

# "BOARD CERTIFICATION: *Engage Excellence*"



## THE ABOHN REPORT

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Spring 2020 Volume 43

Issue 1



### A Message from the ABOHN Chair by Michele Willis, BSN, RN, COHN-S

Oh, the times we live in..... I hope that you are well and safe! I know this is not how any of us expected to be spending our Spring. PPE shortages, quarantines, stay at home orders, grocery shortages and all the challenges that we are having due to COVID 19 have made for interesting times to say the least. As nurses, most especially occupational health nurses, we have learned to be flexible and attacked our challenges in a thoughtful, systematic way with our client's health and safety at the forefront. Thank you to each and every one of you for what you are doing on a day to day basis to keep your patients, employees and families safe. We will survive and our normal may not look like it did a few short months ago but we will adapt and move forward!

A warm welcome to Lucy Carlson the new ABOHN Executive Director. I have had the honor and pleasure of working with Lucy as a fellow ABOHN Board member for the past 3 ½ years and I know she will work tirelessly to promote Occupational Health Certification.

Please know that the ABOHN staff continues to work and is available to you for your certification questions. Also look for your weekly ABOHN updates which includes news and resources.

Wishing you health and safety!

Michele

Michele I. Willis BSN, RN ,COHN-S, FAAOHN

ABOHN Board Chair

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Accredited by the :  
**National  
Commission for  
Certifying Agencies**



### Testing Resumes May1, 2020

PSI is opening testing sites on a rolling basis based on each states' re-opening protocols. ABOHN is extending the

### 50% Exam Rebate Fee

through August 31, 2020.

For more information, please see page 7.

### Call for Board of Director Nominees

#### ABOHN will require three (3) Directors for 2021-2022 Board

We constantly strive to represent all credentials (COHN, COHN-S, CM), industries, and regions, including Canada, with whom we have a Reciprocity agreement.

If you are interested in serving on ABOHN's Board of Directors, please find the information online at [www.abohn.org](http://www.abohn.org) under the **About Us** tab and within the Board section.

THANK YOU!

## ABOHN 2019-2020 Board of Directors

ABOHN is governed by a Board of Directors composed of certified occupational health nurses and one public member that are selected to be representative of the community of certified occupational health nurses. The responsibilities of the Board include establishing criteria for certification and setting policies to maintain a valid certification program.



Front Row L-R: Carole Cusack (Managing Director), Daurice Holly, Michele Willis (Chair), Jean Drevdahl-Orchard. Back Row L-R: Denise Matthews, Jim Persoon (Public Member), Pam Swann, Melinda Cordova, Kari Kilbride, Lucy Carlson (Executive Director), and Marilyn Brownlee

### Governing Council

**Chair:** Michele Willis, BSN, RN, COHN-S

**Secretary:** Melinda Cordova, BSN, RN, COHN/CM

**Treasurer:** Kari Kilbride, MPH, BSN, RN, COHN-S

**COHN-S Chair:** Denise Matthews, BSN, RN, COHN-S

**COHN Chair:** Pam Swann, RN, COHN

**CM Chair:** Jean Orchard, Ph.D., RN-BC, CCM, CIH, CSP, CHMM, COHN-S/CM

### Directors

**Marilyn Brownlee**, NP-PHC, FNP-C, DIH (Toronto), MScN, COHN-S/CM (Canada)

**Daurice Holly**, RN, COHN, CCM, FAAOHN

**Jim Persoon**, Ph.D. (Public Member)

## Introducing ABOHN's New Executive Director!

### Lucy Carlson MS, MPH, RN, COHN-S/CM



Lucy is a graduate of the University of Minnesota-Schools of Public Health and Nursing, attaining both MPH and MS degrees. She holds the COHN-S/CM credential and has occupational health (OH) experience in onsite clinical, business consultative and global corporate services.

Lucy's employment history includes 18 years in acute care nursing positions and over 25 years as an OHN including: Honeywell Corporate Headquarters, Allina Employee Occupational Health Services Manager, Community OH program Director, and OH Manager in the 3M Corporate Medical Department.

