



UPDATE



The Newsletter of the Council for Accreditation in Occupational Hearing Conservation

VOLUME 9 • ISSUE 2 • SUMMER 1998

Chair's Message

by Susan Cooper Megerson, MA CCC-A
CAOHC Chair, Representative of the American Speech-Language-Hearing Association



As we celebrate the 25th anniversary of this organization's "official" inception under the name Council

for Accreditation in Occupational Hearing Conservation, it's a good time to reflect on what CAOHC's all about. For those of us who serve on the Council, we find it's not infrequent to be the recipient of such questions as "What is CAOHC?" and "What does the Council do?"

First and foremost, CAOHC is an organization dedicated to the establishment and maintenance of training standards for those who safeguard hearing in the workplace. The Mission Statement is as follows:

The mission of CAOHC is to promote the conservation of hearing

by enhancing the quality of occupational hearing conservation programs.

The 16 representatives of the 8 component organizations which comprise the Council (see back cover for a listing) work as a group and as committees to accomplish CAOHC's mission. Some of the most active committees include:

Course Director (CD) Screening: This committee screens all Course Director applications for certification and recertification, to ensure that CDs meet CAOHC's requirements for education, accreditation and experience.

CD Workshop: This group oversees the development and arrangements for the CD certification/recertification workshops held twice annually (see page 4 for further information on the next offering).

Quality Assurance for CDs: This committee reviews any complaints regarding CDs and monitors general issues of quality assurance among CDs,

including review of attendee surveys collected from each course.

Occupational Hearing Conservationist (OHC) Committee: This group reviews special requests from OHCs and works to improve the effectiveness of OHCs in their duties (see page 3 for a summary of a recent OHC survey conducted and analyzed by this committee; this information will be used for CAOHC's long-range planning).

Publications: This committee's charge is to provide continuous professional development and support of OHCs through publication of this quarterly newsletter (we couldn't help but notice that the OHC survey showed 94% of those responding find the UPDATE informative).

Educational Development: This group is developing a "professional supervisor" course for audiologists and physicians who supervise hearing conservation programs. (See article by Dr. Sanchez beginning on this page.)

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Developing A Curriculum for Supervising Professionals of Hearing Conservation Programs

Alex F. Sanchez, Jr., MD
CAOHC Representative of the American College of Occupational & Environmental Medicine

The Council for Accreditation in Occupational Hearing Conservation (CAOHC) for twenty-five years has certified occupational hearing conservationists (OHCs); trained and certified course directors (CDs) and approved their courses in order to fulfill its mission: the establishment and maintenance of training standards for those who safeguard hearing in the workplace. The government specifically recognizes CAOHC as the major certifying body for occupational hearing conservationist in the United States. However, one integral component of the Hearing Conservation Program has been overlooked, the training of the *supervising professional*.

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UPDATE


Published by the Council for Accreditation in Occupational Hearing Conservation, a not-for-profit organization dedicated to the establishment and maintenance of training standards for those who safeguard hearing in the workplace.

Articles should be submitted, with a black and white photograph of the author. The *Update* is available to individuals not certified by CAOHC at an annual subscription rate of \$15. Payment must accompany request:

611 E. Wells Street
Milwaukee, WI 53202-3816
Phone (414) 276-5338
Fax (414) 276-3349

- **Executive Director**
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- **Assistant Executive Director**
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 - Susan Megerson, MA CCC-A
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OHC Course: This ad hoc committee is currently reviewing the training course outline and related requirements for the OHC course and developing new CD training materials (a CD survey will be mailed within the next quarter).

I would like to express my personal appreciation to the Council, and our CAOHC staff. These individuals are truly dedicated to the prevention of hearing loss and work diligently to accomplish CAOHC's mission. And, please turn to page 4 for a special gift from the Council to you, CAOHC's OHC's and CDs, as a thank you for your continuing efforts in hearing conservation. Have a safe and happy summer!

Noise & Hearing Conservation References for Good Practice

Elliott H. Berger, MS INCE, Brd. Cert.

CAOHC Representative of the American Industrial Hygiene Association

Whether you are a new OHC or one who has been around the business for a few years, there are times when references for good practice, or a source book of standards, documents, data bases, and text books would be invaluable. An excellent resource in this regard is the document entitled *Noise & Hearing Conservation - References for Good Practice: Standards, Regulations, and Recommended References Pertaining to Noise, Vibration, and Noise-Induced Hearing Loss*.

