# Connecting safety culture to the educational mission

Ralph Stuart, CIH, CCHO

Chemical Hygiene Officer, Keene State College

Secretary, Division of Chemical Health and Safety, American Chemical Society





### My Lab Safety History

- I worked in environmental chemistry labs at Cornell and UVM for 5 years, then started the lab safety program at UVM in 1985
- In 2011, I went back to Cornell as Chemical Hygiene Officer for 3 years
- In 2014, I moved to Keene State to be the Environmental Safety Manager and Chemical Hygiene Officer







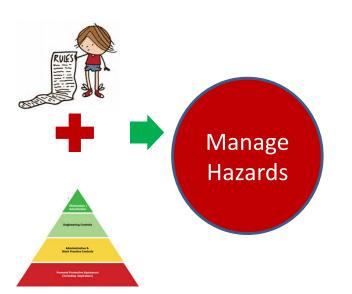
### **Modern Lab Safety**

#### 21s2cenfifytum Scients anvolves

both Technical and Cultural Challenges
New interdisciplinary sciences:

- nano, r/sNA, big science
- Discovery education

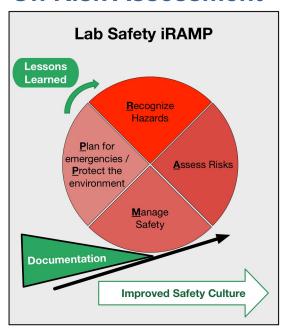
20<sup>th</sup> Century: Controls Based on Rules, guided by Chemical Intuition



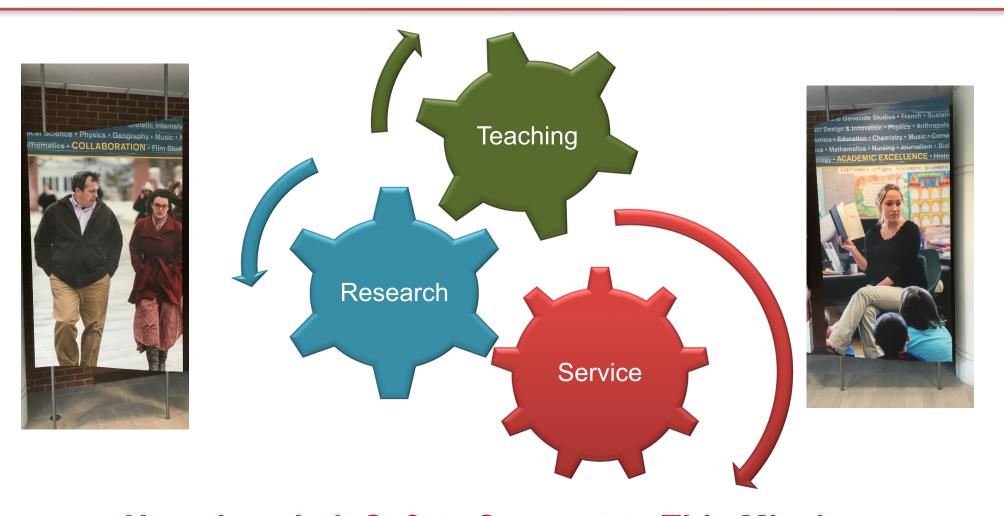
Culture Change through Safety Education

Culture is rooted in the organization's mission

21st Century: a Safety System based On Risk Assessment



#### The Academic Mission



How does Lab Safety Connect to This Mission:

@ Keene State?
On other campuses?

# What are the Academic Values around Safety?

1. Safety is everyone's responsibility. It operates at an institutional level.

#### (community service)

- 2. Good science is safe science. (research)
- 3. Safety training and education are essential elements of research and education *(teaching)*
- 4. An improved culture of safety is necessary (continuous improvement not "compliance" or "zero incidents")
- 5. Diverse methods and flexible approaches are necessary (institutionally-driven)

  MIT/Harvard example



### Safety and the ACS Mission

- The ACS has over 150,000 members from academia, industry and government.
- Its structure is similar to academia:
  - 32 technical divisions (analogous to departments),
  - 42 governance committees
     (analogous to a Faculty Senate) and
  - Staff (analogous to administration)
     headquartered in Washington DC and
     Columbus, Ohio.
- It publishes 50+ academic journals, C&E News and Chemical Abstracts Services; it also has advocacy and leadership roles in the chemical enterprise.



