

## **Matthew A. Hughes, MD, MPH**

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Occudigm Health provides corporate medical direction and health program management expertise to companies of all sizes, locations, and industries. Current clients include Chevron, Proctor & Gamble, Occidental Petroleum, Henkel, Alcon, Marathon Petroleum, and several other medium and small companies. I have served over 25 years as a senior medical officer and corporate executive manager providing support and strategic direction to large international corporations, with particular experience in health policy & program development, regulatory compliance, health function delivery of services, international health risk management, crisis management, project management of reorganizations, divestitures, and development and implementation of enterprise wide health information management systems. Also serving industry through an academic appointment in Occupational Health and Safety, I actively teach master's level courses, train new physicians and industrial hygienist, conduct research, and manage a large education and research center. I direct the startup of a new Occupational Health Nursing post graduate program and Occupational Health and Safety undergraduate degree program at our partner institution Weber State University in Ogden, UT. My interest is based in pragmatic solutions. I am the Assistant Editor in Chief of the ACOEM Evidence Based Occupational Medicine Practice Guidelines, a 15,000-page edition with over 5,000 recommendations, which are rapidly being adopted by practitioners, insurers, and government entities nationally.

<b>Current Position</b>	<b>University of Utah School of Medicine</b> Deputy Director, Associate Professor Rocky Mountain Center for Occupational & Environmental Health	Salt Lake City, UT
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### **Undergraduate Education**

1983-1989	<b>University of Utah</b> Bachelor of Arts, Psychology Magna Cum Laude	Salt Lake City, UT
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### **Graduate Education**

1989-1993	<b>University of Utah School Of Medicine</b> Doctor of Medicine	Salt Lake City, UT
1995-1997	<b>Rollins School of Public Health Emory University</b> Master of Public Health	Atlanta, GA

## Post Graduate Training

1993-1994	<b>Roanoke Memorial Hospitals</b> Internship - Transitional	Roanoke, VA
1994	<b>University of North Carolina School of Medicine</b> Residency - Anesthesiology Left program in good standing to pursue Occupational Medicine career	Chapel Hill, NC
1995-1997	<b>Rollins School of Public Health Emory University</b> Residency - Occupational and Environmental Medicine	Atlanta, GA

## Medical Licensures

Illinois, Ohio, North Carolina, Idaho, Texas, Utah, Louisiana

## Certifications

**American Board of Preventive Medicine**  
Occupational Medicine

**Certified Medical Review Officer**  
American Association of Medical Review Officers

## Professional Achievements

- 2024 Master of Occupational Health Teaching Award – University of Utah and Weber State University Rocky Mountain Center for Occupational and Environmental Health
- 2003 Recipient **Corporate Health Achievement Award** from American College of Occupational and Environmental Medicine (ACOEM)
- Chairman – ACOEM Corporate Medical Directors Section 2002-03
- Organizational Resource Counselors (ORC) Physicians Group member
- ACOEM State Government Affairs Liaison-Texas 2000-2003
- Past Health Subcommittee Member: Society of Petroleum Engineers
- Past Industry Advisory Board Member: Health Enhancement Research Organization (HERO) 2004-06
- Past Industry Advisory Board Member: Texas A&M Ergonomics Research 2001-03

## Languages

Japanese – Previously fluent, currently conversational with ability to rapidly regain proficiency.

## Professional Experience

**Occudigm Health Inc, / New Paradigm Occupational Health Management** 2008-Present  
As a consultant, I seek opportunities to partner with Fortune 500 companies that have

demonstrated exceptional brand value and management commitment to employee and community health, and that expressly desire to be corporate leaders in using health as a business strategy in the global market.

**University of Utah** Deputy Director, Associate Professor 2008-Present  
Rocky Mountain Center for Occupational and Environmental Health

- Academic appointment responsible for affairs of large NIOSH sponsored Education and Research Center which provides master's and PhD level graduate degrees and residency training in occupational medicine, industrial hygiene, hazardous materials handling, and occupational injury and prevention.
- Management responsibilities include oversight of complex revenue stream of grants, appropriations, state funds, clinical revenues, and gifts in excess of \$4 million dollars covering faculty salaries and project expenses. Additional monies are leveraged through cooperating departments within the University (Economics, Mechanical Engineering, Public Health).
- Provide didactic teaching and support to medical students, occupational medicine residents, industrial hygiene students, doctoral nursing candidates, and others in graduate level Master of Occupational Health courses and in the School of Medicine.
- Developed new strategies for specialty and consulting services in conjunction with other faculty members to provide expert professional opinion throughout the major disciplines to industry, government, businesses, and labor.
- Provide management and clinical support of community based University Occupational Medicine clinic.

