



Academy of Organizational & Occupational Psychiatry 2015 Annual Meeting

**“The Disrupted Workplace:
Technology, Work, and
Mental Health”**

A O O P

**April 24-26, 2015
University Club of Chicago
Chicago, IL**



**HEARTLAND
CENTER FOR
OCCUPATIONAL
HEALTH & SAFETY**
(A PUBLIC Education and Research Center)

JOINTLY PROVIDED BY:

The University of Iowa College of Public Health
Heartland Center for Occupational Health and Safety
The University of Iowa Carver College of Medicine

Program Agenda

Friday, April 24, 2015

5:00 - 7:00 p.m.

Conference Introduction

Meet and greet AOOP practitioners over cocktails and hors d'oeuvres
The Anatomy of an Organizational Consultation, Panel Discussion

Daven Morrison, MD - Moderator

Stephen Heidel, MD, MBA

Jerry Cox, PhD

Saturday, April 25, 2015

7:30 – 8:00 a.m.

Continental Breakfast

8:00 – 8:30 a.m.

Technology & Work: Essential Principles of Rapid Change and its
Impact on Workplace Mental Health, **Andrew Brown, MD & Paul Hammer, MD**

8:30– 10:00 a.m.

Organizational Adjustment to Technology-Induced Change:
The Boston Police Department

Andrew Brown, MD & Michael Cox, Boston Police Department

10:00 – 10:15 a.m.

Coffee Break

10:15 a.m. – Noon

The “Black Hole”: Technological Innovation in Hiring as
Driver of Long-Term Employment, **Ofer Sherone, PhD, JD**

Noon – 1:30 p.m.

Lunch (on your own)

1:30 – 3:30 p.m.

Technology Transitions: Building Teams in a Rapidly Changing Environment
Paul Hammer, MD, Steve Powell, MS, Susan Hohenhaus, LPD, RN, CEN, FAEN

3:30 – 3:45 p.m.

Break

3:45 – 4:45 p.m.

Technology and Deception: Psychiatric Aspects of Fraud and Fraud Detection
Daven Morrison, MD

4:45 – 5:45 p.m.

Break

5:45 – 6:45 p.m.

Cocktails and hors d'oeuvres: Meet the presenters and the participants

6:45 – 9:00 p.m.

Dinner Session - Movie Discussion: Charlie Chaplain's *Modern Times*
Julia Reade, MD

Sunday, April 26, 2015

7:45 – 8:00 a.m.

Continental Breakfast

8:00 – 9:30 a.m.

Employment Drug Testing and the Impact of Technology on the
Environment of Work, **Laurence Westreich, MD**

9:30 – 10:30 a.m.

Discussion Session: Helping Leaders Discern the Limitations of Technological
Solutions in Solving Non-Technological Problems, **Paul Hammer, MD**

10:30 a.m.

Meeting Adjourns

The logo for AOOP (Association of Organizational Occupational Physicians) is displayed in a large, bold, black serif font. The letters are closely spaced, with the 'O's being particularly prominent.

Objectives

Purpose

This program will provide current information on selected organizational and occupational psychiatry topics and provide important resources and networking opportunities necessary for keeping current in organizational and occupational psychiatry.

Intended Audience

This program is intended for organizational and occupational psychiatrists and others interested in organizational and occupational psychiatry.

Educational Objectives - Upon completion of this program, participants will be able to:

- * Identify the key components of organizational consultation scope.
- * Distinguish the course of an organizational consultation.
- * Discuss how the client's needs and demands determine the consultation.
- * Identify the key elements of the close of an organizational consultation.
- * Identify relevant emotional/psychiatric factors, and criteria to consider, when rendering decisions whether and/or how to implement technological changes in the workplace.
- * Identify common patterns of response among different groups in an organization (ie: Leadership, Management, and Employees) to technologically induced change at the workplace.
- * Recall the causes of self-blame among long-term unemployed workers.
- * State strategies for combating destructive self-blame among long-term unemployed workers.
- * Identify at least three key principals of change management and how they affect workplace mental health within an organization undergoing rapid change.
- * Describe three major challenges in the current healthcare environment that affect workers to function as an effective team.
- * Describe two issues that can negatively impact healthcare teams when an organization implements an electronic health record.
- * Distinguish the affects manipulated by predatory fraudsters.
- * Identify how motivational reversals fit with accidental fraudsters.
- * Discuss the role of "Tone at the top" leadership and fraud.
- * Discuss the advancing capacity of technology and the fraud threat.
- * Identify the role of affect in two common email frauds.
- * Describe the fit between motivational reversals and the fraud triangle of criminology.
- * Discuss the psychological consequences of unemployment.
- * Discuss the psychological and occupational disruptions associated with technological innovation.
- * Describe two new workplace drug testing technologies and how they affect workplace environment.
- * Discuss three common methods that workers attempt to evade testing and how those subjects interact with the law and psychology of testees, unions, and the public.
- * Describe two major pitfalls where organizations and individuals attempt to use technology to solve non-technology problems.
- * Describe the psychological process where organizations and individuals can better describe their requirements to solve problems.

2015 Program Committee

Greg Couser, M.D. Frederic Gerr, M.D. Paul Hammer, M.D. Megan Meyer, M.B.A.



Details

Program Faculty

- * **Andrew Brown, MD**, Consulting Psychiatrist, Boston Police Department, Boston, MA
- * **Jerry Cox, PhD**, Principal, Cox Associates, Consultants in Organizational and Leadership Development, Boston, MA
- * **Michael Cox**, Superintendent of Operations, 911 System, The Boston Police Department
- * **Paul Hammer, MD, CAPT, MC, USN**, Director, Defense Center of Excellence for Psychological Health and Traumatic Brain Injury, Arlington, VA
- * **Stephen Heidel, MD, MBA**, President, Heidel & Associates, Ketchum, ID
- * **Susan "Sue" Hohenhaus, LPD, RN, CEN, FAEN**, Executive Director, Emergency Nurses Association, Des Plaines, IL
- * **Daven Morrison, MD**, Senior Executive Advisor, Morrison Associates, Ltd, Palatine, IL
- * **Steve Powell, MS**, Chief Executive Officer and President, Synensis, Peachtree City, GA
- * **Julia Reade, MD**, Clinical Instructor in Psychiatry, Beth Israel Deaconess Medical Center, Boston, MA
- * **Ofer Sherone, PhD, JD**, Mitsubishi Career Development Professor & Assistant Professor of Work and Employment Research, MIT Sloan School of Management, Cambridge, MA
- * **Laurence Westreich, MD**, Park West Associates, New York, NY

Physician Credit

This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of The University of Iowa Roy J. and Lucille A. Carver College of Medicine and The University of Iowa College of Public Health. The Carver College of Medicine is accredited by the ACCME to provide continuing medical education for physicians.

The University of Iowa Carver College of Medicine designates this live activity for a maximum of **11.5 AMA PRA Category 1 Credits**™. Physicians should only claim only the credit commensurate with the extent of their participation in the activity.

Participants attending on April 24 (Friday) only will be awarded **1.5 AMA PRA Category 1 Credits**™. Participants attending on April 25 (Saturday) only will be awarded **7.5 AMA PRA Category 1 Credits**™. Participants attending on April 26 (Sunday) only will be awarded **2.5 AMA PRA Category 1 Credits**™.

Registration Fees

\$790 - Friday, Saturday & Sunday, April 24-26, 2015 (includes AOOP membership)

Registration fees apply to all registrants and include association membership, all presentations, course materials, and continental breakfasts. For more information about registration, including discounted fees for certain membership classes, visit www.aoop.org or call 509-457-4611.

Accommodations

Nearby hotels include:

For more information, please visit www.aoop.org.

- * The Palmer House Hilton
- * Hampton Majestic
- * Hard Rock
- * Burnham Hotel

Disclosures

Decisions related to educational content of this activity and speaker selection are responsibilities of the program committee. Companies providing financial support did not have input into these areas.

DISCLOSURE POLICY: Everyone in a position to control the content of this educational activity will disclose to the CME provider (University of Iowa Carver College of Medicine) and to participants all relevant financial relationships with any commercial interests. They will also disclose if any pharmaceuticals or medical procedures and devices discussed are investigational or unapproved for use by the U.S. Food and Drug Administration (FDA).

