

SEPTEMBER 9, 2022



Lakehead
UNIVERSITY



ENHANCING THE PREVENTION OF INJURY
& DISABILITY @ WORK RESEARCH
INSTITUTE

OPERATING PLAN 2021-2023

ENHANCING THE PREVENTION OF INJURY & DISABILITY @ WORK RESEARCH INSTITUTE

LAND ACKNOWLEDGEMENT

Lakehead University's Research Institute for Enhancing the Prevention of Injury & Disability @ Work (EPID@Work) respectively acknowledges its campuses are located on the traditional lands of Indigenous Peoples.

Lakehead University's Thunder Bay campus is located on the traditional lands of the Anishinaabeg Fort William First Nation, Signatory to the Robinson Superior Treaty of 1850.

Lakehead University's Orillia campus is located on the traditional territory of the Anishinaabeg.

EPID@Work acknowledges the history that many nations hold in the areas around our campuses. EPID@Work is committed to eliminating systemic discrimination on both our campuses and to building and maintaining relationships with First Nations, Métis, and Inuit Peoples based on the principles of mutual trust, respect, reciprocity, and collaboration in the spirit of reconciliation.

RESEARCH AND KNOWLEDGE TRANSFER/TRANSLATION PROJECTS

Please see the attached EPID Operating Plan appendix table for all projects ongoing and planned for completion in 2021-2023.

OPERATIONAL PRIORITIES AND AN OUTLINE OF HOW THEY WILL BE IMPLEMENTED

The table below highlights EPID@Work’s operational priorities and how they will be implemented:

Operational Priority	Implementation Method
Establish the new KMI core research area led by Academic Lead, Dr. Lynn Martin	With the foresight of Dr. Lynn Martin, we will strategically hire two KMI Leads (Operational and Evaluation) and two KMI researchers to ensure this core strategic area is implemented into all functions of the Research Institute
Establish a seed grant program to build research capacity and collaboration in OHS research	The EPID@Work Advisory Board will be responsible for evaluating and selecting the three proposals that will be funded each year; the Management Committee will follow-up on the evaluation and work with the KMI team for the identification of transfer products and tools from these projects
Establish three community-based Expert Committees for each core research area	Using our existing networks and community advertising, the EPID@Work Advisory Board will select the membership for the three Expert Committees using the Loisel Work Disability Arena to ensure we have the relevant stakeholders at each table.
Provide training for the stakeholder community in research and knowledge mobilization methods to enhance their ability to actively participate in OHS research.	The EPID@Work Advisory Board will provide suggestions for relevant topics and the Management Committee will identify appropriate people to lead the sessions.
Develop a Research Chair with teaching release for the Director to provide additional capacity for the conduct of research and administrative duties associated with the Institute	We will work together with Lakehead University to establish positions to enhance the research output of the EPID@Work Research Institute.

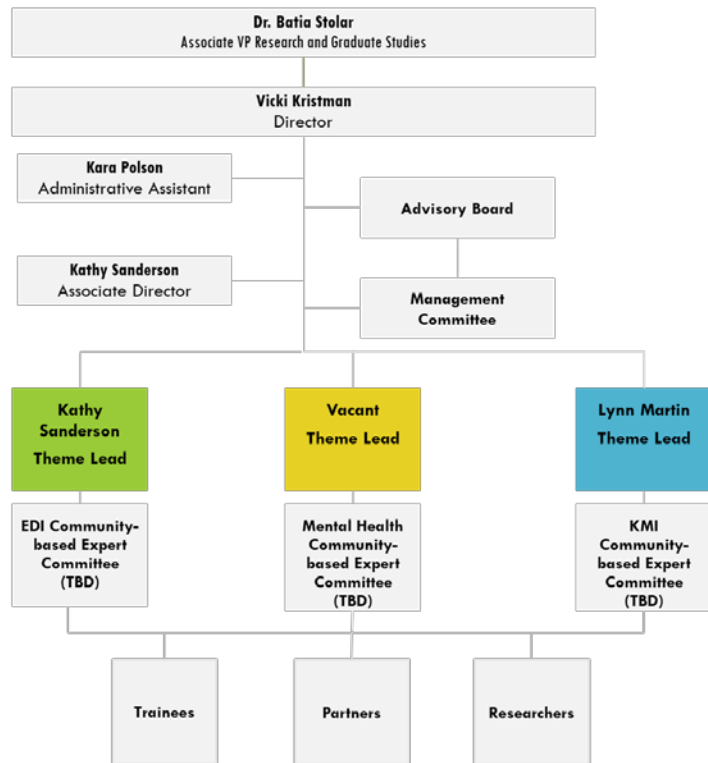
PROJECTED BUDGET FOR 2021-23

Please see attached the 2021-23 Budget at the end of the EPID Activity Plan 2021-23.

