

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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WINTER 2002-2003

VOLUME XI NUMBER 1

Notes from the President

Susan M. Evans, PhD, CPE

President, BCPE

I'd like to expand on the themes of BCPE value, visibility and viability that I outlined in the letter sent to all certificate holders this past October. The number of very positive responses I received to the letter suggests that these items resonate with certificate holders. As President, I plan to stress these themes – and use them to tie our initiatives and messages together.

Why *value, visibility and viability*, and why now? First, these are essential measures of success for any organization – particularly one that provides a service to practitioners and consumers, whether employers, clients, or the public. Second, with the increased awareness of ergonomics among the general public, we, as the Board of Certification in Professional Ergonomics, should be aggressively getting the correct message out. Third, we've noticed a proliferation of certifications with titles that appear to compete with the BCPE certifications, and we recognize that BCPE must present a clear message of the value afforded by its certifications. Finally, as we approach our 13th year, we must continue to evolve to remain viable in meeting the needs of current and future certificate holders.

In determining the value of certification, BCPE must give applicants compelling reasons to spend the money and time pursuing certification, and current certificate holders clear reasons to renew their maintenance fee each year. If consumers of ergonomics services expect certification, those who practice see clear value to attaining certification. Directors have been actively contacting consumers – in this case employers – in a variety of industries and business areas to obtain their perceptions of the BCPE certifications. We've talked to managers in manufacturing, product design, risk management and loss prevention, consulting businesses, and in agencies in the federal government. We asked them whether they give preference to candidates with credentials awarded by BCPE, if there are benefits awarded certificate holders, and what the most important thing BCPE could do to enhance the benefit of certification. The companies were selected from those listing at least five BCPE certificate holders in the directory.

We found that in organizations where the ergonomics or human factors professional serves as a consultant to internal departments or external clients, BCPE certification is not just an advantage, it's a requirement as it demonstrates a baseline of competence and breadth of knowledge, and

implies reduced risk to the consumer in terms of the consistency and quality of service provided. In the product design companies we talked to, the requirement for certification varies with the composition of the design team and corporate biases toward certification (e.g., CSP, CIH, or PE). In the government, generally it's not a requirement, although certification can tip the balance in hiring decisions.

Progress has been made in recognizing and rewarding the effort involved in attaining certification (in some organizations, this applies across all certifications granted by BCPE), either in terms of promotion, higher salary or grade levels, or cash gifts or bonuses on receiving the designation. In some of the responding companies, opportunities for promotion are actually limited for those who do not achieve certification. While these practices are not yet universal, approximately one out of every two organizations we talked with had some sort of certification recognition or reward in place.

Several certificate holders have informed me of successful efforts in their industry to get the CPE/CHFP certification recognized as an approved qualification to provide health and safety or accident and illness services in their state, or as the approved certification for human factors professionals in their organization. I'd love to hear of similar successes, and report on them in subsequent issues of *The Professional Ergonomist* (either in your mailbox or on-line).

Board of Directors

The BCPE Board of Directors continues to transition smoothly, thanks to the willingness of certified individuals to volunteer their time and resources to help lead the organization. The regular rotation of Directors tends to bring fresh ideas and renewed energy to the Board. Outgoing directors were Bob Smillie, PhD, CPE, Dave Alexander, MSIE, CPE, and Gary Orr, MSIE, CPE. Their very significant contributions were recognized with a plaque presented at the last Board meeting.

Four individuals recently joined the BCPE Board of Directors. The new Directors are Peter Budnick, PhD, CPE, Mark Hoffman, MA, CPE, Marvin Dainoff, PhD, CPE, and Dennis McBride, PhD, CPE. They replace the three previously mentioned and Randolph Bias, PhD, CHFP, who resigned his position this past summer. The new Board members are highly accomplished individuals with extensive achievements and awards. The following brief biographical sketches provide a tiny fraction of their backgrounds.

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Andy Imada, PhD, CPE, presenting plaques for outstanding service as a BCPE Director to Bob Smillie, PhD, CPE (left); Gary Orr, MSIE, CPE (center); and David Alexander, MSIE, CPE (right).

