A Message from the ABOHN Chair 

by Michele Willis, BSN, RN, COHN-S

Oh, the times we live in…… I hope that you are well and safe! I know this is not how any of us expected to be spending our Spring. PPE shortages, quarantines, stay at home orders, grocery shortages and all the challenges that we are having due to COVID 19 have made for interesting times to say the least. As nurses, most especially occupational health nurses, we have learned to be flexible and attacked our challenges in a thoughtful, systematic way with our client’s health and safety at the forefront. Thank you to each and every one of you for what you are doing on a day to day basis to keep your patients, employees and families safe. We will survive and our normal may not look like it did a few short months ago but we will adapt and move forward!

A warm welcome to Lucy Carlson the new ABOHN Executive Director. I have had the honor and pleasure of working with Lucy as a fellow ABOHN Board member for the past 3 ½ years and I know she will work tirelessly to promote Occupational Health Certification.

Please know that the ABOHN staff continues to work and is available to you for your certification questions. Also look for your weekly ABOHN updates which includes news and resources.

Wishing you health and safety!

Michele
Michele I. Willis BSN, RN, COHN-S, FAAOHN
ABOHN Board Chair

Testing Resumes May 1, 2020

PSI is opening testing sites on a rolling basis based on each states’ re-opening protocols. ABOHN is extending the 50% Exam Rebate Fee through August 31, 2020.

For more information, please see page 7.

Call for Board of Director Nominees

ABOHN will require three (3) Directors for 2021-2022 Board

We constantly strive to represent all credentials (COHN, COHN-S, CM), industries, and regions, including Canada, with whom we have a Reciprocity agreement.

If you are interested in serving on ABOHN’s Board of Directors, please find the information online at www.abohn.org under the About Us tab and within the Board section.

THANK YOU!
ABOHN 2019-2020 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.

Introducing ABOHN’s New Executive Director!

Lucy Carlson MS, MPH, RN, COHN-S/CM

Lucy is a graduate of the University of Minnesota-Schools of Public Health and Nursing, attaining both MPH and MS degrees. She holds the COHN-S/CM credential and has occupational health (OH) experience in onsite clinical, business consultative and global corporate services.

Lucy’s employment history includes 18 years in acute care nursing positions and over 25 years as an OHN including: Honeywell Corporate Headquarters, Allina Employee Occupational Health Services Manager, Community OH program Director, and OH Manager in the 3M Corporate Medical Department.

Lucy has worked with OHNs globally to develop and implement training, professional development and maintain corporate Global Health Standards. She is an Affiliate Instructor in the Division of Environmental Health Services, School of Public Health at the University of Minnesota. Lucy has served for 4 years on the board of ABOHN.

Welcome Lucy and best of luck in your new position!
CERTIFIED OCCUPATIONAL HEALTH NURSE (COHN)

Abeson, Samantha
Aberto, Marisol
Alakoby, Jedrich Aaron
Ayotte, Linda
Bassett, Cheval
Birdwell, Desiree
Bond, Netanya
Brakeman, Jeremy
Braun, Misty
Brennan, Karen
Burden, Angela
Campbell, Nelda
Chion, Dina
Cofrancesco, Ann
Collingswood, Linda
Compton, Dina
Comstock, Danielle
Crimarco, Virginia
Crotz, Ashley
Davis, Terri
Delgado, Shari
Diekemper, Samantha
Driver, Jennifer
Doyan, Tina
Du, Junrong
Edstrom, Pamela
Estrada, Susanna
Estrin, Barbara
Farrar, Ann
Fernandez, Jennifer
Florer, Kathy
Floming, Joyce
Freeman, Robert
Fulkerson, Michael
Fung, Angela
Ganz, Janice
Genovese, Faith
Graham, Stacey
Gray, Chevon
Greenwood, Theresa
Haight, Jeffrey
Hale, Jennifer
Henry, Karen
Huber, Faye
Hubert, Leanna
Johnson, Lindsay
Jordan, Susan
Jusko, Margaret
Karolosky, Danielle
Keith, Mary Ann
Kirchhoff, Colleen
Knight, Mindy
Leathers, Deborah
Lef广东省, Martha
Lockhart, Trisha
Marno, Charlotte
McCormick, Carla
McCoy, Jennifer
McKown, Ashley
Miller, Eva
Mora, Jennifer
Munce, Valerie
Nethercot, Raquel
O’Connor, Jillian
Ostrander Kathy
Pagica, Laurette
Paciga, Aiziza
Penton, Jonette
Powers, Norreen
Princiceto, Roberta
Radcliff, Charlene
Rayer, Karen
Redmond, Michael
Richards, Cathleen
Salmas, Misty
Salman, Natal
Sams, Nicole
Schnitt, Anu
Sekeres, Beck
Seyder, Donna
Shoie, Clinton
Stiemel, Joanne
Steph, Amy
Steph, Theresa
Sterback, Clare
Stinner, Diana
Tropoa, Lisa**
Tosovarsik, Debra
Vassquez, Christine
Villare, Debra
Voss, David
Walden, Ashley
Weber, Mary
Weingart, Olivia
White, Casey
Williams, Sharon
Yarbrough, Dorothy
Young, Amber
Ziegler, Sandra
Zunik, Jessica