The purpose of the *References*, prepared by the American Industrial Hygiene Association (AIHA) Noise Committee in conjunction with the National Hearing Conservation Association (NHCA), is to provide a comprehensive (but not exhaustive) guide to standards, regulations, and recommended references pertaining to noise and hearing loss. It is intended for the practitioner in hearing conservation, not necessarily for those involved in research or teaching, although it undoubtedly will also be helpful in that regard. Out-of-date standards, regulations, and historical references have not been included unless they bear directly on current practice. Not all text books have been referenced, rather the committee limited its choices to those which were most familiar to its membership and the ones which were most respected.

The document contains approximately 200 references organized in the following sections:

1. Overview
2. Hearing Conservation Program Administration Guidelines
3. Quick References
4. Professional Organizations, Publications, and Home Pages
5. TLVs
6. Guidelines, Position Statements, and Criteria Documents
7. National and International Standards
8. Databases and Programs
9. Handbooks, Textbooks, and Review Articles
 - Acoustics and Noise Control
 - Community Noise
 - Hearing Conservation
 - International Conferences/Multiple Topics
 - Medical/Legal
 - Non-Auditory
 - Physiology and Psychoacoustics
 - Vibration
10. U.S. Government Regulations and Reports
11. Other Regulations and Reports

The organization of this document is primarily based upon the type of information resource (sections 4 - 11), but for ease of use and for those who wish to limit the depth and extent of their literature review, the first three sections list key references that provide an overview and synopsis of the issues. For those few articles which appear in sections 1 - 3, and also in a later section, the second appearance is provided as a cross reference to the earlier section. You can check out the first three sections of the document on the NHCA web site at <http://www.globaldialog.com/~nhca>, or you can contact NHCA at 303/224-9022 to purchase the complete document for \$50.

The AIHA Noise Committee and the NHCA plan to update this document as needed and therefore welcome your suggestions. Please contact Elliott Berger at 317/692-3031.

The Survey—What We've Learned

Barbara Panhorst-Lassiter, EdD RN COHN-S
CAOHC Representative of the American Association of
Occupational Health Nurses

In August of 1989, CAOHC conducted a survey of occupational hearing conservationists (OHCs). At that time there were 15,000 OHCs. Nine years later, there are over 19,000 OHCs - a 26% increase. Then, as now, CAOHC wanted information on OHC background; the job of the OHC; the professional program supervisor; the CAOHC-approved training course; and CAOHC publications and services.

In January of 1998, a random population of certified OHCs was selected from the CAOHC data base and a questionnaire was mailed. Thirty-one percent (374) of the surveys were returned to the CAOHC Executive office. Here are some of the results of that survey.

WHO ARE YOU?

The majority of OHCs (56%) are occupational health nurses, 25% are medical assistants/technicians, and 19% have other job titles. We recognize that OHCs have job responsibilities other than occupational hearing conservation programs (OHCPS). Over 63% of OHCs spend less than 25% of their time in OHCPS. Sixty-seven percent of OHCs have less than 10 years experience, while 43% have been active less than 5 years. This indicates that not quite half of our active OHCs have probably been certified in the past 5 years. Forty-two percent of OHCs perform between 100 and 499 annual audiograms, while 29% execute less than 100.

WHO IS YOUR PROFESSIONAL SUPERVISOR?

Physicians serve as professional supervisors (PS) for 51% of OHCs and audiologists represent 27%.

Since the Federal Regulation 1910.95 requires that an audiologist,

otolaryngologist, or physician is the supervising professional of a Hearing Conservation program, the CAOHC Council is very concerned that 22% of OHCs report "some other" person or "no one" as their PS.

Ninety-three percent of respondents believed their PS fulfilled the duties of the job. However, half felt that a CAOHC sponsored Professional Supervisor Course would be beneficial.

Monthly contact with the PS occurs with 44% of the respondents. Thirty percent have PS communication 3 to 10 times a year. The fact that 16% have interaction with their PS less than once a year or never is a serious concern.

OHCs report that 47% are using an outside consultant as their PS, while 42% use a PS who is employed by their business. Eleven percent don't know. I surmise that those who don't know are part of the group who has no contact with their PS.

