

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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Message from the President

Arnie Lund, PhD, CHFP

I'm a gardener. As I write this spring has sprung in Seattle. This is my favorite time of year. My pear tree is blooming, the daffodils are open, the tulips are about to burst forth, and my perennials are just starting to push through the mulch. But this is also the time of hard work in the garden. It is the time for taking stock, figuring out what died over the winter and what needs to be moved, where the gaps in the garden are, and trips to the nursery.

Let's use this season as an excuse to take stock of the field of human factors and ergonomics. Where is the field right now? Where is it heading? What needs pruning and what needs planting? I'm not alone in asking the questions. These are topics of conversation among members of lots of societies involved in different areas of user experience design.

My own team at Microsoft exemplifies the issue. I have several dozen people on my team who are responsible for designing the user experience for Microsoft's mobile PC products. This team is made up of visual designers, interaction designers, industrial designers, usability researchers, ethnographers, prototypers, and specialists in technical communications. One of my jobs is to envision the entire experience and to pull it together, to manage the planning and implementation of the garden (just to keep the metaphor going a little longer).

Talking with colleagues within small businesses, of course, there isn't the luxury of having a team of specialists with someone to oversee it all. As a practitioner in such a company you may very well be playing all those roles yourself, and that's probably both the challenge and the fun of it. Even within my team, career growth often means moving from one role to another, or taking on broader and broader responsibilities. Certainly I see that as people become familiar with their area and can do more than one thing, I have more flexibility in how I address problems.

One of the reasons why this has happened is because we are getting a better understanding of what it takes to deliver successful products, systems, and other solutions. This is, of course, the value we believe we are bringing—real business and user value—as we practice in our field. This deeper understanding has made us realize we need

expertise in areas that haven't always been associated with human factors and ergonomics in the past.

For my products, it means we need to design to manage emotional reactions, we need to create not just functional designs but aesthetically pleasing designs, and we need to deeply understand the social and cultural contexts in which products are used. We need to design what is communicated to users and how, and it is not just about how to do things, it is about how to get value. All of these interact. For one of our products, whether the product is designed to express a person's sense of fashion will determine whether it is used in social situations, and that in turn will govern how it is used and overall value the user receives. As a result, this richer view of what we design will impact the success of the product possibly as much as the features themselves, and will influence whether my company sees what we do as being valuable.

An implication of this, of course, is that we all need to continue to not just be refreshing our knowledge but we need to be growing new skills, knowledge, and experiences as the field evolves. Just to keep up we need to be staying in touch with the progress of the science and engineering of the discipline, and to extend how we think about the field so we understand the relevant variables that impact the user experience and how they interact. That helps us be as effective as possible and reflect the state of the art as we practice. We also need to be drawing on the expertise of overlapping and related fields. We need to learn from those fields to apply that learning to what we do. Hard core industrial and visual design, game and entertainment design, and anthropology are all areas I'm finding fascinating at the moment.

BCPE is attempting to evolve to reflect this evolution of our field. We are checking out the garden, tweaking the design, and filling in the gaps. You have seen what we hope is a gentle introduction to the notion of continuing "education" as part of the concept of certification. This has long been a part of other fields and the concept of certification itself, but it is newer and critical for us.

The other big thing we have mentioned in past communication and that we are in the middle of is

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Message from the President

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revisiting the Ergonomist Formation Model. We have been working through it and updating it to reflect these trends, as well as trends in the workplace around entry level specialization. The idea is to recognize that specialization, but also the notion that as a career advances it is the generalist who can effectively employ the breadth of the field that can drive the most successful solutions. The next step is to validate the revised models in the field with real people doing real work. The final step will be to use this model to drive the evolution of the tests and portfolio evaluation themselves.

We'd love to hear from you about where you see the field heading. Let us know what new skills you are finding it important to develop to be effective in your practice. Please share your vision for the garden of human factors and ergonomics. You know where you can reach me, at arnie.lund@microsoft.com.

Intersociety Liaisons

Chris Hamrick, MSIE, CPE

Just as the English poet, John Donne, observed of people that "No man is an island, entire of itself", the same is true for any organization. Although hanging out on an island sounds pretty tempting sometimes, BCPE realizes that in order to best serve its members, it is imperative that we connect and synergize with other organizations that have similar interests. Two such groups that BCPE has recently been communicating with are the Institute for Industrial Engineers (IIE) and the Board of Certified Safety Professionals (BCSP).

