



THE ABOHN REPORT

Fall 2025

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Volume 46

Issue 2

A Message from the ABOHN Chair *Angela Smith, MBA, BSN, RN, COHN-S*



In this pivotal moment for occupational health nursing, advocacy is not just a responsibility—it's a necessity. We are the voice for worker well-being, the guardians of safety, and the champions of public health in every industry. As board-certified professionals, we carry not only credentials but credibility, and it's time we use both to shape the future of our field.

This year has reminded us that visibility brings both opportunity and vulnerability. As occupational health nurses, we've been called to lead through crises, support mental health, and navigate the ever-changing landscape of workplace safety. Burnout is real, and so is the courage it takes to keep showing up. That courage deserves recognition—and reinforcement.

ABOHN continues to advocate for you. From our strategic exam development changes to launching our first research grant with Sigma Nursing, we are investing in the future of occupational health through collaboration, education, and innovation. These initiatives are designed to elevate our profession, amplify our impact, and ensure that occupational health nurses are not just present—but powerful.

I want to extend my deepest gratitude to two exceptional board members whose terms have come to a close: Karen Jewell and Shannon Berryhill. Your leadership, insight, and unwavering commitment have left a lasting mark on ABOHN and the profession at large. Thank you for your service and for helping pave the way forward.

At the same time, I'm thrilled to welcome our newest board members, Lori Burke and Susan Jordan. Your expertise and enthusiasm are already energizing our mission, and I look forward to the contributions you'll make as we continue to grow and evolve.

As we move forward, I urge each of you to embrace your role as an advocate. Whether you're mentoring a colleague, educating an employer, or influencing policy, your voice matters. ABOHN is here to support you—not just as a certifying body, but as a partner in progress.

Let us continue to lead with purpose, speak with conviction, and care with compassion. Together, we are not just shaping the future of occupational health nursing—we are defining it.

With respect and resolve, Angela L Smith, MBA, BSN, RN, COHN-S,
Chair, Board of Directors American Board for Occupational Health Nurses (ABOHN)



ABOHN's examinations are accredited by the National Commission of Certifying Agencies (NCCA), the certifying body of the Institute for Credentialing Excellence (ICE). ABOHN is a proud member of the American Board of Nursing Specialties (ABNS).



ABOHN 2025—2026 Board of Directors

ABOHN is governed by a Board of Directors composed of certified occupational health nurses and one public member that are selected to be representative of the community of certified occupational health nurses. The responsibilities of the Board include establishing criteria for certification and setting policies to maintain a valid certification program.

Governing Council

Chair: Angela Smith, MBA, BSN, RN, COHN-S
Secretary: Lisa Holmes, RN, CMSN, NP, OHN-S
Treasurer: Karen Wilson, BSN, MPH, RN, COHN-S
COHN-S Chair: Eileen Connolly, RN, BSN, COHN
COHN Chair: Rebecca Mischak MSN, APRN/CNP, COHN-S/CM
CM Chair: Kimberly Newton RN, BSN, COHN-S/CM



Top Row L-R:
 Ellen Connolly,
 Lori Burke
2nd Row L-R:
 Nancy Cronenwett,
 Susan Jordan
3rd Row L-R:
 Shannon Berryhill (Retired BOD 2025),
 Lisa Holmes,
 Alexis Williams (Public Member)
4th Row L-R:
 Dr. Betty Sanisidro (ED),
 Karen Jewell (Retired BOD 2025)
5th Row L-R:
 Karen Wilson,
 Kim Newton

Directors

Lori Burke RN, MPH, COHN-S/CM, FAAOHN
Nancy Cronenwett MSN, BSN, RN, COHN-S
Susan Jordan BSN, RN, COHN
Alexis Williams MBA, MS (Public Member)

Welcome to our new Directors

Lori Burke

RN, MPH, COHN-S/CM, FAAOHN

Lori is currently the Associate Director of Health and Safety with the Massachusetts Nurses Association. and has a long history of volunteering for ABOHN! Lori has served as an ABOHN Subject Matter Expert (SME) on the following committees before selected to the ABOHN Board of Directors:

Practice Analysis Advisory Committee
 COHN-S Exam Development Advisory Committee
 CM Exam Development Advisory Committee
 Standard Setting Committee

We are thrilled that Lori will continue to support ABOHN's mission and share her knowledge and talents on the BOD. Welcome Lori!



