

## CURRICULUM VITAE

### Natalie Virginia Schwatka, PhD, AEP

#### I. CURRENT POSITION

Assistant professor, tenure track      Department of Environmental and Occupational Health  
Center for Health, Work and Environment  
Colorado School of Public Health  
University of Colorado, Anschutz Medical Campus

Work address      Center for Health, Work and Environment  
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#### II. EDUCATION

2011 – 2014      Doctor of Philosophy, Environmental Health, Ergonomics & Human Factors Specialization, Colorado State University, Fort Collins, CO  
Dissertation: “Managing through measurement: Occupational health and safety in the construction industry”

2010      Internship, Risk Management, Pinnacol Assurance, Denver, CO

2009 – 2013      Centers for Disease Control/National Institute for Occupational Safety and Health Mountain & Plains Education and Research Center Fellowship

2009 – 2011      Master of Science, Environmental Health, Ergonomics & Human Factors Specialization, Colorado State University, Fort Collins, CO  
Thesis: “The impact of the aging workforce on injury in the construction industry”

2008      Research Assistant, Department of Public Health & Preventative Medicine, Oregon Health Sciences University, Portland, OR

2005 – 2008      Bachelor of Arts, Psychology, University of Portland, Portland, OR

#### III. ACADEMIC POSITIONS

2017 – Present      Assistant professor (tenure track), Department of Environmental and Occupational Health, Center for Health, Work and Environment, Colorado School of Public Health, University of Colorado, Anschutz Medical Campus

- 2015 – 2017 Instructor, Department of Environmental and Occupational Health, Center for Health, Work and Environment, Colorado School of Public Health, University of Colorado, Anschutz Medical Campus
- 2014 - 2015 Research Associate, Center for Health, Work and Environment, Department of Environmental and Occupational Health, Colorado School of Public Health, University of Colorado, Anschutz Medical Campus

#### **IV. AWARDS & HONORS**

- 2019 Delta Omega National Honorary Society in Public Health
- 2012 – 2013 DeField – Buchan Memorial Scholarship
- 2011 Outstanding Graduate Student Researcher of the Year, Colorado State University, Environmental Health Sciences
- 2010 Erma Byrd Scholarship

#### **V. PROFESSIONAL ASSOCIATIONS**

- 2018 – Present Society for Occupational Health Psychology
- 2018 – Present American Society of Safety Professionals
- 2011 – 2013 American Industrial Hygiene Association
- 2010 – Present American Public Health Association
- 2009 – 2014 Human Factors and Ergonomics Society

#### **VI. PROFESSIONAL LEADERSHIP AND SERVICE**

At a national level, Dr. Schwatka aims to contribute to the Total Worker Health scientific and practice-based communities. She has served on professional association boards and contributed to their scientific meetings and efforts to help their members with professional development. Within Colorado, Dr. Schwatka serves both the Center for Health, Work & Environment and the Department of Environmental and Occupational Health through committee membership.

##### **National**

- 2018 – American Society of Safety Professionals (ASSP)  
Total Worker Health Task Force Member  
ANSI Total Worker Health Standard: Editing team
- 2018 – 2019 Association of Occupational Health Professionals in Healthcare (AOHP)  
Getting Started in Occupational Health in Healthcare Manual,  
Total Worker Health Reviewer
- 2015 – 2018 American Public Health Association (APHA)  
Occupational Health and Safety Section Councilor &  
International Conference Scientific Program Co-Chair

2014 – 2015 National Occupational Research Agenda (NORA)  
Construction Sector Council Safety Climate Work Group:  
Develop “how to” guides on several topics to help contractors  
implement programs that will improve safety climate on their job  
sites. See May 2017 position statement from the American  
Industrial Hygiene Association:  
<https://www.aiha.org/government-affairs/Pages/Position-Statements-and-Resources.aspx>

**Regional**

2014 – Present National Institute for Occupational Safety and Health Mountain and  
Plains Education and Research Center – Alumni board chair

**Center**

2017 – Present NIOSH Mountain and Plains Education and Research Center –  
Occupational Ergonomics and Safety Deputy Program Director

2015 – 2016 Center for Health, Work and Environment – PRA Search Committees

**Department**

2018 Environmental & Occupational Health Department – PRA Search  
Committee

2018 Environmental & Occupational Health Department – Associate/Full  
Professor (tenure track) Search Committee

2017 – Present Environmental & Occupational Health Department – Total Worker  
Health Certificate Committee

2015 – Present Environmental & Occupational Health Department - Curriculum  
Committee

2015 – Present Environmental & Occupational Health Department – MPH admissions  
Committee

**VII. PROFESSIONAL DEVELOPMENT**

2020 Social Network Analysis. ICPSR Summer Program in Quantitative  
Methods of Social Research. Taken as part of K01 grant activities.

2020 MBAX 6561 Executive leadership. University of Colorado Boulder  
Leed’s School of Business. Taken as part of K01 grant activities.

2019 BIOS 6628 Latent variable methods. Colorado School of Public Health,  
University of Colorado Anschutz Medical Campus. Taken as part of  
K01 grant activities.

2019 PSY 7262 Health psychology I. Department of Psychology, University  
of Colorado Denver. Taken as part of K01 grant activities.

2018-2019 Colorado Clinical Translational Sciences Institute (CCTSI) Colorado  
Mentor Program. Role: Mentee. Mentor: Dr. Lee Newman.

2016 Teaching Individual/Agent Based Modeling. Humboldt State University.

2012 Confirmatory factor analysis & Structural equation modeling. Center for  
the Advancement of Research Methods and Analysis, Wayne State  
University.

