

# ROBERT SWOTINSKY, MD, MPH

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## EXPERIENCE

### 2013 – CURRENT

#### CONSULTANT, OCCUPATIONAL MEDICINE

Clinical and non-clinical services including:

- Occupational health services as a clinician and medical director. Including medical surveillance of workers exposed to lead and other heavy metals, benzene and other organic solvents, and other toxins; DOT, respirator, law enforcement, and other fitness for duty evaluations; evaluation and treatment of work-related injuries and illnesses.
- Independent medical evaluations for insurers, state agencies, and others.
- Consulting physician for insurers and attorneys about impairment, drug and alcohol use, toxicology, and other issues.
- Medical review officer (workplace drug test interpretation) services.

### 1998 – 2013

#### CHAIR, OCCUPATIONAL MEDICINE; RELIANT MEDICAL GROUP; WORCESTER, MA

- Directed five occupational health clinics in the group practice, and on-site services at several corporations. Responsible for policies and practices. Hired and managed provider staff (MD, NP, PA).
- Treated work-related injuries and illnesses; performed surveillance and fitness for duty examinations and related services for employees in central Massachusetts.
- Medical review officer and manager of drug and alcohol testing programs encompassing more than 8000 tests/year.

### 1995 - 1998

#### DIRECTOR OF OCCUPATIONAL AND ENVIRONMENTAL MEDICINE SERVICES; BOSTON UNIVERSITY MEDICAL CENTER; BOSTON, MA

- Director of the Occupational Medicine Residency Program.
- Director of employee health services for Boston University Medical Center.
- Director of an occupational health clinic that served the City of Boston and over two hundred other employers in metropolitan Boston.
- Conducted research under grants from the Centers for Disease Control and Prevention.
- Direct supervisor of the division's ten employees.

**1987 - 1995**

**SENIOR CLINICAL ASSOCIATE; WASHINGTON OCCUPATIONAL HEALTH ASSOCIATES, INC; WASHINGTON, DC**

- Development and management of national medical surveillance and fitness for duty programs for employers. Including surveillance examinations of workers exposed to lead and other heavy metals, benzene and other organic solvents, PCBs, and other toxins; DOT, respirator, law enforcement, and other fitness for duty evaluations; evaluation and treatment of work-related injuries and illnesses.
- Consultation to federal agencies, corporations, attorneys, and individuals regarding a broad range of occupational and environmental health issues.
- Production and negotiation of bids, proposals, and contracts.

## EDUCATION

**1985 - 1987**

**RESIDENCY IN OCCUPATIONAL MEDICINE; USC; LOS ANGELES, CA**

- Research on occupational causes of cancer.
- Management of lead surveillance program at a battery recycling plant.
- Evaluation of workers exposed to asbestos, silica, and other toxins.
- Part of Cal-OSHA inspection team.

**1987**

**M.P.H., EPIDEMIOLOGY; UCLA; LOS ANGELES, CA**

National Research Award Traineeship

**1984 - 1985**

**INTERN, DEPARTMENT OF MEDICINE; HARTFORD HOSPITAL; HARTFORD, CT**

**1984**

**M.D., VANDERBILT UNIVERSITY MEDICAL SCHOOL; NASHVILLE, TN**

**1980**

**B.S., CHEMICAL ENGINEERING, B.S., LIFE SCIENCES; MASSACHUSETTS INSTITUTE OF TECHNOLOGY; CAMBRIDGE, MA**

Tau Beta Pi (engineering honor society)

## CURRENT MEDICAL LICENSES

- Massachusetts - 80808
- New Hampshire - 17154

## **CURRENT CERTIFICATIONS**

- American Board of Preventive Medicine (Occupational Medicine)
- Medical Review Officer (MROCC) - 20-13343
- Civil Surgeon (U.S. DHS) - 109558
- Certified Medical Examiner (FMCSA) - 6781813845

## **CURRENT HOSPITAL APPOINTMENT**

- Consulting Staff, Milford Regional Medical Center; Milford, MA

## **CURRENT ACADEMIC APPOINTMENTS**

- 2009 – current. Assistant Professor, School of Medicine, University of Massachusetts  
Have presented toxicology and other occupational medicine seminars to preventive medicine residents. Hosted preventive medicine residents during their rotations at Reliant Medical Group.

