

**Clinical Outcomes Group, Inc.**

*Improving the Health of Our Communities*



# ANNUAL REPORT

*July 1, 2007 - June 30, 2008*



## *Message from Our President*

COGI enjoyed an excellent FY 07/08 thanks mainly to our professional staff and the communities we serve. Organizationally, we expanded opportunities to serve our community through direct counseling and intervention services, policy development, research, and prevention activities.

Our innovative efforts have been recognized by different funding sources and the scientific community, allowing us to meet our mission of developing and integrating science based services in meeting the needs of the communities we serve.

Our dedicated and professional staff continues to engage communities, businesses, and other organizations in helping to create a systematic approach to addressing community problems. There are too many community partners to recognize, but without their vision, leadership, and efforts we would be unable to achieve our goals and fulfill our organizational mission.

Please take an opportunity to review this annual report and examine it with a heartfelt perspective that our services contribute to changing the lives of many individuals in our community. Chances are that someone you know has been favorably touched by our efforts.

As always, I welcome your comments, if you would like to discuss any aspect of COGI or would like to work with us toward improving the health of our communities, please contact me directly at 1-800-264-1290 or [dzanis@temple.edu](mailto:dzanis@temple.edu).

Sincerely,

David A Zanis, Ph.D  
President – Board of Directors

### *Inside our Annual Report*

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### Quit & Win!



Providing group tobacco cessation services through our unique Quit & Win! workshops allows COGI continued success with assisting individuals in their quest to become tobacco-free. Our 90 minute workshops are held throughout our communities. These workshops have been especially helpful in providing tobacco cessation services to the employees of our business partners.

These workshops emphasize the individual and his or her unique addiction, provide them with tips to first reduce their tobacco use, select a quit date, and develop a reasonable individualized quit plan.

Throughout this entire process a cessation coach works with the individual to ensure adequate support and encouragement. When necessary, nicotine replacement therapy is

provided.

Follow up calls are done with clients after 3 months, 6 months, and 1 year of cessation services. The follow up serves as a tool to determine quit rates as well as a method to check on clients to determine if they are in need of any additional services.

### Business Partnerships

In order to continue to offer tobacco cessation services efficiently within our communities, we had to develop a strategy to best reach the largest number of people. We have found that partnering with businesses within our communities allows us to reach this goal and also allows the businesses to see a benefit when employees become tobacco-free.

Many of our business relationships have resulted in on-site tobacco cessation services often on company time. This makes cessation counseling

convenient for all parties involved. In fiscal year 2007-2008, COGI has provided tobacco cessation services at the following business:

Benton Foundry, Custom Building Systems, Professional Building Systems, Wood-Mode, Weis Markets, Fessler USA, Holiday Inn Express Frackville, KME, Thompson Mailing, County of Schuylkill, Knoebels, Merck & Co, OTT Packaging, Pottsville - Schuylkill Haven Area EMS, Rieter, SunCom, Thompson's Mailing, Glatfelter, CPARC, Berwick Hospital, St. Luke's Miners

Memorial Hospital, Sunbury Hospital, Thermal Product Solutions.

Additionally, Pottsville Hospital's Cardiac Rehab Program and Comprehensive Women's Health Clinic have partnered with Clinical Outcomes Group, Inc. whereby a fax referral system was put into place. This system allows these health care providers to refer their patients into COGI tobacco cessation services by completing a simple referral form and faxing it to the COGI Office. Cessation coaches contact the patient and work with them directly to help them quit.

### Testimonials

Clinical Outcomes Group, Inc. is proud of the work done by our company as well as the professionalism of our staff. Building quality relationships with businesses in our communities becomes are best method of advertising. Below you will find a sample of how business evaluate the services we provide.

