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EDUCATION

Doctoral Degree - Adult Education -1997

North Carolina State University, Raleigh, NC
Research Dissertation-*Acquisitions, Mergers and Downsizing: The Impact on Human Resource Professionals*

Master of Education - Health Occupations Education - 1992

North Carolina State University, Raleigh, NC

Bachelor of Science - Health Occupations Teacher Education - 1987

North Carolina State University, Raleigh, NC

*Cum Laude

*Kappa Delta Pi Honor Society - 1987

Registered Nurse - 1970

Rex Hospital, School of Nursing, Raleigh, NC

CERTIFICATIONS

1970 – Licensed Registered Nurse

1980 - Certified Occupational Health Nurse

1987 - Certified Community Health Nurse - ANA

2008- Certified Work Life Professional-Boston College

PERSONAL STATEMENT

Strong customer focused project manager for programs and services to meet customer health needs and assist them in achieving their business goals. Strong strategic planning expertise in health and business. Expert in design, implementation, and operationalizing programs and services for global and domestic populations in health education, health promotions, travel health, occupational health, work-life and disability management. Latest global projects include implementation of an Employee Assistance Program, development and implementation of health and well-being programs-Energy and Resilience brand portfolio; manager of pandemic program, company resource for travel health program and development and implementation of occupational health professionals capabilities project.

Organizational management skills for effective association management is used as Executive Director of AAOHN, the professional organization for occupational health nurses.

CAREER SUMMARY

Healthy DireXions

September, 2010 to Present

CEO, Occupational Health Nursing Consultant

Clients: AAOHN, Executive Director

A10 Clinical Solutions, Global OH Programming Consultant

GlaxoSmithKline**August, 2006 to November 2010*****Global Manager, Health and Productivity***

Directed the development of the global health and high performance strategy for all workers outside US and UK, ~60,000. Developed and launched a health profile to determine health of workforce, directed capabilities and competencies project for global occupational health professionals as well as lead program manager for establishment of a global Employee Assistance Program. Previously was Brand manager for energy and resilience both personal and organizational--Personal and Team Resilience. Responsible for the integration of an energy for performance program into the leadership health portfolio. Develop and disseminate comprehensive health tools for global use locally based on prevention for maximum employee health and productivity.

March 2001 to August, 2006***US Manager, Employee Health Support and Resilience***

Directed the development of US strategy in employee health management for remote workers (field sales), work/life initiatives, health education, health promotions and resilience. Directed culture change initiatives for over 24,000 employees. Responsible for the development, implementation and evaluation of comprehensive health programs for the corporation based on the prevention model to maximize employee health and productivity.

Glaxo Wellcome Inc.**February 1984 to March 2001*****Variety of positions from OHNurse to Manager, Health and Wellness Resources***

- Directed the development and operationalization of an integrated disability management program that ensures employees access to quality health care and needed resources to support their return to productive work.
- Directed the development of a corporate work/life strategy to maximize company productivity by reducing unnecessary work and developing a flexible solution for alternative work to meet business and employee needs.
- Directed the introduction and engagement of the GSK management staff in the use of the Team Resilience process to foster a culture in support of employees' well-being and business success.
- Collaborated on the design of research, outcome metrics, and data instruments to evaluate the effectiveness of health programs and interventions. Data analyzed and results utilized to identify opportunities for new interventions, continuous improvement endeavors, determine best practices, and financial impact of health and wellness programs.
- Assessed, developed, implemented and evaluated a comprehensive self care program and health education program marketed to high-risk populations to effect reduced health care costs. Developed implemented and evaluated clinical programs, i.e., mammography,

dermal screening, immunizations, and breast-feeding. Administered the Quality Improvement and emergency response programs.

- Responsible for managing three clinics with professional and administrative support staff for 3,000 employees. Medical Surveillance, Workers Compensation and acute health care programs were developed, implemented and maintained. Planned, developed, and implemented a comprehensive health promotion program for the corporation - 6,500 employees, programs including Health Risk Appraisals with individual counseling for life-style behavior changes, lunch-n-learn classes, smoking cessation opportunities, prenatal and parenting education, stress management, drug-free workplace, and AIDS in the workplace seminars.
- Responsible for developing and administering wellness programs for the corporation - 4,000 employees. Developed, coordinated and taught programs such as AIDS in the workplace, drug-free workplace, smoking-free workplace, weight management programs, stress management, and health education courses to minimize health costs and loss of productivity
- Established, operationalized, and managed the health clinic and program including the development of all policies and procedures for the Health Services facility - 550 pharmaceutical manufacturing employees. Performed pre-placement and periodic screening examinations, coordinated audiometric and spirometry testing, and evaluated employee health, injuries, and illnesses. Established fitness program and a variety of health programs, such as hypertension, stress management, skin cancer, suicide, and drug awareness. Also, established safety programs such as the hazardous communications program, health monitoring program, first aid team, and cardiopulmonary resuscitation (CPR).

Recent Publications

Fundamentals of Occupational and Environmental Health Nursing: AAOHN Core Curriculum, 4th edition, 2014. Chapters 14 and 16.

Recent Presentations

September 2014- "Trials and Tribulations of Advancing Health and Well-being in the workplace", FL State AOHN

June 2014-"Leadership Strategies for Chapter Success", NCAOHN

November, 2013-"Strategic Alignment for OH Sustainability", NCAOHN

November, 2013-"Lead Occupational Health Services. Deliver Excellence. Build Success. NCAOHN

October, 2013-Sharing the Future: Where do we go from here? The OH Nurse Perspective, Ryan Associates, NAOHP

October, 2012-"OHN: Our Star Shines Brightly", Florida State AOHN; Western AOHN

March, 2012-"Depression Screening: an Effective Tool to Reduce Disability and Loss of Productivity", ICOH, Cancun, Mexico

March 2012, "Health Coaching: Taking the Next Steps", ICOH, Cancun, Mexico