## **HONORS & AWARDS**

- 1992. Fellow, American College of Occupational and Environmental Medicine
- 1999. Award of Leadership Recognition, American College of Occupational and Environmental Medicine.
- 2018. Health Achievement in Occupational Medicine Award, American College of Occupational and Environmental Medicine.

## **PROFESSIONAL ORGANIZATIONS, APPOINTMENTS**

- American College of Occupational and Environmental Medicine. Roles have included:
  - 1992 – 1994. Delegate for the Metropolitan Washington chapter.
  - 1994 – 1995. President-Elect. Metropolitan Washington chapter.
  - 1994. Founding member of the MRO section.
  - 1995 – 1995. Board of Directors, national.
  - 2004. Helped develop a continuing education program for DOT medical examiners.
  - 2004 – 2005. Developed, on behalf of ACOEM and MROCC, two continuing education programs for medical review officers.
- Medical Review Officer Certification Council.
  - 1992 – current. Examination Writing Committee.
  - 2006 – 2007. Wrote three monographs and self-assessment programs for MROs.
- 2004. National Institute on Occupational Safety and Health. Energy Employees Occupational Illness Compensation Program. Reviewed workers' compensation claims re: hazardous exposures.
- Federal Motor Carrier Safety Administration. Roles have included:
  - 2006. Panel of scientific experts to address Schedule II medications and truck driving.
  - 2009 - 2010. Advisory panel to improve truck driver medical examinations.
  - 2013 – 2014. Advisory panel to help develop refresher training for Medical Examiners.
- Substance Abuse and Mental Health Services Administration. Roles have included:
  - 2012 – 2017; 2022. Advisory panels about updating workplace drug testing programs.
  - 2023. Reviewed proposals for the Workplace Helpline.

- Commonwealth of Massachusetts
  - 1998 – 2018, 2025 – current.. Public Employee Retirement Administration Commission. Appointed to panel of physicians performing fitness-for-duty examinations of former state employees on disability retirement.
  - 2003 – current. Department of Industrial Accidents. Appointed as impartial medical examiner for contested workers' compensation claims.
- Peer-reviewer for journals including Journal of Occupational and Environmental Medicine, Journal of Addiction Medicine, and Drug Testing & Analysis

