

Sara Taylor Eggleston, MA, CDMS, LPC
(734) 224-2425

Ergonomics & Disability Management Specialist

Fields of Competence

Human Factors / Ergonomics

Provide consulting in disability management including ergonomics, job analysis and accommodation; wheelchair fitting and coordination; implement services; and provide training to create a healthier and more comfortable individual and productive workforce.

Experience Summary

Consultant since 1986 in the prevention and management of disability. Initially entering the field in rehabilitation counseling, and recognized the opportunity for employers to take control, and hence, greatly reduce the human and financial costs of disability.

Established SHR consulting practice in 1996, worked with thousands of individuals with disabilities in home, office, and industrial settings to address ergonomic needs, activities of daily living, and job functions to optimize comfort and function.

Through the global pandemic, offered services to the Environmental Health & Safety Department of the University of Michigan to provide case investigations to manage and mitigate Covid-19 infections.

Post pandemic employed at The Job Accommodation Network (JAN) as an accommodation consultant helping individuals and employers navigate The Americans with Disabilities Act (ADA).

Master of Arts – Rehabilitation Counseling, Michigan State University, 1991

Bachelor of Science – Criminal Justice, Western Michigan University, 1985

Certified Disability Management Specialist (CDMS)
Licensed Professional Counselor (LPC)

Presentations and Publications (sampling)

- ST Eggleston. Mouse With Your Arm™: Facilitating forearm support using the chair armrest to prevent and mitigate musculoskeletal disorders. *WORK: A Journal of Prevention, Assessment, and Rehabilitation*. 2020 March;65(3):483-495.
- Women in Supportive Environments (WISE) – “Your Ergonomic Health” Virtual Webinar 2018
- International Facility Management Association (IFMA) – “Ups and Downs of Sit-to-Stand Stations” 2018/ “Ergonomic Nuts and Bolts,” 2004
- Association of Legal Administrators (ALA)– “Ergonomics – Minimizing Lost Productivity” and “Low Cost Ergonomic Solutions,” Chicago 2010, 2003, and Grand Rapids 2004
- First Congregational Church & Ypsilanti First UMC Church – Wheelchair Assessment & Fitting For Comfort & Wellbeing” 2017.
- Safety + Health Magazine – “Managing off-the-job injuries,” October 2004
- National Safety Council – “Ergonomics for Small Business,” Co-facilitator 2003
- Workforce Magazine – “The Soaring Costs of Workers Comp,” February 2003
- City of Chicago Mayor’s Office of Special Events, “Home Office Ergonomics,” 2001, 2002, 2003
- The Illinois Self-Insurers - Creative Return to Work and Disability Prevention Concepts”, 2000
- Ergonomic Evaluations Yield Happier, Healthier, More Productive Employees At Low Cost, "Employee Benefit Plan Review" – March 2000, No. 9
- Merchandise Mart Properties, inc. – "Ergonomics – A Healthy Partnership", 1999 & 2000

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- Employee Benefit Plan Review “Employers Must Take Responsibility for Disability Management,” March 1999
- National Disability Management Institute - “Managing Disability Associated with Organizational Change,” 1996
- Samenwerkende Revalidatiecentrum Limburg, The Netherlands - Disability Management Conference - Coordinator and Presenter, 1994-1995

Key Projects

Serviced over 3,000 individuals in multiple environments and organizations with individualized virtual and on-site ergonomic assessments to improve function, well-being, and prevent disability.

Provided group and individualized training to empower employees on how to safely perform their work, change work habits and postures, and modify their work environments.

Maintain an over 95 percent success rate in employees reporting reduced or eliminated systems as a result of participating in ergonomic assessments and a 98 percent success rate in improved employee comfort.

Created client specific early reporting strategies to prevent symptomatic employees from becoming disabled.

Coordinated and trained office product and furniture suppliers to positively interface with corporate ergonomic service providers, employees, and contracted vendors.

Reviewed proposed architectural and interior designs to ensure the finished plans result in healthy work environments.

Provided train-the-trainer workshops for clients to enhance internal ergonomics, facility management, purchasing decisions, and fitness services. Training included workstation design, end-user ergonomic

training, disability accommodation, internal assessments, documentation, and product selection.

Consulted with manufacturing customers to develop disability management programs. For one customer, reduced direct workers' compensation costs from 6 to 3 percent of payroll.

Developed programs and procedures that resulted in 90 percent reduction in lost time and costs for client employers.

Established procedures for corporate rehabilitation program to transition internal and community placement of permanently restricted employees. Resulted in 90% employee retention and 100% case resolution.

Additional Training

- Coursera- Covid-19 Contact Tracing. John Hopkins Bloomberg School of Public Health.
- BIFMA- Business and Instructional Furniture Manufacturers Association- Ergonomic Standards Committee (2018-2023)
- Respecting Choices Advance Care Planning Certification
- End of Life Care: Ethical Dilemmas & Considerations
- Facilitators Leadership Training
- Organizational Change Management & Techniques
- Loss Control Human Factors Engineering
- Insurance Claim Training
- Occupational Ergonomics & Job Accommodations
- The Americans with Disabilities Act