Strategic Plan for 2017 and beyond



## **Recent Lab Incidents**

	Univ. of Minnesota 2014	Univ. of Hawaii 2016	Texas Tech 2016	Univ. of Bristol - 2017
Event	Unexpected Compound Exploded	Handling of flammable gas	Explosion of energetic compound	Inadvertent synthesis of TATP
Physical Result	Injury, Damage to lab, loss of science	Loss of arm, damage to lab	Superficial injuries	Hazmat response; disruption of work
Other Results	Medical costs	\$70,000 fine; civil lawsuit against PI and institution	Medical costs	Student reported problem immediately and response ensued
Cause	Change of Chemicals -> Inadequate Risk Assessment	Inadequate Risk Assessment -> Improper Equipment; Failure to heed warning signs	Change in Process (skipped a step) -> Inadequate Risk Assessment	Change in Process (change in order of chemical additions) -> Inadequate Risk Assessment

# The Goals of **Lab Safety Cultural Education**

- **Establish a Vision:** not zero incidents, but continuous improvement (aka zero unreported incidents)
- **Develop Safety Leadership** and Empowerment skills: bureaucratically known as roles and responsibilities
- **Share Lessons Learned:** both general tips and reminders as well as specific unexpected reactions

# **Actions** for Environmental Health and Safety Stafi

Actions for Laboratory Researchers

Actions for

Presidents for Research

# The Cultural Starting Point: The Cringe Factor

Chemical fire, explosions, toxicity







Biosafety; lasers, 3D printing

Radiation



#### **The Safety Education Process**

# Fast Thinking: Cognitive Biases

How do we react when we need to act fast?

How do we decide when there's not enough meaning in what we remember?

What should we remember?

How do we handle too much information?

Situational Awareness

**Culture** 

**Education and Training** 

**Public Perception** (the Cringe Factor)

Slow Thinking: Bloom's Taxonomy

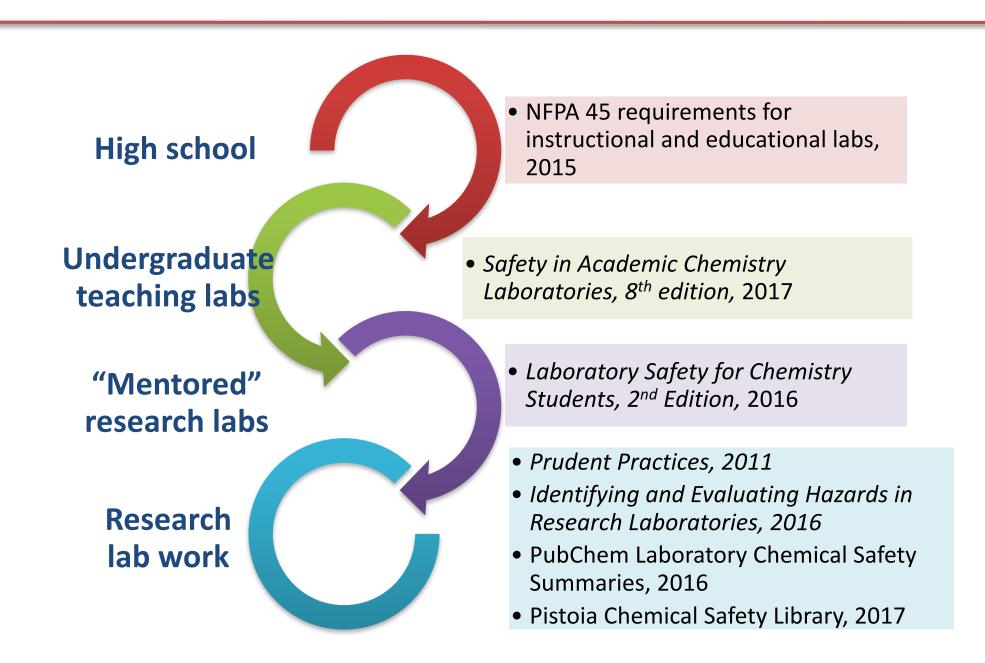
Creating

Evaluating / Analyzing

Understanding / Applying

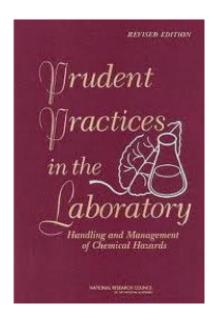
Remembering

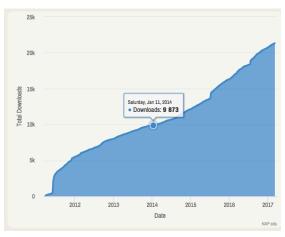
### **Technical Chemical Safety Resources**



