



THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

Board of Certification in Professional Ergonomics · P.O. Box 2811 · Bellingham · Washington · USA · 98227-2811

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President's Message

by Jim Rudd, PhD, CUXP

President, BCPE

The BCPE has seen significant change since I joined in 2006. At the time, none of us had ever heard of a Kindle or Netflix. If someone would have used the phrase "too big to fail" in a sentence we would have looked at them quizzically. And, we would have scoffed at the ridiculous suggestion that a disastrous real estate collapse could roil not only an occasional local market, but also the entire US market within two years if we weren't careful. Now, as I finish my term as a director in the fall, it seems like a good time to take stock and reflect on where the BCPE has been and where it is going.

So, first, let's talk about where we have been -- the changes the BCPE has seen in the past five years. Though many of these changes may seem quite tactical for most of us, they indeed were launched with a bigger picture in mind.

National recognition for our certification program has been a goal of the BCPE for many years. Why? Because it adds legitimacy to the certification efforts launched in 1991 with the formation of the BCPE. Let's face it -- there are many certifying bodies out there -- hair stylists and massage therapists are two examples. But how many of these certifications are recognized as

legitimate and rigorous certifying bodies -- versus thinly veiled money making ventures?

We launched Recertification or "Continuance of Certification (CoC)" as a way to help our certificate holders take stock in their professional development. In 2007, we conducted a Job Analysis to ensure that our certification test indeed measured our certificate holders' expertise, and in 2008, we ended portfolio review certification. We did these things because we wanted recognition from the National Commission for Certifying Agencies (NCCA), one of the most rigorous and respected accreditation organizations in the country. In 2009 our efforts were rewarded -- we received accreditation for the CPE/CHFP certification programs by the NCCA.

We also realized that the field of ergonomics has been changing drastically since 1991 with an explosive focus on software ergonomics, specifically -- usability and user-centered design for business applications, web sites, mobile sites, and mobile applications. For example, in 2008 a Monster job search showed there were 12 times the number of openings for user experience professionals than there were for

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President's Message

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ergonomics or human factors. We also saw that the vast majority of these openings had education and experience requirements that we, the BCPE, certified. In order to adapt, the board in 2009 approved a new certification designation called the Certified User Experience Professional -- which has also since been recognized by the NCCA.

These strategic steps yielded many process changes, but more importantly, they yielded important outcome changes in the growth of the non-profit BCPE. From 2005 to 2011, our revenue and the number of certificate holders grew modestly, but our total assets increased from \$103,511 to \$305,287 during this five-year period.

That's the good news, but nothing is ever static, and there are things that represent future threats and future opportunities for the health of BCPE. With the ever-changing landscape we still have much to do.

We are very focused on the "aging" of our certificate holders -- there was a six-fold increase in retirees from 2005 to 2011 -- and what it could do to the long-term sustainability of BCPE. We have much more to do to engage and encourage prospective practitioners to certify, especially those just entering the field.

We are working hard to automate most of the administrative actions we require of you. We have made much progress by automating the application process and launching a refreshed web site. Technology improvements will be a great enabler for our certificate holders not only for information sharing, and community, but also for the testing of applicants.

The day-to-day operational activities often compete with the big picture things we as the Board really should be doing. Our board is a "working board" -- the BCPE board has collectively donated thousands of hours of service. In addition, we have been blessed with selfless volunteers who have provided much personal time and expense to further our cause, for which we are extremely thankful. But too often, we spend way too much time on tactical things rather than focusing on the strategic initiatives that will truly make a long-term difference for our certificate holders.

We are becoming less tactical and more strategic, because we can finally afford it.

Toward that end, we have hired an Executive Director, Carol Stuart-Buttle, CPE so that we can double down on our strategic focus and lead BCPE into the

next decade and beyond. Read more about Carol and her new role below.

Yes -- there is much about which to be hopeful. I am pretty certain the BCPE will be around long after the Kindle and Netflix. I hope you are too.

It has been a great ride. Thank you for the opportunity to serve.

New Executive Director Hired

by Hugh McLoone, MS, CPE

The BCPE Board decided that the needs of the organization as it grows would benefit by having a dedicated Executive Director. Nominations were solicited from both within and outside BCPE. Seventeen candidates submitted their resumes for consideration. These candidates' resumes were reviewed by a sub-committee of the Board against criteria based on the posted job description. Leading candidates were then phone interviewed by a panel of Directors using a prepared list of questions, and again prioritized. The final candidates were interviewed in person at our mid-year business meeting in Nashville, TN.

Please welcome Carol Stuart-Buttle, CPE, as our new, part-time BCPE Executive Director. She is a past Director of the BCPE, a Human Factors & Ergonomics Society Fellow, and presently Editor of *Ergonomics in Design*. Recognizing that BCPE certificate holders come from many varied academic and professional backgrounds, Carol brings her long-standing relationships with a wide range of professional organizations associated with ergonomics and human factors. And, recognizing that future BCPE certificate holders will come from both national and international locations, Carol brings her partnerships with international ergonomics organizations as well. She will be working with the BCPE Board to set and implement our strategic plan. She welcomes feedback from past, current, and potential certificate holders to continuously improve the value of being certified. She will be dividing her time between BCPE and her consulting practice Stuart-Buttle Ergonomics. The



*New Executive Director
Carol Stuart-Buttle,
MS, CPE*

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New Executive Director Hired

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BCPE Board of Directors looks forward to Carol Stuart-Buttle's exemplary leadership in the years ahead.