Lucy has worked with OHNs globally to develop and implement training, professional development and maintain corporate Global Health Standards. She is an Affiliate Instructor in the Division of Environmental Health Services, School of Public Health at the University of Minnesota. Lucy has served for 4 years on the board of ABOHN.

Welcome Lucy and best of luck in your new position!



# CONGRATULATIONS ABOHN NEWLY BOARD CERTIFIED

*CLASS OF 2019*

## BOARD CERTIFICATION: ENGAGE EXCELLENCE

Join us in congratulating these occupational health nurses for their accomplishments and for their right to use the COHN, COHN-S and CM credentials which they gained last year by passing stringent examinations for certification

We proudly present the ABOHN Class of 2019

### Certified Occupational Health Nurse (COHN)

Abenes, Samantha  
Abrego, Marisol  
Alfabeto, Jodrich Aaron  
Ayotte, Linda  
Bassett, Cherval  
Birdwell, Desiree  
Bond, Netanya  
Brakeman, Jeremy  
Braun, Misty  
Brennan, Karen  
Burden, Angela  
Campbell, Nelda  
Chron, Dina  
Cofrancesco, Ann  
Collingwood, Linde  
Compton, Doris  
Comstock, Danielle  
Crimarco, Virginia  
Crout, Ashley  
Davis, Terri  
Delgado, Shari\*\*  
Diekemper, Samantha  
Diveney, Jennifer  
Doyan, Tiina  
Du, Junrong  
Edstrom, Pamela  
Estrada, Susanna  
Fannin, Barbra  
Farrar, Ann  
Fernandez, Jennifer  
Fleenor, Cathy  
Fleming, Joyce  
Freeman, Robert  
Fulkerson, Michael  
Fung, Angela  
Gann, Janice  
Genovese, Faith  
Graham, Stacey  
Gray, Chevron  
Greenwood, Theresa  
Haight, Jeffrey  
Hale, Jennifer  
Henry, Karen  
Huber, Faye  
Hubert, Leanna  
Johnson, Lindsay  
Jordan, Susan  
Jusko, Margaret  
Karlosky, Danielle  
Keith, Mary Ann  
Kirchoff, Colleen  
Knight, Mindy  
Leathers, Deborah  
Lefebvre, Martha  
Lockhart, Trisha  
Marion, Charlene  
McCormick, Carla  
McCoy, Jennifer  
McKeown, Ashley  
Miller, Eva  
Mora, Jennifer  
Muecke, Valerie  
Nethercote, Raquel  
O'Connor, Jillian  
Ostrander Kathy  
Paciga, Laurette

Pecson, Aizza  
Penton, Jonette  
Powers, Noreen  
Princiotta, Roberta  
Radcliff, Charlene  
Rayer, Karen  
Redmond, Michael  
Richards, Cathleen  
Salinas, Misty  
Salman, Nofal  
Sams, Nicole  
Setzer, Lori  
Shrestha, Anu  
Sielski, Becky  
Snyder, Donna  
Steele, Clinton  
Steimel, Joanne  
Steinbeck, Amy  
Stepp, Theresa  
Sterback, Clare  
Stinnett, Diana  
Tropea, Lisa\*\*  
Tostovarsnik, Debra  
Vasquez, Christine  
Villane, Debra  
Voss, David  
Walden, Ashley  
Weber, Mary  
Weingart, Olivia  
White, Casey  
Williams, Sharon  
Yarbough, Dorothy  
Young, Amber  
Ziegler, Sandra  
Tuznik, Jessica

