

G. TALLEY HOLMAN

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EDUCATION

Auburn University, Auburn, AL,

Ph.D. in Industrial & Systems Engineering, 2007

Specialization: Occupational Injury Biomechanics, Human Factors, Ergonomics & Safety

Dissertation: 'Patient Handling: Conditions & Restrictions'

Program: NIOSH Deep South Center Education & Research Center

M.S. in Industrial & Systems Engineering, 2004

M.B.A., 2004

Georgia Southern University, Statesboro, GA,

B.S., Physics, 1995

B.S. in Manufacturing, Industrial Management (Lean Manufacturing), 1995

EMPLOYMENT

Senior eHealth Systems Analyst, American Academy of Family Physicians, Leawood, KS, 2014-Present

Consultant, independent, Louisville, KY, 2002-Present

Director, University of Louisville, Louisville, KY, 2009-2014

Center for Ergonomics

Assistant Professor, University of Louisville, Louisville, KY, 2009-2014

Department of Industrial Engineering

Research Associate (postdoctoral), University of Wisconsin-Madison, Wisconsin, 2008-2009

Center for Quality and Productivity Improvement (CQPI), Director: Pascale Carayon

Graduate Teaching/Research Assistant, Auburn University, Auburn, AL

Department of Industrial & Systems Engineering, 2001-2007

Department of Marketing, 2003-2004

Manager / Supervisor, Shaw Industries, Inc., Andalusia, AL, 1995 – 2001

RESEARCH INTERESTS

1. Analysis and quantification of healthcare environments and procedures for defining "best methods", error reduction, layout redesign, and development of building design standards.

New Research: Evaluation of the benefit and burden of the federal meaningful use program on practicing physicians.

Continuing Research: Development of a "real world" primary care clinic simulation model based on multiple physician-nurse teams treating patients simultaneously.

Continuing Research: Design of a new extension limiting cervical collar

Continuing Research: Biomechanical assessment of working in restricted or confined spaces (application: healthcare, vehicle design, evacuation modeling, etc).

2. Expanding application of human factors in known optimization models based specific application.

Continuing Research: Development of a human biomechanical coefficient for use in optimization models and simulations. (cross-over area with restricted space research)

PUBLICATIONS**Manuscripts in Review:**

1. *Hoover, S.R., Holman, G.T., DePuy, G. Hardin, T., Montgomery, V., Workflow failures and recoveries in a hospital admissions unit. *BMJ Quality and Safety*
2. *Hoover, S.R., Holman, G.T., DePuy, G. Hardin, T., Montgomery, V., How an employee's position affects their perception of the workflow. *IIE Transactions in Healthcare*
3. Gentry, E., *Hoover, S.R., Holman, G.T., DePuy, G., Why patient expectation should be managed: insights from emergency department studies. *International Journal of Collaborative Enterprise (IJCENT)*
4. Piper A.K., Holman, G.T., Davis, G.A., Evaluating if clustering can replace human judgment in the stereotype production method for warning symbol design. *Applied Ergonomics*
5. *Hoover, S.R.,* Wooldridge, A.R., Wetterneck, T.B., Holman, G.T., Need for alternative simulation methods for modeling a primary care physician. *IIE Transactions in healthcare*
6. Holman, G.T., Piper, A.K., Using Data Clustering of Short Survey Results to Identify Ergonomic Stressors Associated with Nursing Tasks. *Journal of Nursing Education and Practice (JNEP)*
7. Holman, G.T., *Hoover, S.R., LaTour, M.S., Maghsoodloo, S., Selling "ergonomics": how to changing buyer intent , *International Journal of Industrial Ergonomics*

Journal Articles:

1. Holman, G.T., Beasley, J., Karsh, B.T., Stone, J.A. Smith, P., Wetteneck, T.B., 2015, The myth of workflow in the primary care. *JAMIA*, OCV107, 1-19
2. Wetterneck, T.B., Lapin, J.A., Krueger, D.J., Holman, G.T., Beasley, J. Karsh, B.T. , 2011, Development of a Primary Care Physician Task List to Evaluate Workflow. *BMJ Quality and Safety*. Sept 2011 Epub ahead of print. doi: 10.1136/bmjqs-2011-000067.
 - Featured article in *AHRQ Research Activities*, February 2013
3. Holman, G.T., Blackburn, J.T., Maghsoodloo, S., 2010, The Effects of Restricted Space on Patient Handling, *Professional Safety, Professional Safety, 6/2010*, 38-46.
4. Holman, G.T., Ellison, K.J., Maghsoodloo, S., Thomas, R.E., 2010, Nurses' Perceptions of How Job Environment and Culture Influence Patient Handling, *Journal of Orthopaedic and Trauma Nursing, 14(1)*, 18-29.
5. Featured as one of the journal's most cited articles since 2008
6. Holman, G.T., Thomas, R.E., Brown, K, 2009, A Health Comparison of Alabama Nurses versus U.S. and Canadian Normative Populations, *Journal of Orthopaedic and Trauma Nursing, 13(4)*, 172-182.
7. Holman, G.T., Davis G.A., Maghsoodloo, S., 2008, Effect of Dynamic Reach on Seated Reach Arcs, *Ergonomics, 51(5)*, 691-701.
8. Holman, G.T., Carnahan, B.J., Thomas, R.E., 2006, Using Surveys to Identify Stressors in Generalized Jobs, *International Journal of Industrial Ergonomics, 36*, 671-7.

**REFEREED
CONFERENCE
PROCEEDINGS****Articles & Presentations:**

1. Holman, G.T., Waldren, S.E., 2015, Using science to inform policy & practice. *iPractice Conference*, Madison, WI, USA.
2. Wetterneck, T.B., Kelly, M., Carayon, P., Sesto, M., Tevaarwerk, A., Chui, M., Stone, J., Hoonakker, P., Musa, A., Holman, G.T., Beasley, J., 2014, *Panel Discussion: Human factors – healthcare collaborations: Improving quality and safety through a team approach with the systems engineering initiative for patient safety. HFES 2014 International Annual Meeting*, Chicago, IL, USA.
3. Holman, G.T., Wetterneck, T.B., Smith, P. Beasley, J., Karsh, B.T., 2014, Workflow? Schmerkflow! The Myth of Workflow in Primary Care. *iPractice Conference*, Madison, WI, USA.

4. Karsh, B.T., Beasley, J., Krueger, D.J., Holman, G.T., Smith, P., Wetterneck, T.B., Stone, J., 2012, Workflow? Schmerkflow! The Myth of Workflow In Primary Care And Why It Matters for Health It Design And Implementation. *NAPCRG 40th Annual Meeting*, New Orleans, LA, USA.
5. Wetterneck, T.B. and Holman, G.T., 2011, Failures and Recovery- Medication Information Flow at Hospital Follow-up Visits, *WREN Wisconsin Primary Care Research & Quality Improvement Forum*, Madison, WI, USA.
6. Piper, A.K., Boelhouwer, E.J., Davis, J., Holman, G.T., Montgomery, L.S., 2008, Using hand drawn images to determine warning symbol design parameters within interactive evolutionary computation software, *Proceedings of the Human Factors and Ergonomics Society 52nd Annual Meeting*, New York, NY, USA.
7. Holman, G. T., 2006, Decision Factors in Patient Handling, *Proceedings of the 4th Annual Regional National Occupational Research Agenda (NORA) Young/New Investigators Symposium*, Salt Lake City, UT, USA, ISBN: 0-9744324-3-1.
8. Holman, G. T., Carnahan, B. J., 2003, Using Linear Programming to Optimize Control Panel Design From an Ergonomic Perspective, *Proceedings of the Human Factors and Ergonomics Society 47th Annual Meeting*, Denver, CO, USA, 1317-1321.
9. Flynn, E. A., Dorris, N. T., Holman, G. T., Carnahan, B. J., Barker, K. N., 2002, Medical Dispensing Errors in Community Pharmacies: A Nationwide Study, *Proceedings of the Human Factors & Ergonomics Society 46th Annual Meeting*, Baltimore, MD, USA, 1448-1451.

