

Moving Beyond the Safety Inspection...

Our Efforts to advance the Culture of Safety

Amy Haberman, Director of Laboratory Safety

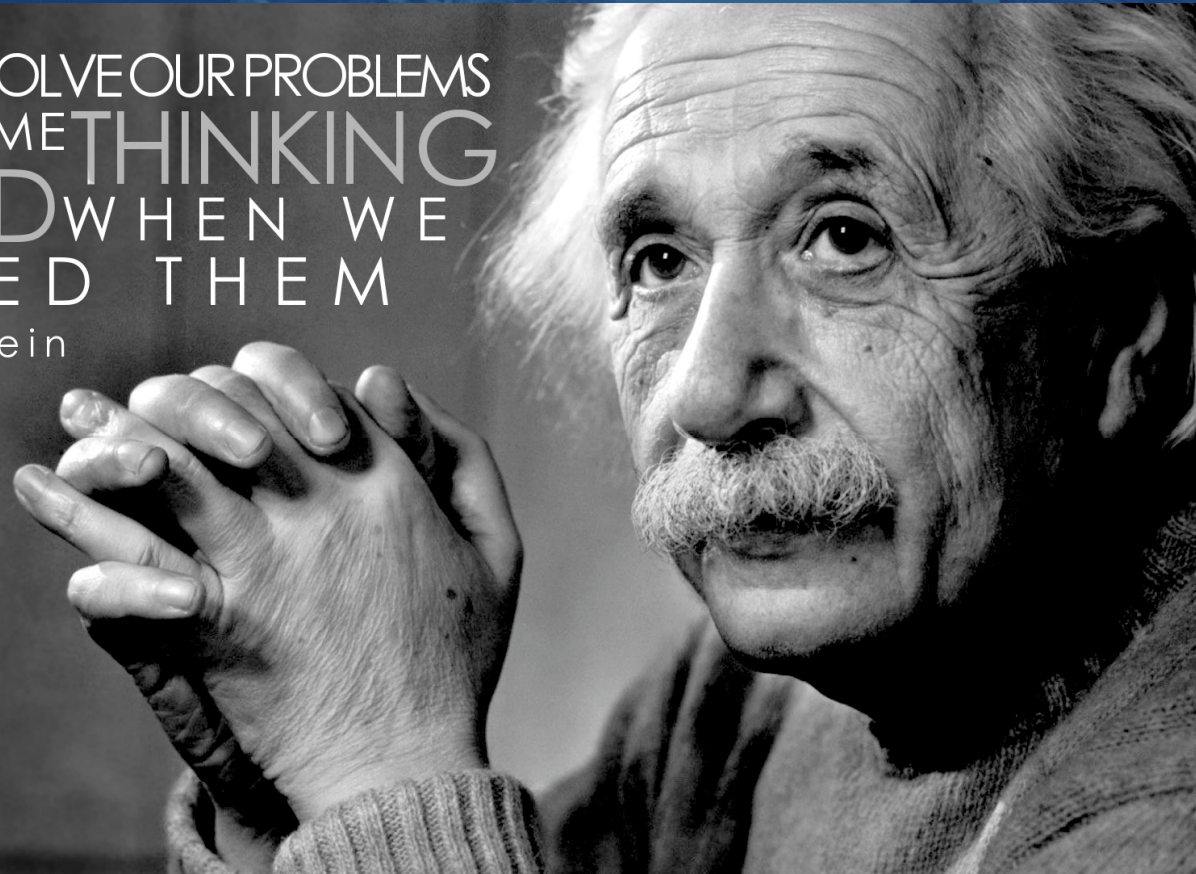
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UF Long-standing Model (pre-2013)

- EHS “police” – us vs. them attitude
- Annual (if not more sparse) Inspections
 - Focused on physical items, not research
 - Bypass “death-machine” to go to first-aid kit (84% of findings related to contents)
- Empty threats of funding removal
 - Known non-compliance, no consequences
- No college or departmental oversight or expectations; only EHS
- Bottom line: it’s not working...Major incidents across academia – including UF

WE CANNOT SOLVE OUR PROBLEMS
WITH THE SAME THINKING
WE USED WHEN WE
CREATED THEM
- Albert Einstein



COE Actions to Address Issues

- Formed Faculty Safety Committee
 - Reps from each department and EHS
- #1 deliverable – create Safety position at College Level
 - Reporting lines to Associate Dean for Research and Facilities (implied authority)
 - A lot of focus on establishing a “Culture of Safety”
- Safety Culture Survey – in development when I started, I assumed lead when I started in July 2013

2014 ENGINEERING SAFETY CULTURE SURVEY RESULTS

at a glance...



54%

of graduate students
are working with
hazardous materials



About 88% said they are comfortable talking to their peers, their PI and EHS about safety concerns.