### Certified Occupational Health Nurse – Specialist (COHN-S)

Allison, Cheryl  
Ang, Bessie  
Austin, Amanda  
Barrowcliff, Dawn  
Bartel, Nicole  
Bauer, Helen  
Benjamin, Lynn  
Boutwell, Kimberly  
Bryant, Cynthia\*\*  
Bryant, Lisa  
Buckles, Robin  
Cabos, Christi  
Carr, Candice  
Caruso, Elizabeth  
Causey, Linda  
Cheung, Sze-keung  
Cicchetti, Phyllis  
Clingenpeel, Dawn  
Coleman, Patricia  
Coleman-Portell, Bi Bi  
Collier, Amanda  
Costello, Christopher  
Cronenwett, Nancy  
Cruz, Sheree  
Damboise, April  
Deitz, Rebekah  
Dougherty, Frances  
Durkan, Virginia  
Edward, Meg  
Euell, Anita

Evans, Brenda  
Farris, Aarika  
Fischer, Marlene  
Fox, Judy  
Franceschi, Nina  
Frazier, Marie  
Gervasoni, Erin  
Gibson, Jenna  
Gibson, Linda  
Gonzalez, Maranda  
Green, Stacy  
Griesmer, Danielle  
Griggs, JoAnn  
Grooms, Kori  
Groover, Robin  
Grubbs, Katharine  
Guhl, Brent  
Hagen, Adele  
Haidet, Chad\*\*  
Hale, Matthew  
Hammond, Stephanie  
Hanfelder, Mandi  
Harris, Nennan  
Hartzel, Paula  
Hasson, Melissa  
Hexum, Joyce  
Hopkins, Sarah  
Howlett, Sabrina  
Hughes, Megan  
Ingram, Melissa  
Jewell, Karen  
Johnson, Rebecca  
Johnston, Deborah  
Kanthak, Martha  
Kelley, Jessica  
Kelly, Kathleen  
Kennedy, Miranda  
Kershner, Kaitlyn  
Kiker, Debra  
Kim, Jung  
Kincaid, Marie  
Kolb, Monique  
Kropff, Kelly  
Kwon, Suyoung  
Landry, Melissa  
Leidecker, Chrystal  
Llagas, Reynante  
Lockhart, Tammy  
Luckett, James  
Maclsaac, Rebecca  
Makurat-Coon, Christy  
Malone, Christine  
Margrave, Sarah  
Marion, Jelencia  
Mase, Tabe  
McKay, Michelle  
McManus, Pauline  
McQuarrie, Jocelyn  
Mendenhall, Carrie  
Merrill, Janet  
Micka, Tiffany  
Monroe, Zackie  
Mourad, Carolyn\*\*  
Nardone, Regina  
Natole, Angela  
O'Regan, Kerri  
O'Reilly, Kimberly  
Porter, Jennifer  
Powell, Elizabeth

inson, Martina  
Ross, Randall  
Roy, Sheila  
Salis, Seidatu  
Schmidt, Karen  
Schumacher, Kevin  
Seeburger, Sara  
Shaw, Chrissy  
Silakka, Marta  
Smith, Sedonia  
Smith, Cody  
Spain, Barbara  
Straight, Ami  
Strittmatter, Emily  
Tadlock, Sheri  
Talwar, Kawalpreet  
Tebolt, Allison  
Tippette, Wendy  
Tribble, Jennifer  
Trotman, David  
Volpe, Diane  
Ward, Jennifer  
Werner, Rebecca  
Whelan, Marjorie  
White, Nancy  
Wilhelmsen, Kathleen  
Wilken, Kelly  
Williams, Linda Lorraine  
Wilson, Jill  
Wisniewski, Stacey  
Wojtak, Lisa  
Worth, Colleen  
Zerangue, Michael  
Zipp, Bridget

### Case Management – (CM)

Baron, Lisa  
Barveld, Sally  
Blankenship, Beth  
Bryant, Cynthia\*\*  
Cooley, Kimberly  
Delgado, Shari\*\*  
Eckhart, Dena  
Gaca, Mary  
Gianos, Sara  
Haidet, Chad\*\*  
Hauschildt, Margaret  
Johnson, Cynthia  
King, Diane  
Lapp, Cora  
Mourad, Carolyn\*\*  
Savant, Susan  
Tropea, Lisa\*\*  
Wyzkiewicz, Pamela

\*\* Indicates passed an ABOHN Core Credential and CM examination in the same year.