CAOHC-APPROVED TRAINING COURSES

A full 96% of respondents believed that the CAOHC Training Course they attended met their needs. The length of the 20-hour certification course was deemed by 90% to be about right, and 85% felt that eight hours was appropriate for recertification. Eighty-eight percent believed that the recertification course should be given every five years.

We asked if the faculty should include three disciplines represented on the CAOHC Council. Ninety-seven percent concluded that three was about right. Along this same line, we asked if a Course Director should be permitted to use a videotape in lieu of actually having a live speaker present. Forty-three percent said yes, 41% said no, and 16% were unsure.

We also inquired about consolidating fees of the course registration and CAOHC certification so that participants can be certified without having to send

in a separate application fee. Seventy-seven percent said yes, 12% said no, and 11% were unsure.

CAOHC PUBLICATIONS & SERVICES

We wanted to know if our newsletter is helpful and valuable to readers. The *UPDATE* newsletter was assessed as extremely or somewhat informative by 94%. The *UPDATE* "OHC Corner", which is geared toward OHCs in the field, was also rated as extremely or somewhat informative by 94%. The *Hearing Conservation Manual, 3rd Edition*, by Alice Suter was appraised by 92% as extremely or somewhat helpful.

We inquired if the CAOHC office staff has been responsive in answering questions or meeting your needs. Ninety-nine percent of OHCs contacting staff declared that it had, while only 1% said no.

COMMENTS

The OHCs of 1998 paralleled the OHCs of 1989 in many areas. The majority of certified OHCs are occupational health nurses. In 1989, 95% had less than 10 years experience, while today only 67% have less than 10 years experience; so there are more experienced workers in the field. The majority in both surveys conduct under 500 audiograms per year. Other than audiometric testing, OHCs are responsible for training, record-keeping, selecting and fitting hearing protection, counseling, and retests. While it is normally outside of the training or responsibility of the OHC, twelve percent report they are performing noise monitoring.

A number of participants agreed that professional supervisors need a training program—some concluded that

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A Gift For You in Celebration of CAOHC's 25th Anniversary Year and



Council for Accreditation in Occupational Hearing Conservation
611 E. Wells Street
Milwaukee, WI 53202
Voice: 414/276-5338 Fax: 414/276-3349
E-Mail: caohc@globaldialog.com Website: www.globaldialog.com/~caohc

as a Thank You for Your Continuing Efforts in Hearing Conservation

OHC Corner,
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this should be a top priority of CAOHC.

Several asked that the *UPDATE* newsletter be sent more often. Others said that the newsletter was a resource for their physicians and occupational health department staff and that it was used to stay updated on current information. A request was made to include more workers' compensation and litigation issues.

In regard to the CAOHC training course, comments suggested the inclusion of legal representatives as instructors, and that the *Hearing Conservation Manual* be included as the course textbook.

* * *

What a wealth of information we have received! A sincere thank you to all the participants who took the time to represent all 19,000 OHCs in the survey. Now the work begins as committees manipulate this information and make plans for the future of CAOHC.

Coalition Responds to Senate Bill

In a letter dated April 27, 1998, a coalition comprised of professional organizations related to hearing, the *American Speech-Language-Hearing Association* (ASHA), the *Acoustical Society of America*, the *National Hearing Conservation Association* and *Self Help for Hard of Hearing People*, expressed opposition to "S.1237, the Safety Advancement for Employees Act of 1977", introduced by Senator Michael Enzi on September 30, 1997. Chief among the Coalition's concerns were that the bill would:

- assess civil penalties to workers.
- require that workers who submit written complaints state whether the employer has been notified of a violation and whether the employer has refused to correct the hazard.
- establish a third party consultation services program.
- require that final draft standards be submitted to the national Academy of Sciences.
- permit selection of an alternate means of compliance of an affirmative defense.

The Coalition charges that "this is a regressive bill which would reverse many of the gains made in occupational health and safety over recent decades". For further information, contact ASHA at (301) 897-7354.

Course Director Workshop

Plans for the October 5, 1998 Course Director Workshop are being finalized. This Workshop will be held at the Sheraton Gateway Suites - Rosemont, Illinois. This workshop is designed for Course directors who are planning to initially certify or recertify through the workshop method.

