
An online academic stakeholder platform to identify, translate and disseminate credible knowledge and resources on disability prevention, disability management and work productivity

Marc White PhD Clinical Assistant Professor, Department of Family Practice, UBC
Executive Director, Canadian Institute for the Relief of Pain and Disability
Former Research Fellow, Harvard Medical School & Brigham and Womens’ Hospital, Division of Rheumatology (2005-2008)
Financial Disclosure

This project was supported with competitive grants from the Canadian Institutes for Health Research, Labour-Management Partnership Program – Industry Canada, Province of British Columbia, WorkSafeBC through the FOCUS ON TOMORROW grants program.

Funds for related conferences and workshops to support needs assessment and portal design were provided by Healthcare Benefits Trust, Pacific Blue Cross, Great West Life, Manulife Financial, Marsh Canada.

In-kind support Microsoft Canada, Fluid Survey, AvePoint, Nintex, Adobe

Funders have had no editorial control or participation in any decision-making regarding manuscript submission or publication.
Evidence Matters?

**Weekly World News**

**All New!**

ELVIS IS ALIVE
- AND RUNNING FOR PRESIDENT!

See big Squirrels FOR DOGS!

Fortune cookies that REALLY predict the future!

**Weekly World News**

October 7, 2001

MAN’S HEAD EXPLODES IN BARBER’S CHAIR

Story and photos inside!
Lack of core evidence-base across stakeholders
# Top Ranked Business Schools in USA

**UNIVERSITY AND BUSINESS SCHOOL RANKING IN USA**

<table>
<thead>
<tr>
<th>Rank</th>
<th>University</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Harvard Business School</td>
</tr>
<tr>
<td>2</td>
<td>Stanford University Graduate School Of Business</td>
</tr>
<tr>
<td>2</td>
<td>Yale School Of Management</td>
</tr>
<tr>
<td>4</td>
<td>Columbia University Columbia Business School (Cbs)</td>
</tr>
<tr>
<td>4</td>
<td>Mit Sloan School Of Management</td>
</tr>
<tr>
<td>6</td>
<td>Duke University The Fuqua School of Business</td>
</tr>
<tr>
<td>6</td>
<td>University of California - Berkeley Haas School of Business</td>
</tr>
<tr>
<td>8</td>
<td>Cornell University Samuel Curtis Johnson Graduate School Of Management</td>
</tr>
<tr>
<td>9</td>
<td>New York University (Nyu) Leonard N. Stern School Of Business</td>
</tr>
<tr>
<td>10</td>
<td>Northwestern University - Kellogg School of Management</td>
</tr>
<tr>
<td>11</td>
<td>The University Of Chicago Booth School Of Business</td>
</tr>
<tr>
<td>12</td>
<td>University Of Pennsylvania Wharton School</td>
</tr>
<tr>
<td>Best Medical Schools: Primary Care (US News)</td>
<td>Rank</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>University of Washington</td>
<td>1</td>
</tr>
<tr>
<td>University of North Carolina—Chapel Hill</td>
<td>2</td>
</tr>
<tr>
<td>Oregon Health and Science University</td>
<td>3</td>
</tr>
<tr>
<td>University of California—San Francisco</td>
<td>4</td>
</tr>
<tr>
<td>University of Massachusetts—Worcester</td>
<td>5</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>6</td>
</tr>
<tr>
<td>University of Nebraska Medical Center</td>
<td>7</td>
</tr>
<tr>
<td>University of Michigan—Ann Arbor</td>
<td>8</td>
</tr>
<tr>
<td>Michigan State University (College of Osteopathic Medicine)</td>
<td>9</td>
</tr>
<tr>
<td>University of Wisconsin—Madison</td>
<td>10</td>
</tr>
<tr>
<td>Harvard University</td>
<td>11</td>
</tr>
<tr>
<td>Baylor College of Medicine</td>
<td>12</td>
</tr>
</tbody>
</table>
Business and Health Sciences

Occupational Health? Disability Prevention? Disability Management?