**VIII. BOARD CERTIFICATION**

2016 - Present Associate Ergonomics Professional (AEP), Board Certified Professional Ergonomists

### **IX. REVIEW, REFEREE AND EDITORIAL ACTIVITIES**

Dr. Schwatka serves as a reviewer for regional and national conferences, journals, and grants.

#### **Conference Abstract Reviewer**

2015 – Present American Public Health Association Annual Conference  
2014 – Present Work, Stress, and Health Conference, American Psychological Association

#### **Manuscript reviewer**

- Journal of Occupational Health Psychology - Work, Stress, & Health Conference American Psychological Association, Best Intervention Competition
- National Institute for Occupational Safety & Health external manuscript reviewer
- American Journal of Industrial Medicine
- Occupational Health Southern Africa
- American Journal of Occupational & Environmental Medicine
- American Journal of Preventive Medicine
- Scandinavian Journal of Work, Environment & Health
- Journal of Occupational & Environmental Medicine
- BMC Public Health
- Personnel Review
- Annals of Work Exposures & Health
- Safety & Health at Work
- Journal of Safety Research
- Safety Science
- Journal of Occupational Rehabilitation

#### **Grant proposal reviewer**

2018 National Institute for Occupational Safety and Health/Harvard Education and Research Center: Pilot Projects  
2017 – Present National Institute for Occupational Safety and Health/Center for Health, Work & Environment, Total Worker Health Center of Excellence: Pilot Projects  
2015 – 2016 National Institute for Occupational Safety and Health/Mountain and Plains Education and Research Center: Pilot Projects

### **X. INVITED LECTURES, PRESENTATIONS & WORKSHOPS**

Dr. Schwatka has given regional, national, and international invited presentations. These presentations were community focused and aimed to translating research findings into practice. Audiences included businesses and occupational health and safety practitioners.

#### **Regional**

1. **Schwatka, NV.**, Tenney, L., Newman, L., & Shapiro, D. (April, 2020). "Total Worker Health Leadership Workshop." Workshop for University of Colorado School of Public Health leadership, Aurora, CO.

2. **Schwatka, NV.** (September, 2018). "Total Worker Health." Presentation for Pinnacol Assurance construction policy holders, Denver, CO.
3. **Schwatka, NV.** (August, 2018). "Total Worker Health Leadership Lab." Pre-event workshop during the 5<sup>th</sup> Annual Health Links Event, Parker, CO.
4. **Schwatka, NV.** (September, 2017). "Creating a sustainable culture of health and safety." Fall Workers' Compensation Series organized by Pinnacol Assurance and Network Insurance Services, Eagle, CO.
5. Newman, L, **Schwatka, NV**, Brown, C, Thompson, J, Scott, J. (Classes of 2016-2017 and 2017-2018). "Working for health: Inspiring employee and organizational wellbeing." Developed and delivered health and safety leadership training in the fall and spring, University of Colorado Excellence in Leadership Program, Denver, CO.
6. **Schwatka, NV.** (August, 2017). "Public health at work." ColoradoSPH New Student Orientation, Aurora, CO.
7. **Schwatka, NV.** (July and August, 2017). "Creating a sustainable culture of health and safety." Pinnacol Assurance Risk Management Symposium, Grand Junction, CO and Loveland, CO.
8. **Schwatka, NV.** (April, 2017). "Health and productivity at work." Denver Metro Chamber of Commerce, Healthcare Subcommittee, Denver, CO.
9. **Schwatka, NV.** (April, 2017). "Occupational health and safety." EC Electric's foremen safety training, Grand Junction, CO.
10. **Schwatka, NV.** & Crawmer, J. (April, 2017). "Foundations for Safety Leadership." Pinnacol Assurance Risk Management Symposium for Construction Companies, Denver, CO.
11. **Schwatka, NV.** (October, 2016). "Developing Safety Leadership Skills to Prevent On-the-Job Injuries and Fatalities." Tilt-up Concrete Association Conference and Expo, Denver, CO.
12. **Schwatka, NV.** (October, 2016). "Foundations for Safety Leadership." Poudre Valley Rural Electrical Association, Annual Employee Training Event, Fort Collins, CO.
10. **Schwatka, NV.** (June, July, and August, 2016). "Foundations for Safety Leadership." Pinnacol Safety Symposiums, Denver, CO, Grand Junction, CO and Colorado Springs, CO.
11. **Schwatka, NV.** (June, 2016). "A preview of a new, interactive training module for enhancing jobsite safety leadership." Wyoming Workforce and Safety Summit, Cheyenne, WY.
12. **Schwatka, NV.** (May, 2016). "A preview of a new, interactive training module for enhancing jobsite safety leadership." Oral presentation at the Rocky Mountain Safety Conference, Denver, CO.
13. **Schwatka, NV.** (October, 2014). "Injury prevention in the construction industry: What role do safety leaders play?" Injury and Violence Seminar Series, Pediatric Injury Prevention, Education, and Research (PIPER) Program. University of Colorado, Anschutz Medical Campus, Aurora, CO.
14. **Schwatka, NV.** (April, 2014). "Safety culture, leadership, and worker health and safety." Boeing Corp. Health and Safety team, Salt Lake City, UT.

#### **National**

1. **Schwatka, N. V.** (September, 2018). "Evaluation of the Foundations for Safety Leadership training module." Invited presentation, 11<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
2. **Schwatka, N. V.** & v.S. Brockbank, C. (August, 2018). "Health Risk Management with a Colorado Workers' Compensation Carrier." Invited presentation for a special

- Total Worker Health educational track, 30<sup>th</sup> Annual Workers' Compensation Institute Safety and Health Conference, Orlando, FL.
3. **Schwatka, N. V.** (April, 2016). "Ergonomics climate." Invited Webinar presentation for WORKSAFE IOWA: OSH Priority Network, University of Iowa, Iowa City, IA.
  4. **Schwatka, N. V.** (September, 2015). "Construction safety leadership training project." Invited presentation, 8<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
  5. Newman, L., Tenney, L., **Schwatka, N. V.** (October, 2014). "Creating healthy small businesses: Engaging and growing promising practices for health and safety." Invited Pre-conference workshop, National Institute for Occupational Safety and Health's 1<sup>st</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.

