Indiana University, Fairbanks School of Public Health

2021 to Present

Director, Product Stewardship Master of Science Program and Bachelor of Science in Public Health, Global Health **Visiting Lecturer**: teaching courses in leadership, and environmental health

President, Full Axis Consulting, LLC

2018 to Present

The firm is focused on delivering leadership, management and expert witness services.

Senior Director, Health, Safety and Environment, Elanco Animal Health

2014-2018

- I led the company through the health, safety and environmental integration of 5-billion-dollar acquisition of Novartis Animal Health
- Established robust and auditable governance structures for manufacturing, R&D and commercial operations
- Ensured robust HSE due-diligence processes for outsourced manufacturing and R&D operations
- Worked with CEO and senior management to shape HSE culture
- Drove injury rates from double digits (percentage) to low very low single digit within two years

Senior Director, Health, Safety and Process Safety, Eli Lilly and Company

2011-2014

- Global responsibility for all aspects of safety and process safety management
- Drove performance improvements in injury prevention and industrial hygiene
- Developed the pharmaceutical industry's first comprehensive program to prevent Serious Injuries and Fatalities (SIF)
- Integrated innovative safety culture assessment and training throughout manufacturing;
 showing significant progress over three years
- Led the industry-wide Pharmaceutical Safety Group
- Participated in HSE governance functions at the highest levels
- Led an innovation initiative with the trace analysis function which transformed pharma industrial hygiene sampling/analysis
- Oversaw company occupational epidemiology studies using outside researchers
- Served as company 30 (b) (6) witness for asbestos-related litigation (to present)

Senior Director, Health, Safety and Environment, Europe and Asia, Eli Lilly

2007-2011

- Drove senior leadership engagement across the E.U. and Asia
- Implemented formal governance structures for HSE in both regions
- Represented the company to the European Federation of Pharmaceutical Industries and Associations
- Developed robust staff development processes for all HSE staff in the E.U. and Asia
- Oversaw the implementation of REACh and CLP regulations within the E.U.
- Responsible for industrial hygiene and trace analysis globally
- Responsible for working with industry and E.U. Commission to influence regulatory environment

Director, Health and Safety, Eli Lilly and Company

2004-2007

- Responsible for all aspects of industrial hygiene
- Oversaw the implement of performance-based exposure assessment, including Bayesian decision logic
- Responsible for launching sales and motor vehicle safety programs
- Led a comprehensive study of R&D
- Oversee launch of global ergonomics program

Manager, Pharmaceutical Manufacturing, Clinton Labs, Eli Lilly and Company

2002-2004

- Responsible for manufacturing of active pharmaceutical ingredient for Lorabid, a thirdgeneration cephalosporin antibiotic
- Led a large effort of quality and operational remediation to successfully pass a comprehensive FDA inspection
- Oversaw all aspects of safety, quality and engineering for building C13

Manager, Environmental Controls, Clinton Labs, Eli Lilly and Company

2000-2002

- Oversaw 24/7 operation of one of the largest TSD facility in the U.S.
- Operational oversight for two liquid, two vapor and one solid-waste incinerators
- Led an operational effort to align with new Combustor and Pharma MACT regulations
- Interacted with both IDEM and EPA officials

Senior Consultant, Global HSE, Eli Lilly and Company

1993-2000

- Conceived of and led the company's first senior-level review of safety culture
- Developed and oversaw the company's first health, safety and process safety auditing functions
- Worked with OSHA in Washington as industry representative to produce the methylene chloride standard
- Worked with OSHA and ORC in Washington to secure and APF rating of 1000 for hood type respirators when used with active pharmaceutical ingredients
- Acted as the company's first representative to the Asia-Pacific region
- Support the exposure assessment aspects of Lilly's first occupational epidemiology studies
- Led the industrial hygiene integration into the launch of raloxifene HCl on-site in Kinsale, Ireland

Industrial Hygienist, Clinton Labs, Eli Lilly and Company

1989-1993

- Oversaw implementation of comprehensive industrial hygiene program for a complex biochemical manufacturing site
- Played a key role in the integration of health and safety into a 1-billion-dollar expansion of the site
- Implemented the company's first biological monitoring program (dimethyl formamide)
- Developed comprehensive occupational allergy prevention program
- Played a key role in building compliance programs for confined space entry, process safety, equipment lockout and hazard communication

Education

University of North Carolina at Chapel Hill – School of Public Health

1987-1989

Master of Science in Public Health, Industrial Hygiene

Thesis: "An Evaluation of the 37-mm Cassette for Sampling an Airborne Pharmaceutical Dust" (Advisor: Michael R. Flynn)

NIOSH Fellow, Industrial Hygiene

Amoco Oil Fellow, Industrial Hygiene

Teaching Assistant (Aerosol Science and Ventilation Engineering)

Graduate student representative to the faculty, Environmental Sciences and Engineering

Education, continued

University of Massachusetts at Amherst – School of Public Health

1984-1987

Bachelor of Science, Environmental Health Science, Summa Cum Laude

Honors Thesis: "A Microbiological Evaluation of Newly Purchased Vegetables: A Focus on Infectious Diseases" (Advisor: Jesse Ortiz)

Commonwealth Scholar, G.P.A.: 3.9

Selected as one of the "Top 100" graduates of the class of 1987 (5000 graduates)

Associations, Selected Committees and Organizations

American Industrial Hygiene Association

American Public Health Association

American Society of Safety Professionals

Elanco Manufacturing Strategy Committee (2014-2018)

Elanco Manufacturing HSE Council (2014-2018)

Corporate HSE Committee, Eli Lilly and Company (2007-2018)

European Federation of Pharmaceutical Industry Associations, EHS Council 92007-2011)

European and Asian HSE Leaders Forum and Policy Council, (2007-2011)

Chemical Hazard and Risk Assessment Committee, Eli Lilly and Company (2007-2018

Selected Legacy Committees

Indiana University School of Public Health Creation Committee – Environmental Health Sciences subcommittee (Terry Zollinger, Chair), 1997.

OSHA Methylene Chloride Task Force, Organizational Resource Councilors, Washington, D.C. (1994-1997).

OSHA Respiratory Protection Task Force, Organizational Resource Councilors, Washington, D.C. (1995-1997)