

# "BOARD CERTIFICATION: Engage Excellence"

## THE ABOHN REPORT

The ABOHN Report

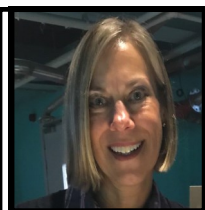
Fall 2023

Volume 46 Issue 2

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### A Message from the ABOHN Chair by Beth Dammann, RN, MPH, COHN-S



Welcome to the 2023 fall ABOHN newsletter. Our mission is to promote a standard of excellence in occupational health nursing through credentialing and we could not do this without you. By becoming board certified, you have made a strong commitment to our profession. We acknowledge and appreciate all you do to protect and enhance worker health, safety and wellbeing.

The Board of Directors semi-annual board meeting took place June 21-24 in Oak Brook, IL. A few accomplishments were updating the Strategic Plan to reflect our achievements, reviewing and updating the CSAT exams and updating necessary policy and procedures. We also met with our CPA and Financial advisor regarding the yearly audit and our investments respectively. Additionally, we welcomed three new board members. They are Lisa Holmes, RN, MSN, NP, COHN-S from Bloomington, IN; Kimberly Newton, RN, BSN, COHN-S/CM from Charlotte, NC and Karen Wilson, RN, BSN, MPH, COHN-S from La Jolla, CA. We are excited to have their knowledge, expertise and enthusiasm on the board! The board also said goodbye to 3 outstanding members; Kari Kilbride, Marilyn Brownlee and Jen Morris. We cannot thank them enough for their contributions to ABOHN and wish them well in their next endeavor.

Please continue to encourage colleagues to join you in becoming board certified. They can be directed to [ABOHN.org](http://ABOHN.org) or contact one of our staff at 630-789-5799.

Sincerely,

Beth Dammann, RN, MPH, COHN-S



### Call for EDAC Applications

ABOHN is currently accepting applications for the Case Management Exam Development Advisory Committee (EDAC).

The EDAC is comprised of volunteer certified occupational health nurse subject matter experts. There is a separate EDAC for each of ABOHN's certification exams (COHN, COHN-S, & CM). Each committee reviews current exam questions and also develops new questions for their respective exam. The work completed by these committees is paramount to developing a professional and relevant exam. The ABOHN COHN & COHN-S EDACs are full, however, we are still accepting applications for the Case Management EDAC. If you hold the ABOHN CM or COHN/COHN-S and CCM certification, please consider applying for this committee and engaging in this important work!

Term Dates: January 2024—January 2026 (2 years)

For more information regarding the ABOHN EDAC and to apply, [please follow this link](#).

## A Message from the ABOHN Executive Director *by Betty Sanisidro, DNP, MSN, COHN-S, APHN-BC*



My Fellow OHNs,

It is difficult to assimilate that as of last month, I've been with ABOHN one year! Just 11 months ago I wrote to you all in our 2022 Fall Newsletter introducing myself! It has been indescribable to speak to many of you and meet many in person during conferences and other speaking engagements. I am in constant awe of the work that you do on a daily basis, your dedication to our profession and your unyielding commitment to those you serve every day! It is because of your passion and allegiance that the field of occupational health is gaining traction. Our applicant and candidate base has steadily increased throughout the last year and the number of applicants for our volunteer boards has been simply overwhelming! It is impossible to properly articulate my gratitude to you all for your constant efforts and zeal!

In just 12 short months, the landscape of ABOHN has starkly changed! We have developed and deployed new social media platforms with several weekly postings, we have quintupled our research grant through a collaborative initiative with Sigma Nursing, we have attended and presented at 6 conferences national and regional, and we have worked with the AAOHN Foundation to establish a brand new scholarship to support OHNs in their efforts to become certified! Most importantly, we have worked tirelessly on exam development tasks, have completed extensive item referencing work and have successfully built and approved a brand new exam content outline which will be implemented in 2024!