Meet our New Directors

Jeff Kelley, PhD, CHFP

Jeff is an IBM Master Inventor and Senior Managing Consultant with IBM Interactive. Jeff has been involved in most aspects of client engagements: proposal development, requirements analysis, solution design and delivery, prototyping, interface design innovation, development coding, and stakeholder/customer interaction. He chairs the IBM Worldwide User Experience Community of Practice.

Jeff, a former Editor of *Ergonomics In Design*, and adjunct professor of Engineering Psychology at Georgia Tech, is a board-certified Human Factors Professional, a fellow of the HFES and of the Institute of Ergonomics and Human Factors. Jeff was 2008 President of HFES and is currently on Executive Council.



*New Director
Jeff Kelley,
PhD, CHFP*

Piet Kuithof, MS, CPE

Piet Kuithof is an award-winning User Researcher and Human Factors Engineer with over twelve years of product development and research experience for a wide variety of companies including Microsoft, Ford and Intel. He has an undergraduate degree in Industrial Design from Western Washington University with a master's in Human Factors Engineering from Virginia Tech.



*New Director
Piet Kuithof,
MS, CPE*

Cindy Whitehead, MHS, CPE

Cindy Whitehead is a Human Systems Engineer at the Naval Surface Warfare Center in Dahlgren, VA. She has a MHS in Environmental Health Engineering (Industrial Hygiene and Safety) from the Johns Hopkins School of Public Health. She has been a Certified Professional



*New Director
Cindy Whitehead,
MHS, CPE*

Ergonomist (CPE) since 2001. She is a member of the Human Factors and Ergonomics Society and the American Industrial Hygiene Association. She formerly supported safety issues for chemical weapons stockpile demilitarization and is currently the HSI lead for the Joint Light Tactical Vehicle acquisition program. Cindy lives in Virginia with her husband, three-month old son, and two bulldogs.

Certification Process Changes for AEP/AHFP/AUXP

by Bill Boyd, MS, CPE

In November 2011, the BCPE implemented a significant change in the certification process. This change involves primarily current and recent graduates as they pursue the first step in certification with the obtaining of their AEP certification.

The changes allow graduates from a HFES recognized graduate school to complete their application and receive their AEP designation. This reflects the high quality of the graduate degree programs in preparing students for work in professional ergonomics. The previous requirement for an examination is now waived.

For students who do not receive their graduate degree from a HFES recognized program, these students can still apply for their AEP. Their transcript will be reviewed and compared to the Ergonomist Formation Model (EFM) to ensure their academic work meets the educational requirements for the EFM.

Anyone submitting their application for the CPE will have six years to gain work experience and complete the requirements. This involves three years of professional ergonomic work and successfully completing the CPE exam.

The value of certification continues to increase. As professional ergonomists continue to provide improvements in the quality of work environments, the need for Certified Professional Ergonomists will continue to increase.

For additional information on certification and the current process, please visit us at: www.bcpe.org or call us at: 1-888-856-4685.

In the Spotlight: Interview with Karel Jahns

by Rachel R. Michael, MSc, CPE
and Joseph Cohen, PhD, CPE



Financial/Information
Systems Manager,
Karel Jahns, BS

Our Financial/Information Systems Manager, Karel Jahns, has contributed to BCPE's success since its inception 22 years ago. Along the way she has touched the careers of many ergonomists, human factors, and user experience professionals around the world. Director Emeritus Jerry Duncan described Karel as kind and thoughtful, and the key to the BCPE meeting dynamics. Director Emeritus Peter Budnick offered his praise in saying, "If it weren't for Karel Jahns, BCPE would have easily stumbled along its path to success".

In this June 2012 interview, Karel shares her perspective on the evolution of the BCPE and recalls memories from her journey.

TPE: Karel, in the beginning a group of technical experts in human factors and ergonomics felt passionately about professional certification. One of those experts was your late husband, Dieter Jahns. How did you first become involved and what was your first role?

KJ: At the time, I was providing administrative support to Dieter's consulting firm. Dieter seldom volunteered for anything unless he was going to give it his all, so when he did I knew he was fully committed. So my bookkeeping duties for his firm naturally evolved into work for the BCPE as he assumed an early leadership role. Back then it also happened that both companies shared office space.

TPE: Obviously, financial viability was a concern in the beginning. The BCPE had a favorable loan from HFES at that time, but was struggling to fulfill the terms. When did the financial tides change?

KJ: In the early 1990s a group of certificate holders pre-paid their maintenance fees, some several years in advance. This provided the cash we needed and led us to not only repay the loan in 1997 but achieve financial solvency by the year 2000.

TPE: Has the BCPE kept to the track you remember being envisioned in the early days?

KJ: The BCPE has maintained the high standards that were envisioned in the beginning. That's not to say it hasn't changed along the way, but adhering to the high standards has always been the priority since the early days.

TPE: What do you think has been the biggest obstacle the BCPE has overcome?

KJ: In general, we have always run a lean operation. While not exactly an obstacle, it can be frustrating not having the funding to do things quickly, when you want to do them. Nevertheless, it is amazing what BCPE has accomplished through the efforts of our volunteer directors and certificate holders.

TPE: What do you consider to be some of the highlights of your time with BCPE?

KJ: There are two. The first is the 2001 awards ceremony in which the BCPE received endorsement from the International Ergonomics Association. This presentation occurred shortly after Dieter passed away. The 20th anniversary reception was another highlight. It was great to see so many different founding directors and people who had been with the organization for so many years. I always enjoy interacting with the certificate holders, whether in an exhibit hall or working through the certification process with someone over the phone.

