



THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

Board of Certification in Professional Ergonomics · 2950 Newmarket St. · Suite 101 PMB 244 · Bellingham · Washington · 98227
Phone (888) 856-4685 · Fax (866) 266-8003 · e-mail: bcpehq@bcpe.org · <http://www.bcpe.org>

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BCPE Announces Pilot Exam As Part of Updated Certification Process

Bellingham, WA - The Board of Certification in Professional Ergonomics (BCPE) is pleased to announce the launch of a new certification exam for professional certification that will be available online and administered electronically for the first time at test centers nationwide.

Carol Stuart-Buttle, Executive Director of the BCPE, states "...this exam is the culmination of several years' worth of work by the Board, and contribution from subject matter experts from around the world." The exam is being piloted prior to launch to the public. The effort to recruit potential certificants occurred from May through November in preparation for the pilot. Stuart-Buttle adds "... the launch of this new exam and the offering of electronic administration are exciting events for the organization as we update our processes to reflect the evolution of our profession and identify improved opportunities for delivering our product to the public."

The pilot exam process officially launched on May 1, 2013. The pilot exam information is available online at the BCPE website: www.bcpe.org. A "Pilot Packet" can be downloaded. Due to the nature of the pilot process

and the contribution participants will be providing to the Board of Directors, the BCPE reduced its exam fee by 50% as an incentive for pilot participants.

The BCPE coupled the launch of the new exam with an update to its requirements for applying for certification. David Brodie, President of the BCPE, explains "The BCPE reached a decision at a meeting in March to modify the degree requirements for applying from a minimum of a master's to a bachelor's." Brodie further commented, "The board reviewed our process and recognized the fundamental requirements for the academic portion of our application is a set of specific core competencies. Given the advancement of new online and continuing educational opportunities for meeting this requirement, our choice became clear on how we should evaluate applicants moving forward. The overall educational requirements for applying remain the same, but the pathways for achieving this goal are now more diverse, which is a good thing for our profession."

Further details regarding these changes are provided on the BCPE website.

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BCPE Address Update

Our new mailing address:

BCPE

2950 Newmarket St.

Suite 101 PMB 244

Bellingham, WA 98227

Meet Our New Directors

We thank outgoing Directors, Bill Boyd and David Copley for their service. Bill served two terms on the board and held the position of Vice President. David was our first Director at-Large who served for several years until he had to step aside due to commitments. We appreciate the dedication and contribution Bill and David gave to BCPE. We welcome two new Directors to the BCPE board.

Matt Pierce, MBA

Matt is the Director, of Productivity, Quality and Safety Director at EMCOR Group in Salt Lake City, UT. He brings more than 15 years experience working in many roles in the specialty construction and facilities services industries.



*New Director at-Large
Matthew Pierce, MBA*

Matt has worked with companies to improve safety performance resulting in one of the best records in the industry. He has also been instrumental in helping many EMCOR companies plan for the worst with business continuity planning.

A frequent speaker, Matt has presented information on productivity and quality improvement and business continuity planning to audiences from the National Electrical Contractors Association (NECA), the International Foundation for Employee Benefit Plans (IFEBC) and the American Society for Quality (ASQ) Design and Construction Division.

Fadi Fatallah, PhD, CPE

Fadi Fathallah is a Professor in the department of Biological and Agricultural Engineering at University of California (UC) Davis. He directs the Occupational Biomechanics Laboratory and the UC Agricultural Ergonomics Research Center, and he is a member of the Center for Occupational and Environmental Health and the Western Center for Agricultural Health and Safety. Fadi's research interests revolve around the assessment and prevention of occu-



*New Director
Fadi Fatallah, PhD,
CPE*

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2014 Executive Committee

Elected by the Directors at the Annual meeting on October 5, 2013, BCPE is happy to announce the 2014 Executive committee:

President	David Brodie
Vice-President	Joseph Cohen
Secretary	Rachel Michael
Treasurer	Hugh McLoone

Highlights from the 2013 Annual Meeting

2013 Annual Meeting in San Diego, CA



*2013 Annual Meeting in San Diego, CA. Standing (left to right):
Carol Stuart-Buttle, MS, CPE; David Brodie, MS, CPE; Jeff Fernandez, PhD, CPE; Rachel Michael, MS, CPE; Jeff Kelley, CHFP; Cindy Whitehead, MHS, CPE; Paul Green, PhD, CHFP; Fadi Fatallah, PhD, CPE; Joseph Cohen, PhD, CPE.*

- The Associate Ergonomics Professional (AEP) certification is growing. People perceive certification as needed to become and remained employed. There was strong interest at the BCPE presentation in the student lounge at the 2013 Annual Meeting of the Human Factors and Ergonomics Society (HFES).
- A new website for BCPE is under development. Wireframes and design is completed. A 2014 launch is anticipated.
- *The Professional Ergonomist* will continue to be produced in-house by the Board. The newsletter will become more concise editions published several

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times a year. The Annual Report will be a separate document.