Overview of the MD Curriculum

MD in Society: healthcare system, public health, public policy, international medicine, end of life care, domestic violence, preventive medicine

<table>
<thead>
<tr>
<th>People and Government</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business and Government</td>
</tr>
<tr>
<td>Change Management</td>
</tr>
<tr>
<td>Corporate Governance</td>
</tr>
<tr>
<td>Entrepreneurial Manager</td>
</tr>
<tr>
<td>Ethics</td>
</tr>
<tr>
<td>Global Leadership</td>
</tr>
<tr>
<td>Global Strategic Management</td>
</tr>
<tr>
<td>Human Resource Management</td>
</tr>
<tr>
<td>International Business</td>
</tr>
<tr>
<td>International Competitive Management</td>
</tr>
<tr>
<td>International Residency</td>
</tr>
<tr>
<td>Leadership</td>
</tr>
<tr>
<td>Legal Environments</td>
</tr>
<tr>
<td>Management Communications</td>
</tr>
<tr>
<td>Management for Complex Organizations</td>
</tr>
<tr>
<td>Management Skills</td>
</tr>
<tr>
<td>Negotiations</td>
</tr>
<tr>
<td>Organizational Analysis</td>
</tr>
<tr>
<td>Organizational Behavior (Leadership)</td>
</tr>
<tr>
<td>Personal Leadership &amp; Career Mgmt.</td>
</tr>
<tr>
<td>Strategic Advantage/Implementation</td>
</tr>
<tr>
<td>Strategic Human Resource Management</td>
</tr>
<tr>
<td>Strategic Management (Business Policy)</td>
</tr>
<tr>
<td>Values and Crisis Management</td>
</tr>
</tbody>
</table>

Autumn
- Foundations of Medicine I
- Human Health & Disease I

Winter
- Foundations of Medicine II
- Human Health & Disease II

Spring
- Practice of Medicine II
- Human Health & Disease III
- Practice of Medicine III
- Human Health & Disease IV

Year 1
- Scholarly Concentrations

Year 2
- Human Health & Disease V
- Practice of Medicine IV
- Scholarly Concentrations

Year 3, 4, 5
- Clinical Clerkships
- Reflections, Research, and Advances in Patient Care (BRAP)
- Scholarly Concentrations

Electives
Human Resource Management

Concepts and issues

- Equal employment opportunities
- Employment discrimination and harassment
- Discipline and/or termination of difficult employees
- Recruitment, selection, and retention practices
- Evaluating performance
- Employee development & compensation
- Regulations economic security and standards in the work environment
- Introduction to labor relations
Medical Curriculum

**Concepts and issues**
- Clinical Curriculum
- Generally defined as 600-level courses

- Required clinical clerkships in the third year:
  - Family Medicine (6 weeks) 12 credits
  - Internal Medicine (12 weeks) 24 credits
  - Obstetrics/Gynecology (6 weeks) 12 credits
  - Pediatrics (6 weeks) 12 credits
  - Psychiatry (6 weeks) 12 credits
  - Surgery (6 weeks) 12 credits

- Required clinical clerkships in third or fourth year:
  - Emergency Medicine (4 weeks) 8 credits
  - Rehabilitation Medicine/Chronic Care (4 weeks) 8 credits
  - Neurology (4 weeks) 8 credits
  - Surgery (4 weeks) 8 credits
Not on the Radar Screen!
The Health and Work Productivity Portal

- International collaborative platform engaging academic researchers and stakeholders organizations to facilitate knowledge utilization
- Assist stakeholders to identify/utilize credible research and related resources to facilitate safe, healthy, accommodating and productive workplaces
- Provide practical implementation tools and resources, including toolkits, e-learning opportunities, and multimedia resources in order to offer practical guidance for organizational implementation
- Create ‘Communities of Practice’ bringing together academic and community partners to translate and discuss research to practice
- To support curricular renewal across health sciences, business and professional training
- To track knowledge uptake and its utilization
- Supports research to practice and practice to research
Modification of PRECEDE-PROCEED Model

Green & Kreuter 1999, modified by White 2003
Changing Professional and Worker Behaviour across Sectors

Creating Engagement & Communication

Creating A Strategic Road Map of Engagement and Communication Across Stakeholder Groups (from Maibach et al., 2007)
Audience-Specific Homepages

Each audience group has their own homepage

Relevant up-to-date information

• Research Resources
• Tips / Tools
• New and Discussion Forums
• Learning & Events
• Popular Topics
• Service Providers
• Employment
Sample Topics/ Subtopics
Online Resources

