

Suzanne Nobrega, PhD

Curriculum Vitae

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[Google Scholar Profile](#)

CURRENT POSITION

Associate Center Director and Outreach Director, Center for Promotion of Health in the New England Workplace, Biomedical Engineering Department, University of Massachusetts Lowell

- Lead and oversee the Total Worker Health outreach, communication, implementation and dissemination research activities. Manage project budget; oversee operations, internal and external partnerships, create workplans to ensure progress towards aims; progress reports.
- Hire, supervise, evaluate personnel (staff, students, consultants) associated with outreach activities.
- Assist center director with managing center leadership team; convene and provide overall direction to academic cross-project, cross-institutional teams, external advisory groups, liaising with funders, and center policy development.
- Design and manage center-level evaluation activities; develop research and evaluation data collection instruments, perform and/or guide data analysis as necessary; abstract results for publications, presentations, reports. Develop relevant regulatory paperwork for study administration (e.g., IRB application, informed consents).
- Develop research-to-practice tools: write program user guides, survey user manuals, employer survey report templates, website toolkit portal content; and coordinate user evaluation for quality improvement.
- Design continuing professional education eLearning programs and training materials; evaluate training effectiveness, assure quality.

EDUCATION

Ph.D. Research and Evaluation in Education, University of MA Lowell, Lowell, MA

M.S. Human Nutrition, Health Communications, Cornell University, Ithaca, NY

B.S. Nutritional Science, University of Delaware, Newark, DE

Non-degree graduate coursework (University of Massachusetts): Instructional Design of Online Courses, Introduction to Biostatistics and Epidemiology, Introduction to SAS, Intervention Research, Healthy Work Organization Design, Qualitative Research Methods, Introduction to Work Environment.

HIGHER EDUCATION EMPLOYMENT

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| 2018 – present | Associate Center Director and Outreach Director, Center for Promotion of Health in the New England Workplace, University of Massachusetts Lowell, Lowell MA |
| 2008 - 2018 | Outreach Director and Principal Investigator, Center for Promotion of Health in the New England Workplace, University of Massachusetts Lowell, Lowell MA |
| 2006 – 2008 | Research Project Manager, Center for Health Promotion in the New England Workplace, University of Massachusetts Lowell, Lowell MA |
| 2003 – 2006 | Health Communications Consultant, Harvard Prevention Research Center on Nutrition and Physical Activity, Harvard School of Public Health, Boston, MA |
| 2005 | Grant Writer Consultant, University of Massachusetts Medical School, Worcester, MA |

PUBLIC HEALTH EMPLOYMENT

- 2000 – 2003 Associate Director, State and Chapter Initiatives, March of Dimes Birth Defects Foundation, National Office, White Plains, NY
Developed local campaign objectives, activities, and evaluation strategy to assure consistency and alignment of chapter activities with national folic acid campaign goals. Assessed and communicated best practices. Managed state grant program to build education infrastructure.
- 1997 – 2003 Manager, Community Health Programs, March of Dimes Birth Defects Foundation, National Office, White Plains, NY
Oversaw program portfolio focused on preconception/prenatal health and teen pregnancy prevention implemented in chapter affiliates. Developed policy/practice guidelines, training.
- 1994 – 1997 Regional Program Director, March of Dimes Birth Defects Foundation, Northeast Regional Office, Westboro MA
Provided consulting and training services to chapter affiliates in 16 states on volunteer management, community needs assessment, program planning, and grants administration to help chapters meet quality standards for program delivery.
- 1991 – 1994 Health Education Coordinator, Massachusetts Chapter, March of Dimes Birth Defects Foundation Dedham MA