- The Exam Committee reported that almost 50 applicants are approved to date for the Pilot Exam. Committee members went through the mechanics of taking the exam, providing useful information about the user experience.
- The Outreach Committee provided an update on the Student presentations that are on-going. The BCPE brochure will be updated. BCPE Board members will reach out to overdue Certificant Holders to maintain contact.
- HFES is interested in working with Foundation for Professional Ergonomics (FPE) to develop and deliver exam preparation modules. Individuals involved with exam development will not be able to participate in this effort.
- Committee structure was revisited and consolidated into three committees:
 - ◇ Certification (Chair – Jeff Fernandez),
 - ◇ Communication (Chair – Cindy Whitehead),
 - ◇ Outreach (Chair – Rachel Michael).

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Dainoff Honored at the BCPE Networking Reception



Marvin Dainoff, PhD, CPE

Marvin Dainoff, PhD, CPE received the BCPE's Distinguished Service Award during the Networking Reception hosted by BCPE at the 2013 HFES Annual conference in San Diego. Marv was recognized for his leadership and advancement of the BCPE, including revision and validation of the Ergonomics Formation Model and certification exams, which has left a blueprint for future exam iterations. During the reception, Marv thanked the BCPE volunteers with whom he served, and acknowledged the many others whom set the stage for the current exam committee's final steps in culminating our new pilot exam. With this award the BCPE would like to acknowledge and thank Marv for his service, which spans far beyond his two terms on the board (2002-2011).

Applications for CEA Closed

The BCPE Board of Directors decided to no longer support new applications for the Certified Ergonomics Associate (CEA) certification. The decision came after considerable critical analysis of the program including evaluation of the requirements, the examination and relationship to the Certified Professional Ergonomist (CPE) certification. The recent change of the CPE minimum educational requirement from a master's to a bachelor's degree placed further question on continuing to offer the CEA.

We value our certificants who have achieved the CEA and will continue to support and maintain the certification status; however, no new candidates will be processed. The credential will remain evident in our materials and on our website.

Highlights from the 2013 Mid-Year Meeting

2013 Mid-Year Meeting in Dallas, TX

The emphasis of the 2013 midyear meeting was on strategic goals and direction. The first day was devoted to discussions regarding BCPE mission/value highlighting strategic planning and decision making. These BCPE core values will guide decisions made by the board:

- We are a non-profit organization.
- We define the applied profession of ergonomics with clarity for applicants, certificants, and the community.
- We provide a clear pathway to achieve certification, promoting the standards required to be a certified professional in human factors and ergonomics.
- Our certification process is performed to a level of diligence to maintain accredited status.
- The Directors approved a motion to stop accepting applications for the CEA when a bachelor's pathway to CPE was in place. The BCPE will continue to honor the CEA.
- The Directors also discussed a motion to adjust CPE educational requirements to bachelor's degree plus equivalent accredited educational coursework to match the Ergonomist Formation Model (EFM), conditional upon approval from the accreditation

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Annual Financial Report

In 2012, BCPE revenues totaled \$170,655 and expenses were \$168,680. This information is itemized below. Income was up 9.0% over 2011; however, expenses were also up 21.7%. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees and sponsorship donations. The largest expense categories in 2012 consist of office administration, exam development, and costs associated with business meetings.

If you have any questions regarding this report, please contact Kris Rightmire, Executive Administrator.

REVENUE

Application CPE/CHFP	\$9,850
Application AEP/AHFP	2,990
Application CEA	1,875
Maintenance Fees	139,140
Sponsorship Donations	7,000
Late Fees	3,740
Job Bank	2,310
Interest	848
Miscellaneous	1,927
Exam Retake Fees	<u>975</u>
Total Revenue	\$170,655

EXPENSES

Salaries	\$82,607
Payroll Expenses	9,168
Med. Insurance	10,022
Utilities	1,550
Telephone/Fax/Internet	3,690
Casualty/Property Insurance	380
Office Supplies	856
Postage/Shipping	2,462
Copying/Printing	629
HQ Staff Travel	4,084
Business Meetings	14,524
Networking Reception	0
Dues/Subscriptions/Fees (NCCA, ICE, PO Box)	4,687
Professional Consultants	5,092
Taxes	2,958
Bankcard sales %	5,760
Capital Improvements	0
Miscellaneous (Calligraphy, Awards)	2,051
Info Dissemination-Marketing	5,674
Newsletter	0
Website	1,735
Standards Devel/Admin (Exam/App Eval/CoC)	10,440
Depreciation	<u>0</u>
Total Expenses	\$168,680