## SELECTED RESEARCH, CONSULTING, AND CLINICAL ACTIVITIES

- 2019 – current. Swotinsky & Emma Occupational Medicine Associates; Avon, MA. Medical Director responsible for provider services - mostly DOT physicals, drug tests, and immigration exams.
- 1995 – current. Medical review officer for Stellantis, Sturdy Memorial Hospital, Southcoast Physicians Group, Northern Vermont Regional Hospital, UMass Memorial Medical Center, Advantage Drug Testing, Fleet Safety Services, Corporate Health Resources and other employers and third-party administrators. Review positive workplace drug test results, related services.
- 2014 – current. Concentra. ~3-10 shifts/month at occupational health clinics in Massachusetts and New Hampshire.
- 2013 – current. Independent medical examinations. Typically arranged through third-party administrators for disability and workers' compensation insurers. Current locations include Bedford, NH, and Framingham, Milford, Taunton, Woburn, and Worcester MA.
- 1995 – current. Expert witness/consultant to attorneys nationally, typically for cases involving substance use and impairment, toxicology, and employment fitness-for-duty.
- 2023 – 2025. Medical Director. Assurance Healthcare. Supervise clinical staff evaluating veterans for service-connected illnesses and injuries.
- 2020 – 2025. Medical Director, Employee Health. Milford Regional Medical Center. Milford, MA. Supervise clinical staff providing services to medical center employees. Develop policies/practices.
- 2013 – 2024. Lincoln Financial Group (previously Liberty Mutual Insurance). Medical reviews of disability claims.
- 2015 – 2022. Advantage Drug Testing. Supervise DOT physical exams performed by advanced practitioners.
- 1994 – 2022. Editor, *MRO Update*. Creator and author of 272 issues of this newsletter on workplace drug and alcohol testing, the most widely subscribed newsletter of its kind. *MRO Update* was published by the American College of Occupational and Environmental Medicine.
- 1999 – 2021. Author of *The Medical Review Officer Manual*, commissioned by the Medical Review Officer Certification Council. Reviews include:
  - "The book is well written and easy to use...Dr. Swotinsky is a recognized expert in the field, with a wealth of knowledge about drug testing. His expertise is invaluable, and this manual brings that expertise to hand" [AOEC News].
  - "The new Sixth Edition of Swotinsky's *MRO Manual* is a ground-breaking update to the first five editions of this comprehensive guidebook and resource manual." [J Occ and Env Med].
  - "Readers will find this book indispensable to their study. The writing style is both inviting and thoughtful." [Doody's Book Review Service]
- 2014 – 2019. New Horizons; Brookline and Framingham, MA. 2 days/week treating opioid-dependent patients, including drug testing to monitor compliance.

- 2012 – 2015. Faculty member, DOT Medical Examiner training course. One of three faculty members of a course given 15 times, mostly in New England, sponsored by the New England College of Occupational and Environmental Medicine. Attended by >1000 physicians and advanced practitioners preparing for certification to serve as Medical Examiners for the Federal Motor Carrier Safety Administration.
- 2010 – 2015. Aetna Insurance; Hartford, CT. Medical reviews of disability claims.
- 2009 – 2012. Nypro, Inc.; Clinton, MA. Consulting occupational medical director for this plastics company.
- 2006 – 2009. Substance abuse professional (SAP) services. (SAP-certified by NAADAC.)
- 2002 – 2009. United States Postal Service. Consulting occupational medical director. Reviewed claims for disability and other medical leave, fitness for return-to-work after extended illness, etc. Provided training and policy development.
- 1998 – 2007. Waters Corporation; Milford, MA. Consulting occupational medical director.
- 1997 – 1998. Principal Investigator, Surveillance of Post-Exposure Events Among Hospital Health Care Workers. Received grant #200-97-0647 from the Centers for Disease Control and Prevention to collect and analyze data from blood exposure events at Boston Medical Center.
- 1996 – 1998. Principal Investigator, Pilot Testing of the National Surveillance System for Hospital Health Care Workers. Received grant #200-96-0546 from the Centers for Disease Control and Prevention to help develop and test an employee health surveillance system and perform several research studies.

## PUBLICATIONS

Contributing Author, Occupational Medicine Forum, *Journal of Occupational Medicine*: 1987-1995.

Swotinsky RB: Heat Stress. *Occupational and Environmental Reporter*, 3: June 1989.

Buckley JD, Robinson LL, Swotinsky RB, et al.: Occupational Exposures of Parents of Children with Acute Nonlymphocytic Leukemia, *Cancer Research*:49:4030-37, 1989.

Swotinsky RB, Chase KC: Health Effects of Exposure to Ammonia. *American Journal of Industrial Medicine*: 17:515-21, 1990.

Swotinsky RB, Chase KC: The Medical Review Officer. *Journal of Occupational Medicine*: 32:1003-8, 1990.

Swotinsky RB (ed): *The Medical Review Officer's Guide to Drug Testing*. New York: Van Nostrand Reinhold, 1992.

Swotinsky RB, Beatey JJ: Urine Collection Procedures, In: Swotinsky RB (ed), *The Medical Review Officer's Guide to Drug Testing*. New York: Van Nostrand Reinhold, 1992.