*"Within a week of our first meeting, they had scheduled several Quit & Win! sessions for our employees and the community. They provided the tools for us to inform our employees, patients, visitors, and the community to these sessions in a positive and enthusiastic yet supportive manner."* - Talia L. Beatty, Director of Human Resources, Sunbury Community Hospital

*"COGI continues to support us in our efforts to better the health and well-being of Head Start children, families, and staff. Along with our partnership, COGI continues to provide high quality care and support in the surrounding communities in South Eastern Pennsylvania. The relationship we have garnered with COGI supports the mission of the Child Development, Inc. and Head Start with exemplary professionalism. Their knowledgeable understanding of tobacco cessation and care is an asset to our organization. Clinical Outcomes Group, Inc has been an invaluable resource to Child Development and the Head Start community."* - Mary Ann Devlin, Administrator of Child Development Inc.



## Youth Programs

### Teens Against Tobacco (TAT)

Fall brings the beginning of school year and the return of active TAT programs. Our Youth Programs Staff held TAT Conferences in which TAT team members and their advisors received educational materials, activity plans and had an opportunity to interact with other schools and share ideas.

TAT teams were once again asked to complete two projects during the school year.

Some examples of the projects conducted by our TAT teams include: presentations for elementary school students, tobacco free community events, and programs decided to educate business (primarily restaurants) on the dangers of secondhand smoke and a request to these businesses to adopt tobacco free policies. In anticipation of Clean Indoor Air legislation, TAT students often participated in legislative visits in

hopes to educate the local legislators on the importance of enacting legislation that will save the lives of many people.

Additionally TAT team members are asked to recruit new students into their teams each year. TAT team members also serve as a referral system for youth cessation services.



### BUSTED!

COGI provides technical assistance and support to our youth led group "North Central Pennsylvania's BUSTED! Teens Kickin' Nicotine (BUSTED! TKN)". This group of youth often accompanies COGI staff to community activities and works to educate their peers on tobacco's dangers. BUSTED! TKN joins forces with COGI to participate in events such as Kick Butts Day locally and also to participate in statewide initiatives and events. These activities give our youth an opportunity to spend time with their peers, get ideas for future projects, and join forces to be

one voice interested in smoke-free PA. The Annual Pennsylvania BUSTED! Conference was held at Clarion University from June 25 through June 27, 2008.

The conference provided BUSTED! students and facilitators an opportunity to share ideas and brainstorm for future projects. Focus was placed on the recently approved Clean Air Act. Events for the 2008-2009 School Year were discussed and statewide initiatives were announced and dates were set. Ideas were discussed for

Great American Smokeout and Kick Butts Day.



Students participated in teambuilding activities with activities including ropes which required both balance and teamwork.



Pictured Left to Right: Bridget Rooney and Lindsey Zackaravage, BUSTED! members, Angela Morgan and Rebecca Eves, COGI Youth Programs / BUSTED! facilitators, Alisha Martin, BUSTED! member.



## Community Programs

### Red Ribbon Week - October 2007

COGI, through its membership in the Action for Community Transformation (ACT) Coalition, participated in Red Ribbon week 2007. This year's project was two fold.

The first part of the project was to once again produce a mini-magazine publication called "We Care".

"We Care" 2007 was distrib-

uted to more than 8,000 students by providing publications for distribution to area public and private schools as well as community youth organizations.

In partnership with the ACT Coalition, Clinical Outcomes Group, Inc. posted these publications on their website for an additional access point for teachers, parents, and students.

The second part of the project was the "10,000 Ribbons Campaign". In an effort to raise community awareness about Red Ribbon Week, area car dealerships participated by putting red ribbons on the antennas of cars on their lots. This year Dunkin Donuts locations in Berwick, Bloomsburg, Danville, Lewisburg, and Selinsgrove also participated in the ribbon display.



On car dealer went the extra mile and further advertised Red Ribbon Week 2007 by decorating their front lot with a display of red vehicles.



**Great American Smokeout**

In conjunction with the American Cancer Society's 31st Annual Great American Smokeout (GASO) celebrated on November 15, 2007, Clinical Outcomes Group, Inc., worked closely with area workplaces who were instituting a permanent 100% tobacco-free policy. Technical support and cessation services were provided by our professional team to help make for a smooth transition.

Establishing a tobacco-free workplace is cost effective and greatly improves worker and business health. The U.S.