Notes from the President

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Meet the New Directors

Peter M. Budnick, PhD, CPE

Dr. Budnick is a Co-Founder of Ergoweb Inc., and has served as its President/CEO since 1995. Prior to Ergoweb's launch, he held a Research Associate position in Mechanical Engineering at the University of Utah, where the Ergoweb project originated with funding from the American automobile industry.

Dr. Budnick has been practicing ergonomics since 1983, and has been certified by the BCPE since 1994. He has a B.S. in Engineering from Michigan Technological University, an M.S.E. in Industrial and Operations Engineering from the University of Michigan, and a Ph.D. in Mechanical Engineering from the University of Utah.

Mark S. Hoffman, MA, CPE

Mark is the CTO and Senior Principle Consultant for NCR Professional Services Group in the area of store performance services. During his career, he has provided human factors and ergonomics design in the development of information technology used in retail stores. His career has spanned the migration from the development of Point Of Sale terminals, scanners, and peripherals into the PC based architecture, and from proprietary software architecture, DOS, UNIX, into windows based solutions that include both assisted and self-service solutions for retail stores.



He established Human Factors Engineering group in NCR-Retail Systems Division. He also established the Human Factors/Ergonomics consulting team at NCR. He is one of seven NCR R&D Research Fellows; this was awarded for outstanding product development and continuous innovation. He holds numerous patents.

More recently, he developed new consulting programs for NCR that included: Store Operations Consulting and process re-engineering for other areas in retail store operations beyond NCR's traditional solution focus of the checkout; and the establishment of the Accessibility Design consultants that develop products and solutions for agencies of the government.

He currently leads a multidisciplinary team of consultants that provide retailers and government agencies guidance to improve operational costs through human factors and ergonomic solutions, macroergonomics, and process design and implementation.

Dennis K. McBride, PhD, CPE

Dr. Dennis K. McBride is President of Potomac Institute for Policy Studies. The Institute advises congress and the administration on matters at the intersection of science, technology and public policy. Dr. McBride completed a 20-year Navy career at the grade of Captain, Medical Service Corps, as a Naval Aerospace Experimental Psychologist and flight test engineer. Earning his wings in 1980, his tours included bench-to-senior level management responsibilities in ergonomics science and technology at six Navy laboratories, three major headquarters organizations, and two Joint Program Offices. Duties ranged from human engineering in fighter aviation, to high endurance air ship operations. Dr. McBride served as program manager for training simulation at the Defense Advanced Research Projects Agency from 1989 until 1994.

From 1999 to 2001, Dr. McBride was Professor and Executive Director, Institute for Simulation and Training, University of Central Florida. He served in various capacities the National Research Council, National Academy of Sciences, National Science Foundation, and the Defense Advisory Council on Women in the Services.

Professor McBride's formal education includes graduate studies at the University of Georgia, University of Southern California, and the London School of Economics. He earned the Ph.D., three Master's of Science degrees, and an MPA. In addition to his BCPE certification, Dennis is a Certified Modeling and Simulation Professional. He has published or presented more than 125 scientific articles, journal issues, technical reports, and book chapters in fields ranging from ergonomics to public policy. He serves an editorial board member for the *International Journal of Human Computer Interaction* and has served as editorial reviewer for several other scientific journals.

Marvin J. Dainoff, PhD, CPE

Marvin J. Dainoff is Professor of Psychology and Director, Center for Ergonomic Research, Miami University, Oxford Ohio and President of M. Dainoff Associates, Consultants in Workplace Ergonomics. His teaching interests include Ergonomics, Anthropometry and Biomechanics, and Cognitive Work Analysis. His areas of research and professional interests include laboratory research on ergonomics of the work environment; practical implementation of ergonomic principles in the field; and communication of ergonomic principles to scientific peers, interested professionals, and the general public.

In 1980, he took a two-year position as a visiting researcher with the National Institute for Occupational Safety and Health. While there, he performed the first controlled laboratory experiment demonstrating a correlation between improved ergonomic conditions, decreased health complaints, and increased work

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Notes from the President

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performance in an office situation. In 1984-85, he served on the Advisory Panel on Office Automation of the U.S. Congress Office of Technology Assessment. He served in leadership roles for ANSI/HFES 100 and ANSI/HFES 300. He serves as Secretary to the U.S. Technical Advisory Group to Subcommittee 3 (Anthropometry and Biomechanics) of the ISO Technical Committee 159 on Ergonomics. In 1995, he was elected Fellow of the Human Factors and Ergonomics Society. Dr. Dainoff serves on the editorial board of the *International Journal of Human-Computer Interaction*, *Journal of Occupational Rehabilitation*, and *Theoretical Issues in Ergonomics*. He is on the Board of Directors of HCI International. He has published 43 peer-reviewed books, chapters, or articles, and over 150 conference presentations, abstracts, and unpublished technical reports.