ORGANIZATION CHART

**EPID@WORK
ORGANIZATION
CHART**

■ EDI ■ Mental Health ■ KMI



ADVISORY BOARD MEMBERS

The following is a list of the current Advisory Board members:

Dr. Batia Stolar (Committee Chair; Associate Vice-President, Research & Graduate Studies)

Contact information: 807-343-8489; bstolar@lakeheadu.ca

Biography: Dr. Batia Stolar is Associate Vice-President, Research and Graduate Studies at Lakehead University, a position she has held since 2015. In this role, she oversees the operations of Lakehead University’s Research Centres and Research Institutes, including the establishment of new Research Centres and Institutes and the cyclical review process. Her portfolio also includes overseeing external Research Awards and Prizes. Dr. Stolar has been appointed the SSHRC Leader for Lakehead University and is an Associate Professor in the Department of English at Lakehead University. Her research areas of expertise include immigrant literatures and film, the gothic, photography, and dance. She is the co-editor of *Moving Together: Dance and Pluralism in Canada* (2021).

Dr. Joel Andersen (Health system representative; Occupational Physician)

Contact information: 705-522-8718; joel.andersen@sympatico.ca

Biography: Dr. Andersen is a fully qualified practitioner licensed by the College of Physicians and Surgeons of Ontario, and holds certification in Occupational Medicine from the Canadian Board of Occupational

Medicine, since 1995. Certified by the American Board of Independent Medical Examiners, since 1999, Dr. Andersen has represented a variety of clients including insurance companies, corporations, unions, the legal profession, in the court setting, and am considered to be an expert witness in occupational health matters. Dr. Andersen acts as Medical Director for a number of Corporations, handling Occupational Health and Safety and accommodation/disability management Issues. Dr. Andersen is assistant professor in the Division of Clinical Sciences, Northern Ontario School of Medicine, and an adjunct professor in the School of Public Health, Lakehead University. Additionally, he is a research coordinator for the Family Medicine Program at the Northern Ontario School of Medicine. Dr. Andersen has carried out numerous file reviews for adjudication for the legal profession, corporations, insurance companies, and government agencies. He is a committee chairman of the Special Interest Focused Practice in Occupational Medicine of the Canadian College of Family Practice.

Dr. Pierre Côté (Health system representative; Professor and Chiropractor, Canada Research Chair in Disability Prevention and Rehabilitation; University of Ontario Institute of Technology)

Contact information: pierre.cote@uoit.ca

Biography: Professor Côté is an epidemiologist. His clinical training was in the field of chiropractic and he did a Master's of Science in Surgery. He holds the Canada Research Chair in Disability Prevention and Rehabilitation and he is a Professor in the Faculty of Health Sciences at Ontario Tech University. He is also the director of the Institute for Disability and Rehabilitation Research at Ontario Tech University and a Professor of Epidemiology at the Dalla Lana School of Public Health at the University of Toronto. Côté is actively involved with various projects with the World Health Organization (WHO). In particular, in 2020, he was responsible for writing the daily WHO COVID-19 Research Digest and he is a member of the WHO Development Group for programs of rehabilitation for low back pain. Côté is the Chair of the Methodological Working group for Cochrane Rehabilitation. In 2018, he was elected on the Board of Directors of the Global Rehabilitation Alliance and he is the Co-Chair of the Eurospine Diploma in Interdisciplinary Spine Care, a program to standardize evidence-based spine care in Europe. He has expertise in the design and conduct of randomized clinical trials, cohort studies, case-control studies and systematic reviews. Professor Côté has published more than 275 scientific papers in peer-reviewed journals.

Margaret Cernigoj (Legislative and insurance system representative; Ministry of Labour, Training and Skills Development)

Contact information: Margaret.cernigoj@gmail.com

Biography: Margaret is employed with the Ministry of Labour, Training and Skills Development in the position of Director, Northern Region. She has held various roles within the Ontario Occupational Health and Safety system and is an expert in workplace mental health.

Matthew Mayer (Legislative and insurance system representative; Workplace Safety and Insurance Board)

Contact information: matthew_mayer@wsib.on.ca

Biography: Matthew Mayer is the Manager of Strategic Research at the Workplace Safety and Insurance Board. Matthew joined the organization in 2017 and has focused on growing the WSIB Grant Program,

which is committed to enhancing workers' compensation system outcomes by supporting innovative proposals that are aligned to the WSIB's strategic mandate and finding pathways to leverage research insight to drive evidence-based decision making.

Steve Mantis (Worker representative; Ontario Network of Injured Workers, Thunder Bay and District Injured Workers Support Group)

Contact information: smantis@tbaytel.net

Biography: Steve was injured in an industrial accident in 1978 losing his left arm. He went through the W.C.B. system and saw first-hand how it failed for many injured workers. In 1984, he helped found the Thunder Bay and District Injured Workers Support Group. He has been active ever since working to improve the lives of injured and disabled workers across Canada both through increasing the awareness of the barriers may disabled workers face and organizing self-help groups to address those barriers.