To say that I feel fulfilled falls short and to say that I am enthusiastic about the next year does as well! My pledge to you all remains the same as one year ago; myself, the ABOHN staff and the ABOHN BOD will continue to work assiduously in carrying on the work of OHN legacies before us through continued education and awareness of the importance of certification, enhancement of the certification exams, and collaboration with like-minded organizations that augment education within the OH field. My petition to you all also remains the same; support one another, work together, continue to showcase the vitalness of what we do and encourage your fellow OHNs to become certified and carry on our legacy!

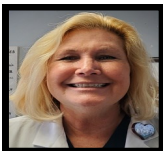
In good health,  
*Dr. Betty Sanisidro*

## ABOHN 2023-2024 Board of Directors

### Governing Council



Beth Dammann



Nancy Cronenwett

**Chair:** Beth Dammann, RN, MPH, COHN  
**Secretary:** Nancy Cronenwett, BSN, RN, COHN-S  
**Treasurer:** Angela Smith, MBA, BSN, RB, COHN-S  
**COHN-S Chair:** Karen Jewell, MSN, APRN, FNP-BC, COHN-S  
**COHN Chair:** Ginny Carlson, MPH, RN, COHN-S, FAAOHN  
**CM Chair:** Shannon Berryhill, MS, BSN, RN, COHN-S/CM, CWCP



Angela Smith



Karen Jewell



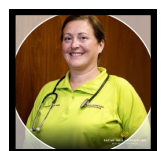
Nathan Britt



Ginny Carlson

### Directors

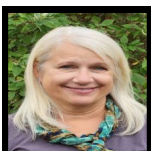
**Nathan Britt**, MSN, APRN, NP-C, COHN-S  
**Lisa Holmes**, RN, MSN, NP, COHN-S  
**Kimberly Newton**, RN, BSN, COHN-S/CM  
**Ron Pearson**, (Public Member)  
**Gina Tetsch**, MSN, RN, COHN-CM  
**Karen Wilson**, BSN, MPH, RN, COHN-S



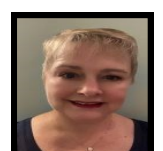
Shannon Berryhill



Lisa Holmes



Karen Wilson



Kimberly Newton



Ron Pearson



Gina Tetsch

## Thank You to our Retired Board Members

It is always difficult and sad saying good-bye to Directors whose terms have concluded. ABOHN extends our sincerest gratitude to these retiring Board members for their tireless work and dedication to our organization and the Occupational Health profession!



Kari Kilbride

### [Kari Kilbride, MPH, RN, BSN, COHN-S](#)

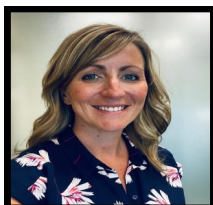
Kari joined the ABOHN Board of Directors in June 2019. Among her many contributions, Kari served as the ABOHN Treasurer from 2020-2021, ABOHN Chair as well as Policy & Procedure Chair and Strategic Planning Chair 2021-2022, and the Nominations Committee Chair 2022-2023. She also served on ABOHN's Finance and Public Relations Committees during her four-year term. Kari worked vigorously to keep ABOHN in compliance with policy and procedures and NCCA accreditation. Her contributions and vision also helped create the ABOHN 5-year Strategic Plan.



Marilyn Brownlee

### [Marilyn Brownlee, MNP-PHC, FNP-C, DIH \(Toronto\), MScN, COHN-S/CM](#)

Marilyn was selected to the ABOHN BOD in June 2019. Marilyn was our member-at-large and, along with holding our COHN-S/CM, she represented the Canadian nurses who gained ABOHN certification through Reciprocity. Marilyn served on the Nominations, Finance and Strategic Planning Committees. She also devoted her talents as Chair for the CM Advisory Committee from 2020-2022 and made many significant contributions as the Research Committee Chair from 2021-2023.



Jennifer Stange

### [Jennifer Stange, MSN, RN, COHN](#)

Jennifer joined the ABOHN Board in June 2021 and served one term. During her tenure, Jen served as the Chair of the COHN Advisory Committee, and served on the Public Relations, Nominations and Strategic Planning committees.

**Thank You and Best of Luck in Your Future Ventures!**

## Welcome to our New Board Members



Introducing our newest Directors. The following OHNs (L-R Karen Wilson, Lisa Homes, & Kimberly Newton) will serve a 2-year term from June 2023-June 2025. We look forward to working with them!