TPE: Any particularly funny memories you can share?

KJ: (Ironically) Kris and I would routinely hold up an elevator pulling in a train of suitcases full of paper to our meetings. That always seemed to turn into a comedy routine. Another funny story, in retrospect, could be called, "How many ergonomists does it take to install a third row seat in a van?" I think it took at least four to accomplish this feat at a past mid-year meeting in Denver.

TPE: You recorded the minutes at the early board meetings. (Back then one of the current BCPE directors was in middle school.) Given your intimate

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In the Spotlight: Interview with Karel Jahns

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knowledge of BCPE, what do you see in its future?

KJ: It is an exciting time for the BCPE. The pending electronic examination will open up opportunities to grow internationally where there is seemingly increasing demand. I've seen so many young faces coming into the field over the years, including my son, Steven.

TPE: Before you go, do you have any advice for our young certificate holders?

KJ: Get involved. You are the future of the BCPE!

TPE: Karel, thank you for all of your dedicated years of service to the BCPE. Cheers to you on your retirement. We will miss you!

BCPE Activities at the HFES Annual Meeting

by Carol Stuart-Buttle, MS, CPE

Human Factors and Ergonomics Society
56th Annual Meeting



October 22-26, 2012
Westin Boston Waterfront
Boston, Massachusetts USA

We will be busy this year promoting BCPE and certification! Please stop by the BCPE booth and see our new exhibit. We look forward to seeing many of you and exchanging our annual "hello" as you come by.

On Monday, at 2:45 p.m., Bill Boyd, MS, CPE, and Hugh McLoone, MS, CPE, are giving an

informal workshop on certification to students. Similarly, at Wednesday noon, in a "Birds of a Feather" session, we are inviting members of the Early Career Professionals Committee to come by to discuss the benefits of certification with Lynda Enos, MS, CPE, and Paul Green, PhD, CHFP.

Do not be surprised **when** you see the BCPE logo related to the Scavenger Hunt. We are supporting a team of four with a reward towards AEP certification or maintenance fees.

Last but not least, we hope you plan to attend the BCPE Reception to honor Karel Jahns and network. Please see the following article for further details.

We hope you pass on to your friends and col-

leagues these many BCPE-related opportunities for HFES attendees. Enjoy the conference!

Networking Reception at the HFES Annual Meeting

by Carol Stuart-Buttle, MS, CPE

The decision to forgo the networking reception at last year's HFES Annual Meeting was a financially sound one in these difficult economic times. The missing reception, however, did not go unnoticed by our certificate holders, sponsors or others who usually attend. Those who frequented our exhibit at HFES were full of questions about the reception: when, where and why not! It was especially missed after such a grand gala in 2010 to celebrate BCPE's 25th Anniversary. A lot of extra planning and attention to detail, went into this well attended event.

Rest assured, your voice has been heard! There will be an annual BCPE reception, open for all to attend, this fall at the HFES meeting in Boston, MA. It will be on Tuesday, October 23rd from 7:00-9:00 p.m. It may not be as grand as 2010, but it will be a special occasion. We will be honoring Karel Jahns, who plans to retire at the end of this year. Many of you know that Karel is the unsung hero behind the scenes, first helping husband and cofounder Dieter Jahns in the years of BCPE's inception, then formally working for us since 1992. Please make a point to come and say farewell to Karel. Invite your colleagues, students and friends who wish to meet congenially, network and to find out more about BCPE and certification. We hope to see you there!

FPE Continues to Move Forward

by Valerie Rice, PhD, CPE; FPE President
and Robert Smillie, PhD, CPE; FPE Director

The Foundation for Professional Ergonomics (FPE) was established in 2004 as a non-profit organization dedicated to advancing professionalism in ergonomics. Former BCPE Directors collaborated and initiated the FPE to promote ergonomics professionalism through educational activities and awards in ways inaccessible to BCPE as an accredited certification body. Our goals work in a symbiotic relationship to those of BCPE. FPE attained an IRS 501(c)(3) status enabling tax deductible donations from those sharing this dedication to profes-

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FPE Continues to Move Forward

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sionalism in ergonomics.

Recently, the FPE has initiated monthly strategic planning sessions to discuss and plan innovative ways to advance ergonomics professionalism. One outcome was a revision of its mission statement: To provide leadership in evolving and growing the ergonomics profession; bridge the gaps between research, education, and practice; and promote professionalism in ergonomics practice, all for the benefit of the public.

Other activities during this last year include honoring the second recipient of the Dieter W. Jahns Student Practitioner Award, teaching a preparation course for those planning to take the BCPE certification exam, and continuing work on Ergonomists without Borders. The Dieter W. Jahns Student Award went to Mr. Radin Umar for his project "Ergonomic Interventional Design of an Articulated Arm for Echocardiography Application. Mr. Umar is a PhD student in Integrated Systems Engineering at the Ohio State University. The award was presented during the student reception at the annual Human Factors and Ergonomics Society Conference in Las Vegas. In addition, certificates of appreciation were presented to two runners-up, Ms. Mary H. Schaeffer from Northeastern University for her project on Goal Directed Task Analysis, and Ms. Esme Shanley from Loughborough University for her project on the Design of Animal Care Centers.

The CPE preparation class was taught this year by Peter Budnick, PhD, CPE, at the Applied Ergonomics Conference. The twelve participants were pleased to receive additional information to guide them in their study before sitting for the exam.