In Memoriam

It is with sadness and condolences to their families that we report the passing of Gerald Chaikin, BSME, CPE retired, in October 2001 and Alphonse Chapanis, PhD, CHFP on October 4, 2002. Dr. Chapanis was one of the founding Directors of BCPE, serving for three years (1990-1993). The holder of BCPE Certificate Number 1 had a great influence on establishing the high standards of BCPE's certification practices and procedures. His extensive legacy to the ergonomics/human factors profession will endure for generations.

Why the CPE is a Requirement for Humantech Consultants

Mike Wynn, BSE, MBA., CPE

Vice President and Ergonomics Engineer at Humantech

We have chosen to make CPE eligibility a hiring requirement for our ergonomics consulting staff. We also include CPE attainment as one of the criteria for promotion to the management level of Humantech.

It may seem counterintuitive to make CPE eligibility a hiring requirement given that this reduces the pool of candidates. After all, there are a number of health and safety professionals with strong people skills and a working knowledge in ergonomics who would love to work as an ergonomics consultant. In addition, there are physical therapists, occupational therapists, nurses, and doctors who make their living providing workplace ergonomics services. It was precisely this blurring of the line between professional and practitioner that drove Humantech to require CPE eligibility.

It was our hope that we could attract and retain the most qualified ergonomics consultants by raising the minimum requirements to a higher level. We felt that the type of people we wanted to work with, trained professionals with a passion for their field, would find the CPE eligibility requirement a positive aspect. Indeed, we've found that our staff has great confidence in each other's abilities, and our clients have uniform trust in the technical ability of our consultants. In addition, adding CPE eligibility as a hiring requirement has streamlined our recruiting process and allowed us to achieve greater parity in position requirements and compensation.

The CPE is the gold standard in our profession. No other certifying body in the U.S. can compare to BCPE with its elected board, a well-defined certification process, liaisons with other professional associations, and endorsement by the International Ergonomics Association. Our staff members take great pride in the fact that they meet the highest standards of their chosen profession, and our clients recognize the commitment our company has made to assure standards of competency in their Humantech consultants.

The Tools of Professional Ergonomists

Patrick G. Dempsey, PhD, CPE

Mary Dionne

Liberty Mutual Center for Safety Research

A survey of Certified Professional Ergonomists (CPEs) and Associate Ergonomics Professionals (AEPs) was recently conducted by the Liberty Mutual Research Center for Safety & Health. The purpose of the survey was to learn what tools are most commonly used by ergonomists. Because our interest for this particular survey was focused on occupational ergonomics, CHFPs and AHFPs were not included. Of 595 surveys sent out, we received 308 completed surveys. Most survey research literature indicates that response rates over 50% are excellent. The 52% response rate for this survey likely reflects the level of engagement ergonomists have with their profession. An introduction to the results is presented here.

The respondents had considerable experience, with 70% having more than 10 years. This likely reflects the experience requirements for certification. In terms of occupation, the highest numbers were from ergonomists (34.1%), consultants (19.5%), and educators (8.8%). Most of the respondents had either a Masters degree (48.4%) or a Doctorate (38.3%). Figure 1 shows the percentage of respondents that use basic tools. As expected, tape measures, video and digital cameras, and stop watches are widely used tools. More results will appear in future issue of *The Professional Ergonomist*.