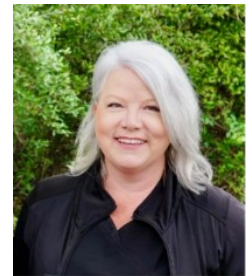
Susan Jordan

BSN, RN, COHN

Susan is the Lead Nurse of Health Services at Savannah River Mission Completion in South Carolina. Susan entered her company for the ABOHN Employee Award and they won the award in 2022! Susan has a history of volunteering and supporting the OHN industry with both AAOHN and ABOHN and has served as an ABOHN Subject Matter Expert (SME) on the following committees:

Practice Analysis Advisory Committee
 COHN Exam Development Advisory Committee
 CM Exam Development Advisory Committee
 Standard Setting Committee

We are grateful to Susan for her continued service and look forward to her term on the BOD. Welcome Susan!



Retired Board Members

Karen Jewell

MSN, APRN, FNP-BC, COHN-S

Karen began her journey on the ABOHN BOD in June 2021. Karen's steadfast dedication to OHNs is showcased by her service to ABOHN and our certified OHNs.



2024-2025

ABOHN Chair

2023-2024

COHN-S Exam Chair
 COHN Advisory Committee
 Policy/Procedure Committee

2022-2023

Secretary

COHN Advisory Committee
 Public Relations (Chair)
 Policy/Procedure Committee

2021-2022

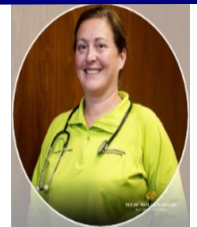
COHN-S Advisory Committee
 Public Relations Committee

Many thanks to Karen for dedicating her time, energy, and thoughtful insights. We are very grateful for her commitment to ABOHN's mission!

Shannon Berryhill

MS, BSN, RN, COHN-S/CM, CWCP

Shannon came onto the ABOHN BOD in June 2021. During her tenure on the board, Shannon shared her many talents throughout the ABOHN committees with concentration on the Case Management certification.



2024-2025

Nominating Committee Chair

2023-2024

CM Exam Chair
 Nominating Committee

2022-2023

CM Exam Chair
 COHN-S Advisory Committee
 Research Committee
 Finance Committee

2021-2022

COHN-S Advisory Committee
 CM Advisory Committee
 Research Committee

Shannon's contributions helped to shape the direction of the case management examination. We are grateful for the care and integrity she brought to the table.

Thank You and Best of Luck in Your Future Ventures!

ABOHN EDAC COMMITTEE UPDATES

We would like to extend our sincere gratitude to the dedicated Subject Matter Experts (SMEs) who serve on the ABOHN Exam Development Advisory Committee (EDAC). Their time, insights, and unwavering commitment are invaluable to the continued success of our credentialing program. The contributions of these OHNs play a critical role in ensuring that our exams reflect the highest standards of excellence, relevance, and fairness. By lending their expertise, they help shape assessments that not only uphold the integrity of the profession but also inspire confidence in those who earn our credentials.

Thanks to their thoughtful input and collaboration, we continue to move the profession forward—setting benchmarks that reflect real-world practice and guiding future professionals on a path to success! EDAC members meet several times during the year to review the item banks, test statistics, as well as references needed to create our exams.

The COHN-S EDAC met on:
2-20-2025, 2-24-2025, 3-5-2025 and 3-10-2025 .

The COHN-S item bank was reviewed;
In total, 98 items were reviewed:
15 items were slated for pre test,
43 items were retired, and
30 items were updated.

The COHN EDAC met on:
2-18-2025, 2-19-2025, 3-19-2025 and 3-26-2025.

The COHN item bank was reviewed;
In total, 104 items were reviewed :
24 items were slated for pre test,
43 items were retired, and
37 items were updated.

The CM EDAC met on:
3-4-2025, 3-6-2025 and 3-14-2025.

The CM item bank was reviewed;
In total, 64 items were reviewed:
12 items were slated for pre-test,
30 items were retired, and
22 items were updated.

On behalf of our entire organization, thank you for your hard work, passion, and continued support. Together, we are building a stronger, more respected OHN profession.