#### **Achievement Highlights at the University of Utah**

- Established study and completed report on the University of Utah campus occupational health and safety program. Progressed motion to establish centralized campus program with integration of occupational health professionals into HR and EH&S to better manage occupational health and safety injuries and risks. Proposal currently working up bureaucratic chain to University President. Anticipate establishment of campus occupational health clinic with creation of Campus Medical Director role covering 28,000 employees, 45,000 students in Summer 2010.
- Primary research and co-editor developing **evidence-based practice guidelines** for the American College of Occupational and Environmental Medicine (ACOEM). Efforts include comprehensive review and grading of medical literature, creating original text and recommendations on each subtopic within the body-parts or chapters. Work to date includes contributions and primary authorship in Chronic Pain, Hand Wrist Forearm disorders, Hip-Groin disorders, Foot and Ankle Disorders, and Cervical Neck Disorders. Future plans include Shoulder disorders, Knee disorders, Eye disorders, and Occupational Skin disorders.
- Designed and managed major expansion of current facility including laboratory space, offices, clinical exam rooms, research rooms, and state of the art teaching classrooms while maintaining tight fiscal constraints.

<b>BP PLC</b>	(\$220 Billion Market Cap, 105,000 Employees)	
	Medical Director, Western Hemisphere	2003-2008
	Medical Director, Central Health Shared Services	2003-2006
	Segment Health Director Gas, Power, & Renewables	2006-2008
	Medical Director, North America Gas SPU	2006-2008

- Regional Medical Director for North America with responsibility for Western Hemisphere region added in January 2004. The WH region comprises more than 50% of BP employee and asset base. Responsibilities include supporting cross-segment functional activities at the national level, medico-legal authority, policy and procedure development, compliance assurance, crisis management, pandemic planning, line management of centralized US health team, and support of regional 30+ decentralized health professionals throughout North and South America.
- After a series of organizational changes in 2003-2006 developed and managed centralized Corporate Health Shared Services team with 40+ health professionals in US and UK holding \$9 Million Budget. Transferred from Houston to Naperville in 2004. Team and network included physicians, nurses, nurse practitioners, physician assistants, toxicologist, industrial hygienist, and administrative professionals.
- In 2006, health was decentralized, broken up, and embedded into business streams. Appointed project manager for reorganizations. Appointed Health and Hygiene Director of the global business stream Gas, Power & Renewable Energy as well as Medical director for North America Gas, the onshore US exploration and production business stream (by itself a Fortune 50 sized company). Transferred to Salt Lake City to gain field proximity for major projects in the Western U.S. In addition, concurrently supporting WH regional activities. Established new occupational health support model and developed teams in both business streams.
- One of 5 senior physician members and the only North American comprising the BP Global Health Leadership Team, which determined policy, planning, and sets health direction for the company.

#### **Achievement Highlights at BP**

- Established cohesive North America BP Health network previously weakened through rapid acquisitions, divestitures, management turnover, and merging corporate cultures.
- Successful in creating action on multiple HR-Health related initiatives (i.e. substance abuse policy including hair testing, health promotion, US influenza vaccination programs).
- Lead efforts to develop an integrated health promotion program in collaboration with US Benefits with a projected \$10 million annual budget. Led efforts to define current activities and value of health promotion spend.
- Collaboration with global benefits manager to define minimum global health benefits strategy.
- Advisory board member for development and implementation of enterprise wide health information management system.
- Member of project team to develop a Corporate Health Management System (mandatory integration into Operations Management Systems).
- Supported Investor Relations team providing health updates on corporate social responsibility programs to SRI groups (HIV, Malaria, and Health Impact Assessment).
- Project manager for development and implementation of new Global Travel Health Program.
- Established research partnership with the National Institute for Occupational Safety and Health (NIOSH) on a longitudinal study of stress in the workplace and cardiovascular outcomes.
- Developed on-line traveler risk assessment tools.
- Project lead on multiple reorganizations within the corporate health function.
- Provide policy direction and support on emerging issues (Avian Influenza Pandemic, SARS, Anthrax, etc.).
- Lead for extensive health related Pandemic preparedness activities and policies in the NA Region.
- Lead project for renewing job evaluations and clearly defining essential physical requirements.
- Lead task force to refine fitness for duty policy.
- Subject matter expert for defining health regulations in US. Created health audit tools.

## **Marathon Oil /Marathon Ashland Petroleum LLC**

(Fortune 50 Integrated Oil Company with \$20 B Cap, 20,000 Employees)

Associate Corporate Medical Director

1998-2003

Houston, TX

As the Associate Medical Director, was involved in all aspects of health management in the upstream and downstream portions of the integrated business. Was primarily responsible for managing operational health risks associated with regulatory compliance, employment benefits, emergency response, international travel medicine and health related to international projects.