CERTIFIED OCCUPATIONAL HEALTH NURSE - SPECIALIST (COHN-S)

Allison, Chely
Ang, Bessey
Austin, Amanda
Barrowcliff, Dawn
Bartelt, Nicole
Bauer, Helen
Benjamin, Lynn
Boutwell, Kimberly
Bryant, Cynthia**
Bryant, Lisa
Buckley, Robin
Cabos, Christi
Carr, Candice
Caruso, Elizabeth
Casey, Linda
Cheung, Shu-kang
Cicchetti, Phyllis
Clingendon, Dawn
Colman, Patricia
Colman-Fortell, Bri Bi
Coller, Amanda
Costello, Christopher
Cromenswett, Nancy
Cruz, Shere
Dambroze, April
Deitz, Robb
Dougherty, Frances
Durkan, Virginia
Edward, Meg
Euell, Anita
Evans, Brenda
Farris, Aarteka
Fischer, Marlene
Fox, Judy
Froncoschiz, Nina
Frazier, Marie
Gervasoni, Erin
Gibson, Jenna
Gibson, Linda
Gonzalez, Maranda
Green, Stacy
Grissom, Danielle
Grigs, JoAnn
Grooms, Kore
Groover, Robin
Grubbs, Katharine
Guil, Brent
Hagen, Adele
Haidet, Chad**
Hale, Matthew
Hammond, Stephanie
Hanfield, Mandi
Harris, Nenan
Hartel, Paula
Hasson, Melissa
Havum, Jeyoe
Hopkins, Sarah
Howlett, Sandra
Hughes, Megan
Ingram, Melissa
Jewell, Karen
Johnson, Rebecca
Johnson, Deborah
Kanthak, Martha
Kelley, Jessica
Kelly, Kathleen
Kennedy, Miranda
Kershner, Kateley
Kiker, Debra
Kim, Jung
Kincaid, Marie
Koll, Monique
Kropp, Kelly
Kwon, Soo Young
Landry, Melissa
Leidaber, Chrystal
Llagon, Reynante
Lockhart, Tammy
Luckett, James
Machaua, Rebecca
Makurat-Coore, Christy
Malone, Christine
Margraie, Sarah
Marion, Jenelca
Mase, Tab
Mackay, Michelle
McManus, Pauline
McQuarrie, Jocelyn
Mendenhall, Carrie
Merrill, Janet
Micka, Tiffany
Monroe, Zackie
Mourad, Carolyn**
Nardone, Regina
Naito, Angela
O’Regan, Kerri
O’Reilly, Kimberly
Porter, Jennifer
Powell, Elizabeth

** Indicates passed an ABOHN Core Credential and CM examination in the same year.

Join us in congratulating these occupational health nurses for their accomplishments and for their right to use the COHN, COHN-S and CM credentials which they gained last year by passing stringent examinations for certification.

