



# THE PROFESSIONAL ERGONOMIST

Fall | Winter  
2019

*The Newsletter of the Board of Certification in Professional Ergonomics*

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## President's Message

by Kari Babski-Reeves PhD, CPE  
*President*

Greetings! As I begin my second year serving as your president, I am very excited for what was accomplished this past year and what is on the horizon. Your board continues to be innovative in their efforts to show ever increasing value in certification and ensure that the BCPE fully represents its constituents.



Over the past year a group of subject matter experts have been reviewing and revising the core competencies, and knowledge and skills needed for certification. This was a very intensive and rewarding exercise. It is through your participation in these types of activities that the Board can continue to ensure that your certification is relevant and representative of the breadth of our profession. The new core competencies and knowledge and skills requirements will be released in the coming months.

It is with great pride that this release will be followed by the launch of our new website. Your board has been hard at work to improve not only the design of the site so that information is

easier to access, but the content of that information is also improved. The new website will also allow us to better track certificants and share opportunities and information with various stakeholders.

Last year we introduced the BCPE Ambassadors program. This program has been successful though we need additional volunteers. Students are our future colleagues. This program is designed to help introduce these students to the benefits of seeking and obtaining certification. Any certificant willing to visit with students at nearby universities and colleges are most welcome to participate. If you are interested in this program, or have ideas for engaging with potential future certificants, the Board would love to hear your ideas. If you have questions or suggestions please do not hesitate to contact me, another board member, or the home office ([bcpehq@bcpe.org](mailto:bcpehq@bcpe.org)).

Here's wishing you Merry Holidays and Happy New Year to you and yours from the BCPE!

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## Annual Meeting Highlights

The BCPE Board of Directors held their 2019 Annual Meeting in Seattle, WA on November 1 and 2, towards the end of the Human Factors and Ergonomics Society Annual Meeting. The agenda for this meeting focused moving forward committee work and details of the new web page and data-base. The following summarizes the meeting reports and activities.



*Left to right, top row: Gene Kay, Carol Stuart-Buttle, Patrick Craven, Kari Babski-Reeves, Fadi Fathallah, Kris Rightmire, Matt Pierce, Conne Bazley, and Michael Boggi.  
Bottom row: Brian Sherman, Jennifer Law and Cynthia Rando.*

- From the beginning of the year to the meeting date, there were 69 applications: 15 Professional, 39 Associate and 11 transition applications. Both Professional and Associate candidates have increased over last year. Many more Professional applications come in at the end of November, which is the Spring exam deadline.

- The Exam Committee reported on the core competencies that were reviewed by the Subject Matter Experts. The revised set of competencies were validated and knowledge and skills updated. See related article in this newsletter.
- In the Spring newsletter, the Communications and Media Committee invited you to contribute to the needs assessment of a new webpage. All the valuable input is contributing to the redesign that is well on the way. Concurrently, a database is being developed to provide the ability for us to be more efficient and to grow our services.
- As mentioned in the President's Message above, the Outreach Committee are inviting more volunteers to be Ambassadors to school/student groups of HF/E/UX to inform the students about BCPE and certification and keep contact with the school.
- BCPE has opened a shop! Some apparel is now available including a T-Shirt to celebrate BCPE 30 years in 2020. Other goods are planned. Visit: <http://bcpe.deco-apparel.com/>

### Activities at the 2019 HFES Seattle WA Meeting

- BCPE hosted the Student Lounge for a day during the HFES Annual Meeting. Approximately 15 students stopped by to meet some Directors and learn about the BCPE. BCPE Directors Gene Kay and Fadi Fathallah held a Question and Answer session.
- A BCPE booth was continuously staffed all week in the exhibitors' hall at the HFES conference due to the many certificants who generously volunteered their time. The booth drew many prospective candidates who were engaged in enthusiastic conversation by the volunteers.

