Donald Jackson
Safety Coordinator
Aristeo Construction
Phone: 248-347-0371
Fax: 248-347-0658



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January 28, 2004

Dr. Charles W. McGlothlin
Program Director
Industrial Health & Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin,

I appreciate your time in discussing the advanced Safety Management Program with me. As I have previously discussed with you, I have been looking to further enhance my educational background in the industrial health and safety profession. I am a Safety Supervisor with Walbridge Aldinger (Construction Managers) and an Oakland University graduate from the Industrial Health and Safety Program. My job responsibilities not only involve safety audits, training, and preventative practices but also interacting with company management, owner representation, insurance carriers, and medical providers. Safety not only incorporates hazard identification, but also the management of a safety program and the costs associated with worker injury and preventative measures. Insurance costs associated with the treatment of injuries and/or property damage can be very costly but the investment of money into preventative measures ultimately provides a safer work environment. However, these costs must be justified financially to senior management.

The proposed Master of Science in Safety Management will help in enhancing the skills I have already developed. Understanding risk assessment, hazard identification, worker behavior, management commitment, and all associated costs will enable a safety professional to implement and manage an effective safety program while giving us the proper tools to effectively administer and justify preventative measures to senior management. I am interested in the proposed program as it is an opportunity for me and other safety professionals to further enhance our current skills.

Thank you,

Mike Palazzola
Safety Supervisor
Walbridge Aldinger



Aon Risk Consultants

February 16, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Occupational Safety & Health Program
School of Health Sciences
Oakland University
Rochester, Michigan 48309-4482

Re: The proposed Master of Science in Safety Management Degree at Oakland University

Dear Dr. McGlothlin,

Thank you for sharing information regarding the coursework for the proposed Master of Science in Safety Management at Oakland University. I appreciate your consideration of me as an alumnus of the Industrial Health and Safety program (now known as the Occupational Safety and Health Program).

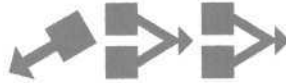
Since graduating from Oakland University in 1997, I worked as a loss/risk control consultant through 2001. For the past 2+ years, I have worked as the Director of Marketing for my company's risk consultants, including our property and casualty risk control consultants. In developing promotional material for these consultants, I am constantly reminded that risk consultants need to prove the "return on investment" and be able to understand the financial and operational impacts on an organization before we can expect a customer to buy, or even be interested in, our service lines.

I have been serving as an elected officer for the Greater Detroit Chapter of the American Society of Safety Engineers, the oldest professional safety organization, since 2000. This experience has kept me informed about current trends in the safety profession. Safety professionals are interested in the "business of safety", particularly because safety is becoming an integrated function in the overall operations of effective organizations. Safety is no longer "an island".

I have read through the materials provided. Combining the designed safety coursework and existing business coursework is exactly where the safety profession is headed and seems to be what today's safety professional needs to succeed in business. Please consider this letter as an endorsement of the proposed Master of Science in Safety Management. I applaud your forward thinking.

Kindest regards

Rebecca Drzewiecki, ARM
Director of Marketing



March 23, 2004

Charles W. McGlothlin, Ph.D., P.E.
Oakland University
Program Director – Industrial Health and Safety
School of Health Sciences
Rochester, MI 48309-4482

Dear Dr. McGlothlin,

Being a recent graduate of Oakland University's Industrial Health and Safety Program, I am very enthusiastic about the proposed Masters of Science in Safety Management. I cannot say enough positive things about my undergraduate experience at Oakland. The education that I received was invaluable for my future as a safety professional, and I look forward to returning to Oakland to further my education in the discipline of health and safety management.

While working in the field over the past year, it has become evident that we, as professionals in Safety, Health and Environmental, need to be proficient not only in our technical expertise, but in the fundamentals of business, as well. This program would combine both of these elements by arming graduates with the knowledge and skills necessary to perform and be valued as "management level" safety experts.

I consider this program a wonderful opportunity to enhance and solidify the role of Safety, Health and Environmental professionals in the workplace and hope to see it as a permanent fixture in Oakland University's already outstanding curriculum.

Kindest regards,

Amy M. Blazejewski
Safety Coordinator
ABB Inc.

To: mcglothl@oakland.edu
From: Charles McGlothlin <mcglothl@oakland.edu>
Subject: Master of Science in Safety Management - Letter of Support
Cc:
Bcc:
Attached:

From: "Hiltner, Kathy" <KHiltner@PALACENET.COM>
To: "Charles McGlothlin" <mcglothl@oakland.edu>
Subject: Master of Science in Safety Management
Date: Wed, 18 Feb 2004 09:27:24 -0500
X-Mailer: Internet Mail Service (5.5.2653.19)

To Dr. McGlothlin:

As a safety manager for the Palace Sports & Entertainment and an Oakland University Graduate from the Health and Safety Program, I would like to lend my support and endorsement for a MSSM degree program. Today's safety professional is called upon to handle everything from the training and safety compliance to HR matters and general liability. I believe the MSSM program would benefit safety professionals currently practicing in the field and looking to expand their capabilities, as well as offer options to safety students wishing to enter the field with the best credentials possible.

Sincerely,

Kathleen Hiltner
Health & Safety Administrator
Palace Sports & Entertainment



Washington Group International

Integrated Engineering, Construction, and Management Solutions

Dr. Charles McGlothlin
Oakland University
Rochester, MI 48309-4482

March 1, 2004

Dear Charles,

In the interest of expanding my professional career, I was pleased to hear that Oakland University was entertaining the induction of a Masters Program in Safety Management. As Safety Manager for Washington Group International's Automotive Division, I would like to endorse the program so that I and other safety and health professionals have the opportunity to channel our scholastic goals through Oakland University.

The business of safety and health has grown tremendously over the past several years. Many corporations include safety as a fundamental requirement for doing business. Most company executives are discovering that safety is no longer an encumbrance but the first order of doing business. Without a commitment to safety, companies struggle to efficiently compete in their market. General Motors, for example, will not allow Engineering and Construction Contractor's to bid on projects if they have an Experience Modification Rate (EMR) of 1.0 or higher. Companies that make the commitment to instill a safety culture, see results. They see financial benefits, such as lower insurance premiums, but most importantly, they are providing their workers with a safe and healthy work environment.

One of the key components to a safety culture is the safety professional. In order for companies to consistently see positive results in safety, they must have a team of professionals who are able to effectively apply their knowledge and experience to the task(s) at hand. As a safety professional, I find it important to expand my education so I can assist in the process of creating a safety culture. A Masters of Science in Safety Management would allow me to fulfill my short-term academic goals while benefiting the safety culture I strive to create.

After reviewing the proposed curriculum, I was especially interested in the offering of Business Administration Courses. Since safety plays such an important role in business it's only fitting that a safety professional learns the dynamics of the business and can logically apply it to their daily work activities. The balance between the Business Administration Courses and Health Sciences Courses would be most fitting for my professional needs and aspirations.

To achieve a safety culture and ultimately reach the goal of zero injuries several things need to happen. Along with management support and consistency comes education. Without education, a safety professional would have a difficult time keeping up with the ever-changing policies and procedures enforced by government agencies and corporations. This is why I'm pursuing a Masters Degree in Safety Management. I hope you strongly consider the induction of this program at Oakland University so that I can be a part of the inaugural class and transcend my experiences from OU to the corporate world.

Sincerely,

Scott R. Benson

X-PROVIDER-INFO: Contact abuse@unitedmessaging.com for abuse/spam/UBE complaints

Subject: MSSM Program

To: mcglothl@oakland.edu

X-Mailer: Lotus Notes Release 5.0.7 March 21, 2001

From: "Jerry Maliszewski" <jerry.maliszewski@ascglobal.com>

Date: Thu, 5 Feb 2004 16:48:40 -0500

X-MIMETrack: Serialize by Router on Domino/ASC(Release 5.0.12 |February 13, 2003) at 02/05/2004 04:48:41 PM

Dr. McGlothlin:

I have recently read about a new proposed program offered through Oakland University. I have also read through the course content and descriptions.

I think that a program such as what has been described appears to be valuable and successful program. There is no doubt in my mind that a program combining advanced safety practices and business content will be very effective for your graduates.

Oftentimes, when a safety professional offers suggestions to a problem, the suggestion is hindered because our lack of business knowledge. The fact that a safety professional can evaluate the workplace and make resolutions with sound business practices, will undoubtedly help employers and employees alike.

I wish you and Oakland University luck in this endeavor.

Sincerely,

Jerry Maliszewski, M.S.
Corporate EH&S Engineer
Office: 734-246-0584
Cell: 248-396-9474

If you have received this electronic message in error, please notify the help desk at (734) 246-0317 and immediately destroy the original message, attachments and all copies.



Pittsburg State University

COLLEGE OF TECHNOLOGY

Department of Technical Education

March 9, 2004

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Occupational Safety & Health Program
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

This letter is in support of Oakland University and the proposal to start a MSSM degree. Having performed extensive research into the area of safety curriculum, I fully support your efforts.

Research at the baccalaureate level by Lon Ferguson of Indiana University of Pennsylvania and myself at the associates level indicate from field practitioners that, while safety graduates have good technical skills, many lack the business skills to communicate with top management and decision makers. Bob Soule from Indiana University of Pennsylvania performed research regarding IUP's graduates and, not surprisingly, practitioners again indicated IUP's graduates had fine technical skills, but lacked the business/management skills to be fully effective. Research by Earl Blair, University of Indiana-Bloomington, and Richard Stempniak at Buffalo State College reinforce the need for safety students to have more of a business background. Certainly graduates already in the field are finding out that there is more to safety than the technical aspects and are seeking degrees, such as the MBA, as a stop gap measure. Although I have a MS in Safety from Central Missouri State University, I recently completed my MBA to provide where I felt I was lacking as a professional.



Pittsburg State University

COLLEGE OF TECHNOLOGY

Department of Technical Education

Page 2 of 2

One final note is that Larry Collins, the Chair of the Department of Loss Prevention and Safety at Eastern Kentucky University, indicated to me that he is very pleased with his Department's experiences in the joint degree programs with the College of Business. I think that Oakland would find similarly pleasing results.

Please let me know if I can help further.

Sincerely,

A handwritten signature in cursive script, appearing to read "Shawn Adams".

Dr. Shawn Adams, C.P.C.U., A.R.M., PHR
Assistant Professor
620-235-4638



BOARD OF CERTIFIED SAFETY PROFESSIONALS

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Advancing the Safety, Health and Environmental Professional For 35 Years

March 21, 2004

Charles W. McGlothlin, Jr., Ph.D., PE
Program Director
Occupational Safety & Health Program
Schools of Health Sciences
Oakland University
Rochester, MI 48309-4493

Dear Dr. McGlothlin:

The purpose of this letter is to respond to your request for endorsement of the need for the Master of Science in Safety Management degree. This response is my personal view, since BCSP as a certification body must maintain some degree of independence from education programs under the certification accreditation standards of the National Commission for Certifying Agencies. In summary, there is a need for a program of this nature for a variety of reasons that I will discuss.

First, safety practice has moved from primary reliance on a moralistic foundation to ensuring that safety also contributes to the bottom line of a company. That change not only requires a commitment on the part of the company to ensure that safety is part of the company culture, but also to recognize that safety can contribute effectively to the profitability and success of the company.

From studies conducted by the Board of Certified Safety Professionals with regard to the functions and tasks and associated knowledge and skills of today's safety professionals, we have seen a shift in the knowledge and skills required for practice. While BCSP conducts these studies to ensure that the examinations leading to the Certified Safety Professional designation cover what people actually do in practice, the same results are valuable for identifying what educational programs should cover in preparing people for professional safety practice. For your reference, I have enclosed the most recent job analysis study of professional safety practice that involved about 1,500 safety professionals, BCSP Technical Report 2001-1, *Job Analysis Study for Certified Safety Professional Examinations*, February 2001.

You will find that the detailed outline of practice in Table 1 contains two domains that help justify the need for a program like the one designed for Oakland University. One domain (which cover about 1/3 of the CSP examinations) has the title **Safety, Health and Environmental Management**. Another domain closely tied to the program outline for your degree (again covering about 1/3 of the CSP examinations) is titled **Safety, Health and Environmental Information Management and Communications**. The key information is found in the knowledge and skill statements related to each responsibility (task).

Accreditations and Recognitions

- ANSI/ISO/IEC 17024
- National Commission for Certifying Agencies
- Council of Engineering and Scientific Specialty Boards
- National Skill Standards Board

BCSP Membership Organizations

- American Society of Safety Engineers
- Institute of Industrial Engineers
- Society of Fire Protection Engineers
- American Industrial Hygiene Association
- National Safety Council
- System Safety Society

Another important trend relating to the need for a program like that designed for Oakland University is the rapid increase in educational level found within the safety profession. Based on ASSE membership data and similar demographic data compiled by BCSP for those holding the CSP designation, the profession has moved from having about one-fourth of the practitioners holding advanced degrees in the early 1980s to approximately half of all CSPs holding advanced degrees today.

An additional trend involves pushing safety deeper into organizations through managers, supervisors and safety committee members. Impacting a company culture to achieve improved safety records, increased productivity, and reduced insurance costs is the key. Some successful companies have adopted the Safety Trained Supervisor (STS) certification (offered by the Council on Certification of Health, Environmental and Safety Technologists) as a leading indicator of safety performance. They require all managers from top to bottom to complete safety training and to pass the STS examination. This company using STS as part of their cultural push has measured a 15% productivity increase. At the same time, they have reduced their injury rates (a common trailing indicator) for 30,000 employees from 2.0 to 0.39 over a three year period. They have also reduced worker compensation insurance costs by nearly \$15M last year. The Oakland University MS in Safety Management will help prepare students to contribute to similar company results.

I hope your program is successful. We will include it in the database of safety and related degrees that we are developing and intend to post on the BCSP web site. We hope you will consider offering the degree through distance learning as well. BCSP continues to get inquiries about where one can prepare for or advance in the safety profession through educational programs.

Sincerely,

A handwritten signature in cursive script that reads "Roger L. Brauer".

Roger L. Brauer, Ph.D., CSP, PE
Executive Director

**JOB ANALYSIS STUDY
FOR
CERTIFIED SAFETY PROFESSIONAL
EXAMINATIONS**

**BCSP Technical Report 2001-1
February 2001**

**Board of Certified Safety Professionals
208 Burwash Avenue
Savoy, IL 61874**

with assistance from
Columbia Assessment Services, Inc.
Research Triangle Park, NC

Examination Blueprints

This aspect of the study develops a recommendation on the portion of examination questions which should be covered by each domain and responsibility. After recommended allocations of questions, practical considerations weigh in the final decisions about question distributions. Practical considerations include such things as the ability to prepare questions and whether the computed allocations appropriately represent practice.

The Directors of the Board of Certified Safety Professionals considered the computed allocations and made one significant adjustment. The Board recognized that Domain 4 (Professional Conduct and Ethics) was given an overly large relative value and that preparing suitable questions for this domain is difficult. Many question writers have experienced the fact that professional conduct and ethics questions deal with behavior which is judged as right or wrong and four-choice questions are difficult to prepare for such behaviors.

As a result, the Board approved limiting Domain 4 to five percent of the questions on both the Safety Fundamentals and Comprehensive Practice Examinations. This required that some questions which would have occurred in this domain be apportioned to the other three domains.

The final examination blueprints by domain and responsibility appear in the table below. The complete examination blueprint with domain, responsibility, knowledge and skill statements is included in Appendix B.

Domain, Responsibility	Safety Fund.	Comp Practice
D1. Safety, Health and Environmental Management	37%	34%
R1. Design comprehensive management systems by defining requirements and developing policies, procedures, and programs in order to protect people, property and the environment.	7%	6%
R2. Implement policies, procedures, and programs through management systems in order to protect people, property and the environment.	7%	7%
R3. Determine the effectiveness of management systems by measuring and evaluating performance indicators in order to ensure continuous improvement in the protection of people, property, and the environment.	5%	5%
R4. Implement risk management strategies by using the results of hazard identification and risk analyses in order to eliminate and/or reduce harmful exposure to people, property and the environment.	7%	6%
R5. Apply sound business practices and economic principles by efficient use of resources in order to increase the value of the safety profession.	5%	4%
R6. Encourage participation through communication and other methods to insure that all stakeholders (e.g., employees, managers, vendors, contractors) have an understanding and active role in the formulation and implementation of safety processes.	6%	6%

Domain, Responsibility	Safety Fund.	Comp Practice
D2. Safety, Health and Environmental Engineering	25%	31%
R1. Evaluate facilities, products, systems, equipment, workstations, and processes by applying qualitative and quantitative techniques in order to identify the hazards and assess their risks.	7%	9%
R2. Recommend controls through design, engineering, and specification in order to eliminate hazards and reduce the risks posed by safety, health and environmental hazards.	7%	9%
R3. Evaluate controls by analyzing feasibility, effectiveness, reliability, and cost in order to achieve the best possible solution.	6%	7%
R4. Obtain compliance certifications, listings, approvals or authorizations by identifying laws, regulations, and standards in order to ensure product, process, and facility safety.	5%	6%
D3. Safety, Health and Environmental Information Management and Communications	33%	30%
R1. Develop effective training programs by establishing learning objectives in order to impart knowledge and facilitate an understanding of hazards and controls.	5%	5%
R2. Deliver effective training programs by using media and methods appropriate to the audience in order to maximize understanding of the subject matter.	5%	5%
R3. Evaluate training programs through performance assessments and various forms of feedback in order to assure that training is effective.	4%	3%
R4. Present technical information, both verbally and in writing, in order to effectively communicate with employees, management, customers, contractors, public relations officials, vendors, and the public.	4%	4%
R5. Communicate hazards, risks, and control measures to employees, management, customers, contractors, vendors, and the public by preparing and delivering appropriate information in order to educate an organization or the community.	5%	5%
R6. Develop ongoing relationships with the community by interacting with outside organizations in order to foster a mutual understanding of the profession and community needs with regard to safety issues.	3%	2%
R7. Maintain a record keeping and data capture and retrieval system by using appropriate data management systems in order to acquire, analyze and distribute accurate data.	4%	3%
R8. Develop/maintain proficiency in the use of standard business technologies by continuing personal education in order to retain and expand abilities to communicate professionally.	3%	3%

Domain, Responsibility	Safety Fund.	Comp Practice
D4. Professional Conduct and Ethics	5%	5%
R1. Hold paramount the protection of people, property and the environment by persistently working with management and government agencies until the identified hazard has been eliminated or minimized.	1.1%	1.1%
R2. Adhere to standards of professional conduct by limiting practice to areas of competence and avoiding conflicts of interest in order to minimize the potential for harm.	0.8%	0.8%
R3. Accept responsibility to promote safety by providing technical counsel and advice on issues related to the safety profession in order to protect people, property and the environment.	0.8%	0.8%
R4. Conduct professional activities by following organizational protocol in order to assist in making positive, balanced, and effective decisions.	0.8%	0.6%
R5. Improve technical competency through continuing professional and self development in order to increase knowledge and skills.	0.6%	0.8%
R6. Foster accurate accountability for injuries/illnesses and other types of occurrences by identifying root and contributing causes in order to assure that proper controls are implemented.	0.8%	0.8%

CALCATERRA & ASSOCIATES

Environmental Health and Safety Consulting

February 17, 2004

Charles McGlothlin PhD PE
Oakland University
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

SUBJECT: Comment on Oakland University Proposal for Masters of Science in Safety Management

Dear Charlie,

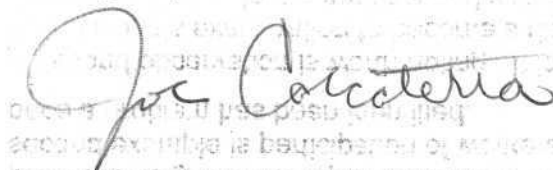
I was very interested in your February 9 letter describing the captioned proposal. The content of the program -- Safety Management with emphasis on business administration and quantitative analytical methods -- is timely and needed. In my consulting practice I find the demand for technical services is declining. Increasingly I receive requests for administrative services. These include OSHA / MIOSHA compliance, program administration, and worker training.

Among my colleagues working for corporations I observe safety practice is moving from reactive activities to prevention. This requires integrating safety into larger company systems. (This trend has impacted my practice to a limited extent since I do not have the extended clients contact to be part of this process.) One example includes eliminating workplace hazards during process design. This requires the education and initiative of manufacturing engineers. A second example is participation of workers and management to eliminate workplace hazards once a problem has been identified.

A second observation is worth noting. It is the content of the Board of Certified Safety Professionals examination to become a Certified Safety Professional (CSP) which I took in December 2004. In the past several years this examination has gone through a validation process to assure it tests the skills safety professionals use. As part of this process many safety professionals were surveyed on the nature of their work. Questions for CSP exam were then developed to test the skills identified in the survey. Study guides I used to prepare contained basic questions on physics, civil engineering, and mechanical engineering. The exam contained virtually no problems in these disciplines (perhaps two or at most three out of 200 questions). By contrast it contained a great many questions on human resources, finance, quality systems, and quantitative analysis. Apparently the study guide writers have not caught up with the exam writers.

These and other observations draw me to the conclusion that the proposed program is timely and needed. I wish Oakland University the best toward a rapid and successful implementation.

Best regards,



Joseph A. Calcaterra, CSP, CIH, PE

573 Westchester Birmingham Michigan 48009-4428

Phone: 248-647-5827 Fax: 248-644-7342

www.calcaterra-associates.com

Attention:

Charles W. McGlothlin Jr.
Program Director:
Industrial Health & Safety Program
School of Health Sciences
Oakland University
Rochester, MI 48309

From:

Bernard J. Dant
320 Eastlawn Dr.
Rochester Hills, MI 48307
(248) 857-5652

I am a safety professional interested in further developing the skills of my profession and would be interested in enrolling in the Master of Science in Safety Management (MSSM) degree program at Oakland University. After reviewing the program requirements, I believe this program has an effective balance of the core MBA program and safety related courses.

As the program is further finalized please forward additional information on the program, so that I may review for enrollment into the degree program.

Thank you,



Bernard J. Dant
Safety Representative
GM MFD-Pontiac Metal Center

TRC
SAFETY ENGINEERING CONSULTANTS

100 Stirrup Circle
Florissant, CO 80816

Ph. (719) 689-2562

Fax (719) 689-3214

email: ken@TRCSafety.com

Website: www.TRCSafety.com



Ken W. Gordon, Ph.D., COHC, CPEA-S&H
President

Judy A. Gordon, Ed.D, COHC
Vice President

March 20, 2004

Dr. Charles W. McGlothlin, Jr.
Program Director
Occupational Safety & Health Program
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

Dear Dr. McGlothlin:

Re: Support for Master of Science in Safety Management

Please accept this as a support letter for the proposed Master of Science in Safety Management, School of Health Sciences, Oakland University.