We proudly present the ABOHN Class of 2019

Baron, Lisa
Barrell, Sally
Blankenship, Beth
Bryant, Cynthia**
Ciscoy, Kimberly
Delgado, Shary**
Eckhart, Dena
Florida, Mary
Gianos, Sara
Haidet, Chad**
Hauschildt, Margaret
Johnson, Cynthia
King, Diane
Lamp, Cara
Mourad, Carolyn**
Savant, Susan
Tropoa, Lisa**
Wyzkiewicz, Pamela
The ABOHN Examination Development Advisory Committee (EDAC) were the catalysts needed to update our COHN, COHN-S, and CM examinations based on the findings of the ABOHN 2018 Practice Analysis. During all of 2019, this group of volunteers wrote hundreds of questions and reviewed all forms of the examinations including categorizing all questions per the blueprints.

Thank you to the EDAC for their contributions. We appreciate your work and dedication to ABOHN to and OH nursing.

Pictured Above:
**Back Row:** Nathan Britt, Debbie George, Paula Kerns, Anne Robbins, June Magnussen, Peter Mott, Derlene Spence-Ogilvie
**Front Row:** Jean Drevdahl-Orchard, Lisa Wolf, Shelly Warrick, Pat Paquin, Michelle Edwards, Shari Turley

ABOHN instituted a Testing Black Out beginning in December of 2019 through February 2020.

The final examinations of the “old” test forms were given in November 2019.

ABOHN offered a 50% Rebate of the Exam Fee for those applicants who would sit the exams in March 2020.

We require a large group of individuals willing to take the exam, but not receive their official scores at the time of the exam in order to perform a final review and cut score.

The ABOHN Standard Setting Committee (SSC) met in Olathe Kansas with our testing agency, PSI, for a final review of all forms for each examination. Per NCCA Accreditation Standards, we needed a second group of people, with little overlap of EDAC individuals to have more SMEs review and vet the questions, answers, and references against the test blueprint.

Thank you to the SSC for their contributions. We appreciate your work and dedication to ABOHN to and OH nursing.

Pictured Above:
**Front Row:** Peter Mott, Cherie Holodnick, Michelle Jones, Nancy Stewart
**Back Row:** Jean Orchard, Nina Larkins, Derleen Spence-Ogilive, Waynette Boyd, Debbie George, Paula Gray, Anne Robbins, Becky Edge, Melinda Cordova

**Not Pictured:** Phyllis Symulesk

The updated examinations for COHN, COHN-S and CM were available for testing starting Monday March 2, 2020.
Along with the rest of the world, COVID-19 interfered with our projected testing revisions. Our timeline for completion of the new cut scores and opening up to regular testing was thrown out the window. Our deliverable dates are no longer valid:

April 1, 2020
Generate item analysis for exams

April 13-15, 2020
Webex with EDAC to review item statistics, make scoring adjustments as needed.

April 20-24, 2020
Webex with ABOHN BOD to review Standard Setting Study results and make official cut score decisions

May 1, 2020
Mail official results to Candidates.

May 4, 2020
Exams in instant scoring mode with pass/fail decisions.

Based on our previous project time line, we have tentative dates for the final review and cut scores:

September 1, 2020
Generate item analysis for exams

September 13-15, 2020
Webex with SMEs to review item statistics, make scoring adjustments as needed.

September 20-24, 2020
Webex with ABOHN BOD to review Standard Setting Study results and make official cut score decisions.

October 2, 2020
Mail official results to Candidates.

October 5, 2020
Exams in instant scoring mode with pass/fail decision.

Based on our previous project time line, we have tentative dates for the final review and cut scores.

Revised Testing Begins—AGAIN!

PSI begins testing again on May 1, 2020, based on individual state mandates to open testing venues and precaution measures.

ABOHN extends the 50% Exam Rebate Fee through August 31, 2020.

2019-2020 Testing Timeline—Continued
ABOHN Board Activities

The ABOHN Board of Directors (BOD) worked diligently in the past six months to support the mission and goals of ABOHN and certified OHNs.

Exam Development Advisory Committee (EDAC) - Directors continue their work with the (EDAC) committees for the COHN, COHN-S and CM examinations to complete the testing of new items. This included categorizing all questions per the blueprints and confirming all references. This was not a small task and took many long hours of meetings for everyone involved. A big THANK YOU to EDAC committee members for your dedication and commitment to excellence in occupational health nursing!

