



THE PROFESSIONAL ERGONOMIST

Fall | Winter
2014

The Newsletter of the Board of Certification in Professional Ergonomics

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President's Message

by Joseph Cohen, PhD, CPE
President

When someone wants to know your occupation in casual conversation, they will probably say, "What do you do?" When this happens, how do you answer? Do you call yourself an ergonomist, human factors professional, or user experience professional? Perhaps you say your job title instead. A title, designation or short description may be enough for the curious person to move on to another subject. However, the inquisitive person will press, "Ok. That's neat. So what exactly do you *do*, and *how* do you do it?"

The answers to these questions lie in the heart of the BCPE's job analysis or role delineation study. It is part of a formal review of the core competencies the BCPE must perform every five years to ensure that our exam reflects the practice of our field and remains valid. Formally, the job analysis defines the fundamental knowledge, skills, and abilities of a practitioner. There is no one specific job analysis method. Ultimately, what is needed is an approach that will be resistant to legal challenges and meet accepted accreditation standards. The nearly completed BCPE job analysis accomplishes both objectives.



The quality of the BCPE job analysis is reflected in the fine work of our Executive Director, Carol Stuart-Buttle, and Certification Committee members Jeff Fernandez (Chair), Fadi Fatallah, and Robert Torres. Also, the job analysis would not have been a success without the support of consulting accreditation psychometrician Stephen Johnson and our volunteers, the subject matter experts who attended a two-day brainstorming panel session last October in Chicago. I would also like to praise our certificate holders who responded in force to the validation survey online in January 2015, producing a strong response rate of 52%.

Another success in the ongoing update to the BCPE certification process is the recently completed pilot exam. In mid-2013, at the lead of past-President David Brodie, BCPE made the 125-question multiple-choice exam available online and administered electronically for the first time. Kris Rightmire and Carol Stuart-Buttle were instrumental to a successful implementation, having overseen the administration of 94 examinations at proctored sites nationwide, and in select locations abroad. Bringing the exam online has realized impressive gains, including reduction of the BCPE's dependency on proctor volunteers, tighter exam security, faster scoring and analysis, and reduced travel time and costs incurred by applicants in the process.

Achieving these results in a short time has been challenging, with significant investment in both time and money. To maintain the high standard of the certification and provide convenience to our candidates, BCPE has assumed the fixed costs of secured electronic hosting of the exam questions and electronic administration at secure sites. The BCPE will continue to rely on a consultant to validate its questions and exam, and report its results in the manner prescribed by the accreditation body. Accordingly, the Board of Directors has approved modest increases to the slate of BCPE fees, which are now commensurate with other certification organizations. The revenue the BCPE will generate from these increases will further its commitment to continuously improve the certification process and delivery of the examination. The new fee schedule is posted online at bcpe.org.

In closing, I wish to emphasize the importance of being a BCPE volunteer. By lending expertise and time, such as participating in the BCPE job analysis, we take an active role in defining and shaping the nature of our profession. Have ideas? I encourage you to contact headquarters for more information regarding volunteer opportunities.

Thanks BCPE certified professionals, for doing what you do, how you do it, and doing it well!

Annual Meeting Highlights

The BCPE Board of Directors held their 2014 Annual Meeting in Chicago, IL at the conclusion of the Human Factors and Ergonomics Society Annual Meeting, on October 31 to November 1. The agenda for this meeting focused on strategic planning.



Left to right, back row: Hugh McLoone, Jeff Kelley, David Brodie, Joe Cohen, Carol Stuart-Buttle, Fadi Fathallah, Paul Green.
Front row: Cindy Whitehouse, Rachel Michael and Brian Sherman.