Institute for Industrial Engineers

According to the IIE web site, "Industrial engineering is concerned with the design, improvement, and installation of integrated systems of people, material, information, equipment, and energy. It draws upon specialized knowledge and skills in the mathematical, physical, and social sciences together with the principles and methods of engineering analysis and design to specify, predict, and evaluate the results to be obtained from such systems." Does this sound familiar? Since humans are an integral component to any system, the fields of human factors/ergonomics (HF/E) and industrial engineering are closely intertwined. One manifestation of the IIE's commitment to ergonomics is their Applied Ergonomics Conference, which features the lively "Ergo Cup" competition that recognizes workplace ergonomics innovation.

In order to leverage the interests shared by BCPE and IIE, the two organizations entered into a formal agreement last fall. The agreement recognizes that we have mutual interests and that we intend to establish a long-term relationship of mutual cooperation. Specifically, we now have links to each other's web sites, and the IIE will provide BCPE with a venue at the Applied Ergonomics Conference to market our certification to the ergonomics community. BCPE also lets certificate holders know of upcoming ergonomics-related activities held by the IIE. It is hoped that these examples are just the beginnings of a long history of our two organizations advancing the field of ergonomics.

Board of Certified Safety Professionals

The BCSP is an Illinois not-for-profit corporation established in 1969. It operates solely as a peer certification board with the purpose of certifying practitioners in the safety profession. Like the BCPE, it is not a membership organization, but serves the public and the profession by ensuring standards of competency.

Although the HF/E field encompasses a broad range of human performance and systems integration, one aspect of what we do is to keep workers safe and healthy. The BCSP has thirty-seven years of experience in certification and is fully accredited by the National Commission for Certifying Agencies (NCCA), the American National Standards Institute (ANSI), and the Council of Engineering and Scientific Specialty Boards (CESB). Dr. Roger Brauer, Executive Director of BCSP, has been gracious in meeting with the BCPE staff and directors on several occasions. He has offered guidance as we pursue full NCCA accreditation, and we have talked about potential areas of collaboration, like exam administration.

So, the BCPE is continuing to communicate and cooperate with other relevant entities and organizations, all in an effort to make our organization more efficient and your certification more valuable. We are reaching out from our island, making new contacts, and continuing to work with our old friends. For, as John Donne also wisely relayed, "Friends are ourselves."

Links

Institute for Industrial Engineers:

<http://www.iienet.org/>

Applied Ergonomics Community:

<http://www.appliedergo.org/>

Board of Certified Safety Professionals:

<http://www.bcsp.org>

Meet the New Director

James M. Kondziela, PhD, CPE

Jim Kondziela holds a PhD in Psychology from the University of Michigan and an MBA from the University of New Haven. He has 20 years of human factors experience in corporate R&D at Honeywell and Verizon, where he is currently a Distinguished Member of the Technical Staff. His areas of expertise include human-computer interaction, telecommunications, psychometrics, and consumer behavior. Jim possesses broad and deep experience in the field of human factors and ergonomics, having been granted patents in the field, published and presented at professional societies, and served on national standards committees (IIA, ANSI, ISO) for uniform user interfaces in telecommunications. Jim is the only 2-time winner of the Chairman's Award for World-Class Performance at Verizon and graduated valedictorian of both his university and high school classes. For the BCPE, he has served as a member of the Examination Committee and, as Director, has recently agreed to assume responsibilities for the Continuance of Certification (CoC) program.



New Director, Jim Kondziela, PhD, CPE

Certificant Spotlight: Mike Lampl, CPE

Mike Lampl is an Ergonomist with the Ohio Bureau of Workers' Compensation (BWC), where he provides ergonomics consultative services for Ohio employers. These services include ergonomic evaluations of jobs as well as ergonomics process development within various organizations in the manufacturing and service sectors. In addition, Mike is an adjunct member of the graduate faculty of the Public Health Department at the Medical University of Ohio.



Mike's education includes a BS degree in Industrial and Systems Engineering at the Ohio State University and a MS degree in Occupational Health from the Medical University of Ohio. He has been a CPE since 2000.