Ergonomists without Borders continues a web-based presence and talks with representatives from Engineers without Borders have demonstrated some areas of mutual interest. For those who may be interested, please check out the website at <http://ergonomistswithoutborders.org/>

Finally, we've added two new board members: Harvey Cohen, PhD, CPE and David J. Cochran, PhD, CPE, sadly saying goodbye to Steven Casey, PhD, CPE, Susan Evans, PhD, CPE and the late Hal Hendrick, PhD, CPE. We thank them for their work with us and know our new board will continue the excellent work!

As the FPE moves forward, your participation and support in all of FPE activities is welcomed. Contact the FPE President, Valerie Rice, PhD, CPE at

valerie.rice@amedd.army.mil. Check out our new website at: www.ergofoundation.org

Highlights from the 2011 Annual and 2012 Mid-Year Meetings

2011 Annual Meeting in Las Vegas, NV



2011 Annual Meeting in Las Vegas, NV. Standing (left to right): Lynda Enos, MS, CPE; Hugh McLoone, MS, CPE; David Brodie, MS, CPE; Paul Green, PhD, CHFP; Kris Rightmire, BS; Jim Rudd, PhD, CUXP; Rachel Michael, MS, CPE; Marv Dainoff, PhD, CPE; Bill Boyd, MS, CPE; Joseph Cohen, PhD, CPE; David Copley, BEE.

- The exhibit sustained further damage in its transit to Las Vegas. It was agreed a new exhibit is needed and should be secured before exhibiting at the 2012 Applied Ergonomics Conference.
- The September financial report reflects a year-to-date drop in net worth for the first time in several years. While income generated by AEP/AHFP/AUXP candidates and the job bank has exceeded budget expectations, it has been relatively flat in our other revenue accounts.
- There are some remaining issues stemming from the web site's cosmetic update and server change. These need to be addressed before final payment is issued. Banner contributions have been added to the slideshow on the home page. The next step is to revise web content.
- *The Professional Ergonomist* was generated entirely in-house for the first time. It was suggested portions of the newsletter be published di-

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Highlights from the 2011 Annual and 2012 Mid-Year Meetings

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rectly to the web site, significantly reducing the page count. More frequent publication is desired. The use and value of social media was briefly discussed. The new lapel pin with the revised logo is in pre-production. The BCPE webinar hosted by HFES in May was well received. It was suggested sponsoring the HFES Student Lounge might give us more exposure than the Student Reception sponsorship as was done this year.

- Issues surrounding the 6/30/10 CoC deadline are winding down. The process should be less involved going forward owing to the small number of worksheets due each year and proposed document/process improvements. Jim Kondziela agreed to spearhead the CoC Committee moving forward.
- Exam revision progress continues. Next steps include item accuracy verification, followed by psychometric review and editing. Following this, the items can be validated thru a pilot exam. We will continue exploring the possibility of delivering the pilot exam electronically, as well as transitioning to a permanent computer-based delivery system. Marv Dainoff agreed to remain involved with the revision process with Jeff Fernandez and David Brodie providing Board oversight. There is interest in a review course, which will be referred to the FPE. It was recommended we document the rigor of the revision process in a visible document like the Candidate Handbook.
- The Foundation for Professional Ergonomics (FPE) President and BCPE Director Emeritus, Valerie Rice, dropped in to introduce herself and urged open communication between the two organizations. Jim Kondziela, current Board liaison, later reported the FPE had voted to increase its Board of Directors from 9 to 11 and to encourage certification by reimbursing the winner of the Dieter W. Jahns Student Practitioner Award the cost of applying for AEP/AHFP/AUXP certification.
- Peter Budnick, also a BCPE Emeriti, has been

serving as BCPE liaison to the IEA committee overseeing the possible alignment and mutual recognition of all ergonomics certification programs world-wide. BCPE's program is the most well established, thanks in part to NCCA accreditation. It was suggested we may want to revisit our reciprocity agreement with CREE (Centre for Registration of European Ergonomists) in light of our accreditation status, since CREE's program does not involve an exam like our process.

- Discussions with the ASSE's Ergonomics Practice Specialty Group about revising the CEA exam and/or certification process are still in progress at this time.
- During the breakout session, a student marketing initiative was developed, as well as plans for the pilot exam.
- BCPE staff changes were discussed. Both Kris and Karel have requested their hours be reduced. The Executive Committee has discussed these changes and recommends hiring a part-time Executive Director to enhance BCPE activities and help achieve goals. Subsequent discussions included developing the timeline, process and procedures for this activity.
- The proposed 2012 budget was approved after further review and refinement. As part of this process, it was approved to increase several certification-related fees effective January 1, 2012.
- It was suggested the current BCPE Appeal Policy be revised to include specific timelines for the different stages of the appeal process.
- Amendments to BCPE Confidentiality Policy were approved.
- A BCPE Exam Disclaimer Policy and a Conflict of Interest and Non Disclosure Agreement were approved and will be implemented.
- New Directors Joe Cohen and Rachel Michael were installed and welcomed onto the Board.
- Outgoing Director Marvin Dainoff was recognized with a plaque of appreciation for his nine years of outstanding Board service.
- The 2011-2012 slate of officers was approved: Jim Rudd, President; Dave Brodie, Vice-

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Highlights from the 2011 Annual and 2012 Mid-Year Meetings

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President; Hugh McLoone, Treasurer; and, Lynda Enos, Secretary.