Overview
• Background
• Recommended Books and Media

Learning & Events
• Conferences
• Podcasts
• Resource Centre
• University College Programs
• Webcasts
• Workshops

Research Resources
• Case Studies
• Clinical Trials \ Intervention Studies
• Consumer Research Summaries
• Editorial \ Reviews (non-systematic)
• Expert Consensus
• Government \ Stakeholder Reports
• Guidelines & Best Practices
• Policy
• Related Journals
• Systematic Reviews \ Meta- Analysis
• Thesis

Tips & Tools
• Decision Aids
• Quizzes & Tutorials
• Tips

Services & Directories
• Academic & Community Researchers
• Advertisers
• BC Consumer Health Services
• Consumer Health Organizations
• Evidence-based Resources
• Funders \ Grants
• Health Professional Organizations
• Partner \ Sponsor Organizations
• Research Organizations
• Service Providers

News & Blogs
• Blogs
• News

Questions & Answers
• FAQs
Scientific / Stakeholder Review

Scientific Committee
  Topic Editors
  Reviewers

Make Scientific Judgment
Peer-Review Process

Assess Scientific Merit (QA)

Creates Scientific Key Messages

Knowledge Exchange:
Stakeholder Key Messages

Drafts Stakeholder Key Messages

Topics/Subtopic

HWP Organization
Stakeholders

Make Relevance Judgment

Rate Usefulness And Implementation

End Users
Uploading & Tagging Research Articles
### New Articles (186)
- Gold (185)
- Silver (0)
- Bronze (1)

### Assigned Articles (6)
- Gold (4)
- Silver (2)
- Bronze (0)

### Accepted (87)
- Gold (86)
- Silver (1)
- Bronze (0)

### Review In Progress Articles (22)
- Gold (21)
- Silver (1)
- Bronze (0)

### Completed Articles (8)
- Gold (8)
- Silver (0)
- Bronze (0)

### Assignment Rejected (1)
- Gold (1)
- Silver (0)
- Bronze (0)

### Published Articles (58)
- Gold (58)
- Silver (0)
- Bronze (0)
Review Process – Scientific Review
Review Process – Scientific Consensus
Review Process – Stakeholder Review
List View of Systematic Reviews (Absence Management - HR)
Work strain, health, and absenteeism: a meta-analysis

Author(s): Darr, W., Jones, G.
Journal: Journal of occupational health psychology
Publication Year: 2005
Volume: 13
Issue: 4
Pages: 293-315

Summary:
Work strain has been argued to be a significant cause of absenteeism in the popular and academic press. However, definitive evidence for associations between absenteeism and strain is currently lacking. A theory focused meta-analysis of 275 effects from 153 studies revealed positive but small associations between absenteeism and work strain, psychological illness, and physical illness. Structural equation modeling results suggested that the strain-absence connection may be mediated by psychological and physical symptoms. Little support was received for the purported volitional distinction between absence frequency and time lost absence measures on the basis of illness. Among the moderators examined, common measurement, metrod, and stable sources of variance, and publication year received support.

Human Resources Professionals Key Messages:
- The results of this systematic review suggest that stress intervention programs are less likely to mitigate work absence concerns other than policies/programs where managers increase the flexibility of employees over the use of their time.
- An important limitation of this study is that the study was not able to differentiate different types of work strain in their analysis, for instance, the difference between hindrance stressors (role ambiguity or office policies) from challenge stressors (high workload or responsibility).

Scientific Key Messages:
- Work strain impacts psychological illness and physical illness directly. Little variance in absenteeism is explained by work strain and shows that strain is not more highly correlated with absence than are a variety of other work experiences and attitudes.
- Work strain does not impact absenteeism directly, but does impact it indirectly through physical and psychological illness. Strain and absenteeism may be connected by a series of events, each of which may be influenced by external factors such as impending work deadlines, weather conditions, or flu virus, that physical illness was associated with increased risk of absenteeism in individuals with work stress.
- The restorative model of absenteeism appears to be only relevant early in the process, where absence has a positive association with reduction in work strain in early withdrawal, but not with later withdrawal. Absenteeism might play more of a maintenance rather than restorative role.

