



# 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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## Value, Visibility, Viability, and Validity

*Peter M. Budnick, PhD, CPE  
President*

By the time I joined the Board in 2002, our message of goals had already evolved to what we call the “three V’s” – Value, Visibility, and Viability – meaning *value* for certificate holders and those who hire us; *visibility* among certificate holders and the public we serve; and *viability* for the BCPE organization (the dollars and cents that keep the lights on).

I’m very happy to report that we’re achieving success in all three V’s.

For example: more and more jobs and contracts are requesting or requiring BCPE certification (*value*); we’re promoting certification at conferences with our new tabletop display (*visibility*); we closed the 2006 year end financials in the black, the fifth straight year we’ve done so (*viability*).

All told, BCPE is on a cautious, but healthy track. It’s extremely important, however, that we remain focused on the strategic goals that will strengthen our organization and the profession we support for many years to come. It’s time we seriously pursue the ‘glue’ that will hold our future together and truly set BCPE apart as the premiere certification body for ergonomics and human factors professionals. It’s time we add a fourth V to our mix: Validity.

That is, we must validate BCPE as a certifying organization, and in turn, validate our certification designations.

BCPE’s history is full of successfully completed milestones: IEA recognition in 2001; exceeding 1000 certificate holders in 2003; our 15<sup>th</sup> anniversary in 2005; the launch of our Continuance of Certification program in 2005; and our continued viability, to name a recent few.

We’re now ‘raising the bar’, and have set a goal to become accredited by The National Commission for Certifying Agencies (NCCA), which is the accreditation body of The National Organization for Competency Assurance (NOCA). NCCA maintains a stringent set of accreditation standards, and we’re diligently pursuing compliance.

The accreditation standards require, for example, that we add a public member to our Board of Directors (someone without a direct interest in our profession),

so we’re considering changes to our Bylaws that would make this possible.

The next, and possibly the most important milestone we ever achieve, is a Role Delineation Study (or, a Job Analysis, as NCCA calls it). This is a process through which we will survey our certificate holders to capture what we actually do in the usual conduct of our professional tasks. This survey, and the analysis to follow, will help BCPE fairly map future assessment instruments (e.g., applications, exams and portfolio materials) to an accurate and reliable portrayal of the field. It will also be one of the final steps we need to accomplish before submitting our application for NCCA accreditation.

And here’s more good news: We’re well on our way. We’ve contracted a third party, CASTLE Worldwide, to facilitate our survey development, roll-out and analysis. We are very near the stage at which we’ll need your input (more information is provided in the following article).

Please participate in the survey when it arrives in your mailbox. Your opinions will help shape BCPE’s future, and influence the entire ergonomics and human factors profession for years to come.

## Describing the Content and Practice of E/HF in 2007. Your Help is Needed.

*Marvin J. Dainoff, PhD, CPE  
Chair, Role Delineation and Exam Committee*

The Ergonomist Formation Model (EFM) is the foundation document describing professional competence in ergonomics and serves as the basis for examination questions and portfolio review. The current EFM, which has been in place since 1995, is based on a foundation paper by Rookmaaker, et al (1992). Since the scope of practice of the field has changed in the ensuing years, the EFM needed to be revised. Revision is, in fact, a requirement of the criteria and policies for competency assessment set by NOCA, the National Organization for Competency Assurance, whose standards BCPE follows.

The revision process established by BCPE within the NOCA framework is called a Role Delineation Study. The first part of the study consisted of an

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## Describing the Content and Practice

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iterative collaboration, lasting over two years, in which a newly created Role Delineation Committee worked in conjunction with BCPE Directors to produce a draft revision of the EFM. Two versions of the draft revision were produced: CPE/CHFP, and CEA with a specialty in physical ergonomics. It should be noted that the CEA revision represents a major change in policy for BCPE, since, in the past, this has been a generalist certification. BCPE will continue to explore the possibility of other specialized CEA certifications.

For the second part of the study, BCPE has hired CASTLE Worldwide as psychometric consultants. Working with the Role Delineation Committee, CASTLE is in the process of converting the EFM revisions to a survey format. This survey will be sent to a representative sample of all certificate holders. Each respondent will be asked to assess the importance, criticality, and frequency of each of the components of the revised EFM.

This revision process is a very important step towards insuring the future growth and success of BCPE. If you are one of the people asked to complete the survey, please do so. You will be helping to chart the future course of BCPE.