[Karen Wilson, BSN, MPH, RN, COHN-S](#) is the Occupational Health Clinic Supervisor for the Jennifer Moreno [San Diego] VA Health Care System. Karen's responsibilities include coordinating all aspects of OH services to more than 6,000 staff, trainees, volunteers and researchers as well as overseeing programs for police, commercial driver exams, hearing conservation and more.

[Lisa Holmes, RN, MSN, NP, COHN-S](#) is currently practicing as a Nurse Practitioner at IU Health Occupational Services in Bloomington, IN. Along with treating work-related injuries and performing employment screening exams, Lisa is the Clinical Manager of the Occupational Services Clinic and oversees Medical Assistants and nursing staff in their clinical practice.

[Kimberly Newton, RN, BSN, COHN-S/CM](#) is the Occupational Health Consultant for Liberty Mutual in Charlotte, NC. Kim is responsible for the promotion of wellness and prevention of illness and injury from work-related hazards. Kim's focus is on customized education and activities. She works closely with other committees to create and provide education on health/wellness/injury prevention and to implement solutions.

**Welcome and Good Luck!**

## ABOHN Practice Analysis Update

Exam development is continuous work. The development of a certification exam begins with a Job/Practice Analysis. The purpose of a practice analysis study is to describe the job activities of occupational health nurses in sufficient detail in order to provide a basis for the continued development of a professional, job-related, evidence-based certification examination.



PAAC—February 2023

Volunteers from our certified OHNs formed the ABOHN 2023 Practice Analysis Advisory Committee (PAAC). The PAAC met in person at the PSI (our testing vendor) headquarters in Olathe, KS, in February 2023 to begin creating a survey which forms the basis of the exam “blueprints”.

Starting with a review of our current exam specifications (2018), the PAAC developed a survey instrument which was sent to OHNs (both certified and non-certified) in April 2023. This important tool asked the survey responders to answer many detailed questions pertaining to the roles and responsibilities of OHNs across multiple industries.

The Practice Analysis survey was open for 6 weeks. The PAAC met again in May 2023 and the survey results were analyzed by the committee to understand if the OHN field had major/minor changes since the last practice analysis. As the details of the overall practice emerged from the study, this work established the purpose and intended population for the exam and defined the knowledge, skills, abilities, and other personal characteristics (KSAOs) essential for the certification designation. These KSAOs are the foundational steps in test development and provide clear links between the content of the job and the content of the assessment. The job/practice analysis helps to ensure job relevance, validity, and legal defensibility for a certification program.

## THANK YOU to the ABOHN 2023 PAAC members!

### COHN-S PAAC

Elizabeth Bennett

Lori Burke

Phyllis Cicchetti

Brenda Ferri

Mary Fox

Cherie Holodnick

Tammy Lockhart

Tammy Raizes

Daniel Rivera

Lara Stahl

Bridgett Zipp

### COHN PAAC

Jennifer Hale

Susan Jordan

Toni Lehr

Donna Luessen

Kay Morey

### CM PAAC

Phyllis Cichetti

Toni Lehr

Brenda Ferri

Bridgett Zipp



PAAC—May 2023

## ABOHN Examination Development Updates

### PHASE ONE:

The Exam Development Advisory Committee (EDAC) works year round developing test questions, creating new test forms, and analyzing the results of each test form once it has been retired. This analysis is used to equate the new test forms to the previous test forms for fair and valid testing outcomes.

This first phase of exam development is critical to analyze the needs of each program.

### COHN, COHN-S and CM Item Review (Virtual and/or independent work)

#### Item Writing Training January 17, 2023

All EDAC members went through robust training, learning how

#### Item Writing Review Individual Work completed by March 2023

All EDAC members were assigned specific questions to review. These items are already in use, or in our item "bank". The EDAC members reviewed each item for accuracy and fit—to the scope of practice.

#### Virtual Review Meetings

Virtual review meetings were held to discuss the findings from the item writing assignment.