Scientific Rating: ★★★★★

Research Strengths
- Meta-analysis improves the ability to make comparisons between risk factors. Use of structural equation modeling with meta-analysis data helps to clarify the contributions of different factors to work absenteeism. The authors found 275 effects from 153 studies in a broad conceptual category labeled work strain, psychological illness, and physical illness to represent an individual's perception of psychological, and physical responses to work stressors, with the presence of work being the behavioral response.
- Structural equation modeling allowed for test mediating effects.

Research Weaknesses
- The authors analyzed 11 separate hypotheses in the meta-analysis and review. This seems overly complex for a single reviewer. The literature identified suffers from several limitations including: 1. Nature of data (e.g., heterogeneous effects resulting from variations in study, measurement, and sample characteristics). 2. Low reliability of absenteeism. 3. Reverse causation. Lack of studies using longitudinal, time-series panel design. 4. Sources of bias (e.g., subjective measures, questionnaires are constant, research context, social desirability). 4. Unable to distinguish between strain due to ignorance stressors (e.g., role ambiguity or office policies) and challenge stressors (e.g., high workload or responsibility).

Implementation:
none

Employer Characteristics:
- Not Available

Applicability to Small Employer:
Applicable

Rate This Article
Join Discussion
Custom Print
E-Alerts
Email Summary
Resource Rating: Work strain, health, and absenteeism: a meta-analysis

* How relevant is this Article to Human Resources Professionals
  - Not Relevant
  - Minimal Relevance
  - Moderately Relevant
  - Very Relevant
  - Extremely Relevant

* How would you rate the usefulness of this Article?
  - Not Useful
  - Minimal Useful
  - Moderately Useful
  - Very Useful
  - Extremely Useful

What are the key take home message(s) arising from this Article?
1. 
2. 
3. 

* As a result of reading this Article do you plan on making changes at your workplace?
  - Yes
  - No

Post Rating
Feedback Auto Loop
with follow up survey
Robot Web Crawl Gold Sites

- Academic Research Centres
- Evidence-based Resource Partners/ Producers
- Government websites (Work and Health)

News/ RSS Feeds

- Users have up-to-date news related to their audience
- Specific RSS feeds aggregate topic / subtopic new resource

Discussion Forums (under development)

- Forums are generated through a flagging system
- Articles / New Based
- Most specific to each audience group
- Each forum segmented in Scientific Merit, Relevancy, and Implementation themes
E-Learning
Upcoming Programming

Banishing Burnout: Strategies for a Constructive Engagement with Work

Presenter: Dr. Michael Leiter, Professor at the Centre for Organizational Research & Development at Acadia University

Date: October 9, 2014

Productivity, Health and Wellbeing from Working in Green Buildings: Can We Find Win-Win Solutions?

Presenter: Prof. Andrew Thatcher, Chair Industrial & Organisational Psychology, Department of Psychology, School of Human & Community Development, University of the Witwatersrand, Johannesburg

Date: November 13, 2014
Understanding the Core Components of Return-to-Work Programmes for Individuals with Musculoskeletal Disorders

Presenter: Dr. Kátia M. Costa-Black, Senior Lecturer in the School of Health Systems and Public Health, University of Pretoria

Work Participation and Musculoskeletal Pain: The Influence of ‘Significant Others’ and Implications for Vocational Rehabilitation

Presenter: Dr. Serena McCluskey, Senior Research Fellow in the Centre for Health and Social Care Research, University of Huddersfield

*In collaboration with Work: A Journal of Prevention, Assessment and Rehabilitation

Adapting Chronic Pain Self-Management in the Workplace

Presenter: Dr. William S. Shaw, Senior Research Scientist, Center for Disability Research at Liberty Mutual Research Institute

Current Research on the Impact of Perfectionism and Acceptance-Based Therapy on Workers’ Mental Health

Presenter: Dr. Paul Flaxman, Program Director of City University London's Master's Program in Organisational Psychology
E-Learning Recordings

Promoting Healthy Workplaces: A Focus on the Psychosocial Work Environment

Presenter: Dr. Stavroula Leka, Associate Professor in Occupational Health Psychology, University of Nottingham and Director of the Centre for Organizational Health & Development

Recognizing and Treating Early Chronic Pain Disorder in the Injured Worker

Presenter: Dr. Howard Hamer, Medical Director of the Functional & Pain Program, Altum Health, University Health Network