## 2019–2020 Testing Timeline



### Testing Black Out



### Revised Testing Began!

The ABOHN Examination Development Advisory Committee (EDAC) were the catalysts needed to update our COHN, COHN-S, and CM examinations based on the findings of the ABOHN 2018 Practice Analysis. During all of 2019, this group of volunteers wrote hundreds of questions and reviewed all forms of the examinations including categorizing all questions per the blueprints.

Thank you to the EDAC for their contributions .We appreciate your work and dedication to ABOHN to and OH nursing.

Pictured Above:

**Back Row:** Nathan Britt, Debbie George, Paula Kerns, Anne Robbins, June Magnussen, Peter Mott, Derlene Spence-Ogilvie  
**Front Row:** Jean Drevdahl-Orchard, Lisa Wolf, Shelly Warrick, Pat Paquin, Michelle Edwards, Shari Turley

ABOHN instituted a Testing Black Out beginning in December of 2019 through February 2020.

The final examinations of the “old” test forms were given in November 2019.

ABOHN offered a 50% Rebate of the Exam Fee for those applicants who would sit the exams in March 2020.

We require a large group of individuals willing to take the exam, but not receive their official scores at the time of the exam in order to perform a final review and cut score.



The ABOHN Standard Setting Committee (SSC) met in Olathe Kansas with our testing agency, PSI, for a final review of all forms for each examination. Per NCCA Accreditation Standards, we needed a second group of people, with little overlap of EDAC individuals to have more SMEs review and vet the questions, answers, and references against the test blueprint.

Thank you to the SSC for their contributions .We appreciate your work and dedication to ABOHN to and OH nursing.

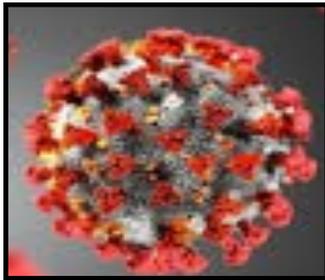
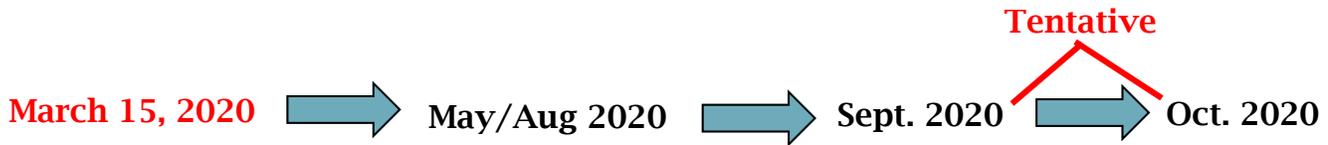
Pictured Above:

**Front Row:** Peter Mott, Cherie Holodnick, Michelle Jones, Nancy Stewart  
**Back Row:** Jean Orchard, Nina Larkins, Derleen Spence-Ogilive, Waynette Boyd, Debbie George, Paula Gray, Anne Robbins, Becky Edge, Melinda Cordova  
**Not Pictured:** Phyllis Symulesk

The updated examinations for COHN, COHN-S and CM were available for testing starting Monday March 2, 2020.



## 2019-2020 Testing Timeline—Continued



**Revised Testing Begins—AGAIN!**



Along with the rest of the world, COVID 19 interfered with our projected testing revisions. Our timeline for completion of the new cut scores and opening up to regular testing was thrown out the window. Our deliverable dates are no longer valid:

**April 1, 2020**  
Generate item analysis for exams

**April 13-15, 2020**  
Webex with EDAC to review item statistics, make scoring adjustments as needed.

**April 20-24, 2020**  
Webex with ABOHN BOD to review Standard Setting Study results and make official cut score decisions

**May 1, 2020**  
Mail official results to Candidates.

**May 4, 2020**  
Exams in instant scoring mode with pass/fail decisions.

PSI begins testing again on May 1, 2020, based on individual state mandates to open testing venues and precaution measures.

