



Date: May 01, 2025

Time: 12:00 PM

**May 1-2, 2025**

Crowne Plaza Springfield  
3000 S. Dirksen Parkway  
Springfield, IL 62703  
(217) 529-7777

This program is complimentary for IRMS clients and ICT program members.

**Sponsored by: Illinois Health and Hospital Association**

**Presented by: Illinois Compensation Trust (ICT) and Illinois Risk Management Services (IRMS)**

This year's symposium will cover strategies to improve workplace safety and workers' compensation outcomes, including mental health and physical injury recovery, key OSHA policy updates, safe patient handling standards and best practices for post-incident investigations. Expert presenters and panelists will share best practices on injury prevention, workplace safety, and effective post-incident investigation and prevention strategies.

With networking opportunities, interactive discussions and engaging presentations, the symposium is a must-attend event for those responsible for workplace safety, employee well-being and workers' compensation management in healthcare. See [our flyer](#) for more details.

**12 p.m.**

**IRMS/ICT Symposium Registration**

**1 p.m.**

**Welcome** (Sapphire Room)

*Beth McKay-Anaya*

*Assistant Vice President, IRMS*

**1:15 p.m.**

**Empathy in Action: Managing Workers' Compensation Claims with Mental Health Considerations** (Sapphire Room)

*Calvin Langmade, PsyD, FABFE, DABPS*

*Fellow, American Board of Forensic Examiners*

*Diplomate, American Board of Psychological Specialties Clinical Psychologist*

Effectively managing workers' compensation claims requires a holistic approach that integrates both physical recovery and mental health support. This session will provide strategies for addressing the complexities of claims involving pre-existing mental health conditions, fostering collaboration among key stakeholders, and developing comprehensive injury management plans that lead to better rehabilitation and return-to-work outcomes.

**2:30 p.m.**

**Refreshment Break & Raffle**

**2:45 p.m.**

**Safe Patient Handling Standards: Applying ANA Safe Patient Handling Standards to Improve Safety Protocols**

(Sapphire Room)

*Susan Gallagher, PhD, MA, MSN, RN, CSPHP, CBN*

*Immediate Past President, Association of Safe Patient Handling Professionals*

*Associate Editor of Workplace Health and Safety*

Preventing workplace injuries in healthcare starts with proper patient handling protocols. This session will provide an overview of the American Nurses Association's Safe Patient Handling Standards, highlighting evidence-based strategies, ergonomic techniques, and assistive devices that improve safety for both healthcare workers and patients.

**4 p.m.**

**Safe Patient Handling – Moving the Ball Forward One Yard at a Time** (Sapphire Room)

*Speakers:*

*Andrew Rich, MS, OTR/t, CSPHP*

*Clinical Solutions Manager, Arjo*

*Tariq Alkhatim, MS*

*Occupational Health and Safety Supervisor, Southern Illinois Healthcare*

Building a successful safe patient handling program requires persistence, collaboration and a commitment to continuous improvement. In this panel discussion, healthcare leaders will share their journey in developing and implementing an effective program, highlighting key strategies, challenges overcome and lessons learned to enhance safety for patients and staff.

**5:15 p.m.**

**Adjournment**

**5:30 – 8:30 p.m.**

**Reception & Raffle** (Diamond Room)

Featuring a dinner buffet, entertainment by Magician Jeff Lefton and a raffle.

**7 a.m.**

**Registration & Breakfast Buffet** (Diamond Room)

**8 a.m.**

**Introduction** (Sapphire Room)

*Beth McKay-Anaya*

*Assistant Vice President, IRMS*

**8:15 a.m.**

**OSHA Serious Injury Reporting and Post-Incident Prevention: From an OSHA Compliance Officers' Perspective**  
(Sapphire Room)

*Brian Bothast*

*Safety and Occupational Health Specialist, OSHA*

Staying ahead of OSHA regulations is critical for ensuring compliance and reducing workplace risks. This session will cover key OSHA updates, including injury tracking application (ITA) requirements, common recordkeeping violations and insights into OSHA's Serious Injury Reporting requirements.

**9:30 a.m.**

**Comfort Break & Raffle**

**9:45 a.m.**

**Panel Discussion: Post-Incident Investigation and Prevention** (Sapphire Room)

*Panelists:*

*Johnna S. Douglas, PHR, SHRM-CP*

*Chief Human Resources Officer, Massac Memorial Hospital*

*Alexis Roberts, BSN, RN*

*Employee Health and Safety Manager, UnityPoint Health*

*Paul Murray, PT, DPT, OCS, CEAS 1*

*Employee Health and Safety Coordinator, UnityPoint Health*

*Danielle Sibert, RN*

*Employee Health Nurse, Morris Hospital & Healthcare Centers*

*Rachel Mayer, BS*

*Environment of Care Coordinator, Memorial Health System*

A comprehensive post-incident investigation is key to preventing future workplace injuries. In this interactive panel discussion, healthcare leaders will share their approaches to gathering information, identifying root causes, and implementing best practices that enhance workplace safety and injury prevention.