TEACHING EXPERIENCE

Higher Education

- 2023 – Guest Speaker, “Using NVivo for Qualitative Data Coding and Analysis,” Qualitative Research, UML.
- 2022 – Adjunct Instructor, Public Health Capstone Course (PUBH.4100), University of MA Lowell.
- 2021 – Developer, Instructor, “Total Worker Health for Occupational Safety and Health Professionals” eLearning course (asynchronous online learning). University of MA Lowell (Brainshark.com).
- 2021 – Preceptor/student supervisor to 6 students 2013 - 2021, Public Health Practicum. University of MA Lowell.
- 2020 – Guest Lecturer, “Assessing Organizational Readiness for Total Worker Health” lecture for Public Health Program Planning course, University of North Carolina Chapel Hill.
- 2016, 2015 – Guest Lecturer, “Total Worker Health,” “Job Stress,” “Worksite Wellness” lectures for Introduction to Work Environment, Public Health Program Planning courses. University of Massachusetts Lowell
- 2008 to present – Supervisor to 16 master’s and doctoral Graduate Research Assistants in Community Health, Public Health, Community Social Psychology, Ergonomics. University of Massachusetts Lowell.
- 1990 Teaching Assistant, Taught food science laboratory course (2 semesters). Cornell University.

CURRICULUM DEVELOPMENT

Professional Continuing Education

- Total Worker Health for Occupational Safety and Health Professionals continuing education. Co-developed and taught 18-module online curriculum in Brainshark. September 2021 (www.uml.edu/CPH-NEWCE)
- Ergonomics in Healthcare Continuing Education for Nurses. Produced 6-module online course. Sept 2018 (www.uml.edu/CPH-NEWCE)
- Job Stress Continuing Education Program for Nurses. Produced 5-module online course. Jan 2014 (www.uml.edu/CPH-NEWCE)

Dimensions of Wellness. Taught 3-day intensive pre-conference course, American Association of Occupational Health Nurses, Boston, MA (March 2015)

Introduction to the Healthy Workplace Participatory Program. Taught 6-week program implementation training course (virtual). University of MA Lowell (Jan - May 2014)

K-12 and After School Childcare

Food and Fun After School Childcare Curriculum. Harvard School of Public Health, Boston, MA (2003-2006)

Developed after-school childcare nutrition and physical activity program guidelines, curriculum, parent communications, and data collection instruments for YMCA of the USA. <http://www.foodandfun.org/>

Planet Health, 2nd Edition Curriculum – Harvard School of Public Health, Boston, MA (2003-2006)

Co-authored an interdisciplinary middle school curriculum on nutrition and physical activity. July 2007, Human Kinetics USA. <http://www.planet-health.org/programOverview.cfm>

RESEARCH AND EVALUATION EXPERIENCE

2024 – present Center Co-Director and Outreach PI. Total Worker Health Research to Practice Hub. University of Massachusetts Lowell

2018-2024 – Associate Center Director and Outreach PI. Total Worker Health Research to Practice Hub. University of Massachusetts Lowell

2016-2018 – Outreach Principal Investigator. Total Worker Health Dissemination and Implementation Hub. University of Massachusetts Lowell

2015-2018 – Program Evaluator. Massachusetts Department of Public Health Working on Wellness Program. University of Massachusetts Lowell

2011-2016 – Principal Investigator. SafetyandHealth@Work Communication/Dissemination/Education project. University of Massachusetts Lowell

2011-2013 – Evaluation and Training. National Healthy Worksite Program, University of Massachusetts Lowell

2008-2011 – Co-Principal Investigator of Outreach. Stress@Work. University of Massachusetts Lowell

2006-2008 – Project Manager. Pro-Care Study. University of Massachusetts Lowell

2005-2006 -- Grant writer. Uncovering factors leading to black infant mortality (NIH proposal), Pediatrics Department, University of Massachusetts Medical Center. Worcester, MA

2004-2005 – Evaluator. Lowell Youth Violence Prevention Seed Grant project. Northeast Center for Healthy Communities, Lawrence, MA

PUBLICATIONS

Peer-Reviewed Journal Articles

Nobrega, S, Zhang, Y, Hendrickson Lohmeier, J, & Cavallari, JM. (2024) Development and psychometric evaluation of a Total Worker Health® practice scale. *Annals of Work Exposures and Health*, 68(5), 466–475. <https://doi.org/10.1093/annweh/wxae030>

Nobrega S, Zhang Y. (2024) "Let's learn together! A mixed methods study to assess readiness for interprofessional education on Total Worker Health practice." *Workplace Health and Safety* Advance online publication. <https://doi.org/10.1177/21650799231217320>

Nobrega S, Edwards K, El Ghaziri M, Giacobbe L, Rice S, Punnett L. (2023) A protocol to assess contextual factors during program impact evaluation: a case study of a STEM gender equity intervention in higher education. *American Journal of Evaluation*, 0(0).