Centers for Disease Control and Prevention reports that tobacco users have a severe negative economic impact on employers. Tobacco use costs employers about \$3,391 per year per employee, because of reduced productivity, increased down-time, absenteeism and illness and life and medical insurance costs. Tobacco-free workplaces also save money on cleaning and maintenance, and there is a reduced risk of fire and accidents.

Fessler USA, located in Orwigsburg, PA, announced the

company would be instituting a 100% tobacco free policy and members of their management team who were tobacco users decided to be the first utilize COGI's services to quit and then serve as role models for the rest of their staff. JoAnn Pilston, Human Resource Coordinator, a 22 year smoker, made the decision to improve the quality of her life and quit her habit. She allowed OGI to provide updates on our website about her progress through her decision to quit and also through her quit attempt.

The Holiday Inn Express in Frackville, PA announced that

it would adopt a 100% Tobacco Free Policy effective on November 15, 2007 (Great American Smokeout) and no longer offer smoking rooms. The management of Holiday Inn Express, Frackville is committed to the health and safety of our guests and staff, remarked Noreen O'Boyle, General Manager. Free tobacco cessation classes were offered to staff. Additionally, COGI provided technical assistance to all hotel staff in order to ensure a smooth transition. Quit & Win! Seminars were held and the public was also invited to attend.

**2008 Tobacco Free MONOPOLY® Tournament**

The 5th Annual Tobacco Free MONOPOLY® Tournament began on April 13, 2008 with Preliminary Rounds being held at the Fairlane Village Mall (Pottsville) and Susquehanna Valley Mall (Selinsgrove). All rounds began at 2:00 pm lasting 90 minutes.

The event was designed for families to engage in an educational game in a tobacco free environment. Players are of various ages and skill and

the tournament becomes a friendly competition. The tournament has gained popularity with many players returning year after year, sometime even bringing friends and

family to play as well. A total of 35 players participated in the preliminary round and competed for a place in the final round. After 90 minutes of friendly competition, the top three asset holders from each round were invited

to play in the final round.

On Sunday, April 27<sup>th</sup>, the preliminary round winners participated for the title of 2008 Tobacco-Free MONOPOLY® Tournament Grand Champion. Richard Amudipe received this honor and was additionally presented with \$200 cash courtesy of the Schuylkill County Tobacco-Free Youth Coalition.



**Preliminary Round Winners**

**1st Place Winners**

Aubyn Johnson, Susquehanna Valley Mall  
Matthew Clay, Fairlane Village Mall

**2nd Place Winners**

Don Wallish, Susquehanna Valley Mall  
Richard Amudipe, Fairlane Village Mall

**3rd Place Winners**

Ethan Herb, Susquehanna Valley Mall  
Tim Matas, Fairlane Village Mall

**American Cancer Society's Relay for Life Held First Ever "Smoke-Free Pennsylvania" Lap**

On May 9<sup>th</sup>, from 3 PM – 11 PM, Clinical Outcomes Group Inc. and the Schuylkill County Tobacco-Free Youth Coalition teamed up to participate in the American Cancer Society's 15<sup>th</sup> Annual Relay for Life. The event was held at the Pottsville Area High School Veteran Memorial Stadium. At the Coalition's campsite, educational information on smoke-free workplace legisla-

tion, state legislators' position on clean indoor air and smoke-free states were made available to Relay participants. Their team, smokefreeyouth.org, raised more than \$600.00 through sales, donations and funds collected from the 5<sup>th</sup> annual Tobacco-Free Monopoly Tournament.

A highlight to this year's event was the first ever "SMOKE-

FREE Pennsylvania" Lap around the Stadium to educate the community on the importance of smoke-free environments.

A local Girl Scout troop, concerned parents and community members proudly walked the lap to demonstrate their strong support for smoke-free workplace legislation for Pennsylvania. Close to 100

participants made their way around the track while chanting "What do we want? Smoke-free Pennsylvania! Because enough is enough!" Announcements were made by Relay organizers to promote the walk and its purpose. It was a successful event that built community awareness and support for smoke-free workplaces.