**11 a.m.**

**Refreshment Break & Raffle**

**11:15 a.m.**

**How Can You Laugh at That? The Role of Humor in Nursing** (Sapphire Room)

*Terry M. Foster, MSN, RN, CPEN, CCRN, TCRN, CEN, FAEN*

*Nurse Humorist*

Laughter is a powerful tool for resilience, teamwork and stress management in healthcare settings. This uplifting session will explore the role of humor in improving morale, strengthening team dynamics, and fostering a positive workplace culture that benefits both employees and patients.

**12:30 p.m.**

**Final Raffle**

**Box Lunch Pick-up**

**Adjournment**

At the conclusion of this program, participants will be able to:

- Develop comprehensive injury management strategies that blend mental health support with physical injury recovery plans, ensuring a holistic approach to rehabilitation and return-to-work outcomes.
- Identify and apply best practices for managing workers' compensation claims, particularly those involving pre-existing mental health conditions, while navigating both legal and clinical complexities to achieve fair and effective resolutions.
- Demonstrate a clear understanding of ANA Safe Patient Handling Standards and evaluate current practices at your organization, learning to apply evidence-based ergonomic techniques and assistive devices that boost safety and efficiency for both healthcare workers and patients.
- Examine diverse approaches to both post-incident investigations and injury prevention and explore the role of humor in healthcare as a tool to enhance team dynamics, manage stress and foster resilience in challenging environments.
- Identify the positive effects of humor on team dynamics and patient care, discussing how shared humor enhances collaboration, morale and communication among healthcare professionals.

This symposium is designed for hospital and health system leaders involved in safety and workers' compensation, including safety specialists, employee health professionals, nurses, human resources specialists, and those responsible for managing their organization's occupational safety and workers' compensation programs.

**Tariq Alkhatim**

**Occupational Health and Safety Supervisor, Southern Illinois Healthcare (SIH)**

In his role since 2020, Alkhatim is the supervisor of the Occupational Health and Safety team for the entire SIH system. He is responsible for helping develop and maintain all occupational safety programs. He led the effort to enhance the SIH Safe Patient Handling Program. His team conducts prevention assessments and works to develop prevention plans for all work accidents for SIH.

**Brian Bothast**

**Safety and Occupational Health Specialist, Occupational Safety and Health Administration**

Bothast works as a Safety and Occupational Health Specialist with the Occupational Safety and Health Administration (OSHA) in Peoria. He has worked for Caterpillar in the Environmental, Health, and Safety Department and as an Industrial Hygienist with OSHA.

**Johnna S. Douglas, PHR, SHRM-CP**

**Chief Human Resources Officer, Massac Memorial Hospital**

With a strong background in human resources management, Douglas holds the Professional in Human Resources certification and is a Society for Human Resource Management Certified Professional. She plays an integral role in all post-work incident prevention investigations and safety discussions, collaborating with teams to ensure effective safety protocols and continuous improvement. She is dedicated to fostering a positive organizational culture, enhancing employee engagement and aligning HR

strategies with the hospital's mission. Douglas is committed to supporting the development and well-being of staff at Massac Memorial Hospital.

**Terry M. Foster, MSN, RN, CPEN, CCRN, TCRN, CEN, FAEN**

**Nurse Humorist**

An experienced nurse with a career spanning over four decades, Foster has a strong foundation in emergency and critical care nursing and is nationally certified in critical care, emergency nursing, pediatric emergency nursing and trauma nursing.

Throughout his career, Foster has held numerous roles, including staff nurse, charge nurse, clinical director and critical-care instructor, primarily at Mercy Health hospitals in Cincinnati and St. Elizabeth Medical Center in northern Kentucky.

He has delivered over 5,000 presentations across the United States and authored more than 40 professional publications.

Known nationally as a speaker on nursing humor and clinical topics, he has performed as a humorist at Las Vegas Caesar's Palace and Atlantic City's Trump Tower.

Foster is an active community volunteer, contributing to various organizations, including the Parish Soup Kitchen, Holy Cross Catholic Church and the St. Elizabeth Foundation. He has received numerous honors, including the Judith Kelleher Award from the Emergency Nurses Association (ENA) and induction into the Academy of Emergency Nursing. Foster served as a board member for the ENA and is the first registered nurse featured on TLC's *Untold Stories of the ER*. Since 1998, he has been the Critical Care Clinical Nurse Specialist for St. Elizabeth Healthcare and was promoted in 2017 to Ambassador for the St. Elizabeth Foundation.

**Susan Gallagher, PhD, MA, MSN, RN, CSPHP, CBN**

**Immediate Past President, Association of Safe Patient Handling Professionals**

**Associate Editor, Workplace Health and Safety**

Dr. Gallagher is a Certified Bariatric Nurse and Certified Safe Patient Handling Professional. She is currently Immediate Past President of the Association of Safe Patient Handling Professionals, Associate Editor for *Workplace Health and Safety* of the American Association of Occupational Health Nurses, and has been on the editorial boards of the *Journal of Wound, Ostomy and Continence Nursing* and *Ostomy Wound Management*. She serves on a number of international boards and is a recognized speaker on skin and wound care, outcomes, bariatrics, ethics, risk, and loss control across the globe.