2012 Mid-Year Meeting in Nashville, TN



2012 Mid-Year Meeting in Nashville, TN. Standing (left to right): Hugh McLoone, MS, CPE; Jeff Fernandez, PhD, CPE; David Brodie, MS, CPE; Jim Rudd, PhD, CUXP; Rachael Michael, MS, CPE; Jim Kondziela, PhD, CUXP; Karel Jahns, BS; Paul Green, PhD, CHFP; David Copley, BEE; Joseph Cohen, PhD, CPE; Bill Boyd, MS, CPE. (Not pictured: Lynda Enos, MS, CPE; Kris Rightmire, BS)

- The financial report was given. The December 2011 balance sheet showed a very small net worth increase over 2010, whereas the Profit and Loss Previous Year Comparison reflects a 20% net income loss. Finances will continue to be monitored closely, especially with the overstatement of maintenance fees income in the 2012 budget.
- The final two candidates for Executive Director were interviewed. The candidates' strengths and weaknesses were discussed following each interview. Later discussions culminated in the selection of Carol Stuart-Buttle, CPE, who was contacted by phone and offered the position during the meeting. She expressed her pleasure in being offered the job and indicated she would notify us of her decision following the weekend.
- Five problematic CoC worksheets remain in the system, an improvement over this time last

year. Other program refinements include creating sample worksheets; adding e-signatures to the worksheets; creating reviewer guidelines/instructions; and developing an audit process and procedures.

- Four HFES student chapter presentations have been held to date. Students are receptive and seem genuinely interested in certification. Additional presentations are scheduled for the fall.
- The revised lapel pins have been ordered and will be distributed to certificate holders when received.
- A draft RFP for updating the certificant database was reviewed. Upon finalization, it will be disseminated to vendors for bid. Project funding is a concern and may delay the project until next year.
- The exam revision project continues. The psychometric review and edit process has concluded. This input is being reviewed by the Exam committee. Timelines were set for the remaining steps in the process. Jeff Fernandez was formally appointed Committee Chair at Marv's recommendation. It was again suggested we document the detail that has gone into the construction of the exam. Paul Green volunteered to oversee this project.
- An update on BCPE HQ activities since the last meeting was given. Of note was the exam administration in Recife, Brazil the previous month and the administration planned in Langkawi, Malaysia in July. Ongoing use of the BCPE temporary worker has concluded due to scheduling issues and a decrease in staff workload. The new exhibit made its debut at the AEC conference and was well received.
- The adopted Conflict of Interest and Non Disclosure Agreement was signed by all Directors and will also be distributed to volunteers for signature.
- The Exam Disclaimer Policy has been recorded in the Policy and Procedures Manual and added to the exam materials.
- Timelines still need to be added to the appeal process for review at the annual business meeting.
- Our appeal requesting accreditation be extend-

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Highlights from the 2011 Annual and 2012 Mid-Year Meetings

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ed to the CUXP credential was approved.

- Leveraging the use of recruiting analytics (e.g., BCPE certification required or preferred) and salary benefits in marketing the value of certification were discussed.
- The idea of making AEP/AHFP/AUXP certification a terminal designation was discussed at length and could potentially tie in with CEA certification, although other ideas/concepts for the CEA are being considered. Further discussion on this topic is slated for the annual meeting.
- Jeff Kelley, CHFP; Pieter Kruithof, CPE; and Cindy Whitehead, CPE were elected to the Board of Directors will begin their terms at the end of the Annual Meeting in Boston, MA this fall.

Application and Examination Information

Applicants for BCPE certification must meet specific education and work experience requirements to qualify for the written examination. Last year, 72 applications were received by the BCPE: 16 CPE/CHFP/CUXP applications, 11 AEP/AHFP/AUXP to CPE/CHFP/CUXP applications, 40 AEP/AHFP/AUXP applications and 5 CEA applications.

Certification is awarded when a candidate successfully passes the written examination for designation as a CPE/CHFP/CUXP, AEP/AHFP/AUXP or CEA. A summary of candidates' exam performance for 2011 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP/CUXP	16	14	88
AEP/AHFP/AUXP To CPE/CHFP/CUXP	9	9	100
AEP/AHFP/AUXP	6	6	100
CEA	10	4	40

Individuals with the CPE, CHFP and CUXP designation must submit a Continuance of Certification (CoC) worksheet every five years. A summary of the 2006-2011 CoC cycle follows below.

	<u>2006-2011</u>
CoC Worksheets Due	30
CoC Worksheets Submitted	24
CoC Worksheets in Review	2
CoC Worksheets Not Submitted or Incomplete	2
Leave of Absence Granted	2
Retired Status Granted	0
Overall Compliance Rate	80%

Volunteer Acknowledgement

by Kris Rightmire, BS

We would like to thank and recognize everyone who has donated their time and talent to BCPE in the last year. We greatly appreciate your service to the organization and those seeking BCPE certification. If we've inadvertently omitted your name, please know your efforts are very much appreciated.

We do ask our volunteers to submit a signed and dated confidentiality/nondisclosure form to protect the confidential and private information of our applicants, certificate holders and exam data.

If you are interested in volunteering, we welcome your involvement! We have a handful of standing committees, as well as several other certification-related activities that would benefit from your assistance. In particular, we are seeking volunteers to help staff the BCPE exhibit at the upcoming HFES Annual Meeting in October and the ErgoExpo in December. If you would like to help with this activity, or if you would just like more information about BCPE volunteer opportunities, please contact Kris Rightmire at bcpehq@bcpe.org.