## Kick Butts Day 2008: Drop II - Enuf is Enuf!

This year COGI celebrated Kick Butts Day as a two part event. A pre-campaign celebration was held on March 15, 2008 at the Fairlane Village Mall in Pottsville. Schuylkill County BUSTED! Teens Kickin' Nicotine recruited area youth and formed a human line from one end of the mall to the other. Mall patrons could hear the sound of a beating heart over the mall speaker system and every eight seconds a crashing noise (and see the fall of one of the standing youth) representing another person in the world who died because of

tobacco. Our youth were pleasantly surprised when State Senator James Rhoades arrived and participated in the 8 second demonstration. Following the demonstration, Senator Rhoades met with the students and encouraged them to continue their efforts in support of a Smoke Free Pennsylvania.

Drop II – Enuf is Enuf! was celebrated on April 9, 2008 on the grounds of the Schuylkill County Courthouse. Schuylkill County BUSTED! Teens Kickin' Nicotine

led a group of 370 students and advisors in Drop II. During the presentation 370 individuals dropped to the ground in unison representing the number of county residences who die annually from a tobacco related illness. Also during the presentation, 55 members of the group stood for a few moments and dropped the second time representing the number of county residences who die annually due to second hand smoke exposure.

During the program, officers of Schuylkill BUSTED! Teens Kickin' Nicotine, rallied the crowd against the dangers of tobacco and the need for Clean Indoor Air legislation in Pennsylvania. Recognition was given to Schuylkill County government and the Borough of Minersville for implementing 100% tobacco free laws locally and to Wegman's for their recent business decision to remove tobacco products from their shelves.



370 students simultaneously drop representing the annual number of tobacco related illness deaths in Schuylkill County.



## Tobacco Free Policy

### COGI's Role

COGI has always believed that Tobacco Free Policies are needed to reduce an individual's exposure to secondhand smoke.

COGI has offered assistance to any business implementing a tobacco free policy for the past few years. Part of what COGI has offered is policy education, policy development, and assistance for policy implementation. Staff training is also an important piece to a successful policy implementation and enforcement. Assistance in creation of press releases and sign development are also offered by COGI.

This year COGI also participated in PACT's Blue Card program which was de-

signed to allow the public to sign a Blue Card and include a note as to why Clean Indoor Air legislation was important to them. These cards were collected by PACT and sent to the legislators of those who signed these cards. A total of 315 Blue Cards were collected by our COGI staff at various events held during the fiscal year.

With Clean Indoor Air Policy bills in both the Pennsylvania Senate and House of Representatives during this year, COGI has continued to provide education to legislators as well as the general public on the dangers of secondhand smoke and the benefit to state law being passed. Area youth were educated on this topic and many TAT and BUSTED! students collected letters and made legislative visits to demonstrate the need for legislation to pass.

With the passing of the Pennsylvania Clean Indoor Air Act in June 2008, (see page 9 for more details), COGI will take on a different type of educational role in which it will provide technical assistance to those who are affected by the law and assist with compliance.



## Tobacco Free Pool and Park Policy

COGI has continued its efforts to promote tobacco free policy at community parks and pools in our six county region. Our staff feel these venues are especially important area for policy implementation as they are places where children play. Without tobacco free park and pool policies, children would be exposed to secondhand smoke.

COGI works with the local coalitions and BUSTED! students to educate communities on the need for such policies.

The youth in Schuylkill County have one more pool to meet their mission of having tobacco free policy at all public pools in Schuylkill County.

We are also pleased to announce that the Selinsgrove Community Pool adopted a tobacco free policy in early 2008.

During the annual National Night Out Celebration in Frackville, members of the Schuylkill County Tobacco Free Youth Coalition and student members of BUSTED! TKN celebrated

with the borough of Frackville who adopted policy this year which made all of their pool, parks, and playgrounds tobacco-free.

## Pennsylvania Clean Indoor Air Act is Signed Into Law

On June 10, 2008 the Pennsylvania General Assembly passed legislation that will make most workplaces and public places in Pennsylvania smoke-free. While not a perfect law, this landmark legislation will protect millions of Pennsylvanians from secondhand smoke, the third leading cause of preventable death. An estimated 95% of workplaces will be smoke-free beginning on September 11, 2008.