#### **International**

1. **Schwatka, NV.** (March, 2012). "Safety Culture: Origins & applications." Guest lecture, University of Sassari Department of Agriculture. Sassari, Italy.
2. **Schwatka, NV.** (March, 2012). "Safety Culture: Origins & applications." Occupational Health Service, ASL di Sassari. Sassari, Italy.
3. Hoffmeister, K & **Schwatka, NV.** (June, 2012). "Ergonomics Culture at John Deere." Annual International John Deere Ergonomics Conference, Des Moines, IA.

#### **XI. TEACHING**

Over the past four years, Dr. Schwatka has developed and directed courses in Total Worker Health and currently co-directs the TWH Certificate Program. She proposed and developed new course formats to meet the needs of the different education programs her department operates. She is passionate about giving students opportunities to apply knowledge out in the community through mentored field work. Outside of her Department, she regularly guest lectures in undergraduate and graduate classes at the University of Colorado, Denver and Colorado State University.

#### **Training program leadership**

##### *Colorado School of Public Health*

2018 – Present      Environmental & Occupational Health Department – Certificate in Total Worker Health Co-director

#### **Courses developed and taught**

##### *Colorado School of Public Health*

2018 – Present      EHOH 6636 Introduction to occupational safety & ergonomics. Hybrid 3 credit course for MPH students. Role: Course developer, director and instructor  
Spring, average 5 students per year

2018 – Present      EHOH 6629 Introduction to occupational safety & ergonomics. Online 2 credit course for occupational medicine residents and Total Worker Health certificate students. Role: Course developer, director and instructor  
Spring, average 5 students per year

2017 – Present      EHOH 6634 Spectrums of professions in health protection and health promotion. 1 credit online course. Role: Course director and Instructor  
Fall, average 10 students per year

2014, 2017 & 2019      EHOH 6630 Interdisciplinary symposium. 1 credit in-person and field experience. Role: Interdisciplinary course team preceptor

Spring, average 6 students per year

2016 EHOH 6629 Introduction to occupational safety & ergonomics. 2 credit hybrid course. Role: Course director and instructor  
Spring, 12 students

### **Mentoring**

#### *Colorado School of Public Health*

2017 – 2018 Courtland Keteyian, MD, MBA, MPH. University of Colorado, Colorado School of Public Health, Occupational and Environmental Medicine Fellow. “Predictors of repeated workers’ compensation claims.”  
Role upon graduation: Medical Director, Prevention & Community Health, Jackson Health Network, Jackson County Health Department

2017 – 2018 Julia Newman, MS-4, University of Colorado School of Medicine. “Organizational Total Worker Health practices and employee health.”  
Role upon graduation: Medical resident, Boston University

2017 – 2018 Eric Lucas, MPH Candidate, University of Colorado, Colorado School of Public Health. “Extending occupational injury surveillance using the Colorado trauma registry.”  
Role upon graduation: Data coordinator for the Health Facilities and Emergency Medical Services Division, Colorado Department of Public Health and Environment

### **Other teaching activities**

#### *Colorado School of Public Health*

2018 EPI Injury and Violence Epidemiology and Prevention. Instructor: Dawn Comstock, Department of Epidemiology. Role: Guest lecturer

2016 – Present EHOH 6628 Workplace health protection and health promotion. In-person course. Instructor: Lee Newman & Liliana Tenney (2016/2017), Joshua Scott (2018-present), Department of Environmental and Occupational Health. Role: Guest lecturer

2015 EHOH 6631 Occupational Medicine Residency Summer Lecture Series. Role: Guest lecturer

#### *University of Colorado, Denver*

2017 – Present PBHL 2020 Introduction to Environmental Health. Instructor: Lisa McKenzie (2017 & 2019), Sara Paul (2018) Department of Environmental and Occupational Health. Role: Guest lecturer

#### *Colorado State University*

2010 – 2012 ERHS 540 Ergonomics. Instructor: John Rosecrance, Department of Environmental and Radiological Health Sciences. Role: Guest lecturer

### **Advisor**

#### *Colorado School of Public Health*

2018 – Present Andy Sirois, MPH Candidate in Environment and Occupational Health

2018 – Present Ashley Brubaker, MPH Candidate in Environment and Occupational Health

2018 – Present	Brett Turner, MPH Candidate in Environment and Occupational Health
2018 – Present	Samira Fanga, MPH Candidate in Environment and Occupational Health
2019 – Present	Julie Brungardt, MPH Candidate in Environment and Occupational Health / Certificate in Total Worker Health
2019 – Present	Deborah Nielson, Certificate in Total Worker Health
2019 – Present	Obi Ngozi, Occupational & Environmental Medicine Resident / Certificate in Total Worker Health (advisor for certificate only)
2019 – Present	Sarah Levine, MPH Candidate in Environment and Occupational Health / Certificate in Total Worker Health (advisor for certificate only)

## **XII. RESEARCH RECORD**

Dr. Schwatka's research focuses on Total Worker Health surveillance, intervention development and evaluation, and translation of research into practice. Currently, she is a co-investigator on CDC/NIOSH projects focused on intervention development and evaluation and surveillance. As a researcher, she aims to understand how to develop practical organizational-level interventions that improve the working conditions of high risk populations, such as construction workers and small businesses.