Tom Albin, MS, CPE
 David Alexander, MSIE, CPE
 Gary Allread, PhD, CPE
 David Beattie, BAsC, CHFP ret.
 Barry Berson, MA, CPE
 Bill Boyd, MS, CPE
 Ted Braun, MA, CPE
 Jeff Brewer, PhD, CPE
 Gaylord Bridegan, MS, CPE
 David Brodie, MS, CPE

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Volunteer Acknowledgement

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Jeremy Brooks, MSc, CHFP
 Russ Brown, PhD, CPE
 Peter Budnick, PhD, CPE
 Barrett Caldwell, PhD, CHFP
 Jim Chiang, MSc, CPE
 Cindy Ching, MHS, CPE
 George Chuckrow, BA, CPE
 Harvey Cohen, PhD, CPE
 Joe Cohen, PhD, CPE
 David Copley, VP, EMCOR Group
 Marv Dainoff, PhD, CPE
 Bill Elliott, MS, CPE
 Lynda Enos, MS, CPE
 Kathleen Espinoza, MBA, CPE
 Max Fogleman, PhD, CPE
 Bob Fox, PhD, CPE
 Jeff Fernandez, PhD, CPE
 Jim Fullmer, MSIE, CUXP
 Rick Goggins, MS, CPE
 Paul Green, PhD, CHFP
 Manohita Gurram, MS, CHFP
 Craig Halpern, MS, CPE
 Chris Hamrick, MSIE, CPE
 Laura Hintz, MIE, CPE
 Paul Hickey, MEd, CPE
 Virginia Hixson, MS, CPE
 Andy Imada, PhD, CPE
 Roger Jensen, PhD, CPE
 Bradley Joseph, PhD, CPE
 Dan Johnson, PhD, CPE
 Gene Kay, MS, CEA
 Dan Kelaher, PhD, CPE
 Dick Kelly, PhD, CPE
 Jim Kondziela, PhD, CUXP
 Tom Lambert, MS, CPE
 Ron Laughery, PhD, CPE
 Bill Lenharth, PhD, CHFP
 David Lenorovitz, PhD, CPE
 Arnie Lund, PhD, CUXP
 Dan MacLeod, MA, CPE
 Mike Maddox, PhD, CHFP
 Pamela McCauley-Bush, PhD, CPE
 JimMcGlothlin, PhD, CPE
 Dan McHugh, MS, CPE
 Hugh McLoone, MS, CPE
 Susan Meadows, MS, CPE
 Bill Mergen, MA, CPE

Rachel Michael MSc, CPE
 Jay Miller, PhD, CPE
 Bob Moritz, MA, CUXP
 Jeanette Murphy, BS, CEA
 Jeff Nelson, MS, CPE
 Lee Ostrom, PhD, CPE
 Mike Palmer, MS, CPE
 Sonia Paquette, DESS, CPE
 Kay Paul, MSPH, CPE
 Brian Peacock, PhD, CPE
 Miguel Perez, PhD, CPE
 Jay Pollack, PhD, CHFP
 Vern Putz-Anderson, PhD, CPE
 Randy Rabourn, MSIE, CPE
 Vincent Racco, BSc, CPE
 Kavitha Raja, PhD, CHFP
 James Rethaber, PhD, CPE
 Joseph Rolecki, MBA, CPE
 Michael Rodriguez, PhD, CHFP
 John Rosecrance, PhD, CPE
 Jim Rudd, PhD, CUXP
 Ron Schaible, MS, CPE
 Ron Shapiro, PhD, CHFP
 Bob Smillie, PhD, CPE
 Jim Smith, PhD, CPE
 John Stevenson, PhD, CEA
 Jack Stuster, PhD, CPE
 Thomas Varghese, MS, CPE
 Kevin Weaver, MA, CEA
 Heather White, MIE, CPE
 Chuck Woolley, MSE, CPE
 Sandra Woolley, PhD, CPE
 Ursula Wright, PhD, CPE

Fee Increases

As of 1/1/2012

Exam Fees		
CEA exam fee	\$150	\$200
Retake CEA exam fee	\$75	\$200
Retake CPE exam fee	\$125	\$250

Late Fee		
Late fees for AEP, CPE, CEA and CoC	\$15 or 25	\$35

(Continued on page 11)

Fee Increases

(Continued from page 10)

Retirement Fee		
Retirement fee (one-time)	\$125	\$150

Application Processing Fees		
CPE application processing fee	\$100	\$125
CEA application processing fee	\$100	\$125

Maintenance Fees		
CPE/CHFP/CUXP	\$125	\$135
AEP/AHFP/AUXP	\$75/\$125	\$90
CEA	\$90	\$100

BCPE Calendar of Events

October 21, 2012 BCPE Exam in Boston, MA at the Annual Meeting of the Human Factors & Ergonomics Society (HFES). Postmark deadline for application: June 21, 2012.

October 23, 2012 BCPE Networking Reception, Boston, MA.

October 25-26, 2012 BCPE Annual Business Meeting, Boston, MA.

December 3, 2012 BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition (ErgoExpo). Postmark deadline for application: August 3, 2012.

March 18, 2013 BCPE Exam in Dallas, TX at the Applied Ergonomics Conference. Postmark deadline for application: November 19, 2012.

April 8, 2013 BCPE Exam at various locations around the U.S. and Canada. Postmark deadline for application: December 8, 2012.

May 19, 2013 BCPE Exam in Montreal, Quebec at the American Industrial Hygiene Conference & Exposition (AIHce). Postmark deadline for application: January 21, 2013.