Presentations & Posters:

1. Yang, L., Nazar, R. Holman, G.T., 2015, Custom cervical orthotic based on patient's anthropometry. KY EPSCoR 2015, Frankfurt, KY, USA
2. Holman, G.T., 2014, Benefits of doing a basic process workflow in healthcare: resetting personnel perspectives regarding what is being supported, *Lucien Brouha 2014*, Buffalo, NY, USA.
3. Piper, A.K., Holman, G.T., 2014, Using symbols to improve patient comprehension during a provider's subjective assessment, *HFES 2014 International Symposium on Human Factors and Ergonomics in Health Care*, Chicago, IL, USA, poster
4. Beasley, J., Stone, J., Krueger, D.J., Holman, G.T., Smith, P., Hagenauer, M.E., Karsh, B.T., Temte, J., Wetterneck, T.B., 2013, Workflow? Schmerkflow! The Myth of Workflow In Primary Care And Why It Matters for Health It Design And Implementation. *NAPCRG-PBRN Conference*, Bethesda, MD, USA, poster.
5. *Wooldridge, A.R., *Hoover, S.R. Holman, G.T., 2013, Evaluation of current simulation methods in healthcare and their impact. *Society for Health Systems Annual Meeting. New Orleans, LA, USA*, poster
6. Holman, G.T., 2013, Healthcare collaborations: the nature of working with other professionals, *Lucien Brouha 2013*, Savannah, GA, USA.
7. Wetterneck, T.B., Holman, G.T., 2011, Use of Tandem Observations in Ambulatory Primary Care to Evaluate Physician – Nurse Teamwork, International Healthcare Systems, Ergonomics and Patient Safety International Conference. Oviedo, Spain
8. *Rangi, H., Holman, G.T., 2011, Proposed technique to reduce inter-rater variability of pressure ulcer classifications. *Society for Health Systems Annual Meeting. Orlando, FL, USA*, poster.
9. Holman, G.T., 2010, A systematic approach of applying engineering principles to healthcare. Kentucky Hospital Association 5th Annual Quality Conference, Louisville, KY, USA.
10. Lapin, J., Krueger, D., Wetterneck, T., Holman, G.T., Beasley, J., Karsh, B.T., 2010, Workflow Schmerkflow. WREN Wisconsin Primary Care Research & Quality Improvement Forum, Middleton, WI, USA.

11. Wetterneck, T., Holman, G.T., 2009, Medication Information Management and Error Recovery in Primary Care Clinics. WREN Wisconsin Primary Care Research & Quality Improvement Forum, Wisconsin Dells, WI, USA, poster.
12. Wetterneck, T., Holman, G.T., Smith, P., 2008, Methods used to Assess Risk in Ambulatory Medication use after Hospital Discharge, WREN Wisconsin Primary Care Research & Quality Improvement Forum, Wisconsin Dells, WI, USA, poster.
13. Boelhouwer, E., Holman, G.T., 2007, Front-End Discharge Versus Rear-End Discharge Ready Cement Trucks, *Proceedings of the 2007 American Society of Safety Engineers Professional Conference*, Orlando, FL, USA, poster.
14. Holman, G.T., 2006, Patient Handling: Conditions and Restrictions, *2006 American Society of Safety Engineers Conference*, Seattle, WA, USA.
15. Holman, G.T., 2005, Patient Handling: Conditions & Restrictions, *National Institute for Occupational Safety and Health (NIOSH) Deep South Center Research Symposium*, Birmingham, AL, USA.