I have studied the proposed curriculum and fully support your efforts to contribute to a much needed contribution to the professional development of the safety, health and environmental manager within our profession. The proposed curriculum is strong and should, after evaluation, be accepted by ASSE and ABET.

After thirty plus years in academic administration and teaching, and now in private consulting, should I be of further help in evaluating the individual courses and/or the program, please call on me.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Ken Gordon".

Kenneth W. Gordon, Ph.D., COHC, CPEA-S&H
President



Industrial Health and Safety Program

School of Health Sciences
Rochester, Michigan 48309-4401
(248) 370-4038 Fax: (248) 370-4227
www.oakland.edu

February, 20, 2004

Dr. Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director, Industrial Health and Safety
School of Health Sciences
Oakland University
Rochester, Michigan 48309-4482

Dear Dr. McGlothlin:

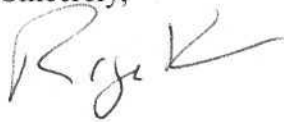
I was the first full time faculty member hired by the Program of Industrial Health and Safety in the Center of Health Sciences in the early 1980s. Shortly after the inception of the Industrial Health and Safety program it became evident, with increasing information from the practice plus research in the field of health and safety, the need to create areas of specialization in the disciplines of health and safety. Our graduating classes also began approaching us stating a necessity for an advanced degree in health and safety to continue their advancement in the field. After polling our former students and industry in general, Oakland University's Industrial Health and Safety faculty came together for candid discussions and realized the requisite for advanced education in the safety management area.

In 1998, as Interim Director, I assembled our faculty and we developed a unique graduate program, different from any other advanced degree program in the State of Michigan. The initial Master of Science in Safety Management would serve to satisfy the demand by industry for qualified personnel to improve the condition of their workplace environments. Under your leadership, direction, and efforts in fine tuning the initial proposal, the new Master of Science in Safety Management has now been incorporated to meet the requirements and needs of safety professionals in industry. This program is supportive of the role and mission of Oakland University.

I applaud your efforts and totally support the current Master of Safety Management proposal. Its unique blend of courses from the School of Business Administration and the Industrial Health and Safety program guarantees individuals from the business community and also in the field of safety who enter into this unparalleled curriculum, will become more well versed in both fields. Graduates of the Master of Safety Management program would to be placed in higher levels of management, paving the way for safer working conditions throughout industry.

This innovative proposal is long overdue and will not only benefit industry but also the community. The Master of Safety Management curriculum will accentuate safety within the workplace setting to a new level leading to decreased frequency and severity of accidents and injuries.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rozek', with a long horizontal stroke extending to the right.

Richard J. Rozek, Ph.D.
Associate Professor
Industrial Health and Safety
Oakland University

c. Detailed Course Descriptions

OSH 500 – Introduction to Research

An introductory graduate-level course in research methods for students pursuing graduate degrees in health sciences. Topics include: scientific method, ethics, research design, interpretation of existing research, statistical concepts, computer resources, conceptualization of research problems, instrumentation and proposal preparation and presentation.

Prerequisites: Program Director Permission.

OSH 520 – Applied System Safety Analysis

System safety provides disciplined approaches to hazard identification and risk analysis. The analytical techniques in this course can be used to assess risk to employees, facilities, equipment, production, quality, and the environment. System safety analytical techniques will be applied to case studies drawn from professional practice.

Prerequisites: Program Director Permission.

OSH 540 – Risk Assessment and Loss Control

Advanced study of methods to analyze workplace hazards and assess the probability and severity of adverse effects of identified hazards. These risk assessments are used to determine cost effective use of resources to avoid, eliminate, or control hazards to attain a workplace for which risks are judged to be acceptable.

Prerequisites: Program Director Permission.

OSH 560 – Advanced Safety and Health Administration

This course emphasizes the administrative steps necessary to implement and manage a comprehensive safety and health program. Employer/employee roles, responsibilities, and accountability are discussed with emphasis on management commitment and employee involvement. Administrative law and employer citation defenses are discussed and applied in case studies.

Prerequisites: Program Director Permission.

OSH 699 – Safety Management Capstone Course

This course is a capstone experience developed in a collaborative effort between the School of Health Sciences and the School of Business Administration that applies business management and safety program analytical and administrative course knowledge skills to comprehensive case study situations.

Prerequisites: Program Director Permission.

ACC 511 – Financial Accounting

Focus is on financial accounting for external reporting: communications addressed to shareholders, government agencies, potential investors and the public.

Prerequisites: None.

c. Detailed Course Descriptions

OSH 500 – Introduction to Research

An introductory graduate-level course in research methods for students pursuing graduate degrees in health sciences. Topics include: scientific method, ethics, research design, interpretation of existing research, statistical concepts, computer resources, conceptualization of research problems, instrumentation and proposal preparation and presentation.

Prerequisites: Program Director Permission.

OSH 520 – Applied System Safety Analysis

System safety provides disciplined approaches to hazard identification and risk analysis. The analytical techniques in this course can be used to assess risk to employees, facilities, equipment, production, quality, and the environment. System safety analytical techniques will be applied to case studies drawn from professional practice.

Prerequisites: Program Director Permission.

OSH 540 – Risk Assessment and Loss Control

Advanced study of methods to analyze workplace hazards and assess the probability and severity of adverse effects of identified hazards. These risk assessments are used to determine cost effective use of resources to avoid, eliminate, or control hazards to attain a workplace for which risks are judged to be acceptable.

Prerequisites: Program Director Permission.

OSH 560 – Advanced Safety and Health Administration

This course emphasizes the administrative steps necessary to implement and manage a comprehensive safety and health program. Employer/employee roles, responsibilities, and accountability are discussed with emphasis on management commitment and employee involvement. Administrative law and employer citation defenses are discussed and applied in case studies.

Prerequisites: Program Director Permission.

OSH 699 – Safety Management Capstone Course

This course is a capstone experience developed in a collaborative effort between the School of Health Sciences and the School of Business Administration that applies business management and safety program analytical and administrative course knowledge skills to comprehensive case study situations.

Prerequisites: Program Director Permission.

ACC 511 – Financial Accounting

Focus is on financial accounting for external reporting: communications addressed to shareholders, government agencies, potential investors and the public.

Prerequisites: None.

POM – 521 – Operations Management

Study of operations of manufacturing and service organizations. Introduction to operational design and control issues such as forecasting, capacity planning, facility location and layout, production control, material requirements planning, scheduling and quality assurance. Includes international, legal and ethical aspects, as well as computer exercises.

Prerequisites: QMM 510 or instructor's permission.

ORG 530 – Organizational Behavior

Organizational behavior is analyzed at individual, group and organizational levels. Individual and group processes such as perception, learning, motivation, communication, and conflict are studied in depth. Organizational-level topics include size, structure, complexity and effectiveness. Where appropriate, cross-cultural issues will be discussed. Prerequisites: Admission to the MBA.

ORG 631 – Human Resources Management

Theoretical and empirical issues of the personnel function in modern organizations. Includes job analysis and design, employee recruiting, compensation policies and practices, research techniques, government policy, law, and social and environmental factors related to decision making.

Prerequisites: QMM 510, and ORG 530.

POM 640 – Total Quality Management

Surveys the history and basic concepts of total quality management (TQM). Includes the discussion of approaches to quality of Deming, Crosby, Durand, Bernhard-Walsh and others. Teams of students will apply TQM principles to real world projects.

Prerequisites: QMM 510, ORG 530 and POM 521.

d. Faculty Vitae

Curriculum Vitae

Charles W. McGlothlin, Jr., Ph.D., P.E.
3583 Charlwood Drive
Rochester Hills, MI 48306
248.370.2664 (w), 248.535.2230 (cell)
mcglothl@oakland.edu

Education / Professional Development:

- Colorado State University, Ph.D. Education and Human Resource Studies, Dissertation on Occupational Safety & Health Internships, 2002.
- West Virginia University, MS Mining Engineering, 1968
- West Virginia University, BS Mining Engineering, 1966
- Registered Professional Engineer – Pennsylvania, Utah, Colorado
- Colorado State Board for Community Colleges, Technical Education Credential in Occupational Safety, 1996
- OSHA Certification in Construction and General Industry Standards, 1994
- University of Pennsylvania, Financial Analysis for Managers, 1990
- UCLA, Atlantic Richfield Executive Management Seminar, 1984
- Harvard Business School, Bethlehem Steel Senior Management Course, 1980

Academic and Professional Interests:

- Teaching with Technology in both the classroom and in distance education applications.
- Enhancing experiential learning/internships through application of online teaching and learning tools.
- Improving the quality of the Occupational Safety and Health internship experience through research and development of a dissertation.
- Enhancing student success and retention through improved student-to-faculty interactions outside the classroom in projects and other types of experiential learning.
- Developing American Society of Safety Engineers, OSHA, and business partnerships for workforce and professional staff development and to provide OSH student employment opportunities.
- Safety program development and implementation.
- Safety training of management and hourly workers in regulatory compliance, accident prevention, and team building.
- Accident investigation, site inspections, and testifying in administrative and civil court as an expert in safety and health compliance and personal injury cases.

Professional Experience:

- Assistant Professor and Program Director, Industrial Health and Safety Program, Oakland University, Rochester, MI. 2002-Present
- Professor, Occupational Safety and Health Technology, Trinidad State Junior College, CO. 1993-2002
- Coordinator, Occupational Safety and Health Technology Program, Colorado Community College Online. 1998-2002
- Adjunct Faculty, Occupational Safety and Health BS degree program, Regis University, Denver, CO. 1997-2002
- President and Chief Operating Officer, McGlothlin & Associates, LLC, Occupational Safety and Health and Professional Engineering Consulting Services. 1991-Present
- Vice President of Operations, Wyoming Fuel Company, KN Energy, Inc., Weston, CO. 1988-1991
- General Manager, Kaiser Coal Corporation of Sunnyside, Kaiser Steel Corporation, Sunnyside, UT. 1985-1988
- Operations Manager, Beaver Creek Coal Company, Atlantic Richfield Company, Price, UT. 1981-1985
- Superintendent, Mine No. 60, Bethlehem Mines Corporation, Bethlehem Steel Corporation, Cokeburg, PA. 1979-1981
- Superintendent, Mine No. 58, Bethlehem Mines Corporation, Bethlehem Steel Corporation, Marianna, PA. 1973-1979
- Engineering/Supervisory Positions, Bethlehem Mines Corporation, Bethlehem Steel Corporation, Ellsworth, PA. 1970-1973
- Engineer, US Army Corps of Engineers, Washington, DC and Republic of Vietnam. 1968-1970
- Assistant Research Engineer, West Virginia University, Morgantown, WV. 1966-1968

Professional Affiliations:

- American Society of Safety Engineers, Professional Member
- National Society of Professional Engineers
- Professional Engineers of Colorado
- American Institute of Mining Engineers
- National Safety Council
- National Society for Experiential Education

Committee Membership:

- Oakland University General Education Task Force, SHS CAP, Learning Resources Faculty Council
- TSJC Administrative Council, Faculty Representative, 2002
- ABET Safety-Related Program Evaluator, 2002-Present
- Colorado State University Advisory Committee, Environmental Health Program
- TSJC Presidential Search Committee, 2001, Faculty Representative
- TSJC Web Development Team member, 2002
- TSJC Affirmative Action Committee, Faculty Representative

- North Central Association Steering Committee, 2002
- North Central Association Subcommittee Chair - Criterion V, 2002
- ABET Self-Study Committee, Chair, 2000-2001
- ASSE Professional/Educational Standards Committee, 1998-2001
- ASSE Student Activities Taskforce, Chair, 2002
- Trinidad State Junior College Safety Committee, Past Chair

Curriculum and Course Development:

- Contract Degree Consultant, Regis University, Denver, CO. Developed a BS degree curriculum in Occupational Safety and Health to meet ASSE/BCSP guidelines, 1997.
- Served on an ASSE committee which developed OSH Associate degree program outcomes for ABET RAC accreditation, 1998.
- Developed TSJC OSH course competencies and OSH program outcomes for State of Colorado 5-year program approval, 1999.
- Selected to serve on the Colorado State University Advisory Board for the ABET accredited Graduate Education Program in Industrial Hygiene.
- Developed 18 Occupational Safety and Health courses for online delivery, 1996-2002.

Publications and Presentations:

- Publication in *Professional Safety* magazine, September 2003, "Graduate Perceptions of the Occupational Safety & Health Internship Experience."
- Published jointly with NIOSH, *Applied Occupational and Environmental Hygiene*, January 2000, Vol 15 (1) pgs 1-4 of 2000 "A New Manicure Table for Applying Artificial Fingernails."
- Presented to the Sixth Annual Occupational Safety & Health Educators' Conference, Las Vegas, NV, March 2002, "New Standards: New Programs - ABET Accreditation."
- Selected to present to the 9th International Conference Connecting Classrooms, Communities, and Careers, Beaver Creek, CO, June 2001, "High Touch, High Technology Distance Education Opens Doors for Career Advancement."
- Selected to present to the Annual Meeting of the 2001 Academic Branch of the Risk Management Practice Specialty of ASSE, Anaheim, CA, June 2001, "Enhancing Experiential Learning via Web-Based Teaching Technology."
- Presented to the Online Learning 2000 Conference & Exposition, Denver, CO, September 2000, "A Successful Partnership in Online Education."
- Presented to the 1999 Safety: Into The Millennium, Second Annual Conference, Pikes Peak Chapter, ASSE, Colorado Springs, CO, February 1999, "Occupational Safety and Health Professional Development via Distance Learning."
- Presented to the 1998 ASSE Professional Development Conference and Exposition, Seattle, WA, "Occupational Safety and Health Professional Development via Distance Learning."
- Presented to the 1998 ASSE Professional Development Conference and Exposition, Seattle, WA, "The Real Nuts & Bolts of Effective Networking."

- Presented to the 1998 ASSE Texas Panhandle Professional Development Conference and Exposition, Amarillo, TX, “Employer Affirmative Defenses: Limit Your Personal & Corporate Liability.”
- Presented to the 1998 Safety: Into The Millennium, Pikes Peak Chapter, ASSE, Colorado Springs, CO, March 1998, “Employer Affirmative Defenses: Limit Your Personal & Corporate Liability.”
- Presented to the 1997 ASSE Professional Development Conference and Exposition, New Orleans, LA, “Ensuring Success: Effective Networking to Jobs.”
- Presented to Colorado Community College and Occupational Educational Education System 1997 Two-Year College Conference, April 1997, “Microsoft PowerPoint in Action.”

Community Outreach:

- Optimist Club of Trinidad
- Trinidad Chamber of Commerce, Past President / Board of Directors
- Trinidad Ambulance District, Board of Directors
- World Wide Marriage Encounter, Presenting Team w/Wife
- Active in Various Church Lay-Ministries

Awards:

- Trinidad State Junior College 2001 Faculty of the Year Award
- eCollege.com Online Course Development grant award, 2001
- NIOSH Training Project Grant awards, 1999-Present
- President’s Award, ASSE Pikes Peak Chapter, 1999
- VICA Occupational Safety Contest, 1st in Colorado, 3rd Nationally, 1998
- MSA/ASSE Scholarship Award, Outstanding ASSE Student Section 1998
- Safety Professional of the Year, ASSE Pikes Peak Chapter, 1997
- Colorado Commission on Higher Education Distance Education Grant, 1996-Present
- Program of Excellence Award, Colorado Commission on Higher Education, 1996
- ASSE Certificates of Recognition, Technical Lecturer, 1996 & Outstanding Faculty Advisor, 1995
- Crawford & Company/ASSE Scholarship Award, Outstanding ASSE Student Section, 1995
- ASSE Outstanding Service Award, Pikes Peak Chapter, 1995

Work Experience:

Oakland University

2002 – Present

Program Director & Assistant Professor
Industrial Health & Safety
Rochester, Michigan

Professor McGlothlin is the Program Director and teaches in the Industrial Health and Safety program at Oakland University where he is actively involved with IHS students outside the classroom through ASSE Student Section activities, research projects, and experiential learning activities. Professor McGlothlin served on the ASSE Curriculum Committee that developed

outcomes-based curriculum requirements, which the Accreditation Board for Engineering and Technology (ABET) adopted in November 2000 as the standard for accreditation of an Associate degree in Occupational Safety and Health.

McGlothlin & Associates, LLC

1991 - Present

Rochester Hills, Michigan

Owner and chief operating officer of McGlothlin & Associates which provides safety equipment, training, and consulting services to the mining, construction and general industries. Consulting services have been provided both domestically and internationally. Extensive experience in accident investigation and testimony in administrative and civil courts as an expert in safety and health compliance and personal injury cases for various industries, legal firms, school districts, and other government agencies.

Trinidad State Junior College (TSJC)

1993 - 2002

Professor

Occupational Safety & Health

Trinidad, Colorado

Teaching, course development and outreach training responsibilities in the Occupational Safety & Health Technology Program at TSJC. Responsible for upgrading, documenting, and formatting the OSH courses for distance learning. Developed a student section of ASSE and within two years won the ASSE/Crawford & Company Scholarship Award for the outstanding student section in the USA in 1995. Won ASSE/MSA Scholarship Award for outstanding student section again in 1998. The Colorado Commission on Higher Education 1996 Program of Excellence Award recognized the TSJC Occupational Safety program as one of less than 2% of the higher education programs in the state and awarded \$223,500 to develop methods to offer OSH courses worldwide via distance learning. NIOSH has awarded the OSH program Training Project Grants in 1999 and 2000.

Wyoming Fuel Company / KN Energy, Inc.

1988 - 1991

Vice-President and General Manager

Weston, Colorado

Management and administrative responsibility for coal mining operations in Las Animas County Colorado. Instrumental in modernizing the operation and increasing coal production capacity to in excess of two million tons annually. Responsible for fiscal management and budget control of \$32 million operating and \$20.5 million capital budgets. Designated as Company official responsible for health, safety and regulatory compliance. Organized, coordinated, and developed six departments including operations, engineering, human resources, safety, purchasing, and accounting. Actively participated as an instructor in Accident Prevention for both hourly and supervisory employees. This program resulted in significant reduction of the lost time incident rate at the operation.

Kaiser Coal Corporation of Sunnyside

1985 - 1988

Vice-President and General Manager

Sunnyside, Utah

Management and administrative responsibility for the three mine Sunnyside complex. These mines produced in excess of 2.25 million tons annually with 220 employees. Designated as Company official responsible for health, safety and regulatory compliance. Made an effective transition from captive to commercial operation. Within two years increased total production 67%, reduced total manning 51%, increased productivity 120%, and lowered mine cost 60%. Reorganized the management structure eliminating three layers of general supervision. Resulted in a horizontal versus the historic vertical structure. Supervisory responsibility and accountability were improved. Served as an instructor to implement Safe Job Procedures and Standard Operating Procedures which were key elements in generating the above results.

Beaver Creek Coal Company/ARCO

1981 - 1985

Operations Manager

Price, Utah

Operations management responsibility for three underground coal mines, a preparation plant, and loadout in Carbon and Emery counties in Utah. Mined and processed in excess of 1.5 million tons annually with 285 employees. Extensive developmental work resulted in several quality training programs which significantly improved supervisory skills in production and safety management. Designated as Company official responsible for health, safety and regulatory compliance. Actively participated as a trainer in implementation of these programs. Employees at every level were encouraged to participate in productivity and safety improvement efforts. The operation quickly moved from one resistant to change to one which encouraged change and knew each person's ideas counted. In 1984 this company was recognized as one of the 25 most productive coal mining operations in the United States. In addition, the company was recognized by the Governor as Utah's most improved operation from a safety standpoint and was featured in the MSHA quarterly magazine.

Bethlehem Mines Corporation

1979 - 1981

Superintendent, Mine #60

Cokeburg, Pennsylvania

Management and administrative responsibility for a large underground coal mine, coal preparation plant and support facilities. The operation produced approximately 2.25 million raw tons annually with about 500 employees. Developed a computerized mine planning system in conjunction with Bethlehem Research. The system was very successful and was adopted corporation wide. Designated as Company official responsible for health, safety and regulatory compliance. Installed improved operating/safety procedures and budgetary controls to improve productivity 48%, reduce injuries 33% and reduce mining cost 25%. Was a Bethlehem certified instructor in Level I and Level II Supervisor Training which implemented these improved operating and safety procedures.

Bethlehem Mines Corporation

1973 - 1979

Superintendent, Mine #58

Marianna, Pennsylvania

General responsibility for a large underground coal mine. The operation had gone 17 years without a single new hire. Designated as Company official responsible for health, safety and regulatory compliance. Developed comprehensive training programs for both hourly and first line supervisory positions to accommodate an aggressive hiring program. Developed standard operating, maintenance and safety procedures to provide on the job training. Actively participated as a trainer in implementing these training programs.

Bethlehem Mines Corporation

1968- 1973

Engineering / Supervisory Positions

Cokeburg, Pennsylvania

Worked at various mining operations in Western Pennsylvania as Management Trainer, Engineer, Next Step To Zero Instructor, Assistant to the Superintendent and Assistant Superintendent. Primary responsibilities were associated with underground and surface systems analysis, job safety analysis, cost budgeting, training, and mine planning.

U.S. Army

1968 - 1970

Corps of Engineers

Washington, DC and Republic of Vietnam

Commissioned as 2nd Lieutenant after completion of ROTC Program at WVU. Served as military liaison at U.S. Army Topographic Command in Washington, DC for one year. Assigned as base camp engineer for combat support base in Phay Bai, Vietnam, during second year of active duty. Honorable discharge with two bronze stars for meritorious service.

West Virginia University

1966 - 1968

Worked as a full time research engineer / graduate assistant and part time student. Studied the ground water hydrology of the Monongahela River Basin in northern West Virginia as it related to acid mine drainage. Final report served as job requirement and masters thesis.

West Virginia University

1962 - 1966

Full-time mining engineering student and part time employee of Consolidation Coal Company, Pocahontas Division in work study program. Recipient of Consolidation Coal Company scholarship.

