

Ergonomic Service Overview

Sara Taylor Eggleston, CDMS, CRC, LPC
Ergonomics & Disability Management Specialist

Fields of Competence

Human Factors / Ergonomics

Provide consulting in wellness, prevention, job analysis and accommodation; implement services; and provide training to create a healthier and more productive workforce.

Disability Management Assessments

Assess return to work, risk management, safety, and claim files to complete current state assessments; identify disability management needs; facilitate corporate commitment; develop programs; and measure results with successful implementation.

Experience Summary

Ms. Eggleston has been a consultant since 1986 in the prevention and management of disability. Initially entering the field in rehabilitation counseling, she recognized the opportunity for employers to take control, and hence, greatly reduce the human and financial costs of disability. She has worked for Steelcase, Inc. creating disability policy and training medical staff; Wausau Insurance Companies developing return to work programs; and Ernst & Young LLP servicing national clients in time loss management.

Since establishing Structured Health Resources in 1996, she has worked with employers including Caterpillar Inc., The University of Michigan, PepsiAmericas, The Robert Bosch Corporation, 3Com, Siemens Healthcare Diagnostics, Inc., and Bell & Howell Company to audit and enhance efforts to manage disability through return to work, management strategies, and/or ergonomics.

Credentials

Master of Arts – Rehabilitation Counseling, Michigan State University, 1991

Bachelor of Science – Criminal Justice, Western Michigan University, 1985

Professional Affiliations

Certified Disability Management Specialist
Certified Rehabilitation Counselor
Licensed Professional Counselor

Presentations and Publications (sampling)

- *Safety + Health Magazine* – “Managing off-the-job injuries,” October 2004
- *International Facility Management Association (IFMA)* – “Ergonomic Nuts and Bolts,” 2004
- *Association of Legal Administrators* – “Introduction to low cost Ergonomic Solutions,” Grand Rapids 2004 & Chicago 2003
- *National Safety Council* – “Ergonomics for Small Business,” Co-facilitator 2003
- *Workforce Magazine* – “The Soaring Costs of Workers Comp,” February 2003
- *City of Chicago Mayor’s Office of Special Events*, “Home Office Ergonomics,” 2001, 2002, & 2003
- *The Illinois Self-Insurers*, “Creative Return to Work and Disability Prevention Concepts,” 2000
- *Employee Benefit Plan Review* “Ergonomic Evaluations Yield Happier, Healthier, More Productive Employees At Low Cost,” March 2000, No. 9
- *Merchandise Mart Properties, Inc. Design Forum*, “Ergonomics – A Healthy Partnership,” 1999 & 2000
- *Employee Benefit Plan Review* “Employers Must Take Responsibility for Disability Management,” March 1999

Key Projects

Serviced over 8000 employees in multiple organizations with individualized ergonomic assessments to prevent and manage employee disability.

Provided group and individualized training to instruct employees on how to safely perform their work, change work habits and postures, and modify their work environments.

Maintained over a 95 percent success rate of employees reporting reduced or eliminated symptoms as a result of participating in ergonomic assessments. Maintained a 98 percent success rate in improved employee comfort.

Created client-specific early reporting strategies to prevent symptomatic employees from becoming disabled.

Coordinated and trained office product and furniture suppliers to positively interface with corporate ergonomic service providers, employees, and contracted vendors.

Reviewed proposed architectural and interior designs to ensure the finished plans resulted in healthy work environments.

Provided train-the-trainer workshops for clients to enhance internal ergonomics, facility management, purchasing decisions, and fitness services. Training included workstation design, end-user ergonomic training, disability accommodation, internal assessments, documentation, and product selection.

Consulted with manufacturing customers to develop disability management programs. For one client, reduced direct workers' compensation costs from 6 to 3 percent of payroll.

Developed programs and procedures that resulted in 90 percent reduction in lost time and costs for client employers.

Additional Training

- Facilitators Leadership Training
- Organizational Change Management & Techniques
- Loss Control Human Factors Engineering
- Insurance Claim Training
- Occupational Ergonomics & Job Accommodations