Please contact the CAOHC office or access our web domain www.caohc.org if you are interested in becoming a CAOHC Course Director or are a Course Director needing to recertify through the workshop method.

Developing A Curriculum for Supervising Professionals

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The Occupational Safety and Health Administration (OSHA) Hearing Conservation Amendment of 1983 (1910.95) requires employers to administer "a continuing, effective hearing conservation program....whenever employee noise exposures equal or exceed an 8 hour time-weighted average sound level (TWA) of 85 decibels." The standard goes on to state: "a technician who performs audiometric tests must be responsible to an audiologist, otolaryngologist or physician."

To paraphrase 1910.95 {(g) (7) (iii)} the role of the professional supervisor, the audiologist, otolaryngologist, or physician shall (1) review problem audiograms, (2) determine whether there is a need for further evaluation, (3) revise audiometric baselines when appropriate, and (4) supervise the training and competence of the occupational hearing conservationist (OHC).

In 1997, CAOHC surveyed a large group of OHCs (*see the "OHC Corner" page 3*) to ascertain a profile of their supervising professionals. This survey revealed that the OHC identified their professional supervisor as:

- otolaryngologists (<1%)
- audiologists (21%)
- physicians (64%)
- other (15%)

Further delineation of *other* revealed registered nurses, industrial hygienists, safety directors, employee relations managers, human resource executives, office managers and even business owners were often mistakenly identified as "supervising professionals." Nevertheless the majority of occupational hearing technicians turn to occupational physicians for guidance in the area of hearing conservation.

To certify as an OHC, CAOHC requires attendance at an approved training course. The course must consist of at least 20 hours of class work to be taught in no more than 8

hours per day. Specific topics must be covered, during minimum time periods stipulated, by an instructor physically present during the presentation. Continuing in this direction, CAOHC believes that an extensive training program leading to certification should be created for supervising professionals. CAOHC's Educational Development committee has therefore proposed a two (2) day training course to educate occupational physicians, audiologists, and otolaryngologists regarding their responsibilities as professional supervisors for occupational hearing programs.

The course will require a minimum of 15.5 hours of lecture time. Both groups, physicians and audiologists, will

acquire information with regard to the role of the supervisor in the hearing conservation program, evaluation of hearing conservation programs and medical-legal aspects of hearing impairment.

The following outline details each learning objective for the PS course. The minimum time allotment for each objective is included. The course outline is designed to meet the needs of physicians and audiologists who are most likely to provide these services to hearing conservation programs.

TOPIC	TIME
Introduction, Pre-test, Defining the Role of the Professional Supervisor	30 min.
Acoustics	60 min.
Normal Human Hearing	30 min.
Basic Audiometry/Hearing Loss	120 min.
Differential Diagnosis & Medical Treatment of Hearing Loss	90 min.
Pathophysiology of Noise Induced Hearing Loss	60 min.
Hearing Protectors	60 min.
Elements of an Occupational HCP	90 min.
Standards & Requirement in OHCP	60 min.
Role of Professional Supervisor	105 min.
Evaluation of HCP	60 min.
Medical-Legal Aspects	60 min.
Future Issues in Hearing Conservation	60 min.
Conclusion & Post-test	30 min.

An Introductory seminar entitled "*The Role and Qualifications of the Professional Supervisor in the Occupational Hearing Conservation Program*" will be presented by CAOHC at the American College of Occupational and Environmental Medicine's STATE OF THE ART CONFERENCE (SOTAC) in Phoenix, Arizona on Sunday, October 18, 1998.

Bibliography:

1. 29 CFR 1910.95 Occupational Noise Standard Amendment
2. Suter, A.H., *Hearing Conservation Manual*, 3rd Ed. Milwaukee: Council for Accreditation in Occupational Hearing Conservation, 1993

Happy 25th Anniversary!

The Council is very proud of all of the efforts made by 19,000 plus Certified Occupational Hearing Conservationists and over 390 Course Directors to provide education, protection, recordkeeping, and follow-up for hearing health in the workplace. The Council is especially pleased to see the number of OHCs and CDs continuing their education and experience in the field...benefitting industry and workers by their continuous certification through CAOHC.