\* \* \* \* \* **Thanks to each one of you for giving your time to BCPE.** \* \* \* \* \*

- The Annual BCPE reception at the HFES Annual Conference was well attended. The catered networking event at the conference hotel welcomed all certificants and those interested in becoming certified. Thanks to all of you who came by. Awards were given out during the event— see below.

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## Awards During Annual BCPE Reception

### BCPE Distinguished Service Award



*Jeff Fernandez (Left) receiving the award from BCPE Director Gene Kay.*

This year the Directors honored Sydney Cole and Jeffrey Fernandez, PhD, CPE.

Jeff Fernandez was a BCPE board member, as well as President. During that time, he devoted many hours beyond being President and Exam Committee Chair, to moving our exam from 'paper and pencil' to an electronic platform.

Sydney Cole, who was unable to attend the reception, provided computer-related consulting, including web and database improvements, to BCPE for many years. She helped BCPE grow in the early formative years. We are extremely grateful for the commitment and dedication of both Sydney and Jeff to BCPE.

### Dieter W. Jahns Student Practitioner Award

Congratulations to Husam Muslim, a PhD student at the Graduate School of Systems and Information Engineering, Risk Engineering Department, University of Tsukuba, Tsukuba, Ibaraki, Japan for winning the 2019 Dieter W. Jahns Student Practitioner Award. Husam's major Professor is Makato Itoh. The award and the \$1,000 check will be presented to Husam during the BCPE reception at the 2019 Human Factors and Ergonomics Society meeting in Seattle. A second \$1,000 check was sent to Professor Itoh. Husam's project, "Driver Interactions with Adaptive Collision Avoidance Systems: Effects of Multiple Steering Interventions on Driver Performance and Trust", focused on the human centered design of automated driving systems.



*Husam Muslim expresses his thanks, having received the 2019 Dieter W. Jahns Student Practitioner Award.*

The Foundation for Professional Ergonomics (FPE) sponsors this annual award named to honor Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification. See [FPE website](#) for more information.

*This article is a reprint from the FPE website with permission.*

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## Thomas R. Waters Memorial Scholarship Fund

Please consider giving to the *Thomas R. Waters Memorial Scholarship for Ergonomics Research* (through the CDC Foundation) to honor the memory and legacy of Dr. Thomas Waters. Your support will increase the community of professionals trained in ergonomics with a focus on occupational safety and health.

**Contributions can be made through the end of the calendar year:**

[https://give.cdcfoundation.org/campaign/thomas-r-waters-memorial-scholarship-for-ergonomics-research-campaign/c252142?c\\_src=PWRCO](https://give.cdcfoundation.org/campaign/thomas-r-waters-memorial-scholarship-for-ergonomics-research-campaign/c252142?c_src=PWRCO)

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## Meet Our Directors

### Incoming Director

We welcome one new Director to the BCPE board who started his term in the Fall of 2019, Patrick Craven, PhD, CHFP



## PATRICK CRAVEN

Patrick Craven is currently a human factors research scientist with Lockheed Martin (LM) as a principal researcher within the Human Performance Engineering team developing advanced human-centered technologies for applications in training and logistics programs. Prior to this position, he was formerly a Research Professor at Drexel University specializing in solving defense and healthcare human-computer interaction (HCI) challenges and served as the lead human factors researcher on FAA's Center of Excellence for the integration of unmanned systems into the national airspace. Patrick started his professional career with LM's Advanced Technology Labs where he led research efforts investigation adaptive HCI. He has over a decade and a half of professional experience designing and evaluating HCI ranging from neurophysiological-based measures of cognition, to human-machine teaming, to command and control, handheld, aircraft, and intelligence applications. Patrick has a PhD in Psychology from The Pennsylvania State University, an MSc in Cognitive Science from the University of Edinburgh, and a BA in Cognitive Science from Dartmouth College.

## Outgoing Director



BCPE says farewell to Fadi Fathallah, PhD, CPE who served six years on the board. He served various positions on the Executive Committee during his term, most notably being steeped in the Exam Committee and the details of exam development. We are grateful for the service and leadership he provided. Thank you Fadi!

