



# UPDATE

The Newsletter of the  
Council for Accreditation in Occupational Hearing Conservation

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## CAOHC Hosts Successful Fall Meetings in San Antonio

CAOHC held its annual Course Director Workshop and Council Meeting at La Mansion del Rio Hotel in San Antonio, Texas on October 3rd and 4th respectively.

The workshop, designed for Course Directors needing to certify or recertify their Course Director certification, received positive evaluations from all

new policy will help to ensure that OHCs are trained by professionals who meet CAOHC standards and are following CAOHC guidelines.

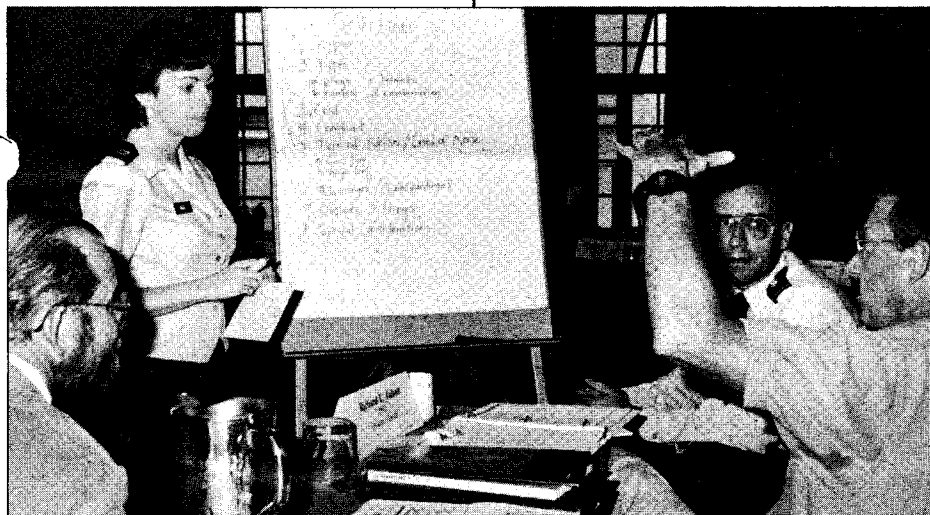
For recertifying Course Directors, all experience should relate to experience obtained in *occupational* hearing conservation rather than hearing conservation alone.

continually improve OHC performance via the use of surveys, exam libraries, and performance letters. The overall purpose of this committee is to assess, review, and improve the effectiveness of OHCs and to survey employers regarding this issue.

In other matters, CAOHC's Council reviewed and reiterated the need for Course Directors to provide three disciplines at every hearing conservation workshop. The Council also revisited CAOHC's long-range plan and decided to facilitate a one-day long-range planning meeting in the Fall of 1995.

### Mark Your Calendars

The National Institute for Occupational Safety and Health (NIOSH) is convening its 3rd Annual Conservation Conference in conjunction and cosponsorship with the 20th Annual Conference of the National Hearing Conservation Association (NHCA). The conference has as its focus the underserved worker—those presently (continued on page 2; See "CAOHC to Hold Spring 1995 CD Workshop...")



Workshop attendees took an active part in the Course Director Workshop on Monday, October 3rd at La Mansion del Rio in San Antonio, Texas.

workshop attendees. During this past year, the workshop curriculum has been completely updated and revised in order to keep pace with changes within the hearing conservation field by CAOHC's Workshop Committee.

Several of CAOHC's individual committees also met throughout the week. The Screening Committee met to discuss the effects of the "Adverse Action Policy for Course Directors." his policy was amended and restated effective November 1, 1993 for new Course Director applications; and effective November 1, 1994 for current CDs applying for recertification. The

The Educational Development Committee met to discuss plans for initiating training programs for professional supervisors. The Committee is convinced that a training course would appeal to audiologists, family physicians, and occupational physicians. The committee is proposing that a course be developed for professional supervisors in a two-day weekend format with a pre- and post-test. The Committee suggests kicking off such a workshop at the spring meeting of the American Occupational Health Conference.