Question (Q): How did you become interested in ergonomics?

Mike Lampl (ML): I was taking one of the required ergonomics courses in the Industrial Systems Engineering program, and the professor had a study going at the time on the ergonomics of grocery store scanners. I happened to have grocery store work experience and got involved in the study. We found that the scanner orientation made an impact on wrist position and acceleration – scanners that project both upwards and towards the person are best.

Q: It sounds like participating in this study had quite an impact on you.

ML: I learned very quickly to appreciate the impact that experienced employees can have on good design for tools and equipment.

Q: How did you decide to become certified in ergonomics?

ML: I worked with a couple of CPEs when I first started with the BWC. Once I received my Masters Degree and became eligible, I applied for and took the CPE exam.

Q: How has certification been valuable to you?

ML: Probably the most important aspect is that I have more credibility with my clients. They tend to trust my judgment and listen to my input – especially if they are certified in their fields and know the level of commitment needed to become certified. Another aspect is that certification was helpful in obtaining an adjunct faculty position with the Medical University of Ohio. Finally, I find that certification is helpful in working with others in the field of ergonomics and safety, such as with the Applied Ergonomics Conference (Mike is co-chair of the benchmarking committee).

Q: Do you find that having degrees in both engineering and occupational health help you in your job as an Ergonomist?

ML: Sure, the occupational health degree brings credibility with medical professionals that I deal with, and the engineering degree brings credibility with company engineers. The engineering degree is especially helpful in developing solutions to ergonomic issues.

Q: Do you have any advice for someone entering the field of ergonomics?

ML: Try to get a mentor. I was lucky enough in my first job out of school to work with a couple of CPEs and they really helped me. It wasn't anything official, just an opportunity to see experienced Ergonomists apply their knowledge and skills in the real world.

Mentor Program Update

Since its inception nearly two years ago, the BCPE mentoring program has assigned mentors to about 40 applicants. Our mentors have helped the applicants in a variety of ways, from reviewing qualifications and background needed to start the certification process to advising on how to study for the exam. The feedback from the program has been very positive with the applicants generally very pleased with the results. "My mentor was very encouraging and I liked that ... he was confident with my background and the work I've done since school" is typical of comments received from applicants who have gone on and successfully completed the exam. Mentors also express satisfaction on being able to help someone on the way to becoming certified.

We would, however, like to have more mentors participating in the program. Most mentors will take on from one to three applicants and our current roster of mentors is nearly fully loaded. The time commitment is generally light with mentors reporting contact with their applicants from once per week to several times per month. Nearly all contact is by email. An attempt is made to match applicants and mentors with similar occupational backgrounds and interests. Mentors may request limits on the number of applicants assigned at one time. CEAs may participate in the program as well and may mentor those seeking the CEA certification.

One very important benefit for those volunteering for the mentoring program is receiving Continuance of Certification (CoC) points, up to two per year for participation in the program. Those with certification currently looking for ways to collect more CoC points should definitely consider participation in the program. To apply to become a mentor, go to bcpe.org, click on "Certification Information" and then on "Mentor program."

Update on The Foundation for Professional Ergonomics

The Board of Directors of The Foundation for Professional Ergonomics (FPE) met in Orlando, FL in September 2005, and established several goals for the upcoming year. The Program Development Committee (Valerie Rice, Chair) is preparing proposals for educational/training workshops and plans for investing FPE funds in mission-fulfilling projects such as publications, workshops, seminars, conferences, and research that advance professionalism in ergonomics. Hal Hendrick prepared and delivered a "BCPE Exam Prep" workshop at the 2005 Applied Ergonomics Conference which was well received. This workshop was conducted again at the 2006 Applied Ergonomics

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Update on The Foundation for Professional Ergonomics

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Conference by Valerie Rice. Approximately 30 individuals attended the offering in 2006. Success of this workshop at these two events has encouraged the FPE to consider offering it on an annual basis at the Applied Ergonomics Conference and, if there is sufficient interest, at other venues.