### **Achievement Highlights at Marathon**

- Provided compliance assurance to businesses in health aspects of regulatory medical surveillance programs (e.g. Asbestos, Benzene, Hearing Conservation, Respiratory Protection, Hazwopper, Emergency Response Team, and Blood Borne Pathogen Standards).
- Interpreted and coordinated examinations regarding fitness for duty. Managed numerous personnel issues related to occupational and non-occupational medical conditions as it relates to fitness-for-duty.
- Arranged for any follow-up specialist evaluations as necessary.
- Developed and administered medication reporting system to ensure employees are not impaired in safety sensitive positions from prescription medications.
- Instituted automatic external defibrillator (AED) program placing AEDs in strategic positions corporate wide, and organized CPR and AED training to increase sudden death survival outcomes.
- Member of crisis management response teams.
- Coordinated and managed refinery hydrofluoric (HF) acid exposure drills at 7 refineries evaluating ability of first responders, EMS, and local hospital emergency room personnel's ability to handle and treat this unique and highly toxic exposure.
- Team leader of Integrated Disability Management Team consisting of medical director, nurse case administrators, corporate attorneys, and benefit plan administrators.
- Coordinated effort to reduce lost time from sick benefit, short and long term disability plans, as well as workers compensation. Utilized strategies available under ERISA to prevent abuse of benefit plans. Efforts resulted in elimination of \$1 Million annual company contribution to employee funded LTD premium shortfalls and a further reduction of premiums by 30% to all employees.
- Act as liaison with external health providers to reduce OSHA recordable and lost work days.
- Coordinated health and productivity benchmarking study across multiple industries to establish baseline measurements and to seek universal metrics of measurement.
- Project participant in developing and implementing new corporate wellness program at Marathon replacing legacy programs with poor participation and unknown ROI. New program rolled out in 2002, participation rates jumped from 20% to 85%. Cost control opportunities identified through Health Risk Assessment. Ability to determine cost savings implemented through data integration of wellness, health plans, and prescription drug plan data.
- Established corporate colonoscopy screening program for all employees and spouses over age 45.
- Established and administered executive health program for eligible executives. Maintained quality assurance of providers, payment of invoices, and individual follow-up with executives as needed.
- Work in conjunction with Benefits to assess medical benefit packages (group health, pharmacy, mental health) and identify opportunities for intervention.
- Regularly provide support to Corporate Foundation for evaluation and implementation of medically related philanthropic activities.
- Project manager of \$6.9 Million Malaria Eradication program in West Africa (Highlighted in September 2006 Time Magazine).
- Project manager of \$4.5 Million Clinic design for West Africa operations.

- Developed Global Travel Health Program.
- Developed guidelines for risk assessment of individual employees and contractors related to overseas travel and assignment, reducing risk of medical evacuations or other complications within the constraints of the Americans with Disabilities Act.
- Developed on-line traveler risk assessment tools.
- Developed medical evacuation plans for worldwide operations.
- Performed site assessment of medical facilities and capabilities of local providers internationally (Angola, Equatorial Guinea, Gabon, Cameroon, Far East Russia, Korea, Japan, South Africa, Trinidad, Canada).
- Developed immunization program for corporate international travelers and expatriates tailored to country specific risks.
- Established medical travel kit (medications necessary for self-treatment) program.
- Assisted employees on long term assignment to obtain necessary supply of medications.
- Medical Review Officer interpreting urine drug screen results as required under federally regulated programs (FHWA, Coast Guard, Pipeline) as well as for other non-regulated employees for individual and corporate protection.
- Arranged EAP/SAP evaluations for rehabilitation or counseling of first time violators prior to return to work.
- Provided testimony in arbitration hearings.
- Instituted hair testing for the detection of drug use.
- Managed return to work testing protocols for post-violation employees.
- Reviewed existing and new Material Safety Data Sheets for appropriate medical and treatment information.
- Provided in-house advice to inquiries of toxicology and toxic tort claims.
- Performed epidemiological review of potential clusters of disease.

1997-1998

**IHC WorkMed**

**Pocatello, ID**

Pocatello Regional Medical Center

Medical Director for recent start-up hospital based Occupational Medicine program. Successfully grew business to near profitability in one year in small, competitive market. Left to pursue greater career interest related to public and corporate health.

1996-1997

**Emory/Cigna Health Care Clinic**

**Atlanta, GA**

Worked as staff physician practicing urgent care and occupational medicine exclusively for Delta Airlines employees.