

## Appendix A

**Karen R. Bowman, MN, RN, COHN-S**  
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### **KAREN BOWMAN & ASSOCIATES, INC.**

Karen Bowman & Associates, Inc. provides occupational and environmental health consulting to the global community. With over twenty years of experience in occupational and environmental health, safety and compliance, Karen established Karen Bowman and Associates, Inc. in 2003.

The company provides services in: (1) *Occupational Health*: The firm designs and implements cost effective, sustainable solutions that improve the human environment and enhance health and safety on the jobsite, while improving compliance with industry, state, federal and international laws. Karen focuses on health, safety and wellness, reducing injury/illness and time-loss, while improving profit, productivity, job satisfaction and retention. (2) *Environmental Health*. Protecting and improving the human environment by educating nursing cultures, legislators and corporate clients on environmental health principles and how they may engage in reducing their environmental footprint. The company collaborates with the Environmental Protection Agency, the Departments of Ecology and Health and environmental advocacy groups; Physicians for Social Responsibility, People for Puget Sound, Washington Toxics and Toxic Free Legacy to reduce health risks associated with environmental pollutants.

The company retains long-standing client relationships, such as: Cardinal Health, Health Care Without Harm, the Washington State Nurses Association, PC Recycle, Seattle BioMed Laboratories, the Stillaguamish Tribe of Indians, City of Tukwila, Walashek Industrial and Marine and more. Ms. Bowman has held the position of Environmental Health Specialist for the Washington State Nurses Association since its inception in 2004. She held the position of Chair of Health Care Without Harm's Nurses Workgroup from 2008-2011.

### **PROFESSIONAL ADVENTURES (Co-founder)**

Two adventuresome women share their love of women spirit, giving and travel by combining expertise in nursing, education, philanthropy and international travel, to provide opportunities for integrated personal and professional learning. The company also sponsors quarterly meetings inviting women entrepreneurs to learn techniques that help balance the relationships between business, family, body, mind and spirit. Past trips have taken us to Cambodia. Future adventures to Scotland are currently under development.

### **EDUCATION**

**2002-2004**: MN, University of Washington, Seattle, WA. Advanced Practice Community Health Systems Nursing (special focus in Occupational and Environmental Health) (*Magna Cum Laud*)

**2000-2001**: BSN, University of Washington – Bothell, Bothell, WA (*Faculty Honors*)

**1989**: Certified Master Hypnotist/Therapist, Charles Tibbets' School of Hypnotherapy, Seattle, WA

**1983-1986**: ADN, Shoreline Community College, School of Nursing, Seattle, WA (*Faculty Honors*)

### **ACADEMIC APPOINTMENTS**

**2014 to Present: University of Washington School of Public Health.** Acts as clinical preceptor for Masters and Doctoral students in the NIOSH program so they may translate their theory into practice in the field. Sites vary from foundries to law enforcement, maritime, etc.

**2010 to Present: OHN Institute University of Washington, Psychosocial and Community Health Department.** Collaborate on development of programs and provides Contact Hours for course work.

**2007 to Present: University of Washington, Northwest Center for Continuing Education. Contact Hour Provider, California Board of Registered Nurses and Steering Committee Member.** Develops topics and secures guest speakers for the NW Center of Occupational and Environmental Grand Rounds Series, and provides nursing continuing educational credits for Occupational and Environmental Grand Rounds course.

**2006 to Present: Part-time Lecturer, University of Washington School of Nursing –Bothell Branch:** Instructs RN to BSN nursing students on fundamentals of community health nursing, occupational health, environmental health and sustainability, leadership, legal ethics in nursing and nurse wellness.

**2006 to Present: Clinical Instructor, University of Washington School of Nursing, Psychosocial and Community Health Department.** Advances the science and practice of environmental health nursing by utilizing current legislative policy work, environmental advocacy and collaborations with local and federal Compliance and advocacy organization.

**2004 to Present: Clinical Faculty, University of Washington School of Nursing:** Guest lecturer and clinical preceptor to BSN, MN, doctoral students and international nursing scholars in the Psychosocial and Community Health Nursing Department, which includes Occupational and Environmental Health Nursing. Clinical experience includes an overview of the occupational and environmental health nurse consultant as nurse entrepreneur, including business processes such as business plan development and opportunities to conduct community health clinical practice in an industrial or environmental health setting. Additionally responsible for providing Bloodborne pathogens, hazard communications and health hazards and control measures for the health care industry for new students entering the BSN program.

