Definition   Ergonomics, according to *Webster*, is "the study of equipment design in order to reduce operator fatigue and discomfort." With this definition in mind, UAA is required to provide tools, workstations, and equipment that are "ergonomically correct" to not only reduce fatigue and discomfort, but to reasonably eliminate or reduce the potential for injury and illness.

Cumulative Trauma   Besides causing injuries, poorly designed equipment and workstations can contribute to cumulative trauma disorders (CTD) which are generally caused by repetitive motions over an extended period of time. An example of this disorder is Carpal Tunnel Syndrome (CTS) which is often experienced by employees who perform continuous data entry or keying.

Assessments   To minimize injuries and illnesses caused by poorly ergonomically designed equipment and workstations, EHS/RMS performs ergonomic evaluations and makes recommendations to correct problem areas. Supervisors and employees can request ergonomic evaluations by contacting EHS/RMS (http://www.uaa.alaska.edu/EHSRMS/ehspersonnel.cfm) and scheduling an appointment. A self-evaluation and a tutorial are available at http://www.uaa.alaska.edu/EHSRMS/Training/training1/ergo.cfm Additional employee training is available through SkillSoft as accessed through UAOnline.

Funding   To assist departments with funding ergonomic upgrades and corrections, EHS/RMS and the System Office of Risk Services jointly manage a Loss Prevention Program with limited funding. Please refer to EHS/RMS Statement 21, *Loss Prevention Funding* for further details. As department staffing increases budgeting decisions should include purchasing of ergonomically appropriate furnishings.