35% ALONE

23% AFTER-HOURS



84% think they have gotten sufficient safety training



34% didn't know who was in charge of day-to-day safety matters



ONLY 25% PERFORM DOCUMENTED HAZARD ASSESSMENTS



96% say SAFETY is VERY important



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Health and Safety Objectives

- The College of Engineering is committed to providing a safe and healthy working and learning environment. We are dedicated to continuous improvement of our health and safety performance and culture by adhering to the following objectives, which align with our Gator Engineering Attributes:
- **Leadership:** Develop, implement, monitor and improve safety systems, programs and policies to meet or exceed University standards.
- **Integrity:** Hold all accountable for contributing to the improvement of our safety culture by taking appropriate actions to remove hazards, minimize risk, and learn from incidents, accidents and near-misses.
- **Professional Excellence:** Establish a culture that fosters sound decision making and standardized processes in order to achieve continuous improvement in safety outcomes.
- **Creativity:** Identify innovative techniques that encourage everyone to develop a safety-awareness mindset, affecting motivation, behavior and attitudes in a positive way.
- **Service to the Global Community:** Prepare faculty and students to become safety ambassadors, possessing knowledge and skill sets that can translate into leading safety practices globally.

*Gator Attribute Awards – next year Safety Attribute Awardee



CONNECT, Not Inspect

- Check-In
- Offer help
- Get to kNow the labs
- Introduce New programs
- Evaluate hazards
- Correct concerns (non-punitive)
- Tout (identify and recognize/reward best practices)

From: College of Engineering Staff <COESTAFF-L@LISTS.UFL.EDU> on behalf of Abernathy, Cammy <caber@ENG.UFL.EDU>
To: COESTAFF-L@LISTS.UFL.EDU
Cc:
Subject: faculty/staff newsletter

[more>](#)

LAB SAFETY NEWS

New Initiative: CONNECT

The COE Laboratory Safety office has launched a new initiative to CONNECT with the research labs. CONNECT is an acronym which stands for: Check-In, Offer help, get to kNow the labs, introduce New programs, Evaluate hazards, Correct concerns (non-punitive), and Tout (identify and recognize/reward best practices).

In order to meet these objectives, we plan to visit each research lab 2-4 times per year. Our aim is to promote a positive safety culture by creating a strong relationship with researchers, so that the safety office feels like an extension of every lab – a resource that can focus on finding safety solutions. To set up a CONNECT visit, [contact Amy Haberman](#).

No Findings Club

The College will recognize labs that have no findings on their annual Lab Safety Survey (LSS). Members of these labs

Also feature Lab Safety News in Dean's Quarterly Newsletter

April 30, 2015 • 7:00 p.m. - 10 p.m.
Ben Hill Griffin Stadium

Spring Commencement for Masters & Specialist Degrees

May 2, 2015 • 7:00 p.m. - 10 p.m.
Ben Hill Griffin Stadium

Spring Commencement for Bachelor's Degrees

May 3, 2015 • All Day
Phillips Center for the Performing Arts
Morning Ceremony: 9:00 a.m. – CISE, ECE, ISE, ABE
Afternoon Ceremony: 2:00 p.m. – MAE, BME
Evening Ceremony: 7:00 p.m. – MSE, NEP, CCE, EES, ChemE

[More information >](#)

STUDENT SUCCESS

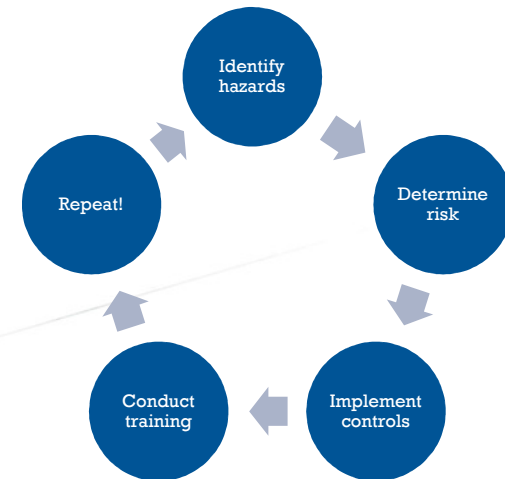
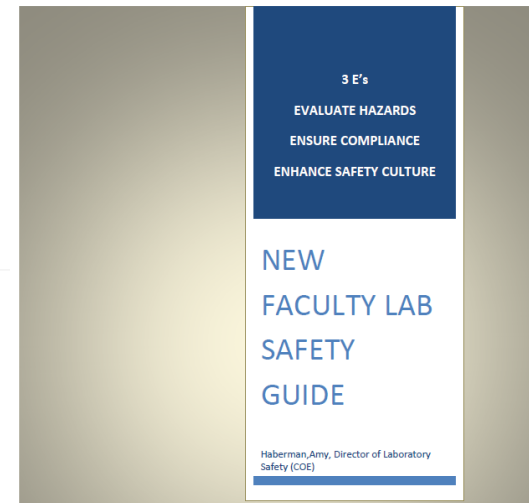
IPPD Students partner with Morphogenesis to develop innovative device for capturing rare cells

Opportunities for Involvement

- Faculty Safety Steering Committee – reps from each department and EHS (group renamed)
 - High level college-wide initiatives
- Safety Action Team (Staff) – facilities staff from each department
 - Identification of systemic failures to address (fume hood testing protocol, electrical wiring issues, etc...)

