

2013-2017 Strategic Plan

Northern California Local Section (NCS) of the American Industrial Hygiene Association (AIHA)

The AIHA-NCS Mission

AIHA-NCS provides professional and educational development, and networking opportunities to promote, support and enhance the ability of industrial hygienists and other occupational health, safety and environmental professionals in the San Francisco Bay Area towards improving the health and well being of workers, the community, and the environment.

Our Vision for AIHA-NCS

To be a recognized leader in promoting excellence in the occupational and environmental health and safety profession through its activities within California and specifically the Northern California region. We have defined the following core values in order to obtain this goal:

Core Values

- The **Prevention** of occupational disease and chronic injury is the foundation of our profession.
- The **Right** of workers and the community to a healthy and safe environment.
- Active **Collaboration** among allied Occupational and Environmental Health and Safety professionals is essential.
- The **Ethical** practice of industrial hygiene through the anticipation, recognition, evaluation and control of occupational and environmental hazards.
- A sound **Scientific** basis for action and policy development.
- Good business performance and good occupational health and safety performance are **Linked**.
- Respect for **Diversity** of opinion and open communication.
- Acknowledgement and **Consideration** of the time commitment we require from our volunteers.

Goals

To achieve its mission, AIHA-NCS will identify and pursue specific goals. These goals will drive AIHA-NCS structure, governance, staffing and budgeting, and will serve as the basis for all evaluations of achievement and performance. These goals are intended as guidance strategy information for AIHA-NCS leadership personnel and are intentionally non-quantitative to allow for long-term planning recognizing that AIHA-NCS leadership personnel change each year.

The following broad goals and objectives are established for AIHA-NCS:

1. PROGRAMS AND SERVICES GOAL - Provide educational programs and services for the occupational and environmental health and safety community. To achieve this goal, AIHA-NCS will:

- 1.1 Maximize the number of local high-quality professional development and certification maintenance point opportunities.
- 1.2 Continue to develop and expand the AIHA-NCS website as a convenient source of information and services for members as well as non-members. Continuing multi-year objectives include (a) continue to improve the effectiveness and efficiency of the website by incorporating new technologies as appropriate.(b) develop and periodically revise written procedures for the effective ongoing implementation and operation of the website, (c) periodically reevaluate website host arrangements to ensure optimal website technology at a reasonable cost.
- 1.3 Provide other services in support of the careers of members, such as improving/expanding the local Job Posting service.
- 1.4 Utilize social media resources to promote AIHA-NCS activities, improve member awareness and sense of community.
- 1.5 Periodically adjust member services to match the changing profile of membership.

2. MEMBERSHIP GOAL - Increase membership recruitment and retention. To achieve this goal, AIHA-NCS will:

- 2.1 Continuously strive to increase and publicize the value of AIHA-NCS membership in an effort to attract and retain members.
- 2.2 Actively recruit new members from traditional and non-traditional sources.
- 2.2 Strengthen communication, collaboration and networking through the use of surveys, social media, and electronic communications (e.g. e-mail, Facebook, LinkedIn).
- 2.3 Recognize and encourage volunteer efforts and new members.
- 2.4 Recruit and encourage new members to volunteer in leadership roles.
- 2.5 Actively seek new members including those that are new to the profession or involved in OEHS scholastic programs. Enlist existing student members in this effort.
- 2.6 Periodically reach out to past members and solicit ideas to retain members.
- 2.7 Ensure opportunities for membership involvement and input.

3. IMAGE AND IDENTITY GOAL - Actively promote the value of the profession and the practicing professional. To achieve this goal, AIHA-NCS will:

- 3.1 Promote and market the CIH and other recognized certifications for OEHS professionals as relevant credentials.
- 3.2 Continue to support and provide direction to the California Industrial Hygiene Council (CIHC).
- 3.3 Promote good science in legislation and regulations.
- 3.4 Promote recognition of the IH profession in the regulatory arena, and minimize practice restrictions.
- 3.5 Promote awareness of the industrial hygiene profession in the community.
- 3.6 Promote and support university education in industrial hygiene through local support activities and awards for students and/or financial support of the American Industrial Hygiene Foundation.
- 3.7 Connect students to AIHA-NCS through educational outreach and mentoring.
- 3.8 Provide one or more awards that recognize the contributions of outstanding professionals within the profession.
- 3.9 Work locally to support the American Industrial Hygiene Association in its goal to best serve the OEHS professions nationally and internationally.

4. FISCAL RESOURCES GOAL - Have a diversified funding base to enable the financial capacity for a wide range of programs, products and services. To achieve this goal, AIHA-NCS will:

- 4.1 Deliver cost effective services while minimizing member expense.
- 4.2 Generate sufficient revenues to expand local section capabilities and services when appropriate.
- 4.3 Periodically reexamine revenue sources and ensure an appropriate balance of dues and non-dues revenues to best serve AIHA-NCS membership.
- 4.4 Leverage our efforts with Center for Occupational and Environmental Health (COEH) and other Bay Area functional groups.
- 4.5 Maintain our non-profit status.

5. STRUCTURE AND GOVERNANCE GOAL - Be structured and governed so as to facilitate timely decision making and efficient utilization of human, technological and fiscal resources. To achieve this goal, AIHA-NCS will:

- 5.1 Improve mechanisms to ensure important actions are implemented properly and on time.
- 5.2 Continue to use contract support services to increase efficiency and avoid excessive burdens on volunteers.
- 5.3 Utilize short-term, task- and time-specific task forces to accomplish organizational goals when appropriate.
- 5.4 Track achievement of strategic initiatives at each board meeting.
- 5.5 Examine the support staff, committee structures, and volunteer organization and adjust as necessary to reflect current activities, member needs, and organizational goals.
- 5.6 Continue to utilize the Operations Manual as a tool for efficient operations.
- 5.7 Maximize use of appropriate electronic documentation for more effective historical recordkeeping and information resources during transitions (such as Board member changes).