A third committee, the OHC Committee, is reviewing how to

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## Chairperson's Message

by Barbara Panhorst, EdD, RN, COHN

### Visioning—the right to dream

Dreams do come true! In October 1990 the CAOHC Council met with Glen Tecker Consultants of New Jersey to draft a long-range plan for CAOHC. We spent several days of pie-in-the-sky musing. No idea was too big or too small. It was my first opportunity to participate in visioning.

After my initial shock at what seemed fairly outrageous ideas, I too got in to the swing of dreaming. These sessions resulted in an ambitious long-range strategic plan with a mission statement, goals, strategies, and objectives. The mission of CAOHC is to promote the conservation of hearing by



Barbara Panhorst, EdD, RN, COHN ~ Chair

enhancing the quality of occupational hearing conservation (OHC) programs. To achieve this mission, CAOHC will provide education, information, standards, and accreditation in OHC. CAOHC will also promote quality assurance of OHC programs while enhancing awareness and prevention of noise-induced hearing loss.

And so the Council began this awesome endeavor. Progress during the first few years moved slowly. Then in 1992, as we began our search for a new management firm, we shared

our strategic plan with the contenders. E.D.I. Inc. of Milwaukee, the victor in our search, took our strategic plan and suggested ways our vision could be achieved. We were soaring!

Under the guidance of Executive Director Sandra Koehler and Associate Executive Director Maria Connor, CAOHC has achieved a new level of professionalism, a new image, and a customer-driven approach. The development of an improved Course Director Workshop and an Adverse Action Policy has promoted our commitment to quality.

During 1995, the Council will develop a new long-range plan that will take us into the next century. We need input from occupational hearing conservationists and Course Directors. What direction should CAOHC take? What issues should be addressed? Every member of the Council is involved in some facet of OHC. We take our charge seriously. Share your thoughts with us.

Who would have thought four years ago that so much could be accomplished? I admit I was concerned. But the premise of visioning does not allow for skeptics. And out of dreams came reality.

~Barbara Panhorst, EdD, RN, COHN



UPDATE

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The *Update* is published three times a year in February, July, and November. Articles should be submitted, with a black and white photograph of the author, by the first day of December, May, and September. The *Update* is available to individuals not certified by CAOHC at an annual subscription rate of \$15. Payment must accompany request:

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## CAOHC to Hold Spring 1995 Course Director Workshop and Council Meeting in Conjunction with NHCA and NIOSH

(Continued from page 1)

not receiving the full benefit of hearing conservation programs because of their jobs, job locations, or job mobility.

CAOHC has chosen to become an Affiliate for the National Hearing Conservation Conference III/XX March 22-25, 1995 in Cincinnati, Ohio. The Conference will be an international meeting with speakers, registrants, exhibitions, and affiliates from North America, Latin America, Europe, Scandinavia, Asia, and Australia.

The National Hearing Conservation Conference will be based at the Hyatt Regency Cincinnati. CAOHC will host a Course Director Workshop and Council Meeting in conjunction with the conference at the Terrace Hotel Cincinnati, just three blocks from the Hyatt. CAOHC will also host a Wine and Cheese reception for CAOHC Course Directors and all NHCA/

NIOSH conference attendees. The dates for those events are as follows:

- CAOHC Council Meeting:  
Monday, March 20th
- Course Director Workshop:  
Tuesday, March 21st
- Wine and Cheese Reception:  
Tuesday evening, March 21st

In the past, CAOHC has had great success affiliating with this meeting. The CD Workshop has broken attendance records when held in conjunction with NHCA and NIOSH. This year, CAOHC will conduct its business *prior* to the NHCA/NIOSH meeting—not after. This slight change in schedule has been recommended by several CAOHC Course Directors.

For more information or to receive application to attend the workshop, please call CAOHC at 414/276-5338. You may also contact NHCA at 515/243-1558.

# NHCA and ASHA Urge OSHA's Dear to Move on Noise Regulation

By Susan Cooper Megerson, MA, CCC-A—CAOHC Secretary-Treasurer and CAOHC Representative of the American-Speech-Language-Hearing Association

In response to a request from the National Hearing Conservation Association (NHCA), Joseph Dear, Assistant Secretary of Labor for Occupational Safety and Health, agreed to meet with representatives of NHCA and the American Speech-Language-Hearing Association (ASHA) on May 26, 1994. CAOHC Council Members in attendance were *Rena Glaser* representing ASHA, and *Susan Cooper Megerson* and *Dennis Driscoll* representing NHCA.

