

The University of Michigan  
School of Nursing

Oi-Saeng Hong, assistant professor of nursing, School of Nursing is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

B.S.N	1982	Yon Sei University, Nursing, Seoul, Korea
M.S.N	1989	Yon Sei University, Nursing, Seoul, Korea
Ph.D.	1996	University of Illinois at Chicago, Nursing, Illinois

Professional Record:

2001 to present	Director, Occupational Health Nursing Program, School of Nursing
2000 to present	Assistant Professor, School of Nursing
1999 to 2000	Assistant Research Scientist, School of Nursing

Summary of Evaluation:

Teaching --Dr. Hong's teaching has extended across the full scope of educational programs in the School of Nursing, ranging from undergraduate through postdoctoral fellow advisement, handling both didactic and clinical content. She began her tenure track position in 2000. At that time, she began teaching primarily in the Occupational Health Nursing (OHN) program. In 2002, she assumed the directorship of the OHN program, a component of the Education and Research Center for Occupational Health and Safety Engineering at the University of Michigan, collaborative with the Schools of Public Health and Engineering. She also coordinated the Community Care Master's Program, both taught in the on job/on campus format. She has consistently based her teaching on evidence-based content and her teaching evaluations and student comments are complimentary for this. Her leadership in restructuring the clinical practica in the OHN program have resulted in major improvements in both the opportunities available and the quality of the clinical experiences for students. Student Evaluations of Dr. Hong's teaching are very positive. In general, the median range of exams and evaluations for her courses are "excellent" (see teaching effectiveness section). She is highly respected by her peers. Dr. Hong is sought by a number of faculty colleagues to provide guest lectures in their courses. These include presentations on her intervention research projects in doctoral seminars in the health promotion concentration and methodological presentations on structural equation modeling in the doctoral research courses.

Dr. Hong also has served as a mentor and research advisor to students at the undergraduate, masters, doctoral and post-doctoral levels. At the undergraduate level she is sought after as a mentor by students in nursing, public health and social work. At the master's level, she has provided valuable guidance for research and special projects for over 25 students again from several disciplines. At the doctoral level, she has supervised program planning and the research experience of several doctoral students. She has also mentored international pre-doctoral visiting scholars and currently is mentoring one international post-doctoral fellow.

Dr. Hong's teaching efforts with the OHN program are supported by an interdisciplinary federal training grant with the School of Public Health through NIOSH (NIH). This grant was initially written and managed by Dr. Hong's mentor, but she has recently prepared a competing renewal for this grant successfully with funding through 2008. Overall, the teaching and curriculum development contributions of Dr. Hong to the School's and University's mission have been noteworthy and substantial.

Research --Dr. Hong's research and scholarship focus on health promotion and risk reduction in working populations through prevention of noise-induced hearing loss by promoting workers' hearing protection behaviors through effective interventions. She is completing her first R01 entitled, "Effectiveness of computer-based hearing test and training." In that project, she demonstrated an intervention that reduced factory worker hearing loss through more consistent use of hearing protection.

Dr. Hong's program of research on noise-induced hearing loss is exemplary in its design and orderly progression from descriptive epidemiological reports to intervention studies. Her research reports show increasingly sophisticated use of intervention technology over time; i.e. computerized tailoring and multimedia computer technology such as artificial intelligence, virtual reality, and the innovative use of a "smart card" that tracks individual participants' preferences/progression. The card is retained for future use as easily as a credit card. Her interdisciplinary research team includes experts in audiology and hearing science, computer engineering, instructional design, occupational medicine, industrial hygiene, and hearing conservation.

With respect to publication productivity, Dr. Hong's profile is outstanding. She has authored a total of 31 publications (19 first authored, 22 data based), since completing her PhD in 1996. Since completing her postdoctoral training in 2000, she has published 18 papers in peer reviewed journals. Publication venues that Dr. Hong has selected include top tier nursing research journals such as *Nursing Research* and *Research in Nursing and Health*, as well as such clinical journals as the *Association of Occupational Health Nurses Journal*. She has also successfully published her work in interdisciplinary journals; e.g. *International Journal of Audiology* and *International Archives of Occupational and Environmental Health*. Thus, since her appointment as assistant professor at the University of Michigan, she has averaged an excellent number of publications per year.