CURRICULUM VITAE

Name: Richard J. Rozek

Education and Career Development:

- Wayne State University, Ph.D. Physiology/Pathology, 1979
- Wayne State University, M.S. Occupational and Environmental Health, 1975
- Western Michigan University, B.S. Psychology, 1968
- General Electric Lighting Institute, Lighting Workshop, 1982
- American Society for Clinical Pathology, Diagnosis of Leukemias and Lymphomas Workshop, 1976
- Wayne State University School of Medicine, Toxicology Course, 1974

Professional Certifications:

Professional Experience:

- Associate Professor, Occupational Safety and Health, Oakland University, Rochester, MI. 1988--Present
- Assistant Professor, Occupational Safety and Health, Oakland University, Rochester, MI. 1982-1988
- Research Associate, Pathology, Wayne State University, Detroit, MI. 1970-1982
- Research Assistant, Nephrology, Harper-Grace Hospitals, Detroit, MI. 1977-1979
- Electron Microscopy Technician, Pathology, Wayne State University, Detroit, MI. 1975-1977
- Graduate Teaching Assistantship, Occupational and Environmental Health, Wayne State University, Detroit, MI. 1973-1975
- Teaching Assistantship, Psychology, Western Michigan University, Kalamazoo, MI. 1968-1969

Honors and Awards:

UAW/Chrysler Joint Training Grant Award, 1986
American Heart Association Grant Award, 1986
Oakland University Fellowship Grant Award, 1985
William Beaumont Research Institute Grant Award, 1984
Oakland University Biomed. Research Support Grant, 1984
Oakland University Research Committee Grant Award, 1983

Professional Affiliations:

Electron Microscopy Society of America
Illuminating Engineering Society of North America
Michigan Electron Microscopy Forum
Michigan Industrial Hygiene Society
Sigma Xi
Michigan Regional Chapter - Society of Toxicology

Institutional and Professional Service:

- Oakland University - Senate Library Committee & Chair, Campus Development and Environment Committee & Chair, University Committee on Undergraduate Instruction, University Senator, University Shop Committee, Safety Committee, Classroom Improvement Committee, University Honorary Degree Committee, Faculty Review and Promotion Committee, University Marshal, Strategy for Updating Classroom Technology, Development of a Faculty Senate Committee, Oakland University Soccer Stadium Committee, Ad Hoc University Commencement Committee
- School of Health Sciences - Faculty Council, Curriculum Policy Committee & Chair, Library Coordinator, Seminar Coordinator, Committee on Appointments and Promotions, Personal Factors Committee, Executive Committee, Management Committee, Health Sciences Assembly, Health Sciences AAUP Bargaining Forum, Health Sciences North Central Accreditation Committee,
- OSH Program - Occupational Safety and Health Assessment Plan, OSH Program Director Search Committee & Chair, ASSE Faculty Advisor Student Association, ABET Accreditation Committee, Master of Science in Safety Management Degree Development Committee

Publications and Presentations:

Tombouljian, P., Rozek, R.J., and Thorpe, D.: UAW-Chrysler Hazardous Substance Education & Training Program - Subject Manual, UAW-Chrysler National Skill Development Training Center, 1987.

Rozek, R.J., Sherman, M.L., Liboff, A.R., McLeod, B.R. and Smith, S.D.: Nifedipine is an antagonist to cyclotron resonance enhancement of Ca^{2+45} incorporation in human lymphocytes. *Cell Calcium*, Vol. 8, 1987, pp. 13-22.

Liboff, A.R., Rozek, R.J., Sherman, M.L., McLeod, B.R. and Smith, S.D.: $^{4104}\text{Ca}^{2+45}$ cyclotron resonance in human lymphocytes. *Journal of Bioelectricity*, Vol. 6, #1, 1987, pp. 13-22.

Rozek, R.J., T.H. Kuo, F. Giacomelli, J. Wiener. Proteolytic activities in hypertensive cardiomyopathy of rats. *Journal of Molecular and Cellular Cardiology*, Volume 15, pp. 173-187, 1983.

Briggs, W.A., Rozek, R.J., Midgal, S.D., et al.: Influenza vaccination in kidney transplant recipients: Cellular and humoral immune responses. *Annals of Internal Medicine*, Volume 92, No. 4, pp. 471-477, 1980.

Bourguignon, L.Y.W., Rozek, R.J.: Capping of Concanavalin A receptors and their association with microfilaments on monolayered growth human fibroblastoid cells. *Cell and Tissue Research*, Volume 205, pp. 77-84, 1980.

Weise, R.W., Rozek, R.J., Palutke, M.: Unusual ribosomal lamellar inclusions in lymphocytes. *Micron*, Volume II, No. 2, pp. 127-135, 1980.

Williams, L., Rozek, R.J., Magilligan, D.J., Sandyk, M., and Zapor, M.: Platelet reactivity following exposure to papaverine treated saphenous veins. Fifteenth Annual Michigan Cardiovascular Research Forum. American Heart Association, University of Michigan, 1985

CURRICULUM VITAE

Name: Frank M. Cleary

Education and Career Development:

- Washington University, M.B.A, 1968
- Washington University, B.S. Chemistry, 1957
- Texas A&M Fire School, Industrial Fire Fighting Course
- NIOSH, Ionized Radiation Course
- NIOSH, Non-Ionized Radiation Course,
- GMI, Laser Safety Course
- UAW/General Motors Corp Center for Health & Safety, Ergonomic Seminars
- National Safety Council, Ergonomics: Future Direction
- ASSE, Ergonomics: Creative Strategies & Practical Applications
- ASSE Professional Development Conference, Southeast Michigan Safety Conference, and Michigan Safety Conference attended annually

Professional Certifications:

Certified Safety Professional
Professional Engineer

Professional Experience:

- Special Lecturer and Adjunct Instructor, Occupational Safety and Health, Oakland University, Rochester MI. 1981-Present
- Instructor and Proctor, Certified Safety Professional Examination
- President, Ergonomics and Safety Consulting, Inc., 1993-1997
- Senior Staff Assistant - Senior Safety Administrator, General Motors Corp, GM Tech Center. 1978-1993
- Research Chemist - Analytical Section Leader - Analytical Chemist - Supervisor - Senior Safety Engineer, Monsanto Company, St. Louis, MO and Nitro, WV. 1956-1978
- Adjunct Instructor, Fire and Safety Technology, West Virginia State College. 1975-1978
- Medical Service Corps, Missouri Air National Guard, 1961-1962

Honors and Awards:

- National Safety Fellow, ASSE
- Safety Professional of the Year, ASSE Region VII and Greater Detroit Chapter
- Safety Fellow, General Motors Corporation
- Chairman's Gold Award of Excellence in Community Activities, General Motors Corporation

Professional Affiliations:

American Society of Safety Engineers, Professional Member
Southeast Michigan Safety Council
Michigan Safety Conference
West Virginia Safety Council
West Virginia Safety Conference

Institutional and Professional Service:

- ASSE Greater Detroit Chapter, Past President, Vice President, Secretary, Treasurer, Professional Development Conference Delegate, Community Affairs Chair
- ASSE Student Section Advisor, Oakland University
- ASSE St Louis Chapter, Past Secretary and Treasurer
- ASSE West Virginia Chapter, Past President, Vice President, Secretary, Treasurer
- Southeast Michigan Safety Council - Board of Directors
- Southeast Michigan Safety Conference, Executive Board, Lecturer
- Michigan Safety Conference - President and past Secretary, Treasurer, VP Programs, VP Administration, Executive Board, Chemical Division Chair, Awards Committee Chair, Scholarship Committee Chair
- West Virginia Safety Conference, Chemical Division Chair
- Oakland University School of Health Sciences - SHS Assembly
- OSH Program - Developed Internship Program with General Motors Research, Occupational Safety and Health Assessment Plan Committee, OSH Program Director Search Committee, ABET Accreditation Committee, Master of Science in Safety Management Degree Development Committee
- OSH Program Exhibitor at Southeast Michigan Safety Conference, Michigan Safety Conference, ASSE National Professional Development Conference

Publications and Presentations:

Presented to ASSE National Student Leadership Conference, Oakland University,
Rochester, MI, 2002.

Presentations to Southeast Michigan Safety Conference, Michigan Safety Conference,
ASSE Greater Detroit Chapter, ASSE Student Section Oakland University

CURRICULUM VITAE

Name: Ronald Mattei

Education and Career Development:

- Wayne State University, M.B.A., 1972
- University of Dayton, B.A., 1966

Professional Certifications:

Professional Experience:

- Assistant Dean, School of Health Sciences, Oakland University, Rochester, MI. 1999-Present
- Adjunct Instructor, School of Health Sciences, Oakland University, Rochester, MI. 2003-Present
- Administrative Director, Red Cross National Testing Laboratory, Detroit, MI. 1998-1999
- Program Director, Physical Rehabilitation, St. Mary Hospital, Livonia, MI. 1993-1998
- Director of Operations, Total Therapy Management, Troy, MI. 1989-1993
- Consultant to Management, Pro-Therapy of America, Birmingham, MI. 1988-1989
- Assistant Administrator, Bi-County Community Hospital, Warren, MI. 1986-1988
- Senior Vice President and Chief Operating Officer, Sisters of Mercy Health Corporation, 1976-1986 and Mercy Hospital, 1981-1986, Port Huron, MI.
- Captain, US Army, Assignments in Europe, Asia and United States. 1967-1970

Honors and Awards:

Professional Affiliations:

American Management Association

Institutional and Professional Service:

Oakland University - Dean of Honors College Search Committee
Oakland University - Informational Technology Planning Committee

Publications and Presentations:

CURRICULUM VITAE

Name: Daniel C. Maser

Education and Career Development:

- Wayne State University, M.S. Waste Management, 1995
- Ferris State University, B.S. Occupational Safety and Health, 1979
- EPA and State of Michigan Accredited AHERA Contractor/Supervisor/Inspector/Management Planner and Project Designer for asbestos in schools
- American Industrial Hygiene Conference, American Safety Engineers Professional Development Conference, Southeast Michigan Safety Conference, and Michigan Safety Conference attended annually

Professional Certifications:

Certified Industrial Hygienist
Certified Safety Professional
Registered Occupational Hygienist

Professional Experience:

- Adjunct Instructor, Occupational Safety and Health, Oakland University, Rochester MI. 1996 - Present
- Adjunct Instructor, Madonna University, Livonia MI. 1994-1996
- Over 17 Years Experience at the Following Operations:
President and Co-owner, Environ Consultants, Inc.
District Manager, BDN Industrial Hygiene Consultants, Inc.
Regional Safety Engineer, Parke-Davis Division Warner-Lambert Company
Corporate Industrial Hygienist and Safety Engineer, Nabisco Brands, Inc.
Industrial Hygiene Technologist, Clayton Environmental Consultants, Inc.
Safety and Health Technician, Ferris State College

Honors and Awards:

Professional Affiliations:

American Industrial Hygiene Association
American Society of Safety Engineers
Michigan Industrial Hygiene Society
Michigan Safety Conference
American Academy of Industrial Hygiene
American Conference of Governmental Industrial Hygiene

Institutional and Professional Service:

- American Industrial Hygiene Association, Law Committee
- American Industrial Hygiene Over-sight Committee & Chair
- Michigan Industrial Hygiene Society, Elected Officer, Board of Directors
- Oakland County Local Emergency Planning Committee, Executive sub-committee
- Michigan Safety Conference, Co-Chair Industrial Hygiene

Publications and Presentations:

Co-author, "Tuberculosis in the Workplace Pocket Guide, Genium Publishing: Amsterdam, NY, 1995.

Co-editor, "Chemical Process Hazard Review," American Chemical Society: Columbus Ohio, 1985.

Presented annually "Local Exhaust Ventilation - An Introduction to Proper Design, Operation and Testing," American Industrial Hygiene Conference and Symposium, 1993-2004.

Presented "Mold – A Realistic View." Michigan Safety Conference, 2002.

Presented "Bioaerosols and Indoor Air Quality:" Michigan Safety Conference, 2002 .

Presented "Industrial Hygiene for the 1st Blue Water Bridge. The Story." Michigan Safety Conference, 2000.

Presented "Fundamentals of Local Exhaust Ventilation." American Industrial Hygiene Conference & Expo, 1999.

Presented "Bioaerosol Environmental Quality Issues." Michigan Safety Conference, 1999.

Presented "Respiratory Fit Testing: New Requirements." Michigan Safety Conference, 1999.

CURRICULUM VITAE

Name: Darryl C. Hill

Education and Career Development:

- Wayne State University, M. S. Hazardous Waste Management, 1991
- Iowa State University, B.S. Occupational Safety, 1985
- Oakland University, Ph.D. Student, Educational Leadership, 2004
- American Society of Safety Engineers Professional Development Conference, Southeast Michigan Safety Conference, and Michigan Safety Conference attended annually

Professional Certifications:

Certified Safety Professional Comprehensive Practice

Professional Experience:

- Adjunct Instructor, Occupational Safety and Health, Oakland University, Rochester, MI. 1998-Present
- Director of Safety & Health, ABB Inc., Auburn Hills, MI., Accountability for all aspects of safety, health and environmental program. Responsibility for 5000+ employees at manufacturing locations and construction sites. 1990–Present
- Safety Coordinator and Emergency Response Team Leader, Saturn Corporation, Detroit, MI. 1987–1990

Honors and Awards:

Safety Professional of the Year, Edgar Monsanto Queeny (ASSE), 1997
Safety Professional of the Year, All-Divisions (ASSE), 1997
Safety Professional of the Year, Construction Division (ASSE), 1996-97
Safety Professional of the Year, Region X (ASSE), 1996
Safety Professional of the Year, Greater Detroit Chapter (ASSE), 1994-95

Professional Affiliations:

American Society of Safety Engineers, Professional Member
Southeast Michigan Safety Council
Michigan Safety Conference

Institutional and Professional Service:

- ASSE, Board of Directors
- ASSE Region VII, Vice-President
- Southeast Michigan Safety Council, Board of Directors
- Michigan Safety Conference - elected officer
- Oakland University School of Health Sciences - SHS Assembly
- Oakland University OSH Program - ABET Accreditation Committee, Master of Science in Safety Management Degree Development Committee

Publications and Presentations:

Editor & Contributor. "Construction Safety Management and Engineering." ASSE:
Des Plaines, IL, 2004.

Hill, Daryl. "Time to Transform? Assessing the Future of the SHE Profession."
Professional Safety, November 2002: 18-26.

Presented to ASSE National Student Leadership Conference, Oakland University,
Rochester, MI, 2002.

"The Road to Understanding OCIP and other Insurance Programs," *ASSE Construction
Safety Symposium Proceedings*, November 2001.

"Substance Abuse Programs at Construction Sites", *Construction Safety Conference
Proceedings*, February 1998.

CURRICULUM VITAE

Name: Patrick R. Frazee

Education and Career Development:

- Central Michigan University, M.A. Personnel Management, 1986
- University of Michigan, M.S. Environmental Health Science, 1973
- Kettering University, B.S.E.M. Materials Science, 1972

Professional Certifications:

Certified Industrial Hygienist
Certified Safety Professional

Professional Experience:

- Adjunct Instructor, Occupational Safety and Health, Oakland University, Rochester, MI. 1991 - Present
- Manager, Health and Safety, General Motors North American Operations. 1995-Present
- Dean, Health and Safety College, General Motors University. 1996-Present
- Professor, Life Sciences/Biology, University of Phoenix. 2002
- Project Manager, United Auto Workers - GM Health and Safety Center. 1990-1995
- Director, Industrial Hygiene, General Motors. 1989-1990
- Manager, Field Operations, General Motors Industrial Hygiene. 1987-1989
- Senior Industrial Hygienist, General Motors Corporation. 1973-1987

Honors and Awards:

Safety Fellow, General Motors Corporation, 1999

Professional Affiliations:

American Industrial Hygiene Association
American Academy of Industrial Hygiene
National Safety Council
Board of Certified Safety Professionals

Institutional and Professional Service:

American Academy of Industrial Hygiene – Diplomat
UAW-GM National Joint Committee on Health & Safety
GM Safe Driving Committee
GM Laser Committee
Automotive Industry Action Group – Truck Dock Safety Committee
GM Health & Safety Bargaining Committee – 1996 and 1999 UAW Negotiations

Publications and Presentations:

CURRICULUM VITAE

Name: Melissa J. Eddy

Education and Career Development:

- Wayne State University, M.S. Occupational and Environmental Health, 1997
- Oakland University, B.S. Industrial Health and Safety, 1991
- Oakland University, B.S. General Studies, 1987
- Oakland Community College, A.A., 1984
- Dale Carnegie: Sales & Client Relationship Training- Mt. Pleasant, Michigan- May 2002
- Kepner-Tregoe: Problem Solving and Decision Making Workshop- Port Huron, Michigan- April 2000
- Today's OSHA: A Compliance Update-Lansing, Michigan- October 1999
- Alliance Applied Ergonomics Seminar, 1997

Professional Certifications:

Certified Safety Professional
Certificate of General Insurance

Professional Experience:

- Adjunct Instructor, Occupational Safety and Health, Oakland University, Rochester, MI. 1998-Present
- Loss Control Manager, Amerisure Insurance Company, Farmington Hills, MI. 1996-Present
- Senior Technical Assistant - Technical Assistant, Corporate Loss Control Amerisure Insurance Company, Farmington Hills, MI. 1992-1996
- Loss Control Consultant - Loss Control Trainee, Farmington Hills Loss Control Amerisure Insurance Company. 1991-1992
- Environmental Laboratory Chemist, Analytic & Biological Laboratories, Farmington Hills, MI. 1990-1991
- Student Sanitarian, Oakland County Health Department, Southfield, MI. 1990

Honors and Awards:

First Prize - 6th Annual ASSE Greater Detroit Chapter Technical Paper Contest, 1995

Professional Affiliations:

American Society of Safety Engineers
American Industrial Hygiene Association
Michigan Industrial Hygiene Association

Institutional and Professional Service:

- ASSE Greater Detroit Chapter, Elected Officer
- ASSE Greater Detroit Chapter, Community Affairs, Chair
- ASSE Oakland University Student Chapter, Vice President
- OSH Program - OSH Program Director Search Committee, Master of Science in Safety Management Degree Development Committee

Publications and Presentations:

Published in *Indiana Constructor*- A Publication for the Associated General Contractors of Indiana, June/July 2001, pgs 26-28; “*Ergonomics in Construction.*”

Published in *Enterprise Magazine*- A Newsmagazine for Members of Michigan Manufacturers Association, May/June 2001, Volume XIV, No. 3, pgs 4-5; “*Avoid Slip-ups in Your Safety Program: Prevent Injuries due to Slips, Trips and Falls.*”

Published in *Enterprise Magazine*- A Newsmagazine for Members of Michigan Manufacturers Association, June 1999, Volume XII, No. 6, pgs 10-13; “*Integrating Safety into your Business.*”

Presented to ASSE National Student Leadership Conference, Oakland University, Rochester, MI, 2002.

e. Alumni Survey Questionnaire

Alumni Survey Questionnaire of Oakland University Industrial Health and Safety Program Graduates

GENERAL INFORMATION AND DIRECTIONS

1. The following pages of the Alumni Survey Questionnaire list statements and questions regarding graduate perception of the educational experience in IHS at Oakland University. The survey is divided into three parts. Part I collects demographic data and general information about IHS graduates. Part II provides for graduate perception of the various educational outcomes associated with the IHS program, and Part III documents graduate evaluation of instructional services in the Industrial Health and Safety program. Specific directions for each part are included at appropriate locations within the Survey Questionnaire.
2. Do not put your name, date, social security number or any other identifying marks on the questionnaire.
3. Please return the completed questionnaire as soon as possible of receipt via e-mail or US mail to:

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Industrial Health and Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482

E-mail: mcglothl@oakland.edu
248.370.2664

THANK YOU FOR YOUR PARTICIPATION IN THE SURVEY.

PART I. - DEMOGRAPHIC DATA AND GENERAL INFORMATION

Please provide the following personal data. The information is essential for proper analysis of the questionnaire. All data will be considered strictly confidential.

Directions:

Check or fill in the answer that best describes you. Please note that survey questions are on both sides of these pages.
Do not put your name, date or any other identifying information on the questionnaire.