## Meet Our New Directors

*Lynda Enos, RN, BSN, MS, COHN-S, CPE*

Lynda Enos has over 25 years of work and consulting experience in both healthcare and industrial domains. She holds a graduate degree in human factors from the University of Idaho and is certified as an occupational health nurse (COHN-S) and a professional ergonomist (CPE).

In her role as an ergonomist at the Oregon Nurses Association (ONA), Ms. Enos provides professional support and technical expertise in occupational ergonomics and health & safety to ONA members and staff and to State Agency task forces and coalitions. She provides a comprehensive range of ergonomics consulting services that include program development, equipment design, and training to ONA member hospitals in Oregon.

In her role as an independent ergonomics consultant, Ms. Enos has assisted over 150 companies including manufacturing, semiconductor, lumber, pulp and paper, and healthcare facilities nationwide in the development and management of occupational ergonomics programs that reduce the risk of work related musculoskeletal disorders and human error, and improve worker and patient safety.

An accomplished public speaker, Ms. Enos has authored numerous technical presentations made at national and international conferences and is a member of several ergonomics and safe and professional nursing organizations.

She is a co-author of the Federal OSHA ergonomics guidelines for nursing homes published in 2003 and the chair of the Oregon Coalition for Health Care Ergonomics.



*New Director: Lynda Enos, MS, CPE*

*James Rudd, PhD, CPE*

Jim Rudd is an IBM Distinguished Engineer and the Practice Leader for the Customer Experience Strategy and Design Practice with IBM Global Services. Mr. Rudd started his career at The Aerospace Corporation in 1987 and joined IBM in 1988, where he has held a number of different positions in IBM's software development labs and with IBM Global Services.

In his current role, Mr. Rudd helps companies across a wide range of industries to create customer experience (CE) strategies, perform CE visioning, and lead teams in all phases of user-interface assessment, design, and development. He also serves as the chief technology officer for IBM Consulting's Customer Experience Branding, and Usability Design organization.

Mr. Rudd holds an M.S. in computer science from the University of North Carolina – Charlotte, and an M.S. and Ph.D. in applied-experimental psychology (human factors) from Virginia Polytechnic Institute and State University. He is a member of the Association for Computer Machinery (ACM), ACM - Special Interest Group on Computer-Human Interaction, Human Factors and Ergonomics Society, and the Usability Professionals Association. He holds many patents in user-interface technology, and is the co-author of a book and many technical articles on user-interface design and prototyping. He has been a Certified Professional Ergonomist since the BCPE was formed.



*New Director: Jim Rudd, PhD, CPE*

## BCPE CoC Quick Facts

The Continuation of Certification (CoC) requirement is fairly new to BCPE certificants, and many questions persist about the process. Luckily there is detailed information on the BCPE website on the Certificants Only Area page (see URL addresses provided on next page).

Here are some highlights:

- **Who** do the CoC requirements apply to? CPEs and CHFPs (CEAs, AEPs, AHFPs are not required to accumulate and document CoC points).
- **What** do you need to do to accumulate points? There are five activities that qualify for CoC points; you need to accumulate 100 points in at least two of the following areas over a 5 year period:
  - Actively practice as an ergonomist
  - Receive ergonomics training or provide ergonomics training in addition to usual job responsibilities
  - Volunteer with an ergonomics-related organization or activity
  - Publish ergonomics-related articles, papers, or company reports
  - Participate in ergonomics-related professional meetings.
- **How** do you document that you've accumulated the points? All certificants are required to submit

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## BCPE CoC Quick Facts

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a CoC worksheet that summarizes how they've accumulated their points. Approximately 10% of worksheets will be audited, so everyone needs to keep supporting documentation on file in case they are selected.

- **When** do you need to start accumulating points? The worksheets are due to BCPE no later than June 30, 2010 or 5 years after you gain certification (whichever is later). It is very likely that most certificants will need several years' activities to accumulate sufficient points.
- **Where** do you go for more information? There are two excellent documents on the BCPE web site:
  - CoC Worksheet – allows you to easily summarize your points and provides clear descriptions of qualifying activities as well as acceptable means of documenting them. [http://www.bcpe.org/uploads/CoCWorksheet\\_Jul05.doc](http://www.bcpe.org/uploads/CoCWorksheet_Jul05.doc).
  - FAQ's for the CoC Program – Provides detailed answers to many of the questions you may have about the CoC process. [http://www.bcpe.org/uploads/CoC\\_FAQs\\_Jul05.doc](http://www.bcpe.org/uploads/CoC_FAQs_Jul05.doc).