The Program Development Committee is also soliciting proposals for other FPE sponsored activities (e.g., short presentations for use at public meetings to increase awareness of how ergonomics affects our daily lives). The Awards and Recognition Committee (Robert Smillie, Chair) is discussing a proposal to have the FPE co-sponsor ergonomics student interns with two companies. The committee hopes to have final arrangements defined and approved by September 2006 in time to announce the internship awards at the annual meeting in San Francisco. The Awards and Recognition Committee is also developing proposals for other awards with a goal of having at least one award ready for announcement at the annual meeting. Another goal established for this year was to publish a position paper on "What it means to be a professional, and what it means to be an ergonomics professional". Valerie Rice and Jerry Duncan are co-authoring the paper which is nearing completion (drafts are in review). When completed and approved, the position paper will be posted to the FPE web site (www.ergofoundation.org). The principal position of the paper is that there are recognized criteria for what it means to be a professional, and therefore, in the case of ergonomics, there are definable and measurable criteria for what it means to be an ergonomics professional.

The Foundation for Professional Ergonomics is a non-profit organization dedicated to advancing professionalism in Ergonomics. In pursuing this goal, it conducts and supports educational and scientific activities demonstrating how professional Ergonomists serve to make our lives at work and at home healthier, safer, more productive, and more satisfying. Financial support from the general public is essential to these efforts and activities. Contributions to The Foundation for Professional Ergonomics are tax-deductible, and may be mailed to:

The Foundation for Professional Ergonomics
P.O. Box 2176
Bellingham, WA 98227-2176

Dr. Hal W. Hendrick, President
Dr. Jerry R. Duncan, Secretary-Treasurer
Dr. Steven M. Casey, Director
Dr. Susan M. Evans, Director
Mrs. Karel J. Jahns, Director
Dr. Dennis McBride, Director
Dr. Valerie J. Rice, Director
Dr. Robert J. Smillie, Director

Acknowledgement of BCPE Volunteers

Our success continues because of our volunteers. The individuals who serve on BCPE's Board of Directors probably receive the most visibility of all our volunteers, but we try to recognize everyone who has donated their time and talent to BCPE. We appreciate and thank all of you who have evaluated applications, proctored exams, served as mentors, or volunteered in some manner over the past year:

Magdy Akladios, PhD, CPE
Bob Andres, PhD, CPE
Lauren Bauerschmidt, MSE, CPE
Barry Berson, MA, CPE
Jim Borchardt, BA, CPE
Jeremy Brooks, MSc, CHFP
Russ Brown, PhD, CPE
Cindy Burt, MS, CPE
Jim Callan, PhD, CPE
Steve Casey, PhD, CPE
Sherry Chappell, PhD, CHFP
George Chuckrow, BA, CPE
Dave Cochran, PhD, CPE
Harvey Cohen, PhD, CPE
Vincent Ciriello, ScD, CPE
Joe Davis, PhD, CPE
Colin Drury, PhD, CPE
Jerry Duncan, PhD, CPE
Bob Fox, PhD, CPE
Suzanne Gallo, MS, CPE
Chris Hamrick, MSIE, CPE
Hal Hendrick, PhD, CPE
Paul Hickey, MEd, CPE
Lee Huber, BS, CPE
Andy Imada, PhD, CPE
Rick Imker, MA, CPE
Phil Jacobs, MS, CPE
Roger Jensen, PhD, CPE
Dan Johnson PhD CPE
Joan Johnston, MS, CPE
Debra Jones, PhD, CPE
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Brian Langenhorst, BS, CEA
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Anthony Majoros, PhD, CPE
Scott Malcolm, MA, CHFP
Susan Meadows, MS, CPE
Bill Mergen, MA, CPE
Jay Miller, PhD, CPE
Terry Morris, PhD, CPE
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Brian Peacock, PhD, CPE
Graciela Perez, ScD, CPE
William Piispanen, MS, CEA

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Acknowledgement of BCPE Volunteers

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Randy Rabourn, MSIE, CPE
Michael Rodriguez, PhD, CHFP
John Rosecrance, PhD, CPE
Peregrin Spielholz, PhD, CPE
John Stevenson, PhD, CEA
Carol Stuart Buttle, MS, CPE
Jack Stuster, PhD, CPE
Jessica Waller, MS, CPE
Mike Welch, MS, CHFP
Steve Wiker, PhD, CPE
Marc Wilson, DSc, CPE
Chuck Woolley, MSE, CPE
Mike Wynn, MBA, CPE

In Memory of David Meister, 1924-2006

David Meister passed away at his home in Pacific Beach, CA, March 23, 2006, due to complications from congestive heart failure. Dr. Meister was instrumental in the formation and early years of the BCPE, and also served as President of the Human Factors and Ergonomics Society (HFES), 1974-75. He will be missed by all who knew him, and those of us who didn't should reflect on his commitment and dedication to the foundation on which we now stand.