He is presently the Chair of the Research Action Committee of the Ontario Network of Injured Workers Groups.

Jules Tupker (Worker and Union representative; retired, previous CUPE Union)

Contact information: jtupker@tbaytel.net

Biography: Jules worked for the City of Thunder Bay for twenty-two years in the water treatment field. While working for the City he was a member of the Union (CUPE Local 87) and was active in the Union and served as vice president and president of the Local for six years. He left the City and took on the position of National Staff Representative with C.U.P.E. (Canadian Union of Public Employees) servicing twenty-five bargaining units for eleven years, retiring in 2004.

Upon retirement, Jules joined the Board of Directors of the United Way of Thunder Bay and became active on a number of the United Ways committees, including the United Way's aboriginal committee - the Nishwaaswi committee. Jules was appointed Campaign Chairman for the 2007 United Way campaign and again for the 2011 campaign. In 2013 Jules was elected President of the United Way Board and served for two years. His involvement in the United Way led to a number of other volunteer organizations which he has joined. He has served on the Board of the Thunder Bay Food Bank for three years and has served on the Board of the Thunder Bay Injured Workers Support Group for the past ten years. He is also co-chair of the Thunder Bay Health Coalition and sits on the Board of the Ontario Health Coalition. He was chair of the Pinewood Court Home for the Aged Family Council for the past eight years and just recently passed on that position to another volunteer. He is a delegate with the Thunder Bay and District Labour Council and he is also a member of the Income and Community Economic Development (ICED) Committee of the City of Thunder Bay Poverty Reduction Strategy and am a member of Poverty Free Thunder Bay.

Amy Kembel (Employer representative; Synergy North)

Contact information: AKembel@synergynorth.ca

Biography: Amy Kembel is a Health & Safety and Human Resources professional who has demonstrated effective leadership in a variety of roles including Manager, Safety & Training; Health & Safety Coordinator; Employee Services Coordinator; Board Member; Chair Person; Paramedic; Specialist; Parent and Volunteer. While she has developed a solid reputation as an effective leader in the Electrical Distribution Industry, she has also demonstrated successful leadership in the health care, aviation, service, emergency response, municipal government and the not for profit sectors. She is an Honours

Bachelor of Commerce graduate with advanced standing in Human Resources and Industrial Relations, has earned an Advanced Certificate in Labour Relations from Queen's Industrial Relations Centre and an Executive Certificate in Conflict Management from the University of Windsor and is currently working towards her Master's in Business Administration at Lakehead University.

Vacant (Employer representative)

MANAGEMENT COMMITTEE MEMBERS

The management committee operationalizes recommendations from the Advisory Board to direct Institute activities. The committee was created to ensure that there is active research occurring in each of the theme areas: EDI, mental health, and KMI. The Management Committee reports to the Advisory Board. The committee recommends topics for research, training, and consultation projects and provides direction for the Director and Associate Director to share opportunities with Research Institute members to take the lead on these projects. The committee currently consists of:

Dr. Vicki Kristman, Director and Scientist; Department of Health Sciences

Dr. Kathy Sanderson, Associate Director and Associate Scientist and Lead, EDI; Department of Business Administration

Dr. Lynn Martin, Senior Scientist and Lead, KMI; Department of Health Sciences

Vacant, Lead, Mental Health

ADVISORY BOARD AND MANAGEMENT COMMITTEE MEETING DATES

Advisory Board

April 23, 2022

November date to be determined, 2022

December date to be determined, 2022

As needed

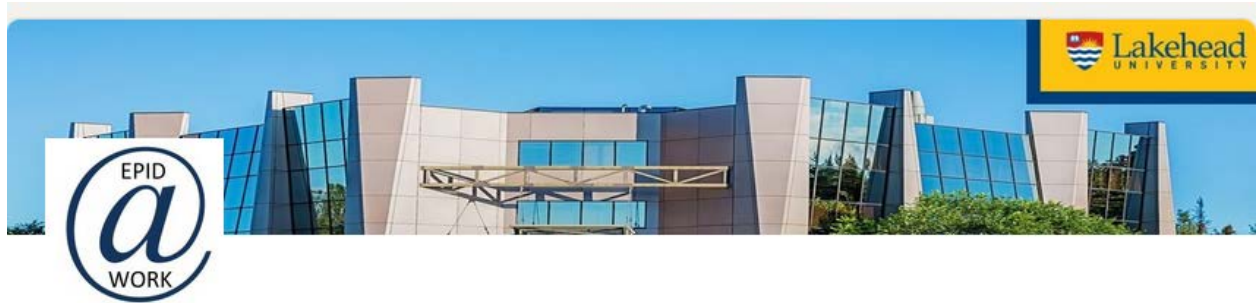
Management Committee

May 5, 2022

September 20, 2022

October date to be determined, 2022

As needed



EPID@Work

Enhancing Prevention of Injury and Disability @ Work (EPID@Work) Research Institute

Exceptional. Unconventional.