1. Gender:
☐ Female
☐ Male
2. Race:
☐ American Indian
☐ Asian
☐ Black/African-American
☐ Caucasian (white)
☐ Hispanic
☐ Other (please specify) _____
3. Date degree received in Industrial Health and Safety was:
_____ (year)
4. Overall grade point average was:
☐ 3.5 - 4.00
☐ 3.0 - 3.49
☐ 2.5 - 2.99
☐ 2.0 - 2.49

-
-
5. Type of employment site:
- ☐ Chemical/Petro-chemical Industry
 - ☐ Construction Industry
 - ☐ Consulting Firm
 - ☐ Food Industry
 - ☐ Government Agency
 - ☐ Insurance Industry
 - ☐ Manufacturing Industry
 - ☐ Mining Industry
 - ☐ Other (please specify) _____
6. Your primary area of responsibility (duties):
- ☐ Environmental Health and Safety
 - ☐ Industrial Hygiene
 - ☐ Safety Generalist
 - ☐ Other (please specify) _____
7. Geographical location of primary site location was:
- ☐ rural
 - ☐ suburban
 - ☐ urban
 - ☐ other (please specify) _____
8. Approximate number of total employees at your facility:
- _____
9. Starting salary compensation after graduation:
- _____
10. Are you certified as an ASP?
- ☐ Yes
 - ☐ No
11. Are you certified as a CSP?
- ☐ Yes
 - ☐ No
12. Are you certified as a CIH?
- ☐ Yes
 - ☐ No
13. Are you currently enrolled in graduate studies?
- ☐ Yes
 - ☐ No
14. If Oakland University offered a Masters Degree in Safety Management, would you be interested in enrollment?
- ☐ Yes
 - ☐ No

PART II - GRADUATE PERCEPTION OF EDUCATIONAL OUTCOMES

The following questions will assess the degree to which the Industrial Health and Safety program at Oakland University accomplished program educational objectives necessary for your success as a health and safety professional. Please answer the following questions by circling the one number in the right hand column that most accurately describes your feeling of competency relative to the established IHS program educational objectives:

- Scale:
- 1. Very limited competency
 - 2. Limited competency
 - 3. Neither competent nor incompetent
 - 4. Somewhat competent
 - 5. Very competent

		<i>Level of Competency</i> <i>Limited Competency ➡ Very Competent</i>				
How competent are you in your:						
15.	ability to apply knowledge of mathematics and science	1	2	3	4	5
16.	ability to analyze and interpret data	1	2	3	4	5
17.	ability to anticipate, identify, and evaluate hazardous conditions and practices	1	2	3	4	5
18.	ability to develop hazard control designs, methods, procedures and programs	1	2	3	4	5
19.	ability to function on multi-disciplinary teams	1	2	3	4	5
20.	understanding of ethical and professional responsibility	1	2	3	4	5
21.	knowledge of contemporary issues within a global and societal context	1	2	3	4	5

		<i>Level of Proficiency</i> <i>Limited Proficiency ➡ Very Proficient</i>				
How proficient are you in:						
22.	college algebra and statistics	1	2	3	4	5
23.	the application of chemistry (including organic), physics, physiology, and biology as it pertains to the practice of safety	1	2	3	4	5
24.	written composition and oral communications	1	2	3	4	5

		<i>Level of Knowledge</i> <i>Limited Knowledge ➡ Very Knowledgeable</i>				
How knowledgeable are you of:						
25.	techniques, skills, and modern behavioral tools necessary for the practice of safety	1	2	3	4	5
26.	safety and health fundamentals	1	2	3	4	5
27.	industrial hygiene including toxicology	1	2	3	4	5
28.	systems safety and associated analytical techniques	1	2	3	4	5
29.	legal aspects of safety, health and environmental practice	1	2	3	4	5
30.	environmental aspects of safety and health	1	2	3	4	5
31.	product safety	1	2	3	4	5
32.	fire prevention and protection	1	2	3	4	5
33.	construction safety	1	2	3	4	5
34.	industrial or manufacturing processes	1	2	3	4	5
35.	applied mechanics for safety	1	2	3	4	5

		<i>Level of Competency</i> <i>Limited Competency ➡ Very Competent</i>				
How competent are you in:						
36.	laboratory techniques associated with industrial hygiene and basic sciences	1	2	3	4	5
37.	safety and health program management	1	2	3	4	5
38.	ergonomics	1	2	3	4	5
39.	accident/incident investigation and analysis	1	2	3	4	5
39.	the performance of education and training for safety	1	2	3	4	5

Limited Competency ➡ Very Competent

- | | | | | | | |
|-----|---|---|---|---|---|---|
| 40. | fundamental exposure measurement techniques | 1 | 2 | 3 | 4 | 5 |
| 41. | measurement of safety performance | 1 | 2 | 3 | 4 | 5 |

Level of Effectiveness
Not Effective ➡ Very Effective

- | | | | | | | |
|---|--|---|---|---|---|---|
| How effective was the IHS internship program in your: | | | | | | |
| 42. | professional health and safety development | 1 | 2 | 3 | 4 | 5 |
| 43. | personal development and maturity | 1 | 2 | 3 | 4 | 5 |
| 44. | career development and job search | 1 | 2 | 3 | 4 | 5 |

PART III - GRADUATE PERCEPTION OF INSTRUCTIONAL SERVICES

The following questions will assess the degree to which IHS program at Oakland University provided effective instructional services necessary for your success as a health and safety professional. Please answer the following questions by circling the one number in the right hand column that most accurately describes your assessment of these instructional services:

- Scale:
1. Unsatisfactory
 2. Poor
 3. Average
 4. Good
 5. Excellent

Level of Effectiveness
Unsatisfactory ➡ Excellent

- | | | | | | | |
|--|--|---|---|---|---|---|
| How effective were instructional services in the IHS program in: | | | | | | |
| 45. | making the objectives of the course clear to me | 1 | 2 | 3 | 4 | 5 |
| 46. | developing and presenting the material in a clear manner | 1 | 2 | 3 | 4 | 5 |
| 47. | stimulating my interest in the subject | 1 | 2 | 3 | 4 | 5 |
| 48. | motivating me to do my best work | 1 | 2 | 3 | 4 | 5 |
| 49. | explaining and clarifying difficult material | 1 | 2 | 3 | 4 | 5 |
| 50. | willingness to provide individual assistance outside class | 1 | 2 | 3 | 4 | 5 |
| 51. | ability to handle questions from the class | 1 | 2 | 3 | 4 | 5 |
| 52. | utilization of instructional aids such as supplemental readings and AV's | 1 | 2 | 3 | 4 | 5 |
| 53. | ability of tests and other grading methods to evaluate my performance adequately | 1 | 2 | 3 | 4 | 5 |
| 54. | overall evaluation of instruction | 1 | 2 | 3 | 4 | 5 |

55. Please list those areas of the IHS curriculum that you feel were the strongest.

56. Please list those areas in the curriculum that you believe need improvement.

57. Please list areas that you feel should be deleted from or added to the undergraduate IHS curriculum.

58. If Oakland University offered continuing IHS education courses, would you be interested in attending? Yes _____ No _____
If Yes, what subject matter would interest you?

59. Please list promotions, honors, awards, and special accomplishments you have achieved since graduation.

Thank you for participating in this study. Please **DO NOT** put your name, student identification, or any other identification on your questionnaire. Please return your survey form via email or US mail to the address below.

Very truly yours,

Charles W. McGlothlin, Jr., Ph.D., P.E.
Program Director
Industrial Health and Safety
School of Health Sciences
Oakland University
Rochester, MI 48309-4482
E-mail: mcglothl@oakland.edu
248.370.2664

f. List of Perspective Students

Michigan Safety Conference Attendees

April 20 & 21, 2004

Expressed Written Interest in the Proposed MSSM Degree at Oakland University:

NAME	ADDRESS	CITY, STATE, ZIP	PLACE OF EMPLOYMENT	E-MAIL
Jeff Lim	3300 Kenmore Rd. Apt. 204	Berkley, MI 48072	Shiloh Industries, Inc.	jmlim@shiloh.com
Melissa Kilbride	31057 Lakeview Blvd. #6210	Wixom, MI 48393	Denso	Melissa_kilbride@denso-diam.com
Mike Flanigan	4688 Forb St.	Waterford, MI 48328	RTW	michaelf@rtwl.com
Brandi Dicamillo	3187 Brookshear	Auburn Hills, MI 48326	Lear	bdicamillo@lear.com
Amy Blazejewski (Ahearn)	16850 12 Mile Rd	Roseville, MI 48066	ABB	Amy.m.blazejewski@us.abb.com
Rebecca McClymont	137 W. Elmwood	Clawson, MI 48017	Molex	Becky.mcclymont@molex.com
Bill Moffitt	220 Clair Hill	Rochester Hills, MI 48309	Detroit Newspapers	wmoftitt@dnps.com
Mike Lane	3076 Martell	Rochester Hills, MI 48309	UM-Flint	mjlane@umflint.edu
John Taggart	5770 Plum Crest Dr.	West Bloomfield, MI	Argus	jtaggart@argus-group.com
Carolyn Davis	686 Neff St.	Grosse Pointe, MI 48230	Senior Home Healthcare	ccdavis@oakland.edu
Courtney Youngblood	2275 Ravine Dr.	Rochester, MI 48309	Weimans	cryoungb@oakland.edu
Mike Everett	9041 Posey Dr.	Whitmore Lake, MI	Pall Corp.	Mike_everett@pall.com
David Hintz			Accident Fund	davidh@accidentfund.com
Jeremiah Scott	44850 Groesbeck Hwy	48036	Tower Automotive	Scott.jeremiah@towerautomotive.com

Michigan Safety Conference Attendees

April 20 & 21, 2004

Expressed Written Interest in the Proposed MSSM Degree at Oakland University:

Jeannie Becker (Tullius)	1550 Lamphere	Hillsdale, MI 49242	Alsons Corp.	jbecker@alsons.com
Elizabeth Habel	336 Oakbridge	Rochester, MI 48306	Toyota	emhabel@oakland.edu
Mark Johnson	372 Devonshire Dr. Apt 132		Oakland University	mjohnsonmi@netzero.com
Chris Kwiatkowski	39068 Salem	Clinton Twp, MI	BC	cjkwiatk@oakland.edu
Sarunas Mingela	46707 Stratford Ct	Northville, MI	FoMoCo	Smingela@ford.com
Pat Peters	15874 Frisco	Macomb, MI 48044	Cinc Ins	Pat_peters@cinfin.com
Jon Lillemoen	543 Pleasant Valley	Milford, MI 48380	UM	jLillemo@umich.edu
M. Lillemoen	2994 Kenmore	Berkley, MI 48072	Takota	
B. Schaefer	2301 B Meadowbrook Dr.	Rochester, MI 48309	Student	bjschef@oakland.edu
D. Davis	5445 Corp. Drive #300	Troy, MI 48098	The Hartford	Doug.davis@thehartford.com
D. Jackson	16016 Berry Ln	Macomb, MI 48044	Aristed	Djackson@aristed.com
Carrie Barrette	56674 St. Andrews Dr.	Macomb, MI 48042	Arnamotive Bluewater. Inc.	carbarret@bwpl.com
Rebecca Drzewiecki	14937 Peek	Warren, MI 48088		
Pete Hullinger	2137 Alsdorf	Rochester Hills, MI 48309	Fisher Safety	Peter.Hullinger@fishersci.com
Tom Huber	7501 Kingfisher	Gaylord, MI	MI construction Industry Mutual	tbonehuber@yahoo.com
Allison Stiller	1405 20 th Street	Wyandotte, MI	Oakland	brandon@uryan.org
Pat Kurz	7164 Groveland	Holly, MI	XRI	

Michigan Safety Conference Attendees

April 20 & 21, 2004

Expressed Written Interest in the Proposed MSSM Degree at Oakland University:

NAME	Company	Address	City, State, Zip	Phone	E-Mail
Ellen Lackey, CIH, CSP, CPE Supervisor	Daimler Chrysler	2301 Featherstone Rd.	Auburn Hills, MI 48326	248- 512- 8277	El7@daimlerchrysler.com
John Lewandowski	Approved Fire Protection Company	2513 N. Burdick St.	Kalamazoo, MI 49007	269- 342- 2748	Johnlew@approvedfire.com
David C. Cox President, C.E.O.	Fire Safety Displays CO.	20422 Van Born Rd.	Dearborn Hgts, MI 48125	313- 274- 7888	dccox@firesafetydisplays.com
Lori L. Hodorek Safety Specialist	Macomb County	Administration Building One S. Main St.	Mt. Clemons, MI 48043	586- 469- 6349	Lori.hodorek@co.macomb.mi.us
Clark R. Neu Safety Coordinator	Access Business Group	7575 Fulton St. East	Ada, MI 49355	616- 787- 6214	Clark_neu@accessbusinessgroup.cc

Michigan Safety Conference Attendees

April 20 & 21, 2004

Expressed Written Interest in the Proposed MSSM Degree at Oakland University:

NAME	E-MAIL
Raven McClinton	Ray_ray112@yahoo.com
Emily Matles	gvsualphatau@yahoo.com
Christine Parker	parkerch@student.gvsu.edu
Todd Schultz	Todd1124@hotmail.com
Teresa Schwartz	underschwartz@yahoo.com
	lilban@wayne.edu
Todd Dove	dovekt@sverdrup.com
Brant Mitchell	bmitchell@marinepollutioncontrol.com
Dan White	Dgeorgewhite@hotmail.com
Alex Barsaminan Jr	bansamic@student.gvsu.edu
Erin Mclogan	emclogan@chubb.com
Adam K. Munn	Adam_K_Munn@member.asse.org
Ramon J. Hernandez	R_hernandez@notg.net
Merlin Calkins	Merlin.calkins@ocas.com

TOTAL 49

**Oakland University
Occupational Safety & Health Program**

Expressed Interest in the Proposed MSSM Degree via E-mail

The following individuals have e-mailed the OSH Program expressing interest in the Proposed MSSM:

Chris Butler at CHRBUT@SAFECO.com

Stephanie Clark at shurstclark@hotmail.com

Roger Swanson at Roger.Swanson@twbcompany.com

Ann Farrellrader at afarrellrader@bearmontservices.com

Don Tesin at dtesin@vacall.com

Todd Dove at dovekt@sverdrup.com

David Kasab at kasabdm@Kellyservices.com

Ronda Mrevyn at rmrevyn@umich.edu

Andy Birr at andy.birr@toldeozoo.org

Becky McClymont at Becky.McClymont@molex.com

Gwen Kuhn at gwen.kuhn@fanucrobotics.com

Michael Stamper at mks1@daimlerchrysler.com

Barbara Ondrisek at Barbara.R.Ondrisek@marshmc.com

Freddie Featherstone at ffeatherstone@walbridge.com

Melissa Rambow at marambow@yahoo.com

B.J. Dant at b.dant@gm.com

Joe Forgue at jforgue@ajaxpaving.com

Lee Azzou at lazzou29@yahoo.com


Phill Andrews at pandrews@roncelli-inc.com

Total of 19 via e-mail. Grand Total number of individuals expressing written interest in the proposed MSSM degree today is 68.

g. Detailed Information, Similarly Named Degrees

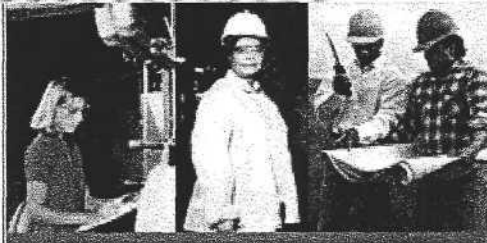
Health & Safety Sciences

**GRADUATE
SAFETY PROGRAM**



SAFETY

Master of Science



Wed, Jun 4

TOP 5 REASONS TO ATTEND THE UT HSS SAFETY PROGRAM



The M.S. with a major in safety prepares safety professionals to serve the business, industrial, and public sectors in the fields of safety management, emergency management, safety education, injury and accident assessment, and public safety. This program:

1. provides a relevant, up-to-date graduate curriculum with concentrations in safety management and emergency management for degree candidates who are employed or will be employed in industry or with public sector agencies responsible for safety and health
2. offers course concentrations in safety management and emergency management as well as internship and research experiences on and off campus, which significantly supplement safety certification preparation and enable students to develop specialties;
3. plans and conducts applied research related to safety management, emergency response, crisis management, injury, risk, and accident assessment;
4. provides consultants, training, and other services to Tennessee communities, schools, small businesses, and industries.
5. Graduate students enrolled in the safety program may also have an opportunity to work in research or on project teams

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SAFETY EDUCATION AT UT

The UT Safety Program is the only graduate program in Tennessee leading to an M.S. in safety. In addition to serving the needs of Tennessee residents, this degree attracts students from Academic Common Market states, which do not offer graduate safety programs. The UT Safety Program furthers the university and college mission by preparing safety professionals with the knowledge and skills necessary to create and maintain safer human environments in the workplace, home, school, and community. Through a broad range of instruction, research, and service initiatives, the UT Safety Program promotes protection of the nation's population through safety management and emergency management as one efficient and cost-effective method of achieving the nation's goals for wellness and health.

Quality

The majority of entering safety graduate students have five or more years of experience in a safety, environmental, or industrial hygiene field, although this level of experience is not required for graduate admission. Many students far exceed this level with 10 to 20 years of applied safety-related work experience. This level of work-related experience enhances the quality and depth of class discussion and allows the cognitive, management, and training concepts introduced in graduate classes to be readily applied on the job. Graduates have indicated a high rate of success in achieving promotion within their own companies, acquiring new jobs within the safety or emergency response field, and furthering their

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with PhD candidates, who are pursuing a concentration in community health and who have chosen safety as their primary research area. These Ph.D. candidates also choose safety as a collateral course area and a cogante in environmental engineering.

graduate education.



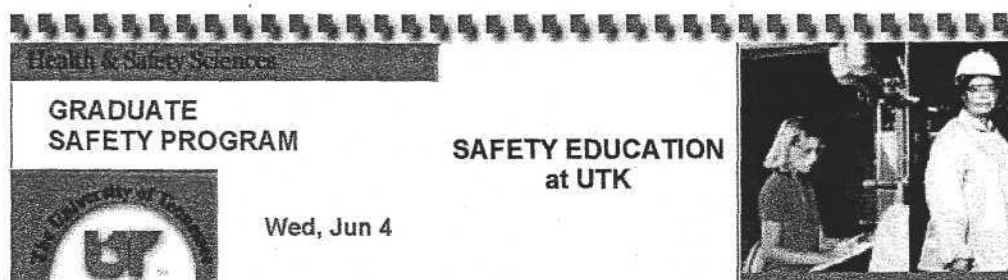
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UT Safety Program
Department of Health and Exercise Science
1914 Andy Holt Avenue - Knoxville, TN 37996-2710
Telephone: 865-974-5041 : Fax: 865-974-6439
utsafety@utk.edu



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SAFETY EDUCATION AT UT (continued)

Program Emphasis

Students enrolled in the graduate safety program receive an M.S. with a major in safety. This degree program provides preparation in accident prevention, organization, and administration of safety programs, emergency management, behavioral safety, and research analysis. A student may choose to concentrate in safety management or emergency management.

Safety graduates work in safety management and emergency management positions within industry, schools, colleges, nonprofit organizations, and public agencies. With related experience, students are eligible to sit for safety certifications. Both the thesis and non-thesis safety program options require 33 semester hours of graduate courses.



Both concentrations offer internships with business, industry, or public sector organizations and membership in team-based multi-disciplinary graduate research projects. Students also have the opportunity to participate in national safety organizations and community service initiatives related to safety and emergency response.

The program is designed to meet the needs of full- and part-time students pursuing careers in safety management or emergency management. Since all core courses are offered in the evening, most graduate students continue to work full-time in safety-related fields while earning a degree. The ongoing partnership with the University Evening School and the Oak Ridge Graduate Program enables the UT Safety Program to further meet the needs of nontraditional students. Required concentration courses are also offered during the evening at the Knoxville campus and additional sites. Concentration courses taught by the UT Departments of Industrial and Environmental Engineering allow students to combine safety management courses with those that focus on industrial ergonomics or environmental management.

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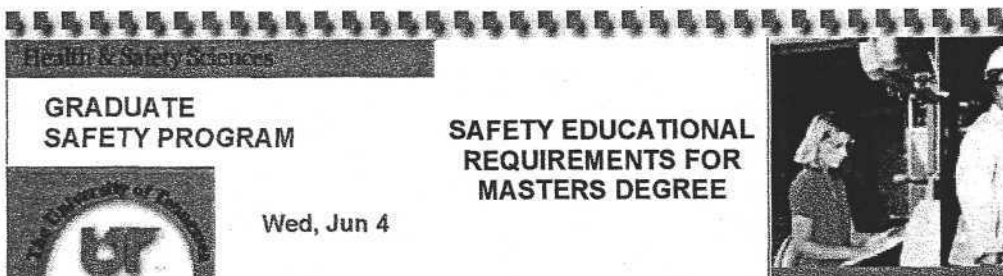
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Please Note: All Safety Courses begin with an "S"

33 Credits Required for Graduation

**Safety Management
CORE REQUIREMENTS (18 Hours)**

Thesis Option

(Credits) Course Title

- (3) S 532 Behavioral Problems in Safety
- (3) S 533 Problems & Research in Accident Prevention
- (3) S 534 Org. Administration of Safety Programs
- (3) S 535 Emergency Management
- (3) 500-level Graduate Statistics Course
- (3) 500-level Graduate Research Course

Emergency Management | [^Back To Top ^](#)

NON-Thesis Option

(Credits) Course Title

- (3) S 452 Safety Principles & Practices
- (3) S 532 Behavioral Problems in Safety
- (3) S 533 Problems & Research in Accident Prevention
- (3) S 534 Org. Administration of Safety Programs
- (3) S 535 Emergency Management
- (3) 500-level Graduate Research or Statistics Course

CONCENTRATION REQUIREMENTS (15 Hours)

Thesis Option

(Credits) Course Title

- (3) S 536 Safety Instrumentation
- (3) HRD 512 Human Resource Management
- Select One Course*
- (3) Env. Eng 556 Hazardous Waste Mgt., or
- (3) Env. Eng. 555 Solid Waste Mgt. or
- (3) S 460 Fire Risk Management
- (6) Thesis

Thesis Approval & Oral Exam

NON-Thesis Option

(Credits) Course Title

- (3) S 536 Safety Instrumentation
- (3) HRD 512 Human Resource Management
- Select One Course*
- (3) Env. Eng. 556 Hazardous Waste Mgt. or
- (3) Env. Eng. 555 Solid Waste Mgt. or
- (3) S 460 Fire Risk Management
- Select One Course*
- (3) 423 Ind. Eng. Industrial Safety or
- (3) S 443 Sports & Recreation Safety or
- (3) 519 Ind. Eng. Human Factors Engineering
- Select One Course*
- (3) S 600 Internship or
- (3) S 593 Directed Indep Study or
- (3) Ind. Eng. 520 Human Factors & Product Safety

Comprehensive Exam & Culminating Experience*****

**Emergency Management
CORE REQUIREMENTS (18 Hour)**

Thesis Option

(Credits) Course Title

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NON-Thesis Option

(Credits) Course Title

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- | | |
|--|---|
| (3) S 532 Behavioral Problems in Safety | (3) S 452 Safety Principles & Practices |
| (3) S 533 Problems & Research in Accident Prevention | (3) S 532 Behavioral Problems in Safety |
| (3) S 534 Org. Administration of Safety Programs | (3) S 533 Problems & Research in Accident Prevention |
| (3) S 535 Emergency Management | (3) S 534 Org. Administration of Safety Programs |
| (3) 500-level Graduate Statistics Course | (3) S 535 Emergency Management |
| (3) 500-level Graduate Research Course | (3) 500-level Graduate Research Course or Statistics Course |

CONCENTRATION REQUIREMENTS (15 Hour)

Thesis Option	NON-Thesis Option
(Credits) Course Title	(Credits) Course Title
(3) S 537 Advanced Emergency Management	(3) S 537 Advanced Emergency Management
(3) S 460 Fire Risk Management	(3) S 460 Fire Risk Management
Select One Course*	Select One Course*
(3) Public Adm. 539 State & Local Gov. or	(3) Public Adm. 539 State & Local Gov. or
(3) Public Adm. 550 Public Administration	(3) Public Adm. 550 Public Administration
(6) Thesis	Select One Course*
Thesis Approval & Oral Exam	(3) Env. Eng. 556 Hazardous Waste Mgt. or
	(3) S 443 Sports & Recreation Safety or
	(3) Ind. Eng. 423 Industrial Safety
	Select One Course*
	(3) S 600 Internship or
	(3) S 593 Directed Independent Study
	Comprehensive Exam** & Culminating Experience***

Culminating Experience

In addition to passing a comprehensive written examination, all graduate students in the Safety Program who choose a non-thesis option will participate in a culminating experience. This experience allows the student to further demonstrate his or her ability to apply knowledge independently, translate knowledge into practice, and integrate the skills and knowledge gained from core safety courses with those acquired from the student's major area of concentration. Each safety student must complete at least one option from the following list to meet the requirements for completion of a culminating experience:

- a three credit hour internship including a written report;
- a special team-based applied safety project and accompanying written report;
- an approved three credit hour independent study, applied research, or service project; or
- a journal article, written during the last year of course work and submitted for approval three months prior to graduation to the Safety Graduate Coordinator. (This article should focus on an issue addressed in a core safety course and integrate it with the student's major concentration area and be suitable for journal publication.)

College of Engineering & Mineral Resources

Industrial & Management Systems Engineering



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Master of Science in Safety Management

The safety management degree program is accredited in safety by the Applied Science Accreditation Commission (ASAC) of the Accreditation Board of Engineering and Technology (ABET). It is designed for students trained in the areas of business and economic sciences, animal sciences, chemical and biological sciences, engineering and technology sciences, medical sciences, and the physical sciences who have an interest in safety and environmental management.