Swotinsky RB: The Medical Review Officer Function, In: Swotinsky RB (ed), *The Medical Review Officer's Guide to Drug Testing*. New York: Van Nostrand Reinhold, 1992.

Judge W, Swotinsky RB: Risk Management Strategies, In: Swotinsky RB (ed), *The Medical Review Officer's Guide to Drug Testing*. New York: Van Nostrand Reinhold, 1992.

Swotinsky RB: Case Studies, In: Swotinsky RB (ed), *The Medical Review Officer's Guide to Drug Testing*. New York: Van Nostrand Reinhold, 1992.

Paul D, Jones F, Swotinsky RB, et al.: Model Contract for Occupational Health and Safety Services. *ACOEM Report*, November 1993.

Swotinsky RB (ed), *MRO Update* newsletter (10 x/year). Chicago: ACOEM, 1994 - 2022.

Swotinsky RB: Letter to the Editor: Code of Ethics. *AOEC News*, 7(2):1996.

Contributing Author, Recommended library for occupational and environmental physicians, *Journal of Occupational and Environmental Medicine*, 39:469-80, 1997.

Steger K, Swotinsky R, Snyder S, Craven D. Recent experience with post-exposure prophylaxis with combination antiretrovirals for occupational exposure to HIV. (abstract and poster). Infectious

- Diseases Society of America 35th Annual Meeting, San Francisco CA, 1997. See also *Clin Infect Dis.* 1997;25:444.
- Swotinsky RB. MRO Case studies illustrate variations in interpretation. *Forensic Urine Drug Testing*, September 1998:2-3.
- Swotinsky R, Steger K, Sulis C, Snyder S, Craven D. Occupational exposure to HIV: Experience at a tertiary care center, *Journal of Occupational and Environmental Medicine*, 40(12):1102-1109, 1998.
- Swotinsky RB. Confidentiality and commercial motor vehicle driver exams. *CDME Review*, July/August 2001.
- Swotinsky RB. Drug and alcohol testing in the transportation industry. In: Hartenbaum N (ed), *Clinics in Occupational and Environmental Medicine*, 2:1; 2002.
- Hartenbaum N, Holland M, Osbahr A, Riba M, Swotinsky R. Expert Panel Commentary and Recommendations: Licit Schedule II Drug Use and Commercial Motor Vehicle Driver Safety. Washington, DC: U.S. Department of Transportation: Federal Motor Carrier Safety Administration; December 9, 2006.
- Swotinsky RB. Prescription opiates and CMV operation. *CDME Review*. Chicago; ACOEM. Winter 2007.
- Swotinsky RB. *How to Collect Workplace Drug Test Specimens*. Schaumburg, IL: MROCC, 2007.
- Swotinsky RB. *Alternative Specimens for Workplace Drug Testing*. Schaumburg, IL: MROCC, 2008.
- Swotinsky RB. *Workplace Testing for Prescription Drugs*. Schaumburg, IL: MROCC, 2009.
- Swotinsky RB, Smith DS. *Medical Review Officer Manual*, Beverly, MA: OEM Press, 1999 (1<sup>st</sup> ed), 2002 (2<sup>nd</sup> ed), 2006 (3<sup>rd</sup> ed), 2010 (4<sup>th</sup> ed)..
- Swotinsky, RB. Letter to the Editor: Opioids and Safety-Sensitive Work. *Journal of Occupational and Environmental Medicine*. 2014;56:e133.
- Swotinsky RB. *Medical Review Officer Manual*, 5<sup>th</sup> Ed (2015), 6<sup>th</sup> Ed (2021). Beverly, MA: OEM Press.
- Swotinsky RB. Workplace Drug and Alcohol Testing. In: Guidotti T, Lantsberger P (eds). *Occupational Health Services: A Practical Approach*, 3<sup>rd</sup> ed. U.K.:Routledge. *In press*.