- The weekend prior to the HFES meeting, a Subject Matter Expert (SME) panel met to review Core Competencies as part of a Role Delineation Study. The Role Delineation Study, or Job Analysis, is conducted every five years to update the BCPE core competencies. The work of the SME panel is validated by a survey sent out to certificants.
- Vice President Joe Cohen led a strategic planning session for the remainder of the meeting. The Board reviewed the Vision and Mission Statement, Core Values for the BCPE, and developed a strategy map.
Mission Statement: To provide ergonomics certification to protect the public, the profession, and its professionals, by assuring standards of competency and advocating for certification.
Core Values: Value, Visibility, Viability and Validity.
- The three main committees and the Executive Committee assumed assignments from the strategic planning. Please contact us if you would like to be involved!
Email: execdir@bcpe.org
Certification Committee: Chair - Jeff Fernandez
Communications Committee: Chair- Cindy Whitehead
Outreach Committee: Chair- Rachel Michael
- Shane Sidebottom, MS, CPE has assumed the Chair of the Mentoring Program from Bob Fox. Bob ran the program for many years and has seamlessly handed over to Shane. Thank you for taking on the position Shane!

Activities at the 2014 HFES Chicago Meeting

- BCPE hosted the Student Lounge for a day during the HFES Annual Meeting. Over 50 students stopped by to meet the Directors and learn about the BCPE. Director Fadi Fatallah gave a lunchtime presentation on “How to Become BCPE-Certified” to a well-attended audience.

- A BCPE booth was continuously staffed all week in the exhibitors' hall at the HFES conference due to the many certificants who graciously volunteered their time. The booth drew many prospective candidates who were engaged into enthusiastic conversation by the volunteers. **Thank you.**
- The Annual BCPE reception at the HFES Annual Conference was well attended. The catered networking event at the Hyatt Regency welcomed all certificants and those interested in becoming certified. Two awards are given during the event, the BCPE Distinguished Service Award and the Dieter W. Jahns Student Practitioner Award. See below for details.

Awards During Annual BCPE Reception

BCPE Distinguished Service Award

As an acknowledgement and expression of thanks for extensive volunteering, BCPE gives The Distinguished Service Award. In 2014 the award was given to two people:

Robert Fox PhD, CPE spent many years running the BCPE mentoring program for which many a candidate is grateful!



Robert Smillie, PhD, CPE gave countless hours for years working on examination questions and he was instrumental in helping the exam move from a paper format to multiple-choice electronic administration. Although Bob is no longer involved with the exam, he continues to volunteer his time by refreshing the application process.

Dieter W. Jahns Student Practitioner Award

Congratulations to Denny Yu, a student at the University of Michigan! During the networking event, Karel Jahns of the Foundation for Professional Ergonomics presented the 2014 Dieter W. Jahns Student Practitioner Award to Denny Yu for his project titled "Understanding the Effects of Alternative Displays on the Work Demands in Microsurgery." FPE, represents the high quality, scientific rigor, and practical application characteristic of professional ergonomics. See below to learn more about submitting for this award.



Denny Yu, left, receiving the award from Karel Jahns, with advisor Tom Armstrong, PhD, CPE, center.

Core Competencies Validation Study

THANK YOU to all those who responded to the survey on core competencies! The survey closed on February 9, 2015. In the survey certificants were asked to rate the Tasks listed under four domains, Analysis, Design, Validation and Implementation. Two ratings were requested, Frequency and Criticality, also comments were welcomed. This field survey is the mechanism by which the Core Competencies, drafted by the Subject Matter Expert panel, are validated and each task weighted for the exam.

Knowledge and skills for each task are being developed and they will provide guidance for question development and candidate study. The whole process of core competency review, refinement and validation is conducted every five years and is an essential best practice for a certification body.

Continuance of Certification Points

Those of you who responded to the survey **and** provided email addresses have earned 2 Continuance of Certification points. You may record those points on your CoC worksheet, under section 3, ergonomics-related service, during your current 5-year CoC cycle.

Meet Our Directors

Outgoing Directors

We thank the outgoing Directors, **David Brodie** (right) and **Hugh McLoone** for their service. Both served two terms on the board. David was our recent President and Hugh served as Treasurer during 2014.



Sadly, we also say goodbye to our board Director **Pieter Kruithof**. Pieter was very instrumental in our transition to a new database and website.

