

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 and objectives. 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

Throughout the COVID-19 pandemic, the university has worked diligently to resume traditional on-site and in-person activities with comprehensive public health and mitigation strategies. Safety, health, and compliance have been priorities.

The university implemented the Oregon Occupational Safety and Health Division's (Oregon OSHA's) Rule Addressing COVID-19 Workplace Risks. This involved conducting an Exposure Risk Assessment and executing an Infection Control Plan. In addition, OSU's offices of Facilities Services and Environmental Health and Safety (EH&S) have been optimizing building ventilation and implementing certification requirements from the Oregon OSHA's COVID-19 Rule.

The challenges to overcome this fall, as the university returns to more fully in-person activities, include reoccupying the many facilities throughout OSU and assimilating personnel back into their offices, labs, classrooms, and workstations, all while prioritizing safety and wellness. Extensive work is underway to achieve these objectives. EH&S has resumed pre-pandemic assessment schedules to help ensure that compliance requirements are in place for the fire and life safety of laboratory, shops, and buildings. Onsite consultations with supervisors help further the goal of a safe and compliant return to OSU campuses and locations. Networking with key stakeholders such as building managers and safety coordinators is taking place. Facility maintenance, cleaning and sanitation schedules are being refined, and actions to support the proper supply of safety and health materials (e.g., masks, cleaning supplies, and compliance posters) have been taken.

In addition to the focus on the COVID-19 pandemic response, the university dealt with wildfire smoke and extreme heat events. In response to these risks, Oregon OSHA issued two temporary rules: the Temporary Heat Rule and Wildfire Smoke Rule. OSU has installed five air quality index (AQI) monitoring stations to continually monitor air quality on the Corvallis campus, at OSU-Cascades, and at the Hatfield Marine Science Center (HMSC). The Incident Management Team (IMT) has conducted preliminary planning to effectively respond to other wildfire smoke events. Additionally, an AQI Decision-Making Plan has been developed to ensure a consistent university-wide approach to responding to local wildfire smoke conditions and to align with current public health guidance.

Progress continues to be made to strengthen the culture of safety at OSU, despite the many challenges posed by the pandemic, excessive heat, threat of wildfires, and the need to comply with new regulations. The University Health and Safety [Policy](#) has been completed and approved; it defines roles and responsibilities throughout the university.

ASC Agenda Item 2b

The first student-led laboratory safety team was created, empowering chemistry graduate students to strengthen laboratory safety within the Chemistry Department. As we move into fall term, a Workplace Safety Culture Task Force has been commissioned in alignment with recommendations issued by the Association of Public and Land-grant Universities (APLU). The task force is charged with developing recommendations that strengthen the culture of safety throughout OSU.

NEXT STEPS

The Academic Strategies Committee will be provided the annual report on workplace safety at its October 7 meeting, and additional discussions can be scheduled as requested by the committee. Routine updates on workplace safety are also provided to the Compliance Executive Committee, chaired by the provost.

**Oregon State University
Enterprise Risk Management
2021 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

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
Implement applicable recommendations from "A Guide to Implementing a Safety Culture in Our Universities" developed by the Association of Public and Land-grant Universities (APLU) Council on Research Task Force on Laboratory Safety	<p>Progress made with ongoing actions:</p> <p>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 ongoing activities include:</p> <ul style="list-style-type: none"> • Revised Health and Safety Policy to define roles, responsibilities and promote safety and health throughout the university. Policy has been finalized and approved. • Commissioning University Safety Culture Task Force in alignment with best practice recommendations from the APLU to strengthen safety culture best practices. The primary objective of the Task Force will be to develop recommendations that optimize methods of fostering campus-wide culture and adopting efficient and effective safety and health measures. • Chemistry department in partnership with EH&S launched a student led laboratory safety team (LST). Five graduate students in Chemistry Department are leading this effort with support from EH&S and Chemistry faculty members. The LST movement was triggered in 2012 by Dow Chemical's exploration of ways to strengthen academic research safety culture from the bottom up. This necessitated a new form of leadership from graduate students and postdoctoral scholars. This movement has been spreading throughout chemistry and engineering academic research departments in the United States in a grassroots fashion. There are 16 currently active teams at universities throughout the U.S. • Revised and streamlined Safety Purchase Assistance Program (SPAP). The new process allows SPAP monies to be used more strategically to support loss prevention/safety purchases that will improve loss control, safety and health at OSU. • College of Engineering (COE) providing stronger charge to safety advisory committee (SAC) including each school having its own active and engaged SAC. Safety culture assessment survey to be performed.

Objective 2: Reduce potential for injuries and support compliance	
Conduct workplace safety and health inspections, assessments, trainings, consultations, and policy and procedure development	<p>Progress made with ongoing actions:</p> <p>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"> • Supported IMT in stand-up and staffing of Reser Stadium evacuation site during 2020 wildfire event. Provided consultation to administrative officials on safety and health concerns related to the poor air quality. Performed extensive air monitoring in buildings to validate safe reopening of buildings and return to campus. Performed debrief of event to document decisions made and lessons learned. • Installed air quality monitoring stations to monitor local air quality at the Corvallis campus, OSU-Cascades, and HMSC. Monitoring stations allow OSU to measure air pollution reliably and cost-effectively during poor air quality events. Developed AQI Based Decision-Making Matrix for Wildfire Smoke Events to help ensure decisions are knowledge-based and align with local public health guidance and advisories. The air quality monitoring stations that have been installed along with the AQI-Based Decision-Making Matrix will help leadership respond quickly to wildfire events that may threaten the health and well-being of the OSU community. • Implemented new Oregon OSHA Exposure to High Ambient Temperatures Temporary Rule and Wildfire Smoke Temporary Rule. Developed and implemented communication plans, safety instructions, resource webpages, emergency medical plan, and training materials to ensure compliance with these new temporary rules. • Developed and implemented new research safety registration process. Registration serves to identify and address various hazards in research laboratories and to provide Principal Investigators with a comprehensive tool for recognizing hazards and compliance issues in research. • Executed new hazard communication laboratory door sign to enhance building hazardous materials identification to assist emergency first responders. • Supported successful research animal Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) Site Visit. Site visitors highlighted commendable aspects of OSU's program including exceptional documentation of safety training being provided to animal program participants, particularly training on hazards specific to the facilities. • Implementing new safety and health information management system that is certified loss control and risk mitigation solution for educational institutions. The new EH&S