**INVITED
SPEAKER**

1. Holman, G.T., 2014, Intersection of engineering and healthcare from a nursing prospective. *College of Nursing*, University of Tennessee, Knoxville, TN, USA
2. Holman, G.T., 2013, Analysis and redesign of a hospital admissions process. *Veterans Affairs*, Indianapolis, IN, USA.
3. *Hoover, S.R., Holman, G.T., 2013, Analysis and redesign of a rapid admissions process. *Kosair Children's Hospital*, Louisville, KY, USA.
4. Holman, G.T., 2013, Simulating physician-nurse teams in primary care clinics, *Department of Mechanical and Industrial Engineering*, Northeastern University, Boston, MA, USA.
5. *Hoover, S.R., * Wooldridge, A.R., Wetterneck, T.B., Holman, G.T., 2012, Need for alternative simulation methods for modeling a primary care physician. *Center for Quality and Productivity Improvement and The Human Factors and Ergonomics Student Chapter*, University of Wisconsin-Madison, USA.
6. Holman, G. T., 2008, Patient Handling: Conditions and Restrictions, *Department of Industrial & Systems Engineering*, Auburn University, Auburn, AL, USA.
7. Holman, G.T., 2007, Patient Handling: Lack of functional environments in healthcare. *World Usability Day*, Auburn, AL, USA, online presentation.

**GRANTS &
CONTRACTS**

Current Funding:

- Evaluation of the benefit and burden of the federal meaningful use program on practicing physicians (2015, \$75,000) Principle Investigator, Sponsored by AAFP
- Collaborative Effort to address methods and treatments associated with spinal pathologies (2014-2015, \$10,000) Co- Principal Investigator, Sponsored by Ky EPSCoR

Completed Grants and Contracts:

- Ergonomics Workshop (2014, \$5000), Principal Investigator, Sponsored by Greenlee-Textron, Inc.
- Real-time decision support system for healthcare and public health sector protection. The goal of this study is to develop a real time decision support system to meet the needs of the HPH sector responding to a pandemic influenza outbreak (2011-2013, \$3,314,000), Co-investigator, Sponsored by National Institute for Hometown Security
- General Ergonomics Training (2013, \$1200), Principal Investigator, Sponsored by Greenlee-Textron, Inc.
- Workflow analysis and time study of a production line for the purpose of developing a time standard (2012-2013, \$27,303), Principal Investigator, Hussey Copper (Service Agreement OICN121346)

- Assessing Risk in Ambulatory Medication Use after Hospital Transitions. (2008-2009, \$411,000), Co-investigator, Sponsored by National Institute of Health / Agency for Healthcare Research and Quality, K08 HS17014
- Effects of Restricted Space on Patient Handling in Hospital Environments. (2005-2007, \$16,560), Principal Investigator, Sponsored American Society of Safety Engineers Foundation

Completed Sub-contract(s):

- SPD-IE German Program (2009-2012, \$499,800), Instructor Sub-Contract, External doctoral program developed through Wuerth Akademie in Bad Mergentheim, Intakes 1 and 2.
- SPD-IE Panama Program (2009-2013, \$1,008,00), Instructor Sub-Contract, External masters program developed through Quality Leadership University en Panamá, Intake 10,11,12

Submitted Proposals:

- AGC Automotive proposal for evaluation and/or redesign of workstations based on ergonomic impact and soft tissue injury, and development and delivery of four workshops based on ergonomic principles and tools (\$225,012), Principal Investigator, Submitted to AGC Automotive
- Evaluation of cell workstations based on ergonomic impact and redesign of "Station 2D – Closeout" cell (\$81,710), Principal Investigator, Submitted to Integrated Manufacturing & Assembly (IMA)
- Extension Prevention Semi-Rigid Cervical Orthotic with Adaptable Flexion Fixation (\$100,000), Co- Principal Investigator, Submitted to Coutler Group
- Ergonomic evaluation of work in a fertility laboratory (\$6000), Principal Investigator, Submitted to UofL fertility clinic
- Ergonomic evaluation of workstations for the purpose of developing in-house ergonomic work and design standards (\$98,729), Principal Investigator, Submitted to Dynacraft Inc.
- Developing of a behavioral culture program (\$160,398), Principal Investigator, Submitted to Linak Inc.
- Evaluation of assembly lines based on ergonomic impact (\$45,236), Principal Investigator, Submitted to Koch Filter Inc.
- Workflow analysis and time study of a fabrication/job shop facility for the purpose of developing a tool to estimate cost basis by the order (\$246,000), Principal Investigator, Submitted to Hussey Copper
- Analysis and redesign of a hospital's admission process (\$19,989), Principal Investigator, Submitted to University of Louisville IRIG program
- Ergonomic Assessment of Sustained Usage of Tablet PC's in the Classroom – A Pilot Study (\$19,999), Co- Principal Investigator, Submitted to NIOSH Mid-West Center for Occupational Safety and Health: Education & Research Center
- Evaluation of a hospital's in-take processes to reduce patient wait-times (\$19,940), Principal Investigator, Submitted to NIOSH Deep South Center: Education & Research Center
- Developing Evidence-Based Simulation for Evaluating Clinic Workflow (\$11,880), Principal Investigator, Submitted to NIOSH Deep South Center: Education & Research Center
- Evaluation of case to case turnover times and how it affects efficiency in hospital operating rooms (\$51,871), Principal Investigator, Submitted to University of Louisville Hospital

TEACHING

Courses:

Techniques in the Workplace (Graduate, Louisville) — A core class designed to learn about how one can approach/evaluate an area/facility/department based on human factors & ergonomics for the purpose of developing proposals to improve safety, efficiency, and/or worker satisfaction (2010–2014).

Lean Systems (Graduate, Louisville) — An master's level elective class designed to bring together all the core aspects of industrial engineering into a single system based on customer expectations. Class is taught based on World Class Manufacturing paradigms. (2011-2014).

Engineering Economics (Undergraduate, Louisville) — A core class designed to understand the methods of economic evaluation of engineering projects including, time value of money, equivalence, cost estimation, selection of alternatives, depreciation, taxes, inflation and capitol budgeting. (2014).

Work Design (Undergraduate, Louisville) — A core class designed to learn about engineering principles of work measurement, analysis, and design using engineering methods and time study for the purpose of creating standards within a work environment. (2014).

Introduction to Human Factors and Ergonomics (Undergraduate/Graduate, Louisville) —A core class designed as an introductory overview to the core concepts of physiology, anthropometry, biomechanics and human factors related to job design and evaluation. (2009-2013).

Human Performance/Ergonomics-International (Graduate, Louisville) — A compressed course taught in Germany and Panama as a sub-contract that provides an introductory overview of concepts in physiology, anthropometry, biomechanics and human factors for job design and evaluation (2009-2013).

Research Methods (Graduate, Louisville) – An doctoral level elective class designed to teach the fundamental of research from the literature review and design of the primary objective question to data collection and controls to final interpretation of findings. (2012)

Management of Human Systems (Graduate, Louisville) — A core class designed to introduce individuals to the effects of the environment on human sensory, motor, and information processes. Topics include heat, noise, light, vibration, sleep loss, illness, work load, work durations, work-rest scheduling, etc. (2009-2013).

Independent Study:

- Modeling the effectiveness of primary care clinic workflows, Wooldridge & Hoover (2011)
- Modeling Interactions and workflows of physician-nurse teams, Wooldridge & Hoover (2012)

Mentoring:

Doctoral Dissertation

- Repeatable Lap Times for Customers in Plugin Hybrid Sportscars, Thomas W. Gruenter, Expected Graduation 2016 (Chair)
- Development of an international corporate compensation strategy to maximize worker motivation based on personal difference, job type, culture, and country, *Carsten Becker*, Expected Graduation 2016 (Chair)
- Evaluation of a hospital's in-take processes to reduce patient wait-times, *Scott Hoover*, Doctorate of Philosophy, August 2013 (Co-Chair)
 - 2014 Industrial Engineering Dissertation Award

