

Workplace Safety, including Risk Management Report

BACKGROUND

The Executive & Audit Committee annually reviews with university leadership the top risks that may impact Oregon State University's ability to meet its mission. Each of the identified top risks is assigned to one of the Board committees based on alignment with the committee's charter and workload. The Academic Strategies Committee provides oversight of the university's action plan for increasing workplace safety.

STATUS UPDATE

This report covers activities during fiscal year 2022 (FY22). Three main priorities in FY22 were responding to COVID-19 and new OSHA rules, strengthening the culture of safety, and implementing new safety management systems.

With the COVID-19 public health emergency persisting into 2022, the university continued complying with the Oregon Health Authority and Oregon Occupational Safety and Health Division's (Oregon OSHA's) Rule Addressing COVID-19 Workplace Risks. This involved making testing, masks and face coverings available; continuing optimization and certification of facility ventilation systems; and providing notification to workers who have had potential work-related exposure to COVID-19.

Returning to OSU's campuses with the priority of safety and wellness continued throughout the year. A steady state of operation has been achieved assimilating personnel back into their offices, labs, classrooms, and workstations along with supporting staff members working remotely.

In addition to the continuation of COVID-19 pandemic response, Oregon OSHA issued two new permanent rules to protect workers from the hazards of high heat and wildfire smoke. These new rules involved development and implementation of prevention plans, exposure control measures, and new training resources.

The university continues to make progress on strengthening the culture of safety at OSU. The university's provost and executive vice president and the vice presidents for finance and administration and research jointly charged a Workplace Safety Culture Task Force that developed eleven recommendations that align with best practices articulated by the Association of Public and Land-Grant Universities (APLU). The recommendations support OSU's goal to foster and strengthen a university-wide culture that values and emphasizes workplace safety. Implementation of the recommendations began in fall term 2022. The first recommendation to be addressed is conduct of a comprehensive Safety Perception Survey. The survey will be administered through the National Safety Council (NSC) in fall 2022. Results from the survey will inform prioritization of safety initiatives in the areas of greatest need.

The university has implemented a new safety and health information management system—SciShield—that will aid in nurturing a culture of safety. SciShield is an integrated solution hosted by the Office of Environmental Health and Safety (EH&S) to meet the needs for health, safety, inventory, and sustainable lab operations. It is training and tracking software that improves safety and compliance for those in the research community (including students and postdocs). It also supports other staff who require EH&S training, such as Facilities Services, University

October 27-28, 2022 Board of Trustees Meetings

Housing and Dining Services, and staff working in agriculture. This solution provides better visibility into safety and compliance status, reduces the administrative burden on the research community, and minimizes disruptions to the university's research work.

As a result of ongoing efforts to improve workplace safety, OSU received zero violations during a recent unannounced Oregon Department of Environmental Quality (DEQ) hazardous waste compliance inspection. This result highlights the continuous improvement accomplished and attention to detail in this area over the past several years. DEQ noted that this is an exceptional accomplishment, given the size of OSU's facility, the numerous employees involved in hazardous waste management, and the numerous streams of hazardous waste generated at OSU during its day-to-day operations. Additionally, the DEQ shared that OSU's EH&S team has developed a hazardous waste system that serves as "an excellent example to share with other institutions for higher education in Oregon."

NEXT STEPS

The Academic Strategies Committee will be provided the annual report on workplace safety at its October meeting, and additional discussions can be scheduled as requested by the committee.

**Oregon State University
Enterprise Risk Management FY2022 Priorities
Workplace Safety**

Risk Topic Oversight Summary						
Board Oversight Committee	Risk Topic	University Goal	Type(s) of Risks to be Prevented	Risk Owner(s)	Primary Risk Mitigation Strategy(ies) ¹	Risk Mitigation Team
Academic Strategies Committee	Workplace Safety	Provide a safe and healthy learning, research, and work environment	Operational (safety), Compliance, Financial, Reputational	Provost, VP for Finance and Administration, VP for Research	Reduce, Avoid, Share/Insure	Senior Associate Vice President for Administration, Director, Environmental Health and Safety

Mitigation Plan	
Objective 1: Improve workplace safety culture	
Actions to Satisfy Objective	Status Report
Implement applicable recommendations from “A Guide to Implementing a Safety Culture	Progress made with ongoing actions: Strengthen and sustain a strong culture of workplace safety by creating more effective ways of ensuring proper safety measures are followed in workplace activities. Completed and

¹ Definitions of mitigation strategies:

Avoid: Discontinue the activities that present unacceptable risk
Share/Insure: Transfer the risk through insurance programs

Reduce: Implement controls, practices, programs to lessen the risk
Accept: Proceed with the activity because the benefit outweighs the risk

