

# 2011 CURRICULUM VITAE ALISON HELLER-ONO MSPT, CDA, CIE, CPE, and CMC

**AREAS OF EXPERTISE:** Ergonomics Process Development and Management, Ergonomics Program Education Specialist, Management Consulting on Ergonomics and Work Injury Prevention/Management, Ergonomic Worksite Analysis in biotechnology, manufacturing, office and hospitals; workers' compensation program strategies, ADA Title I and II cases for accommodation and accessibility.

## EDUCATION:

Arcadia University, Glenside, PA.: M.S. in Physical Therapy, Sept., 1987; B.A. in Biology, May 1984.  
Master's Thesis: "A Student Physical Therapist's Perception of Industrial Physical Therapy".  
Holland Study Program: Certificate of Completion from the International School of Physiotherapy, Nederland, 1990.  
Management Training Program: Healthfocus, July 1990-July 1991.

**LICENSE:** CA. PT License PT-16890

## CERTIFICATIONS AND ACCREDITATIONS:

- Certified Professional Ergonomist, Cert #1495, Board of Certified Professional Ergonomists, 1/2009
- Disability Analyst and Fellow, American Board of Disability Analysts, Cert.# 3207-199.
- Certified Industrial Ergonomist, Cert. # ORI-000-021096. Specialty as an **Ergonomics Education Program Specialist**.
- Certified Management Consultant through Institute for Management Consultants, 2001-present.
- Recipient of the Oxford Research Institute's 5 Star Seal of Ergonomics Excellence for national "Ergonomics Training Program", 2001-2007.
- Professional Mentor for other rehab and safety professionals pursuing ergonomics as a profession, since 2002.

## PROFESSIONAL WORKSHOPS:

Alison Heller-Ono has researched, developed materials for, marketed and taught the following half-day, full day and multiple day workshops:

- Ergonomics 101: Half day.
- Facility Planning with Ergonomics: Full day.
- Workers' Compensation Management: Reducing Costs and Improving Outcomes: Half day.
- Train the Evaluator:: 1-3 days (Level I and Level II-III Evaluators).
- Ergonomic Worksite Analysis: Theory and Practice for Growth and Profitability: 3.0 days, 2002- 2006
- Ergonomics Process Development with a Team Approach: 3 days.
- "Do It Yourself" Ergonomics Training for Employers: 2 days, 2006-2007

## WEBINARS:

- February 2011, Controlling Workers' Compensation Injuries as Your Workforce Ages", LORMAN Education Services
- September 2010, "How to Save Millions in Claims through Ergonomics and Injury Prevention", LORMAN Education Services.
- June 2008, "Introduction to Laboratory Ergonomics", bioMerieux Webinar.
- January 2008 "Laboratory Ergonomics" Webinar, Laboratory Magazine.
- July 2007, "Preventing RMIs through Cost Saving Ergonomics and Workers' Compensation Management Strategies", LORMAN Education Services, Webinar.

## SPEAKING ENGAGEMENTS 1996 TO PRESENT:

September 2011, "Extraordinary Ergonomics: Strategies to Reduce Workers' Compensation Costs and Claims", CA WC and Risk, CA  
February 2010, "Strategic Partnerships and Strategies for Successful Outcomes in Ergonomics Process Management", PARMA, Sac.,CA.  
October 2009, "21st Century Ergonomics: A Lean Approach to Ergonomics Process Design and Management" HFES, San Antonio, TX  
February 2009, "Extraordinary Ergonomics: Strategies to Create a Return on Investment in Ergonomics", PARMA, Rancho Mirage, CA  
December 2008, "Developing and Managing an Ergonomics Process", National Ergonomics Conference, Las Vegas, NV  
December 2007, "Laboratory Ergonomics: Microscopes, Pipettes and Bio-Safety Hoods", National Ergonomics Conference, Las Vegas, NV  
September 2007, "Mousing around the Keyboard and other Tales", Office Master, Cupertino, CA  
**August 2007, "Preventive ergonomic strategies demonstrate substantial cost benefit for small to mid-size employers", PREMUS, Boston, MA**  
July 2007, "Ergonomic Study of ID/AST Systems in the Microbiology Lab", AACC, Sponsored by bioMerieux, San Diego, CA  
**October 2006 "Surfer's Whiplash", Surfer's Medical Association Medical Conference, Biarritz, France.**  
**July 2006 "Preventive ergonomic strategies demonstrate substantial cost benefit for small to mid-size employers", International Ergonomics Association, Maastricht, Nederland's.**  
June 2006 "Disability Management Begins with Prevention", Disability Management Employers Coalition, San Francisco, CA.  
May 2006 "Half Truths and Flat Out Lies about Ergonomics", Disability Management Employers Coalition, San Jose, CA.  
May 2006 "Laboratory Ergonomics: Risks in the Biotech Marketplace", BAER, Milpitas, CA.  
March 2006 "Kaiser Labor/Management Partnership: The Role of Workplace Safety Teams", ORC Worldwide, Napa, CA.  
March 2005 "Integrating Alternative Sit/Stand Furniture for Improved Health and Productivity", NeoCon West, LA, CA.  
October 2004 "Ergonomics in an Office Environment", California Law Enforcement Records Administrators, Monterey, CA.  
February 2004 "Using the Strain Index in Laboratory Ergonomics", Bay Area Ergonomics Roundtable, San Jose, CA.  
November, 2003 "Return on Investment Through Proven Ergonomics Strategies", Risk and Insurance Management Soc., SF, CA.  
October, 2003 "Keeping a Lid on Expanding Disability Exposures", Business Insurance Workers' Comp Conf., Boston, MA.  
December 2002 "Laboratory Ergonomics" and "Quality Workers' Compensation Management", Nat'l Ergonomics Conf., NV.  
March 2002 "Developing an Effective Ergonomics Team-Making it Happen", SEAK, San Diego, CA.  
November 2001 "Ergonomics as a Quality Business Strategy", National Workers' Compensation Conference, Chicago, IL.  
**November 2001 "Successful Outcomes of an Ergonomics Process", Ergonomics Society of Australia, Sydney, Australia.**  
October 2001 "Ergonomic Worksite Analysis: The Critical Link", CPTA, Santa Clara, CA.