Steven Casey, PhD, CPE, a former BCPE Director who served with Meister, remembers him as "the most prolific writer in the history of the profession and one of the field's greatest philosophers." More than a decade later, decisions taken at one early BCPE board meeting still stand out for Casey. "After the original 10-member board developed the certification criteria and procedures," he explained, "we subjected ourselves to the process through an independent review. This was done to test the procedure, but also to determine that the board members were qualified to be CPEs. During our next meeting, after learning that we had all 'passed', we faced the question of who in the group would become Certificant No. "1". Dieter Jahns suggested doing it by age, a proposal that made great sense to everyone. Al Chapanis became Certificant 0001, Dave Meister became Certificant 0002, and so on. As the youngest of the 10, I became Certificant no. 0010. Sadly, Dieter Jahns, Al Chapanis, and now Dave Meister are no longer with us", he added.

Hal Hendrick, PhD, CPE, DABFE, also a former BCPE Director, echoed the tribute. "Dave not only was a huge influence on the development of the HFE discipline in the United States, but throughout the world." Recalling a conversation he had years before in Moscow with Vladimir Munopov, a man he regards as one of the giants of Russian ergonomics, Hendrick said the Russian "noted to me what a tremendous influence Dave had been on his own professional development and thinking, and that he had translated Dave's classic book into Russian, which then was used by himself and his academic, research and practitioner colleagues."

Meister was born in New York in 1924 to parents who had emigrated from Poland and Lithuania, according to the capsule biography published in the San Diego Union-Tribune newspaper on April 2. During World War II, he

served in the Army in the early days of human factors engineering in aircraft cockpits. His academic grounding was in experimental psychology, and he earned a bachelor's degree from New York University, then a master's in that field from the University of Iowa, and a PhD from the University of Kansas. From 1964 to 1972, he worked for Bunker-Ramo Corp., with top secret clearances for government projects. A sojourn at the United States Army Research Institute in Arlington, Virginia, led to an assignment with the Navy Personnel Research & Development Center in San Diego in 1975.

Over 30-plus years, Dr. Meister wrote or co-wrote 16 books. The last, with the working title, "Advances in Human Factors," will be published posthumously. His second to last book, "Conceptual Foundations of Human Factors Measurement (Human Factors and Ergonomics)," published in 2003, ranks as a bestseller on Amazon.com. An earlier title, "The History of Human Factors and Ergonomics," published in 1999, illustrates the scope of his intellectual questing. He prepared for the book by returning to the classroom at the age of 65 and earning a Master's Degree in United States history.

Not only did Meister dedicate his time and vast experience to BCPE and the ergonomics profession; he also gifted one of his books, *The Practice of Ergonomics--Reflections on a Profession*, to BCPE for publication and sale in 1997.

Sources: *Ergoweb.com* (Jennifer Anderson); Steven Casey; Hal Hendrick; *San Diego Union-Tribune*.

Celebration of BCPE's 15th Anniversary at Annual Networking Reception

Our eleventh annual networking reception held last October in Orlando, Florida during the Annual Meeting of the Human Factors and Ergonomics Society was a very special one celebrating BCPE's 15th anniversary (in the same city as a BCPE founders meeting in 1989). The reception for certificate holders and anyone interested in certification offered the usual no-host bar and delicious hors d'oeuvres, in addition to a specially designed anniversary cake served at the end of the evening. Arnie Lund, BCPE President, welcomed attendees and recognized recently certified individuals, as well as long time certificate holders, plus volunteers who were present. During the evening, a video montage was shown promoting our sponsors and showing pictures from BCPE's past and Directors Emeriti.