## Certificant Spotlight: Hugh McLoone, CPE

Hugh McLoone is a User Researcher at Microsoft, where he works with product development teams to create and design Microsoft products. He has worked extensively on computer input devices (mice and keyboards), and more recently has been working on hardware/software systems for portable devices.

Hugh has a master's degree in public health from the University of Washington and a bachelor's degree in anatomy & physiology from the University of California – Berkeley. Prior to joining Microsoft in 1996, he worked for five years as an Industrial Hygienist for Apple Computer.

**Question (Q):** What have been some of the more interesting products you've worked on at Microsoft?

**Hugh McLoone (MC):** I've been able to impact over 70 products over the eleven years I've been here. One of the most interesting was the Microsoft Natural Ergonomic Keyboard. It took 7 years of research, requiring a lot of patience and persistence. In the end, it all paid off. During all of 2006, it's been the number one selling wired keyboard in the U.S. It rejuvenated an otherwise stale product category.

**Q:** I understand your signature is on the retail box with a seal that says "Ergonomist Approved".

**HC:** That's correct. The marketing folks were initially looking for a medical doctor to endorse it, but came to the conclusion that a Certified Professional Ergonomist who led the product's design was just as appropriate. It's the only product that Microsoft sells with someone's personal signature on the box.

Another very interesting project in 2001 was the Microsoft Office Keyboard. We ended up implementing 40 discrete design changes, many of which continue in

current keyboards. The keyboard appealed to a wide range of users, and was the first Microsoft keyboard to offer special controls on the left side for two-handed interaction.

**Q:** It's amazing how things have evolved with computer input devices.

**HC:** When I joined Microsoft, the company sold one keyboard and two mice. But now we offer 20 keyboards and 23 mice. I led the ergonomic contribution to the first 5 right-handed dedicated Microsoft mice – continuously improving on each one over the years – to reduce wrist pronation while mousing.

**Q:** How did you get involved in product design ergonomics?

**HC:** While working as an IH for Apple Computer, I managed the employee ergonomics program, conducting computer workstation assessments and training. Also, I would be asked to assist with customer communications about ergonomics and Apple's hardware. Yet, I was on the receiving end of product design. At Microsoft, I had the opportunity to affect product design on the front end – designing ergonomics *into* products affecting millions of people world-wide.

**Q:** Has certification been important to your career?

**HC:** My jobs to date have not required the CPE designation. However, I believe that it's important to have competency recognized and acknowledged. A great example is the retail box for the Microsoft Natural Ergonomic Keyboard – the marketing team decided that having a Certified Professional Ergonomist endorse the product was important. They felt that customers, press, and corporate buyers would acknowledge and appreciate that a CPE contributed to its innovative design.

**Q:** Would you have any advice for someone entering the ergonomics field?

**HC:** There are so many opportunities in this field, it is very multi-disciplinary. I would advise everyone to follow their interests and patiently persistent with their career goals. The light at the end of the tunnel may look very far away but, by moving forward, you keep getting closer – just be sure to enjoy the journey.

## Thank You to 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, served on the role delineation committee, or volunteered in some manner over the past year:

Magdy Akladios, PhD, CPE  
Bob Andres, PhD, CPE  
Jose Carlos Banaag, MS, CPE  
J. David Beattie, BASc, CHFP  
Barry Berson, MA, CPE  
Jim Borchardt, BA, CPE  
Russ Brown, PhD, CPE  
Cindy Burt, MS, CPE  
Jim Callan, PhD, CPE

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## Thank You to BCPE Volunteers