## **SPEAKING ENGAGEMENTS 1996 TO PRESENT (CONTINUED):**

August 2001 "Ergonomic Challenges for Academic Institutions", CCEHSA, Monterey, CA.  
May 2001 "Physical Therapy and Ergonomics", San Jose District APTA, SJ, CA.  
April 2001 "Developing Ergonomics Teams for Small to Midsize Facilities", AAOHC, SF, CA.  
December 2000 "The Critical Link in Return to Work: Ergonomic Worksite Analysis", National Workers Comp., Chicago, IL.  
November 2000 "Successful Outcomes of an Ergonomics Process", National Ergonomics Conf., Las Vegas, CA.  
**August 2000 "Successful Outcomes of an Ergonomics Process", 14<sup>th</sup> Triennial Congress IEA/HFES, San Diego, CA.**  
June 2000 "6 Year Outcomes of Ergonomics processing" Ergonomics Round Table, Intel, San Jose, CA.  
March 2000 "CTD Prevention in Laboratory Ergonomics" Inst. Industrial Engineers, LA, CA.  
November 1999 "Successful Outcomes of an Ergonomics Process", National Workers' Comp. Conference, Chicago, IL.  
June 1999 "The Use of Customized Forearm Supports in a Microscopy Environment", ErgoCon '99, San Jose, CA.  
June 1999 "Successful Outcomes of an Ergonomics Process", ErgoCon '99, San Jose, CA.

April 1999 "The Impact of the ADA on California Business", Lormen Seminars, Seaside, CA.  
March 1999 "Workers' Compensation and Ergonomics Impact on the New PT Graduate", UCSF, CA.  
March 1999 "Cal-OSHA Regulation: A PT Ergonomist Perspective", Bay Area Roundtable Meeting, Oakland, CA.  
January 1999 "Ergonomics Practices" for Council on Education and Management (CEM), Nationwide.  
January 1999 Worker Safety, Pesticide Applicators Professional Association, Salinas, CA.  
November 1998 "Developing an Ergonomics Process" National Workers' Compensation Conference, Chicago, IL.  
July - December 1998 "California Ergonomics Practices" for CEM, Statewide.  
June 1998 "3 Year Outcomes Of An Ergonomics Process" 13<sup>th</sup> Annual International Occupational Ergonomics and Safety Conference, Ypsilanti, Michigan.  
February 1998 "Front Line Response to Managing Disabilities", PRIMA, San Diego, CA.  
November 1997 Ergonomics Training Panel, National Workers' Compensation Conference, Chicago, IL.  
October 1997 KCBA television interview.  
October 1997 "Your Guide to Developing an Ergonomics Process", ASSE, Sacramento, CA.  
October 1997 "The High Cost of Seated Work", Self-sponsored, Monterey, CA.  
September 1997 "The Seeds of Ergonomics", Hartnell College, Salinas, CA.  
July 1997 "Cal-OSHA Ergonomics and You", The Personnel Office, Carmel, CA.  
**July 1997 "How to Develop an Ergonomics Task Force", International Ergonomics Assoc., Tampere, Finland.**  
May 1997 "The Physician's Role in Ergonomics", Stanford Pain Clinic, Stanford, CA.  
March 1997 "Preserving Employability", MCEPD, Monterey, CA.  
February 1997 "Proposed RMI Standard", SCSHRM, Santa Cruz, CA.  
January 1997 "Proposed RMI Standard" Employment Advisory Council, Monterey, CA.  
November 1996 "Return to Work Panel" National Workers' Compensation and Disability Conference, Chicago, IL.  
October 1996 "Celebrating Abilities: Hiring People with Disabilities", Seaside, CA.  
August, 1996 Ergonomics and the ADA, Bay Employment Lawyers Group, San Jose, CA.  
June 1996 Worker Safety, Pesticide Applicators Professional Assoc., Salinas, CA.  
May 1996 "Your Guide to Developing an Ergonomics Task Force", ERGOCON '96, Palo Alto, CA.  
February 1996 Home Office Ergonomics, First American Title Company, Salinas, CA.  
January 1996 Office Safety and Ergonomics in the 90's, Salinas Chamber of Commerce, Salinas, CA.