COHN-S: Back Row Left to Right - Michele Willis, Rebecca Mischak, Lori Burke, Christina Hegman, Joseph Bertulfo, Brenda Ferri
Front Row: Left to right - Tammy Lockhart, Mary Fox, Erin Bucher, Belinda Brunner



COHN Back Row Left to Right: Jocelyn McFarlane, Lisa Wegener, Susan Jordan, Cherie Holodnick, Donna Luessen, Jennifer Hale, Kim Newton, Front Row Left to Right: Tammy Raizes, Shannon Wood,



CM: Left to right - Lori Burke, Tammy Raizes, Donn Luessen, Kim Newton, Brenda Ferri

LIVE REMOTE PROCTORING (LRP)

ABOHN now offers candidates the option of taking examinations both in person at approved test sites or from the comfort of their own homes or other preferred secure locations with **Live Remote Proctoring (LRP)**!

Live Remote Proctoring (LRP) refers to a method of online exam supervision where a human proctor monitors test-takers in real-time through a webcam, microphone, and screen-sharing technology. The proctor ensures exam integrity by verifying identities, watching for suspicious behavior, and intervening if necessary. This approach allows candidates to take exams from remote locations while maintaining security comparable to in-person proctoring.

ABOHN's exam administrator, ASC, partners with MonitorEDU to provide live remote proctoring. MonitorEDU has over 30 years of experience with remote proctoring.

For more information, please see the front page of the [ABOHN website](https://www.abohn.org)!

Award Winner—Ann M. Lachat Excellence in OHN**David Heft, BSN, RN, COHN**

David has been a nurse since 2014 and his journey in healthcare has taken him through some of the most intense and rewarding environments. David started in the operating room, where he spent six years honing his skills in surgical nursing.

From there, David transitioned to the emergency room, spending three years providing fast-paced, critical care. For the past two years, David has been working in Occupational Medicine, helping workers stay healthy and safe on the job.

David currently holds a Bachelor of Science in Nursing, and has aspirations to continue his education with a Master's degree.

Outside of work, David's world revolves around his family. He's a husband and a proud father of three amazing kids. Their home is always full of energy, thanks to their dog, cat, and two bunnies, who add their own unique personalities to the mix.

David is grateful to his current team who helped and challenged him to obtain his certification. "Their support is what helped me to achieve that goal, and do as well as I did. Thank you!"

Congratulations David!

**Award Winner—Ada Mayo Stewart Excellence in OH Case Management****Michelle Edwards, MSN-PH, RN, COHN/CM, COHC**

Michelle Edwards has clinical experience in emergency nursing, experience as a first responder in EMS, and occupational health. She graduated with her ADN in 1996, and started immediately in the emergency room. She became an occupational health nurse by chance. Her first job was with a local metal fabrication and industrial contractor. Ironically, they had never had an occupational health nurse before. The greatest educator is experience.



She became a member of AAOHN, joining both the state and local regional chapters as well. That was in 2008, and she has been passionately involved ever since. She has also worked with a pharmaceutical manufacturer, manufacturer of ballistic fiber, government services, and utilities. Currently she works as a case manager. Michelle became certified with her COHN in 2015. She completed a certificate program in occupational health nursing at UNC Chapel Hill Gillings School of Public Health as a NIOSH recipient. In 2023 she graduated from an RN-MSN program with an MSN focused in public health. She remains active in her state AOHN chapter in North Carolina, currently serving as treasurer. She is also active in AAOHN as a member of the Awards Committee.

Michelle lives in eastern NC with her husband and their two Chesapeake Bay Retrievers, Castle and Ellie. She is an avid hockey fan, attending Carolina Hurricanes games as often as possible. She also is a voracious reader, thinks the e-book and ability to take as many books as she wants on vacation is a wonderful invention. The remainder of her time is spent with her niece and nephews.

Congratulations Michelle!



Debra L. Fischer Gibbon Excellence in OHN

Ashley Atchley, BS, ADN, RN, COHN-S



Ashley earned her Bachelor of Science in Computer Science and Mathematics from Converse College in 2000. She worked as a software developer at Milliken & Company for seven years but never felt like she was making a significant impact on others around her. Realizing her true calling was in nursing; she decided to leave Milliken and pursue a career in healthcare.