### **GRANTS**

#### **Current Research Support**

01/01/06- 01/31/20	DOE DE FC01 05 EH04022 - \$1,249,980 Newman (PI) "DOE – Oak Ridge Associated Universities (ORAU) National Supplemental Screening Program (NSSP)" Role: Co-Investigator The major goal of this project is to determine the health consequences of exposure to toxic and radioactive materials encountered by former U.S. Department of Energy workers. I am a member of the research team, evaluating occupational health outcomes.
09/01/16 – 08/31/21	CDC/NIOSH U19 OH011227 - \$5,212,144 Newman (PI) "Rocky Mountain Center for Total Worker Health" Role: Co-Investigator, Small, Safe and Well (SSWell) Research Study The goal of the Center is to advance the overall safety, health and well-being of workers in Federal Health Region VIII and the nation, through transdisciplinary research, effective interventions, outreach and communications, education/training, and rigorous evaluation that inform improvements in all of the above. SSWell is a prospective, longitudinal randomized, controlled trial of an intervention to assess organizational leadership, organizational health and safety behavior change, and impact on individual worker outcomes.
07/07/2019 – 06/30/2022	CDC/NIOSH/K01 - \$324,000 Schwatka (PI) "Longitudinal study of Total Worker Health among small enterprises"



Role: Principal investigator

The goal of this career development award is to simultaneously provide additional training in Total Worker Health, business, and longitudinal data analysis as well as contribute to an understanding of how small business organizational support for Total Worker Health programming impacts worker health, safety, and wellbeing outcomes.

07/01/2020 –  
06/30/2025

CDC/NIOSH

Schwatka (Co-I)

“Mountain and Plains Education and Research Center”

Role: Co-Investigator

Co-director of the Certificate in Total Worker Health program.

### Completed Research Support

08/15/09 –  
08/15/13

Fellowship T42 OH009229

CDC/NIOSH

Mountain & Plains Education and Research Center

Role: Fellowship grant trainee in the Ergonomics & human factors program

10/01/10 –  
06/30/12

CDC/NIOSH T42 OH009229 - \$20,000

Hoffmeister (PI)

Mountain and Plains Educational Research Center

“Ergonomic climate in organizations: Development of an assessment tool”

Role: Co-Investigator

The goal of this project was to develop and evaluate a new measure of organizational climate, ergonomics climate, which is similar to the construct of safety climate.

10/01/10 –  
06/30/11

CDC/NIOSH T42OH009229 - \$10,000

Schwatka (PI)

Mountain and Plains Educational Research Center

“Impact of an aging workforce on workers’ compensation (WC) claims”

Role: Principal Investigator

The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.

12/01/10 -  
11/30/11

CDC/NIOSH/CPWR OH009762 - \$30,000

Rosecrance (PI)

“The role of aging on the type, nature and cost of construction injuries”

Role: Co-Investigator – Project Director

The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.

03/01/11-  
01/01/17

Pinnacol Assurance, Contract - \$160,000

Newman (PI)

- “Health Risk Management Project”  
Role: Co-Investigator  
The major goal of this project is to conduct a cohort-referent study to determine if health promotion interventions in small businesses improve worker health and a reduction in workers’ compensation injury claims and costs. Sub-goals of this project include investigating the interaction between health, safety and productivity at work via predictive modeling.
- 10/01/11 – 06/30/12      CDC/NIOSH T42 OH009229 - \$4,630  
Schwatka (PI)  
Mountain and Plains Educational Research Center  
“Impact of an aging workforce on workers’ compensation (WC) claims”  
Role: Principal Investigator  
The goal of this project was to utilize over 100,000 workers’ compensation claims to investigate the impact of the construction industry’s aging workforce on injury and illness and their associated costs.
- 09/01/14– 08/31/19      CDC/NIOSH/CPWR U60 OH009762 - \$991,202  
Goldenhar & Johnson (PIs)  
“Enhancing safety climate through leadership”  
Role: Consortium Co-Investigator  
The goal of this project is to develop and evaluate a safety leadership training program for construction site-supervisors, and to disseminate this training via the OSHA 30 course throughout the United States.
- 01/01/15 – 06/30/17      Pinnacol Assurance, Contract - \$302,310  
Schwatka (PI)  
“Health risk and workers’ compensation calculator”  
Role: Principal investigator  
The goal of this project is to develop and evaluate an interactive, online calculator for businesses to learn how employee health risk impacts the workers’ compensation usage. See Products of Scholarship Section for link to website.
- 01/01/17- 12/31/17      Pinnacol Assurance, Contract - \$65,870  
Newman (PI)  
“Total Worker Health Collaborative Research”  
Role: Co-Investigator  
The major goal of our collaborative research scope of work with Pinnacol Assurance is to develop predictive models of workers’ compensation claims and productivity at work, evaluate health and safety programs offered to policyholders and provide insight analyses for a variety of business groups within Pinnacol Assurance.
- 05/01/18- 04/30/19      Pinnacol Assurance - \$20,000  
Tenney & Schwatka (Co-PIs)  
“Total Worker Health® Leadership Training”  
Role: Co-Investigator

The goal of this project is to develop and pilot TWH leadership training that can be delivered across multiple industries.

05/01/19-  
04/30/20

Pinnacol Assurance - \$20,000  
Tenney & Schwatka (Co-PIs)  
“Total Worker Health® Leadership Training”  
Role: Co-Investigator

The goal of this project is to develop and pilot TWH leadership training for specific industries.