**Bold indicates International event.**

## **PUBLICATIONS:**

WINforma: Worksite International Newsletter, self-published by Alison Heller-Ono for Employers and Rehab Professionals. 1996-2007  
November 2010, "PT As Ergonomist: A model for 21<sup>st</sup> Century Healthcare", Orthopaedic Physical Therapy Practice, Vol. 22, No. 4, 2010.  
October 2009, White Paper: "21<sup>st</sup> Century Ergonomics: A Lean Approach to Ergonomics Process Design and Management" HFES Conference Proceeds.  
June 2008, White paper "Ergonomic Analysis Comparison of Four ID/AST Systems for Workflow Efficiency and the Likelihood of Distal Upper Extremity Strain", published Advance for Medical Laboratory Professionals, June 2 2008.  
August 2007, "Preventive ergonomics strategies demonstrate substantial cost benefit for small to mid-size employers", PREMUS conference proceeds.  
July 2007, Abstract for bioMerieux, "Ergonomic Analysis Comparison of Four ID/AST Systems for Workflow Efficiency and the Likelihood of Distal Upper Extremity Strain", <http://www.biomerieux-usa.com/pressreleases>  
June, 2006 "Innovations in the Clinic", Webnews, National Association of Occupational Health Providers.  
March, 2006 "Preventive ergonomics strategies demonstrate substantial cost benefit for small to mid-size employers" International Ergonomics Conference proceed.  
March, 2006, "Ergo investments foster safety, lower comp rates", CTD News Vol. 15, No. 3.  
February, 2006, "Careful planning, attention to detail ease ergonomic pitfalls", CTD News Vol. 15, No. 2.  
April 2005, "Ergonomics and the Entrepreneur" Ergo Solutions Magazine.  
January 2004, "Ergonomics and Quality", Ergo Solutions Magazine.  
November 2003, "Quality in Workers' Compensation Management", Ergo Solutions Magazine.  
October, 2003, "A Quality-Driven Ergo Purchasing Process", Ergo Solutions Magazine.  
January 2002, Worksite International Ergonomic Analysis and Training System CDROM and Handbook.  
March 2002 Office and Industrial Vendor Directory, Self-Published by Worksite International.  
November 2001 "An Ounce of Prevention", Rehab Management Magazine.  
September 2001 Point of View: The failing of Fed OSHA Ergonomics; Workplace Ergonomics, Stevens Publishing.  
March/April 2001 Federal Ergonomics Standard: Dead but not Buried" "PT Advance, King of Prussia, PA.  
November 2000 "Becoming a Board Certified Ergonomist", PT Advance, King of Prussia, PA.  
March/April 2000 "Homework", Nature Home, Loveland, CO 80537.