Edwards, K, **Nobrega S**, El Ghaziri M, Giacobbe L, Rice S, Punnett L, & Pedersen A. "A Novel Approach for Including Effect Modifiers in Policy Evaluation – a Case of Gender Equality in Higher Education." In Proceedings

of the 15th Conference of the European Academy of Occupational Health Psychology: Supporting Knowledge Comparison to Promote Good Practice in Occupational Health Psychology. July 2022.

Nobrega S, Ghaziri ME, Giacobbe L, Rice S, Punnett L, Edwards K. (2021) Feasibility of Virtual Focus Groups in Program Impact Evaluation. *International Journal of Qualitative Methods*. 20.

Nobrega S, Morocho C, Robertson MM, Kurowski A, Rice S, Henning RA, Punnett L. (2021) A mixed-method approach to tailor the implementation of a participatory Total Worker Health® program. *International Journal of Workplace Health Management*, 14(4): 409-425.

Robertson MM, Tubbs D, Henning RA, **Nobrega S**, Calvo A, Murphy LA. (2021) Assessment of Organizational Readiness for Participatory Occupational Safety, Health, and Well-being Programs. *Work*, 69(4):1317-1342.

Punnett L, **Nobrega S**, Zhang Y, Rice S, Gore R, Kurowski A, & SHIFT Project Research Team. (2020) Safety and Health through Integrated, Facilitated Teams (SHIFT): stepped-wedge protocol for prospective, mixed-methods evaluation of the Healthy Workplace Participatory Program. *BMC Public Health* 20, 1463.

Punnett L, Cavallari JM, Henning RA, **Nobrega S**, Dugan AG, Cherniack MG. (2020) Defining 'Integration' for Total Worker Health®: A new proposal. *Annals of Work Exposures and Health*, 64(3): 223-235.

Ryan M, Erck L, McGovern L, McCabe K, Myers K, **Nobrega S**, Li W, Lin WC, Punnett L. (2019) "Working on Wellness:" protocol for a worksite health promotion capacity-building program for employers. *BMC Public Health*. Jan 25;19(1):111.

Nobrega S, Kernan L, Plaku-Alakbarova B, Robertson M, Warren N and Henning R. (2017) Field tests of a participatory ergonomics toolkit for Total Worker Health, *Applied Ergonomics*, 60:366-379.

Nobrega S, Champagne N, Abreu M, Goldstein-Gelb M, Montano M, Lopez I, Arevalo J, Bruce S, Punnett L, (2016) Obesity/overweight and the role of working conditions: A qualitative, participatory investigation. *Health Promotion Practice*, 17(1) 127-136.

Helena M, Gore R, Boyer J, **Nobrega S**, and Punnett L, Health Behaviors and Overweight in Nursing Home Employees: Contribution of Workplace Stressors and Implications for Worksite Health Promotion, *The Scientific World Journal*, 15 March, 2015, Article ID 915359

Robertson M; Henning R, Warren N, **Nobrega S**, Dove-Steinkamp M, Tibiriçá L, and Bizarro A. Participatory design of integrated safety and health interventions in the workplace: a case study using the Intervention Design and Analysis Scorecard (IDEAS) Tool, *Int. J. of Human Factors and Ergonomics*, 2015 3: (3/4), 303 – 326.

Robertson M, Henning R, Warren N, **Nobrega S**, Dove-Steinkamp M, Tibirica L, Bizarro A; CPH-NEW Research Team. The Intervention Design and Analysis Scorecard: a planning tool for participatory design of integrated health and safety interventions in the workplace. *J Occup Env. Med.* 2013 Dec;55 (12 Suppl):S86-8.

Punnett L, Warren N, Henning R, **Nobrega S**, Cherniack M; CPH-NEW Research Team. Participatory ergonomics as a model for integrated programs to prevent chronic disease. *J Occup Environ Med* 2013 Dec;55 (12 Suppl):S19-24.