ASHA and NHCA representatives provided a briefing for Mr. Dear emphasizing the importance of hearing and the debilitating effects of noise-induced hearing loss. The group expressed concerns over OSHA compliance policies and inadequacies in the hearing conservation amendment and

noise standard. Mr. Dear seemed somewhat surprised to learn of ASHA's and NHCA's concern that many workers in agriculture, construction, and certain service industries are not adequately protected under current OSHA regulations.

In an NHCA/ASHA document presented to Mr. Dear, the organizations summarized timely matters about OSHA's authority for updating regulations and standards for noise hazards in the workplace and outlined three areas that need attention: 1) OSHA policies, 2) the Hearing Conservation Amendment, and 3) the Noise Standard. NHCA and ASHA, in the 25-page document stated:

*Regulatory guidelines must be updated to come in line with current scientific and practical knowledge, and must extend hearing loss prevention programs to workers who are not served or who are underserved by current regulatory guidelines. All workers exposed to all types of ototraumatic agents (not just noise exposed workers in the*

*manufacturing sector) should be governed by regulatory guidelines that adequately address: 1) exposure monitoring, 2) engineering and administrative controls, 3) use of personal protection devices, 4) education and motivation, 5) audiometric evaluation, 6) record keeping, and 7) program evaluation.*

Mr. Dear encouraged ASHA and NHCA to lobby for reform of the noise standard and hearing conservation amendment to be included on the 1996 calendar. He indicated that he would take NHCA's and ASHA's recommendations for compliance policies under advisement, and asked that the associations comment on OSHA Form 200 record keeping when this item is open for public comment.

Mr. Dear is scheduled to present the keynote address for the Hearing Conservation Conference III/XX, which is jointly cosponsored by NHCA and the National Institute of Occupational Safety and Health (NIOSH). This international conference will be held March 22-25, 1995 in Cincinnati, Ohio. ASHA and CAOHC are affiliates of the event.

## CAOHC Resources Available

CAOHC has several resources available to OHCs and CDs alike: 1) a Course Director Packet that will keep CDs informed on how to effectively complete a 20-hour or an 8-hour occupational hearing conservationist course; 2) the newest brochure entitled, "Ten Reasons to Become CAOHC Certified"; and nine training videos available to Course Directors for use in their hearing conservationist courses.

The nine videos are available for a five-day loan period. Shipping and handling is \$10 per tape or \$20 for three tapes. Requests for videos should be made in writing with prepayment of shipping and handling charges.

The available CAOHC videos are:  
**Caution: Hearing at Work** (12 minutes) by Industrial Hearing Services, 1983.

**How to Use Expandable Foam Earplugs** (6 minutes) by Cabot Safety, 1983.

**The Impact of Noise** (14 minutes) by Impact Health Services, Inc. 1984.

**It's Up to You** (12 minutes) by Cabot Safety, 1976.

**Listen Up with Norm Crosby** (17 minutes) by Cabot Safety, 1983.

**The National Hearing Quiz** (26 minutes) by Cabot Safety, 1983.

**S.O.S.** (14 minutes) by Bilsom, 1980.

**The Sound of Sound** (17 minutes) by AO/Cabot Safety, 1970.

**Sound Thinking** (17 minutes) by TWA, 1984.

Also available is *The Hearing Conservation Manual* by Alice Suter, Ph.D. The book is \$50, plus \$10 shipping and handling. To place a manual order, please refer to the stitch-in flier.

## Corrections: 1994 CD Listing

The 1994 Course Director's Listing was distributed to all certified CDs early last year. Since publication, the CAOHC office has become aware that we inadvertently omitted 5 Course Directors who were certified at the March 1992 Course Director Workshop in Cincinnati, Ohio. We apologize to the following CDs who have been CAOHC-certified since 1992 and who were not included in the 1994 directory (and please be assured that your names will appear in next year's listing which will be published in early 1995):

- Jill Hughes ~ Bellingham, WA**
- Herbert Kern ~ Philadelphia, PA**
- Richard Merchant ~ Potsdam, NY**
- Richard Palasz ~ Scottsdale, AZ**
- Lori Swanson ~ Cincinnati, OH**