Standard Setting Committee (SSC) - We appreciate the many ABOHN certified OHNs who volunteered to be members of the Standard Setting Committees (SSC) for each of the examinations. The SSC and Directors met in Kansas City in February to review each question in the new examinations and recommended "cut" scores. Thank you to everyone involved in this valuable and required activity!

BOD Committees - Directors participate on core committees that contribute to ABOHN operations. Highlights of committee activities include:

- **Research Committee** completed a poster on the findings of the 2018 Practice Analysis. The poster is a useful tool for communicating the practice analysis process and how the results guide the certification examinations. Watch for the poster at future conferences!
- **Public Relations Committee** promoted and communicated the Testing Blackout Dates and Examination Fee Rebate. Advertising was completed for the open BOD and Executive Director positions.
- **Nominations Committee** provided the BOD with a full slate of candidates for open Director positions. The committee identified members of the EDAC and SSC committees.
- **Finance Committee** made recommendations for the examination rebate and developed a draft 2020 ABOHN Budget for approval at the January board meeting.

Semi-annual BOD Meeting

The ABOHN Board of Directors (BOD) met in Albuquerque, NM on January 22-25 for the semi-annual board meeting. Every item on the full agenda was accomplished including the election of new board members, interviews and selection of an Executive Director and approval of the 2020 budget!

In addition, the ABOHN Board of Directors reviewed the Strategic Plan. The Board reviews the Strategic Plan throughout the year to make sure that the business is on track.

Strategic Plan - For 2020-2021, the Board is focusing on the following strategies and initiatives:

**Strategy 1: Customer Value**

- **Provide support to applicants/candidates**
  1. Continue survey of successful candidates.
- **Recognize currently certified**
  1. Certified OHNs celebrating a 10-year certification milestone will be recognized in the Fall 2020 newsletter.
  2. Recruit A Colleague: ABOHN will send information on our Recruit A Colleague initiative to all new credential holders as part of their package they receive after they have passed their exam.

**Strategy 2: Quality**

- **Compliance with regulatory guidelines**
  1. NCCA Accreditation – ABOHN’s credentials, COHN, COHN-S, and CM, are accredited by the National Commission for Certifying Agencies (NCCA).
  2. Examination Pass Rate Review - The Board closely monitors exam results monthly.
  3. Examination Development – ABOHN continues to revise and update the exams to reflect the findings in the latest practice analysis.

**Strategy 3: Sustainability**

- **ABOHN remains financially viable**
  1. Financials reviewed monthly by the Governing Council.

- **Item bank maintained in continued state of readiness**
  1. Maintain 12 Subject Matter Experts (SMEs) on the Exam Development Advisory Committee (EDAC).

**Strategy 4: Outreach and Growth**

- **Public Relations**
  1. Send a special recognition to the certified OHNs during April OHN week.
  2. Publish the names of the recent newly certified OHNs, who took the exam in the previous month.
Test Centers Openings

PSI plans to reopen Owned and Operated test centers in the United States May 1, 2020 based on jurisdictional analysis to determine each state’s allowance and/or restrictions for operating.

- Sites will reopen meeting social distancing standards, at reduced capacity to allow for candidate spacing. Please note that scheduling options may be limited as a result. PSI will evaluate demand daily to plan for extra hours as needed.
- All health and safety requirements have already been implemented.

PSI has created a frequently asked questions document which can be found at https://www.psionline.com/wp-content/uploads/psi-services-covid-19-faqs.pdf. This link will be continually updated, so please check back frequently.

ABOHN Testing Resumes

50% Exam Fee Rebate Extended

As COVID-19 continues to affect our lives and OHNs are part of the essential front line workers, ABOHN is extending the 50% Examination Rebate Fee through August 31, 2020. The rebate is based on the U.S. Exam Fee cost of $400.00 for COHN and COHN-S and $250.00 for Case Management.

ABOHN needs a significant number of applicants to take the exams during so the final vetting and cut scores can be determined. Those that take an exam from May 1, 2020 through August 31, 2020 will not receive their exam results until October. While we realize that this is an inconvenience, it is necessary for our exam development.