Henning RA, **Nobrega S**, Flum M, Punnett L, CPH-NEW Research Team. Engaging workers in health promotion and health protection efforts: A participatory approach for innovation and sustainability at two worksites. In: P.A. Lapointe and J. Pelletier (Eds), Different perspectives on work changes, Proceedings of Second international workshop on work and intervention practices, Quebec, August 2009, Les Presses de l'Université Laval, pp. 199-208.

Tremblay PA, **Nobrega S**, Davis L, Erck L, Punnett L. Healthy workplaces? A survey of Massachusetts employers. *American Journal of Health Promotion* 2013 Jul-Aug; 27(6):390-400.

Zhang Y, Flum M, **Nobrega S**, Blais L, Qamili S, Punnett L. Work organization and health issues in long-term care centers. *J Gerontol Nurs*. 2011 May; 37(5):32-40.

Nobrega S, Champagne NJ, Azaroff LS, Shetty K and Punnett L. (2010) Barriers to Workplace Stress Interventions in Employee Assistance Practice: EAP Perspectives, *Journal of Workplace Behavioral Health*, 25: 4, 282 — 295.

Azaroff LS, Champagne NJ, **Nobrega S**, Shetty K, and Punnett L. (2010) Getting to Know You: Occupational Health Researchers Investigate Employee Assistance Professionals' Approaches to Workplace Stress, *Journal of Workplace Behavioral Health*, 25: 4, 296-319.

Books

Jill Carter, Jean L. Wiecha, Karen E. Peterson, **Suzanne Nobrega**, Steven L. Gortmaker, Planet Health: An Interdisciplinary Curriculum for Teaching Middle School Nutrition and Physical Activity, 2nd edition. Champagne, IL. Human Kinetics, 2007.

AWARDS AND HONORS

2023 – Outstanding Dissertation Award, School of Education, University of Massachusetts Lowell.

2018 - Eusebio Rial-González Innovation & Practice Award in Occupational Health Psychology, 13th Conference of the European Academy of Occupational Health Psychology, Lisbon Portugal. Sept 7

INVITED TALKS

2023 “Evaluating and Institutional Intervention on Faculty Gender Equity in STEM Fields: Application of Effect Modifier Assessment.” NASEM Action Collaborative on Preventing Sexual Harassment in Higher Education: 2023 Public Summit, October 17, 2023.

2022 “Total Worker Health: A holistic, integrated approach to Workplace Safety, Health, and Well-being,” New England American Industrial Hygiene Association Annual Conference. Norwood, MA. October 25

2017 “Organizational Approaches to Stress Management,” American Association of Occupational Health Nurses Annual Conference (Preconference ½ day workshop). New Orleans, LA. April 23

2015 “Participatory approaches for health and wellness” Harvard School of Public Health. Institute for Continuing Professional Education: Ergonomics and Human Factors. Boston MA. October

2015 “Assessing Organizational Readiness: Is the Healthy Workplace Participatory Program Right for Your Organization?” Jamil, Inc. Conference, Bedford Village Inn, Bedford, NH. April

2015 “Metabolic syndrome and workplace wellness: A TWH approach to designing healthy workplaces” Western Occupational and Environmental Medical Association (webinar series). October

2015 “The Dynamics of Wellness” American Association of Occupational Health Nurses Annual Conference, 2.5-day preconference workshop, Boston MA. March

2014 “Understanding and Counteracting the Obesogenic Work Environment” New England College of Occupational and Environmental Medicine and Massachusetts Association of Occupational Health Nurses Annual Conference, Newton, MA. December

2014 “Participatory approaches for health and wellness” Harvard School of Public Health. Institute for Continuing Professional Education: Ergonomics and Human Factors. Boston MA. October

2013 “What is Total Worker Health? How to integrate safety, ergonomics, and wellness to improve health and performance in your organization” Atlantic Charter Insurance Seminar, Framingham, MA. May 21

- 2012 “Using Data and Assessment in Worksite Health Promotion” Centers for Disease Control and Prevention, National Healthy Worksite Program webinar series for employers. September
- 2009 “Beyond Breathing: Controlling workplace stressors as part of a comprehensive employee wellness program” Massachusetts Department of Public Health, Working on Wellness training program, June 11, and July 30

CONFERENCES

Panels Organized

2024 – Symposium: Tailoring Well-being: Examining Transformations of the Healthy Workplace Participatory Program to Address Job Stress in US Workplaces. (**Organizer: Suzanne Nobrega**) 16th Conference of the European Academy of Occupational Health Psychology, Granada, Spain. June 4-7, 2024.