# CAOHC Fall Meeting Highlights



*Left: CAOHC Council Members Susan Cooper Megerson (second from left) and Lt. Col. Richard Danielson (right) field questions from Workshop attendees during a break at the October 3rd, 1994 Course Director Certification and Recertification Workshop at La Mansion del Rio Hotel in San Antonio, Texas.*

*Right: The OHC Committee met at the CAOHC Fall Meeting in San Antonio, Texas to discuss how to assess, review, and continually improve the effectiveness of OHCs. (Committee Members seated left to right: Immediate Past Chair Rena Glaser; Current Chair Barbara Panhorst; and Committee Chair Eva Barnard.)*



Although audiologists comprise the majority of the HCWG membership, industrial hygienists and safety professionals are represented from two services. In addition, an Air Force public health officer served a short term.

To date, the HCWG has had seven meetings of the full membership. The strategy has been to recommend, as standards, the best features of each military service's program. Standards among the services could translate into shared resources resulting in cost savings for training audiometric technicians, software development and maintenance, user's manuals, large-volume hardware purchase discounts, and a shared "trouble-shooting" information center for an automated hearing testing system. A shared automated system could translate into a seamless data exchange between the services, the ability to pool data for analysis, and the ability to test each other's personnel.

Some readers at this point may be asking, "Why not follow the OSHA noise amendment and preclude this laborious process of seeking commonality and alternate standards?"

The HCWG response would be to quote Dr. Alice Suter, the principal author of the original OSHA Noise Amendment. She has repeatedly asserted that OSHA represents a "minimum standard of care." OSHA does not adequately address high level, long duration military noise exposures. In addition, impulse noise (from weapons fire) is treated as a "should not" under OSHA. As an extreme example, how could we treat the exposure of a shoulder-fired rocket at 195 dBP as a hazard that we *should* protect someone from? In addition, the HCWG has the advantage of avoiding the heavily politicized OSHA regulatory process. The HCWG can recommend standards based on technical merit with an emphasis on the pragmatic; for example, what works best within resource constraints? Note that DoD standards have to be clearly more stringent than OSHA. Alternate standards do not receive consideration.

**Part 2 of this article will further explore military services in the hearing conservation arena. Part 2 will appear in the February 1995 edition of the Update: Volume 6, Issue 1, February 1995.**

## A Functional Process Improvement Story

### Part I of a 2-Part Series

*By Doug Ohlin, Ph.D., Bio-Acoustics Division, U.S. Army Center for Health Promotion and Preventive Medicine*

The Department of Defense (DoD) Hearing Conservation Working Group (HCWG) was formed in the Fall of 1992 under the auspices of the Defense Environmental Policy Council. The HCWG is one of 13 such groups with the overall mission of improving resource conservation efforts by "developing meaningful and innovative accident and illness prevention policies and procedures to help preserve the Nation's defense force."

The working group was provided the following charter: "Technical and policy advisor for all aspects of hearing conservation issues. Functional area experts concerning noise hazards, including measurement, effects, abatement, and personal protective equipment. Technical proponents for the Hearing Conservation Program (DoDI 6055.12) and its supporting forms."

Subsequently, we set our vision: "Department of Defense hearing conservation programs will be recognized as national and international models of excellence and as a resource to private sector and other government agencies."

*(Continued at the top of column 3)*



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**Hearing Conservationist Manual, 3rd edition**

**ABOUT THE MANUAL . . .**

The manual has been completely rewritten, revised, and updated with additional information on the OHC's mission, training, and role, and includes a separate chapter on federal and state regulations. This revised version also has more detailed chapters on audiometric equipment and procedures for audiometric testing, plus the sections on sound and noise measurement are more "reader friendly." All of the information on instruments, procedures, and regulations is current, including the appendices that contain new checklists and samples of forms used by experienced hearing conservationists.

**ABOUT THE AUTHOR . . .**

Alice Suter, Ph.D. has been extremely influential in noise criteria development, regulation, and public policy, first at the Environmental Protection Agency's Office of Noise Abatement, and later at OSHA. As Senior Scientist and Manager of the Noise Standard at OSHA, she was principal author of the Hearing Conservation Amendment. She is now a consultant in industrial audiology and community noise. Among her clients have been the World Health Organization, the Administrative Conference of the U.S., and various private companies, individuals, citizens groups, and government agencies on the federal, state, and local level.