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- [Doctor of Philosophy in Occupational Safety and Health](#)

College of Engineering & Mineral Resources

Industrial & Management Systems Engineering



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About the Safety Management Program

The program has over 30 years of rich tradition preparing safety professional for the organization, development, and operation of safety-related managerial practices in industry. Graduates of the program hold positions such as:

- Safety Managers
- Safety Coordinators
- Safety Directors
- Safety Engineers
- EH&S Managers
- Construction Safety
- Loss Control Managers

Our alumni can expect to work in various safety areas including:

- Safety Management
- Training and Development
- Fire Safety
- Disaster Preparedness
- Instrumentation and Measurements
- Transportation

Student graduating from this program can expect to work for various employers including:

- Government Agencies
- Manufacturing Companies
- Energy Industries
- Government Safety Planning Programs
- Health Care and Insurance

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College of Engineering & Mineral Resources
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Safety Management Graduation Requirements

Students must successfully complete either:

- 37 hours of coursework and a comprehensive exam at completion of coursework (including 25 hours of required courses - 8 courses)
OR
- 34 hours of coursework, and an approved problem report
OR
- 31 hours of coursework and an approved thesis

NOTE: Students must have a graduate GPA of 3.0 in order to graduate

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Our Educational Objectives for the Graduate Safety Management Program

Drawing from the university's mission, the program mission, the needs of our constituents, and ABET ASAC Criteria 2001, the following educational objectives were developed for the Masters of Science Safety Management Program:

A graduate of the Safety and Environmental Management program will be able to:

- 1) Communicate effectively, orally and in writing, including the transmission of safety data to management and employees.
- 2) Demonstrate knowledge and skills in the area of safety and environmental management.
- 3) Demonstrate knowledge of ethical and professional responsibilities and knowledge of applicable legislation and regulations.
- 4) Demonstrate the ability to apply various research activities through the decision-making process used in safety and environmental management.

Our Educational Outcomes for the Graduate Safety Management Program

In order to meet the educational objectives, students of the Safety Management program must be able to meet the following educational outcomes at the time of their graduation:

1. Demonstrate knowledge and skills to build a comprehensive Safety, Health and Environmental Program based on loss control and regulations.
2. Demonstrate knowledge and skills to use analytical techniques in the Safety, Health and Environmental function.
3. Demonstrate knowledge and skills with federal, state and non-governmental Safety, Health and Environmental Program standards and best practices.
4. Demonstrate skills in communications, written and oral, at the level of professionals in Safety, Health and Environmental positions.
5. Demonstrate knowledge and skills in writing and evaluating Safety, Health and Environmental research proposals.
6. Demonstrate knowledge and skills in using management tools to implement and evaluate SHE programs.

College of Engineering & Mineral Resources Industrial & Management Systems Engineering



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Safety Management Admission Criteria

Admission as a **regular** student requires:

- 3.00 or above undergraduate GPA
- A baccalaureate degree based on a minimum of 120 semester hours or the equivalent that must include 63 or more semester-hour credits in undergraduate or graduate-level courses in science, mathematics, engineering, and technology, including applied science and applied science specialties, with at least 15 of those at the upper (junior, senior or graduate) level
- A minimum of 21 semester-hour credits, or the equivalent, in communications, humanities, and social sciences.

Admission as a **provisional** student requires:

- 2.75 to 2.99 undergraduate GPA
- The minimum semester hours and coursework as specified for a regular student or when on developmental course (3-4 hours) must be taken to meet the minimum coursework requirement.

Provisional students may apply for regular status after successfully completing a 3.25 GPA in their first 12 hours of course work and/or completing developmental course work.

Students who are missing more than 3-4 hours of required course work for admission and want to take developmental courses to prepare for application should contact the SAFM Admissions Committee (gary.winn@mail.wvu.edu).

Admission Requirements Details

Examples of some of the courses in mathematics, science, engineering, and technology, including applied science and applied science specialties that have been accepted recently:

Mathematics and science courses may include, but not limited to:

- College Algebra, Trigonometry, etc
- Calculus
- Statistics
- Chemistry
- Biology, Zoology, Botany, Physiology
- Physics

Engineering, and technology, including applied science and applied science specialty courses may include, but are not limited to:

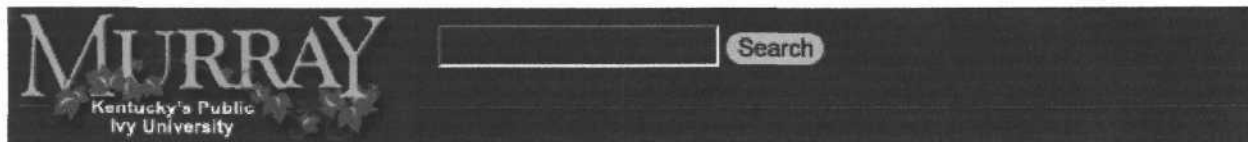
- Engineering
- Safety technology
- Environmental or environmentally related
- Highway Traffic Safety
- Hazardous Materials Management
- Fire Safety

- Geology and Physical Sciences
- Industrial Hygiene

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Department of Occupational Safety and Health



College of Health Sciences and Human Services

Occupational Safety and Health

Murray State University

157 Industry & Technology Center

Murray, Kentucky 42071-3347

Phone: (270) 762-2488 Toll Free: (888) 886-5715 FAX: (270) 762-3630

E-mail: OSH@murraystate.edu

Graduates with degrees in occupational safety and health (OSH) will find abundant career opportunities in virtually every occupational setting ranging from heavy industry to light manufacturing, construction, transportation, service industries, government operations and insurance companies. Typical job titles include safety manager, safety coordinator, safety engineer, industrial hygienist and loss control manager. Related fields include fire protection, security, environmental operations and risk management.

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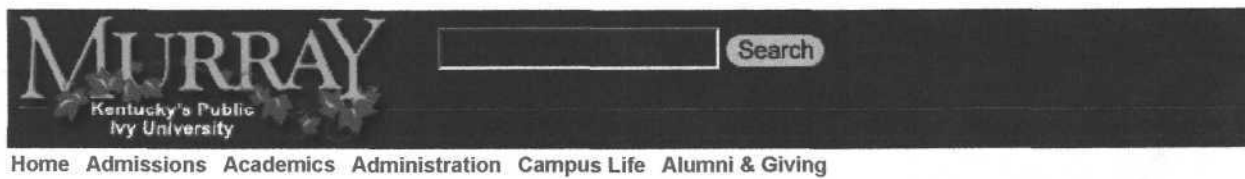
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Direct comments about this page to [Dr. David Fender](#), Department Occupational Safety & Health.



Master of Science

Department of Occupational Safety and Health



College of Health Sciences and Human Services

**Occupational Safety and Health
Murray State University
157 Industry & Technology Center
Murray, Kentucky 42071-3347**

Phone: (270) 762-2488 Toll Free: (888) 886-5715 FAX: (270) 762-3630

E-mail: OSH@murraystate.edu

Total Credit Hours: 30

Objectives: The graduate program in Occupational Safety and Health is designed to provide the philosophical, scientific and technical knowledge required by individuals seeking professional management and administrative positions in the field. Persons pursuing this degree must have a B.Sc. degree in Occupational Safety and Health, or a related field, and/or complete a core of 21 credit (semester) hours of undergraduate work.

Courses of Study

Undergraduate Prerequisites * [21 Credit Hours]

OSH 192	Management and Enforcement of Accident Prevention	3 hours
OSH 310	Fire and Emergency Preparedness Preplanning	3 hours
OSH 353	Prevention of Musculoskeletal Disorders in the Workplace	3 hours
OSH 420	Industrial Hygiene I	3 hours
OSH 452	Systems Approach to Hazard Control	3 hours
CHOOSE 6 HOURS FROM THE FOLLOWING WITH ADVISOR'S APPROVAL		

OSH 311	Hazardous Materials and Emergency Planning	3 hours
OSH 320	Environmental & Occupational Health Engineering Tech.	3 hours
OSH 384	Construction Safety	3 hours
OSH 425	Physical Agents	3 hours
OSH 453	Human Factors in Safety Engineering	3 hours

*Undergraduate course work is required in Chemistry, Physics, Biology, and Mathematics.

*Discuss with advising faculty.

Technical Requirements [18 Credit Hours]

OSH 523	Occupational Diseases	3 hours
OSH 626	Industrial Hygiene Sampling Strategies	3 hours
OSH 637	Biostatistics and Probability	3 hours
OSH 654	Philosophy of Safety & Health	3 hours
OSH 655	Legal Aspects of Safety and Health	3 hours
OSH 657	Current Lit. & Research in Safety and Health	3 hours
OSH 658	Introduction to Occupational Epidemiology	3 hours
OSH 663	Applied Workplace Ergonomics	3 hours
OSH 670	Internship in Safety and Health (or approved 3 elective with prior safety internship or equivalent)	3 hours
OSH 680	Grad. Seminar in Occupational Safety & Health	3 hours
OSH 698-699	Thesis <u>THESIS MAY SUBSTITUTE FOR OSH 654 AND OSH 670</u>	6 hours

Safety Management Option [12 Credit Hours]

OSH 536	Motor Fleet Safety	3 hours
OSH 545	Loss Control Measurement and Management	3 hours
OSH 550	Safety and Health Program Management and Training	3 hours

OSH 591	Engineering and Technical Aspects of Safety	3 hours
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Industrial Hygiene Option [12 Credit Hours]

OSH 527	Air Contaminants and Industrial Ventilation	3 hours
OSH 621	Industrial Hygiene II	3 hours
OSH 622	Toxicology of Industrial Materials	3 hours
OSH 656	Ergonomics and Biomechanics	3 hours

Environmental Option [12 Credit Hours]

OSH 527	Air Contaminants and Industrial Ventilation	3 hours
OSH 587	Wastewater Treatment	3 hours
OSH 589	Solid and Hazardous Waste Treatment	3 hours
OSH 621	Industrial Hygiene II	3 hours

* Undergraduate course work is required in chemistry, physics, biology, and mathematics. Discuss with advising faculty.
For more information regarding the Master of Science in OSH, please refer to the following link, [Dr. Bassam Atieh-Homepage](#)

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Created and maintained by the Department of Occupational Safety & Health, College of Health Sciences and Human Services,
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Direct comments about this page to [Dr. David Fender](#), Department Occupational Safety & Health.

Direct questions about the Department or Departmental Programs to OSH@murraystate.edu

OCCUPATIONAL SAFETY AND HEALTH
MASTER OF SCIENCE DEGREE
CURRICULUM OPTIONS, FALL 2003

OBJECTIVES

The graduate program in Occupational Safety and Health is designed to provide the philosophical, scientific and technical knowledge required by individuals seeking professional management and administrative positions in the field. Persons pursuing this degree must have a B.Sc. degree in Occupational Safety and Health, or a related field, and/or complete a core of 21 credit (semester) hours of undergraduate work.

SPONSORING UNIT

Department of Occupational Safety and Health
College of Health Sciences and Human Services
Murray State University
Murray, Kentucky 42071

DEGREE OFFERED

Master of Science

TOTAL CREDIT HOURS: [30]

Thesis Track

Non-Thesis Track

OTHER DEGREE REQUIREMENTS

- Graduate record examination (GRE).
- Comprehensive examination.
- Oral defense of thesis (thesis track).
- 12 hours of 600 level courses excluding thesis (thesis track).
- 15 hours of 600 level courses excluding practicum and internship credits (non-thesis track).



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OCCUPATIONAL SAFETY AND HEALTH
MASTER OF SCIENCE DEGREE, COURSES OF STUDY

UNDERGRADUATE PREREQUISITES *	[21 CREDIT HOURS]	CR.
OSH 192 Introduction to Occupational Safety and Health		3
OSH 310 Fire and Emergency Preparedness Preplanning		3
OSH 353 Prevention of Musculoskeletal Disorders in the Workplace		3
OSH 420 Industrial Hygiene I		3
OSH 452 Systems Approach to Hazard Control		3
[SELECT 2 COURSES FROM THE FOLLOWING WITH ADVISOR'S APPROVAL]		
OSH 311 Hazardous Materials and Emergency Planning		3
OSH 320 Environmental and Occupational Health Engineering Tech.		3
OSH 384 Construction Safety		3
OSH 425 Physical Agents		3
OSH 453 Human Factors in Safety Engineering		3


TECHNICAL REQUIREMENTS	[18 CREDIT HOURS]	
[COURSES ARE SELECTED BASED ON OPTION AND WITH ADVISOR'S APPROVAL]		
OSH 523 Occupational Diseases		3
OSH 626 Industrial Hygiene Sampling Strategies		3
OSH 637 Biostatistics and Probability		3
OSH 654 Philosophy of Safety and Health		3
OSH 655 Legal Aspects of Safety and Health		3
OSH 657 Current Literature and Research in Safety and Health		3
OSH 658 Introduction to Occupational Epidemiology		3
OSH 663 Applied Workplace Ergonomics		3
OSH 670 Internship in Safety and Health (or approved elective with prior safety internship or equivalent)		3
OSH 680 Graduate Seminar in Occupational Safety and Health		3
OSH 698-699 Thesis		6
THESIS MAY SUBSTITUTE FOR OSH 654 AND OSH 670		


SAFETY MANAGEMENT OPTION	[12 CREDIT HOURS]	
OSH 536 Motor Fleet Safety		3
OSH 545 Loss Control Measurement and Management		3
OSH 550 Safety and Health Program Management and Training		3
OSH 591 Engineering and Technical Aspects of Safety		3

INDUSTRIAL HYGIENE OPTION	[12 CREDIT HOURS]	
OSH 527 Air Contaminants and Industrial Ventilation		3
OSH 621 Industrial Hygiene II		3
OSH 622 Toxicology of Industrial Materials		3
OSH 656 Ergonomics and Biomechanics		3

ENVIRONMENTAL OPTION	[12 CREDIT HOURS]	
OSH 527 Air Contaminants and Industrial Ventilation		3
OSH 587 Wastewater Treatment		3
OSH 589 Solid and Hazardous Waste Treatment		3
OSH 621 Industrial Hygiene II		3

* Undergraduate course work is required in chemistry, physics, biology, and mathematics. Discuss with advising faculty.


Eastern Kentucky University


College of Justice & Safety
The Department of Loss Prevention and Safety

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Loss Prevention and Safety Master of Science

[New LPS Masters Program Online!](#)

The Department of Loss Prevention and Safety offers the Master of Science degree in Loss Prevention and Safety. The M. S. degree program is designed to provide students with a broad background in loss prevention and safety, plus the option for more in-depth knowledge of at least one area of loss prevention and safety through thesis research. The program is directed to preparing students for responsible careers in loss prevention and safety. Students are prepared to draw logically sound conclusions, to think creatively, to communicate effectively, and to appreciate the role and responsibilities of the loss prevention and safety administration/manager.

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The objectives of the graduate Loss Prevention and Safety program are:

- To provide a broad based program that affords the depth of education, the specialized skills, and the sense of creativity that will allow the graduate to practice in and contribute to the field of loss prevention and safety.
- To provide an avenue for a highly mobile and marketable career to individuals wishing to pursue graduate education and remain in Kentucky and/or surrounding areas.
- To add to the body of knowledge through scholarly activity, research, and advanced professional training.
- To provide loss prevention and safety practitioners with leadership skills needed for the planning and delivery of loss prevention and safety services at the state, regional, and national levels.

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Course Descriptions

LPS – Loss Prevention and Safety

815 Loss Prevention Administration. (3) A. Formerly CRJ 815 . Prerequisite: Departmental approval. Examination of administrative concepts and principles regarding organizing and managing the functional areas of fire, safety, and security. Development of organizational and administrative structure to include policy formulation, goals and objectives, managerial tasks, and impact evaluations within an encompassing loss prevention framework.

822 Workers Compensation/Labor Law. (3) A. Prerequisite: departmental approval. Comprehensive study of workers compensation and regulations; National Labor Relations Act; Title VII: A.D.E.A.; and, other relevant laws applicable to the functional areas of loss prevention.

826 Emergency Prep/Response. (3) A. Prerequisite: departmental approval. In-depth study of the planning process, program development, training methods, etc., for response to man-made and natural emergencies/disasters for both private and public entities.

827 Issues in Security Management. (3) A. Prerequisite: departmental approval. Survey of salient issues and concerns confronting security managers. Examines the application and contribution of various management concepts and philosophies to assets protection issues such as information security, personnel protection, threat analysis, technological adaptation, and resource allocation.

828 Industrial Safety Management. (3) A. Prerequisite: departmental approval. Investigation and analysis of hazard control principles relating to the management of personnel, facilities, and equipment, including control procedures, work-task analysis, risk identification and countermeasures, safety training, and pertinent safety management techniques.

829 Public Emergency Services. (3) A. Prerequisite: departmental approval. Overview of the theories and techniques of management practices regarding the operation and delivery of public sector emergency services. Agency coordination, budgetary considerations, resource assessment, and liability issues are emphasized.

833 Legislation & Regulatory Comp. (3) A. Prerequisite: departmental approval. Comprehensive study and analysis of federal/state regulations and legislation such as OSHA, EPA, etc., which mandate compliance with certain safety, health, and environmental conditions and practices relating to work performed in occupational, industrial, and comparable settings.

839 Cooperative Study. (1-6) A. Prerequisite: departmental approval. Work under faculty and field supervisor in a cooperative placement related to student's academic studies. May be retaken to a maximum of six hours, but only three hours may count toward master's degree. A minimum of 80 hours is required for each

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hour of academic credit.

841 Applied Study in Loss Prevention. (3) A. Formerly CRJ 841. Prerequisite: departmental approval. Supervised study in loss prevention setting to provide the student an opportunity to synthesize theory and on-the-job situations. Individual conferences.

845 Personal/Environmental Hazards. (3) A. Prerequisite: departmental approval. Analysis and investigation of hazard and threat control principles relating to personal and environmental risks within the workplace. Investigation techniques, inspection methodologies, management techniques, and prevention programs essential to the manager within the safety, fire, and security functions are emphasized.

865 Loss Prevention Auditing. (3) A. Formerly CRJ 865. Prerequisite: departmental approval. Theory and application of loss prevention auditing in safety, fire, and security. Comprehensive study of risk/threat exposure and assessment.

880 Loss Prevention Research/Planning. (3) A. Prerequisites: SLP 465 or equivalent statistics course and departmental approval. Models and applications of research design and planning in loss prevention and assets protection. Identification and evaluation of problems, information and data interpretation, and research/planning methodologies for contemporary approaches to proactive loss prevention.

890 Topical Seminar: _____ (1-3) A. Prerequisite: advisor/departmental approval. Designed to explore specific, contemporary aspects of loss prevention. May be retaken to maximum of six hours provided topic is different each time.

897 Independent Study. (3) A. Prerequisite: departmental approval. Designed for graduate students who have demonstrated the ability to conduct individual research relating to loss prevention and safety. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment. May be retaken to a maximum of six hours.

898 Thesis. (3-6) A. Prerequisite: departmental approval. For students preparing a thesis in partial fulfillment of the requirements for master's degree program. May be retaken to a maximum of six hours.

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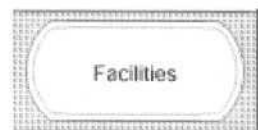
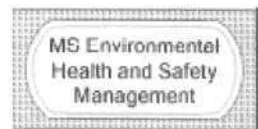
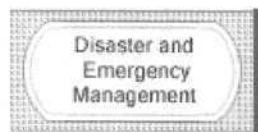
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- ▶ [Distance Learning](#)
- ▶ [Information Request](#)

The master's degree (MS) program prepares the individual to design and implement comprehensive and effective environmental, health and safety (EHS) management systems that will assist an organization in which he or she works in remaining viable as it enters the twenty-first century. The primary objective is to determine the appropriate EHS goals for the organization and to develop a plan to meet them as efficiently as possible. The MS program is founded upon an extremely current and dynamic body of knowledge, the advice, guidance and participation of leading EHS experts and the continued interaction with industry and government.

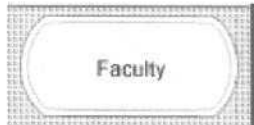
RIT's master of science program in environmental health and safety management is designed to provide graduates with a solid grounding in technical and managerial aspects of leading practice in environmental management. The program is designed for early- to mid-career EHS professionals and those who wish to make a career move into this field.

A New Program of Study

The last decade has seen significant changes in how organizations view and manage environmental, health and safety issues. Increasingly, industries are capitalizing on the synergies between these areas by managing them together – necessitating the need for EHS professionals to be cross-functional in all three functions. The emergence of voluntary standards and codes of conduct (including ISO 14001 standards), coupled with the need to manage costs, has resulted in a trend to go beyond mere regulatory compliance through the use of management systems and integration of EHS into key business processes. RIT's program in environmental, health and safety management utilizes an integrated management systems focus to ensure that graduates can:

- ▶ Identify and leverage the regulatory, voluntary and business drivers for EHS programs
- ▶ Design and implement effective EHS management systems and programs.
- ▶ Design and implement performance measurement processes to verify EHS effectiveness
- ▶ Demonstrate how an effective EHS program adds value to the organization

The program is designed so that it can be completed in as little as two years of part-time study or working full-time. In conjunction with their major professor and graduate steering committee, students are able to tailor an individual program of study to meet their academic and career interests. RIT's faculty are highly experienced EHS professionals, ensuring that the curriculum is both academically rigorous and practical.



Environmental, Health & Safety Management, MS degree

Mission

The mission of the Environmental, Health and Safety Management Master of Science Degree is to prepare traditional and non-traditional local and distance students to manage their organizations' environmental, health and safety systems by providing them with the appropriate and current environmental, health and safety management strategy and tools.



Objectives

1. Provide a curriculum that includes environmental, health and safety management strategies and tools.
2. Provide a flexible learning environment that allows the program to be completed through traditional and, or non-traditional means.
3. Produce students who are prepared to further their career in the field of environmental and safety management.