2017 - Round table panel: Challenges and emerging issues of participatory, integrated programs for worker safety, health, and well-being (**Chair: Suzanne Nobrega**) 48th Annual Conference of the Association of Canadian Ergonomists (ACE) & 12th International Symposium on Human Factors in Organizational Design and Management (ODAM) - Banff, Alberta, Canada. July 31 - August 3

2017 – Scientific session: Massachusetts Working on Wellness: Lessons Learned from A Public Health Initiative to Build Employer Capacity for Worksite Wellness Programs (**Chair: Suzanne Nobrega**) American Public Health Association Annual Meeting, Atlanta GA. Nov

Papers Presented

2024 – **Nobrega, S**, Henning, R, Robertson, MM, Punnett, L. Development, dissemination, and implementation evaluation of a Healthy Workplace Participatory Program toolkit. 16th Conference of the European Academy of Occupational Health Psychology, Granada, Spain. June 5, 2024.

2024 – **Nobrega, S**, Morocho, C, Zhang Y. Competencies Identified by Occupational Safety and Health Professionals for Leading Integrative Total Worker Health® Practices. Conference of the European Academy of Occupational Health Psychology, Granada, Spain. June 5, 2024.

2024 – **Nobrega, S**, Zhang, Y. Let’s learn together! Attitudes of occupational safety and health professionals about interprofessional education pedagogy in continuing education. 34th International Congress on Occupational Health, Marrakesh Morocco. April 30, 2024.

2023 – **Nobrega, S**, Morocho, C, Zhang, Y, Cavallari, J. “*Total Worker Health*® Competency Among Multidisciplinary Occupational Safety and Health Professionals: A Survey Study to Guide Continuing Education.” Work, Stress, and Health Conference (virtual), November 10, 2023.

2023 – **Nobrega, S**, Morocho, C, Zhang, Y. “A Qualitative Investigation of Competencies Needed for *Total Worker Health*® Practice.” Work, Stress, and Health Conference (virtual), November 8, 2023.

2022 – **Nobrega, S**, Patriquin, B, Rice S. “Evaluation findings from a *Total Worker Health*® facilitation skills training program.” 3rd International Total Worker Health Symposium, Bethesda MD. October 2022.

2022 – **Nobrega, S**, Morocho, C, Rice, S, Kurowski, A, Punnett, L. “Are these interventions integrated? Challenges and strengths of evaluation using the Hierarchy-of-Controls applied to *Total Worker Health*®” 3rd International Total Worker Health Symposium, Bethesda MD. October 2022.

2022 – Edwards K, **Nobrega S**, El Ghaziri M, Giacobbe L, Rice S, Punnett L. A novel approach for including effect modifiers in policy evaluation – a case of gender equality in higher education. European Academy of Occupational Health Psychology, Bordeaux, 6-8 July 2022.

2022 – **Nobrega S**, ElGhaziri M, Rice S, Giacobbe L, Punnett L, Edwards K. “A new qualitative protocol to assess competing causes of program effects: a STEM diversity case study.” Eastern Evaluation Res. Society, April 2022.

2019 – **Nobrega S**, Morocho C, Armagan M, Tubbs D, Robertson M, Henning R, Punnett L. Organizational assessment to engage leaders and increase readiness for a participatory, Total Worker Health® program. Work, Stress and Health, Philadelphia PA. Nov

2019 – **Nobrega S**, Zhang Y, Do P, Mawn B, Chin W, Kurowski A, Punnett L. Evaluation of an online nurse continuing education program to prevent patient handling injuries. [American Public Health Association 2019 Annual Meeting & Expo](#), Nov. 2019, Philadelphia PA.