Can you answer the following? 1) Under what name was BCPE originally incorporated? 2) Who received the first certificate issued (certificate number 1)? 3) What year did BCPE receive IEA recognition? 4) How many ergonomists/human factors professionals has BCPE certified since 1990? (*Answers on next page.*)

These were a few of the questions in a jovial trivia contest on BCPE history, a highlight of the evening, which was moderated by BCPE Director Chris Hamrick. A group of volunteer participants stood in front of reception guests until correctly answering a trivia question. Winners received their choice of a BCPE baseball cap or lapel pin as well as getting to sit down. A

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Celebration of BCPE's 15th Anniversary at Annual Networking Reception

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BCPE's 15th Anniversary Cake (A refreshed version of the leftover cake was served the next day in the HFES exhibits hall....good to the last bite!)

raffle for the grand prize was won by James R. Williams, CPE, who received a BCPE certificate facsimile plaque.

We owe much of the celebration's success to our fifteen sponsors for 2005-2006, who helped make this event possible. We are grateful to them and their belief in the value and purpose of BCPE. Our 2005-06 sponsors are:

Platinum Level:

- Ergoweb, Inc.
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- Abbott Laboratories
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- Dainoff Designs, Inc.
- Ergonomic Technologies Corporation
- Evans Incorporated
- Human Factors International
- Humantech
- Micro Analysis and Design
- Pacific Science and Engineering Group
- Steelcase

For more information on our sponsors, please visit the sponsor page on our web site:

<http://www.bcpe.org/aboutus/detail.asp?RecordID=20>.

Please join us at our next networking reception October 17, 2006 in San Francisco!

(Answers: 1) ACE-Academy of Certified Ergonomists; 2) Al Chapanis; 3) 2001; 4) 1225.)

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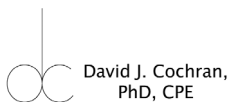
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BCPE gratefully acknowledges the support of our current sponsors.

From BCPE Headquarters

2005 Application and Examination Information

Applicants for BCPE certification must first meet specific education and work experience requirements to qualify for the written examination. Last year, 83 applications were received by the BCPE: 21 CPE [CHFP] applications, 19 AEP [AHFP] to CPE [CHFP] applications, 27 AEP [AHFP] applications and 16 CEA applications.

Certification is awarded when a candidate successfully passes the written examination for designation as a CPE [CHFP], AEP [AHFP], or CEA. A summary of candidates' exam performance for 2005 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	23	22	96%
AEP/AHFP to CPE/CHFP	13	13	100%
AEP/AHFP	17	6	35%
CEA	21	9	43%

Changes to the Directory of BCPE Certificate Holders

BCPE would like to congratulate the 53 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,090:

- 920 CPEs/CHFPs
- 104 AEPs/AHFPs
- 66 CEAs

New certificate holders are:

CPEs/CHFPs

W. Gary Allread, PhD, CPE*
Glenn A. P. Azevedo, MS, CPE**
John S. Barnett, Jr., PhD, CPE*
Tony R. Brace, MS, CPE
Sara L. Chen-Wing, MAsc, CHFP
Andrew R. Dolhy, BSc, CPE
Gary L. Downey, MS, CPE
Sue A. Ferguson, PhD, CPE*
David P. Gilkey, PhD, CPE
Joellen Gill, MBA, CHFP**
David Goldsheyder, MS, MA**
Kent T. Hatcher, MSc, CPE*
Margaret Mary Honan, MS, CPE
Kent Huang, MS, CPE
Winnie Waine Yee Ip, BSc, CPE*
Patricia R. Jinkins, DE, CPE
Michael J. Kelly, PhD, CPE**
Sabrina Lyons Lamar, MS, CPE*
Rachel V. Leach, MS, CPE*
Daniel W. Makhan, MSc, CPE*
Diane E. Massie, MPH, CPE
Chris J. McIntyre, BSc, CPE
Michael J. Monroe, MS, CPE*
Phillip J. Ohme, MS, CHFP*

Anant P. Patil, MS, CHFP
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Michael E. Ross, MA, CPE
Nathan P. Rucker, PhD, CPE*
Rhyne S. Rundell, MSIE, CPE*
Eric J. Schermerhorn, MSEM, CPE*
Mindy B. Smith, MS, CPE*
Eric A. Vaden, MS, CPE
Greg G. Weames, MSc, CPE
Heather White, MIE, CPE*