Dr. Gallagher has authored more than 200 peer-reviewed articles and book chapters, including the Wound, Ostomy, and Continence Nurses Society™ Core Curriculum for obesity and incontinence, and obesity and wound care. She is the author of recent books including *ANA Implementation Guide to SPHM National Standards and Bariatric SPHM*.

**Calvin J. Langmade, PsyD, FABFE, DABPS**

**Fellow, American Board of Forensic Examiners**

**Diplomate, American Board of Psychological Specialties**

**Clinical Psychologist**

Dr. Langmade is a clinical psychologist who evaluates and treats individuals who have developed symptoms related to anxiety, depression, and other mental health conditions and their impact on the workplace or in their personal life. Throughout his private practice history, Dr. Langmade has consulted on cases involving trial and settlement preparation, employment practices liability, workers' compensation and personal injury issues. He has also served as a consultative examiner for the federal Social Security Disability Insurance program. His clients include private patients, insurance companies, claimants/plaintiffs and defense attorneys throughout Wisconsin and Chicago.

Dr. Langmade has been an adjunct faculty member of Wheaton College's graduate psychology program. He has also taught undergraduate psychology classes at Concordia University in Mequon, Wisc. He has been a speaker at numerous professional and business organizations on such topics as psychology and the law, violence in the workplace, and dealing with psychological claims in worker's compensation. Dr. Langmade co-authored *In the Care of Strangers*, a book on elder care issues.

**Rachel Mayer, BS**

**Environment of Care Coordinator, Memorial Health System**

Currently working at Lincoln Memorial Hospital, Mayer previously served as the Workers' Compensation Coordinator for Memorial Health System. She has extensive experience in managing workplace safety and employee health initiatives. Mayer has played an integral role in post-work incident investigations and the development of prevention plans across the health system. With her deep understanding of safety protocols and incident response, Mayer is committed to creating and maintaining a safe and compliant work environment for all staff.

**Paul Murray, PT, DPT, OCS, CEAS 1**

**Employee Health and Safety Coordinator, UnityPoint Health**

Murray has 15 years of experience as a physical therapist in inpatient and outpatient settings. In addition to patient care, he has had interest in physical therapy research to improve access to care and physical therapy education, along with specialty projects and programming.

Within UnityPoint, Murray coordinates preventative programming such as Safe Patient Handling and Ergonomics along with working with the Worker's Compensation and Safety teams to provide care after employee injuries. He is passionate about educating employees in best practices for safety regarding body mechanics, safety equipment and injury reduction.

Murray is part of the UnityPoint Health Falls Committee, working to reduce the frequency and effects of patient falls. He regularly works on projects collaborating with several departments in UnityPoint Health.

**Andrew Rich, MS, OTR/L, CSPHP**

**Occupational Therapist, Rush University, Chicago**

Rich received his Master of Science in Occupational Therapy at Rush University and worked in the more traditional roles as an occupational therapist for seven years before entering the world of safe patient handling. He uses his passion and creativity to help design safe patient handling products and programs that help both patients and caregivers remain safe while receiving or providing care.

Rich speaks at numerous regional and national conferences on topics ranging from making a business case for safe patient handling programs to how to create and sustain success in safe patient handling in the long term. For 20 years, he has worked as a consultant, clinical manager and solution manager for Arjo's MOVE and PHD Program. He led teams using behavioral-based safety, right-just culture, system theory, improvisational comedy and simple strategies to infuse fun and passion into change initiatives creating results both his mother and clients are uber-proud of. Rich has served as a member of the Board of Directors of the Association of Safe Patient Handling Professionals.

**Alexis Roberts, BSN, RN**

**Employee Health and Safety Manager, UnityPoint Health**

Roberts brings over 13 years of diverse healthcare experience to her role. Throughout her career, she has worked in traditional bedside roles, managed safety projects and contributed to process improvement initiatives, while maintaining a commitment to both personal and professional growth.

Known for her problem-solving abilities and forward-thinking mindset, Roberts is driven by a desire to prevent workplace violence, manage aggressive behavior and ensure safety across healthcare settings. She is particularly passionate about emergency medicine, workers' compensation, and occupational/employee health and safety.

In addition to her other specialties, Roberts is actively involved in post-work incident investigations and the development of prevention plans, ensuring a proactive approach to workplace safety. With expertise in value analysis, adult immunizations and epidemiology, she is dedicated to making a meaningful impact on the well-being of employees and patients alike.

**Danielle Sibert**

**Employee Health Nurse, Morris Hospital & Healthcare Centers**

Sibert plays a key role in promoting workplace health and safety. With a strong focus on employee well-being, Sibert is actively involved in all post-work incident prevention investigations and safety discussions. She collaborates with multidisciplinary teams to assess incidents, identify root causes and implement strategies to prevent future occurrences. Sibert is committed to ensuring a safe and healthy work environment for all hospital staff, supporting both their physical and mental health needs.

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