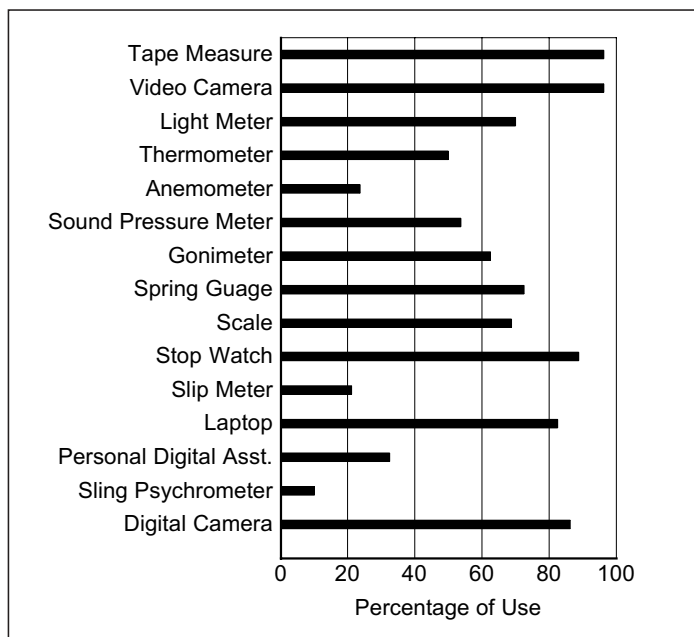


Figure 1. Use of basic tools by respondents.

News

Job Bank Added to Web Site

Our BCPE web site recently underwent further enhancement with the completion and launch of an online job bank. The bank features an automated posting system and easy account management for employers and a search engine and automated application process for job seekers. It can be accessed by both certified and non-certified professionals, is free to job seekers, and is affordably priced for employers, especially if BCPE certified (BCPE certificate holders receive a discounted rate). For more information on the job bank, or to begin your job or candidate search, check out <http://www.bcpe.org/jobbank> today.

Last Chance to Order BCPE's Plaques (At Present Prices)

If you've thought you really should invest in a lovely BCPE plaque to display your certification achievement, now is the time to act! BCPE will be raising the price of its Certificate Facsimile and IEA Commemorative Plaques in the near future. Presently, the plaques sell for \$165 including shipping, handling, and insurance. Increased costs, however, necessitate this imminent price change. If you would like to order a plaque at the current price, contact BCPE for an order form or visit the online store: <http://www.bcpe.org/store/list.asp?RecordID=7>.

Eighth Annual BCPE Networking Reception

BCPE was pleased to host its eighth networking reception during the Annual Meeting of the Human Factors and Ergonomics Society in Baltimore, MD, at the Baltimore Marriott Waterfront Hotel. A no-host bar and hors d'oeuvres with background music added to the convivial

atmosphere for around 150 guests. Two raffle drawings of Washington State products were held: one won by Anna Wichansky, CPE and the other by James McGlothlin, CPE. BCPE wishes to thank and acknowledge our platinum and gold sponsors for their support of this event: Steelcase, Inc.; Portola Associates; Abbott Laboratories; Anacapa Sciences, Inc.; Aon Ergonomic Services; Atlas Ergonomic Book and Copy Holders (Dainoff Designs); Evans, Incorporated; Micro Analysis and Design, Inc.; and Pacific Science and Engineering Group, Inc. Our reception banner displays their logos alongside BCPE's symbolizing their support and commitment to the ergonomics/human factors profession and its growth.

From BCPE Headquarters

Q&As: Change to Billing Cycle Explained

Earlier this year, BCPE announced we would be changing the maintenance fee billing process from an individual's anniversary month (month certification was awarded) to a calendar year cycle. Since many of you may have questions about this change, we wanted to take this opportunity to respond to a couple of the more frequently asked ones.

Q: Why are you changing the renewal period from the date certification was awarded to a calendar year?

A: Reasons factoring into this decision included: 1) many organizations bill on a calendar year cycle, which made BCPE's practice of billing by anniversary date confusing to some, since they expect to pay these type of fees at the end of each year; 2) with the anniversary date system, cash flow was difficult to predict and was oftentimes

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The banner features the BCPE logo (a shield with 'B', 'C', 'P', 'E' in the quadrants) at the center. Surrounding it are logos for Steelcase, Pacific Science & Engineering (PSE), ATLAS Ergonomic Book & Copy Holders, AON Ergonomic Services, Portola Associates, Evans Incorporated, and Micro Analysis & Design.

