Safety Culture in Research

Amy Haberman - Director of Safety, College of Engineering, Univ. of Florida
Prior to 2013 - EHS "police" - us vs. them attitude, annual (or less) inspections, etc.
After national safety incidents, sparked a change in how things were done.
UofF - set up a Faculty Safety Committee (we use staff at UofU - perhaps it should also include faculty?)
Established a full-time dedicated safety position within the college - reports to Associate Dean for Research & Facilities
Person spent first 6 months observing & inspecting
Also did a safety culture survey (Spring 2014) - the results were interesting
IT WOULD BE GOOD TO GET A COPY OF THEIR SURVEY
Approach was to try and create a new culture
Established Health and Safety Objectives - GET COPY OF SLIDE
Coupled with Attributes of a Gator Engineer
CONNECT, not inspect (acronym spelled out to help facilitate safety)
New Faculty Orientation - she presents information at this event
Incentivize - "No Findings" Club, students earn Safety Certificate - can be useful for on resume, monthly seminars
Gave details for safety certificate - includes attending 5 safety seminars offered by college, plus applicable training offered by EHS
GET COPY OF SLIDES - Some great ideas here
Partnered w/ExxonMobil
Student safety councils - THIS WOULD BE A GOOD IDEA - see slide
Safety added as an element of performance evaluations for Faculty and Graduate students
Safety Action Team - more like our current College Safety Committee
Interesting plot of EHS compliance results

Craig Merlic - Executive Director of the UC Center for Laboratory Safety, UCLA
Accident - Dec. 29, 2008 - student Sheharbano Sangji - died in lab accident due to severe burns
Felony charges filed against the professor, UCLA, and the UC system
Professor was charged, settled with District Attorney, a legal question is
still pending as to whether a professor can be charged in a university setting
This accident (and others) has truly changed academic safety practices and culture
Discussed/presented UCLA response
- changes from Chancellor on down to students
- included adding a new Assoc. Vice Chancellor for Research - Laboratory Safety
- new structure for campus safety committees - a safety oversight committee report in to vice chancellor for research - this committee is over all schools/colleges, including medicine (faculty-led committee)
- changes also with EHS, including increased staff and many other changes (see slide)
- faculty - requirement list is extensive (see slide)
- graduate students - see slide for changes and outcomes
- slide regarding activities in the UC Center for Laboratory Safety
Safety Training Consortium - organization of research universities developing online safety training modules - has 40 university campuses to date - cost $1 per research per year

Safety Culture - What people do when no one is looking?
Safety Outcomes - what incidents occur?, Where do incidents occur? How often do incidents occur? - they didn't have real good data, so they needed to track it better
Slide that shows results of study on impact of PI engagement on number of injuries in the lab
VERY GOOD SLIDE - need to get copy to show new faculty and others
Use of Lab Coats for reducing chemical exposures - lists performance for lab coats
Gave out free lab coats to everyone (UCLA) - they came up with new coat material (see slide)
Lab safety is a lot like exercise - thinking about it once a month is not good enough
Engagement by faculty is the most effective action
For leaders - setting expectations is the best approach

William Drummer - EHS Manager, Dow Chemical Company
Dow-University Safety Partnership - Why, How, Results
Interesting - New Employee Observations - good slide to review
UCLA - Texas Tech - Yale - accidents - a summary
List of Key Attributes of Dow Safety Culture - GOOD SLIDE
- leadership engagement and accountability are key issues, not just consider safety to be the responsibility of EHS
Good program promotes a safety mindset in the future workforce of the chemical community. Companies notice, and may help them have increased interest in recruiting from that institution
Dow-University partnership - steps listed - launched a pilot w/3 universities in summer 2012
They also sponsored lab safety workshops at DOW over a range of topics
Key learnings from pilots - some challenges - useful slide
- safety being perceived as a separate activity, instead of part of every activity
DOE Lab Safety Academy - since 2013 25,000+ viewers
Safety.dow.com - many useful resources here - slides shows the different training modules

Douglas Friedman - Senior Program Officer - National Academy of Sciences
Study - Safe Science: Promoting a Culture of Safety in Academic Chemical Research
Is providing an overview/briefing of the report
Institution-wide recommendations provided - SOMETHING FOR THE NEW VP FOR RESEARCH TO CONSIDER IMPLEMENTING?
- one included having safety culture somehow reflected in RPT guidelines
Students are very dependent on their advisors for their future and their training. It is very important that the faculty mentor promotes research safety as having more value than research productivity, and not the other way around.
Develop a research group dynamic that includes safety, and open communication - start from where we are and try to improve. Students need a voice - they have to feel they can go to their PI, or their dept. head or safety person if they have concerns.
Incident reporting and near-miss reporting (if they are non-punitive), can be helpful in assessing safety and planning for or avoiding future incidents. Incorporate hazard analysis into laboratory notebooks, prior to experiments, integrate it into the research process.
Q&A:
Discussion about fatigue and impact on injuries.
Dow has general restriction on lab use - 6 am to 6 pm
At a large institution - one participant mentioned hiring a full-time safety officer (like Florida), but now he is at a small institution, and they can't do that.
Teaching labs - easily monitored, and can limit times
Research labs - much more difficult