**COHN EDAC met:**  
3/2, 3/7 and 3/13/2023  
**COHN-S EDAC met:**  
3/13/ and 3/14/2023  
**CM EDAC met:**  
3/2 and 3/6/2023

### PHASE TWO:

After review of individual items, the EDAC was tasked to review the current examination that are in use. The EDAC works with PSI's Psychometrician to analyze the pass/fail scores and drill down to extract information on how each individual item is testing. Each year, the EDAC constructs new test forms which equate to the retired test forms.

### COHN, COHN-S and CM Exam Review (In person at PSI Headquarters—Olathe, Kansas)

#### COHN Examination Review

- Working with the staff at PSI, the COHN EDAC
- Reviewed 70 scored items
- Reviewed 60 Pre-test items
- Additional 100 items - references added/updated

#### COHN-S Examination Review

- Working with the staff at PSI, the COHN-S EDAC
- Reviewed 89 scored items
- Reviewed 12 Pre-test items
- Additional 79 items - references added/updated

#### CM Examination Review

- Working with the staff at PSI, the CM EDAC
- Reviewed 43 scored items
- Reviewed 15 Pre-test items
- Additional 48 items - references added/updated

### THANK YOU to the ABOHN EDAC Members!



#### CM EDAC

Deb George    Nancy Stewart  
Brenda Ferri    Shannon Berryhill



#### COHN EDAC

Carolyn Cautilli    Lisa Wegene  
June Magnussen    Nancy Stewart  
Emily Tuel    Ginny Carlson  
Deb George

#### COHN-S EDAC

Brenda Ferri    Michelle Jones  
Karen Hopcia    Michele Willis  
Denise Matthews    Angela Wongus  
Shari Turley    Karen Jewell



**ABOHN Financial Health**

**American Board for Occupational Health Nurses**  
**Statement of Financial Position**  
**December 2021 and 2022**

Current Assets	2021	2022
Cash & Equivalents	\$276,229	\$240,958
Investment Securities	\$1,156,258	\$1,022,676
Deposits	\$1,403	\$1,403
Prepaid Expenses	\$6,743	\$6,981
Property and Equipment	\$888	\$636
<b>Total Current Assets</b>	<b>\$1,441,521</b>	<b>\$1,272,654</b>
Liabilities and Net Assets	2021	2022
Accounts Payable	\$10,249	\$7,944
Net Assets	\$1,431,272	\$1,264,710
<b>Total Liabilities and Net Assets</b>	<b>\$1,441,521</b>	<b>1,272,654</b>

**Recruit A Colleague!**

**Did you know?** ABOHN relies on our credential holders to encourage certification and on average they are responsible for referring approximately 1/3 of ABOHN's yearly applicants?

Encourage another Occupational Health Nurse through the process of certification and simultaneously be entered for a **chance to win \$300!** A random drawing takes place at the January BOD meeting to select a winner from all Certified OHNs who recruited a colleague.

Your credential must be in good standing at the time of the drawing.

**ABOHN Reminders...****ABOHN's Social Media Links****ABOHN's New Mailing Address**

Beginning June 1, 2023



LinkedIn:

<https://www.linkedin.com/company/92958216/admin/>



Facebook:

<https://www.facebook.com/profile.php?id=100089780753276>



Twitter:

<https://twitter.com/ABOHN72>

**ABOHN**  
**PO BOX 39**  
**Palos Heights, Il 60463**  
**630-789-5799**  
**888-842-2646**  
**Fax: 630-789-8901**  
**Email: [info@abohn.org](mailto:info@abohn.org)**  
**Website: [www.abohn.org](http://www.abohn.org)**

### 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 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 professionals.
- Seek inclusion by partnering with organizations that share ABOHN's mission and values.

### Contact:

PO Box 39,  
Palos Heights, IL 60463  
Phone :630-789-5799  
email : [info@abohn.org](mailto:info@abohn.org)  
website: [www.abohn.org](http://www.abohn.org)

### ABOHN STAFF

#### Executive Director

*Betty Sanisidro, DNP, MSN, COHN-S, APHN-BC*

#### Managing Director

*Carole M. Cusack, MBA, ICE-CCP*