The application process and fees are:

- Submit an application and required documentation to the ABOHN office for the COHN, COHN-S and CM with the non-refundable $150.00 application fee. (Online or by mail)
- After acceptance into Candidate status, an invoice will be sent for the exam fee which must be paid in full. $400.00 for the COHN and COHN-S. $250.00 for the CM.
- Candidates who schedule and take the exam by the 8/31/2020 deadline will receive a rebate check with their official results.

  **COHN Rebate**  = $200.00  
  **COHN-S Rebate**  = $200.00  
  **CM Rebate**  = $125.00

If you have any questions, please contact the ABOHN office at 630-789-5799 or info@abohn.org.

Recruit A Colleague!

Congratulations to

**Candace Sandal, COHN-S**

of Delaware for winning the 2019 *Recruit A Colleague for Certification* program award. Candace received a $300.00 check for encouraging her colleague to sit for the exam. ABOHN credential holders recruited 145 fellow colleagues to apply for the examinations in 2019.

All Certified Occupational Health Nurses (COHN) and Certified Occupational Health Nurse—Specialists (COHN-S) can recruit a fellow nurse working in occupational health. Prospective candidates can indicate on their application a particular COHN/COHN-S holder who has recruited them to initiate the process for certification. The ABOHN office keeps track of these individuals and a random drawing is conducted to pick the winner.
Credentialing Statistics—Year End

The ABOHN Board of Directors are tasked with many challenges in order to sustain a specialty credentialing program. Table 1 shows the official ABOHN Active, Inactive and Retired certification holders that were in our database system as of 12/31/2019. As the base of our credential holders approach retirement age, we see a decline in Active credential holders. Table 2 shows the number of candidates and the pass rate for each exam over the past years.

<table>
<thead>
<tr>
<th>CREDENTIAL</th>
<th>ACTIVE</th>
<th>INACTIVE</th>
<th>RETIRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>COHN</td>
<td>813</td>
<td>9</td>
<td>67</td>
</tr>
<tr>
<td>COHN/CM</td>
<td>166</td>
<td>0</td>
<td>14</td>
</tr>
<tr>
<td>COHN-S</td>
<td>1720</td>
<td>17</td>
<td>426</td>
</tr>
<tr>
<td>COHN-S/CM</td>
<td>378</td>
<td>8</td>
<td>110</td>
</tr>
<tr>
<td><strong>Total 12/31/2019</strong></td>
<td><strong>3077</strong></td>
<td><strong>33</strong></td>
<td><strong>617</strong></td>
</tr>
<tr>
<td><strong>Total 12/31/2018</strong></td>
<td><strong>3200</strong></td>
<td><strong>22</strong></td>
<td><strong>554</strong></td>
</tr>
</tbody>
</table>

*These numbers do not include those certificants’ whose renewal and/or recertification paperwork was processed after 12/31/2019.

Credentialing Statistics—Pass Rate Percentage

<table>
<thead>
<tr>
<th>Exam Session</th>
<th>COHN</th>
<th>COHN-S</th>
<th>CM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Candidates</td>
<td>Number Passed</td>
<td>Percentage Passed</td>
<td>Candidates</td>
</tr>
<tr>
<td>2014</td>
<td>86</td>
<td>70</td>
<td>77%</td>
</tr>
<tr>
<td>2015</td>
<td>64</td>
<td>48</td>
<td>75%</td>
</tr>
<tr>
<td>2016</td>
<td>53</td>
<td>34</td>
<td>64.2%</td>
</tr>
<tr>
<td>2017</td>
<td>84</td>
<td>68</td>
<td>80.9%</td>
</tr>
<tr>
<td>2018</td>
<td>99</td>
<td>70</td>
<td>71.4%</td>
</tr>
<tr>
<td>2019</td>
<td>144</td>
<td>92</td>
<td>63.9%</td>
</tr>
</tbody>
</table>

The number of COHN and COHN-S candidates who passed their certification examination in 2019 was down significantly. Taking the correct test based on your practice, not education, has a direct impact on the exam passing point. We attribute the increase in testing volume to the Testing Black Out implemented in 2019. Many of the candidates expressed their desire to test before the new exams went into effect.
Recertification is required to maintain your credential. Every year there are nurses who retire, change jobs into non-occupational health fields and/or ABOHN has lost contact. All of these areas impact the percent of ABOHN credential holders that recertify each year. Table 3 shows ABOHN’s recertification data for the past few years. The current fees associated with all ABOHN’s tests; application, exam, renewal and recertification can be found in Table 4.