ABOHN extends the 50% Exam Rebate Fee through August 31, 2020.



Based on our previous project time line, we have tentative dates for the final review and cut scores:

**September 1, 2020**  
Generate item analysis for exams

**September 13-15, 2020**  
Webex with SMEs to review item statistics, make scoring adjustments as needed.

**September 20-24, 2020**  
Webex with ABOHN BOD to review Standard Setting Study results and make official cut score decisions

Based on our previous project time line, we have tentative dates for the final review and cut scores.

**October 2, 2020**  
Mail official results to Candidates.

**October 5, 2020**  
Exams in instant scoring mode with pass/fail decision



## ABOHN Board Activities

The ABOHN Board of Directors (BOD) worked diligently in the past six months to support the mission and goals of ABOHN and certified OHNs.

**Exam Development Advisory Committee (EDAC)** - Directors continue their work with the (EDAC) committees for the COHN, COHN-S and CM examinations to complete the testing of new items. This included categorizing all questions per the blueprints and confirming all references. This was not a small task and took many long hours of meetings for everyone involved. A big THANK YOU to EDAC committee members for your dedication and commitment to excellence in occupational health nursing!

**Standard Setting Committee (SSC)** - We appreciate the many ABOHN certified OHNs who volunteered to be members of the Standard Setting Committees (SSC) for each of the examinations. The SSC and Directors met in Kansas City in February to review each question in the new examinations and recommended “cut” scores. Thank you to everyone involved in this valuable and required activity!

**BOD Committees** - Directors participate on core committees that contribute to ABOHN operations. Highlights of committee activities include:

**Research Committee** completed a poster on the findings of the 2018 Practice Analysis. The poster is a useful tool for communicating the practice analysis process and how the results guide the certification examinations. Watch for the poster at future conferences!

**Public Relations Committee** promoted and communicated the Testing Blackout Dates and Examination Fee Rebate. Advertising was completed for the open BOD and Executive Director positions.

**Nominations Committee** provided the BOD with a full slate of candidates for open Director positions. The committee identified members of the EDAC and SSC committees.

**Finance Committee** made recommendations for the examination rebate and developed a draft 2020 ABOHN Budget for approval at the January board meeting.

### Semi-annual BOD Meeting

The ABOHN Board of Directors (BOD) met in Albuquerque, NM on January 22-25 for the semi-annual board meeting. Every item on the full agenda was accomplished including the election of new board members, interviews and selection of an Executive Director and approval of the 2020 budget!

In addition, the ABOHN Board of Directors reviewed the Strategic Plan. The Board reviews the Strategic Plan throughout the year to make sure that the business is on track.

**Strategic Plan** - For 2020-2021, the Board is focusing on the following strategies and initiatives:

#### **Strategy 1: Customer Value**

##### ***Provide support to applicants/candidates***

1. Continue survey of successful candidates.

##### ***Recognize currently certified***

1. Certified OHNs celebrating a 10-year certification milestone will be recognized in the Fall 2020 newsletter.
2. Recruit A Colleague: ABOHN will send information on our Recruit A Colleague initiative to all new credential holders as part of their package they receive after they have passed their exam.

#### **Strategy 3: Sustainability**

##### ***ABOHN remains financially viable***

1. Financials reviewed monthly by the Governing Council .

##### ***Item bank maintained in continued state of readiness***

1. Maintain 12 Subject Matter Experts (SMEs) on the Exam Development Advisory Committee (EDAC).

#### **Strategy 2: Quality**

##### ***Compliance with regulatory guidelines***

1. NCCA Accreditation – ABOHN’s credentials, COHN, COHN-S, and CM, are accredited by the National Commission for Certifying Agencies (NCCA).
2. Examination Pass Rate Review - The Board closely monitors exam results monthly.
3. Examination Development – ABOHN continues to revise and update the exams to reflect the findings in the latest practice analysis.