This success came after decades of effort from health advocates, including the work of staff at Clinical Outcomes Group, Inc. since 2001. Efforts included education of legislators through letter writing and email campaigns, visits to local legislative offices and the state capital, and public awareness campaigns. Many youth events were coordinated to advocate for protections and every health fair and event that COGI participated in had a legislative education component.

Efforts to keep the issue in the media's sites resulted in editorials, articles and letters to the editor. All of these efforts contributed to the needed change in the political climate necessary for legislators to pass the bill.

Over the coming months, COGI staff are responsible for educating business owners and the public about the law and its implementation. Businesses are being contacted to offer technical assistance individually or through a series of free public seminars hosted in conjunction with local Chambers of Commerce. In addition, businesses will have the opportunity to provide free and low-cost tobacco cessation to employees and their family members that wish to quit their tobacco use.

*For More Information Regarding Pennsylvania's New Law Visit the below sites:*

[www.dsf.health.state.us/health](http://www.dsf.health.state.us/health)  
[www.pactonline.org](http://www.pactonline.org)  
[www.COGInc.org](http://www.COGInc.org)





## COGI's Additional Projects

### American Legacy Foundation - Initiative Targeting Ages 18-24



The American Legacy Foundation (ALF) is dedicated to building a world where young people reject tobacco and anyone can quit. As a national public health organization located in Washington, DC, the foundation develops national programs that address the effects of tobacco use. COGI became a recipi-

ent of an ALF grant which began on March 1, 2006. which targeted tobacco users between the ages of 18 and 24 and provided tobacco cessation. COGI's approach was to target workplaces who employ individuals in this age range and work on tobacco free policy development as well as cessation services for

their employees.

COGI's efforts on this project paid off and were recognized by the American Legacy Foundation who awarded COGI second year funding for this project which ran March 1, 2007 through February 28, 2008.

### Abuse Intervention Services (AIS)



#### Enrollment for AIS

##### Schuylkill County

FY 06-07

Expected 20

Actual 35

FY 07-08

Expected 24

Actual 53

COGI's Abuse Intervention Program takes a unique approach to domestic violence. Services are easily accessible to victims of domestic violence, however services for the offenders are not always easy to find.

Through the AIS program, COGI takes the approach that the violent offenders need to be held accountable for their actions and need to learn new behaviors, free of violence. Through a 26 week group

process based on the Duluth Curriculum, offenders are introduced to a wide variety of abuses and confronts them on the ways they have employed these abuses. The group then works to learn new, non-abusive behaviors.

COGI works closely with the Schuylkill Women In Crisis (SWIC) program, Children and Youth, and the criminal court system to identify participants for the program. COGI has an established AIS program in

Schuylkill County and in 2007 began a program in Northumberland County. COGI is currently working towards the development of a state-wide program.

COGI has successfully been awarded funding for the Schuylkill County program through the Schuylkill County Human Services Development Fund.

### Project Fresh funded by the American Legacy Foundation



Through funding from the American Legacy Foundation, COGI was able to initiate Project Fresh in partnership with Child Development Inc. who oversees Head Start Programs in Schuylkill County. Project Fresh stressed the importance of exposing children to secondhand smoke and encouraged Smoke Free Home Policies. In some instances, parents of the Head Start students not only developed a Smoke Free Home Policy, they also entered into tobacco cessation.

COGI held informational training sessions for Head Start staff in order to obtain support for the program and also to encourage referrals when appropriate. During fall orientation, parents were pre-

sented with information about the program by COGI staff at each of the Head Start locations in Schuylkill County.

Parents who were interested in developing a Smoke Free Home Policy and / or enter into tobacco cessation received support and coaching from COGI staff to meet their individual goals. Services offered through COGI were made available at no charge in when eligible, parents received free nicotine replacement therapy.

During the orientation in September 2007, an initial assessment survey was conducted with 323 individuals (parents / guardians / family members). The follows results confirmed the need for the project.