*AEPs/AHFPs transitioning to CPE/CHFP

**Via 15-year, portfolio review process

AEPs/AHFPs

Gaylord L. Bridegan, MS, AEP
Deepesh Y. Desai, MS, AEP
Jonathan E. Drum, MS, AEP***
Gordon J. Gattie, MS, AEP***
Ryan A. Horton, MSE, AEP
Lynda A. Hunter, MA, AHFP
David B. Kaber, PhD, AHFP***
Parul Lahoti, MS, AEP***
Deepti Sood, MS, AEP***
Kristin A. Streilein, MSE, AEP
David R. Trippany, Jr., MS, AEP***

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

CEAs

Daniel P. Buckalew, MS, CEA
Jeffrey A. Budau, BSc, CEA
Lazarus S. Donabedian, BS, CEA
Majorkumar Govindaraju, PhD, CEA
Mark W. Hank, BS, CEA
Carrie G. Ng, MSc, CEA
Shawnalea Shelly, BS, CEA
Melvin D. Trefethen, BS, CEA

No longer current in their certification are:

Wayne P. Adams
Gerson J. Alexander
Andrew J. Clark
Ken Nah
Soraya Noland
Donald A. Orifice
Mark A. Smith
Barbara J. Terry
Catherine M. Waugh

In Memoriam

Our sympathy and feelings of loss are extended to family, close friends, and associates of David Meister and Win Miller.

Lost

BCPE has lost contact with the following individuals. If you know how we can reach them, please let us know.

Robert L. Carr, MS, CPE (last known address in Hudson, OH)

Julia Parakkat, MS, AEP (last known address in Columbus, OH)

Highlights of the 2005 Annual Business Meeting

The BCPE 2005 Annual Business Meeting was held in Orlando, Florida in conjunction with the Annual Meeting of the Human Factors and Ergonomics Society. Highlights include committee reports and working sessions to further refine BCPE practices, policies and procedures. This article highlights some of the discussions that took place during the meeting.

Chris Hamrick, Chair of the Intersociety Liaison Committee, reported a formal relationship document was signed with the Institute of Industrial Engineers (see article on Intersociety Liaisons).

A discussion took place on the topic of Continuance of Certification (CoC). It was resolved to create a policy document addressing issues brought forth by certificate holders, such as leave of absence, retirement policy, reinstatement issues, the audit process, and other issues. Upon completion of this document, a new FAQ will be similarly drafted. CoC for CEAs will be delayed until further notice. For more information on the COC process, see the Certificants Only Area at www.bcpe.org.

The Web Committee announced plans for renovating the web site. Work has continued on implementing an online application submission process and an online news section.

It was resolved to enhance visibility, value and viability to BCPE certification designations by expanding our exhibit presence at conferences (in addition to the Annual Meeting of the Human Factors and Ergonomics Society and the annual Applied Ergonomics Conference).

The Exam Committee continued to work on revisions to the Ergonomist Formation Models. BCPE will solicit proposals from various vendors to assist in role delineation validation and/or job task analysis using our revised EFM as a starting point.

The retired status policy was revised to include those who have left the field and now work outside the profession.

Steve Johnson's service as a BCPE Director for five years was recognized with presentation of a plaque of appreciation. An official welcome was given to Jim Kondziela as the incoming director who will finish out the remaining year of Steve's second term.

There was a unanimous vote to keep the present officers for 2006. They are: President - Arnie Lund; Vice President - Sue Evans; Secretary - Bill Muto; and Treasurer - Dennis McBride.



President Arnie Lund, PhD, CHFP, presents Steve Johnson, PhD, CPE, a plaque of appreciation for his service on the BCPE Board of Directors from October 2000 to October 2005.

BCPE Financial Report 2005

In 2005, BCPE realized a budget surplus, with revenues totaling \$152,477 and expenses totaling \$129,284. This is in accordance with BCPE's goal to build reserves to make improvements to the certification process, plus improve fiduciary responsibility to certificate holders. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees, and sponsorship donations. The largest expense categories in 2005 include staff salaries, costs associated with business meetings and the networking reception, and equipment/software improvements. The move to a virtual office has been a successful cost saving strategy.