#### **Strategy 4: Outreach and Growth**

##### ***Public Relations***

1. Send a special recognition to the certified OHNs during April OHN week.
2. Publish the names of the recent newly certified OHNs, who took the exam in the previous month.

## ABOHN Testing Resumes

### Test Centers Openings

PSI plans to reopen Owned and Operated test centers in the United States May 1, 2020 based on jurisdictional analysis to determine each state's allowance and/or restrictions for operating.

- Sites will reopen meeting social distancing standards, at reduced capacity to allow for candidate spacing. Please note that scheduling options may be limited as a result. PSI will evaluate demand daily to plan for extra hours as needed.
- All health and safety requirements have already been implemented.

PSI has created a frequently asked questions document which can be found at <https://www.psonline.com/wp-content/uploads/psi-services-covid-19-faqs.pdf>. This link will be continually updated, so please check back frequently.

### 50% Exam Fee Rebate Extended

As COVID-19 continues to affect our lives and OHNs are part of the essential front line workers, **ABOHN is extending the 50% Examination Rebate Fee through August 31, 2020.** The rebate is based on the U.S. Exam Fee cost of \$400.00 for COHN and COHN-S and \$250.00 for Case Management.

ABOHN needs a significant number of applicants to take the exams during so the final vetting and cut scores can be determined. Those that take an exam from May 1, 2020 through August 31, 2020 will not receive their exam results until October. While we realize that this is an inconvenience, it is necessary for our exam development.

The application process and fees are:

- Submit an application and required documentation to the ABOHN office for the COHN, COHN-S and CM with the non-refundable \$150.00 application fee. (Online or by mail)
- After acceptance into Candidate status, an invoice will be sent for the exam fee which must be paid in full. \$400.00 for the COHN and COHN-S. \$250.00 for the CM.
- Candidates who schedule and take the exam by the 8/31/2020 deadline will receive a rebate check with their official results.

COHN Rebate = \$200.00

COHN-S Rebate = \$200.00

CM Rebate = \$125.00

If you have any questions, please contact the ABOHN office at 630-789-5799 or [info@abohn.org](mailto:info@abohn.org).

### Recruit A Colleague!

Congratulations to

**Candace Sandal, COHN-S**

of Delaware for winning the 2019 *Recruit A Colleague for Certification* program award. Candace received a \$300.00 check for encouraging her colleague to sit for the exam. ABOHN credential holders recruited 145 fellow colleagues to apply for the examinations in 2019.

All Certified Occupational Health Nurses (COHN) and Certified Occupational Health Nurse—Specialists (COHN-S) can recruit a fellow nurse working in occupational health. Prospective candidates can indicate on their application a particular COHN/COHN-S holder who has recruited them to initiate the process for certification. The ABOHN office keeps track of these individuals and a random drawing is conducted to pick the winner.

## Credentialing Statistics—Year End

The ABOHN Board of Directors are tasked with many challenges in order to sustain a specialty credentialing program. Table 1 shows the official ABOHN Active, Inactive and Retired certification holders that were in our database system as of 12/31/2019. As the base of our credential holders approach retirement age, we see a decline in Active credential holders. Table 2 shows the number of candidates and the pass rate for each exam over the past years.

CREDENTIAL	ACTIVE	INACTIVE	RETIRED
COHN	813	9	67
COHN/CM	166	0	14
COHN-S	1720	17	426
COHN-S/CM	378	8	110
<b>Total 12/31/2019*</b>	<b>3077</b>	<b>33</b>	<b>617</b>
Total 12/31/2018	3200	22	554

Table 1 (left)

### ACTIVE:

Credential holders who have met the criteria to hold certification.

### INACTIVE:

Credential holders who have not met one or more requirements for active status and have opted to take inactive status until they are compliant with the requirements.

### RETIRED:

Credential holders no longer in practice and maintain their retirement status with ABOHN.

\*These numbers do not include those certificants' whose renewal and/or recertification paperwork was processed after 12/31/2019.