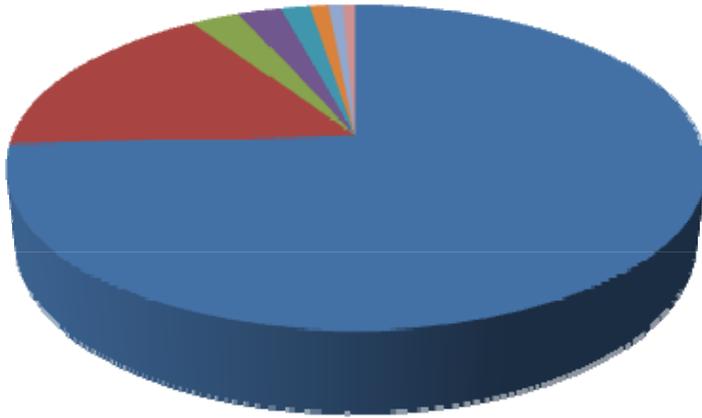
#### Data

- 98% of responders believe secondhand smoke is dangerous to a child
- 56% of the responders smoke
- 33% of households have one adult smoker
- 44% of responders smoke in their home
- 31% of responders allow guest to smoke in their home
- 57% of responders enforce a Smoke Free Home policy
- 85% of responders believe they are in the position to create a Smoke Free Home Policy
- 29% of responders were interested in more information to develop a Smoke Free Home



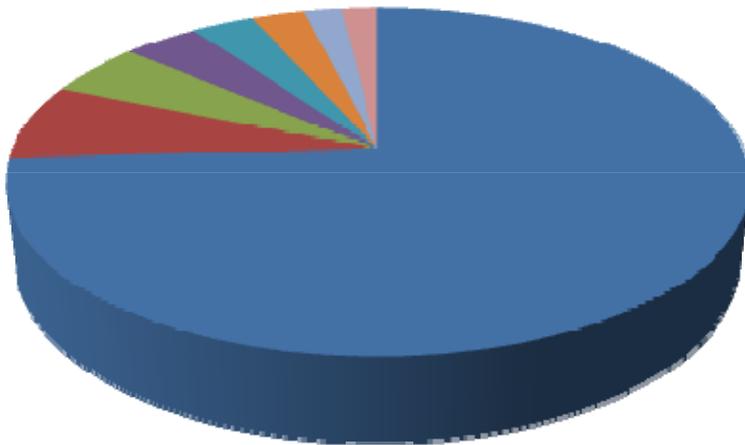
**Clinical Outcomes Group, Inc.**  
**Fiscal Information July 1, 2007 - June 30, 2008**

**Revenue - \$798,244**



	Tobacco Settlement Funds*	\$592,529
	American Legacy Foundation	\$131,928
	Capital Capacity Fund	\$ 21,712
	Human Services Development Fund	\$ 18,654
	Participation Fees	\$ 13,175
	Wellness	\$ 8,268
	Other	\$ 6,603
	Donations	\$ 5,374

**Expenses - \$798,244**



	Wages / Fringe	\$592,606
	Occupancy (Rent/Utilities/etc)	\$ 55,848
	Supplies / Equipment	\$ 40,177
	Consultants / Evaluators Subcontractors / Media	\$ 31,222
	Nicotine Replacement Therapy	\$ 25,904
	Travel	\$ 22,076
	Capital Reinvestment	\$ 15,507
	Indirect Costs	\$ 14,905

\* In fiscal year 2007/2008 tobacco settlement funds were received through multiple sources. COGI was a primary contractor through the Pennsylvania Department of Health receiving \$197,202 from July 2007 - September 2007. From October 2007 through June 2008, COGI was a subcontractor of Health Promotion Council for Schuylkill County receiving \$135,876 and Family Health Council of Central PA for Columbia, Montour, Northumberland, Snyder and Union Counties (Potter County was included from April 2008 - June 2008) receiving \$244,215.