We appreciate the dedication and contribution David, Hugh and Pieter gave to BCPE. Pieter's position will be filled in the Fall 2015.



Incoming Directors

We welcome two new Directors to the BCPE board who started their term in the Fall of 2014.



BRIAN SHERMAN

Brian Sherman, Msc, CPE works as Director, Ergonomics and Human Factors for GlaxoSmithKline (GSK) based out of the RTP Campus in North Carolina. He has 21 years of professional working experience applying industrial engineering, human factors engineering and biomechanics concepts including ergonomics program development/ application to the workplace. Before joining GSK the summer of 2009, Brian has worked for several large organizations in both manufacturing and academia including Johnson Controls, Honda of America, General Motors and North Carolina State University. He received a Bachelor of Science degree in Industrial and Systems Engineering from The Ohio State University in 1992 and a Masters of Science degree in Industrial and Systems Engineering – Human Factors Option from Virginia Polytechnic Institute and State University (Virginia Tech) in 1995. Brian holds CPE certification through the Board of Certification in Professional Ergonomics and is a member of the Human Factors and Ergonomics Society.



ROBERT TORRES

Bob Torres, MS, CUXP is a computer scientist, mathematician, and inventor on sabbatical in the Dallas / Fort Worth Metroplex. He retired from IBM as a Senior Technical Staff Member. Bob served as a user experience and accessibility consultant for Fortune 500 companies and clients world wide. He performed user experience tasks of process development, product planning, requirements, architecture, design, prototype, development, and evaluation. He also managed a department of user experience professionals.

Bob's experience includes Technical and Management leadership for human factors, user experience, and accessibility. While at IBM, Bob was also Technical Lead for a world wide IBM User Experience Community of Practice and Technical Lead for an IBM future user experience invention development team. Bob has experience across many business domains (e.g., Aerospace, Banking, Defense, Insurance, Retail, Securities, Utilities) and user experience technologies (e.g., Character, Graphical, Visual, Web, Kiosk, and Mobile).

2015 BCPE Executive Committee

On November 1, 2014 at the annual meeting, the BCPE Directors elected the 2015 Executive Committee:

President	Joseph Cohen, PhD, CPE
Vice-President	Jeff Fernandez, PhD, CPE
Secretary	Rachel Michael, MSc, CPE
Treasurer	Jeff Kelley, PhD, CHFP

Certification and Exam Status

Certificant Totals

Through February 26, 2015 there were 1261 certifiants:

918	Professional Certifiants
156	Associate Certifiants
128	Retired Certifiants (Professional and CEA)
59	Certified Ergonomics Associates (CEA)

Continuance of Certification Summary 2009-2014 Cycle

CoC Worksheets Due	100
CoC Worksheets Submitted	94
CoC Worksheets in Review	1
CoC Noncompliance	15
Leave of Absence Granted	2
Retired Status Granted	10
Overall Compliance Rate	82%

Examination

Summary of two exam sessions in 2014.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	94	38	40

New Certificants

Congratulations to 20 candidates who successfully passed the fall exam and obtained Professional Certification. We welcome 20 new Associate Certificants, since the last newsletter!

New Professional Certificants:

Dervon Chang BS, CHFP
 Kai Y. Chiu MBA, CPE
 Allyson R. Colombo PhD, CHFP
 Daniel J. Colombo MS, CHFP
 Cory R. Costantino MS, CHFP
 Stephen D. Fleming MA, CPE
 Frank M. Gonzales MEd, CPE
 Monica L Haumann Jones, PhD, CPE **
 Peiyi Ko PhD, CPE *
 Ross T. Koehler MS, CPE *
 Matthew C. Marino MS, CPE
 Alysha R. Meyers PhD, CPE *
 Merlin J. Miller MS, CPE
 John M. Pradziad BS, CPE
 Thomas S. Rowell MS, CPE
 Michael E. Sackliah MS, CPE
 Jason W. Scott BS, CPE
 Eric Stohr MS, CHFP
 John A. Valaitis MIE, CPE
 Zongliang Jiang PhD, CPE