We "found" several OHCs and Course Directors in our records who have maintained CAOHC certification 25 years (or nearly). We thought you might like to read how they got started, what CAOHC certification has meant to their career and what kind of work they are doing today.

Occupational Hearing Conservationists

CATHERINE BIERMANN, RN BSN COHN-S

Catherine was educated in New Jersey at St. Peter's School for Nurses where she received her BSN. Her first employer was Mack Trucks. In 1975, Catherine became CAOHC certified which helped to open new health care opportunities.

She met Dr. Joe Sataloff, at the first CAOHC certification course she took. There was also a Noise Engineer instructing this class who was known at that time as the "garbagecan lid man" because he worked with city officials to reduce the noise of trash collectors in Philadelphia. Apparently, this made a lot of people very happy.

At the present time, Catherine is working for the Postal Service and reviews the results of 30 off-site physicians who conduct physicals for prospective employees. She says that her extensive background - including conducting audiograms for several years - has helped her advise her employer in their hiring decisions.

BETTY HARDAWAY, RN MS



Betty received her nursing degree from Indiana University and Master of Science, Health Service Administration from the College of Saint Francis. She began her nursing experience in hospitals but found that her CAOHC

certification in audiometrics was a major influence on her future positions in Occupational Health Nursing with four large steel manufacturing companies.

Betty would like to give a tip to all OHCs: "The key to obtaining a valid audiogram is in your patient/employee instructions." She once attempted to do an audiogram and received no response. She found the employee sleeping in the booth. His response was 'I thought you wanted me to press the button when the beep *stopped*.'

Her current employer is USS Corporation where she administrates a Hearing Conservation Program for 3,000 employees - with staff conducting 25-30 audiograms daily.

COURSE DIRECTOR

THOMAS R. JAEGER, MA

Tom received his bachelor degree from Marquette University and a masters from the University of Illinois. After working for an Illinois school system in special education, Tom returned to New York and was employed as a Clinical Audiologist for a hearing/speech center. While there, Tom developed a mobile industrial unit. Later, he joined Eastman Kodak company and is currently in charge of industrial audiology.



Tom's CAOHC certification as a Course Director goes back to the original CD Workshop in Waterville, MA twenty-five years ago. Since then, he has seen computers advance to handle recordkeeping more efficiently; and the

microprocessor audiometer which has allowed for more accurate hearing assessment and time efficient audiometric testing.

Tom tells CAOHC that the addition of the OSHA Standards and Regulations were a much needed ally in providing hearing conservation programs, as well as the specific mention of CAOHC which adds credibility to certification and consistency to training programs for OHCs.

The most influential person he has met in his career is Roger Mass who he describes as the father of industrial auditory occupational conservation. Mr. Mass, was employed with Employer's Insurance of Wausau, and although not an audiologist, was very instrumental in hearing conservation work.

We asked Tom what he would like from CAOHC and his answer was a closer relationship with other hearing health organizations and increased communication on advances in industrial audiology.

CAOHC Website Domain

The Council recently decided to obtain a domain site for the CAOHC information webpage.

You can find CAOHC under the new address: <http://www.caohc.org>. The old site address will reference the new domain.

CAOHC's e-mail address has changed to: info@caohc.org

Upcoming OHC Certification and Recertification Courses*

Approved May 1998

*The listed dates indicate day one of the scheduled classes; certification courses are 20 hours in length; recertification classes are 8 hours.