## Credentialing Statistics—Pass Rate Percentage

Exam Session	COHN			COHN-S			CM		
	Candidates	Number Passed	Percentage Passed	Candidates	Number Passed	Percentage Passed	Candidates	Number Passed	Percentage Passed
2014	86	70	77%	150	121	74.2%	17	19	88%
2015	64	48	75%	148	102	69%	22	18	82%
2016	53	34	64.2%	119	70	58.8%	23	18	78.3%
2017	84	68	80.9%	117	82	70.0%	14	9	64.2%
2018	99	70	71.4%	114	65	58.0%	14	12	85.7%
2019	144	92	63.9%	188	127	67.6%	21	17	81%

Table 2 (right)

The number of COHN and COHN-S candidates who passed their certification examination in 2019 was down significantly. Taking the correct test based on your practice, not education, has a direct impact on the exam passing point.

We attribute the increase in testing volume to the Testing Black Out implemented in 2019. Many of the candidates expressed their desire to test before the new exams went into effect.

## Credentialing Statistics—Recertification

Recertification is required to maintain your credential. Every year there are nurses who retire, change jobs into non-occupational health fields and/or ABOHN has lost contact. All of these areas impact the percent of ABOHN credential holders that recertify each year. Table 3 shows ABOHN’s recertification data for the past few years. The current fees associated with all ABOHN’s tests; application, exam, renewal and recertification can be found in Table 4.

Recertification Year	Certificants Due for Recertification	Certificants Achieved Recertification	Percent of Recertification
2013	1131	388	64%
2014	1096	783	69%
2015	962	752	78.6%
2016	721	567	58%
2017	564	451	62.6%
2018	520	327	93.4%
2019	615	530	86.2%

*Table 3 – Recertification Statistics*

## Application, Renewal and Recertification Fees and Guidelines

	COHN/COHN-S	Case Management	Information
Application Fee	\$150.00	\$150.00	Good for 90 days from the date of approval from the ABOHN office.
Examination Fee	\$400.00	\$250.00	Must be paid within 90 days from the date of the invoice from the ABOHN office and is good for 120 days.*

\* If you fail to schedule an appointment and sit for your examination before the expiration date, your examination authorization will be voided and you will have to pay for another application and examination fee.

<b>Exam Authorization (Extension Fee)</b>	<b>\$50.00</b>	<b>\$50.00</b>	<b>One time, 60 day extension to the original 120 day authorization period.</b>
Yearly Renewal Fee	\$150.00	\$50.00	Renewal payments are required every year before the credential holders’ expiration date.
Recertification Fee	\$150.00	\$50.00	Recertification occurs every 5 years. Paperwork and the yearly renewal fee is required before the credential holders’ expiration date.
Late Fee	\$100.00		A late fee is charged if ABOHN does not receive your Recertification or Renewal paperwork and annual fee by the due date of your credential.

ALL ABOHN FEES ARE NON-REFUNDABLE

*Table 4 – Application, Renewal and Recertification Fees and Guidelines*

### ABOHN's Vision

"ABOHN Certification is recognized and valued as the standard to maximize the health and safety of workers worldwide.

### ABOHN's Mission

to promote a standard of excellence in occupational health nursing through credentialing.

### Principles and Values

To accomplish its mission and vision, ABOHN commits its resources to achieving the following principles and values:

Establish and promote credentialing standards for professional occupational health nurses.

Publicly recognize individuals who demonstrate that they meet these standards.

Elevate the quality of occupational health nursing practice.

Stimulate the development of improved educational standards and programs in the field of occupational health nursing.

Encourage occupational health nurses to continue their professional education.

Perform the above unrestricted by consideration of national origin, race, creed, disability, color, age and gender.

Create value for employers, their employees and the occupational health professional.

Seek inclusion by partnering with organizations that share ABOHN's mission and values

### ABOHN

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### ABOHN STAFF

**Executive Director**

*Lucy Carlson, MS, MPH, RN, COHN-S/CM*

**Managing Director**

*Carole M. Cusack, MBA*

**Administrative Assistant**

*Molly Taylor, BS*