BCPE Certificate Holder Needs Survey

The board is conducting a series of thirty minute phone interviews with BCPE certificate holders to understand their needs. If you are interested in participating, please contact Piet Kruithof at pieter.c.kruithof-jr@hp.com

Application and Examination Information

Applicants for BCPE certification must meet specific education and work experience requirements to qualify for the written examination. Last year, 80 applications were received by the BCPE: 26 CPE/CHFP/CUXP applications, 11 AEP/AHFP/AUXP to CPE/CHFP/CUXP applications, 36 AEP/AHFP/AUXP applications and 7 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 2012

Examination	#Examinees	# Passed	% Passed
CPE/CHFP/CUXP	28	23	82
AEP/AHFP/AUXP To CPE/CHFP/CUXP	5	5	100
CEA	5	0	0

appears below.

Individuals with the CPE, CHFP and CUXP designation must submit a CoC worksheet every five years. A summary of the 2007-2012 CoC cycle follows below.

	<u>2007-2012</u>
CoC Worksheets Due	40
CoC Worksheets Submitted	39
CoC Worksheets in Review	0
CoC Worksheets Not Submitted or Incomplete	0
Leave of Absence Granted	0
Retired Status Granted	1
Overall Compliance Rate	100%

Volunteer Acknowledgement

We would like to thank the numerous certificants who have 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 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. If you would like more information about BCPE volunteer opportunities, please contact Kris Rightmire at bcpehq@bcpe.org.

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.

Changes to the 2012-13 Directory of BCPE Certificate Holders

BCPE would like to congratulate 87 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,258.

- 1036 CPEs/CHFPs/CUXPs
- 113 retired status CPEs/CHFPs/CUXPs or CEAs
- 154 AEPs/AHFPs/AUXPs
- 68 CEAs

New certificate holders are:

CPEs/CHFPs/CUXPs

ConneMara Bazley, MA, CHFP

Todd J. Beck, MS, CPE

Jay E. Clasing, PhD, CPE

Angela M. Colcombe, PhD, CHFP

~Yasamin Dadashi, PhD, CHFP

Jonathan Dropkin, MS, CPE

*H.C. Neil Ganey, PhD, CHFP

*Jennifer A. Gober, MS, CPE

*Dawn M. Gray, MA, CHFP

*Eileen B. Hoff, PhD, CHFP

*Michael J. Hoonhorst, MS, CPE

Jeanne M. Iverson, MS, CPE

*Matthew N. Jaskowiak, MS, CPE

Cindy M. Lawton, MA, CPE

Yi-Nien Carrie Lin, MS, CPE

*Kelly S. Lynch, MS, CPE

Dawn M. Martin, PhD, CPE

*Guillermo M. Martinez de la Teja, MSc, CPE

*Kerri L. Maurina, MS, CPE

Jennifer L. McGillis, MSc, CPE

Brian J. McInnes, MHK, CPE

Amjad A. Ramahi, MS, CPE

Jennifer G. Rappaport, MA, CPE

Carrie J. Scheel, EdD, CPE

*Robert W. Stuthridge, PhD, CPE

Matthew Tom, MS, CPE

Lori L. Winnemuller, MS, CPE

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

~CREE Reciprocity

AEPs/AHFPs/AUXPs

Joseph Akyeampong, BSc, AEP

Patrick J. Almas, MISE, AEP

Saif K. Al-Qaisi, PhD, AEP

Kevin J. Barefield, MS, AEP

Lauren J. Barnard, MPH, AEP

Patrick D. Bickerton, BSc, AHFP

Chase S. Boothe, MS, AUXP

Michael P. Clamann, MSIE, AHFP

Nigel D. Collins, MISE, AEP

Stephen L. Dorton, MS, AHFP

Rachel K. Edgar, MISE, AEP

Rachel A. Eigen, MISE, AEP

Joshua D. Fick, MSc, AEP

Timothy N. Foulks, MS, AEP

Minu Shikha Gandhi, PhD, AEP

Matthew S. Gilliam, MS, AEP

Nirathi Keerthi Govindu, PhD, AEP

Celal Gungor, PhD, AEP

Keri S. Harris, MS, AEP

Beau M. Helton, MISE, AEP

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Highlights from the 2013 Annual Meeting

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- David Brodie gave a preview of his webinar for American Society of Safety Engineers (ASSE) on Pathway to Certification. ASSE and National Ergonomics Conference and Exposition (NECE) are webinar opportunities.
- The 2013-2014 slate of officers was approved: David Brodie, President; Joseph Cohen, Vice President; Rachel Michael, Secretary; Hugh McLoone, Treasurer.