Master's Thesis

- Evaluation of heal-strike relative to gait, *Nicole Knapp (ME)*, Masters of Engineering, Expected Graduation December 2015 (Committee)
- Performance of athletic cleated shoes in the sport of ultimate frisbee, *Andrew Johnson*, Masters of Engineering, May 2012 (Chair)
- Modeling of workflow of a primary care physician-nurse team, *Abby Wooldridge*, Masters of Engineering, May 2012 (Co-Chair)
 - 2011-12 Alpha Pi Mu Wolter J. Fabrycky award (national)
 - Speed School Outstanding Student, banner bearer commencement Spring 2012
- Simulation analysis of resident and attending physician teaching methods at Kosair Children's Hospital, *Scott Hoover*, Masters of Science, December 2010 (Committee)

Master's Project

- Application of lean strategy to a pantry operation, *Andrew Dreisbach*, Expected Graduation August 2014 (Chair)
- Designing a Digital TV Mobile Unit, *Tomas Hilbert*, Expected Graduation August 2014 (Chair)
- General assessments techniques, *Eric Gosnell*, Expected Graduation December 2014 (Chair)
- Understanding the difference in how an expert panel interoperates an image compared to what the subject intended, *Samantha Knight*, Masters of Engineering, May 2014 (Chair)
- Study the difference effectiveness between a person that works from 4 to 12 and a person that works from 8 to 5, *Laura Anzola*, Masters of Engineering, May 2014 (Chair) Approach for a wellness program in a construction company, *Ramón Avilés*, Masters of Engineering, May 2014 (Chair)
- Optimization of Acceleration Performance of a SAE Baja Vehicle based on Soil Saturation, *Brad Cottrell*, Master of Engineering (ME), August 2013 (Chair)
- Looking to the future for "Industrias Correagua", *Alessandro F. Reichert*, Masters of Engineering, December 2011 (Chair)
- Creation of a responsive system to handle all Material handling products utilizing lean methods, *Matt Stenger*, Masters of Engineering, May 2011 (Chair)

Other Funded Students on Projects

- Workflow analysis and time study of a production line for the purpose of developing a time standard, *Andrew Johnson, Michael Lewis & Samantha Knight*, 2012-2013

SERVICE

To the Profession

Journals & Conferences

- Manuscript reviewer Journal of Applied Ergonomics (2012-2013)
- Manuscript reviewer Journal of Orthopaedic and Trauma Nursing (2010-2013)
- Manuscript reviewer Journal of Human Factors (2012)
- Manuscript reviewer Human Factors and Ergonomics Society Conference (2012-2014)
- Manuscript reviewer Journal of Human Factors and Ergonomics in Manufacturing & Service Industries (2012)
- Manuscript reviewer Journal of Biomechanics (2009-2010)

Societies

- Alpha Pi Mu Honor Society (2006-present)
 - Student Chapter Faculty Advisor (2009-2014)
- Delta Epsilon Iota Honor Society (2006-present)
- Institute of Industrial Engineers (2009-present)
- Human Factors and Ergonomics Society (2003-present)
 - Student Chapter Faculty Advisor (2009-2014)

Organizations

- Grant reviewer National Science Foundation (2010-2012)
- Grant reviewer NIOSH Deep South Center Seed Grant Program (2009-2011)

To the University of Louisville

Recruitment

- INSPIRE Program (2011-2012)
 - Minorities to Engineering
- Speed School Career Day (2010-2012)
- Speed School perspective student tours (2011-2013)
- E-expo (2010-2011)

Committees & Activities

- Graduate Curriculum Committee, Department (2013-2014)
- Continuing Education: Survivor's guide to on-line teaching (2013)
- Graduate Admissions Committee (2009-2014)
- ABET recertification (2009-2010, 2012)
- University ad-hoc committee for improving student evaluation response rates (2012)
- Critical thinking Initiative (2009-2011)
- Engineering Diversity Committee (2010)