*President Kari Babski-Reeves (L) thanking Past Director Fadi Fathallah for his service on the Board.*

## 2020 BCPE Executive Committee

On November 2, 2019 at the annual meeting, the BCPE Directors elected the 2020 Executive Committee:

President	Kari Babski-Reeves, PhD, CPE
Vice President	Cynthia Rando, MS, MBA, CHFP
Secretary	Gene Kay, MS, CPE
Treasurer	Jennifer Law, MS, CPE

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## Updated Core Competencies

The BCPE Core Competencies are regularly reviewed and revised, per good practice of professional certification bodies. They recently went under review by a Subject Matter Expert Committee and the resulting changes were validated by survey. The main changes are reducing the task groups from 4 to 3 areas; Analysis, Design, and Integrate (implement and validate) with 7, 8, and 5 tasks under each group respectively. The Knowledge and Skills for each task are being revised. The 2019 core competencies with K&S are the exam content outline. The updated version will be on the website soon and will be the basis of the Fall 2020 exam. Keep an eye on your email for the full announcement soon.

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## Certification and Exam Status

### Certificant Totals

Through December 18, 2019 there were 1398 certificant:

900	Professional Certificants
226	Associate Certificants
224	Retired Certificants (Professional and CEA)
48	Certified Ergonomics Associates (CEA)

### Examination

Summary of fall exam session in 2019.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	20	5	25

This low percentage pass rate appears unusual, however, our Psychometrician consultant looked very closely at the results of Spring and Fall 2019 exams, concluding in his report:

*“The performance of candidates in 2019 was consistent with performance of candidates from previous years. An initial review of the summary data by session indicated a lower performance of Fall session candidates compared to Spring session candidates, and a subsequent lower proportion of Fall candidates who passed the test form. However, the difference was not statistically significant and is likely the result of the small number of candidates who took the test form in the fall session.”*

**The overall percent passing in 2019 is 53%**

## New Certificants

Congratulations to 5 candidates who successfully passed the fall exam and obtained Professional Certification. One Professional Certificant reinstated. Since the last newsletter (6/19/19) to December 18, 2019, we welcome 15 new and one reinstated Associate Certificants.

### New Professional Certificants:

Curtis M. Craig, PhD, CHFP\*

Monica G. Lichty, MSE, CUXP

Bethany R. Lowndes, PhD, CPE

\* Associate to Professional transition

Erin H. Morrissey, MS, CPE

Richard F. Sesek, PhD, CPE (*reinstated*)

Linh Q. Vu, MS, CPE

### New Associate Certificants:

Jade A. Barrett, MS, AEP

Brandon A. Beltzman BS, AEP

Mitchell K. Carswell, BHK, AEP

Katherine A. Collins-Nowland, MS, AEP

Jaclyn N. Faraci, MHK, AEP

Raquel S. Garcia, MS, AHFP

Kalin R. Hale, OTD, AEP

Chandrasekaran Jayaraman, PhD, AUXP

Tia N. Larsen-Calcano, BS, AHFP

Benjamin T. Lumsden, MOT, AEP

Alexandria M. Noble, MS, AHFP

Megan N. North, BHK, AEP

John Paul Plummer, PhD, AHFP

Matthew J. Purol, BS, AEP

Nathan A. Sonnenfeld, MS, AHFP

Grace M. Tran, MS, AHFP (*reinstated*)

### Certificants No Longer Current (since last newsletter)

Daphne Boston

Russ Brown

Edward Karnes

## 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 \$165 retired status fee.

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## Certificants for 25 Years or More!

Congratulations to all those who have held professional certification for 25-27 years. We appreciate the many years that you have been part of the BCPE family! Thank you for being our advocates and mentors.