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Steve Casey, PhD, CPE  
Sherry Chappell, PhD, CHFP  
David S. Chiasson, MSc, CHFP  
George Chuckrow, BA, CPE  
Vincent Ciriello, ScD, CPE  
Haydee Cuevas, PhD  
Dave Damico, MA, CPE  
Joe Davis, PhD, CPE  
Jerry Duncan, PhD, CPE  
Bob Fox, PhD, CPE  
Ellen Gallo, MS, CPE  
Hal Hendrick, PhD, CPE  
Lee Huber, BS, CPE  
Andy Imada, PhD, CPE  
Phil Jacobs, MS, CPE  
Dan Johnson PhD CPE  
Debra Jones, PhD, CPE  
Gene Kay, MS, CEA  
Dick Kelly, PhD, CPE  
David Kobus, PhD, CPE  
Brian Langenhorst, BS, CEA  
Darren MacDonald, BSc, CPE  
Carl McGahee, BA, CPE  
Jim McGlothlin, PhD, CPE  
Mike Maddox, PhD, CHFP  
Scott Malcolm, MA, CHFP  
Susan Meadows, MS, CPE  
Bill Mergen, MA, CPE  
Rachel R. Michael MSc, CPE  
Jay Miller, PhD, CPE  
Kimberly Monroe, PhD, CPE  
Don Morelli, MSIE, CPE  
Jeff Nelson, MS, CPE  
Mike Palmer, MS, CPE  
Brian Peacock, PhD, CPE  
William Piispanen, MS, CEA  
Randy Rouborn, MSIE, CPE  
Wayne Rhodes, PhD, CPE  
Clarence Rodrigues, PhD, CPE  
Michael Rodriguez, PhD, CHFP  
John Rosecrance, PhD, CPE  
Jeff Sanford, MHK, CPE  
Bob Smillie, PhD, CPE  
Peregrin Spielholtz, PhD, CPE  
John Stevenson, PhD, CEA  
Terry Stobbe, PhD, CPE  
Carol Stuart Buttle, MS, CPE  
Jessica Waller, MS, CPE  
Kathleen Watson, MA, CHFP  
Mike Welch, MS, CHFP  
Chuck Woolley, MSE, CPE  
Mike Wynn, MBA, CPE

## Foundation for Professional Ergonomics Update

The Annual Meeting of The Foundation for Professional Ergonomics (FPE) was held last October in San Francisco. This nonprofit, 501(c)3, was formed in 2004 and is dedicated to advancing professionalism in ergonomics through educational and scientific activities designed to demonstrate how professional Ergonomists make our lives at work and home healthier, safer, more productive, and more satisfying. The FPE relies on financial support from the general public to support these activities. New officers are President - Valerie Rice and Secretary-Treasurer - Karel Jahns. Hal Hendrick is Chair of the Program Development Committee.

A position paper on "What does it mean to be a "professional"...and what does it mean to be an ergonomics professional?" was authored by Valerie Rice and Jerry Duncan. It has been posted on the FPE website [www.ergofoundation.org](http://www.ergofoundation.org) and submitted in a revised format to *Ergonomics in Design* for publication. Portions of this paper will be used as background for a special session on "Ergonomics Professionalism: A Panel Discussion" at the Human Factors and Ergonomics Society Annual Meeting in Baltimore in October 2007. The discussion will be chaired by Valerie Rice and Jerry Duncan and include panelists: Barry Beith, Hal Hendrick, Andy Imada, Ian Noy, and Wendy Rogers. A summary of this paper is included in this newsletter.

A CPE Exam Prep workshop was conducted in March by Valerie Rice at the 2007 Applied Ergonomics Conference in Dallas with approximately 25 attendees. During this workshop, information was presented on the basic format of the exam, as well as a review of basic human factors concepts and statistics. A longer, two-day prep course is being planned.

The FPE is also working with the International Ergonomics Association (IEA) in providing ergonomic consulting services to industrial developing countries (IDC). A first action in this effort has been to identify and recommend internationally recognized speakers for the upcoming Iranian Ergonomics Society's IranErgo 2007, an international ergonomics conference which has been formally endorsed by the IEA. Future efforts in the joint FPE-IEA might include recommending an expert ergonomist for some advice requested by an ergonomist of an IDC or identifying potential expert ergonomist(s) who would speak or provide a seminar on a certain topic (at no cost other than coverage of the speaker's expenses). Hal Hendrick, Past President of both the IEA and FPE, currently heads this joint project.

For more information on the FPE, please visit FPE's website [www.ergofoundation.org](http://www.ergofoundation.org).

## Definition of an Ergonomics Professional

The Foundation for Professional Ergonomics (FPE) has sponsored a position paper titled "What does it mean to be a 'professional'...and what does it mean to be an ergonomics professional?" This paper is the result of an extensive literature review to identify basic elements that are generally accepted to define a professional, concluding in a description of an ergonomics professional.