### Submitted grant applications

#### PUBLICATIONS

1. Number of original articles in peer-reviewed journals: 20  
*First author: 13*
2. Number of books: 0
3. Number of other publications (scholarly reviews, symposium papers, editorials, book chapters and proceedings): 1
4. Number of published or presented scientific abstracts: 44  
*Refereed abstracts: 44*
5. Letters-to-the-editor, technical reports, other publications: 5
6. Unpublished works (papers, submitted manuscripts, course syllabi, quality improvement projects, patient education materials, case studies or other creative work) available for review in written or electronic format: 2

#### Peer Reviewed Publications

\*indicates student mentored publication

1. **Schwatka, NV**, Butler, LM, & Rosecrance, J. C. (2012). An aging workforce and injury in the construction industry. *Epidemiologic Reviews*, 34(1): 156-157.
2. **Schwatka, NV**, Butler, LM, & Rosecrance, J. C. (2012). Age in relation to worker compensation costs in the construction industry. *American Journal of Industrial Medicine*, 56(3), 356-366. PMID: PMC4476058
3. Paulsen, R, **Schwatka, NV**, Gober, G, Gilkey, D, Anton, D, & Rosecrance, J. (2014). Cyclic and non-cyclic task evaluation using the Hand Activity Level in a manufacturing setting. *International Journal of Industrial Ergonomics*, 44(1), 32-38. PMID PMC4480210
4. Hoffmeister, K, Gibbons, A, **Schwatka, NV**, Rosecrance, J. (2015). Ergonomics climate assessment: A measure of operational performance and employee well-being. *Applied Ergonomics*, 50, 160-169.
5. **Schwatka, NV**, Rosecrance, J. (2016). Safety climate and safety behaviors in the construction industry: The importance of co-workers commitment to safety. *Work: A Journal of Prevention, Assessment & Rehabilitation*, 54(2), 401-413.
6. **Schwatka, NV**, Hecker, S, Goldenhar, LM. (2016). Defining and measuring safety climate: A review of the construction industry literature. *Annals of Occupational Hygiene*. 60(5): 537-550.
7. **Schwatka, NV**, Atherly, A, Dally, MJ, Fang, H, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, Witter, R, Reynolds, S, McMillen, J, Newman, L. (2017). Health risk factors as predictors of workers' compensation claim occurrence and cost. *Occupational and Environmental Medicine*. 74(1): 14-23.
8. Jinnett, K, **Schwatka, NV**, Tenney, L, vS Brockbank, C, Newman, L. (2017). Chronic Conditions, Workplace Safety, And Job Demands Contribute To Absenteeism And Job Performance. *Health Affairs(Millwood)*. 36(2): 237-244.

9. **Schwatka, NV**, Shore, E, Atherly, A, Weitzenkamp, D, Dally, MJ, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, McMillen, J, Newman, LS. (2018). Reoccurring injury, chronic health conditions, and behavioral health: Gender differences in the causes of workers' compensation claims. *Journal of Occupational and Environmental Medicine*. 60(8): 710-716.
10. **Schwatka, NV**, Tenney, L, Dally, M, Scott, J, Brown, C, Weitzenkamp, D, Shore, E, Newman, L. (2018). Small business Total Worker Health: A conceptual and methodological approach to facilitating organizational change. *Occupational Health Sciences*. 2(1): 25-41.
11. **Schwatka, NV**, Smith, D, Weitzenkamp, D, Atherly, A, Dally, MJ, vS Brockbank, C, Tenney, L, Goetzel, RZ, Jinnett, K, McMillen, J, Newman, L. (2018). The impact of worksite wellness programs by size of business: A three-year longitudinal study of participation, health benefits, absenteeism, and presenteeism. *Annals of Work Exposures and Health*. 62(Supplement\_1): S42-S54.
12. Thompson, J\*, **Schwatka, NV**, Tenney, L, Newman, L. (2018). Total Worker Health: A small business leader perspective. *International Journal of Environmental Research and Public Health*. 15(11): 2416.
13. **Schwatka, NV**, Tenney, L, Dally, M, v.S. Brockbank. (2019). Health risk calculator: An online, interactive tool to estimate how health impacts workers' compensation claim incidence and cost. *Journal of Environmental and Occupational Medicine*. 61(7): 597-604.
14. Keteyian, C, **Schwatka, NV**, Dally, M, Shore, E, Tran, M, Weitzenkamp, D, & Newman, L. (2019). The impact of industry and body part injured on repeat workers' compensation claims. *American Journal of Industrial Medicine*. 62(8): 680-690.
15. Goldenhar, LM, **Schwatka, NV**, & Johnson, S. (2019). Leadership Skills for Strengthening Jobsite Safety Climate. *Journal of Safety Research*. 70: 263-271.
16. **Schwatka, NV**, Goldenhar, LM, Johnson, S, Beldon, M, Tessler, J, Dennerlein, J, Fullen, M, Treu, H. (2019). A training intervention to improve frontline construction leaders' safety leadership practices and overall jobsite safety climate. *Journal of Safety Research*. 70: 253-262.
17. Shore, E., **Schwatka, NV**, Dally, M, Brown, C, Tenney, L, Newman, LS. (2020). Small business employees' perceptions of leadership are associated with safety and health climates and their own behaviors. *Journal of Environmental and Occupational Medicine*. 62(2): 156-162.
18. **Schwatka, NV**, Sinclair, R, Fan, W, Dally, M, Shore, E, Brown, C, Tenney, L, Newman, LS. (2020). How does organizational climate motivate employee safe and healthy behavior in small business? A Self Determination Theory perspective. *Journal of Environmental and Occupational Medicine*. 62(5): 350-358.
19. **Schwatka, NV**, Dally, M, Tenney, L, Shore, E, Brown, C, Newman, LS. (2020). Total Worker Health leadership and business strategies are related to safety and health climates in small business. *International Journal of Environmental Research and Public Health*. 17(6), 2142.
20. **Schwatka, NV**, Goldenhar, LM, Johnson, S (2020). Change in frontline supervisors' safety leadership practices after participating in a leadership training program: Does company size matter? *Journal of Safety Research*. XX: XXX-XXX.