The Role of Leaders in Creating Psychologically Healthy Workplaces

Presenter: Dr. Catherine Loughlin, Canada Research Chair, School of Management, Saint Mary’s University

Human Rights, Duty to Accommodate and Bullying in the Workplace: Essentials for workplace stakeholders

Presenter: Dr. Shannon Wagner, Professor, School of Health Sciences at the University of Northern British Columbia
Deepening the Skill-set for Return to Work: Psychosocial Intervention Made Practical  
Presenter: Matt Graham, Registered Psychologist and Team Psychologist at OrionHealth

Factors Affecting Return to Work Following Low-Back Pain  
Presenter: Dr. Ivan Steenstra, Associate Scientist, Institute for Work and Health

Opioids: Friend or Foe?  
Presenter: Dr. Andrea Furlan, Associate Scientist, Institute for Work & Health

Yoga for People in Pain – Five Part Webinar Series  
Presenter: Neil Pearson, Physiotherapist Yoga Therapist Clinical Assistant Professor UBC Founding Chair Pain Science Division of CPA
Research

Health and Work Productivity Web-Portal: Knowledge to Action for Disability Prevention and Management – A Pilot Study
(WorkSafeBC Competitive Grant) 36 systematic reviews – (reviewed)

- **Modifiable workplace risk factors** contributing to workplace absence across health conditions: A stakeholder-centered best-evidence synthesis of systematic reviews (PMID 23531590)

- **Modifiable worker risk factors** contributing to workplace absence across health conditions: A stakeholder-centered best-evidence synthesis of systematic reviews (PMID: 24004777)

- **Non-Modifiable worker and workplace risk factors** contributing to workplace absence: A best-evidence synthesis of systematic reviews (In Press)

Current Project

Interventions to Reduce Work Absence: A Best-Evidence Synthesis of Systematic Reviews
(WorkSafeBC Competitive Grant 47 systematic reviews)
<table>
<thead>
<tr>
<th>Valued Activities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Metrics for project success and baseline</td>
<td>√</td>
</tr>
<tr>
<td>Collaboration (genuine mutual interest / open reflection and willingness to</td>
<td>√</td>
</tr>
<tr>
<td>change/ direct impact on project direction)</td>
<td></td>
</tr>
<tr>
<td>Purpose/ Research question / Inclusion/ Exclusion (problem identification,</td>
<td>√</td>
</tr>
<tr>
<td>clarification, proposed action)</td>
<td></td>
</tr>
<tr>
<td>Search strategy development (search terms, refinement of inclusion/ exclusion</td>
<td>√</td>
</tr>
<tr>
<td>criteria)</td>
<td></td>
</tr>
<tr>
<td>Review of list of article titles (initial search)</td>
<td>√</td>
</tr>
<tr>
<td>Instrument refinement (academic/stakeholder)</td>
<td>√</td>
</tr>
<tr>
<td>Read articles prior to review (based on title)</td>
<td>X</td>
</tr>
</tbody>
</table>
## Metrics for Success – Benchmarks in KM CoP Evaluation (Archibald 2006)

<table>
<thead>
<tr>
<th>Metric</th>
<th>Strongly Agree (+2)</th>
<th>Agree (+1)</th>
<th>Disagree (-1)</th>
<th>Strongly Disagree (-2)</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Save time searching for information required to do your job</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Solve everyday workplace problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop creative solutions to problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve your decision making quality</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attain work objectives or performance targets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop new and better ways of working</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve existing skills and learn new things</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identify opportunities to collaborate and share knowledge with colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase your commitment to sharing knowledge with colleagues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capture relevant knowledge in a reusable way</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reflect on your own practice and performance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve your job satisfaction and commitment to the organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase your personal network within your organization or stakeholder group</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduce time needed to solve problems</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduce costs of daily operations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reduce duplication in work programs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve quality of work products</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introduce new work methods and approaches</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve communication between project teams and/or across geographic locations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase consistency between sites and/or project teams</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase program effectiveness</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Enhance knowledge transfer across your organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Support the transfer of knowledge into the organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stay current in terms of knowledge related to your organization</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
HWP Scientific Committee
(To-date: alpha order)

- **International Scientific Chair: Niki Ellis**, Former CEO, Institute for Safety, Compensation and Recovery Research; Adjunct Professor (pending), Monash University