Rochester Institute of Technology
Civil Engineering Technology,
Environmental Management and Safety Department
78 Lomb Memorial Drive, Rochester, NY 14623
585-475-2183

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R·I·T[Home](#) [Directories](#) [Index](#) [Info-Cen](#)

Civil Engineering Technology, Environmental Management &

Environmental, Health and Safety Management[Home](#) / [MS Environmental, Health and Safety Management](#) / [Sample Full Time Schedule](#)Civil Engineering
TechnologyDisaster and
Emergency
ManagementEnvironmental
Management and
TechnologySafety
TechnologyMS Environmental
Health and Safety
Management

Facilities

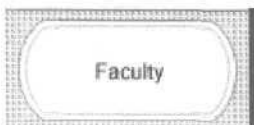
Sample Full Time Schedule**Key**

(L) - Offered Locally

(O) - Offered Online

(X) - On Site Executive Leader Session (4 days)

Course Number/Title	Credits
Year 1	
Fall Quarter	
0630-720 EHS MANAGEMENT (X)	4
0102-740 ORG BEH & Leadership (O,L)	4
FOUNDATION/ELECTIVE (O,L)	4
Winter Quarter	
0630-740 EHS MGMT SYST DESIGN (O)	4
0630-725 EHS ACCT & FIN (O)	4
FOUNDATION/ELECTIVE (O,L)	4
Spring Quarter	
0630-790 EHS INTERNAL AUDITING (X)	4
0630-890 GRAD. PROJ./THESIS PLAN (O, L)	2
FOUNDATION/ELECTIVE (O,L)	6
Summer Quarter	
0630-888 GRAD COOP (If needed)	0
Year 2	
Fall Quarter	
0630-760 INTEGRA EHS INTO BUS (O)	4
0630-891/899 GRAD PROJ./THESIS (O,L)	4
FOUNDATION/ELECTIVE (O,L)	4
Foundation Courses	
0630-610 SURVEY OCC HEALTH (O,L)	3
0630-621 SURVEY IND WASTEWAT (O,L)	3



0630-620 SURVEY S&HAZ WASTE (O,L)	3
0630-622 SURVEY AIR EMISSIONS (O,L)	3
0630-611 SURVEY OCC SAFETY (O,L)	3



Sample Elective Courses	
0633 712 FIRE PROTECTION (O,L)	4
0630-765 PRODUCT STEWARDSHIP (O,L)	4
0630-735 RESOURCE REDUCTION (O,L)	4
0630-780 EHS LAW & REG. (O,L)	4
0633-726 OCC. HEALTH II (O,L)	4
0630-750 EHS PROJECT MGT (O,L)	4
0630-770 RISK ASSESS MGMT (O,L)	4
0630-710 Sp Topics RI/CA (O,L)	4

Rochester Institute of Technology
 Civil Engineering Technology,
 Environmental Management and Safety Department
 78 Lomb Memorial Drive, Rochester, NY 14623
 585-475-2183

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**UNIVERSITY OF NEW HAVEN**
Occupational Safety and Health**Director of Occupational Safety and Health Programs:**

Brad T. Garber, Ph.D.

Coordinator of Undergraduate Programs:

Howard J Cohen, Ph.D.

Occupational Safety and Health Department Homepage

In recent years, the global community has become painfully aware of the importance of safety procedures and precautions in our everyday survival: the accidental release of lethal gases in India and the United States; the shuttle Challenger disaster; the cyanide deaths from altered Tylenol capsules, to mention a few cases. Clearly, safety decision-making has been brought to the forefront of corporation management. No employer today can afford to relegate safety to a minor role in the organizational hierarchy.

This great interest in safety issues has generated a growing demand for professional practitioners in the field. Industry, retailing, commerce, communications, construction and labor unions, as well as local, state and federal governments, need competent safety specialists.

The demands placed upon the safety professional require a broad background in chemistry, physics, engineering, psychology and biology as well as specific knowledge in the safety sciences. Our undergraduate programs draw upon the resources of the entire university to educate students in each of these disciplines. In addition to required courses, students choose from among a diversified offering of restricted and free electives with a balance of courses designed to meet the needs and interests of individual students. Upon graduation, our students have received the comprehensive education needed to become successful professionals in occupational safety and health.

In addition to the four-year bachelor of science programs in occupational safety and health administration and technology, the university also offers two-year associate degree programs and an occupational safety and health certificate.

Graduate Programs:

- M.S. occupational safety and health management
- M.S. industrial hygiene
- Professional certificates.

The Co-op Program

The department participates in the cooperative education program (Co-op) which enables students to combine practical, paid work experience in their career field with college education. For further details see "The Co-op Program" or consult the Co-op Office.

B.S., Occupational Safety and Health Administration

A group of degrees is offered in the field of occupational safety and health administration. These programs put less emphasis on the technical areas, but broaden the scope of the program into the areas of management and decision-making required to give students the broad-based outlook necessary to direct safety functions. In addition to the requirements for the A.S. degree, bachelor's candidates must also complete the university core curriculum and the following courses, for a combined total of 123 credit hours.

Required Courses

- SH 308-309 Industrial Fire Prevention I & II
- SH 400 Occupational Safety and Health Legal Standards
- SH 401 Industrial Hygiene Measurements
- BI 121 General and Human Biology with Laboratory I
- BI 122 General and Human Biology with Laboratory II
- E 220 Writing for Business and Industry
- E 230 Public Speaking
- FS 208 Instructor Methodology
- FS 304 Fire Detection and Control
- IE 204 Engineering Economics or IE 214 Engineering Management
- PH 130 Radiation Safety

Plus 12 additional credit hours of restricted electives and 3 credit hours of unrestricted electives, a science methodology elective, a literature or philosophy elective, and a finearts/music/theatre elective.

B.S., Occupational Safety and Health Technology

Both associate and bachelor's degrees are offered in the field of occupational safety and health technology. These degree programs provide strong technical preparation with courses in calculus, chemistry, physiology and other disciplines related to the evaluation and resolution of complex safety problems.

In addition to the requirements for the A.S. degree, bachelor's candidates also must complete the university core curriculum and the following courses. The complete B.S. program totals 132 credit hours.

Required Courses

- SH 308-309 Industrial Fire Prevention I & II
- SH 400 Occupational Safety and Health Legal Standards
- SH 401 Industrial Hygiene Measurements
- BI 121-122 General and Human Biology with Laboratory I & II
- CH 201-203 Organic Chemistry I and Laboratory
- E 220 Writing for Business and Industry
- FS 304 Fire Detection and Control
- IE 303 Cost Control
- IE 348 Manufacturing Processes
- M 117-118 Calculus I & II
- PH 130 Radiation Safety
- SO 113 Sociology

Plus 9 credit hours of restricted electives, a science methodology elective, a literature or philosophy elective, and a finearts/music/theatre elective.

A.S., Occupational Safety and Health Administration

Students earning the A.S. in occupational safety and health administration must complete 64 credit hours including the courses listed below:

Core Courses

- CH 103 Introduction to General Chemistry
- CH 104 Introduction to General Chemistry Laboratory
- CS 107 Introduction to Data Processing
- E 105 English Composition
- E 110 English Composition and Literature

- HS 101 Foundations of the Western World
- M 127 Finite Mathematics
- P 111 Psychology

Required Courses

- SH 100 Safety Organization and Management
- SH 110 Accident Conditions and Controls
- SH 200 Elements of Industrial Hygiene
- CH 107 Elementary Organic Chemistry
- CH 108 Elementary Organic Chemistry Laboratory
- CJ 105 Introduction to Security
- FS 106 Fire Strategy and Tactics
- FS 201 Essentials of Fire Chemistry with Laboratory
- M 228 Elementary Statistics
- SO 113 Sociology

Plus 6 credit hours of unrestricted electives, 3 credit hours of restricted electives, and a fine arts electi

A.S., Occupational Safety and Health Technology

Students earning the A.S. degree in occupational safety and health technology must complete 65 credit hours including the courses listed below:

Core Courses

- CH 115 General Chemistry I
- CH 117 General Chemistry I Laboratory
- CS 107 Introduction to Data Processing
- E 105 English Composition
- E 110 English Composition and Literature
- HS 101 Foundations of the Western World
- M 115 Pre-Calculus Mathematics
- P 111 Psychology

Required Courses

- SH 100 Safety Organization and Management
- SH 110 Accident Conditions and Controls
- SH 200 Elements of Industrial Hygiene
- FS 201 Essentials of Fire Chemistry with Laboratory
- CH 116 General Chemistry II
- CH 118 General Chemistry II Laboratory
- CJ 105 Introduction to Security
- IE 204 Engineering Economics or IE 214 Engineering Management
- M 228 Elementary Statistics
- PH 103-104 General Physics I & II
- PH 105-106 General Physics Laboratory I & II

Plus 6 credit hours of unrestricted electives and a fine arts elective.

Occupational Safety and Health Certificate

Coordinator:

Howard J. Cohen, Ph.D.

The department offers an occupational safety and health certificate for which students must complete credit hours. This program of study covers the fundamentals of on-the-job safety and health as well as requirements of OSHA regulations. These courses provide an introduction to dealing with problems typ confronted by safety professionals.

Required Courses

- [SH 100](#) Safety Organization and Management
- [SH 110](#) Accident Conditions and Controls
- [SH 200](#) Elements of Industrial Hygiene
- [SH 400](#) Occupational Safety and Health Legal Standards
- [SH 401](#) Industrial Hygiene Measurements
- [FS 304](#) Fire Detection and Control

Application materials and information are available from the

UNH Admissions Office,
300 Orange Avenue,
West Haven CT 06516

[Apply On-Line](#)

(203) 932-7319 or 1-800-DIAL-UNH

Academics UNH Home



UNIVERSITY OF NEW HAVEN

Occupational Safety and Health Management



Coordinator: Brad T. Garber, Professor of Occupational Safety and Health, Ph.D., University of California, Berkeley

The M.S. program is designed to develop the skills required to manage a comprehensive safety and health program. It will accommodate both active practitioners and persons who wish to enter this dynamic field. An in-depth education is provided through a program of 27 credit hours of required courses and 21 credit hours of electives. The courses provide training in both the technical and management areas.

Specifically, the graduates of the program will have received extensive instruction in how to:

- evaluate the quality and effectiveness of existing safety programs;
- conduct surveys for health and safety hazards;
- institute programs to improve safety and health performance;
- establish accident prevention procedures;
- implement control measures to eliminate or reduce hazards;
- recommend methods of compliance with local, state and federal regulations and with voluntary standards; and
- manage occupational safety and health programs in industry, government and labor unions.

Admission Policy

Candidates for admission to the master of science in occupational safety and health management program are required to hold a baccalaureate degree from an accredited institution. Undergraduate courses in general chemistry, general physics and biology are required. Students who do not meet all requirements will be evaluated on an individual basis.

M.S., Occupational Safety and Health Management

Candidates are required to complete 48 credit hours of graduate work. Transfer of credit from other institutions will be permitted subject to the Graduate School policy on [transfer credit](#). Consideration for waiver of core courses on the basis of undergraduate experience is at the discretion of the program coordinator.

The student will choose 21 credit hours of electives in consultation with the adviser. In addition, students must take three credit hours of [SH 693](#) Internship, [SH 695](#) Independent Study, or [SH 690](#) Research Project in order to complete the 21-credit elective portion of the program and satisfy the degree/project requirements. Students may elect to write a thesis, in which case they would register for six credits of [SH 698/699](#) in addition to 15 credit hours of other electives.

Students electing to write a thesis must register for thesis credit with the department. The thesis must show the ability to organize material in a clear and original manner and present well-reasoned conclusions. Thesis preparation and submission must comply with the Graduate School [policy on these](#) as well as specific department requirements.

Required Courses

[MG 637](#) Management

[P 619](#) Organizational Behavior

[QA 604](#) Probability and Statistics, or [M 605](#) Biostatistics

SH 602 Safety Organization and Administration
SH 605 Industrial Safety Engineering
SH 608 Industrial Hygiene Practices
SH 615 Toxicology
SH 620 Occupational Safety and Health Law
SH 630 Product Safety and Liability
Electives (seven courses)

Total credits: 48

Elective Courses*

CE 602 Biological Treatment of Aqueous Wastes
CE 607 Water Pollution Control Processes
CH 601 Environmental Chemistry
EN 602 Environmental Effects of Pollutants
EN 610 Environmental Health
EN 612 Epidemiology
EN 613 Radioactivity and Radiation in the Environment
FS 666 Seminar on Industrial Fire Protection
IE 651 Human Engineering I
MG 664 Organizational Effectiveness
MG 678 Personnel Management Seminar
P 640 Industrial Motivation and Morale
SH 611 OSH Research Methods and Techniques
SH 660 Industrial Ventilation
SH 661 Microcomputers in Occupational Safety and Health
SH 665 Industrial Hygiene Measurements
SH 667 Control of Occupational Health Hazards
SH 670 Selected Topics
SH 690/691 Research Project I and II
SH 693/694 OSH Internship I and II
SH 695/696 Independent Study I and II
SH 698/699 Thesis I and II

**Other courses may be substituted with the consent of the program coordinator.*

Concentration in Industrial Hygiene

Within the master of science program in occupational safety and health management, students may use their electives to fulfill the requirements for a concentration in industrial hygiene. The coursework is designed to meet the needs of both practicing industrial hygienists and those aspiring to enter this profession. Development of skills in the recognition, evaluation and control of occupational health hazards is the focus of this concentration.

Students pursuing this concentration will take the required core curriculum; the three required credits of internship, research project or thesis; and these electives:

EN 610 Environmental Health
EN 612 Epidemiology
SH 660 Industrial Ventilation
SH 665 Industrial Hygiene Measurements
Elective (two courses)

Total credits: 15

See the M.S. degree program in [industrial hygiene](#) and [graduate certificates](#) in related subjects.



Indiana University of Pennsylvania

Safety Sciences Department

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More About the
Department

PA/OSHA
Consultation
Program

KOSH Center-OSHA
Training Institute

College of Health &
Human Services

117 Johnson Hall,
1010 Oakland Avenue
Indiana, PA 15705 USA

Phone: 724-357-3018
Fax: 724-357-3992
Office Hours: 8:00-noon, 1:00-4:30
Monday through Friday EST/DST

Dr. Lon H. Ferguson, Chairperson
ferguson@iup.edu

Dr. Robert Soule, Graduate Coordinator
bobsoule@iup.edu



News Bulletins

Job Listings

High School
Students

Suggestions for
Success

Mission Statement

Welcome to the Department of Safety Sciences!

The mission of the Safety Sciences Department is to prepare individuals in the safety sciences, which encompass occupational safety, occupational health, environmental safety, fire protection, ergonomics, systems safety, and response, and safety management. We have educated more than 10,000 health professionals over the past thirty years with placement rate 90%. These graduates have excelled in their careers and are employed in various industries, such as oil, chemicals, textiles, construction, steel, insurance, and manufacturing. The Safety Sciences Program is one of fewer than 100 in the country that is accredited by the Applied Science Accreditation Commission International Board for Engineering and Technology.

We hope you enjoy this site and if we can provide further information or answer your questions, please contact us using the information provided above

Lon H. Ferguson, Ed.D., CSP
Department Chairperson



- Commencement Ceremonies took place on Saturday, June 12, 2004. Department News Bulletins for photos of the Safety Ceremony.

- *IUP Safety Sciences Department sponsors OSHA Research Grant*

www.koshcenter.org for course schedule.

- **Attention Safety Sciences Alumni!** Please email your information (job title, company name and address) to jolenec@iup.edu. This helps us track employment and updated on various alumni activities.
-



Department News
Bulletins



Job Listings/Co-op
& Internship
Opportunities



High School
Students-check
this out!



Suggestions
Success

Site last modified: 08/26/04

Correspondence regarding this site should be sent to its maintainer, Lon Ferguson, ferguson@iup.edu. Please see IUP's statement regarding pages that do not officially represent the university.



Indiana University of Pennsylvania

Safety Sciences Department

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Human Services](#)

[Bachelor's](#)[Minor](#)[Certificate](#)[Master's](#)[OnLine](#)[Scholarships](#)[Co-op](#)[Internship](#)[FAQs](#)

Master's Program in Safety Sciences

Contact Information

Any questions about the Safety Sciences Master's Program should be directed to Bob Soule, the Graduate Coordinator. He can be reached at bobsoule@iup.edu. The questions we commonly get about the program are:

- **What is the tuition?**

The up to date tuition and fee costs are on the IUP Student Financial Services website.

- **How do I apply?**

Contact the Graduate School to request a paper application or apply online.

Overview

The Department of Safety Sciences offers a program of studies leading to a degree in Safety Sciences. A thesis or non-thesis curriculum is available. There is an opportunity to choose from three specialty tracks; management, technical, and research. In addition, students may choose elective courses, with approval, in fields directly related to safety sciences. The program is designed for individuals with experience in safety sciences and those with appropriate undergraduate preparation interested in pursuing careers in the profession.

Program Objectives

After completing the M.S. Program in Safety Sciences, the student will have:

1. Expanded their technical and managerial knowledge and skills of the Environmental field.
2. Acquired advanced research and communication skills.
3. Enhanced their leadership skills.
4. Developed an understanding of their professional and ethical responsibilities in the Safety, Health, and Environmental field.

Admission Prerequisites

Admission into the M.S. in Safety Sciences Program will follow the same as those established for the current degree program. For this program, a Baccalaureate Degree with a minimum 2.6 CGPA.

In addition to meeting the requirements for admission to the Graduate School, a student intending to work toward a Master of Science in Safety Sciences must have the following prerequisite professional preparation:

Entry-level competency in Safety Management, Occupational Safety, Occupational Health, and Fire Protection through relevant education, documented work experience, or other means acceptable to the Safety Sciences Graduate Committee.

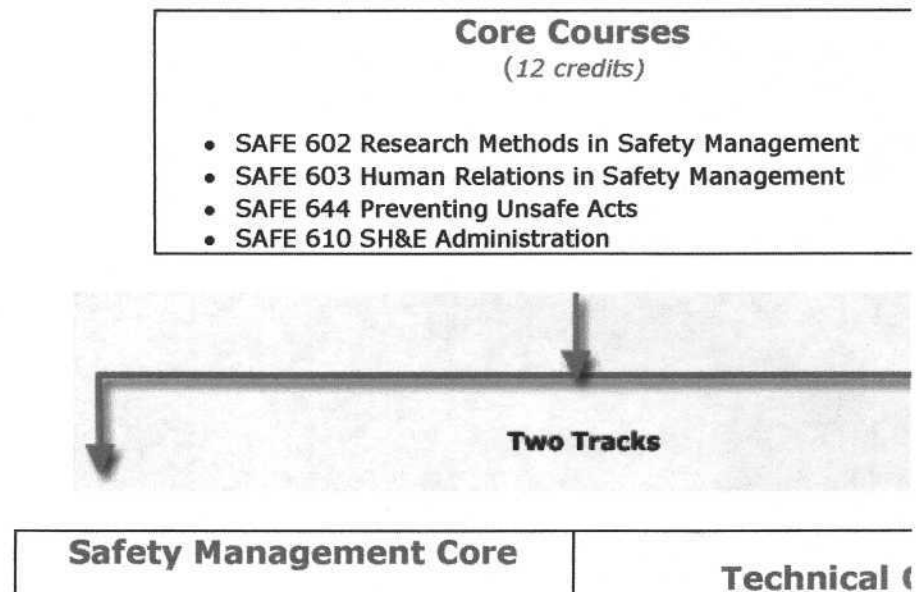
When the Safety Sciences Graduate Committee determines that a deficiency in experience or relevant education exists, a student will be required to complete studies to eliminate the deficiency. More information on admissions requirements is available from the Safety Sciences Department.

Graduate Assistantships

A limited number of graduate assistantships, available within the Department, provide a stipend and tuition waiver. Interested students must submit a Graduate Assistantship Application, which is available from the IUP Graduate School. Assistantships are assigned by the Department by May 1st.

Course Offering

It is the policy of the Safety Sciences Department to offer its courses at a level suitable for both full-time and part-time students who may presently be pursuing a full-time degree. Courses are typically offered in the evenings and on weekends. The M.S. in Safety Sciences is being offered at the main campus and the Management Track is being offered at the campus site in Columbia, MD.



(12 credits)	(12 credits)
<ul style="list-style-type: none"> • SAFE 541 Accident Investigation • SAFE 625 Risk Strategies for the SH&E Professional • SAFE 623 Advanced Safety Administration • SAFE 624 Solving Safety Problems 	<ul style="list-style-type: none"> • SAFE 660 Applied Ind • SAFE 647 Applied Erg • SAFE 605 Application Engineering Principles • SAFE 674 Fire Safety Design



Advisor-Approved Controlled Electives

(12 credits)

SAFE 520 Law & Ethics in the Safety Profession
 SAFE 541 Accident Investigation
 SAFE 542 Current Issues in Safety
 SAFE 543 Construction Safety
 SAFE 561 Air Pollution
 SAFE 562 Radiological Health
 SAFE 565 Right to Know Legislation
 SAFE 581/681 Special Topics
 SAFE 604 Industrial Toxicology
 SAFE 605 Application of Safety Engineering Principles
 SAFE 606 Hazardous Materials Management
 SAFE 620 Safety Data Management
 SAFE 621 Programming Safe Behavior
 SAFE 623 Solving Safety Problems
 SAFE 624 Case Studies in Safety Management
 SAFE 625 Risk Strategies for the SH&E Professional
 SAFE 630 Pollution Control
 SAFE 660 Applied Industrial Hygiene
 SAFE 664 Industrial Noise Control
 SAFE 663 Industrial Hygiene Laboratory Methods
 SAFE 647 Applied Ergonomics
 SAFE 672 Process Safety in the Chemical Industry
 SAFE 673 Disaster Preparedness
 SAFE 674 Fire Safety in Building Design
 SAFE 699 Independent Study
 SAFE 850 Thesis

*Other courses outside the department may be applied as advisor-approved with prior approval of the academic advisor. Electives will be offered on a

not be available during a two-year cycle.

NOTE: Course descriptions for all SAFE graduate classes are available in the IUPUI Catalog.

Deficiency Courses:

(Do not count toward degree but may be required as prerequisites for students who do not have a B.S. in Safety)

SAFE 645 Principles of Occupational Safety
SAFE 667 Principles of Occupational Health

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News / Features

OCCUPATIONAL HEALTH AND SAFETY**8/17/2004**

New Phone Numbers

[read more.](#)**7/27/2004**

Industrial Hygiene students ...

[read more.](#)[OHSM Home](#) | [Program Requirements](#) | [Curriculum](#) | [Scheduling & Duration](#) | [Admis](#)[Download Program Information Pack](#)

PROGRAM DETAILS

The OSHM Master of Public Health program is designed for mid-career pro already have a strong technical background in occupational health and safe hygiene who seek to augment their management abilities and increase their career

After successfully completing the program, students should be able to apply finance principles to environmental and health and safety programs, and be a these programs into standard management systems. Students from this progra abilities to manage people, projects and processes. The OHSM program is off distance learning format.