New Associate Certificants:

Yousif A. Abulhassan MISE, AEP
 Jonathan A. Bergmann MISE, AEP
 Katherine A. Bubric MS, AEP
 Ryan A. Davis MS, AEP **
 Raffi F. Elchemmas, MBA, AEP
 Diana A. Glattly, BS, AEP
 Erik N. Groberg, BS, AEP
 Gabriela M. Istan, MS, AUXP
 Elizabeth A. Khol MS, AEP
 Sun-Ho Kim, MS, AEP
 Meghan M. Kress, DrPH, AEP
 Menglu Li MISE, AEP
 Howard N. Masco MISE, AEP
 Lashawn J. Nevins, BS, AHFP
 Brittany R. Perry MS, AEP
 Marcus N. Peterson, MS, AHFP
 Joseph A. Rich BS, AEP
 Angela M. Spangler MS, AE
 Jonathan D. Strohl, MA, AUXP
 Denny Yu PhD, AEP

* Associate to Professional transition

** Reinstated

Certificants No longer Current

Carol Adams	Catherine Gaddy	Nageswara Rao Uppu
Patrick Almas	Jerry Haniff	Todd Ramsey
Saif Al-Qaisi	Drew Harnish	David Ridyard
John Barnett	Susan Hill	Natalie Schwatka
Mark Basich	Virginia Hixson	Nicholas Simonelli
Tom Cocklin	Suzanna Hoffman	Avinab Singh
Nigel Collins	LaTanya Holmes	Jennifer Teves
Toral Contractor	Angela LeMay	Jonathan Tyson
Christopher Drucker	Linda McNinch	Douglas Wiegmann
Jonathan Drum	John Morey	Hannieby Wiyor
John Etherton	Carrie Ng	Glenda Young
Micheline Eyraud	Rick Posto	

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 one-time \$150 retired status fee.

Volunteering

BCPE is having a booth at a conference in the near future for which we seek volunteers:

Applied Ergonomics Conference in Nashville, March 16-19, 2015

Please let us know if you are able to help us out. Email: bcpehq@bcpe.org

THANK YOU to 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 standing committees related to **Communication**, **Outreach** and **Certification** that would benefit from your assistance. If you would like more information about BCPE volunteer opportunities, please contact Kris Rightmire at bcpehq@bcpe.org.

FPE Student Award Submission Deadline

The Foundation for Professional Ergonomics has announced the 2015 deadline for the Dieter W. Jahns Student Practitioner Award. The award was created in honor of Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification. The submission deadline for the 2015 award is **May 31**. Notification of the winner will be sent by July 31.

The annual award is given to the student (or group of students) for a project that demonstrates the major practice areas of ergonomics: analysis, design, and evaluation. The purpose of the award is to advance professionalism in ergonomics by recognizing educational activities that demonstrate how professional ergonomists serve to make people's lives at work and at home healthier, safer, more productive, and more satisfying. The award is open to master's and doctoral students in ergonomics and ergonomics-related programs. Students who have completed their graduate degrees within one year of submitting are also eligible.

The award and cash prize of \$500 will be presented during the HFES Annual Meeting, October 26–30, 2015, in Los Angeles, California.

As this is a practitioner award, the student (or students) should describe and document a research or intervention project that exhibits the following:

- The major practice areas of ergonomics: analysis, design, and evaluation
- Direct, practical application
- Final design recommendations or a description of how the resulting information can be applied to design.

Submissions can be made individually or as a group. They should provide adequate descriptions, illustrations or photos, and details that address the judging criteria. Entries will be judged by the FPE Board of Directors. Please go to www.ergofoundation.org for complete details on criteria and format.

Job Postings

Employers can reach practitioners by posting available job openings at the BCPE Job Bank. Jobseekers can view all available positions or narrow their search by a selection of criteria.

Certificants who are employers receive a 15% discount in posting fees. For a three month advertisement, a Certificant pays \$255 versus \$300 for non-certificate holders.