## *Board of Directors 2007-2008*

David A. Zanis, Ph.D, President

Ron Hollm, Secretary

Mary Beth Semerod, Director

Tom Scranton, Vice President

Norbert McCloskey, Treasurer



## *Staff 2007-2008*

Christina Butts, LSW

*AIS Program Director / Group Co-Facilitator*

Margaret Mitchell

*Tobacco Control Coordinator*

Sylvia Costa, MSW, LSW

*Health Educator and AIS Group Co-Facilitator*

Angela Morgan

*Youth Programs Coordinator*

Daniel Derr, MSW, LSW

*Director of Tobacco and Business Services*

Kelly Ann Pegg

*Tobacco Control Coordinator*

Kelly A. Examitas

*Fiscal Director*

John C. Phillips, LSW

*AIS Group Co-Facilitator*

Rebecca Eves

*Youth Educator*

Samuel Rauch

*Summer Intern*

Daniel Fahringer, MS, MSW, LSW

*Workplace Wellness Administrator*

Marlin Reed

*Tobacco Enforcement Director*

David J. Goodwin

*Tobacco Control Coordinator*

Amie Renninger, PA, MS

*Health Educator*

William Hahner, MS, RN

*Director of Clinical Services / AIS Group Co-Facilitator*

Dale Repp

*Tobacco Enforcement Officer*

Leslie Hosterman

*Tobacco Control Coordinator / BUSTED! Coordinator*

Jennifer Rosenberger

*Office Assistant*

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*Summer Intern*

Rebecca Stender, MSW

*Tobacco Cessation Counselor*

Karen McCloskey

*Health Educator*

Jennifer Wagner, MS

*Health Educator*

Jennifer Ryan Melochick

*Program Director*

Megan Will

*Youth Program Coordinator*

Tina Zanis

*Policy and Enforcement Director*

## **COGI Research and Science: Advancing the field of behavioral health to improve the quality and effectiveness of services.**

### **Publications:**

Zanis, D., Hollm, R., Derr, D., Ibrahim, J., Collins, B., Coviello, D., & Melochick, J. (in press). A randomized comparison of brief quit strategies targeting 18 to 24 year old non treatment seeking tobacco users: 3 month outcomes. American Journal of Preventative Medicine.

Zanis, D., Derr, D., Hollm, R., Coviello, D. (in press). Assessing the utility of targeted outreach to intervene with 18 to 24 year old non treatment seeking tobacco users. Drugs: Education, Prevention & Policy.

Zanis, D., Coviello, D., Lloyd, J., Nazar, B. (in press). Predictors of drug treatment completion among parole violators. Journal of Psychoactive Drugs.

Zanis, D., Derr, D., Hollm, R., Ibrahim, J. (2008). Variability in healthcare practitioner intervention among 18 to 24 year old tobacco users. Journal of Adolescent Health, 42, 634-636.

Coviello, D., Zanis, D., Welsh, S., Domis, S., (in press). An integrated drug counseling and employment intervention for methadone clients. Journal of Psychoactive Drugs.

### **Presentations:**

**Society for Research on Nicotine and Tobacco.** *The effectiveness of Panel Tobacco User Survey with 18 to 24 year old non treatment seeking tobacco users.* David A. Zanis, Dan Derr, Ron Hollm; Portland, Oregon. March 1, 2008

**College on the Problems of Drug Dependence.** *Integrating Counseling and Employment in a criminal justice population.* Donna Coviello, David Zanis, Susan Wesnoski; Toronto, Canada, June 10<sup>th</sup>, 2008

**American Public Health Association.** *Increasing hospitality workers knowledge and advocacy toward clean indoor air legislation.* Jennifer Ibrahim, David Zanis; Thurm Bredlinger. Washington, DC, November 6<sup>th</sup>, 2007

**American Public Health Association.** *Restaurant and bar owners attitudes toward clean indoor air legislation.* Jennifer Ibrahim, David Zanis. Washington, DC, November 6<sup>th</sup>, 2007

**National Conference on Tobacco and Health.** *Access to 18 to 24 year old tobacco users: A panel tobacco user survey.* Dan Derr, William Hahner, David Zanis. Minneapolis, Minnesota, October 23-26, 2007

**Administration on Children and Families.** *Identifying youth at-risk for early sexual onset and providing intervention services.* Mary Beth Semerod and David Zanis. National Conference on Abstinence Education, Arlington, Virginia, January 29<sup>th</sup>, 2008



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