### Book chapters

1. **Schwatka, NV**, Tenney, L, Newman, L. (2019). Health protection and health promotion in small business. In Burke, R. & Richardsen, A. (Eds.), *Increasing Occupational Health and Safety in Workplaces: Individual, Work, and Organizational Factors*. Edward Elgar Publishing: Cheltenham, UK.

### Technical Reports

1. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Predictors of workers' compensation claims: 2<sup>nd</sup> generation predictive modeling." Report prepared for Pinnacol Assurance.
2. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Predictors of workers' compensation claims: Review of the literature published from 2010-2016." Report prepared for Pinnacol Assurance.
3. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Pre-diabetes analysis: Diabetes risk score development, validation, and predictive capability assessment". Report prepared for Pinnacol Assurance.
4. **Schwatka, NV**, Shore, E, Weitzenkamp, D, Atherly, A, Tenney, L, Newman, L. (2016) "Trotter Wellness and Virgin Pulse health risk assessments: A preliminary data integration analysis". Report prepared for Pinnacol Assurance.

### Manuals & Guidelines

1. Gruden, M, Hagar, B, Pionk, C. (2019). *Getting started: Occupational health in the healthcare setting*. 16<sup>th</sup> edition. Association of Occupational Health Professionals in Healthcare (AOHP). Warrendale, PA. *Role: Wrote the section on Worker health and well-being (aka Total Worker Health)*.

### Products of Scholarship

1. Foundations for Safety Leadership. Occupational Health and Safety Administration (OSHA) 30-hour safety course. Approved 2.5-hour elective as of January 1, 2017.
  - a. *Curriculum material*: <https://www.cpwr.com/foundations-safety-leadership-fsl>
  - b. *OSHA 30-hour program requirements (see page 6)*:  
[https://www.osha.gov/dte/outreach/construction/construction\\_procedures.pdf](https://www.osha.gov/dte/outreach/construction/construction_procedures.pdf)
2. Health risk and workers' compensation calculator.
  - a. *Link to calculator*:  
<http://www.ucdenver.edu/academics/colleges/PublicHealth/research/centers/CHWE/Community/Pages/Health-Risk-Calculator.aspx>
3. Online Total Worker Health Leadership 101 training
  - a. <http://learn.chwe.ucdenver.edu/diweb/catalog/item/id/4991334/q/t=8863&c=6>

1

### Conference Abstracts

#### Oral presentation

1. **Schwatka, N. V.**, Fan, W, Dally, M, Scott, J, Shore, E, Brown, C, Tenney, L, Newman, L. (November, 2019). "Total Worker Health® strategies, climate, and employee motivation." Oral presentation, Work, Stress, & Health conference, Philadelphia, PA.
2. **Schwatka, N. V.**, Scott, J, Tenney, L, Newman, L. (November, 2019). "Evaluation of a small business Total Worker Health® leadership program." Oral presentation, Work, Stress, & Health conference, Philadelphia, PA.

3. **Schwatka, N. V.** (September, 2019). "Using a Design Sprint to Develop an Intervention for a Latino Day Laborer Organization." Oral presentation, 12<sup>th</sup> Annual Western States Occupational Health Network (WestON) conference, Denver, CO.
4. **Schwatka, NV** (May, 2019). Total Worker Health practice, research and education: Examples from Colorado. Oral presentation as part of a session titled "The practical role of the industrial hygienist in Total Worker Health – Tools and methods for integrating Total Worker Health exposure into IH core competency and practice areas." American Industrial Hygiene Conference and Exposition, Minneapolis, MN.
5. **Schwatka, NV**, Goldenhar, L, Johnson, S., Beldon, M., Rosecrance, J., Tessler, J., Dennerlein, J., Fullen, M., Weinstein, D., Treau, H. (October, 2018). Foundations for Safety Leadership (FSL): Evaluation of a safety leadership program to enhance jobsite safety climate in the construction industry. Oral presentation as part of a special session titled "Connecting Safety Culture to Safety and Health Management on Construction Jobsites", NIOSH National Occupational Injury Research Symposium (NOIRS), Morgantown, WV.
6. **Schwatka, NV**, Tenney, L, Dally, M, Brown, C, Weitzenkamp, D, Shore, E, Newman, L. (May, 2018). A description of small business employee perceptions of health and safety climates. Oral presentation, 2<sup>nd</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.
7. Tenney, L, Newman, L, **Schwatka, NV**, Scott, J, Rivera, K. (May, 2018). Engaging small and mid-size enterprises to apply Total Worker Health approaches through a community-based program. Presymposium workshop, 2<sup>nd</sup> International Symposium to Advance Total Worker Health, Bethesda, MD.
8. **Schwatka, NV**, Newman, L, vS Brockbank, C, Tenney, L, Dally, M, Jinnett, K, Atherly, A, Goetzel, R, McMillen, J, Weitzenkamp, D, Smith, D, Shore, E. (April, 2018). Value on investment for small business safety, health and wellbeing. Oral presentation, 32<sup>nd</sup> International Congress on Occupational Health, Dublin, Ireland.
9. **Schwatka, NV.** (April, 2018). Leveraging leadership to protect and promote employee health. Ignite oral presentation at the 10<sup>th</sup> Annual NIOSH MAP ERC Research Day Symposium, Broomfield, CO.
10. **Schwatka, NV**, Goldenhar, L, Johnson, S. (November, 2017). Training increases knowledge, understanding, intended use of safety leadership skills. Roundtable presentation, 145th American Public Health Association Annual Meeting, Atlanta, GA.
11. **Schwatka, NV**, Jinnett, K, Curran, K, Newman, L. (October, 2017). A case study of a public/private partnership to bring worksite wellness to small business. Symposium session, 4<sup>th</sup> International Understanding Small Enterprises Conference, Denver, CO.
12. **Schwatka, NV.** (October, 2017). Health risk and workers' compensation calculator: An online resource for businesses. Oral presentation, 4<sup>th</sup> International Understanding Small Enterprises Conference, Denver, CO.
13. **Schwatka, NV.** (September, 2017). Small+Safe+Well: Building cultures of health and safety amongst small businesses in Colorado. Oral presentation, American Industrial Hygiene Association-Rocky Mountain Section/American Society of Safety Engineers Fall Technical Conference, Arvada, CO.
14. **Schwatka, NV**, Goldenhar, L, Johnson, S, Dennerlein, J, Beldon, M, Tessler, J. (June, 2017). Effectiveness of training program to enhance construction foreman safety leadership skills. Oral presentation, Work, Stress & Health Conference, American Psychological Association, Minneapolis, MN.
15. Henning, R, Nielsen, K, von Thiele Schwarz, U, Cavallari, J, Williams, J, **Schwatka, NV**, Welter, C. (June, 2017). Metrics of integration for Total Worker Health initiatives.