- **Sir Mansel Aylward**, Director, Institute of Primary Care and Public Health, Centre for Psychosocial Research, Occupational and Physician Health, Cardiff University

- **Jed Boardman PhD FRCPsych**, Consultant and Senior Lecturer in Social Psychiatry at the South London and Maudsley NHS Foundation Trust and Health Services and Population Research Department, Institute of Psychiatry. Senior Policy Advisor, Sainsbury Centre for Mental Health and Lead for Social inclusion at the Royal College of Psychiatrists. London, UK

- **Stephen Bevan PhD**, Director of the Centre for Workforce Effectiveness at The Work Foundation and an Honorary Professor at Lancaster University, London, UK

- *André Bussières PhD*, Assistant Professor, McGill's School of Physical and Occupational Therapy; Cross-appointment: Department of Epidemiology and Biostatistics, McGill University

- **Nancy Baker ScD, MPH, OTR/L**, Associate Professor, Department of Occupational Therapy, School of Health and Rehabilitation Sciences, University of Pittsburgh, USA

- **Jennifer Christian, MD, MPH**, Fellow of the American College of Occupational & Environmental Medicine and Chair, Work Fitness & Disability Section; President, Webility Corporation, USA

- **Debbie Cohen OBE, MD FFOM FRCGP FRCP FAcMed**, Senior Medical Research Fellow and Director of Medic Support, Centre for Psychosocial Research, Occupational and Physician Health, Cardiff University
HWP Scientific Committee (alpha order)

- **Kenneth Craig PhD**, Professor Emeritus of Psychology, University of British Columbia
- **Clermont Dionne PhD**, Professor, Department of Rehabilitation, Faculty of Medicine, Laval University. Senior investigator, Population Health Research Unit (URESP) of the Research Centre of the Laval University Affiliated Hospital
- **Maureen Dobbins, RN, PhD**, Professor, School of Nursing, Cross- cross appointments Department of Biostatistics and Epidemiology, and the School of Rehabilitation Sciences, McMaster University; Founder of healththevidence.org
- **Angela Downey PhD**, Associate Professor, Accounting, Peter B. Gustavson School of Business, University of Victoria, BC
- **Erica Frank, MD, MPH**, Professor and Canada Research Chair Canada Research Chair in Preventive Medicine and Population Health, University of British Columbia, Founder, President, + Research Director: NextGenU.org + Healthy Doc=Healthy Patient; Research Director, Annenberg Physician Training Program, Vancouver, Canada
- **Merv Gilbert PhD, RPsych**, Adjunct Professor with the Centre for Applied Research in Mental Health and Addiction, Simon Fraser University, and Principal Partner, Psych Health + Safety
- **Douglas Gross PhD, BScPT**, Professor & Acting Chair, Department of Physical Therapy, University of Alberta; Director, Rehabilitation Research Centre, Edmonton Alberta
- **Howard Hamer MD**, Occupational Medical Consultant, Canadian Blood Services, Liaison with College of Family Physicians of Canada
- **Henry Harder EdD, MA, BEd, RPsych**, Professor, School of Health Sciences, University of Northern British Columbia
HWP Scientific Committee (alpha order)

- Karen Jacobs, EdD, OTR/L, CPE, FAOTA, Clinical Professor, Occupational Therapy, Boston University, Editor in Chief, WORK: A Journal of Prevention, Assessment and Rehabilitation (IOS Press, The Netherlands)
- Julie Keysor PhD PT, Associate Professor, Department of Physical Therapy & Athletic Training and Director, Center for Enhancing Activity and Participation among Persons with Arthritis (ENACT), Boston University College of Health & Rehabilitation
- Diane Lacaille MD, MHSc, FRCPC, Senior Research Scientist, Rheumatology, Arthritis Research Centre of Canada; Professor, Division of Rheumatology, Department of Medicine, University of British Columbia
- Christian Larivière PhD, Senior Scientist, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Adjunct Professor, Department of Community Health Sciences, Université de Sherbrooke and Adjunct Professor, Department of Medicine, Université de Montréal
- Stavroula Leka CPsychol AFBPsS FRSPH, Associate Professor in Occupational Health Psychology; Director, Centre for Organizational Health & Development; Chair, ICOH Scientific Committee 'Work Organization & Psychosocial Factors'; Finance Director, European Academy of Occupational Health Psychology; Associate Editor, Safety Science; University of Nottingham, UK
- Patrick Loisel MD, Director, Work Disability Prevention, CIHR Strategic Training Program, Professor, Dalla Lana School of Public Health, University of Toronto; Professor, Canadian Memorial Chiropractic College; Adjunct Professor, University of Ontario Institute of Technology
- Catherine Loughlin PhD, Canada Research Chair in Management, Sobey School of Business & CN Centre for Occupational Health and Safety, Saint Mary's University, Nova Scotia
HWP Scientific Committee (alpha order)