Those achieving this landmark were certified in the early years of BCPE, when there was a large group applying for certification. Therefore, we are dividing the group between the 2019 Spring-Summer newsletter and the 2019 Fall-Winter newsletter.

Jack Laveson, PhD, CPE  
Mark Lawrence, MS, CPE ret.  
Tom Leamon, PhD, CPE ret.  
David Lee, MS, CPE ret.  
David Lenorovitz, PhD, CPE  
AC Leslie, BSc, CPE  
James Lewis, PhD, CHFP  
Michael Lilienthal, PhD, CPE ret.  
David Liske, MA, CPE  
Arthur Longmate, MSE, CPE ret.  
Mary Lopez, PhD, CPE  
Beth Loring, MS, CHFP  
Andrew Lucas, MS, CPE  
Rani Lueder, MS, CPE  
Arnold Lund, PhD, CUXP  
Dan Macleod, MA, CPE  
Jag Madan, MBA, CPE  
Michael Maddox, PhD, CHFP  
Heather Main, MS, CPE  
J Scott Malcolm, MA, CHFP  
Richard Marklin Jr., PhD, CPE  
Robert Marley, PhD, CPE  
William Marras, PhD, CPE  
B.Jay Martin, MA, CHFP ret.  
John Martin, PhD, CHFP ret.  
Kenneth Maxwell, PhD, CHFP  
Wayne Maynard, BA, CPE  
R. Bruce McCommons, MA, CPE ret.  
Thomas McCoy, DO, CPE ret.  
Carlton McGahee III, BA, CPE ret.  
James McGlothlin, PhD, CPE  
Frank McIntyre, PhD, CPE ret.  
Linda McQuiston, PhD, CPE  
Susan Meadows, MS, CPE ret.  
James Messina, PhD, CPE  
Paul Michaelis, PhD, CPE ret.  
Lorna Middendorf, EdD, CHFP ret.  
James Miller, PhD, CPE ret.  
Dwight Miller, PhD, CPE ret.  
Dennis Mitchell, MSc, CPE  
Edward Mohr, MS, CPE ret.  
John Molino, PhD, CPE  
J. Steven Moore, MD, CPE ret.  
Donald Morelli, MSIE, CPE  
William Moroney, PhD, CPE  
Dominic Morris, MA, CPE ret.  
Stephen Morrissey, PhD, CHFP ret.  
Rudolf Mortimer, PhD, CPE  
Frances Mount, PhD, CHFP ret.  
Deborah Mrazek, BS, CHFP ret.  
William Muto, PhD, CPE ret.  
Jerome Nadel, MS, CPE  
Cynthia Nelson, MS, CHFP  
Christopher Nemeth, PhD, CHFP  
Frank Newman, MA, CPE ret.  
Ian Noy, PhD, CPE ret.