Banner 2002 Networking Reception

From BCPE Headquarters

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uneven, due to the differing number of people certified in each month (for example, in December, only 26 certificate holders have a December anniversary date, whereas in April, 107 certificants have an April anniversary date); and 3) by concentrating renewal activities within the time period that we are least busy (November, December, January), it is hoped the staff will have more time for other activities such as newsletter production and responding to certification inquiries.

Q: If I have already paid a portion of next year's fee, why do I have to pay a late fee if I don't pay by the end of this year?

A: Our hope is that everyone pays their maintenance fee on time. This, however, does not happen and in fact, over the last few years, late payments have been on the rise. Since this increases both the amount of time spent on soliciting these payments, as well as the amount of resources (letterhead, envelopes, postage, etc.) used, a late fee was instituted. It is hoped this fee will encourage certificate holders to make their payments on time and has been prorated for next year, to reflect the portion of next year's fee already paid this year.

Application and Examination Statistics for 2001

Certification eligibility begins with the submission of an application that documents a prospective candidate's education, employment history, and work experience. During 2001, BCPE received 74 applications: 29 CPE/CHFP applications, 8 AEP/AHFP to CPE/CHFP applications, 20 AEP/AHFP applications, and 17 CEA applications. Certification is awarded when candidates successfully pass a written examination that spans the categories and topics of the Ergonomist Formation Model. The table below summarizes candidates' performance on the written examination for 2001.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	21	19	90
AEP/AHFP to CPE/CHFP	9	9	100
AEP/AHFP	18	12	67
CEA	23	13	57

Updates to Certificate Holders of the BCPE

BCPE wishes to congratulate the fifty-seven candidates who successfully obtained certification since the last newsletter. They are:

CPEs/CHFPs

Jonathan F. Antin, PhD, CPE
 George J. Boggs, PhD, CHFP**
 Christina Bubb-Lewis, PhD, CHFP*
 David S. Chiasson, MSc, CPE
 Antoinette M. Coker, MSIE, CPE
 Ted M. DesMarais, MS, CPE*
 David W. Dole, BSc, CPE
 Richard J. Gardner, MS, CPE

Beth A. Gray, MS, CPE
 Julia A. Greenwald, MSE, CPE
 Philip A. Jacobs, MS, CPE
 Christian A. Johnson, MS, CPE*
 D. Darren MacDonald, BScK, CPE
 April D. Martin, MSc, CPE*
 Leonard J. McCuen, Jr., M Arch, CHFP
 Sean P. McDonald, MS, CPE*
 Blake R. McGowan, MSc, CPE*
 Jennifer L. McMullen, MS, CPE
 Dianne L. McMullin, PhD, CPE
 Albert W. Moore II, MS, CPE*
 Jerome I. Nadel, MS, CPE***
 Mitsuo Nagamachi, PhD, CPE**
 Albert T. Perry II, PhD, CHFP
 Jennie P. Psihogios, MS, CPE
 Stephen J. Reinach, MSIE, CPE*
 John C. Rosecrance, PhD, CPE
 Jeffrey W. Sanford, MHK, CPE
 Brian R. Sherman, MSISE, CPE*
 Jean A. Schiller, MSE, CPE
 Shane D. Sidebottom, MS, CPE*
 Antonio M. Silva, BSc, CPE*
 Richard L. Szabo, MSIE, CPE*
 Elaine C. Wisniewski, MSE, CPE
 Ursula R. Wright, PhD, CPE

*AEPs/AHFPs transitioning to CPE/CHFP

**Via 20-year, portfolio review process

***Reinstated

AEPs/AHFPs

Yona Adika, MS, AEP
 Valerie F. Beecher, MS, AEP****
 Jeffrey S. Casey, MS, AEP
 Jason T. English, MS, AEP****
 Maureen Graves-Anderson, MS, AHFP
 Michael J. Kuzel, MSE, AHFP
 Jia-Hua Lin, PhD, AEP
 Daniel W. Makhan, MSc, AEP****
 Charles A. Maxner, BSc, AEP
 Kelsey L. McCoskey, MS, AEP
 Jean Nadeau, MSc, AHFP****
 Kathleen K. Palmer, MS, AEP
 Aaron R. Ross, MSIE, AEP
 Eric J. Schermerhorn, MSEM, AEP
 Edmundo A. Sierra, Jr. MS AHFP****