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## Definition of an Ergonomics Professional

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Authored by Valerie J. Rice, PhD, CPE and Jerry R. Duncan, PhD, CPE, the paper is available for download on the Resources page of the FPE website. It reviews many definitions of professionalism ranging from law to medicine to education, applies the information to what it means to practice the ergonomics discipline (as defined by Dr. David Meister), and then identifies six characteristics of an "ergonomics professional":

1. An ergonomics professional must master a complex body of knowledge and skills (i.e., human factors and ergonomics) used in the service of others, and maintain competence in that body of knowledge and set of skills.
2. An ergonomics professional must demonstrate accountability to the public-at-large and to the profession, and satisfy performance measures established by the profession (i.e., meaningful continuing learning; minimum standards of competence and ethics).
3. An ergonomics professional must be governed by a code of ethics.
4. An ergonomics professional must express and demonstrate commitment to competence, and maintain the integrity of the moral and collegial nature of the ergonomics profession. An ergonomics professional must be accountable for one's conduct to the profession, exhibit altruism, and promote activities in the public good within their domain.
5. An ergonomics professional must demonstrate autonomy in practice and judgment and accept the responsibility of self-regulation.
6. An ergonomics professional must exhibit a professional spirit which results from associating together people that adhere to a common ideal which puts service above gain, excellence above quantity, self-expression above pecuniary motives, and loyalty above individual advantage (professionals contribute to the advancement of the professional group).

You can read the full position paper at <http://www.ergofoundation.org/resources.html>.

## From BCPE Headquarters

### Current Email Addresses Needed

As BCPE embraces changing technologies in an effort to reduce organizational costs, we are increasing our use of email communications. In recent years, the newsletter has transitioned from a paper publication to an electronic document and last year's change in accounting programs enabled electronic invoicing and payment of certification maintenance fees. While we try to avoid overburdening you with these communications, it is increasingly important they are received. If your email address changes, please let us know. Updates can be made online at <https://secure5.inno-tech.com/bcpe/members/login.asp> or you can send an email to [update@bcpe.org](mailto:update@bcpe.org). If you

don't have an email address on file, it would be helpful if one could be provided.

We also ask you make sure these communications are not blocked by firewalls or spam filters. These messages usually include BCPE in the subject line and will arrive from one of the following addresses: [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org), [info@bcpe.org](mailto:info@bcpe.org) or [billing@bcpe.org](mailto:billing@bcpe.org).

Should you have questions or concerns regarding BCPE's use of email communications, please contact Kris at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

## 2006 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, 86 applications were received by the BCPE: 23 CPE [CHFP] applications, 21 AEP [AHFP] to CPE [CHFP] applications, 34 AEP [AHFP] applications and 8 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 2006 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	10	10	100%
AEP/AHFP to CPE/CHFP	15	15	100%
AEP/AHFP	24	13	54%
CEA	9	3	33%

## 2006 Annual Business Meeting Highlights

BCPE's Annual Business Meeting was held October 20-21, 2006 in San Francisco, CA. Much of the meeting focused on committee activities and organizational risk assessment. Highlights of these discussions include:

- Approving to expand the Board of Directors to include a member-at-large (a non BCPE certificate holder), subject to the rules of NOCA. Fine tuning of the Bylaws wording is to follow.
- Review and approval of the 2007 budget and selection of Vanguard as the trustee company for an employee retirement plan.
- Continued exploration of the cost and process of offering the exams by computer rather than the current paper format.
- Review of a proposed user interface/information architecture and color/logo schemes for the website redesign. Further iteration of these concepts is expected by the 2007 midyear meeting.
- Recommendations for processing and reviewing Continuation of Certification (CoC) worksheets and procedures for handling incomplete and overdue worksheets.

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## 2006 Annual Business Meeting Highlights

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- Identification of four areas of organizational risk and several key concerns within these four categories. Each concern was ranked as low, medium or high risk based on the frequency with which they happen (or could happen) and their perceived severity in terms of cost to the organization. The next step is to map these risks to the BCPE strategy map.
- An update on the role delineation project and how best to identify/pre-qualify participants for the project survey.

Outgoing directors Waldemar Karwowski and Arnie Lund were recognized for their service on the Board with plaques of appreciation. Incoming directors Lynda Enos and Jim Rudd were officially welcomed to the Board. The meeting adjourned following officer elections. Serving are Peter Budnick as President, Sue Evans as Vice-President, Bill Muto as Secretary and Jim Kondziela as Treasurer.