- Discussant during a symposium session at the American Psychological Association's Work, Stress & Health Conference, Minneapolis, MN.
16. **Schwatka, NV**, Newman, LS, Shore, E, Curran, K. (April, 2017). Partnering with Workers' Compensation Insurers to Reach Small Enterprises in Need of Health Promotion and Health Protection. Symposium session, American Occupational Health Conference, American College of Occupational and Environmental Medicine, Denver, CO.
  17. Schulte, PA, Pandalai, SP, Kowalski-McGraw, M, Nessim, D, Wood, EM, Chosewood, LC, **Schwatka, NV**. (April, 2017). Occupational and Personal Risk Factors in Illness and Injury – the NIOSH Compendium Project. Symposium session at the American College of Occupational and Environmental Medicine's American Occupational Health Conference, Denver, CO.
  18. Shore, E, **Schwatka, NV**, Atherly, A, Weitzenkamp, D, Tenney, L, Newman, L. (March, 2017). Predictors of workers' compensation claims. Oral presentation, Annual National Institute for Occupational Safety and Health Mountain and Plains Education and Research Center Research Day, Westminster, CO.
  19. Larsen, D, **Schwatka, NV**, v.S. Brockbank, C, Curran, K, Jinnett, K. (March, 2017). Worksite wellness: A vehicle to gain insight into cost drivers and increase productivity and wellness. Invited interactive panel presentation at the Integrated Benefits Institute Annual Forum, San Francisco, CA.
  20. Newman, L, **Schwatka, NV**, Shore, E, Tenney, L, Curran, K. (March, 2017). Partnering with Workers' Compensation Insurers to Reach Small Enterprises In Need of Health Promotion and Health Protection. Symposium session at the American College of Occupational and Environmental Medicine's American Occupational Health Conference, Denver, CO.
  21. **Schwatka, NV**, Goldenhar, L, Johnson, S. (October, 2016). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation, 144th American Public Health Association Annual Meeting, Denver, CO.
  22. **Schwatka, NV**, Stange, A, Golden, A, Cragle, D, McInerney, J, Whitter, R., Tenney, L, Maret, R, Newman, L. (October, 2016). Initial screening findings from the National Supplemental Screening Program for former Department of Energy Workers. Roundtable presentation, 144th American Public Health Association Annual Meeting, Denver, CO.
  23. Goldenhar, L, Johnson, S, **Schwatka, NV**. (March, 2016). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation, Construction Safety Conference, Oakbrook Terrace, IL.
  24. **Schwatka, NV**, Atherly, A, Fang, H, Goetzel, RZ, Jinnett, K, v.S. Brockbank, C, Newman, L, The Pinnacol Health Risk Management Study Research Group. (October, 2015). Relationship between employee health risk factors and workers' compensation: evidence from a cohort of small and medium sized enterprises. Oral presentation, 143rd American Public Health Association Annual Meeting, Chicago, IL.
  25. **Schwatka, NV**, Goldenhar, L, Johnson, S. (March, 2014). Enhancing safety culture through leadership. Oral presentation, Construction Safety Conference, Oakbrook Terrace, IL.
  26. **Schwatka, NV** & Rosecrance, JC. (April, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry. Oral presentation, 11th Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.