**2002 to 2009: Employee Health Nurse, University of Washington, Seattle, WA**  
Responsible for providing direct patient care, health screenings, immunizations/Vaccinia vaccination, consulting services, compliance training and managed health surveillance to the employees of the University of Washington Seattle Campus including but not limited to; Facilities and Engineering, Hall Health, Campus Police, National Oceanic and Atmospheric Association (NOAA), and Health Sciences Laboratories including animal and primate research facilities. Includes management of the Global Medicine Respiratory Protection Program.

**1989 to 2002: Occupational Health Nurse Specialist Supervisor/Employee Health Nurse/Consultant, Virginia Mason Occupational Medicine, Seattle, WA**  
Responsible for direct supervision of daily operations of the section's three clinics and onsite medical dispensaries. Creation and implementation of tailored programs and projects relevant to the occupational setting. Provides consulting services for local and national clients regarding industry, local, and federal regulatory issues. Serves as employee health nurse and provides care and counseling to staff and clients involved with worker's compensation. Provide counseling/hypnotherapy services for pain and stress management, etc. Development and management of medical surveillance systems for local and national clients such as: construction, aviation, maritime, biotech and animal handling, oil refineries, steel mills, lumber mills, shipyards, Hanford Nuclear Facility, and the United States Military Services. Developed the first Occupational/Environmental Health telephonic program in the United States which provides telephonic first aid and nursing treatment along with occupational health/public health consulting services to clients nationwide. Develops modified job duties to promote early return-

to-work. Provides clinical evaluation and treatment of trauma, injuries and illness in a busy urgent care/trauma setting. Services provided to a multicultural national and international population.

## **FEDERAL GOVERNMENT APPOINTMENTS**

**2008 to 2012:** Hanford Advisory Board Alternate Delegate (retired 2012)

## **CURRENT COMMITTEE WORK RELEVANT TO PROFESSIONAL WORK**

**2014 to present:** Washington Workers Compensation Advisory Committee

**2013 to present:** Board Member: Washington State Health Care Safety Council

**2011 to present:** Chair: Employer Committee to the Hazardous Drug Advisory Committee. Development of Model Programs and provide consultation.

**2008 to present:** University of Washington School of Nursing, Advanced Practice Disaster Preparedness and Environmental Health Certificate Programs Advisory Committee and key participant in providing clinical experience, translating theory to practice.

**2008 to present:** University of Washington School of Nursing, Doctorate of Nursing Practice (DnP) Advisory Committee

**2008 to present:** Washington's Physicians for Social Responsibility: Board member and Hanford Advisory Board Delegate.

**2007 to completion:** Department of Ecology, Lead Chemical Action Plan. Policy development on reducing lead exposure as outlined in the Department of Ecology's Persistent, Bioaccumulating, Toxic Substance Rule

**2005-present:** Chair-Health Care Without Harm, Nurses Work Group

**2005-present:** Washington State Nurses Association Environmental Occupational Health and Safety Committee

**2004 to present:** University of Washington School of Nursing, Occupational and Environmental Health Nursing Advisory committee

**2004 to present:** Toxic Free Legacy. Steering committee member. Develops policies that phase out toxic chemicals and support chemicals policy reform.

**1989-2010:** Washington State Association of Occupational Health Nurses. President (2007 to 2010) Vice President (2006), President-elect (2006), Director at Large (2005, 2006)

## **PROFESSIONAL SPEAKING ENGAGEMENTS (national and local sample only)**

2014: (Key Note Speaker) Inland Empire Nurses Association: Nurse Wellness and Stress Management. (Invitation)

2014: Tacoma General Hospital: Stress Management for Nurses on the go. (Invitation)

2014: WSNA Lobby Day Breakout Session: Washington State Nurses Protecting Health and the Environment (Invitation)

2013: Continuing Legal Education & Continuing Nursing Education Seattle University: Challenges in Regulating Hazardous Drugs: Treating patients while protecting clinicians. (Invitation)