• Joy MacDermid, BScPT MSc PhD, Professor and Assistant Dean of Rehabilitation Science, School of Physical Therapy, Western University

• Serena McCloskey BSc, PhD, FHEA, Cpsychol, Senior Research Fellow, Centre for Health and Social Care Research, University of Huddersfield, UK

• Iuliana Nastasia PhD, Researcher, Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST), Associate Professor, Faculty of Medicine and Health Sciences of Université de Sherbrooke, and Université de Québec à Montreal’s Kinanthropology Department

• Fergal O'Hagan PhD, Assistant Professor (Limited Term), Department of Psychology, Trent University, Peterborough, Ontario, Canada

• Izabela Schultz PhD, Professor, Rehabilitation Counseling Psychology, Department of Educational and Counseling Psychology and Special Education, University of British Columbia

• Ivan Steenstra PhD, Associate Scientist, Institute for Work & Health; Assistant Professor, Dalla Lana School of Public Health, University of Toronto

• Peter Tugwell MSc, MD, FRCPC, Professor of Medicine and Epidemiology & Community Medicine, University of Ottawa; Director, Centre for Global Health at the Institute of Population Health; Canada Research Chair in Health Equity; Co-director of a WHO Collaborating Centre for Knowledge Translation & Health Technology Assessment in Equity; Coordinating Editor, Cochrane Musculoskeletal Review Group; Founding Co-convenor, Cochrane Health Equity Field/Campbell Equity Methods Group.
HWP Scientific Committee (alpha order)

- Shannon Wagner PhD, RPsych, Professor and Chair, School of Health Sciences, College of Arts and Social and Health Sciences, University of Northern British Columbia, Prince George, BC
- Marc White PhD, Executive Director, Canadian Institute for the Relief of Pain and Disability and Clinical Assistant Professor, Department of Family Practice, University of British Columbia
- Kelly Williams-Whitt PhD, Associate Professor, Faculty of Management, University of Lethbridge, Calgary, Alberta
- Donjanea Williams, EdD, MEd, Program Evaluation Fellow, Office of Extramural Programs, National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention, Washington, DC

We have 485 academic/stakeholders in Linked In – with 198 that have specifically joined the Health and Work Productivity Portal special interest group.
Academic/Stakeholder Engagement Presentations