27. **Schwatka, NV** & Rosecrance, JC. (April, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry. Oral presentation, 5th Annual Mountain and Plains ERC Research Symposium, Denver, CO.
28. **Schwatka, NV** & Hoffmeister, K. (July, 2012). Using organizational climate as an assessment tool. Oral presentation, 1st Annual Occupational Health Psychology Summer Institute, Portland State University, Portland, OR.
29. **Schwatka, NV**, Butler, LM, Rosecrance, JC. (March, 2012). Impact of an aging workforce on construction industry workers' compensation claims. Oral presentation, 4th Annual Mountain and Plains ERC Research Symposium, Loveland, CO.
30. **Schwatka, NV**, Butler, LM, Rosecrance, JC. (November, 2011). Role of aging on the cost of construction injuries. Roundtable session, 139th American Public Health Association Annual Meeting, Washington, D.C.
31. **Schwatka, NV**, Butler, LM, Rosecrance, J. (April, 2011). The role of aging on the cause, type and cost of construction injuries. Oral presentation, 9th Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
32. **Schwatka, NV**, Hoffmeister, K, Ermann, ED, Rosecrance, J, Gilkey, D. (September, 2010). A macro-ergonomic approach to improving agricultural safety. Oral presentation, 54th Annual meeting of the Human Factors and Ergonomics Society, San Francisco, CA.
33. **Schwatka, NV**, Hoffmeister, K, Rosecrance, J. (April, 2010). A macro-ergonomic method to injury prevention. Oral Presentation, 8th Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
34. **Schwatka, NV**, Hoffmeister, K, Gardner, P. (April, 2010). Safety climate: Strategies for measurement. Oral Presentation, 2nd annual ERC Interdisciplinary Forum on Measurement Systems for Occupational Health and Safety Research, Fort Collins, CO.
35. Hoffmeister, K, **Schwatka, NV**, Ermann, E, Rosecrance, J, Gilkey, D. (April, 2010). A macro-ergonomic approach to improving agricultural safety. Oral Presentation, 8th Annual National Occupational Research Agenda Young Investigators Conference, Salt Lake City, UT.
36. Ermann, ED, Hoffmeister, K, **Schwatka, NV**, Rosecrance, J, Gilkey, D. (April, 2010). Safety climate in agriculture: Evidence from Colorado corn farms. Symposium session, 25th annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

#### **Poster presentation**

1. Tenney, L, Newman, L, **Schwatka, NV**, Scott, J. (November, 2018). Total Worker Health: An approach to promoting worker health, safety, and well-being. Poster presentation at the Collegium Ramazzini's Annual Ramazzini Days, Carpi, Italy.
2. **Schwatka, NV**, Shore, E, Atherly, A, Weitzenkamp, D, Tenney, L, v.S. Brockbank, C, Newman, L. (June, 2017). Socio-emotional predictors of workers' compensation claims. Poster presentation, Work, Stress & Health Conference, American Psychological Association, Minneapolis, MN.
3. **Schwatka, NV**, Rosecrance, JC, Grosch, J. (November, 2013). Leaders create culture: A safety culture training program for leaders in the construction industry. Poster presentation, 141st Annual American Public Health Association Annual Meeting, Boston, MA.
4. Hoffmeister, K, **Schwatka, NV**, Gibbons, AM, Rosecrance, JC. (May, 2013). Ergonomics climate: Balancing safety and productivity in organizations. Poster presentation, 10th International conference on occupational stress and health, Los Angeles, CA.



5. Hoffmeister, K, Cigularov, K, Johnson, S, Gibbons, A, Chen, P, **Schwatka, NV**. (April, 2011). Leadership behaviors critical to improving safety in construction: A qualitative study. Poster presentation, Work, Stress and Health 2011: Work and well-being in an economic context, Orlando, FL.
6. **Schwatka, NV**, Rosecrance, J, Butler, L. (November, 2010). Impact of aging workforce on workers' compensation claims. Poster presentation, 3<sup>rd</sup> annual Mountain and Plains ERC research symposium, Loveland, CO.
7. Hoffmeister, K, **Schwatka, NV**, Rosecrance, J. (August, 2010). Macro-ergonomic approach to injury prevention. Poster presentation, 7<sup>th</sup> International Conference on Prevention of Work-Related Musculoskeletal Disorders, Angers, France.
8. Hoffmeister, K, Ermann, E, **Schwatka, NV**. (November, 2009). Assessment of safety climate on Colorado farms. Poster presentation, 2<sup>nd</sup> annual Mountain and Plains research symposium, Fort Collins, CO.

#### **SELECT TRADE PUBLICATIONS BASED ON RESEARCH**

1. National Institute for Occupational Safety & Health (NIOSH). (2018). Expanding Research Partnerships: State of the Science - Research Highlights: <https://www.cdc.gov/niosh/oep/stateofthesciencehighlights/default.html>
2. Safety+Health Magazine. The official magazine of the National Safety Council. (2018). Health conditions raise women's risk of work-related injuries: <http://www.safetyandhealthmagazine.com/articles/16742-health-conditions-raise-womens-risk-of-work-related-injuries-study-finds>
3. Anthony Ireland of RiskandInsurance.com (2016). Stress linked to workers' comp claims: <http://www.riskandinsurance.com/stress-linked-workers-comp-claims/>
4. Hoffmeister, K\*, Gibbons, A, **Schwatka, NV**, Rosecrance, J. (2015). Ergonomics Climate Assessment. Centers for Disease Control/National Institute for Occupational Safety and Health Science Blog: <http://blogs.cdc.gov/niosh-science-blog/2015/08/07/ergo-climate/>
5. Rosecrance, J, Butler, L, **Schwatka, NV**. (2013). The Role of Age on the Cause, Type, Nature and Cost of Construction injuries. CPWR Reports. <http://www.cpwr.com/sites/default/files/publications/RosecranceRoleOfAge.pdf>
6. Erin Richey, with Johanna Knapschaefer of ENR.com (April 1, 2013). "Senior moments: Are older workers at greater risk of injury?" [http://enr.construction.com/business\\_management/safety\\_health/2013/0401-senior-moment-safety-and-the-graying-of-the-construction-workforce.asp](http://enr.construction.com/business_management/safety_health/2013/0401-senior-moment-safety-and-the-graying-of-the-construction-workforce.asp)
9. Sandy Smith of EHS Today.com (April 6, 2012). "Older construction workers have more costly workers' comp claims." <http://www.ehstoday.com/construction/older-construction-workers-have-more-costly-workers-comp-claims?imw=Y>