Background on National Corrections Collaborative

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NCC Symposia: Themes and Objectives

- Solicitation of interest
- Academic representation
- Introduce research areas to NIJ and NIOSH
- Establish baseline statistics and priorities

- Professionally oriented attendance
- Review of new and cutting edge programs
- Practitioners and best practices

- Review new CO health programs
- Reform initiatives
- Research and practice collaborations

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<table>
<thead>
<tr>
<th>2014 Topic Areas</th>
<th>2017 Topic Areas</th>
<th>2019 Topic Areas</th>
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</thead>
<tbody>
<tr>
<td>• Fatigue Management</td>
<td>• The <em>Total Worker Health</em> approach in corrections</td>
<td>• Applying the <em>Total Worker Health</em> approach in corrections</td>
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<td>• Work Family Balance</td>
<td>• Interstate comparisons of CO health</td>
<td>• Organizational culture &amp; barriers to wellness</td>
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<td>• Juvenile Corrections</td>
<td>• Interventions directed to critical incidents, PTSD, and mental health</td>
<td>• Mental health, stress &amp; suicide</td>
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<td>• Ergonomic Solutions</td>
<td>• Support CO family life and CO work-life balance</td>
<td>• Critical Incidents including trauma and assaults in corrections</td>
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<td>• Org Culture Research</td>
<td>• Peer-to-Peer CO support programs</td>
<td>• Economic impact of worksite wellness</td>
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<td>• Intervention Effectiveness</td>
<td>• EAPs and other services for CO stress</td>
<td>• Labor-management joint approaches to health, safety, &amp; wellness</td>
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<tr>
<td>• Suicide, Stress, PTSD</td>
<td>• Labor-management joint problem solving</td>
<td>• National networking &amp; collaboration</td>
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<tr>
<td>• Improving Safety and Fitness</td>
<td>• Workforce-led efforts to deal with substance misuse</td>
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<tr>
<td>• Roles of NIOSH and NIJ</td>
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<td>• Integrated TWH programs</td>
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Health Improvement through Employee Control (HITEC)

Public Sector
(DOC)

Private Sector
(manufacturing)

Top Down Best Practices Interventions

Participatory Designed interventions
HITEC at DOC in Connecticut

<table>
<thead>
<tr>
<th>HITEC</th>
<th>Year</th>
<th>Description</th>
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<tbody>
<tr>
<td>HITEC 1</td>
<td>2016-2011</td>
<td>Comparison to top-down best practices with participatory action</td>
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<tr>
<td>HITEC 2</td>
<td>2012-2016</td>
<td>Comparison of CO-led Design Team (DT) with labor-management Kaizen Team</td>
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<tr>
<td>HITEC 3</td>
<td>2016-</td>
<td>Union DT-led Interventions (mental health)</td>
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Participatory Action Research (PAR)

*PAR seeks to understand and improve the world by changing it.*

PAR differs from conventional research in 3 ways.

1. It focuses on research to enable action
2. Power relationships are deliberately shared between the researcher and the *stakeholders*
3. Actively involves *the stakeholders* in the full scope of the research process.

IDEAS Tool

- HITEC uses the Intervention Design and Analysis Scorecard (IDEAS), a Research-to-Practice (R2P) tool developed by the Center for the Promotion of Health in the New England Workplace (CPH-NEW)
- A 7-step planning process to design interventions
- Examine root causes of safety & health problems
- Develop a “business case” for proposed interventions, which are presented to a Site Steering Committee
Intervention, Design, and Analysis Scorecard: a participatory intervention planning method

Designing interventions with IDEAS is an iterative process

**Step 1**
Understanding the problem

**Step 2**
Creating full set of possible solutions

**Steps 3, 4**
Analyzing costs, benefits, barriers
Formulate alternatives

**Step 5**
Rating, selecting best option

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Step 1: Fishbone Diagram: Identify Health & Safety Problem/Issue and Contributing Factors

- Inefficient report writing
- Post incident decompression time
- Lack of space for Decompression/report writing
- Lack of decompression space
- Lack of time for incident documentation
- Lack of policy
- Feasible location
- Proximity to post
- Square footage/ space
- Essential equipment/ amenities (refrigerators, microwave)

Identify Work Stress Factors that impact staff
University of Massachusetts Lowell
Sandy Sun, Center Administrator
Email: Sandy_Sun@uml.edu
Tel: 978-934-3268

CPH-NEW general email: cphnew@uml.edu
CPH-NEW main website: www.uml.edu/cph-new
Healthy Workplace Participatory Program Website: www.uml.edu/cphnewtoolkit

University of Connecticut
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UConn Storrs, Mansfield, CT

University of Connecticut
CPH-NEW website:
http://h.uconn.edu/cph-new

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