BCPE Board of Directors at Annual Meeting in San Francisco in September 2006. Seated (left to right) Marvin Dainoff, PhD, CPE; Chris Hamrick, MSIE, CPE; Standing: Sue Evans, PhD, CPE; Mark Hoffman, MA, CPE; Arnie Lund, PhD, CHFP; Bill Muto, PhD, CPE; Waldemar Karwowski, PhD, CPE (with plaque of appreciation); Jim Rudd, PhD, CPE; Peter Budnick, PhD, CPE; Jim Kondziela, PhD, CPE; Lynda Enos, MS, CPE; and Bob Moritz, MA, CPE.



Sue Evans, PhD, CPE and Arnie Lund, PhD, CPE with his plaque of appreciation for service of two terms as a Director.



Sue Evans, PhD, CPE presents a plaque of appreciation to Dennis McBride, PhD, CPE for his four years of service on the Board of Directors.

## BCPE Financial Report 2006

In 2006, BCPE revenues totaled \$159,210 and expenses totaled \$129,251. BCPE continues to work toward its goal of building reserves to facilitate improvements to the certification process, of which the role delineation study is a current project. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees, and sponsorship donations. The largest expense categories in 2006 include staff salaries, exam development, and costs associated with business meetings and the networking reception.

If you have questions regarding this report, please contact Karel at [info@bcpe.org](mailto:info@bcpe.org).

### REVENUE

Application CPE/CHFP	\$ 9,357
Application AEP/AHFP	4,240
Application CEA	1,418
Maintenance Fees	121,250
Sponsorship Donations	14,000
Late Fees	1,985
Job Bank	4,155
Bank Interest	149
Miscellaneous	1,690
Plaques	506
Exam Retake Fees	460
<b>Total Revenue</b>	<b>\$159,210</b>

### EXPENSES

Salaries	\$59,929
Payroll Taxes	4,585
Med. Insurance	11,858
L&I Insurance	570
Unemployment Insurance	384
Rent	600
Telephone/Fax/Internet	2,155
Hard/Software Main/Repair	4,093
Casualty Insurance	389
Equipment Rental/Lease	1,406
Office Supplies	722
Postage/Shipping	1,053
Copying/Printing	210
HQ Staff Travel	4,532
Business Meetings	5,623
Networking Reception	6,587
Professional Services	1,575
Taxes-FUTA/WA Sales & Use Tax	354
Bankcard sales %	3,227
Miscellaneous (NOCA, PO Box, Calligraphy)	1,305
Info Dissemination- Marketing	2,426
Newsletter	1,016
Website	2,056
Standards Devel/Admin (Exam/App Eval/CoC)	7,346
Capital Improvement	2,993
Depreciation	1,419
Plaque Expense	294
Loan Interest/Fees	160
Pay Pal Charges	384
<b>Total Expenses</b>	<b>\$129,251</b>

## Changes to the Directory of BCPE Certificate Holders

BCPE would like to congratulate the 80 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,129:

943 CPEs/CHFPs  
117 AEPs/AHFPs  
69 CEAs

### New certificate holders are:

#### CPEs/CHFPs

Robert C. Allen, PhD, CPE\*  
Marisol Barrero, MS, CPE\*  
Gaylord L. Bridegan, MS, CPE\*  
Kevin H. Butler, MS, CPE\*  
Karen N. Cooper, MSIE, CPE\*  
Kermit G. Davis, III, PhD, CPE\*  
Derek I. Dawson, MAsc, CPE\*  
Angela T. DiDomenico, PhD, CPE\*  
Jessica K. Ellison, MS, CPE\*  
J. Grant Esler, MPH, CPE  
Cindy R. Gignac, MEng, CPE  
Joel S. Greenstein, PhD, CPE\*\*  
Hung Mike P. Ha, MS, CPE\*\*  
Justin P. Hagen, BS, CPE  
Bachel Han, PhD, CPE  
Virginia J. Hixson, MS, CPE  
Timothy A. Hoebbel, MBA, CPE  
Jihyan Hur, MS, CPE  
Aisha E. Johnson, MSE, CPE\*  
David B. Kaber, PhD, CHFP\*  
Michael J. Kelly, PhD, CPE\*\*  
Yong-Ku Kong, PhD, CPE  
Stephen R. Krajcarski, MSc, CPE\*  
Frank Lardi, BSc, CPE\*  
William H. Lenharth, PhD, CHFP\*\*  
Jia-Hua Lin, PhD, CPE\*  
Ming-Lun Lu, PhD, CPE  
La'Shaun Marie Kellum Martin, BSE, CPE  
Charles A. Maxner, MEd, CPE\*  
Rachel R. Michael, MSc, CPE\*  
Kristen E. Miller, MS, CHFP\*  
Jean Nadeau, MSc, CHFP\*  
Miguel A. Perez, PhD, CPE\*  
Vincent Racco, BSc, CPE  
Laura M. Stanley, PhD, CPE  
Alvaro D. Taveira, PhD, CPE\*\*  
Prabaharan Veluswamy, MS, CPE  
Bobbie J. Watts, MSIE, CPE  
Ashley D. West, MS, CPE  
Steven J. Wurzelbacher, PhD, CPE