Lee Ostrom, PhD, CPE  
William Ours, BA, CPE ret.  
Bruce Pace, PhD, CPE ret.  
George Page, MSE, CPE  
David Palmer, BSME, CPE ret.  
Mark Paradies, MS, CPE  
Kathryn Parker, MS, CPE  
Richard Patten, PhD, CHFP ret.  
Jake Pauls, BArch, CPE  
Eugene Pawlik Sr., MS, CPE ret.  
John Brian Peacock, PhD CPE ret.  
Richard Pearson, PhD, CPE ret.  
David Pepitone, PhD, CPE ret.  
Graciela Perez, PhD, CPE ret.  
Lance Perry, BSIE, CPE  
George Peters, JD, CPE ret.  
Vern Putz-Anderson, PhD, CPE ret.  
Randall Rabourn, MSIE, CPE ret.  
Ellen Rader Smith, MA, CPE  
Robert Radwin, PhD, CPE  
Thomas Ranney, PhD, CHFP  
Venus Rastegar, MS, CHFP ret.  
James Reagan, BME, CPE ret.  
Davdi Rempel, MD, CPE ret.  
Timothy Rhoades, PhD, CPE  
Wayne Rhodes, PhD, CPE  
Valerie Rice, PhD, CPE  
Michael Riley, PhD, CPE ret.  
Michelle Robertson, PhD, CPE  
Clarence Rodrigues, PhD, CPE  
Steven Rogers, PhD, CPE ret.  
Joseph Rolecki, MSIE, CPE  
David Rose, MEng, CPE  
J. Thomas Roth, PhD, CPE ret.  
David Roy, BS, CPE  
James Rudd, PhD, CUXP ret.  
Melvin Rudov, PhD, CPE ret.  
John Russell, MS, CPE  
Herman Sabath, PhD, CPE ret.  
Jack Sadler, MS, CPE ret.  
Chitaranjan Saran, PhD, CPE  
Eric Schaffer, PhD, CPE  
Ronald Schaible, MS, CPE  
Lawrence Schleifer, EdD, CPE ret.  
John Schmidt, PhD, CHFP  
Franz Schneider, MSc, CPE ret.  
James Schroeder, PhD, CPE  
Lothar Schroeder, PhD, CPE ret.  
Robert Schwalm, MA, CHFP ret.  
Brenda Scott, PhD, CPE ret.  
Judith Sehnal, MS, CPE  
Joseph Selan, PhD, CPE  
Monia Sen Gupta, MSc, CHFP  
John Shafer, PhD, CHFP ret.  
Ronald Shapiro, PhD, CHFP  
Chris Shulenberg, MS, CPE ret.

Thomas Smith, PhD, CHFP  
Hall Smith, BS, CPE ret.  
James Smith, PhD, CPE  
Scott Smith, BSc, CPE  
Donna Smith-Lopez, MS, CPE ret.  
Stover Snook, PhD, CPE ret.  
John Sorflaten, PhD, CUXP ret.  
C. Lowell Spence, BS, CPE ret.  
Gary Staffo, BSIE, CPE  
Robert Starkey, MS, CPE ret.  
Sheryl Stealey, MS, CPE  
Roger Stephens, PhD, CPE ret.  
Allison Stephens, MSc, CPE  
Kenneth Stern, PhD, CPE  
Terrence Stobbe, PhD, CPE  
Carol Stuart-Buttle, MS, CPE  
Jack Stuster, PhD, CPE  
David Swaziek, BS, CPE  
Sarah Swierenga, PhD, CPE  
David Tack, MSc, CHFP  
Susan Taylor, MS, CPE  
Deborah Thompson, PhD, CPE  
Janet Torma-Krajewski, PhD, CPE ret.  
Edward Trautman, PhD, CPE ret.  
Audrey Travaglini, BA, CHFP  
Delia Treaster, PhD, CPE  
Paul Tynan, PhD, CPE  
Sheryl Ulin, PhD, CPE  
Louise Vallee, MS, CPE  
John Vaughan, MS, CPE  
Stephen Vickroy, PhD, CPE ret.  
Judy Village, MSc, CPE  
T.J. Voss, MA, CPE ret.  
Jerry Wachtel, MBA, CPE  
Ulrika Wallersteiner, MSc, CPE ret.  
Robert Waters, PhD, CPE ret.  
Kathleen Watson, MA, CUXP  
Kenneth Waugh, BS, CPE ret.  
Thomas Way, MA, CPE ret.  
Robert Webb, PhD, CHFP  
Robert Weneck, BS, CPE  
Bruce Wetherby, PhD, CPE ret.  
Paul White, MBA, CPE  
William Whitten II, PhD, CPE ret.  
Anna Wichansky, PhD, CPE  
John Wick, CPE ret.  
Richard Wickstrom, BS, CPE  
Steven Wiker, PhD, CPE  
David Wilder, PhD, CPE  
James Williams, PhD, CPE  
Rodney Williams, PhD, CPE ret.  
Marc Wilson, DSc, CPE  
James Winters, MA, CHFP ret.  
Laurie Wolf, MA, CHFP  
John Wood, MDes, CHFP  
Charles Woolley, MSE, CPE