September 29, 2013 BCPE Exam in San Diego, CA at the Annual Meeting of the Human Factors & Ergonomics Society (HFES). Postmark deadline for application: May 29, 2013.

November/December 2013 BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition (ErgoExpo). Postmark deadline for application: July/August 2013.

Annual Financial Report

by Karel Jahns, BS

In 2011, BCPE revenues totaled \$156,620 and expenses were \$138,642. This information is itemized below. Income was down 7.4% over 2010; however, expenses were also down 5.6%. Although net income was down 19.5%, our balance sheet showed a 0.8% gain over 2010. Some slight gains were seen in AEP, job bank and miscellaneous income. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees and sponsorship donations. The largest expense categories in 2011 consist of office administration (which again included a part-time temporary worker the full year), exam development, web redesign and costs associated with business meetings.

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

REVENUE	
Application CPE/CHFP	\$6,150
Application AEP/AHFP	4,950
Application CEA	1,000
Maintenance Fees	127,144
Sponsorship Donations	9,000
Late Fees	2,945
Job Bank	3,165
Interest	623

(Continued on page 12)

Annual Financial Report

(Continued from page 11)

Miscellaneous	1,193
Exam Retake Fees	<u>450</u>
Total Revenue	\$156,620

EXPENSES

Salaries	\$70,755
Payroll Expenses	7,963
Med. Insurance	10,545
Utilities	1,200
Telephone/Fax/Internet	2,752
Hard/Software Main/Repair	610
Casualty/Property Insurance	307
Office Supplies	709
Postage/Shipping	1,549
Copying/Printing	286
HQ Staff Travel	4,174
Business Meetings	3,368
Networking Reception	0
Dues/Subscriptions/Fees (NCCA, ICE, PO Box)	4,551
Professional Consultants	2,064
Taxes	2,783
Bankcard sales %	4,767
Capital Improvements	550
Miscellaneous (Calligraphy, Awards)	1,134
Info Dissemination-Marketing	5,893
Newsletter	66
Website	4,737
Standards Devel/Admin (Exam/App Eval/CoC)	6,709
Depreciation	<u>1,169</u>
Total Expenses	\$138,641

Changes to the 2011-12 Directory of BCPE Certificate Holders

BCPE would like to congratulate 77 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,208.

- 925 CPEs/CHFPs/CUXPs
- 101 retired status CPEs/CHFPs/CUXPs or CEAs
- 115 AEPs/AHFPs/AUXPs
- 67 CEAs

New certificate holders are:

CPEs/CHFPs/CUXPs

Abby A. Barr, MSE, CPE

*Leah N. Beebe, MSIE, CPE
 *Ian C. Bertmaring, MS, CPE
 Julie L. Brazier, MHK, CPE
 Amy L. Brown, MS, CPE
 Cecilia M. Chan, BSc, CPE
 Heather J. Colbert, BAS, CHFP
 *Aaron J. Derouin, MHK, CPE
 Larry G. Duke, MSIE, CPE
 Joe B. George, MS, CHFP
 +Mathew P. Green, BSc, CPE
 Vernon Chad Hansen, MS, CPE
 +Martin G. Helander, PhD, CHFP
 Eric R. Holton, PhD, CPE
 +Melissa S. Jacobson, MS, CPE
 *Darcey O. Jaremey, BScK, CPE
 Tabbeus M. Lamoureux, MSc, CHFP
 *Maggie Jiao Ma, PhD, CHFP
 *Ruiqi Ma, PhD, CHFP
 Alyssa M. McKinley, BSc, CPE
 Danny S. Nou, MS, CPE
 Marissa Pentico, MEd, CPE
 *Jonisha P. Pollard, MS, CPE
 Patricia E. Racco, BS, CPE
 Peggy E Ross, MS, CPE
 *Sarah E. St. Pierre, MHK, CPE
 *Sherry S. Thaxton, PhD, CPE
 Allen S. Yagjian, MS, CPE
 Richard M. Zobarich, MA, CHFP

*AEPs/AHFPs/AUXPs transitioning to CPE/CHFP/
 CUXPs
 +Reinstated

AEPs/AHFPs/AUXPs

Brock A. Anderson, MEd, AEP
 ~Tami A. Blackwell, MS, AEP
 ~Alexandra C. Burn, MS, AEP
 John L. Carmen, PhD, AHFP
 Wei-Chun Chen, MS, AEP
 Sandra S. Cole, MS, AEP
 Ryan N. Cowart, MS, AEP
 ***Ralph H. Cullen, MS, AEP
 Ryan A. Davis, MS, AEP
 Vanessa P. del Aguila, MS, AEP
 Phillip L. Demont, MS, AEP
 Arthur Dumont, MA, AEP
 Lauren C. Gant, MS, AEP
 Jennifer A. Gober, MS, AEP

(Continued on page 13)

Changes to the 2011-12 Directory of BCPE Certificate Holders

(Continued from page 12)