<table>
<thead>
<tr>
<th>Recertification Year</th>
<th>Certificants Due for Recertification</th>
<th>Certificants Achieved Recertification</th>
<th>Percent of Recertification</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>1131</td>
<td>388</td>
<td>64%</td>
</tr>
<tr>
<td>2014</td>
<td>1096</td>
<td>783</td>
<td>69%</td>
</tr>
<tr>
<td>2015</td>
<td>962</td>
<td>752</td>
<td>78.6%</td>
</tr>
<tr>
<td>2016</td>
<td>721</td>
<td>567</td>
<td>58%</td>
</tr>
<tr>
<td>2017</td>
<td>564</td>
<td>451</td>
<td>62.6%</td>
</tr>
<tr>
<td>2018</td>
<td>520</td>
<td>327</td>
<td>93.4%</td>
</tr>
<tr>
<td>2019</td>
<td>615</td>
<td>530</td>
<td>86.2%</td>
</tr>
</tbody>
</table>

*Table 3 – Recertification Statistics*

**Application, Renewal and Recertification Fees and Guidelines**

<table>
<thead>
<tr>
<th>COHN/COHN-S</th>
<th>Case Management</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Fee</td>
<td>$150.00</td>
<td>Good for 90 days from the date of approval from the ABOHN office.</td>
</tr>
<tr>
<td>Examination Fee</td>
<td>$400.00</td>
<td>Must be paid within 90 days from the date of the invoice from the ABOHN office and is good for 120 days.*</td>
</tr>
</tbody>
</table>

*If you fail to schedule an appointment and sit for your examination before the expiration date, your examination authorization will be voided and you will have to pay for another application and examination fee.

<table>
<thead>
<tr>
<th>Exam Authorization (Extension Fee)</th>
<th>$50.00</th>
<th>$50.00</th>
<th>One time, 60 day extension to the original 120 day authorization period.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yearly Renewal Fee</td>
<td>$150.00</td>
<td>$50.00</td>
<td>Renewal payments are required every year before the credential holders’ expiration date.</td>
</tr>
<tr>
<td>Recertification Fee</td>
<td>$150.00</td>
<td>$50.00</td>
<td>Recertification occurs every 5 years. Paperwork and the yearly renewal fee is required before the credential holders’ expiration date.</td>
</tr>
<tr>
<td>Late Fee</td>
<td>$100.00</td>
<td></td>
<td>A late fee is charged if ABOHN does not receive your Recertification or Renewal paperwork and annual fee by the due date of your credential.</td>
</tr>
</tbody>
</table>

ALL ABOHN FEES ARE NON-REFUNDABLE

*Table 4 – Application, Renewal and Recertification Fees and Guidelines*
ABOHN’s Vision
ABOHN Certification is recognized and valued as the standard to maximize the health and safety of workers worldwide.

ABOHN’s Mission
to promote a standard of excellence in occupational health nursing through credentialing.

Principles and Values
To accomplish its mission and vision, ABOHN commits its resources to achieving the following principles and values:

- Establish and promote credentialing standards for professional occupational health nurses.
- Publicly recognize individuals who demonstrate that they meet these standards.
- Elevate the quality of occupational health nursing practice.
- Stimulate the development of improved educational standards and programs in the field of occupational health nursing.
- Encourage occupational health nurses to continue their professional education.
- Perform the above unrestricted by consideration of national origin, race, creed, disability, color, age and gender.
- Create value for employers, their employees and the occupational health professional.
- Seek inclusion by partnering with organizations that share ABOHN’s mission and values

ABOHN
7250 W. College Dr. #2 SW
Palos Heights, IL 60463
630-789-5799
info@abohn.org
www.abohn.org

ABOHN STAFF
Executive Director
Lucy Carlson, MS, MPH, RN, COHN-S/CM
Managing Director
Carole M. Casak, MBA
Administrative Assistant
Molly Taylor, BS