Date	City	Course Director	Phone	Date	City	Course Director	Phone
7/8	Milwaukee,WI	Elmore, John	800/357-5759	9/14	Liberty,MO	Ratliff, Linda	816/781-9268
7/8	Toledo,OH	Greenberg, Dr. Herbert	419/885-3848	9/14	Brooks AFB,TX	Waldo, Tressie (Air Force)	910/665-1818
7/8	Brookfield,WI	Hase, Meredy	414/288-3428	9/15	Greensboro,NC	Juarez, Omar	800/357-5759
7/9	New Orleans,LA	Rhodes, Robert	713/869-6664	9/16	Atlanta,GA	Elmore, John	503/232-1646
7/10	Ft.Sill,OK	Holland, Cpt. Reginald	(Army)	9/16	Portland,OR	Fairchild, Michael	508/752-4663
7/13	Liberty,MO	Ratliff, Linda	816/781-9268	9/16	Sturbridge,MA	Hengen, Dr. C.Garth	310/605-1466
7/14	Greensboro,NC	Juarez, Omar	910/665-1818	9/16	Los Angeles,CA	McCall, Kirsten	216/692-7466
7/15	Dallas,TX	Elmore, John	800/357-5759	9/16	Cleveland,OH	Snyderwine, Carol	412/367-8690
7/15	Dallas,TX	Harris, Dr. Dean	970/586-0702	9/16	Albany,NY	Swisher, Timothy	770/475-2055
7/15	Piscataway,NJ	Kelly, Ellen	732/238-1664	9/16	Cleveland,OH	Wolfe, William	412/831-0430
7/15	Chattanooga,TN	Meloy, Melette	205/444-9797	9/17	Pittsburgh,PA	Angelelli, Roger	713/869-6664
7/16	Austin,TX	Deppensmith, Kathryn	713/869-6664	9/17	Baltimore,MD	Rhodes, Robert	606/323-5840
7/20	Bethesda,MD	Cook, Lynn	(Navy)	9/21	Lexington,KY	Green, Dr. William	713/869-6664
7/20	Oklahoma City,OK	Elmore, John	800/357-5759	9/22	Salt Lake City,UT	Deppensmith, Kathryn	617/891-9124
7/20	Piscataway,NJ	Kelly, Ellen	732/238-1664	9/22	Concord,NH	Gordon, Pamela	770/953-4699
7/21	Kansas City,MO	Bloyer, Cindy	816/471-3900	9/22	Marietta,GA	Moore, A. Gregg	630/241-0990
7/21	Oklahoma City,OK	Rhodes, Robert	713/869-6664	9/22	Hillside,IL	Stukas, Natalie	503/725-3264
7/21	Charlotte,NC	Russell, Charles	770/754-4415	9/23	Portland,OR	Dolan, Dr. Thomas	800/357-5759
7/21	Brooks AFB,TX	Waldo, Tressie (Air Force)		9/23	San Antonio,TX	Elmore, John	970/586-0702
7/22	Los Angeles,CA	Deppensmith, Kathryn	713/869-6664	9/23	Dallas,TX	Harris, Dr. Dean	732/238-1664
7/22	Portland,OR	Fairchild, Michael	503/232-1646	9/23	Piscataway,NJ	Kelly, Ellen	517/757-4379
7/22	Buffalo,NY	Swisher, Timothy	412/367-8690	9/23	Saginaw,MI	Kowalski, Richard	800/334-5478
7/22	Atlanta,GA	Wolfe, William	770/475-2055	9/23	Chapel Hill,NC	Stewart, Andrew	412/367-8690
7/27	Sacramento,CA	Deppensmith, Kathryn	713/869-6664	9/23	Cincinnati,OH	Swisher, Timothy	757/874-4665
7/29	Norfolk,VA	Elmore, John	800/357-5759	9/24	Newport News,VA	Hecker, Henry	315/428-0016
7/29	Owensboro,KY	Etienne, Dr. Joseph	502/926-0418	9/28	Syracuse,NY	Oviatt, Dr. Dana	713/869-6664
8/3	Portland,OR	Atack, Dr. Rodney	503/614-8465	9/28	Scranton,PA	Rhodes, Robert	610/667-1711
8/3	Rio Piedras,PR	Beauchamp, Angel	787/751-5609	9/29	Los Angeles,CA	Chiarello, Jo9h	602/345-0061
8/4	Kansas City,MO	Ratliff, Linda	800/841-7158	9/29	Los Angeles,CA	Shackelford, Richard	205/444-9797
8/4	Chapel Hill,NC	Stewart, Andrew	800/334-5478	10/1	Destin,FL	Meloy, Melette	503/614-8465
8/5	Houston,TX	Elmore, John	800/357-5759	10/5	Portland,OR	Atack, Dr. Rodney	713/869-6664