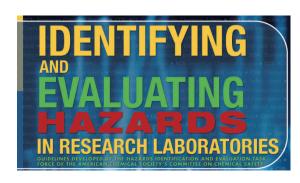
#### Risk Assessment Resources

#### **National Research Council, 2011**





# ACS, 2013 and 2016 (at the behest of the CSB)



#### \* Laboratory Risk Assessment Methods Described by ACS 2013



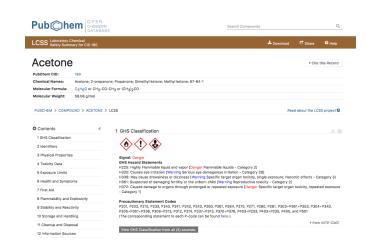
#### **Other Technical Tools**

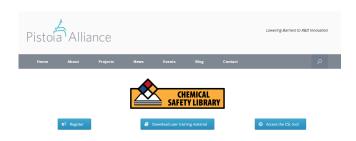
#### National Library of Medicine's Pubchem Laboratory Chemical Safety Summaries (2015)

- Modelled on LCSS format from Prudent Practices
- Safety information on about 103,000 chemicals
- Goes beyond SDS by including information on reactions between specific incompatible chemicals

# Pistoia Alliance Chemical Safety Library (2017)

 Pre-competitive collaboration between pharma companies





### **Cultural Lab Safety Resources**

Guidelines for Chemical Lab Safety in **High school** Secondary Schools, 2016 • Creating Safety Cultures in Academic Institutions from ACS, 2013 **Undergraduate** • Laboratory Safety Guidelines, ACS education labs Committee on Professional Training, 2015 "Mentored" • A Guide to Implementing a Safety Culture in our Universities from the research labs APLU, 2016 ACS Safety Guidelines for the Chemistry Professional 2017 Research • Safe Science from the National lab work Research Council, 2014

ACS journals policy, 2016

# A 2016 Cultural Initiative: ACS Publications Safety Policy





#### Ingredients for a Positive Safety Culture



Home > Volume 94 Issue 48 > ACS journals enact new safety policy

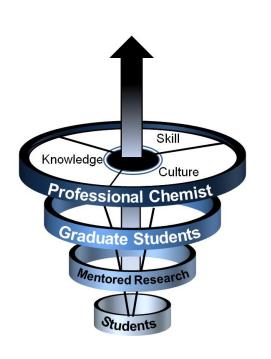
Volume 94 Issue 48 | p. 7 | News of The Week Issue Date: December 5, 2016 | Web Date: December 1, 2016

#### ACS journals enact new safety policy

Authors to be required to address novel or significant hazards

By **Jyllian Kemsley** 

# **Spiral Learning Model for Lab Safety Competencies**



Developmental stage	Knowledge	Skills	Cultural Aspects
Professional chemist	Identify and estimate significance of emerging risks	Make risk decisions and teach risk assessment	Accountable for group safety performance
Graduate researcher	Develop procedures with risks in mind	Use Risk Assessment tools to assess risks for review by professionals	Oversee others' safety practices
Mentored researcher (CURE, REU, etc.)	Review procedure and locate information to identify hazards	Learn to use Risk Assessment tools	Raise questions and concerns related to risk
Student	Based on prerequisite requirements	Identify applicable rules	Respect Rules

#### **Future Work**

#### Surveys of the Chemistry Community

- needs for technical support
- best practices in risk assessment
- safety culture perceptions and education needs

#### Maintaining Educational and Technical Support

- Further development of guidance documents and ACS safety web site
- RAMP templates and content in outreach materials
- Outreach with these tools

#### Matching cultural message to the appropriate media

- Safety tools and templates
- Case studies
- Videos and social media



# Ongoing ACS Lab Safety Culture Resources

- The Safety Zone: <a href="http://cenblog.org/the-safety-zone/">http://cenblog.org/the-safety-zone/</a>
   A blog covering chemical safety events and lessons learned. The lead writer is C&EN associate editor Dr. Jyllian Kemsley.
- Committee on Chemical Safety: <a href="http://www.acs.org/safety">http://www.acs.org/safety</a>
   Peer reviewed documents from the CCS on a variety of both technical and educational topics
- Division of Chemical Health and Safety: <a href="http://www.dchas.org">http://www.dchas.org</a>
   Chemical safety research (broadly construed) from DCHAS technical symposia and articles from the Journal of Chemical Health and Safety



### **Questions?**

#### **Education and Training**

#### Frazz by Jef Mallett