## PRESENTATIONS

- "Asbestos: Regulations and Health Effects." Southeastern Electric Exchange - Alexandria VA, 1988
- Faculty and Moderator, Medical Review Officer Training Course: American College of Occupational and Environmental Medicine - Courses given throughout the United States and Canada, 1990-2009.
- "The Medical Review Officer Role in DOT Drug Testing." American Occupational Health Conference - Houston TX, 1990.
- "Workplace Drug Testing Programs." Kentucky Medical Association Annual Meeting - Louisville KY, 1990.
- "The Medical Review Officer." Kentucky Occupational Medical Association Annual Meeting - Louisville KY, 1990.
- "Drug Testing in the Pipeline Industries." Buckeye Pipe Line Annual Meeting - Skytop PA, 1990.
- "The Physician's Role in Workplace Drug Testing Programs." American College of Preventive Medicine Annual Meeting - Baltimore MD, 1991.
- "Drug Testing in the Workplace." Semiconductor Safety Association Annual Meeting - Phoenix AZ, 1991.
- "Drug Testing in the Workplace ."Trade Waste Incineration, Chemical Waste Management - Sauget IL, 1991.
- Faculty, Medical Review Officer Training Course Update. American College of Occupational Medicine Meetings - San Francisco CA (1991), Dallas TX (1993), Denver CO (1994), Las Vegas NV (1995).
- "Medical Surveillance in the Petroleum Industry." Buckeye PipeLine Oil Spill School - Allentown PA, 1991.
- Session Organizer and Moderator, American Occupational Health Conference Scientific Session on Workplace Drug Testing Issues - Washington DC, 1992.

- "Medical Review Officer Duties and Responsibilities, Advanced Problem Solving for Medical Review Officers." Florida Occupational and Environmental Medical Association Scientific Session - Miami Beach FL, 1993.
- "MRO Issues." Consolidation Conference on Federal Drug-Free Workplace Programs, Department of Health and Human Services - Washington DC, 1993.
- "Gearing Up for Drug and Alcohol Testing (film)." STA United, Inc. - Lincoln NE, 1994.
- "Medical Review Officer Update." Metropolitan Washington College of Occupational and Environmental Medicine Meeting - Bethesda MD, 1995.
- "The Medical Review Officer." Fourth Annual Workers' Compensation Defense and Occupational Medicine Seminar - San Francisco CA, 1995.
- "Medical Surveillance of Hazardous Waste/Emergency Response Workers." Fourth Annual Workers' Compensation Defense and Occupational Medicine Seminar - San Francisco CA, 1995.
- "Advanced Topics for the MRO." American Occupational Health Conference - Boston MA, 1998.
- "Workplace Drug and Alcohol Testing Update." New England College of Occupational and Environmental Health Annual Conference - Boston, MA, 1998.
- "Advanced Topics for the MRO." American Occupational Health Conference - New Orleans LA, 1999.
- "Workplace Drug and Alcohol Testing Update." Central Massachusetts Association of Occupational Health Nurses - Worcester MA, 1999.
- "A Forklift Operator on Methadone." Seminar, Harvard School of Public Health - Cambridge MA, 2000.
- "Methadone Case Study." Seminar, University of Massachusetts School of Medicine - Worcester MA, 2000.
- "Advanced Topics for the MRO." American Occupational Health Conference - Philadelphia PA, 2000.
- "Ask the Expert: Regulatory Issues." American Occupational Health Conference - Philadelphia PA, 2000.
- "Critical Overview of Various Methods of Drug & Alcohol Testing." Lewis Millender Annual Conference - Burlington MA, 2000.
- "Workplace Drug and Alcohol Testing Update." Region I Fitness for Duty and Access Authorization Conference - Portsmouth NH, 2000.
- "DOT Procedures Update." Lewis Millender Annual Conference - Danvers MA, 2001.
- "Advanced Topics for the MRO." American Occupational Health Conference - San Francisco CA, 2001.
- "Workplace Drug and Alcohol Testing Update." Lewis Millender Annual Conference - Newton MA, 2002.
- "MRO Controversies." American Occupational Health Conference - Chicago, IL, 2002.
- "Comprehensive Medical Evaluations of Public Safety Workers." Public Employee Retirement Administration Commission Conference - Amherst MA, 2002.
- "Drug Testing in the Workplace." Division of Occupational Medicine, U. Conn - Farmington CT, 2002.
- MRO case study presentation. New England College of Occupational and Environmental Medicine, Waltham, MA. 2003.
- "Drug and Alcohol Testing Update." 23rd Annual National Workers' Compensation and Occupational Medicine Seminar. Hyannis MA. 2003.
- "Drug and Alcohol Testing Update." Connecticut Occupational and Environmental Medicine Association. Hartford CT. 2003.
- "MRO Controversies." American Occupational Health Conference - Kansas City, MO. 2004.
- "Drug and Alcohol Testing Update." 10<sup>th</sup> Annual Lewis Millender MD Conference - Newton, MA. 2004.
- "MRO Controversies." American Occupational Health Conference - Washington, DC. 2005.
- "How to Work With Your MRO." Web-based presentation on behalf of Quest Diagnostics Inc., May 25, 2005.
- "Workplace Drug and Alcohol Testing Update." University of Connecticut Occupational and Environmental Medicine Colloquium - Farmington, CT. 2006.
- "Alternative Testing in the Workplace." 26<sup>th</sup> Annual National Workers' Compensation and Occupational Medicine Seminar. Hyannis MA. 2006.

