



Episode 642 | October 15, 2021 | 12:00 PM EST

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& Larry Sloan, MBA, FASAE, CAE AIHA CEO

Accelerating Advancement in Industrial Hygiene Science and Practice

This week we welcomed Dr. John Mulhausen AIHA President and Larry Sloan, AIHA CEO for a discussion on how to accelerate your advancement in the world of industrial hygiene. We will look at how those in the health and safety world can advance and prosper in today's unique environment.

John Mulhausen Ph.D., CIH, CSP, is currently President of AIHA. He retired in 2018 from 3M where he worked for 31 years in a variety of global health and safety risk management roles, most recently as Director of Corporate Safety and Industrial Hygiene. He has authored / co-authored over 100 presentations, publications or professional development courses in forums throughout the world and contributed advice and expertise on various working committees sponsored by NIOSH, AIHA, ACGIH, and the National Academy of Sciences' Institute of Medicine.

John is an adjunct assistant professor at the University of Minnesota, a Fellow of the AIHA, recipient of ABIH's Lifetime Achievement Award and AIHA's Edward J. Baier Technical Achievement Award and Henry F. Smyth Award.



Mr. Sloan stepped into the role of CEO at the AIHA in October 2016. Prior to this, he served as President/CEO for seven years at the Society of Chemical Manufacturers and Affiliates (SOCMA), a trade association representing the US specialty chemical industry. Larry entered the non-profit sector in 2001 by serving first as a director with a subsequent promotion to president at the Adhesive and Sealant Council.



Larry began his career as a chemical engineer at Air Products and later worked for Nalco Chemical Company in marketing, manufacturing and sales capacities. Larry graduated magna cum laude from the University of Pennsylvania with a BS in Chemical Engineering. Later he returned to Northwestern University where he earned his MBA. In 2006, Larry received his Certified Association Executive (CAE) designation through the American Society of Association Executives.

Nuggets mined from today's episode:

John Mulhausen

- 3M is an abbreviation for Minnesota Mining & Manufacturing. The company is diverse; ranging from mining (mineral extraction) to high tech products.
- According to 3M lore, 3M researchers working on blown fiber technology for brassieres led to the development of single use respirators.
- John describes his 31 years working at 3M as an unusual aligning of the stars that was magic. He worked in the same department for his entire career and was never bored.
- At 3M there are smart people, prepared to help protect people, worldwide.
- At 3M shop workers could engage with researchers building mutual trust.
- 3M relied upon AIHA for exposure assessment strategies and University of Minnesota for assistance in solving problems.
- 3M put in place a transparent approach to managing worker exposure risks.
- AIHA has dedicated volunteers, researchers who are good at curating and disseminating knowledge.
- There is a huge demand for occupational exposure safety pros, who want to help people by preventing bad things from happening.
- John is confident that AIHA will be successful in Accelerating Advancement in Industrial Hygiene Science and Practice.
- Defining the science. P2R2P stands for practice to research and back to practice in a continuous improvement loop.
- Listening to voices of practitioners. Seeking to discover the frustrations, challenges and gaps in protecting workers on the shop floor.

- Applying ACGIH's and AIHA's deep expertise to vet information bubbling up from practitioners and connect the research needs to researchers and those who fund research.
- Engagement of researchers and funders to get stuff done in real practical ways. Not just publish information but make a difference better protecting workers on the shop floor.
- AIHA can connect interested practitioners and their workplaces to researchers who need access to workplaces in order to learn how to best address the challenges.
- There is a need to get information out of journals and onto the shop floor. Journals, education, research are all happening, the researchers and practitioners need to focus on implementing the research information in ways that better protect workers and communities.
- Improve the communication loop, researchers must talk to practitioners and workers.
- Building capabilities into the organization. Larry Sloan has assembled an able team. We are trying to change behavior which is harder than simply providing education. Did you take what you've learned and put it to use on the shop floor?
- The strategic plan includes diversity and new visions. OEHS pros don't just protect workers they help protect business continuity as well.
- Great expectations. AIHA has grand challenges. Akin to AIHA playing a seminal role in curing world hunger.
- Go out and assess the state of the art and the state of the practice and implement improvements to narrow the gaps.
- Globalization is a win, win, win. Responsible global companies are already doing it and they are exporting knowledge. Leveling the playing field by stepping up the game. 3M has underwritten scholarships for CIH exam prep to facilitate professional advancement around the globe.
- It's all about the workers: better identification of risks, improving shop floor practice, better communication among stakeholders. Learning and creating stuff isn't enough, we need to work in the trenches to implement what we've learned and created to improve health and safety.

Larry Sloan

- For the AIHA, COVID was a dark cloud with a silver lining. There has been an uptick in the number of young people interested in health and safety. AIHA has created 21 different documents aimed at small business owners.
- AIHA determines what the demand and the appetite is. AIHA works closely with NIOSH.
- AIHA is focused on collaboration, proposing ideas to researchers and funders.
- AIHA recently led an inaugural Defining the Science virtual brain-storming session, 140+ participants with a combination of larger sessions and smaller breakout groups.
- Part of developing the science is developing the standard of care. AIHA's standard of care initiatives are embedded into the AIHA's new strategic plan.
- Advancing the knowledge, the unmet needs of new research ideas. Disseminate basic fundamental research in a way practitioners can apply it.
- A code of practice challenges practitioners to think above the current state of practice and move toward the state of the art.
- John Mulhausen is an inspirational leader focused on continuous improvement. AIHA has baked important science and practice initiatives into the strategic plan. AIHA is telling the membership what the plan is and tactics for how to implement it.
- AIHA measures success by evaluating the Key Performance Indicators and making qualitative assessments of the metrics of the 5 domains:
 - Community AIHA will nurture and empower a diverse and inclusive professional community and engage with allied professional organizations to work towards achieving common goals.
 - Awareness AIHA will promote the practice of occupational and environmental health and safety (OEHS) by increasing awareness of the value of the profession and growing the organization and profession.
 - Advancement and Dissemination of Knowledge AIHA will explore, develop, and disseminate cutting-edge educational, technical, and

career enrichment resources to advance the OEHS profession and professionals.

- Integrity of Professional Practice AIHA will identify, develop, continuously improve, and promote excellence in OEHS practices.
- Advocacy AIHA will influence the actions of the public, government, and organizations to advance worker and community health and safety.
- The A in AIHA stands for American. Workplace and worker safety is an issue that crosses borders. AIHA is a member of multiple international nonprofit associations including the ILO (International Labor Organization). Other countries are accepting because AIHA seeks to collaborate not conquer. AIHA willingly shares its expertise and resources.
- In the Americas, AIHA collaborates with: Brazil, Columbia, Peru, Argentina and Guatemala. AIHA collaborates with the Indian Association (CIHA).
- *China?* AIHA had an office in China. It was closed due to the lack of progress made of qualitative and philosophical processes.
- *Branding?* Using research and focus groups AIHA determined that the term “industrial hygiene” doesn’t resonate well with young people or people outside of the profession. Occupational Environmental Health & Safety does resonate better with those people.

Z-Man signing off

Trivia

Name the AIHA member who published exposure limits in the Journal of Industrial Medicine and upon whose work OSHA’s Permissible Exposure Limits are still based?

Answer: Warren Cook

Answered by: Andrew Gondzur, Certified Safety Consulting