- CIHR Institute for Gender and Health (Dr. Joy Johnson) February 14, 2013
- BC Human Resource Management Association (Simon Evans, CEO) April 12, 2013 / Christian Codrington, Senior Manager, Professional Practice & Chloe Gendron, Manager, Professional Development and Research at BC HRMA October 7, 2013
- UK Department of Health, NHS (Dame Carol Black, London, UK) June 4, 2013
- Institute for Work and Health - Injury Prevention Work Group, (IWH Board Members: Dr. Ron Saunders, Dr. Emma Irvin; Researcher Dr. Dwayne Van Eerd) June 25, 2013 & September 7, 2013
- Ontario Workplace Safety & Prevention Services (Elizabeth Mills CEO & Sandra Miller, VP, Innovation and Knowledge Mobilization) September 12, 2013 /November 27, 2013 (tentative)
- CIHR Knowledge Translation (Dr. Jane Aubin VP, KT Scientific Director), and CIHR Institute for Musculoskeletal Health and Arthritis (Dr. Hani El-Gabalawy, Scientific Director) Oct 8, 2013
- Ontario Ministry of Labour (Erica Hendry & Bob Krawczyk, Stakeholder & Partner Relations | Knowledge Management Prevention Office) October 17, 2013
- Michael Smith Foundation for Health Research (Gayle Scarrow, Manager, Knowledge Translation & Jessica Collins, KT Coordinator) October 22, 2013
<table>
<thead>
<tr>
<th>Academic/Stakeholder Engagement Presentations</th>
</tr>
</thead>
<tbody>
<tr>
<td>• University of Nottingham (Dr Stavroula Leka, Director, Centre for Organizational Health &amp; Development, Chair, ICOH Scientific Committee ‘Work Organization &amp; Psychosocial Factors’ January 28, 2014)</td>
</tr>
<tr>
<td>• Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST) (Paul-Émile Boileau, Scientific Director, Researchers: Christian Larivière, André Bussières, Iuliana Nastasia), May 7, 2014</td>
</tr>
<tr>
<td>• The Arthritis Society (Lynn Moore, Director, Public Affairs; Nancy Baker, University of Pittsburgh; Julie Keysor, Director of the NIDRR Arthritis RRTC) May 8, 2014</td>
</tr>
<tr>
<td>• Institute for Safety, Compensation and Recovery Research (Alex Collie, CEO, Introduction) May 27, 2014</td>
</tr>
<tr>
<td>• Employment and Disability Institute, Cornell University (Susanne Marie Bruyere, Director), &amp; WORK: A Journal of Prevention, Assessment, and Rehabilitation (Karen Jacobs, Editor, Program Director, Distance Education Post-professional Occupational Therapy Programs Boston University) May 27th, 2014</td>
</tr>
<tr>
<td>• University of Sydney, Rehabilitation Medicine (Ian Cameron, Professor) July 7, 2014</td>
</tr>
<tr>
<td>• Liberty Mutual Research Institute (Glenn Pransky, Director, Center for Disability Research) July 16, 2014</td>
</tr>
<tr>
<td>• Cardiff University, Centre for Psychosocial Research, Occupational and Physician Health (Dr. Debbie Cohen, Senior Medical Research Fellow, July 17, 2014)</td>
</tr>
<tr>
<td>• National Institute for Occupational Safety and Health, (Casey Chasewood, Director, NIOSH TOTAL WORKER HEALTH™ Steven Sauter, Donjanea Williams, Sara L. Tamers, Michelle Lee) July 17, 2014/ August 15, 2014</td>
</tr>
</tbody>
</table>
Strategic Priorities

Content Population
• Academic Partnerships / Faculties of Business / Faculties of Health Sciences
• Stakeholder organizations Labor/ Worker Organizations, Occupational Safety and Health, Public & Private Insurers, HMOs, Human Resource Organizations, Government
• Identification/Expansion of Gold sites for RSS/ News/ Resources (credible knowledge producers/knowledge brokers)
• Topic/SubTopic Editors / SubTopic Overview (Definitions) Pages
• Stakeholder Participation/ Translation (refinement, quality assurance)
• Knowledge Syntheses – Methodological Review

Module Development /Refinement (to reflect Partner Resources/Constituent Needs)
• Migration for Sharepoint 2007 to Sharepoint 2013
• Refinement of Stakeholder Workflows
• Needs assessment (Partner Resources/Constituents Interests/Metrics for Success)
• Resource Evaluation linked to User Profile
• Discussion Forum
• Geographical /Regional Sites
• Seed funding to support content population and completion of Sharepoint migration
• Public & Private Foundations, Research/ Education Funders
Strategic Priorities

Metrics For Success/ Evaluation Framework

• Establishment of R2P Committee
• Opportunities for research projects
  • Information seeking behavior, information needs of organization partners/ constituents
  • Needs assessment (Linking partner and constituent needs to Metrics for Success)
  • Creating and evaluating communities of practice
  • Research to Practice
  • Standards for plain language abstracts
  • Knowledge synthesis and translation across different users
  • Strategies for curricular development and renewal across the continuum of education
Join the Adventure!

- Academic Centers of Excellence (Business, Human Resources, Occupational Safety & Health, Health Professions, Occupational Medicine, Insurance, Labor, Policy, Vocational Rehabilitation)
- Researchers/Scientists
- Educators (Undergraduate, Graduate, Professional)
- Knowledge Brokers / Professional Organizations
- Managers, Supervisors, Workers

Join the LinkedIn Interest Group

**Health and Work Productivity Portal**
(for project updates/ beta-testers)

Contact: marc.white@cirpd.org
Join the Fun!

Marc White PhD
marc.white@cirpd.org