- "Workplace Drug Testing and Alternative Specimens." ORC Occupational Safety and Health Physicians Group. Washington DC. 2006.
- MRO case study presentation. Michigan Occupational and Environmental Medicine Annual Meeting. Traverse City, MI. 2006.
- "Workplace Testing for Prescription Drugs." Drug Testing Advisory Board, Substance Abuse and Mental Health Services Administration. Rockville, MD. 2008
- "Alternative Specimens for Workplace Drug Testing." Grand Rounds, Harvard School of Public Health. Cambridge, MA. 2008.
- "MRO Without a Net." Keynote speaker at Society of Forensic Toxicologists' Annual Meeting. Phoenix AZ. 2008.
- "Workplace Testing for Prescription Drugs." New England College of Occupational and Environmental Medicine Annual Meeting. Bedford MA. 2008.
- "Workplace Drug and Alcohol Testing Update." Web-based presentation on behalf of Ryan Associates, Inc. April 29, 2009.
- Prescription Drug Use: Implications for the Workplace. Central Massachusetts Chapter of the American Association of Occupational Health Nurses. Marlborough, MA. 2010.
- Workplace Testing for Prescription Drugs. Central States Occupational and Environmental Medicine Association Annual Meeting. Naperville IL. 2012.
- Workplace Testing for Prescription Drugs. Tennessee College of Occupational and Environmental Medicine Spring Meeting. Nashville TN. 2012.
- Medical Examiner Training Course Faculty, New England College of Occupational and Environmental Medicine. Hartford and Mystic, CT; Bangor, Bethel, and Portland, ME; Chicopee, Newton, and Springfield, MA; Tarrytown, NY. 2012 - 2015.
- Medical Review Officer and Substance Abuse Professional presentations. Federal Transit Administration 8<sup>th</sup> Annual Drug and Alcohol Program National Conference. Phoenix, AZ. 2013.
- Kinkade & Kelly Show. News Talk 770, CHQR. Calgary, Alberta. Interview about workplace drug testing. March 27, 2014.
- MRO Without a Net. University of Connecticut, Occupational Medicine Seminar. Hartford, CT. 2015.
- Karen Read case. Vinnie Politan Investigates, CourtTV. April 28, 2025.