Checkout the Job Postings at www.bcpe.org for posted positions.

Calendar of Events

BCPE 2015 - 16 Calendar of Events

April 1 - May 31, 2015	Spring 2015 Certification Examination Offering.
April 25 - 26 2015	BCPE Mid-Year Business Meeting, Baltimore, MD.
April 30, 2015	Application Deadline for Fall 2015 Certification Examination.
Sept 1 - Oct 31, 2015	Fall 2015 Certification Examination Offering.
Oct 27, 2015	BCPE Annual Networking Reception, Los Angeles, CA.
Oct 30 - Oct 31, 2015	BCPE Annual Business Meeting, Los Angeles, CA.
Nov 30, 2015	Application Deadline for Spring 2016 Certification Examination.
April 1 - May 31, 2016	Spring 2016 Certification Examination Offering.
April 30, 2016	Application Deadline for Fall 2016 Certification Examination.
Sept 1 – Oct 31, 2016	Fall 2016 Certification Examination Offering.

Professional Development Opportunities

The following conference, short course and webinar lists are provided as convenience to certificants. They are not reviewed or endorsed by BCPE.

2015

March	18th Annual Applied Ergonomics Conference , Practitioners talking to Practitioners, Mar 16-19 , Nashville. TN.
	ACM iUI 2015 – Conference on Intelligent User Interfaces, Mar 29-Apr 1 , Atlanta, GA.
April	2015 Symposium on Human Factors and Ergonomics in Health Care: Improving the Outcomes , Apr 26-29 , Baltimore, MD.
May	AIHce 2015 (American Industrial Hygiene Conference and Exposition), May 30-Jun 4 , Salt Lake City, UT
June	Safety 2015 : ASSE Professional Development Conference & Exposition, Jun 7-10 , Dallas, TX.
	ergoX –an extraordinary ergonomics event, June 17-19 , Anaheim, CA.
July	6th International Conference on Applied Human Factors and Ergonomics (AHFE) 2015 and the Affiliated Conferences, July 26-30 , Las Vegas, NV.

- August [17th International Conference on Human- Computer Interaction](#), **Aug 2-7**, Los Angeles, CA.
- [17th International Conference on Human-Computer Interaction with Mobile Devices and Services](#), **Aug 24-27**, Copenhagen, Denmark.
- September 7th International Conference on Automotive User Interfaces and Interactive Vehicular Applications ([AutomotiveUI'15](#)), **Sep 1-3**, Nottingham, UK.
- October [HFES2015](#) International Annual Meeting of the Human Factors and Ergonomics Society, **Oct 26-30**, Los Angeles, CA.
- November [National Ergonomics Conference & Exposition](#), **Nov 17-20**, Las Vegas, NV.

Short Courses 2015

- May [Spring 2015 Ergonomics Short Course](#) - Putting Ergonomics into Practice, **May 12-15**, Ohio State University, Columbus, OH.
- July 56th [Annual Human Factors Short Course \(2015\)](#) Designing Systems, Products and Services to Make them Easier, Safer and More Effective for Human Use, **Jul 27-Aug 7**, The University of Michigan, Ann Arbor, MI.
- October [Ergonomics and Human Factors](#): Strategic Solutions for Workplace Safety and Health, **Oct 5-9**, Harvard T.H. Chan School of Public Health, Boston, MA
- [Autumn 2015 Ergonomics Short Course](#), **Oct 6-9**, Ohio State University, Columbus, OH.

Webinars 2015

- March [Webinar- Getting ready for OSHA Ergo Investigation](#), **Mar 5**
Institute of Industrial Engineers, Norcross, GA.
- [Webinar- Introduction to Qualitative Methods for Human Factors Analyses](#),
Mar 10

Human Factors and Ergonomics Society, Santa Monica, CA.

[2015 Ergonomics Online Webinar Series](#), **Mar 17** (one Tuesday per month thereafter)

UCLA/ UC Irvine – Southern California Educational and Research Center, CA.

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