**PROFESSIONAL/
ADMINISTRATIVE
EXPERIENCE**

Adjunct Professor, University of Louisville, Louisville, KY, 2014-Present

- Department of Industrial Engineering

Research Center Director, University of Louisville, Louisville, KY, 2009-Present

The Center for Ergonomics is a recognized research center housed in the College of Engineering. Its mission is one of community outreach and support of local industry. To be successful, resource acquisition and management are needed in combination with strong interpersonal skills and communication. These activities are supported by the day-to-day administrative duties, allowing associated personnel to propose, advance and succeed.

- Successfully completed board-of-trustees review, approval given five year continuation (2012)
- Initiated preliminary talks for developing a CRADA with the Naval Surface Warfare Center – Crane Division
- Provided workshops and training to local industries and organizations

Human Sciences Laboratory, University of Louisville, Louisville, KY, 2009-Present

Part of the Center for Ergonomics, the primary laboratory was designed and built in 2009-2011 for simultaneous collection of cognitive and physical human data. Integrated systems include real-time motion capture, EMG, EEG, ground-force, eye-tracking, time encoded video, instantaneous feedback event/instruction and photo-eye triggers with next stage integration of a smart board. This laboratory was the third that I have designed and/or built for different organizations.

Consulting, Independent, 2002-Present

Assessment, prototype design, or expert opinion based on ergonomics, human factors, or research/statistical methods are what I have been retained for across multiple industries.

- Evaluated procedures and environment working directly with management and employees
- Developed new techniques for on-site ergonomic assessment of general description jobs

Occupational Injury & Prevention Research & Training Program (OIPRT), NIOSH Deep South Education & Research Center, 2001-2007

- *Auburn University*, Interdisciplinary occupational safety and health training collaborative with nursing, occupational physicians, public health, and industrial hygiene
- *University of Alabama Birmingham*, Completed School of Public Health graduate core curriculum

Research Exchange Program, University of Algarve, Portugal, 2007

A graduate exchange program grant to explore the cultural differences in performing research.

Network and Systems Administrator, Auburn University, Auburn, AL, 2003-2007

Performed installation and maintenance of all equipment and computers in the Industrial & Systems Engineering Occupational Safety and Ergonomics laboratories and offices.

Laboratory Technician, Auburn University, Auburn, AL, 2005-2007

Designed, built, and maintained Industrial & Systems Engineering's biomechanics and human factors laboratory capable of simultaneous capture of ground force, motion capture, balance, etc.

Ergonomic Intern, Delta Airlines, Atlanta, GA, 2003

- Conducted group and one-on-one ergonomics training.
- Performed ergonomic evaluations, developing multi-level impact versus cost recommendations
- Developed multi-level recommendations based on impact versus cost

Supervisor / Manager, Shaw Industries, Inc., Andalusia, AL, 1995 – 2001

- Managed 30 to 55 employees in both main production and support departments.
- Set new production records each of the areas worked while lowering waste percentages.
- Developed and/or revised operational (SOPs) and safety (JSAs) requirements.
- Evaluated perspective management and hourly employees as part of a behavioral interview team.
- Chaired and/or participated on special committees including:
 - Headed both shift safety and ergonomic committees (1997-2001)
 - Streamlined a series of department mergers (1999)
 - Behavioral Safety Program (1999)
 - Turnover Reduction Team (1998)

Emergency Responder, Shaw Industries, Inc., Andalusia, AL, 1998 – 2001

Member at all levels, serving as primary or secondary incident commander from 1998-1999.

Responsible for the safety of 800+ individuals located on-site in an emergency. Specialized training:

- Hazardous waste spill and response (Hazmat) Technician Level
- Confined Space and Rescue training
- Incipient Fire Team training
- Red Cross First Responder training with CPR
- Incident Commander and Emergency Response training

REFERENCES

Primary

Gail W. DePuy, PhD, PE
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