January 2000 "Laboratory Ergonomics", Self-published by Worksite International.  
 October 1999 "Hitting the Injury Iceberg", Occupational Health and Safety, Stephens Publishing.  
 September 1999 "On-the-Job Safety Starts at the Top", Business and Health Magazine.  
 June 1999 "Successful Outcomes of an Ergonomics Process using an Ergonomics Task Force", Ergo-Con 99.  
 March 1999 Quoted in CTD news article "CTDSTANDARDS".  
 February 1999 Ergonomic Worksite Analysis " Ergonomics Encyclopedia, University of Cincinnati, Ohio.  
 January 1999 "Facility Design with Ergonomics in the 21<sup>st</sup> Century, San Jose Business Journal, San Jose, CA.  
 July 1998 Your Guide to Developing an Ergonomics Process including "How to Develop an Ergonomics Task Force", Taylor and Francis, 1998  
 June 1998 "Three Year Follow-Up Results to Developing an Ergonomics Process Using an Ergonomics Task Force", Advances in Occupational Ergonomics and Safety 2, IOS Press, Inc., Burke, VA.  
 March/April 1998 "California Ergonomics Standard is New Growth Factor" Work Injury Management Digest.  
 September 1997 Your Guide to Office Ergonomic Furniture and Accessories, Alison Heller, MS, P.T., CIE, Self-Published.  
 June 1997 "How to Developing an Ergonomics Task Force", Strategies for Success: Disability Management in the Workplace, National Institute of Disability Management and Research, BC, Canada.  
 June/July 1997 "Preserving Employability", California Workers' Compensation Enquirer and The Self-Insurer Magazine.  
 July/Aug. 1996 "Growing a Consulting Business: Lessons in Patience and Persistence," Work Injury Management Digest..  
 January 1996 "Resolving to Manage Our Health", Agric. Personnel Management Assoc. Newsletter.  
 August 1995 "Ergonomic Jobsite Analysis: The Critical Link in Return-to-Work", California Workers' Compensation Enquirer.  
 September 1994 "The CA Ergonomics Standard: Setting a Precedent for Federal Action.", Work Injury Management Digest.

**CONTINUING EDUCATION 1999 TO PRESENT:**

May 2011 Liberty Mutual Behavior Based Safety Program, Pleasanton, CA  
 February 2011 PARMA, Anaheim, CA  
 December 2010 UCSF and UM Conference on Musculoskeletal Fatigue, Oakland, CA  
 February 2010 PARMA, Sacramento, CA  
 October 2009 HFES, San Antonio, CA  
 February 2009 PARMA, Rancho Mirage, CA  
 December 2008 National Ergonomics Conference, Las Vegas, NV  
 May 2008 N. CA Workers' Compensation Forum, Council on Education, Monterey, CA.  
 February 2008 PARMA Annual Public Risk Management Conference, Anaheim, CA  
 September 2007 UCSF Peripheral Nerve Anatomy and Physiology, San Francisco, CA  
 August 2007 PREMUS International Conference on the Prevention of Musculoskeletal Disorders, Boston, MA  
 June 2007 Cal-OSHA Safety Conference, Monterey, CA  
 March 2007 Measuring Performance for Safety Success, ASSE, Costa Mesa, CA  
 September 2006 Brougha Work Physiology Symposium, Salt Lake City, Utah  
 August 2006 Office Ergonomics and Facility Planning, Oakland, CA  
 July 2006 International Ergonomics Conference, Maastricht, Nederland's  
 June 2005 Organizational Development and Management, Maui, Hawaii  
 December 2004 National Ergonomics Conference and Exposition, Las Vegas, NV  
 March 2002 SEAK Workers Compensation and Occupational Health Conference, San Diego, CA  
 November 2001 National Workers' Compensation Conference, Chicago, IL  
 June 2001 APTA National Conference, Anaheim, CA  
 November 2000 National Ergonomics Conference, Las Vegas, Nev.  
 March 2000 Institute for Industrial Engineers, LA, CA  
 December 1999 National Ergonomics Conference, Anaheim, CA  
 November 1999 Ergonomic Guidelines for Engineers, Humantech, Newport Beach, CA  
 November 1999 National Workers' Compensation Conference, Chicago, IL  
 October 1999 CMC Confab, Reno, NV  
 June 1999 Ergo Con 99, San Jose, CA  
 January 1999 "When Home Becomes the Workplace", PIBA, Palto Alto, CA

**CLINICAL BACKGROUND:**

*Specialties: work injury and chronic pain management, work analysis, orthopedics, patient education, manual therapy, work capacity assessments. Experience in spinal cord and stroke rehabilitation.*

Jan., 1995- Sept., 1996 Worksite International Clinical Services: 787 Munras Ave, Suite B, Monterey, CA 93950 ,  
 Jan., 1993- April 1994 Bay Physical Therapy, 787 Munras Ave, Suite B, Monterey, CA 93950  
 Oct., 1989- Nov., 1992 Rehability, Salinas, CA 93901  
 Sept., 1988- Oct., 1989 Pinecrest Rehabilitation Hospital, Delray Beach, FL.  
 Sept., 1987- July 1988 Crozer Chester Medical Center, Chester, PA.

**COMMUNITY ACTIVITIES, APPOINTMENTS AND MEMBERSHIPS:**

\*Human Factors and Ergonomics Society, Member, \*Institute for Management Consultants, Member  
 \*Bay Area Ergonomics Round Table, Member \*American Physical Therapy Association, Member  
 \*Surfers' Medical Association Member \*Jujitsu America