Changes to the 2012-13 Directory of BCPE Certificate Holders

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Evanda V. Henry, MS, AEP
McKenzie M. Henry, MS, AEP
Jamyne M. Hickman, PhD, AUXP
David J. Housman, BS, AUXP
Aditya Jayadas, PhD, AEP
Mohammad I. Jeelani, MS, AEP
Jonathan E. Johnson, DC, AEP
John Benhur Jonnalagadda Timothy, MSEM, AEP
Ashley B. Karr, MS, AUXP
Peiyi Ko, PhD, AEP
Zhangfan Lin, MISE, AEP
David L. Linkenauger, Jr., MS, AEP
Ricardo D. Muñoz Da Costa, MS, AEP
Brian B. Nguyen, MISE, AEP
Jack O. Ogutu, MISE, AEP
Katherine E. Olson, MA, AHFP
Jongsoon Park, MS, AHFP
Rachel L. Parker, MISE, AEP
Robert J. Paulsen, MS, AEP
Bryan R. Picco, MSc, AEP
Michael W. Porter, MISE, AEP
Todd R. Ramsey, MS, AEP
Natalia Russi-Vigoya, MS, AHFP
Mradul Sangal, MISE, AHFP
Sijun Shen, MISE, AEP
Cory-Ann C. Smarr, MS, AHFP
Lucas C. Smith, MS, AEP
Rahul Soangra, PhD, AEP
Aresio V. Souza, MS, AEP
Richard E. Stocker Jr., MS, AEP
Ruoliang Tang, MISE, AEP

Jennifer P. Teves, MA, AHFP
Anthony T. Thomas, MS, AHFP
J'ai W. Watson, MS, AEP
Kelly M. Wilson, MS, AEP
Xuefang Wu, MS, AHFP
Glenda D. Young, MISE, AEP
Anzhi Zhang, MISE, AEP

CEAs

Azadeh Imandel, BS, CEA
Anthony S. Sanchez, MSc, CEA

The following are no longer current in their certification:

John Abraham
Christopher Brunette
Laura Czuba
Kristianne Egbert
Zachary Fijal
Joseph Hale
Monica Johnson
Barry Kantowitz
Sukwon Kim
Robert Klein
Andrea LaComb
Mark Lawrence
Stephanie Looney
Terry Morris
Michael O'Brien
Peter Pagerey
C. Brian Peace
Patricia Seeley
Barbara Terry
Caren Wenner
Ben Werner
Yusuke Yamani

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.

In Memoriam

BCPE learned Nina Poppelsdorf passed away in the last year. Our hearts go out to her family and friends.

Meet Our New Directors

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pational musculoskeletal disorders, especially among agricultural workers in California and in developing countries. Recently, Fadi was appointed Director of the Education Abroad Program and Independent Programs at UC Davis. Prior to joining UC Davis in 1999, he spent four years as a Senior Research Associate at the Liberty Mutual Research Center for Safety and Health in Hopkinton, Massachusetts.

Fadi received a BS in Industrial Engineering from Texas Tech University, a MS in Human Factors Engineering from Virginia Tech, and a PhD in Occupational Biomechanics/Ergonomics from The Ohio State University. Fadi is the chair of the International Ergonomics Association's Technical Committee on Agriculture, and he has previously served as Program Chair of the Human Factors and Ergonomics Society's Industrial Ergonomics Technical Group.

The BCPE would like to acknowledge and thank our 2012-2013 Sponsors for their support of BCPE's strategic goals.

Highlights from the 2013 Mid-Year Meeting

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- board. The motion was approved unanimously.
- The Exam Committee provided an update regarding exam revision and the pilot exam. The new exam will be 125 questions during 3 hours. The Exam Committee proposed a calendar of the Pilot process.
- Plans and next steps for the web site redesign were presented and discussed. New site maintenance will include use of ethn.io and google analytics.
- Paul Green, PhD, CHFP and Jeff Fernandez, PhD, CPE were elected to serve second terms. Fadi Fatalah, PhD, CPE was elected for the third director.

Board of Certification

2012-2013 Sponsors

PLATINUM



GOLD



David J. Cochran,
PhD, CPE



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in Professional Ergonomics

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Editor: Cindy Whitehead, MHS, CPE

Associate Editor: Joseph Cohen, PhD, CPE

Executive Director: Carol Stuart-Buttle, MS, CPE

Executive Administrator: Kris Rightmire, BS

BCPE Directors:

David M. Brodie, MS, CPE, President

Joseph Cohen, PhD, CPE, Vice-President

Hugh E. McLoone, MS, CPE, Treasurer

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Matthew Pierce, MBA

Cindy R. Whitehead, MHS, CPE

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