8/5	Jacksonville,FL	Green, Nancy	904-399/3370	10/5	Rochester,NY	Rhodes, Robert	814/453-4716
8/5	Toledo,OH	Greenberg, Dr. Herbert	419/885-3848	10/6	Erie,PA	Nutter, Dr. James	816/471-3900
8/5	Birmingham,AL	Meloy, Melette	205/444-9797	10/6	Lancaster,PA	Thompson, Tami	713/869-6664
8/6	Montgomery,AL	Smith, Dr. Curtis	334/887-6302	10/7	Houston,TX	Deppensmith, Kathryn	800/375-5759
8/6	Brooks AFB,TX	Waldo, Tressie (Air Force)R		10/7	Minneapolis,MN	Elmore, John	419/885-3848
8/7	Ft.Hood,TX	Fleener, Rhonda (Army)		10/7	Toledo,OH	Greenberg, Dr.Herbert	765/662-1702
8/10	Louisville,KY	Rhodes, Robert	713/869-6664	10/7	Indianapolis,IN	Lyon, Melissa	412/367-8690
8/11	Waltham,MA	Gordon, Pamela	617/891-9124	10/7	Valley Forge,PA	Swisher, Timothy	770/475-2055
8/11	Baltimore,MD	Heft, Laurel	610/667-1711	10/7	Atlanta,GA	Wolfe, William	713/869-6664
8/11	Los Angeles,CA	McCall, Kirsten	310/605-1466	10/12	Phoenix,AZ	Deppensmith, Kathryn	800/357-5759
8/11	Oakbrook Terrace,IL	Thunder, Thomas	847/359-1068	10/12	Des Moines,IA	Elmore, John	713/869-6664
8/12	Livonia,MI	Elmore, John	800/357-5759	10/12	Mobile,AL	Rhodes, Robert	310/605-1466
8/12	Greeley,CO	Kastner-Wells, Laurie	970/351-2014	10/13	Los Angeles,CA	McCall, Kirsten	313/577-6754
8/17	Cincinnati,OH	Elmore, John	800/357-5759	10/13	Detroit,MI	Simpson, Dr. Thomas	414/288-3428
8/17	Hattiesburg,MS	Oshrin, Stephen	601/266-5216	10/14	Brookfield,WI	Korabie, Dr. Edward	713/869-6664
8/18	Marietta,GA	Moore, A. Gregg	770/953-4699	10/15	Cleveland,OH	Rhodes, Robert	800/357-5759
8/20	Louisville,KY	Elmore, John	800/357-5759	10/19	Austin,TX	Elmore, John	713/869-6664
8/24	Liberty,MO	Ratliff, Linda	816/781-9268	10/19	Shreveport,LA	Rhodes, Robert	610/667-1711
8/25	Greenville,SC	Guryan, Stephen	864/235-9689	10/20	Atlanta,GA	Chiarello, Jo9h	617/891-9124
8/26	Houston,TX	Deppensmith, Kathryn	713/869-6664	10/20	Woburn,MA	Gordon, Pamela	800/334-5478
9/1	San Diego,CA	Jackson, CF (Navy)		10/20	Charlotte,NC	Newman, Valerie	847/359-1068
9/1	Indianapolis,IN	Jerome, James	317/841-1065	10/20	Oakbrook Terrace,IL	Thunder, Thomas	970/586-0702
9/1	Brooks AFB,TX	Waldo, Tressie (Air Force)		10/21	Denver,CO	Harris, Dr. Dean	800/334-5478
9/2	Belleue,WA	McDaniel, Mary	206/706-7352	10/21	Charlotte,NC	Newman, Valerie	203/735-4327
9/8	Kansas City,MO	Bloyer, Cindy	816/471-3900	10/21	Shelton,CT	Sochrin, Phyllis	(Army)
9/8	Philadelphia,PA	Heft, Laurel	610/667-1711	10/26	FL.Hood,TX	Fleener, Rhonda	713/869-6664
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9/9	Toledo,OH	Greenberg, Dr. Herbert	419/885-3848	10/26	Bremerton,WA	Young, Jeffrey	(Navy)
9/9	Houston,TX	Meloy, Melette	205/444-9797	10/27	Beaufort,SC	Faulkner Gischia, Carole	(Navy)
9/10	Corpus Christi,TX	Rhodes, Robert	713/869-6664	10/28	Birmingham,AL	Meloy, Melette	402/391-32
9/14	Omaha,NE	Deppensmith, Kathryn	713/869-6664	10/28	Omaha,NE	Norris, Dr. Thomas	

Please contact the CAOHC office at 414/276-5338 for additional course availability. Publication dates may have precluded some course dates.



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