New Faculty Orientation

- COE Health and Safety Objectives
- Roles and Responsibilities
- Lab Registration Form
- Lab Safety Kick-Starter
- Training Expectations
- Hazard Identification and Risk Assessment
- Maintaining Safe Conditions
- Responding to Incidents
- Enhancing Safety Culture



Monthly Safety Seminars

- Started in October
- Supplemental to EHS training, more in-depth topic specific
- Various training topics:
 - Outside vendors: Airgas, Sartoris, Swagelok, Parker-Hannifin, Labconco, HumanScale...
 - COE Safety Director: SOP writing workshop, GHS update, etc...

Engineering Safety Certificate

Gator Engineers...Engineered for Safety

- Complete all UF offered EHS training that is applicable to your research.
- Attend 10 Safety Seminars offered by the College of Engineering; or find comparable external safety training (at least 10 hours)
- Serve as an active member of your department's Student Safety Council for at least one semester.
- Demonstration of practical application of safety knowledge through a case study. To include:
 - Background of issue, risk assessment, specific solution and implementation plan, mechanism to eliminate future issues with this safety concern, metric to track the effectiveness and success of implementation

PALS with ExxonMobil

Partners in Academic Laboratory Safety

- UF site visit June 2014
- UF Safety Workshop: Dec. 2014
- 10 UF Faculty, Staff and Students to EM site in TX Jan. of 2015
- Student presentation to Faculty and students to kick off Student Safety Councils



Incorporating Lessons Learned

From Student Presentation after PALS visits

- Safety as a culture, not just issue of compliance
- Safety comes from leadership/management
- Actively caring and accepting feedback
- Student Safety Councils in Materials Science and Environmental Eng.
 - Started initiative for students to collaborate and communicate
- Improved incident reporting including near-misses

Unreasonable/Difficult Safety Improvements

From Student Presentation after PALS visits

- Exxon's safety program has been in development for 11 years
- Due to transient nature of lab employees, various safety standards cannot be universally incorporated
- Engineering controls for every test/ machine to protect against all possible eventuality
- BBSOs
 - At least not at this early stage

Performance Evaluations

The screenshot shows an Outlook email window titled "Annual Evaluation Letters / Section 24 on Safety - Message (HTML)". The email is from Bolch, Wesley Emmett, sent on Fri 4/24/2015 11:27 AM. The subject is "Annual Evaluation Letters / Section 24 on Safety". The email content includes a friendly reminder that annual evaluation letters must be submitted by July 1, 2015, and lists several suggestions for improvement, categorized into "Extremely important" and "Other items worth noting".

From: Bolch, Wesley Emmett
To: Schmidt, Christine E; Hahn, David W.; Haman, Dorota Zofia; Harris, John Gregory; Geunes, Joseph; Hatfield, Kirk; Gader, Paul D; Dickinson, Richard Bernhart; Phillipot, Simon R
Cc: Cook, Amber L; Carpenter, Carolyn; Rockey, Janice F; Ellenwood, Mary L; Phears, Monique R; Cunningham, Paula J; Ketcham, Rebekah; Pons, Sara H; Noble, Shannon M; Green, Sommer C; Walker, Venice K; Curtis, Jennifer Sinclair; Caple, Dianne; Haberman, Amy; Bolch, Wesley Emmett
Subject: Annual Evaluation Letters / Section 24 on Safety

Message: Faculty Annual Report - COE Template - 04Feb15.docx (50 KB)

Dear COE Chairs –

This is friendly reminder that your Annual Evaluation Letters must be submitted to your faculty **prior to July 1, 2015**. Once completed, please send electronic copies to Dianne Caple as one zip file with all letters included. **In the revised template that I distributed February 4, I included – at the request of the Dean – a new Section 24 – Activities related to research and laboratory safety.** Below are some suggestions from Jennifer Curtis regarding what items should be addressed in your evaluation letter with regard to Section 24.

Extremely important

- Lab hazards noted by EHS are addressed in timely fashion
- Ensure all students are trained before giving them access to lab
- Provide proper PPE for all students in labs
- Do pre-project hazard assessments with students for new projects
- Report any and all incidents – investigate and learn from every incident
- Respond to CONNECT e-mails from Amy to be proactive about identifying hazards in lab

Other items worth noting

- Discuss safety at lab meetings
- Perform regular self-inspections
- Perform regular lab clean-outs
- “Register” lab with the college safety office
- Conduct regular/recurring safety training for their students
- Discuss safety matters at faculty meetings and/or safety tips before seminars
- Encourage other faculty to “care” about safety
- Incorporate safety into their curriculum they teach
- Invite safety speakers to their courses
- Encourage students to attend monthly safety seminars

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Future items

- Additional industry partnerships
(sponsorship of Student Safety Councils)
- Self-assessments
- Project reviews either before funding or shortly after being funded
- Graduation Requirement
- Enforcement

Thank you! Questions?



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