	<p>information management system will provide a comprehensive enterprise-wide safety information management solution that is scalable and readily allows OSU to accurately know who is in our labs, the hazards involved, and where the work is being performed. The new system will provide faculty, staff and students the tools they have been missing to track and manage safety for themselves and their lab, shop or workspace.</p> <ul style="list-style-type: none">• Partnered with COE to develop and complete standard operating procedures for the safe storage, handling, and transport of rocket engine propellants. These new protocols were necessary to ensure safe and secure off campus testing and participation in national Rocket Club competitions. Completed Department of Homeland Security (DHS) Security Vulnerability Assessment required for chemical used in rocket propellant to ensure proper storage and use in accordance with DHS classified Chemicals of Interest (COI).• Developed fire safety inspection module within data management system to help effectively and efficiently administer all EH&S data in one centralized system.• Partnering with Insurance and Risk Management Services to address open recommendations from FM Global's Risk Improvement Plan.• OSU Future Ship Operations Task Force is working together with representatives of all OSU colleges, institutes, and facilities operating research vessels, and the Small Boats Program at the Research Office, to improve management efficiencies, safety and harassment practices, and the workforce environment across the entire OSU research fleet, by developing a shared management structure and online registry that increases the visibility and management efficiencies of all OSU aquatic operations, from large vessels to small boats and other aquatic vehicles, while ensuring safe operations across the board.• Working with governmental regulatory agencies and received generally positive reviews from Oregon Health Authority inspection of OSU's Radioactive Material Broad Scope License.• Sponsored Arc Flash training for OSU employees and students that have been identified with this high hazard exposure. Organized and offered Wilderness First Aid Training to College of Earth, Ocean and Atmospheric Sciences and College of Agricultural Sciences staff who conduct remote field research.• Provided safety and health instruction in college courses to include a chemistry graduate course (CH 607 Chemical Safety Seminar Course) and instruction in College of Public Health course on radiation detection.
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	<ul style="list-style-type: none">• Developed action plan with University Facilities, Infrastructure and Operations for capital project removal of fire escapes on campus that do not meet current fire code requirements. Developed action plan for replacement of door hardware when building renovation projects occur to ensure hardware meets current fire code requirements. Developed evacuation and fire drill procedures.• Added 10 new training modules to the university's learning management system and provided 9,203 workplace safety training sessions. Expanded areas of training include Occupational Health and Safety/Industrial Shop Safety, Biosafety, Emergency Preparedness and COVID response. EH&S continues to work to expand course offerings to students and volunteer user groups.• Conducted 780 workplace safety assessments, prioritized by highest risk categories across all OSU workplace spectrums (chemical, biological, radiation, industrial shops, and animal use) and property holdings (Corvallis, OSU-Cascades, HMSC and Experiments Stations). Approximately 780 laboratory use and shop rooms were inspected. An annual calendar ensures the prioritization and completion of lab assessments.• Performed 1,160 hazardous waste pick-ups for the year and 64 lab cleanouts of excess and unused chemicals in compliance with university safety and external requirements. 39.7 tons of hazardous waste was processed and disposed through the EH&S Waste Facility with an estimated \$175,000 disposal cost savings 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.• COE partnering with <u>Safety Purchase Assistance Program</u>. COE will provide matching money for safety upgrades.• COE implementing new safety and health education and training in graduate and undergraduate curricula.
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Performance Metrics		
METRIC 1: Improve safety culture		
Goal	Results	Comments
Implement applicable Association of Public and Land-grant Universities (APLU) recommendations	Workplace Safety Culture Task Force has been established and is being commissioned by senior leadership EH&S unit-level metrics have been developed and are in process of being finalized in connections with Finance and Administration division metrics in support of OSU's mission.	Adoption of the APLU recommendations will be assessed by the Workplace Safety Culture Task Force in FY2022.
METRIC 2: Reduce losses and ensure compliance		
Goal	Results	Comments
<ul style="list-style-type: none"> Percentage of workplaces inspected according to inspection schedule 	FY2021: 99.2% FY2020: 100% FY2019: 99.6% FY2018: 88% FY2017: 99%	<ul style="list-style-type: none"> Lab inspection schedule was modified due to the pandemic and resumed pre-pandemic inspection schedule in July 2021.
<ul style="list-style-type: none"> Number of inspections escalated to Office of Audit, Risk and Compliance 	FY2021: 0 FY2020: 0 FY2019: 0 FY2018: 1 FY2017: 1	<ul style="list-style-type: none"> There were zero lab issues that required escalation in FY2021. Update of escalation procedure has been delayed due to pandemic but will be reviewed and updated as necessary in FY2022.