****By exam waiver as a graduate of an IEA Federated Society's accredited ergonomics/human factors degree program

CEAs

Kathy Ackerman, BS, CEA
 Joan Korpi-Grahek, BS, CEA
 Jeffery W. Lucas, PhD, CEA
 Lawrence Rush, MA, CEA
 Carlye Phipps-Siebens, BS, CEA
 Autumn J. Szabo, BS, CEA
 Barbara J. Terry, BA, CEA
 Edward K. Voyles, BBA, CEA

No longer current in their certification are:

Jan Berkhout
 Nijole Blackburn
 Susan Boast
 Edward Grossmith

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From BCPE Headquarters

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Stacy Johnson
David Keller
Ellen Kraft
Pieter Kruithof
Michael Merriken
Randall Mumaw
Nancy Mitchell
Prasad Pandit
Mark Phillips
Trevor Rickwood
Michael Szczepkowski
Rena Ward
Maxwell Wells
Mary Zahm

These changes bring BCPE's total number of currently certified to 968: 837 CPEs/CHFPs, 83 AEPs/AHFPs, and 48 CEAs.

Highlights from the Midyear and Annual Business Meetings

The Board of Directors held its midyear meeting this past May in Denver, CO, and its annual meeting in October, in Baltimore, MD. Highlights from these meetings include:

Financial. Financial planning remains a top priority of the Board. A budgetary task force has been assigned to review BCPE's current business model and explore/investigate possible options for change/improvement, with recommendations for consideration/action expected at the next business meeting.

Marketing. It was reported that the U.S. Government cannot advertise for CPEs/CHFPs, but it can seek and prefer those with the CPE or CHFP designation. In industry, the value of certification comes through peer recognition. BCPE needs to generate clear value messages for the CPE and CHFP from the perspectives of employers, employees, and government agencies. Plans for accomplishing this include surveying both certificate holders and companies who employ BCPE certificate holders regarding their perceived value of certification.

Other activities include targeting HF/E faculty and university programs to increase awareness and help motivate students to become AEPs/AHFPs; developing a letter to notify employers or supervisors that an employee has been certified (sent with new certificate holder's consent); and continuing to compile those companies and branches of government showing a preference toward hiring BCPE certified professionals or give financial incentives to BCPE certificate holders.

Director Nominations. The Board decided to broaden the directorship nomination process and to invite all certificate holders to submit an application for nomination. The Nomination Committee defined a timeline and implemented a plan for initiating this process, including making the nomination packet accessible from the web site. Nineteen nominations were received and narrowed to a slate of eight candidates. From this slate, three candidates were selected to replace the expiring terms of outgoing directors, Bob Smillie, CPE, Dave Alexander, CPE, and Gary Orr, CPE, and one candidate was elected to replace the unexpired term of Randolph Bias, CHFP. Names and biographies of these candidates are included elsewhere in the newsletter.

Dieter W. Jahns Foundation. A vote on the resolution for the Dieter W. Jahns Foundation for Ergonomics Professionalism was accepted, acknowledging that Jerry

Duncan, CPE and Dave Alexander, CPE have been granted permission and consent to form The Dieter W. Jahns Foundation for Ergonomics as a 501(c)3 nonprofit organization. It will have the purpose of advancing professionalism in Ergonomics by conducting and supporting educational and scientific activities demonstrating how professional ergonomists serve to make our working and daily lives healthier, safer, more productive, and more satisfying. Bylaws for the Foundation have been drafted and potential directors identified. Incorporation is targeted for early 2003.

Bylaws. BCPE Bylaws were updated and made available on the BCPE web site at <http://www.bcpe.org/aboutus/detail.asp?RecordID=1>.

Application Mapping. Upon review of the current certification process, it was agreed that current procedures could be improved and possibly simplified. An Ad Hoc Committee has been assigned to develop a process flow analysis, from screening to notification of exam outcome, to identify where improvements can be made.

Application Review Committee. Committee Chair, Dick Kelly, CPE, provided a report on the progress to re-vitalize this Committee. Plans are to continue expansion of the evaluator pool while coordinating with the BCPE staff to assign reviewers on a rotating basis. Other planned activities include developing a capability for evaluators to complete evaluations online and/or to submit them via e-mail.