#### Recent and Significant Publications:

- Hong, O. & Csaszar, P. (2005). Audiometric testing and hearing protection training through multimedia technology. *International Journal of Audiology*, 44(9), 522-530.
- Hong, O. (2005). Hearing loss among operating engineers in American construction industry. *International Archives of Occupational and Environmental Health*, 78(7), 565-574.
- Hong, O., Lusk, S. L., & Ronis, D. L. (2005). Ethnicity differences in predictors for hearing protection behavior in Black and White workers. *Research & Theory for Nursing Practice: An International Journal*, 19(1), 63-76.
- Ruff, J., Gerding, G., & Hong, O. (2004). Workplace violence against K-12 teachers: Implementation of Preventive Measures. *Association of American Occupational Health Nurses Journal*, 52(5), 204-209.
- Lusk, S. L., Ronis, D. L., Kazanis, A. S., Eakin, B. L., Hong, O., & Raymond, D. M. (2003). Effectiveness of a tailored intervention to increase factory workers' use of hearing protection. *Nursing Research*, 52(5), 289-295.
- June, K. J., Hong, O., & Cho, D. R. (2003). Occupational health nursing education, practice and research in Korea: An international update. *Association of American Occupational Health Nurses Journal*, 51(2), 65-71.
- Hong, O. (2001). Noise-induced hearing loss: Part II—Factors affecting individual susceptibility. *The Korean Journal of Aerospace & Environmental Medicine*, 11(2), 99-106.
- Hong, O. (2001). Health and safety education for limited English proficiency workers. *Association of American Occupational Health Nurses Journal*, 49(1), 21-26.
- Hong, O., Lusk, S. L., & Klem, L. (2000). Factor replication of Reduced Laffrey Health Conception Scale. *Journal of Nursing Measurement*, 8(2), 105-116.
- Hong, O. (2000). Noise-induced hearing loss: Part I—Definition, symptoms, audiometric profile and histopathology. *The Korean Journal of Aerospace & Environmental Medicine (ISSN 1226-4504)* 10 (2), 142-147.

Service—Dr. Hong has provided excellent service as a member of key School of Nursing committees such as the Academic Admissions and Scholastic Committee, the PhD Steering Committee, Multicultural Committee on Diversity and Equity, and the Search Committee for the Director of the Doctoral/Post-doctoral Program. At the University level, Dr. Hong has served on the Planning Committee for Occupational Health Conference, Complimentary and Alternative Medicine Research Center (CAMRC) and on the Committee for Multicultural University of the Senate Assembly, Korean Studies Program.

At the national and international levels, Dr. Hong has been an active member of the National Occupational Health Nursing (OHN) Program Directors Group, serves as a grant reviewer for the NIOSH Pilot Research Project Scientific Review Committee for Occupational Health and Safety Engineering and has been the Guest Editor of the *American Association of Occupational Health Nurses Journal*. She is also a member of the Selection Committee, Aetna/Asian American Pacific Islander Nurses Association Scholars Program. In 2004, Dr. Hong served as the American Board of OHN liaison with the Korean Academic Society of OHN to implement certification examinations for Occupational Health nurses in Korea. An examination was established in Korea to provide certification of OHN for the first time outside United States' territories

External Reviewers:

Reviewer (A)

“Overall, Dr. Hong has demonstrated a productive program of research and the ability to obtain funding to support her work. Furthermore, she demonstrates sound leadership abilities as the director of the NIOSH funded OHN training program, one of a select few of these programs across the United States.”

Reviewer (B)

“While adults spend more than 30% of their waking hours in the workplace, there are very few nurses who choose to specialize on the area of occupational health and safety... The University of Michigan is very fortunate to have such a stellar scholar in their ranks and I am quite sure that other research intensive schools of nursing would be extremely interested in having someone of Dr. Hong’s qualifications and future potential among their faculty.”

Reviewer (C)

“Clearly, Dr. Hong excels in her scholarly accomplishments. The fact that as an assistant professor, she has received more than \$2.5 million in external funding is a remarkable achievement, easily equaling or excelling her peers who are at this stage in their careers.”

Reviewer (D)

“Dr. Hong is recognized for her expertise in teaching and curriculum design and has served as a consultant to Schools of Nursing in Korea, Japan, and Thailand. The inclusion of content in occupational health in nursing curriculum is essential as we approach the implementation of the goals of primary health care and disease prevention. Her contributions to the interdisciplinary education of health professionals has been recognized by NIOSH in the peer reviews of Dr. Hong’s work with the Educational Research Centers.”

Reviewer (E)

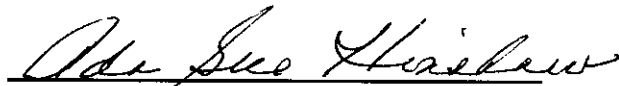
“Dr. Hong is a critical role model in this field for nursing students and faculty nationally and internationally, bringing recognition to the outstanding program at Michigan and to the role of OHN in general.”

Reviewer (F)

“A major strength in the area of professional service is her dedication to assisting nurse educators and researchers in other countries to develop and implement OHN education and research. To this end, she has provided many consultations and forged numerous collaborations internationally”.

Summary of Recommendation:

Dr. Hong has established a reputation as an excellent educator and program administrator working in an interdisciplinary center, the ERC. Evidence shows her to be an independent scientist whose work is respected nationally and even internationally. Her work constitutes a distinguished record of scholarly attainment in the realm of scientific investigation, publication, and utilization of research findings in teaching, research and service. It is with the recommendation of the School of Nursing Executive Committee that I recommend Oi-Saeng Hong for promotion to associate professor of nursing, with tenure.



Ada Sue Hinshaw  
Dean, School of Nursing  
May 2006