2013: Citizens of Ebey's Reserve: Health Consequences of Low Flying Military Aircraft Forum in collaboration with UW Pediatric Environmental Safety and Health Unit (Invitation)

2013: Washington State Pharmacy Association: Hazardous Drug Rule (Invitation)

2013: Latino Summit: Toxics and Human Health Consequences (Invitation)

2013: GMOs and What Health Care Providers Need to Know (Invitation)

2013: Governor's Conference on Health and Safety: Hazardous Drug Rule

2013: CleanMed2013: Hazardous Drug Rule Implementation: Washington State Case Study (Invitation)

2013: WSNA Lobby Day- Environmental Health and Nursing Practice (Invitation)

2012 ANA: Toxic Chemical Contaminants in the Food We Eat (Invitation)  
2012 Sierra Club: Coal Hard Truth (Invitation)  
2012 CleanMed 2012 Food Sustainability (Invitation)  
2012 NW Chapter: North American Hazardous Materials Management Conference: Reforming the Hazard Communication Standard (HCS): Chemical Policy Reform and the Globally Harmonized System (GHS) of Classification and Labeling of Chemicals (GHS) (Invitation)

### **PUBLICATIONS (limited Sample)**

Bowman, Karen (2014): Not All Hand Sanitizers Are Created Equal. Winter 2014, Volume 43, No. 4, pages 29-30.  
Bowman, Karen (2013): Are You Digging Deep Enough: Conducting a Patient Focused Exposure Assessment. Webinar Program (continuing education program for WSNA website. Not sure where to put this)  
Bowman, Karen (2012) Washington Nurse Fall: Environment Health Update-Part I (sorry no citation)  
Bowman, Karen (2012) Washington Nurse Winter: Environmental Health Update Part II (Sorry, not citation)  
Bowman, Karen (2012). Washington Nurses Advocate for Environmental Health in 2012, Summer 2012; Volume 42, No. 2; page 39-41  
Bowman, Karen (2010). Causes for Celebration: 2010 Environmental Health Legislation, Spring 2010; Volume 40, No. 1; page 34-35

### **LICENSURE**

- California Board of Registered Nurses Continuing Education Credit Provider
- Washington State Registered Nurse
- Washington State Hypnotherapist
- Alaskan Registered Nurses License (inactive)

### **CERTIFICATION**

- Occupational Health Nurse Specialist
- Washington State HIV Counselor
- Certified Master Hypnotist
- Basic Cardiac Life Support
- Breath Alcohol Technician
- CAOHC-Audiogram certification

**CONTACT HOUR PROVIDER:** California Board of Registered Nurses Provider Number CEP 14441

### **PROFESSIONAL ASSOCIATION Membership**

Alliance of Nurses for a Healthy Environment  
American Association of Occupational Health Nurses  
American College of Occupational and Environmental Medicine  
American Nurses Association  
American Public Health Association  
Association of Occupational and Environmental Clinics  
Health Care Without Harm  
Physicians for Social Responsibility (National Board member)  
Sigma Theta Tau  
Washington State Association of Occupational Health Nurses  
Washington State Health Care Safety Council

Washington State Nurses Association  
Washington State Physicians for Social Responsibility  
Washington State Public Health Association

### **AWARDS**

**2012** Lew Brown Memorial Award for Outstanding Health and Safety  
**2011** Preceptor of Distinction Award, Seattle University College of Nursing  
**2011** Charlotte Brody Luminary Award for environmental health (*national/international*)  
**2010** Washington State Public Health Association Honorable Mention Community Health Champion  
**2009** U.S. Commerce Association, Seattle Award in the Business Services Category (*national*)  
**2009** Marguerite Cobb Public Health/Community Health Nurses Award, Washington State Nurses Association.  
**2007** Outstanding Service Award, Tukwila Police Department  
**2006** Outstanding Occupational and Environmental Health Nurse, Washington State Association of Occupational Health Nurses  
**1991** Outstanding Employee of the Year, Virginia Mason

### **COMMUNITY SERVICE**

- Siem Reap, Cambodia: Chong Kneas Floating Village
- Professional speaker and activist for numerous environmental health advocacy groups
- Hypnotherapy services to underserved populations
- Resume consultation for women returning to the workforce or career change

**References Upon Request**