\*AEPs/AHFPs transitioning to CPE/CHFP

\*\*Via 15-year, portfolio review process

#### AEPs/AHFPs

Brad M. Agler, MS, AEP  
Sudhir Alchuru, MS, AEP  
Sharnnia Artis, MS, AEP\*\*\*  
Ian C. Bertmaring, MS, AEP\*\*\*  
Toral V. Contractor, MS, AHFP\*\*\*  
Thomas W. Davis, PhD, AEP\*\*\*  
Robin J. Elliott, MEng, AEP  
H. C. Neil Ganey, PhD, AHFP\*\*\*

Mathew P. Green, BSc, AEP  
Melissa L. Hallock, MS, AEP  
Raegan M. Hoelt, PhD, AHFP\*\*\*  
Jeffrey A. Hoyle, MS, AEP\*\*\*  
Cindy Hung, BSc, AEP  
Anil R. Kumar, MS, AEP  
Jennifer A. Law, MS, AEP  
Matthew N. Jaskowiak, MS, AEP  
Safia M. Kassam, BSc, AEP  
Sukwon Kim, PhD, AEP  
Pauline L. Lewis, MS, AEP\*\*\*  
Christy A. Lotz, BSc, AEP  
Ruiqi Ma, PhD, AHFP\*\*\*  
LaTanya F. Martin, MS, AEP\*\*\*  
Alysha R. Meyers, MS, AEP  
Cynthia M. Rando, MS, AHFP\*\*\*  
Juan C. Rodriguez, MS, AEP  
Navrag B. Singh, MSIS, AEP\*\*\*  
Sarah E. St. Pierre, MHK, AEP  
Samantha M. Reid, BA, AEP  
Heather E. Ritz, BSIE, AEP  
Anand Subramanian, MS, AEP  
Ryan L. Urquhart, PhD, AEP\*\*\*  
Terrance W. Westerfield, MS, AHFP  
Jeremy R. Wilzbacher, MS, AEP  
Brad A. Zylstra, MSE, AHFP  
Paula Fleur Zylstra, MSE, AEP

\*\*\*By exam waiver as a graduate of an IEA Federated Society's accredited E/HF degree program

#### CEAs

Roger M. Chong, BScK, CEA  
Ed F. Havey, MS, CEA  
Jennifer S. Lingafelter, MBA, CEA

Certificate holders reinstated in the past year include Wayne P. Adams, MS, CPE and Jeffery W. Sanford, MHK, CPE.

#### No longer current in their certification are:

Robert L. Carr  
Kim Cornelius  
Ann B. McGrew  
Joan M. Ryder  
Paul Stager  
Trevor Trainor

## In Memoriam

We recently learned of the passing of Don Greer and offer our sympathy to his family, close friends and associates.

## Lost

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

Yona Adika, MS, AEP  
Barbara G. F. Cohen, MA, CPE  
Antoinette Coker, MSIE, CPE  
Ashwanikumar Muppasani, MS, CEA  
Swetha Sivakumar, MS, AEP

## BCPE Networking Reception

Can you name a colleague who has a pet that's not a mammal? How about one that traveled more than three thousand miles to be at our networking reception in San Francisco last October 17th? At least four people who attended the BCPE Annual Networking Reception were able to answer these questions. In an effort to look ahead to the next fifty years of ergonomics professionalism, the BCPE extended a special welcome to students and young professionals at our 2006 networking reception. To help break the ice between this group and those who have been practicing ergonomics for a while, a scavenger hunt game was held. Participants worked the room, enjoying food and drink, while discovering personal and professional information about their fellow ergonomists. When the

cards were completed, they were entered into a drawing to win fabulous prizes.