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## Letters to the Editor

### Dear Editor:

I recently recertified with CAOHC. Could you please explain how the new expiration date is determined?

### Response:

In order to avoid penalizing early or late recertifications, all recertifications are effective five years *after* the previous expiration date. In other words, the renewal date will be dated from the old expiration date whether the application was received on time, before expiration, or after expiration.

Certificates for new OHCs will be dated with expiration dates five years from the course date—not from the date of application.

Those OHCs who don't apply within five years of their initial training course,

or who do not take an 8-hour refresher course, must take a new 20-hour course in order to be eligible for certification.

### Dear Editor:

I am a CAOHC-certified Course Director (CD) and need to recertify in 1995. I understand there's a 6-month grace period for OHCs. Does the same rule apply to CDs as well?

### Response:

CDs who are eligible for recertification will be extended a grace period at the CD's request beyond his or her expiration date. During this extension period, however, the CD will not be authorized to conduct CAOHC-approved courses. Under no circumstance will an extension be granted for more than one year past the original expiration date.

During this extension, CDs will not appear in any published listing of certified

CDs; and recertification will be for five years from the date of reinstatement.

At each Spring meeting of the Council, the Executive Director will present a list of those CDs whose 1) certificates were due for renewal during the previous calendar year, but who have not applied for recertification or requested an extension; 2) or whose one-year extension has expired. CDs on this list, by majority vote of the Council, will be dropped from the roster of certified Course Directors.

## Course Approval Fees

Course Directors must submit a fee with their course approval forms. The fees cover the administrative costs of the approval process.

One course approval:	\$15
Multiple course approvals:	\$25

## Former CAOHC Chair Col. Rod Attack Retires with Honors

Former CAOHC Chairperson Col. Rod Attack, Ph.D. was honored at a special ceremony at the Pentagon this past Spring when he received the 1994 John W. Macy, Jr. Award for Outstanding Leadership of Department of Army Civilians.

Col. Attack, his wife Carmen, and his daughter Alecia were special guests this past April at a banquet held in his honor at the Ft. McNair Officer's Club. Col. Attack's award is especially unique because he is the first individual from the U.S. Army Medical Department to ever receive the award.

Besides friends and associates of Col. Attack, over 30 Army Medical Department audiologists traveled round-trip from the American Academy of Audiology Convention in Richmond, Virginia for the event.

The Macy Award acknowledges leadership excellence for improvements in Army mission support, military-civilian teamwork, customer service, productivity, and enhancement of the Army's reputation as an employer. Col. Attack demonstrated these characteristics in his leadership of more than 50 staff (primarily civilian) members of the Army Audiology and Speech Center at

the Walter Reed Army Medical Center (WRAMC) in Washington, D.C.

Col. Attack was recognized for securing the most training dollars with the Department of Surgery, WRAMC;



*In October 1993, CAOHC's Rena Glaser recognized Col. Attack with a commemorative plaque for his dedicated service to CAOHC.*

hosting two national teleconferences for Washington-area audiologists, implementing a Temporary Research Assignment Program for speech pathologists and audiologists at WRAMC; and arranging for acquisition of equipment and training for the Department of Defense's first universal hearing screening program with otoacoustic emission testing.

Col. Attack has recently announced his plans to retire from active military duty in December, 1994 after nearly 30 years of distinguished service. Since 1987, he has served as the Director, U.S. Army Audiology and Speech Center and Consultant to the Surgeon General in Audiology and Hearing Conservation.

Col. Attack joined CAOHC's Council in January 1985, representing the Military Audiology Association. He served as Council Chairman from 1987 through 1989.

He is a graduate of Brigham Young University where he earned a Bachelor of Science Degree and a Master's Degree. In 1983, he was awarded a Doctor of Philosophy in Audiology from the University of Utah.

### Position Available

Impact Health Services, Inc. is seeking a qualified audiologist, preferably a CAOHC certified Course Director, for a position as department supervisor. For further information, please contact Stanley Ogan at 800-946-7228.

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