Ashley completed her Associate of Science in Nursing at Gardner-Webb University in 2009. She then gained extensive experience in emergency and medical/surgical nursing through various RN roles at both Caromont Regional Medical Center and Atrium Health – Cleveland.

In 2015, Ashley returned to Milliken & Company as an Occupational Health Nurse, where she discovered her passion for the field. Over the past decade, she has significantly contributed to the health, wellness, and safety of associates in the company's textile and chemical divisions. Ashley particularly enjoys the safety aspects of her role and actively participates in safety and health audits not only within Milliken but also through the Special Palmetto Star Team Member program with South Carolina OSHA.

Ashley also serves as the president of the South Carolina Association of Occupational Health Nurses. Her leadership has helped promote occupational health and safety, and she has made a positive impact on the professional development of occupational health nurses in South Carolina.

Residing in Shelby, NC, Ashley lives with her husband, Kevin, their daughter, Lilly, and their dog, Emmy. She is also a proud mother to her grown son, Sammy, and his wife, Makayla. In her free time, Ashley enjoys reading, crafting, and traveling. She actively participates in her church's preschool ministry.

Ashley is deeply honored to receive the Debra Lynn Fischer Gibbon Excellence in Occupational Health Nursing Award. Ashley feels privileged to continue this legacy through her own contributions to occupational health nursing.

Congratulations Ashley!



Recruit a Colleague!

Do you want to encourage another occupational health nurse through the process of certification and at the same time have a [chance to win \\$300?](#)

Did you know that 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?

Any ABOHN Board Certified OHN can recruit another RN working in occupational health through the certification process.

- Instruct the new applicant to note that you are the recruiting nurse in the appropriate area on the application form.
- Only one recruiting nurse can be noted per application. At the end of the year, there will be a random drawing to select a winner from those nurses who have recruited a colleague.
- Your credential(s) must be in good standing at the time of the drawing.

2024 Recruit A Colleague Winner!

We are thrilled to announce the
2024 Recruit a Colleague Winner:

Waynette Boyd, COHN-S/CM

There were 73 applicants who were referred by an ABOHN Board Certified OHN in 2024.



Thanks to all our Board Certified OHNs who encourage and mentor new applicants!

Employer Recognition Award

Established in 1860, **CPS Energy** is the nation's largest community-owned provider of electric and natural gas services. They provide safe, reliable, and competitively priced services to more than 950,000 electric and over 389,000 natural gas customers in San Antonio and portions of seven adjoining counties.

CPS Energy's **Vision 2027** strategic plan is designed to guide the organization through rapid transformational change. As a trusted and reliable community partner, they continuously focus on job creation, economic development, and educational investment. They are powered by their skilled workforce, whose commitment to the community is demonstrated through employees' volunteerism, community engagement efforts, and programs aimed at bringing value and assistance to customers.



CPS Energy was brought forward for this award by **Jorge Vasquez, MBA, BSN, COHN-S** and **Anna Serratos, BSN, RN, COHN-S**. Their application conveyed extensive information pertaining to CPS's commitment to certification via a robust tuition reimbursement program covering costs associated with certification application and/or examination, preparation for the examination, and maintenance for the COHN/COHN-S credential. As well as reimbursement of professional fees, participation in conferences, membership dues, and training opportunities.

CPS's commitment was also evidenced by Jorge and Anna's conveyance of organizational recognition of the OH teams achievements including published communication during nurse's week highlighting the experience and certification of the team. Additionally, the President & CEO, along with our Chief Administrative Officer and other leaders across the organization, have emphasized the value our occupational health team brings to the company in numerous messages.

In a very proactive move, CPS recently changed the injury reporting policy to facilitate increased employee engagement with the occupational health team resulting in increased opportunities to engage with employees and demonstrate the commitment and value of the organization to safety and highlight the OH team's significant role in the CPS's safety vision.

Lastly, the OH team at CPS has grown over the last year by adding 3 new registered nurses speaking volumes of the organizational commitment to the team and the vision of safety moving forward. All occupational health employees are strongly encouraged to participate in CPS's emerging leader's cohort, seeking to prepare them for leadership roles in the organization.

Once again, thank you to CPS for your support of occupational health nursing. Congratulations CPS Energy!

Honorable Mentions



ABOHN is proud and thrilled to recognize the following companies who were awarded an ABOHN 2024 Employer Recognition Honorable Mention Certificate for their support and recognition of OHNs!