❖ HOW TO APPLY



Downloads



IH Info Pack



OH Info Pack



OHSM Info Pack



Virtual Tours



Virtual Classroom



Virtual Campus



Live Open House



Students

- ✦ Academic Calendar
- ✦ Course Listing
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- ✦ Resources
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Related Links

- ✦ Tulane University
- ✦ Tulane Webmail
- ✦ CAEPH
- ✦ School of Public Health & Tropical Medicine



Software

**CONTACT**

Admission / General Questions : Contact: Albert Terrillion - eMail: dinfo@tulane.edu |
Technical / Web Issues : Contact: John Steinmetz - eMail: jsteinme@tulane.edu | Ph

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Want to know more?
➔ **Live Online Open House!**

Tulane University



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CENTER FOR APPLIED ENVIRONMENTAL



PROSPECTIVE STUDENTS

- ☐ Industrial Hygiene
- ☐ Occupational Health
- ☐ Occupational Health & Safety Management
- ☐ Virtual Tours (Classroom & Campus)
- ☐ Application Process



CURRENT FEATURES

- 8/17/2004 - New Phone Numbers... read more.
- 7/27/2004 - Industrial Hygiene students at Tulane
- 6/10/2004 - How To Research the Internet... read more



CURRENT STUDENTS

- ☐ Course Listings Summer 2004
- ☐ Course Listings Fall 2004
- ☐ Academic Calendar
- ☐ News / Events
- ☐ Student Resources

CAEPH (The Center for Applied Environmental Public Health University) is dedicated to providing a top quality education to occupational health professionals who seek additional training to further their careers.

CAEPH uses premier state-of-the-art Internet technology learning targeted to the adult learner that features:

- Instructor-led, real-time virtual classroom
- Courses convenient to the working professional
- Networking with other professionals



ALUMNI

- ☐ Alumni Home Page
- ☐ Employment Opportunities

"One advantage to this type of instruction is that an instructor can conduct class from anywhere in the country. This gives the class the opportunity to learn from some of the best minds in the field, whether it is a full semester of instruction or just in a guest lecturer capacity."

Vincent Laquidara - OHSM 2001



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Industrial Hygiene students ...

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OHSM Info Pack

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Tulane Webmail



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Library Services

**Related Links**

Tulane University



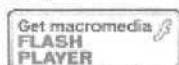
Tulane Webmail



CAEPH



School of Public Health & Tropical Medicine

**Software****OCCUPATIONAL HEALTH AND SAFETY**[OHSM Home](#) | [Program Requirements](#) | [Curriculum](#) | [Scheduling & Duration](#) | [Admis](#)[Download Program Information Pack](#)

CURRICULUM

School of Public Health Core Requirements (17 credits)*

- (3) - BIOS 603 Introductory Biostatistics
- (3) - EPID 603 Epidemiological Methods I
- (3) - HSMG 611 Foundations of Management
- (2) - ENHS 629 Human Homeostasis and Environmental Insult
- (3) - ENHS 669 Behavioral Aspects of Safety and Industrial Hygiene
- (3) - ENHS 720 Principles of Occupational Health

OHSM Program Required courses (19 credits)

- (3) - ENHS 723 Health and Safety Program Management I
- (3) - ENHS 724 Health and Safety Program Management II
- (3) - ENHS 726 Health and Safety Management: Fiscal, Personnel and Risk
- (1) - ENHS 721 Occupational Laws and Regulations

Other course offerings:

- (2) - ENHS 722 Elements of Health and Safety Training & Evaluation
- (3) - ENHS 725 Current Issues in Industrial Hygiene and Safety
- (3) - ENHS 728 International Management System Standards for Environmental & Occupational Health and Safety
- (1) - ENHS 799 Special Studies

[Capstone Project](#)

*credit hours per course are in parentheses.

❖ HOW TO APPLY

CONTACT

Admission / General Questions : Contact: Albert Terrillon - eMail: dinfo@tulane.edu | I
 Technical / Web Issues : Contact: John Steinmetz - eMail: jsteinme@tulane.edu | Ph

[**About Us**](#)[**Undergraduate**](#)[**Graduate Studies**](#)[**Faculty**](#)[**Career Opportunities**](#)

Certificate Program in Construct

The Certification in Construction Safety is designed for a professional with a Bachelors Degree who is employed in the construction industry to acquire specific construction knowledge. The Certificate will provide the student with a comprehensive background in construction safety, how to carry out worksite hazard assessments, develop and implement safety and health programs, and fulfill risk management in the construction industry.

The Certificate Program requires completion of the following courses:

1. SAFETY-582 Safety in the Construction Industry
2. SAFETY-584 Construction Accident Prevention
3. SAFETY-682 Construction Safety Management

Master of Science in Occupational Safety and Health

The Master of Science program in OESH provides a graduate-level education in work in occupational safety. The curriculum is designed to provide a deep understanding of general and specific safety and health issues, the relationship between work processes and the risks they impose on employees and the environment. Students will develop skills in analyzing, and presenting information relevant to the safety and health of the workplace, and the biological and psychological factors which affect safety and productivity.

Degree Requirements

Thirty-six credits of course work is required. This includes the successful completion of an oral defense of the research paper and the successful completion of a comprehensive examination. At least half of the course work must be in courses numbered 700 or higher.

Admission Requirements

Graduate School Requirements

OESH Department Additional Requirements
Three letters of recommendation supporting the candidate's graduate level work, a successful interview with the Admissions Committee.

Course Requirements

Course Descriptions

On-line Application



Admission in Good Standing

Requirements for admission to a degree program in good standing are as follows:

1. A baccalaureate or higher degree from a regionally accredited institution.
2. At least a 3.00* overall grade point average in all the graduate work previously completed at UW-Whitewater, with no grades of I or P pending.
3. One of the following:
 - a. At least a 2.75 overall grade point average in the undergraduate degree program.
 - b. At least a 2.90 grade point average in the last half of the undergraduate degree program.
 - c. A master's degree or higher from an institution regionally accredited at the corresponding graduate level.
 - d. At least 12 credits of graduate work completed on a regular grade basis at UW-Whitewater.
4. Any additional requirements set by individual departments or colleges for admission to specific degree programs.

*All grade point averages are on a 4.00 basis.

Admission on Probation

A student who does not meet the requirements for admission in good standing may be admitted to a degree program on probation after furnishing credible evidence of ability to do satisfactory graduate work. Such credibility is determined by the admitting academic department or individual Program Coordinator, and could be a creditable postgraduate employment record; a satisfactory score on the Graduate Record Examination, GMAT or Miller Analogies Test; or the successful completion of graduate work at a regionally accredited institution.

Students admitted on probation must meet the criteria above for good standing status within the first 12 credits attempted, including repeated courses. Those failing to do so will be ineligible to take further graduate work in that degree program.



MASTER OF SCIENCE OCCUPATIONAL SAFETY



THE SCHOOL OF INDUSTRY AND TECHNOLOGY AT EAST CAROLINA UNIVERSITY

The Occupational Safety Master's of Science degree prepares graduates for leadership positions in the environmental health and safety fields. The program provides practical experiences in the evaluation of workplace safety and the design and management of enterprise-wide safety systems that are both efficient and compliant with all current standards and regulations. The skills learned in this program enable participants to be successful in such positions as Safety Manager, Safety Director, Safety Engineer, OSHA Compliance Officer, Safety Professional, Safety Consultant, or Loss Control Manager.

Thirty-seven hours of campus or online course work are required for the Occupational Safety master's degree.

Courses:

DTEC 6800 (3) Internet Research Method
SAFT 6805*(4) OS Monitoring and Control
SAFT 6250 (3) Occupational Ergonomics
SAFT 6260 (3) Occupational Safety & Health Law

SAFT 6410 (3) Systems Safety Analysis
ITEC 6112 (3) Planned Experimentation in Industry
ITEC 6400 (3) Research in Industrial Technology

SAFT 6290 (3) Fire Protection & Prevention
SAFT 6320 (3) Environmental Operations
SAFT 6402 (3) Applied Safety Management

Problem Solving Option:

ITEC 7000 (6) Thesis OR
ITEC 5100 (3) Internship in Industry AND
ITEC 6100 (3) Practicum in Technology

* May require an on-campus extended weekend lab for online students.

ADMISSION STANDARDS

An applicant must have a baccalaureate degree from an institution accredited by a regional association and have an overall GPA of 2.5 on a 4.0 scale on all undergraduate work. Each applicant must take the Graduate Record Examination (GRE) and achieve a satisfactory score. Appropriate undergraduate coursework or equivalent experience is required.

ADMISSION PROCEDURE

- Request and complete a graduate application packet from the Office of Graduate Studies. Applications will be evaluated on a case-by-case basis.
- Complete and return the School of Industry and Technology Entrance Application.
- Full requirements, responsibilities, and procedures of the Graduate School are located at:
http://www.ecu.edu/Graduate_cat/title.html

The program is Internet-based and students are advised, complete courses, collaborate on projects, perform research, and complete the degree via the Internet. Each student should have a state-of-the-art computer and reliable Internet access. Students will spend an average of 12 hours per week in preparing for and participating in each course. Most of the students in the Occupational Safety degree program are working professionals who are pursuing the degree for career advancement. Average completion time is 28 months and the courses are scheduled in a tight sequence for the fall, spring, and summer semesters. Formats for the courses vary by instructor but all include frequent interaction with the instructor and other students. Self-reliance is a must for successful students. Courses are offered using a variety of Internet-based tools including email, chat, threaded discussion, web, file transfer, audio, video, and collaboration tools. The first course in the program, DTEC 6800, introduces the use of these tools in a collaborative research/study environment.

For more information contact:

<http://www.sit.ecu.edu/gradprog>

School of Industry and Technology-East Carolina University
Office of Graduate Studies – Rawl 121
sitgradprog@mail.ecu.edu
Phone (252) 328-6704

h. Graduate Course Action Forms

GRADUATE COURSE ACTION FORM

College* HSDivision AA

Department _____

Rubric/Number OSH 500 Course Name Introduction to ResearchEffective Term FA 2004

Abbreviated name for Banner (maximum of 30 characters):

I N T R O D U C T I O N _ T O _ R E S E A R C H _ _ _ _ _ Number of Credits 4**ACTION**☒ New course approval☐ Course name change☐ Description change☐ Change in grading system☐ Delete the course☐ Rubric change☐ Course credit change☐ Course number change☐ Change in prerequisites☐ Change in corequisites☐ Delete course number**GRADING SYSTEM**☒ Standard numeric☐ Satis/Usatis grading☐ P grading☐ Audit**COURSE TYPE***☒ (see reverse side)

COURSE DESCRIPTION (50 word limit) An introductory graduate-level course in research methods for students pursuing graduate degrees in health sciences. Topics include: scientific method, ethics, research design, interpretation of existing research, statistical concepts, computer resources, conceptualization of research problems, instrumentation and proposal preparation and presentation.

PREREQUISITESMTH 141, STA 225, and Program Director Permission**COREQUISITES**N/A**CROSS LISTING**Course may be repeated: ☒ for grade ☐ for additional credit ☐ no repeats permitted**PREVIOUS COURSE NUMBER, TITLE, RUBRIC AND CREDITS**

RATIONALE FOR ADDITION OR CHANGE This course is required as part of a Master of Science in Safety Management Degree Program.

Submitted by Charles W. McGlothlin, Jr., Ph.D., Program DirectorDate 4/20/04

Recommended for approval by _____

Date _____

GCOI or Graduate Study Committee Signature _____

Date _____

☐ Approved☐ Denied☐ Delayed

Director of Graduate Study

Date

Banner

Date sent to registrar

GRADUATE COURSE ACTION FORM

College* HS

Division AA

Department _____

Rubic/Number OSH 699 Course Name Safety Management Capstone Course Effective Term FA2004

Abbreviated name for Banner (maximum of 30 characters):

S A F E T Y _ M A N A G E M E N T _ C A P S T O N E _ _ _ _ Number of Credits 4

ACTION

☒ New course approval

☐ Course name change

☐ Description change

☐ Change in grading system

☐ Delete the course

☐ Rubric change

☐ Course credit change

☐ Course number change

☐ Change in prerequisites

☐ Change in corequisites

☐ Delete course number

GRADING SYSTEM

☒ Standard numeric

☐ Satis/Usatis grading

☐ P grading

☐ Audit

COURSE TYPE*

☒ (see reverse side)

COURSE DESCRIPTION (50 word limit)

This course is a capstone experience developed in a collaborative effort between the School of Health Sciences and the School of Business Administration that applies business management and safety program analytical and administrative course knowledge skills to comprehensive case study situations.

PREREQUISITES

Completion of all required courses for the MSSM degree

COREQUISITES

N/A

CROSS LISTING

N/A

Course may be repeated: ☒ for grade ☐ for additional credit ☐ no repeats permitted

PREVIOUS COURSE NUMBER, TITLE, RUBRIC AND CREDITS

RATIONALE FOR ADDITION OR CHANGE

This course is required as part of a Master of Science in Safety Management degree program

Submitted by Charles W. McGlothlin, Jr., Ph.D., Program Director

Date 04/20/2004

Recommended for approval by _____

Date _____

GCOI or Graduate Study Committee Signature _____

Date _____

☐ Approved

☐ Denied

☐ Delayed

Director of Graduate Study _____

Date _____

Banner _____

Date sent to registrar _____

i. Library Collection Evaluation & Recommendations

MEMORANDUM

TO: Charles W. McGlothlin
Assistant Professor
School of Health Sciences

FROM: Elizabeth W. Kraemer
Librarian Liaison to Health Sciences
and
Mildred H. Merz
Coordinator for Collection Development
Kresge Library

SUBJECT: Library Collection Evaluation for Proposed
Master of Science in Safety Management

DATE: April 26, 2004

In preparing this report we referred to the March 2004 proposal for the Master of Science in Safety Management. We concentrated on identifying materials that would be needed in the health sciences component of the program, presuming that the library satisfactorily supports the already existing School of Business Administration courses in the program. To discover potentially relevant titles needed for the program we went to several sources. We consulted web sites of organizations involved in safety management and noted their recommended books and journals. (Web sites included those of the American Society of Safety Engineers, the National Safety Council, the Institute for Safety and Health Management, the Occupational Safety and Health Administration, and the HSE Group.) We referred to standard reference works such as Fundamentals of Industrial Hygiene edited by Barbara A. Plog (Itasca, Ill.: National Safety Council Press, c2002) and Magazines for Libraries edited by Cheryl LaGuardia (New Providence, NJ: Bowker, 2003). We also did searches in both business and medical journal article databases to identify frequently cited journals with safety related articles. Finally we looked at bibliographies of relevant journal articles (from Professional Safety, Journal of Safety Research, and AIHA Journal).

Collection Strengths

Kresge Library currently subscribes to a number of relevant online databases that would support research in this program. These resources include the Cumulative Index to Nursing & Allied Health Literature (CINAHL), InfoTrac's OneFile and Health Reference Center Academic, and the business databases ABI/Inform and WilsonBusiness. The majority of the articles in the InfoTrac databases and ABI/Inform are available to Oakland University library users online in full-text, drawn from periodicals to which we have no other access.

The Library's online and print magazine and journal holdings in support of the proposed program are fair; subscriptions include the core journal titles American Industrial Hygiene Association Journal (more recently entitled AIHA Journal and recently becoming Journal of Occupational and Environmental Hygiene), Journal of Occupational and Environmental Medicine, Occupational and Environmental Medicine, Occupational Hazards, and Professional Safety.

The book collection relevant to this program is not as thorough, including only about a dozen titles that have been recommended by the American Society of Safety Engineers, the Institute for Safety and Health Management, and the National Safety Council.

Collection Needs

Although the library has access to several of the basic journals in safety management and has recently purchased some 30 or so books to support the undergraduate program in industrial health and safety, there are many important resources which the library does not have. In Appendix A we list over \$9,000 worth of journals that contain frequent articles relevant to this program. (We should note that Indiana University, which has a master's in safety management, has all of these titles except one.) We identified over \$5000 in books appropriate for the program. Titles included such books as Total Quality Safety Management; Developing an Effective Safety Culture: A Leadership Approach; and Human Error Reduction and Safety Management. In addition we discovered that we do not have the latest edition of the important Encyclopaedia of Occupational Health and Safety (\$495).

Obviously we do not need every journal and book we identified. However, we think it important to strengthen the library's holdings for a graduate program. While the library's collections might be judged as acceptable for an undergraduate program, it is definitely in need of augmentation to meet the needs of graduate students. We feel that with the limited budget (first year costs of \$2000 for books and \$1500 for journals) that we recommend in Appendix B that the library could minimally meet the most frequent requests of graduate students. Of course, items purchased for the proposed graduate program will also serve to intensify the support that we provide for the undergraduate industrial health and safety program.

cc: Julie Voelck, Interim Dean of the Library
Ronald Sudol, Associate Provost
Claire Rammel, Director of Graduate Program Policy

Appendix A

Important Safety Management Journals Not Available at OU

Title	Publisher	Indexed	Price**
Accident Analysis and Prevention	Pergamon	Art. 1st	\$1,233
American Journal of Industrial Medicine	Wiley	Medline, SCI	\$3,525
Annals of Occupational Hygiene	Oxford	Medline, SCI	\$962
*Human Factors and Ergonomics in Manufacturing	Wiley	SCI	\$710
International Journal of Industrial Ergonomics	Elsevier	SCI	\$1,011
*Journal of Safety Research	Pergamon/NSC	Psyc, Art. 1st	\$720
*Safety & Health	Natl Safety Council	ABI	\$58
Safety Science	Elsevier	SCI	\$914
Scandinavian Journal of Work, Environment, & Health	Natl Board OccS&H	Psyc, Med, SCI	\$264
			\$9,397

*Titles we suggest for initial purchase=\$1,488.

**Prices are for online subscriptions except for Safety & Health and Scandinavian...

Indexed: SCI=Science Citation Index (Web of Science)

ABI—ABI/Inform, business journal database

Art. 1st—ArticleFirst, general index on FirstSearch

Medline—National Library of Medicine journal database, available on FirstSearch

Psyc—American Psychological Association database, available on FirstSearch

Appendix B

Budget

	Year 1	Year 2	Year 3	Year 4	Year 5
Books*	\$2,000	\$800	\$820	\$840	\$870
Journals**	\$1,500	\$1,650	\$2,070	\$2,280	\$2,500
<i>Totals</i>	\$3,500	\$2,450	\$2,890	\$3,120	\$3,370

*Books from year 2 on are inflated at 3% per year.

**Journals are inflated at 10% per year. It is presumed that we will add additional journals in year 3 at a cost of \$250.

j. Other Supporting Documentation & References

The Master of Science in Engineering Management

The Master of Science program in engineering management is offered by the School of Engineering and Computer Science in cooperation with the School of Business Administration. Intended for students with a bachelor's degree in engineering or computer science, the program has as its goal the provision of the tools and skills necessary for making sound management decisions in industry and business while retaining one's commitment to a specialized field of endeavor. Applicants with a computer science background may be required to take remedial courses in engineering.

To be awarded the Master of Science degree in engineering management the student must:

1. Successfully complete a minimum of 42-43 credits of graduate level work as specified below.
2. Earn a grade point average of at least 3.00 in courses applied toward the degree.

Mathematics: (select 4 credits)

MOR 554	Mathematical Programming (4)
STA 501	Statistical Methods in Research and Production (4)
STA 503	Design and Analysis of Industrial Experiments (4)

 4

Required core: (select 12 credits)

SYS 510*	Systems Optimization and Design (4)
SYS 569*	Computer Simulation in Engineering (4)
SYS 585*	Statistical Quality Control (4)
SYS 680	Engineering Decision Analysis (4)
SYS 684	Computer-Integrated Manufacturing Systems (4)

 12

Group A: (select 8 credits)

Choose two 500- and/or 600-level courses, in one discipline only, from SYS, EE, ME or CSE (excluding CSE 501, 502 and 504)

 8

Group B: (select 15 credits)

ACC 512	Managerial Accounting Systems (3)
ECN 520	Microeconomic Decision Analysis (3)
FIN 533	Financial Management (3)
MIS 524	Management Information Systems (3)
MKT 560	Marketing (3)
ORG 531	Human Resources Management (3)
POM 521	Operations Management (3)

 15

Group C: (select 3-4 credits)**

ACC 511	Financial Accounting (3)
ECN 522	Macroeconomic Analysis (3)
MGT 550	Legal Environment of Business (3)
MIS 525	Management of Information Resources (3)
ORG 530	Organizational Behavior (3)
CSE 545*	Database Systems (4)
SYS 583*	Production Systems (4)

 3-4

 42-43

* These courses are cross listed as advanced undergraduate and graduate courses. If completed as a 400-level course or equivalent as part of baccalaureate degree, the course may be used to offset graduation program requirements. However, credit will not then be awarded and must be earned by completion of an approved substitute course.

** Some of the courses in this group may serve as prerequisites for above courses.

Course Offerings

Courses offered through the School of Engineering and Computer Science carry the following designations: computer science and engineering courses, CSE; electrical engineering courses, EE; systems engineering courses, SYS; mechanical engineering courses, ME. Courses offered under the general title of engineering are listed under EGR. For some of the courses, the semester(s) in which they are usually offered is indicated at the end of the course description. However, this is subject to change.

ENGINEERING

EGR 500 Engineering Seminar (1)

Lectures and discussions conducted by faculty, graduate students and speakers from industry and other universities. Emphasis is on current research interests of the school.

EGR 790 Doctoral Dissertation Research (2 to 12)

Directed research toward the doctoral dissertation.

COMPUTER SCIENCE AND ENGINEERING

Course Descriptions

CSE 501 Programming and Data Structures (4)

Introduction to the C++ programming language, iteration and recursion, functions, strings, structures, pointers, concepts of abstract data type and object-oriented programming. Data structures including lists, stacks, queues, binary trees and their traversal, and searching and sorting. Applications including stackbased algorithms, binary search trees, expression trees and heaps. An accelerated course intended to provide working knowledge in programming using data structures. Credit not applicable toward an M. S. degree in the CSE department.

Prerequisites: Math 155 and knowledge of at least one high-level programming language.

CSE 502 Microprocessors, Computer Organization and Assembly Language Programming (4)

An accelerated course in computer organization, hardware design and low-level programming. Assembly level machine organization, representation of data, memory organization and mapping, instruction set and programming, concepts of RISC and CISC machines, Boolean functions and circuits, minimization and design, flip-flops, excitation tables, design of synchronous sequential circuits, shift registers, study of single processor architectures, interfacing and communication. Credit not applicable toward an M. S. degree in the CSE department.

Prerequisite: CSE 501 or equivalent.

SEPTEMBER 2003

Professional Safety

JOURNAL OF THE
AMERICAN SOCIETY
OF SAFETY ENGINEERS

Business Training

**The Missing Piece
for the SH&E
Profession?**

BBS
**Selecting
a Process
That Works**

SH&E Training
**Focus on Learning,
Not Teaching**

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241845 * 1030203 082 * 1040331 319 6

Charles W Mc Glothlin Jr

Oakland University

362 HANNAH HALL

ROCHESTER MI 48309-



The Emerging Management School of Safety

SH&E professionals must develop business skills to succeed

By Shawn J. Adams

OVER THE PAST 20 YEARS, research of safety curricula has revealed much about the roles of SH&E professionals. In 1985, Dillon surveyed SH&E practitioners and found that their most important role was to seek "active support for safety function affairs from higher level management" (62). In 1992, Soule surveyed faculty, employers and graduates of Indiana University of Pennsylvania's (IUP) safety degree program and found that safety people needed "effective management skills" in order to do more than just "apply technical skills" (86) and needed the ability to "recognize the company's superstructure and infrastructure and be able to work effectively within it" (87-88).