Mitigation Plan	
Objective 1: Improve workplace safety culture	
Actions to Satisfy Objective	Status Report
<p>in Our Universities” developed by the Association of Public and Land-grant Universities (APLU) Council on Research Task Force on Laboratory Safety</p>	<p>ongoing activities include:</p> <ul style="list-style-type: none"> • A Workplace Safety Culture Task Force, charged jointly by the provost and executive vice president, vice president for finance and administration, and vice president for research has completed its work. The task force evaluated current OSU workplace safety programs, policies, procedures, education, training, oversight and provided a report to university leadership. The report and recommendations are currently being evaluated, with planning for implementation as needed. • Contracted with the National Safety Council (NSC) to perform a safety perception survey. This will allow OSU to leverage NSC’s 100 years of experience developing workplace safety resources. NSC’s employee safety perception survey has been used to benchmark over 1,400 organizations. Results of the survey will be used to inform prioritization of OSU safety initiatives to the areas of greatest need. • Improved and increased funding for the Safety Purchase Assistance Program, which assists units with funding certain safety improvements. • Because of the scale and complexity of the College of Engineering as regards workplace safety, OSU is recruiting a Safety Culture Program Director to be a full-time safety professional embedded within the college. This individual will be responsible for developing, supporting, managing, and promoting comprehensive multidisciplinary laboratory safety programs necessary to maintain a safe and healthy environment for faculty, staff, students, and visitors in COE. • Sponsored a COE Industrial Engineering student capstone project on near-misses, which is helping improve near-miss accident reporting in COE undergraduate student clubs. Information and training developed for this project has become a resource on the EH&S webpage. The plan is to expand the project beyond COE Student Clubs to the entire university with implementation of new “ObserveNow” near-miss reporting application.

Mitigation Plan	
Objective 1: Improve workplace safety culture	
Actions to Satisfy Objective	Status Report
Objective 2: Reduce potential for injuries and support compliance	
<p>Conduct workplace safety and health inspections, assessments, trainings, consultations, and policy and procedure development</p>	<p>Progress made with ongoing actions: Improve and update short- and long-term safety requirements, procedures, and policies to help support a safe and healthful workplace. Completed and ongoing activities include:</p> <ul style="list-style-type: none"> • Are working with governmental regulatory agencies and achieved zero hazardous waste violations in Spring 2022. • Completed implementation of new safety and health information management system that will help with nurturing a culture of safety. • Installed loading dock safety guards on the Corvallis campus. EH&S teamed up with Insurance and Risk Management Services (IRMS) to purchase and install loading dock guards for several buildings around the Corvallis campus. • Implemented new Oregon OSHA Health Illness Prevention and Protection from Wildfire Smoke Permanent Rules. Developed and implemented communication plans, safety instructions, resource webpages, prevention and exposure control plans, emergency medical plan, and training materials to ensure compliance with these new rules. • Facilitated property loss prevention. In March 2022, OSU invited Global Risk Consultants, a property risk management engineering company, to visit its Corvallis and Newport locations to evaluate the risk of fire, natural disasters, earth movement, and other hazards in buildings that could lead to property damage losses. • Enhanced hazardous materials shipping. All hazardous and regulated shipping oversight has been moved from Printing and Mailing Services to EH&S effective October 2021. Campus Freight operations have also been moved to EH&S to allow for greater oversight and compliance of all regulated shipments. The existing shipping center at the EH&S Annex serves as the on-campus central location where all regulated shipping is performed.

Mitigation Plan	
Objective 1: Improve workplace safety culture	
Actions to Satisfy Objective	Status Report
	<ul style="list-style-type: none"> • Recruitment underway for an Occupational Safety Officer to help improve OSU's shops, agricultural and industrial safety programs. • Recommissioned Chemical Safety Committee that will focus on risk mitigation measures of high hazard chemical use throughout the university. • Delivered trainings throughout the university, improved training materials, and improved quick reference lab safety information for labs. • Completed renovations of RAIL BSL-3 laboratory, including biosafety engineering control improvements. • In 2022, performed 1,343 hazardous waste pick-ups for the year and 134 lab cleanouts of excess and unused chemicals in compliance with university safety and external requirements. Additionally, 55.3 tons of hazardous waste was processed and disposed through the EH&S Waste Facility. This saved an estimated \$895,000 in disposal costs through waste minimization and best management practices. EH&S continued to experience high cooperation and compliance from faculty, managers, and staff in these inspections, and there continues to be improvement in the knowledge and practices of OSU employees in properly addressing hazardous waste management requirements.

Performance Metrics		
METRIC 1: Improve safety culture		
Goal	Results	Comments
Assess and implement applicable Association of Public and Land-grant Universities (APLU) recommendations	Completed Workplace Safety Culture Task Force	Task Force delivered on charge to provide recommendations in a written report to the provost, the vice

Performance Metrics		
METRIC 1: Improve safety culture		
Goal	Results	Comments
		president for finance and administration, and the vice president for research by summer 2022.
METRIC 2: Reduce losses and ensure compliance		
Goal	Results	Comments
Percentage of workplaces inspected according to inspection schedule	FY2022: 99.5% FY2021: 99.2% FY2020: 100% FY2019: 99.6% FY2018: 88%	Lab inspection schedule was modified due to implementation of new information management system SciShield.
Number of inspections requiring escalation to senior leaders	FY2022: 0 FY2021: 0 FY2020: 0 FY2019: 0 FY2018: 1	No lab issues required escalation in FY22. Update of escalation procedure delayed to implement SciShield. Will be reviewed and updated as necessary in FY23.