Certification by Portfolio Review. Based on Randolph Bias' final report on portfolio review certification, it was decided to lower the work experience requirement from 20 to 15 years and further investigate the recommendation that nomination by a current certificate holder be required.

Examination Development Committee. Jim Smith, CPE discussed plans for soliciting exam items mapped into the Ergonomist Formation Model from certificate holders and possibly university faculty. He also reported that the exam scoring process continues to proceed smoothly and recommended that we continue with the current process for the time being.

Recertification Committee. With recertification a requirement for maintaining IEA accreditation, Committee Chair, Steve Johnson, CPE, along with the rest of the recertification committee, continues to work toward developing a non-burdensome process. An early test of the recertification form was estimated to take less than an hour. Pilot testing will continue until the Board adopts a final process.

Candidate Handbook. Bill Muto, CPE has taken on the task of revising the *Candidate Handbook*. An initial evaluation of the current handbook resulted in the recommendation that the handbook be separated into two documents, one for CEAs, and one for AEPs/CPEs. Other issues discussed included readability, reading list update/expansion, web vs. printed, and timeline for completion.

Code of Ethics. A new code of ethics has been adopted. It is available on the BCPE web site at <http://www.bcpe.org/aboutus/detail.asp?RecordID=2>.

Officer Elections. Officer elections were held in October at the annual business meeting. Officers for 2002-2003 are: President: Susan Evans, PhD, CPE; Vice-President: Andy Imada, PhD, CPE; Treasurer: Jim Smith, PhD, CPE; and Secretary: Bill Muto, PhD, CPE.

BCPE's next business meeting is scheduled to coincide with the 6th Annual Applied Ergonomics Conference in Dallas, TX. Meeting dates are Sunday, March 9, 2003, and Monday, March 10.

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BCPE Financial Report 2001

Finances in 2001 showed a slight increase in revenues, exceeded by a greater increase in expenses, i.e. revenues were up 7% over the year 2000, unfortunately expenses were up 9%. What continues to sustain us are certification maintenance fees (CMFs) paid by our certificate holders. Our annual networking reception at the HFES annual meeting in Minneapolis was a great success and came close to paying for itself thanks to the generous support of our sponsors: Anacapa Sciences, Inc; Ergoweb, Inc; Liberty Mutual Research Center; Micro Analysis & Design, Inc.; Pacific Science and Engineering Group, Inc.; and Steelcase, Inc.

Expense items that increased significantly over the previous years were employee costs, medical insurance, and the web site update. Expense decreases were noted in marketing, newsletter, telephone/fax/email and postage. Capital improvements were much like the previous year at only \$309.

If you have any questions regarding this report, please contact Karel Jahns, Financial/Information Systems Manager for BCPE.

2001 REVENUE

Application CPE/CHFP	\$10,860
Application AEP/AHFP	2,910
Application CEA	3,890
Maintenance Fees	87,460
Donations	3,000
Late Fees	1,430
Bank Interest	152
Miscellaneous	694
Disk/Labels	730
Plaques	150
Newsletter Subscriptions	731
Exam Retake Fees	620
Meister's <i>Practice of Ergonomics</i>	200
	<u>\$112,827</u>

2001 EXPENSES

Salaries	\$50,549
Payroll Taxes	4,394
Med. Insurance	5,675
L&I Insurance	380
Unemployment Insurance	261
Rent	8,390
Telephone/Fax/Internet	1,768
Hard/Software Main/Repair	1,336
Casualty Insurance	522
Equipment Rental/Lease	2,257
Office Supplies	694
Postage/Shipping	1,497
Copying/Printing	1,258
HQ Staff Ed/Dues	1,050
HQ Staff Travel	3,587
Business Meetings	5,632
Legal/Accounting	1,377
Taxes-FUTA	112
Bankcard sales %	2,000
Miscellaneous (NOCA, IEA App., Callig.)	1,913
Info Dissemination - Marketing	1,144
Newsletter	2,029
Website	7,123
Standards Devel/Admin (Exam)	698
Promissory Note	12,000
Capital Improvements	309
	<u>\$117,955</u>



Participants in the Board meeting in Baltimore. Back row from left: David Alexander, MSIE, CPE; Arnie Lund, PhD, CHFP; Steve Johnson, PhD, CPE; Jim Smith, PhD, CPE; Carol Stuart-Buttle, MS, CPE; Andy Imada, PhD, CPE; middle row: Dennis McBride, PhD, CPE; Sue Evans, PhD, CPE; Marvoin Dainoff, PhD, CPE; Bill Muto, PhD, CPE; Bob Smillie, PhD, CPE; front row: Gary Orr, MSIE, CPE; Kris Alvord, Executive Administrator; Karel Jahns, Financial/Info Systems Manager; Peter Budnick, PhD, CPE.