Katherine E. Grosteffon, MS, AEP
Drew R. Harnish, MS, AEP
***Egbert J. Hendrikse, PhD, AHFP
Evanda V. Henry, MS, AEP
Matthew F. Herron, MSc, AEP
Krista Hoffmeister, MS, AEP
Mohammad I Jeelani, MS, AEP
Quaneisha L. Jenkins-Penha, MS, AHFP
***Bochen Jia, MS, AEP
Ross T. Koehler, MS, AEP
***Shreya Kothaneth, MS, AUXP
***David L. Linkenauger, Jr., MS, AEP
Shannon L. MacNeil, MS, AHFP
Kerri L. Maurina, MS, AEP
Paul D. McKay, MAsC, AHFP
Anthony R. Mixco, MS, AEP
Megan L. Morales, MSPH, AEP
Benjamin Osafo-Yeboah, MS, AHFP
Anuja A. Patil, MS
Ashley H. Pearce, MISE, AEP
Bryan R. Picco, MSc, AEP
Kyle A. Saginus, MS, AEP
Natalie V. Schwathka, MS, AEP
Angela M. Setera, MISE, AEP
***Avinab Singh, MS, AUXP
***Danielle M. Smith, MS, AHFP
***Scott N. Smith, MSIE, AEP
Wei Tianyang, MISE, AEP
Fehime Utkan, MS, AEP
Hanniebey D. Wiyor, MS, AHFP
Kristi L. Young, MS, AEP
***Biwen Zhu, PhD, AHFP

***By exam waiver as a graduate of an IEA Federated Society's accredited ergonomics/human factors degree program
~By exam
By 80% coverage of the EFM from a non-accredited ergonomics/human factors degree program

CEAs

Lou Laflamme, MSc, CEA
Daniel G. Wisner, BS, CEA

The following are no longer current in their certification:

Sudhir Alchuru
Dennis Attwood
Keith Bishop
Agnieszka Bojko
Roel Enriquez
Frank Foss
Claire Ganley
Richard Hughes
Carole Hunter
Anthony Majoros
Gloria McConnell
Dennis Mitchell
Jon Moldestad
Jean Nadeau
Patrick J. O'Brien
Erika Orrick
Mary Peters
Wolfgang Pohl
Robert Rummer
Lawrence Rush
Shalish Saigal
M. Gregory Smith
Fred Turin
Ryan Urquhart

Lost

BCPE has lost contact with Sukwon Kim, PhD, AEP, formerly in Commerce, TX; and Barbara Terry, BA, CEA, formerly of Houston, TX. If you know how we can reach Sukwon or Barbara, please let us know.

Retired Status

BCPE offers a retired status for those certificate holders who no longer practice or who practice no more than 15 hours per month. Retired status is awarded upon approval of the certificate holder's statement of work plus payment of a \$150 lifetime fee. There are currently 101 holding the retired status.

In Memoriam

BCPE learned Stu Parsons, PhD, CPE ret., Donald Parks, CPE ret. and Michael Pianka, PhD, CPE passed away in the last year. Our hearts go out to their family and friends.

BCPE Job Bank

The BCPE Job Bank provides a link between employers and human factors/ergonomics/user experience professionals. Employers can reach qualified job seekers by posting available job openings or editing existing ones. Job seekers can view all available positions or narrow their search to a targeted listing by specifying location, industry type, or other available criteria.

Check out the Job Bank at <http://www.bcpe.org> as new positions have just been added.

As a reminder, certificate holders get a 15% discount in posting fees. For a three-month ad, certificate holders pay \$255 versus \$300 for non-certificate holders.

Professional Development Opportunities

September 2012

Puget Sound Human Factors and Ergonomics Society Chapter's 2012 Occupational Ergonomics Symposium and Workshop, September 19th & 20th, Museum of Flight, Seattle, WA, <http://www.pshfes.org/>.

October 2012

Materials and Sensations 2012, October 10-12, Pau, France, <http://www.2psm.fr/ms2012/>.

4th International Conference on Automotive User Interfaces and Interactive Vehicular Applications (AutomotiveUI12), October 17-19, Portsmouth, NH, <http://www.auto-ui.org>.

56th Annual Meeting of the Human Factors and Ergonomics Society, October 22-26, Westin Boston Waterfront Hotel, Boston, MA, www.hfes.org/WebHFESMeetings/2012annualmeeting.html

November 2012

AAAI 2012, November 2-4, Arlington, VA, <http://www.sis.pitt.edu/~mlewis/Swarms.htm>.

Experiencing Light 2012, November 5-6, Eindhoven, The Netherlands, <http://www.experiencinglight.nl>.

Human Factors and Ergonomics Society of New Zealand Conference 2012 "Getting it Right - The role of Human Factors and Ergonomics in

Sustainability, November 22-23, Taupo.

January 2013

American Association for Hand Surgery 2013 Annual Meeting, January 9-12, Naples, FL, <http://meeting.handsurgery.org/>.

March 2013

2013 Symposium on Human Factors and Ergonomics in Health Care: Advancing the Cause, March 11-13, Baltimore Marriott Waterfront Hotel, Baltimore, MD.

June 2013

Safety 2013: ASSE Professional Development Conference & Exposition, June 24-27, Las Vegas Convention Center, Las Vegas, NV, <http://www.asse.org/education/expo13/index.php>

July 2013

HCI International 2013, July 21-26, Las Vegas, NV, <http://www.hcii2013.org/>.

Short Courses

Harvard School of Public Health Center for Continuing Professional Education

Work, Health, and Wellbeing: Strategic Solutions for Integrating Wellness and Occupational Safety and Health in the Workplace. September 17-20, Boston, MA.

Ergonomics and Human Factors: Strategic Solutions for Workplace Safety and Health. October 1-4, Boston, MA.

Ohio State University

Putting Ergonomics into Practice. October 16-19, Columbus, OH.

OSHA 2250 - Principles of Ergonomics. December 11-13, Columbus, OH.

University of Michigan Engineering

Redesigning the Face of Human Factors Engineering. July 23-28; July 30-Aug 03, Ann Arbor, MI.

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

Summer 2012

Volume XX Number 1

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