In 1994, Ferguson surveyed CSPs and found that baccalaureate coursework in risk management was needed, as was coursework in areas associated with business, such as total quality management and the financial aspects of safety (79-81). Research at the associate degree level produced similar results [Adams(c) 549+]. Blair surveyed other CSPs and found that "the greatest problem the safety profession faces is the lack of upper management commitment and support" (127). Blair's recommendations included expanding safety programs to include

"knowledge of business, accounting and marketing" (131). Similarly, Stempniak's survey of faculty and practitioners resulted in a recommendation that risk management be included as part of the curriculum (67).

While none of the cited research suggests that technical skills should be abandoned, it indicates that degreed SH&E professionals often lack business skills, which hampers the effectiveness of these professionals. SH&E professionals must be able to communicate with business managers in a language to which those managers can relate. Like any form of communication, when SH&E professionals communicate with business managers, "information management must always be viewed from the unique perspective of the individual person or department" (Clampitt 82).

In "Safety Management: A Call for (R)evolution," Hansen observed that many SH&E professionals suffer from a "Rodney Dangerfield" complex. They obtain professional certification, then wonder when the respect of top management will follow. Quoting Burk, Hansen writes:

Participation among top management ranks should not be viewed as a right. It must be earned through responsible performance. When the safety and health professional becomes concerned with promoting the cost-effective use of organizational resources, it will be further empowered through membership among top management ranks (21).

To promote the cost-effective use of organizational resources, SH&E professionals must understand the basics of business management and related disciplines such as accounting and finance. They must be able to communicate from the unique perspective of top management. Unfortunately, even from an

Shawn J. Adams, Ed.D., CPCU, ARM, PHR, CHCM, is an assistant professor at Pittsburg (KS) State University. Adams has worked in or taught risk/safety management for more than 10 years. He is a professional member of ASSE's Heart of America Chapter and is a member of the Society's Editorial Review Board.

ABET-accredited safety degree program, the education safety students receive is lacking with regard to understanding top management's perspective and its language, which is often grounded in managers' training as MBAs or CPAs. As Thomas and Lack point out:

The management school model for education of safety and health professionals has not yet been attempted, yet it is one whose time has arrived. After all, it is other managers who the safety and health practitioner must work with, gain respect from, and convince in order to be effective. This process is best begun while everyone is in school (646).

For the SH&E profession to be viewed as a top discipline and equal partner in the business world—as opposed to a technical field—SH&E professionals must expand into the fourth paradigm of occupational safety: the management school of safety. As opposed to a degree in “safety management” that focuses on technical skills while featuring courses with the word “management” or “administration” in their title, this new school would be a hybrid of disciplines. Graduates would be well-grounded in safety principles, but would also be familiar with risk management and traditional business subjects such as human resources management, finance and accounting—much in the way many business schools now offer MBAs for practitioners who lack an undergraduate degree in business. Such an approach would help the SH&E professional to better integrate into the modern business organization. It would also attract students who are interested in safety, yet lean toward business disciplines because they are not comfortable with the engineering disciplines that currently dominate the safety field.

The Three Current Schools of Safety

Safety is a relatively new academic discipline. One could say that it was born with the passage of the OSH Act of 1970. A 1997 study showed that most states did not have a baccalaureate degree program in safety. (Adams 43-45). Over the past 30 years, three main schools of thought have emerged within the SH&E profession—one deals with unsafe conditions, one with unsafe acts and one with the chronic aspects of worker safety.

Engineering School of Safety

The first school of thought could be referred to as the engineering school of safety. It focuses on having trained engineers who are cross-trained in safety techniques perform the safety function. This school is well represented by the American Society of Safety Engineers (emphasis added); through academic safety programs accredited by the Accreditation Board for Engineering and Technology (emphasis added); and by the CSP exam, which waives the ASP testing requirements if the candidate holds a professional engineer (P.E.) or CIH designation (BCSP 7).

Members of this school are invaluable for their technical expertise. Effective safety starts with a

properly designed workplace. Asking someone to work safely in an ill-designed workplace is akin to swimming upstream. Still, with the nation's industrial base shrinking and more of the economy represented by the service sector and small business, one cannot help but be concerned that the SH&E profession must adjust with the market.

Behavioral School of Safety

A second school of thought could be referred to as the behavioral school of safety. This school is grounded in psychology (often referred to as behavior-based safety). At times, a conflict exists between the engineering school and the behavioral school [Adams(b) 29]. However, both approaches have value. If unsafe acts continue to be a leading cause of on-the-job losses, and as the economy moves from a manufacturing base to a service and information base, the behavioral school has much to offer the SH&E profession. While safety might start with engineering, human behavior cannot be engineered out.

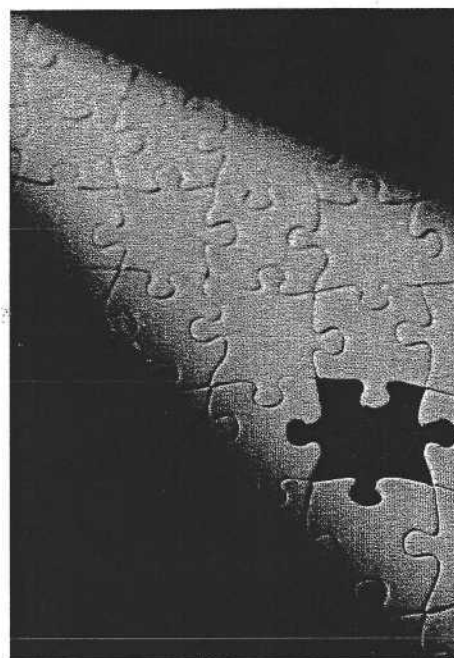
Health School of Safety

The SH&E profession also has many members with health backgrounds. The third school of safety, which includes CIHs and certified occupational health nurses (COHNs), is the health school of safety. Like engineers and psychologists, these practitioners bring value to the profession because their efforts to deal with chronic conditions (rather than acute causes) ultimately add to the bottom line.

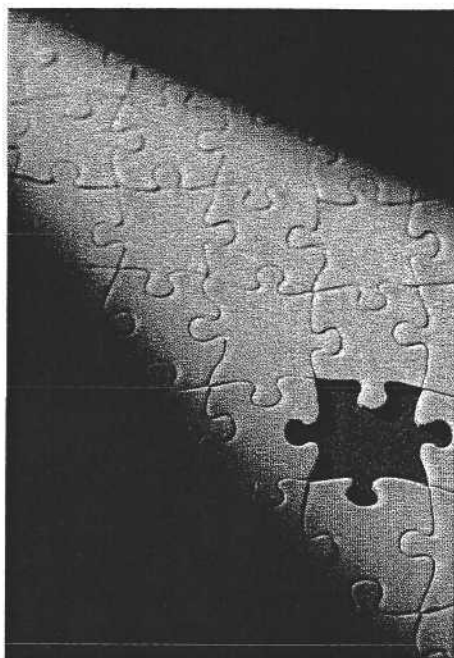
The Problem

Historically, SH&E professionals have ably brought the disciplines of engineering, psychology and health to corporate America. But the profession's weakness rests in its inability to affect the system as insiders. This system is the business (or, in the case of not-for-profits, the organization) in which SH&E professionals operate. A 1998 survey of ASSE members indicated that 82 percent worked in a for-profit business or a not-for-profit organization. The engineering school of safety focuses on things, the behavioral school focuses on people and the health school on chronic effects. None of them has the system as its primary focus.

In *The Fifth Discipline*, Senge discusses systems, claiming that all business and human endeavors are part of an overall system. “You can only understand the system . . . by contemplating the whole not any individual part of the pattern” (Senge 7). Since most SH&E professionals work in the private sector, not only must they affect things and people, they must also understand the business system in which they



SH&E
professionals not only must they affect things and people, they must also understand the business system in which they operate.



To promote the cost-effective use of organizational resources, SH&E professionals must understand the basics of business management and related disciplines.

operate. This leads to a key question: How many SH&E professionals have a basic understanding of the general principles of accounting or finance? Roger Milliken, president of Baldrige award winner Milliken & Co., said that the biggest barriers to change in business are "upper management, middle management and front-line management" (George 59).

To overcome these barriers, SH&E professionals must be able to communicate from the "unique perspective" of these individuals—in their MBA/CPA language. Soule's research indicated that the employers of graduates from IUP's safety program are critical of the communication and management skills of junior

safety professionals, demanding that they be more than just technicians. It appears that the SH&E profession has an opportunity to improve.

Assume that the "Rodney Dangerfield" complex exists and that the research which indicates that SH&E graduates lack the management skills to succeed is correct. Assume also that an SH&E professional's top responsibility is to seek "active support for safety function affairs from higher level management" (Dillon). Given these factors, the profession cannot logically ignore the system in which it operates, nor can its practitioners ignore the unique perspective of the system's leaders.

To illustrate the problematic relationship that exists between safety and general management, consider the typical relationship between an attorney or an accountant and business management. Access to lawyers and accountants is considered a necessity in today's business climate. As a result, these disciplines do not have to "sell" their recommendations to management.

Like these professions, the SH&E profession is made up of many experienced, talented people with advanced degrees and professional certifications. Why, then, after 30 years, do SH&E practitioners have to discuss a "no respect" complex and how to sell their recommendations? As Maxwell points out, "The true measure of leadership is influence. Nothing more, nothing less" (11).

Based on this measurement, if SH&E is not accepted by top management, a large part of the fault lies with the profession itself. At times, SH&E professionals have focused almost solely on being technicians, having little concern for being part of the management solution. This could explain why the business community often thinks of SH&E in terms of regulatory compliance rather than for what the discipline offers the bottom line (Nighswonger).

The Solution

What can be done to address this problem? The answer is the emergence of a fourth school of thought, the management school of safety. This can be achieved in several ways.

First, employer feedback indicates a demand for both technical and management skills (Soule). Soule concludes that colleges and universities might have to take an "either/or" approach to safety (91-94). Given that the number of hours in a degree program is limited, some departments might need to develop a safety degree that emphasizes the technical skills, while others could design degrees that have more of a management flavor. Perhaps academic safety departments could develop a joint degree program with business schools. For example, Eastern Kentucky University offers an option entitled, "Safety and Industrial Relations." Department chair Dr. Larry Collins explains, "Since most of our grads are offered their first promotion in HR or similar areas, this curriculum better prepares them for advancement and for admission into an MBA if they are interested in pursuing that route" (Collins).

Second, academic safety programs could develop safety management degree programs that require courses in basic business principles. As noted, research has shown that the stalwarts of many safety programs—such as systems safety, calculus and physics—are ranked low by CSPs (Ferguson). Certainly CSPs, as certified practitioners in the field, should know what is needed to succeed. Research at the associate degree level reported similar findings [Adams(c) 549+]. Such content areas could be replaced with topics that rank highly—such as risk management, safety and human resources management, and basic classes in business finance and accounting—that present an overview of the disciplines in the same manner that "practitioner" MBAs are being offered today to individuals without a business background.

Third, faculty should be diversified. Recruitment advertisements for faculty members often include requirements for the CSP designation, with the CIH and P.E. closely behind (Behm 38-39). These designations are important and should be encouraged, and faculty who hold them should be recognized as valued members of the teaching community. However, colleges and universities should actively seek qualified SH&E professionals with related business experience, and certifications that relate to both safety and business disciplines; these include the associate in risk management (ARM); professional in human resources (PHR)/senior professional in human resources (SPHR) and chartered property casualty underwriter (CPCU).

Fourth, the CSP examination process should be revisited. Two tracks could be developed, one with the current focus on engineering, the other focusing on business. This could be achieved in the same manner that the American Society for Industrial Security International has recognized different areas in security; that group now offers the physical

security professional (PSP) and professional certified investigator (PCI) designations in addition to its long-standing certified protection professional (CPP) designation.

One can only wonder how many excellent SH&E professionals with business degrees and backgrounds never pursue the CSP simply because they lack the preparatory education in engineering and the sciences. One could also wonder what many engineers would do if the CSP exam asked the examinee to select the most effective method of tax depreciation to use in presenting a cost-benefit analysis of a safety project to top management.

Finally, ASSE currently sponsors seminars regarding the business aspects of safety; these include seminars and certificate programs for both junior-level professionals and executives. In 2002, the group sponsored a Business of Safety symposium that included a keynote session, "Are You Relevant?" Sadly, too many SH&E professionals would have to answer no.

Seminars of this type should be continued so that experienced professionals can obtain training in business disciplines. Like those with safety management backgrounds must learn about safety engineering principles, those with safety engineering backgrounds need a good understanding of safety management principles in order to affect the system in which they operate. While the first three recommendations focus on future SH&E professionals, the fourth and fifth recommendations will help bring the management school of safety immediately into the profession.

Conclusion

In *The 7 Habits of Highly Effective People*, Covey's fourth habit is "think win-win" (204). When an organization is safe, all stakeholders—from workers, management and SH&E professionals to stockholders—win. The SH&E profession provides a good product—occupational safety. If that's the case, why does management continue to undervalue safety? In *What They Don't Teach You at Harvard Business School*, McCormack states that if you do not listen to your consultant, even if s/he is the best in the world, you should fire the consultant. Some SH&E professionals report being concerned about job security (Gaspers and Naso 30)? Could this be because management does not listen to them?

Perhaps the answer to this quandary is embodied in Covey's fifth habit: "Seek first to understand, then to be understood" (235). Working from general management's unique perspective, SH&E professionals can get managers to listen—to understand that SH&E professionals are not technicians, regulatory compliance specialists, or "necessary evils," but well-educated professionals who are concerned with promoting the cost-effective use of organizational resources to immediately affect the bottom line.

Each school of safety—engineering, psychology and health—is valuable and each augments the others. Members of each group complete rigorous training in their disciplines and, while one discipline can

learn about the other disciplines on the job, the process of formal education is indispensable. Certainly, SH&E professionals can learn about business principles on the job; however, they cannot fully understand the breadth or depth in the same manner as someone with a formal business education. Thus, the need for the management school of safety. When this school of thought is incorporated into the SH&E profession, it will help address the communication quandary. Practitioners will be better equipped to understand and communicate in management's language, which will help overcome the great barriers to change—"upper management, middle management and front-line management" (George). ■

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25	Yes
26	Somewhat
27	No

VII. Transmittal Documents




School of Health Sciences

Rochester, Michigan 48309-4482
(248) 370-3562

MEMORANDUM

Date: April 19, 2004

To: Ron Sudol
Chairperson, Oakland University Graduate Council

From: Ken Hightower 
Dean, School of Health Sciences

Subject: **Proposal for Instituting a New Graduate Degree Program:
Master of Science in Safety Management**

The subject proposal is a collaboration of effort between the School of Health Sciences and the School of Business Administration. This master's degree program emphasizes the business aspects of safety management in the workplace and combines an effective balance of core MBA coursework with application of these business skills to safety-related case studies in risk assessment, loss control, risk management, and safety program planning, administration, and management.

The School of Health Sciences Faculty Assembly approved this proposal on March 12, 2004 and I, along with our Program Director Dr. McGlothlin, believe the proposal is sound and ready for approval. The School of Business Administration has conditionally admitted one graduate student to the proposed degree program pending your approval of this proposal. As is indicated in the proposal's letters of support, this degree program is in demand with students ready to enroll and is lauded as an exemplary move consistent with the stated mission of Oakland University. We are requesting your approval to allow offering of the Master of Science in Safety Management in the fall of 2004. We understand the timing constraints and appreciate any consideration you can give to this proposal.

KH/smr

c: C. McGlothlin, OSH Program Director

MINUTES
Health Science Assembly
School of Health Sciences
318 Hannah Hall
March 12, 2004
12:00 PM

Present: W. Andress, B. Black, F. Cleary, D. Creighton,
K. Hightower, R. Jarski, M. Kluka, C. Larson, B. Marcoux,
C. McGlothlin, S. Saliga, L. Williams, R. Mattei, K. Green,
J. Shpilia, L. VandePutte,
Absent: M. Cukr, K. Galloway, B. Goslin, E. Habel, D. Hill, N. Kennedy,
J. Krauss, C. Marks, L. Ochs, R. Rozek, S. Rorke, C. Stiller,
M. Schiller, B. Stephen, K. Thompson, H. Harris, M. Weller,
J. Berry
Guests: J. Pearl

I. Approval of Minutes of November 21, 2003.

The minutes were approved as written.

II. Information and Announcements

A. Dean -

1. Interim Dean Hightower distributed a letter addressed to the Assembly, summarizing some of the current and past endeavors and providing a brief overview of the first quarter under his leadership. As he has stated frequently over the course of the last year, his role is still very much focused on the fund raising aspects and related activities.

2. Dean Hightower has met several times with some of the members of the new volunteer Advisory Board. We have not had an active board in the past and Ken is attempting to develop an advisory board that is active and involved.

3. The "First Annual Student Recognition Reception" activity will be held on April 16, 2004 from 6:00 – 8:00 at Meadow Brook Hall. All faculty and staff are encouraged to attend, as well as our new advisory board. Each program is charged with nominating students for awards to be presented that night.

4. The "Books to Excel" for program has officially kicked-off. Donations to this program will provide special opportunities for worthy students to receive special gift awards to be used to purchase books for their courses here at OU. Ken Hightower has volunteered to match the total of donations received by May 1, 2004 up to \$1,000.00. Actual donations from faculty and staff should be made out to "Oakland University" and sent to Charles McGlothlin. Cash donations will also be accepted.

B. Assistant Dean–

1. Ron Mattei reported that the approval process to recruit a new Academic Advisor has been completed and position will be posted in the near future. In the interim Jayne Berry will continue to work part-time in the position until a new advisor has been hired and transitioned.
2. The Academic Affairs budget for the 2004-2005 fiscal year has still not been completed. There is still an approximately \$250,000.00 shortfall that will require a further budget cut somewhere in Academic Affairs.
3. Ron reminded the faculty that the OU policy does not allow for meal reimbursement while the faculty is away attending events, unless the event requires an overnight stay or unless there are non-OU persons involved for business purposes.

C. Chairperson HSA Executive Committee -

Doug Creighton explained that the form sent out by Ron Mattei for reports for the Assembly meeting should be used for all committee and program reports submitted prior to the Assembly meetings. This new format was designed to save time and to implement more productive meeting time.

III. Information and Issues – Adjunct Faculty

Marge Kluka informed the Assembly that the statewide application for Michigan student laboratory internships has been entered on the web. There are currently only four internship sites in Michigan and preference is given to Michigan students. One of the OU students was chosen to be part of a new recruitment video for St. John Hospital. There are currently 9 interns in the program who will graduate in June 2004 and the hospital is hoping to employ as many of them as possible.

IV. Information and Issues – Students

1. Kristle Green, MLS Student reported that the MLS Association continues to grow and 30 students are now registered members in the organization. Many non-MLS students have also expressed interest, especially students from the Biology Department.
2. Lucy VanderPutte announced that the WHP program will be participating in World Health day on April 16, 2004. WHP will be sponsoring a campus event with information and exhibits from 11:00AM – 2:00 PM.

V. Focus on Faculty

Cathy Larson, Ph.D. –

Cathy Larson's main interest and focus in physical therapy has been in neuro-rehab and research. She has recently been designing and planning to use the digitizing pad in the physical therapy lab to conduct experiments with patients as they reach for projected targets. Patients practice and then are provided feedback. Cathy has also spent a great deal of time

and effort in her concentration on developing a series of web based home exercise programs. She is very active on a number of different fronts and currently has many different ongoing projects. One of Cathy's primary student education goals is to improve student's ability to perform on movement analysis on patients with movement disorders. Cathy's husband is a chemist who enjoys time as a marathon runner. One of her two sons is in his first year at Michigan State while her second son is a high school junior.

Charles McGlothlin, Ph.D. -

Charles' career has included 10 years in education and 25 years in industry dealing with occupational health and safety issues. A major portion of his career was in steel and mining engineering in West Virginia where he was part of senior level management. Charles became interested in teaching later in his career because of his desire to be involved in the growth and development of the next generation of students. He took a position at Trinidad State Junior College in Colorado and at the same time began working on his doctorate (which he obtained last year).

Charles' "hot buttons" are ABET Accreditation, a Masters in Safety management degree program, the program extension to Macomb Community College, and a research focus for the Master of Occupational Health and Safety program.

Charles' hobby is building and flying remote controlled airplanes. He is married to Dairdre and has two sons. He and Dairdre are also a presenting team for World-wide Marriage Encounter.

VI. Program/Advising Developments and Major Changes

A. Exercise Science (EXS) – Brian Goslin - Attachment #2

B. Occupational Health and Safety (OSH) – Charles McGlothlin – Attachment #3

C. Medical Laboratory Sciences (MLS) – Mary Ann Weller - No report

D. Physical Therapy (PT) – Beth Marcoux – Attachment # 4

E. Wellness, Health Promotion, and Injury Prevention (WHP) – Stafford Rorke – Attachment #5

F. Advising – No report, as Jayne Berry was not able to be present.

VII. Committee Reports

COI – Mary Ann Weller – No report

CAP – Brian Goslin – No report
Senate – Brian Goslin – Attachment #6
Grad Council – Kristine Thompson – No report
Library – Susan Saliga - Attachment #7
UCUI - Stafford Rorke – Attachment #7
Assessment Committee – Cathy Larson – Attachment #7
Gen Ed – Stafford Rorke – Attachment #7
Laboratory Safety Committee – Mary Ann Weller – No report.

VIII. Old Business

None

IX. New Business

Proposal for changes in the DScPT Program – First Reading – Attachment # 8 –

Discussion: Using benchmarks it was determined that the current program requires more credits than necessary and is non-competitive with similar programs. The current program requires 90 credits post-baccalaureate.

Motion to approve – first reading - passed unanimously.

Motion to waive second reading passed unanimously.

Motion to approve – second reading – passed unanimously.

Proposal for Master of Science in Safety Management – First Reading - Attachment #9 –

Discussion – Planning to begin program in Fall 2004. Will request a graduate assistant to coordinate research as part of the program.

Motion to approve – first reading - passed unanimously.

Motion to waive second reading passed unanimously.

Motion to approve – second reading – passed unanimously.

SHS Review Statement and Procedures - Draft 3 -

This document was presented at this time for information only.

Ken complimented Brian Goslin and the committee who worked on this document. The document is now ready for a peer review. Ken will appoint a committee to review the document and make recommendations prior to adding to a future Assembly meeting.

X. Next Meeting

October 15, 2004

XI. Adjournment