Upcoming Events & Opportunities

The IEA-Liberty Mutual Prize in Occupational Safety and Ergonomics

The IEA is inviting applications for the 2003 Liberty Mutual Prize. Through this prestigious award, the IEA seeks to recognize outstanding original research leading to the reduction or mitigation of work-related injuries. The main criteria include significant advancement of theory and understanding, innovation and development of new directions or approaches. The submission deadline is March 1, 2003.

The award recipient will receive a prize of \$5,000. In addition, the award recipient will be automatically competing for the 2003 Liberty Mutual Medal. The Medal, carrying an additional stipend of \$15,000, will be awarded during the IEA Triennial Congress (Seoul, Korea) to the best of the 2001, 2002 and 2003 prizewinners.

Applicants need not belong to the IEA or any of its constituent groups. Relevant disciplines include ergonomics, epidemiology, biomechanics, cognitive and behavioural psychology, design, physiology, medical sciences, economics, engineering, etc. For information contact Y. Ian Noy, Ph.D., CPE, IEA Awards Chair, c/o Transport Canada, 330 Sparks Street, Tower "C", Ottawa, Ontario, Canada K1A 0N5, e-mail: NOYI@tc.gc.ca.

Call for Papers on Telecommunications

Bahador Ghahramani, PhD, CPE, invites papers for a special issue of the *International Journal of Information Technology & Decision Making*. The special issue seeks papers in conceptual and strategic theories, empirical research, case studies, and analytical models focusing on development, design, management and control of telecommunications in information technology. Manuscripts are due December 30, 2002. Guidelines for authors are available at <http://journals.wspc.com.sg/ijitdm/ijitdm.shtml>. Submit manuscripts to Dr. Ghahramani, Dept. of Information Systems and Quantitative Analysis, College of Information Science and Technology, University of Nebraska Omaha, Omaha, NB 68182-0048.

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Winter 2002-2003
Volume XI Number 1

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BCPE Calendar of Events for 2003

- March 9-10 BCPE Midyear Meeting in Dallas, TX.
- March 10 BCPE Exam in Dallas, TX, at the Applied Ergonomics Conference. Postmark deadline for application: December 10, 2002.*
- April 7 BCPE Exam at various locations throughout the U.S. and Canada. Postmark deadline for application: January 7, 2003.*
- May 11 BCPE Exam in Dallas, TX, at the AIHA Conference & Exposition. Postmark deadline for application: February 11, 2003.*
- October 12 BCPE Exam in Denver, CO, prior to the Annual HFES Meeting. Postmark deadline for application: July 12, 2003.*
- October BCPE Annual Networking Reception in Denver, CO.
- October BCPE Annual Meeting in Denver, CO.
- December BCPE Exam at the National Ergonomics Conference & Exposition. Postmark deadline for application to be determined.*

**Note: Postmark deadline has changed to THREE months prior to examination.*

Upcoming 2003 Conferences

6th Annual Applied Ergonomics Conference, Dallas, TX, March 11-13, 2003, www.appliedergo.org.

XVII International Annual Occupational Ergonomics and Safety Conference, Munich, Germany, May 7-9, 2003, www.munich2003.com.

American Industrial Hygiene Conference and Exhibition, Dallas, TX, May 10-15, 2003, www.aiha.org/conf.html.

Society for Information Display 2003, Baltimore, MD, May 18-23, 2003, www.sid.org/conf/sid2003/sid2003.html.

International Ergonomics Association 2003 Conference, Seoul, Korea, August 24-29, 2003, www.iea2003.org.

Human Factors and Ergonomics Society 47th Annual Meeting, Denver, CO, October 13-17, 2003, www.hfes.org.