Michael O'Neill, PhD, CPE  
Mary O'Reilly, PhD, CPE  
Richard Olsen, PhD, CHFP ret.  
Donald Olsen Jr., MSE, CPE  
Gary Orr, MSIE, CPE

Thomas Signore, MSIE, CPE ret.  
Barbara Silverstein, PhD, CPE ret.  
Robert Smillie, PhD, CPE  
Jennifer Smith, MA, CHFP ret.  
Michael Smith, PhD, CPE

Gregory Worrell, EdD, CPE  
Geoffrey Wright, PhD, CPE  
Richard Wyatt, PhD, CPE

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## Volunteering

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

[Human Factors & Ergonomics in Health Care](#) (Toronto, Canada) **March 8-11, 2020**

[Applied Ergonomics Conference](#) (Louisville, KY), **March 16-19, 2020**

Please consider helping us out. Those who are able to help with the booth may receive one CoC point for volunteer work. We will send out a call for volunteers closer to the time

**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 & Media, 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](mailto:bcpehq@bcpe.org).

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## FPE Student Award Submission Deadline

The Foundation for Professional Ergonomics has announced the 2020 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 2020 award is May 31. Notification of the winner will be sent by June 30, 2020.

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 \$1,000 will be presented at the BCPE Reception, during the HFES Annual Meeting.

Please go to [www.ergofoundation.org](http://www.ergofoundation.org) for complete details on criteria and format.

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## Job Postings

Employers reach practitioners and Jobseekers find a job! Post available job openings at the BCPE Job Bank.

Why post in BCPE listing? Not all BCPE certificants belong to the professional societies or the same associations. By posting jobs at BCPE you reach all the certificants whom you know have gone the extra mile to distinguish themselves and become certified. By posting at BCPE, you are also demonstrating support for BCPE certification. Please continue to send your Job Ads!

Job Postings at BCPE are FREE. In addition, we draw attention to the job by posting on LinkedIn sites including BCPE LinkedIn.

Checkout the Job Postings at [www.bcpe.org](http://www.bcpe.org) for posted positions.

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## Calendar of Events

### BCPE 2020 Calendar of Events

April 1 - May 31, 2020  
April 30, 2020

Spring 2020 Certification Examination Offering.  
Application Deadline for Fall 2019 Certification Examination.

May 1-2, 2020  
Sept 1 - Oct 31, 2020  
HFES Annual Meeting, 2020  
HFES Annual Meeting, 2020  
Nov 30, 2020

BCPE Mid-Year Business Meeting.  
Fall 2020 Certification Examination Offering.  
BCPE Annual Networking Reception, Chicago, IL.  
BCPE Annual Business Meeting, Chicago, IL.  
Application Deadline for Spring 2020 Certification Examination.

### Professional Development Opportunities

A list of Conferences, Short Courses, BCPE Preparation Courses, and Webinars are provided as a convenience to certificants. They are neither reviewed nor endorsed by BCPE.

<http://www.bcpe.org/why-certify/resources/>

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# THE PROFESSIONAL ERGONOMIST

## The Newsletter of the BCPE

Fall | Winter 2019

Volume XXIV Number 2

Executive Director: Carol Stuart-Buttle, MS, CPE

Executive Administrator: Kris Rightmire, BS

BCPE Directors:

Kari Babski-Reeves, PhD, CPE, President

Cynthia Rando, MS, MBA, CHFP, Vice President

Gene A. Kay, MS, CPE, Secretary

Jennifer L. Law, MS, CPE, Treasurer

Conne Bazley, PhD, CHFP

Michael A. Boggi, MS, CHFP

Patrick Craven, PhD, CHFP

Matthew Pierce, MBA

James D. Rethaber, PhD, CPE

Brian R. Sherman, MSc, CPE

Robert J. (Bob) Torres, MS, CUXP

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