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

REVENUE

Application CPE/CHFP	\$10,475
Application AEP/AHFP	2,961
Application CEA	3,828
Maintenance Fees	119,809
Sponsorship Donations	9,000
Late Fees	1,676
Job Bank	2,002
Bank Interest	94
Miscellaneous	1,800
Plaques	400
Exam Retake Fees	410
Total Revenue	\$152,477

EXPENSES

Salaries	\$60,475
Payroll Taxes	4,626
Med. Insurance	11,101
L&I Insurance	497
Unemployment Insurance	473
Rent	5,499
Telephone/Fax/Internet	2,710
Hard/Software Main/Repair	3,217
Casualty Insurance	407
Equipment Rental/Lease	2,213
Office Supplies	1,411
Postage/Shipping	895
Copying/Printing	707
HQ Staff Travel	3,123
Business Meetings	5,412
Networking Reception	4,529
Legal/Accounting	2,590
Taxes-FUTA/WA Sales & Use Tax	133
Bankcard sales %	2,521
Miscellaneous (NOCA, PO Box, Calligraphy)	1,443
Info Dissemination: Marketing	3,191
Newsletter	1,221
Website	1,671
Certificates	229
Standards Devel/Admin (Exam/App Eval/CoC) ..	5,175
Capital Improvements	1,862
Depreciation	786
Plaque Expense	293
Loan Interest/Fees	150
Pay Pal Charges	724
Total Expenses	\$129,284

BCPE's 2006/2007 Calendar of Events

October 15, 2006	BCPE Exam in San Francisco, CA at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: July 17, 2006.
October 17, 2006	BCPE Networking Reception, San Francisco, CA.
October 20-21, 2006	BCPE Annual Meeting, San Francisco, CA.
November 27, 2006	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. *Postmark deadline for application: July 28, 2006.
March 12, 2007	BCPE Exam in Dallas, TX at the Applied Ergonomics Conference. *Postmark deadline for application: November 13, 2006.
April 2, 2007	BCPE Exam at various locations around the U.S. and Canada. *Postmark deadline for application: December 1, 2006.
September 30, 2007	BCPE Exam in Baltimore, MD at the Annual Meeting of the Human Factors & Ergonomics Society. *Postmark deadline for application: May 29, 2007.

*New postmark deadline dates reflect four months prior to exam date.

Upcoming Conferences

American Society of Safety Engineers Professional Development Conference and Exposition, Seattle, WA, June 11-14

Human Factors in Defence, London, England, June 14-15

Warship 2006, London, England, June 20-21

2006 Eastern Ergonomics Conference and Exposition, Boston, MA, June 21-23

1st European Conference on Injury Prevention and Safety Promotion, Vienna, Austria, June 25-27

16th World Conference on Ergonomics- IEA 2006, Maastricht, The Netherlands, July 10-14

Organizational Design and Management Symposium, Maastricht, The Netherlands, July 10-14

26th International Congress of Applied Psychology, Athens, Greece, July 21-26

11th International Conference on Vision in Vehicles, Dublin, Ireland, July 27-30

28th International Congress on Occupational Health, Milan, Italy, August 21-26

114th Annual Convention of the American Psychological Association, New Orleans, LA, August 11-15

HCI 2006, London, England, September 11-15

Mobile HCI 2006, Espoo, Finland, September 12-15

HCI-Aero 2006, Seattle, WA, September 20-22

2006 Biomedical Engineering Society Annual Fall Meeting, Chicago, IL, October 11-14

7th Asia-Pacific Conference on Computer-Human Interaction, Taipei, Taiwan, October 11-14

Human Factors and Ergonomics Society 50th Annual Meeting, San Francisco, CA, October 16-20

Association of Canadian Ergonomists – ACE's 37th Annual Conference, Banff, Alberta, Canada, October 22-26

2006 NSC Congress and Expo, San Diego, CA, November 2-10

National Ergonomics Conference and Exposition, Las Vegas, NV, Nov 28-Dec 1

Applied Ergonomics Conference, Dallas, TX, March 12-15, 2007

14th International Symposium on Aviation Psychology, Dayton, OH, April 23-26, 2007

Work With Computer Systems, Stockholm, Sweden, May 21-24, 2007

HCI International 2007, Beijing, China, July 22-27, 2007

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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