- **The Dow Chemical Company**
 - Submitted by: Nathan Britt, COHN-S
- **Johns Hopkins Applied Physics Laboratory**
 - Submitted by: Kathryn Connors, RN, COHN and Lotess Marie F. Varley, MSN, RN, COHN, CEAS

ABOHN thanks these wonderful organizations for everything they do to support the OH profession and OHNs everywhere!

*The 2025 ABOHN Employer Recognition Award Application will be coming soon to your inbox!
Please consider nominating your employer!*



www.abohn.org

PO Box 39
Palos Heights, IL
60463
630-789-5799 (P)
630-789-8901 (F)

ABOHN Vision Statement

ABOHN Certification is recognized and valued as the standard to maximize the health, safety and well-being of workers worldwide.

ABOHN Mission Statement

ABOHN's mission is to promote a standard of excellence in occupational health nursing through credentialing

Principles and Values

To accomplish its mission and vision, and elevate the quality of occupational health nursing practice, ABOHN commits its resources to achieving the following principles and values:

- Develop and promote credentialing standards for professional occupational health nurses
- Establish a standard for occupational health nursing programs
- Empower occupational health nurses to continue professional education.
- Create value for employers, workers and occupational health professionals through certification.
- Publicly recognize individuals who have met credentialing standards
- Optimize partnerships with organizations that share the ABOHN mission and values.
- Perform the above unrestricted by consideration of actual or perceived race, color, religion, national origin, age, disability, gender, gender identity, sexual orientation, veteran status, marital status, or other legally protected

ABOHN Staff

Betty Sanisidro,
DNP, MSN, RN, COHN-S, APHN-BC, FAOHN
Executive Director

Carole Cusack,
MBA, ICE-CCP
Managing Director

Reine Salibi
Administrative Associate (Part-time)

ABOHN At-A-Glance

American Board for Occupational Health Nurses Statement of Financial Position December 2023 and 2024

Current Assets	2023	2024
Cash & Equivalents	\$514,690	\$175,204
Investment Securities	\$754,846	\$1,031,675
Total Current Assets	\$1,269,536	\$1,206,879

Liabilities and Net Assets	2023	2024
Accounts Payable	\$0	\$0
Net Assets	\$1,269,536	\$1,206,879
Total Liabilities and Net Assets	\$1,269,536	\$1,206,879

Certificant Status by Credential - 12/31/2024

Credential	Active	Inactive	Retired
COHN	582	9	112
COHN/CM	101	0	29
COHN-S	1069	17	583
COHN-S/CM	200	4	162
Total Dec 2024*	2124	25	861
Total Dec 2023	2628	42	744

* The total does not reflect Renewal and Recertifications that were received and processed after 12/31/2024.

Cohort Class of 2020! Celebrating 5-year milestone of achieving Board Certification!

COHN

Cogswell, Courtney	Jacobs, Eva-Maria	Nocella, Wanda	Rodriguez, Johanna
Dunkling, Amber	Maynard, Peggy	Norman, Teresa	Rowell, Lynda
Foster, Sandra	Mcnease, Christy	Pearl, Rose	Solaras, Rosa
Frantz, Jenee	McQuillan, Mindy	Peterson, Angela	Szulczewski, Sharon

COHN-S

Almes, Elizabeth	Figura-Delia, Patricia	Lassila, Lisa	Savage, Ruby
Anderson, Scott	Fox, Mary	Livermore, Jennifer	Schaefer, Marcelita
Bessellieu, Natasha	Franquiz Rivera, Ricardo	Matuzik, Katherine	Smith, Kimberley
Brown, Katherine	Gibbons, Gerladine	Murray Veronica	Thompson, Allison
Byrne, James	Glover, Judith	Nicolaides, Jeff	Ziegenfuss, Mary
Cassia, Carla	Harvey, Amy	Oehrle, Deborah	
Coover, LeAnne	Kinyua, Jesse	Rollins, Kelly	
De Leon, Brittany	Krewson, Tanya	Ruth, Ava	

CM

Bloom, Debra	Day, Angela	Monroe, Zackie	Van Houten, Judith
Byun, Hannah	Lipp, Kimberly	Smith, Cody	
Chan, Cindy	Mason, Renee	Werner, Rebecca	