2018 - **Nobrega, S** and Robertson, M. “Getting started with participatory Total Worker Health” 2nd International Symposium to Advance Total Worker Health, Bethesda MD. May 8

2018 - **Nobrega, S** “Assessing work organization to develop Total Worker Health interventions: sharing our field experience” 2nd International Symposium to Advance Total Worker Health, Bethesda MD. May 11

2018 - **Nobrega, S** Morocho C., Tubbs, D., Robertson, M. and Henning, R. “Using leadership interviews to assess organizational readiness for a participatory, well-being program: The value of real-time inputs to guide implementation” 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal. September 7

2017 - **Nobrega S**, Juergens M, Kane K, Myers K, Torres S, Li W, Punnett L.” Employer based stress interventions in a public health worksite wellness capacity building program” American Public Health Association Annual Meeting, Atlanta GA. November

2017 - Myers K, **Nobrega S**, McGovern L, Santarelli C, McCabe K, Fredricks T, Pike E, Jew L, Ryan M, Erck L. “Improving Access to Healthy Foods in Massachusetts Workplaces and Communities” American Public Health Association Annual Meeting & Expo, Atlanta GA. November

2017- **Nobrega S**, Kernan L, Plaku-Alakbarova B, Robertson MM, Warren N, Henning R. “Field tests of a participatory ergonomics toolkit for Total Worker Health” 48th Annual Conference of Association of Canadian Ergonomists & 12th International Symposium on Human Factors in Organizational Design and Management. Banff, Alberta Canada. August 1

2017 - Henning R, **Nobrega S**, Robertson MM, Warren N. Iterative design of a participatory ergonomics toolkit for *Total Worker Health*, 48th Annual Conference of Association of Canadian Ergonomists & 12th International Symposium on Human Factors in Organizational Design and Management. Banff, Alberta Canada. August 1

2017 - Cavallari J, **Nobrega S**, Henning RA, Fitts MC, Cherniack MG, Punnett L. “Measuring integration in Total Worker Health: The Center for the Promotion of Health in the New England Workforce participatory framework” APA/NIOSH Work Stress & Health Conference, Minneapolis MN. June

2016 **Nobrega S**, Li W, Kane K, Sefton L, Lin WC, McCabe K, Santarelli C, Punnett L. *Massachusetts Working on Wellness: Evaluation of a statewide public health initiative to advance workforce health*. American Public Health Association Annual Meeting, Denver CO. October

2015 **Nobrega S.**, Dugan, A., Kollin, R., and the CPH-NEW Research Team *Total Worker Health in action: A community hospital case study*. APA/NIOSH Work, Stress, and Health Conference, Atlanta GA. May

2014 Dugan A, **Nobrega S**, Champagne N, Gianino M, Henning R, & Punnett L. Measuring implementation predictors of a new healthy worksite participatory program. Presented at First International Symposium to Advance Total Worker Health, Bethesda, MD.

2014 **Nobrega S**, Robertson M, Kernan L, Plaku-Alakbarova B, Warren N, & Henning R. Field tests of a program toolkit for participatory integrated health protection and health promotion. First International Symposium to Advance Total Worker Health Bethesda, MD. October

2013 Champagne, S., Abreu, M., **Nobrega, S.**, Goldstein-Gelb, M., Montano, I., Lopez, J., Arevalo, S., Bruce, L., & Punnett, L. Obesity/Overweight and the role of working conditions in lower income workers- A qualitative, participatory investigation. APA/NIOSH Work, Stress & Health Conference, Los Angeles, CA. May

2011 **Nobrega S**, Tremblay P, Davis L, Erck L, Punnett L. Healthy workplaces: Are employers offering coordinated health promotion and occupational health programs in Massachusetts? American Public Health Association Annual Meeting, Washington D.C., October 31.

November 2009 **Nobrega S**, Champagne N, Azaroff L, Shetty K, Punnett L. Perceived barriers among health professionals to addressing job stress through work organization interventions. APA/NIOSH Work, Stress, and Health, November 2009.