The winners of "BCPE" logo limited edition baseball caps were Shelley Deppa, CHFP and Malcolm Lancelot. The winners of engraved business card holders forever declaring them "2006 BCPE Networking Champions" were Carolyn Law and Aaron Petit. Another special drawing for a BCPE Certificate frame was won by Ed Voyles, CEA. It's safe to say some new friends were made, ensuring the future of ergonomics professionalism. Who knows -- maybe one of those present will reminisce about the fun they had when they give the keynote address at the 100th Annual Meeting of the HFES!

We thank our 2006-2007 Sponsors for making the reception possible and helping fulfill other strategic plans for BCPE's continued evolution.

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## **Upcoming Conferences**

*Usability Professionals Association Conference, Austin, TX, June 11-15, 2007*

*International Ergonomics Conference, Zagreb, Croatia, June 13-16*

*American Society of Safety Engineers (ASSE) Professional Development Conference and Exposition, Orlando, FL, June 24-27*

*International Conference on Auditory Display (ICAD), Montreal, Quebec, June 26-29*

*International Driving Symposium on Human Factors in Driver Assessment, Training and Vehicle Design, Stevenson, WA, July 9-12*

*International Conference on Ergonomics and Safety for Global Business Quality and Productivity, Poznan, Poland, July 9-12*

*International Conference on Human-Computer Interaction (HCI), Beijing, China, July 22-27*

*Annual World Engineering Anthropometry Resource (WEAR) Conference, Banff, Alberta, July 31-August 1*

*Annual Conference of the Cognitive Science Society, Nashville, TN, August 1-4*

*Annual Convention of the American Psychological Association, San Francisco, CA, August 17-20*

*International Conference on Slips, Trips and Falls: From Research to Practice, Hopkinton, MA, August 23-24*

*International Scientific Conference on Prevention of Work-Related Musculoskeletal Disorders - PREMUS, Boston, MA, August 26-30*

*Symposium on Analysis, Design, and Evaluation of Human-Machine Systems, Seoul, Korea, September 4-6*

*Annual Nordic Ergonomics Society Congress, Lysekil, Sweden, October 1-3*

*Human Factors and Ergonomics Society Annual Meeting, Baltimore, MD, October 1-5*

*Association of Canadian Ergonomists (ACE) Annual Conference, Toronto, Canada, October 14-17*

*Conference of the New Zealand Ergonomics Society, Auckland, New Zealand, November 7-9*

*IranErgo, Tehran, Iran, November 20-21*

*National Ergonomics Conference and Exposition, Las Vegas, NV, November 27-30*

*International Conference on Agriculture Ergonomics in Developing Countries, Kuala Lumpur, Malaysia, November 28-29*

*IEEM 2007 - IEEE Engineering Management Society Singapore Chapter, Singapore, December 2-5*

*Applied Ergonomics Conference, Orlando, FL, March 11-13, 2008*

*ACM/IEEE International Conference on Human-Robot Interaction, Amsterdam, Netherlands, March 12-15, 2008*

*Organizational Design and Management (ODAM) Symposium, Sao Paulo, Brazil, March 19-21, 2008*

*Ergonomics Society Annual Conference, Nottingham, U.K., April 1-3, 2008*

*Computer/Human Interaction (CHI) Conference, Florence, Italy, April 5-10, 2008*

# THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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## BCPE's 2007/2008 Calendar of Events

- |                    |  |
|--------------------|--|
| September 30, 2007 | BCPE Exam in Baltimore, MD at the Annual Meeting of the Human Factors & Ergonomics Society.<br>Postmark deadline for application: May 29, 2007.  |
| October 2, 2007    | BCPE Networking Reception, Baltimore, MD.  |
| October 5-6, 2007  | BCPE Annual Meeting, Baltimore, MD.  |
| November 26, 2007  | BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition.<br>Postmark deadline for application: July 26, 2007.              |
| March 10, 2008     | BCPE Exam in Orlando, FL at the Applied Ergonomics Conference.<br>Postmark deadline for application: November 13, 2007.                          |
| April 7, 2008      | BCPE Exam at various locations around the U.S. and Canada.<br>Postmark deadline for application: December 7, 2007.                               |
| June 1, 2008       | BCPE Exam in Minneapolis, MN at the American Industrial Hygiene Conference & Exposition.<br>Postmark deadline for application: February 1, 2008. |
| September 21, 2008 | BCPE Exam in New York, NY at the Annual Meeting of the Human Factors & Ergonomics Society.<br>Postmark deadline for application: May 21, 2008.   |
| December 1, 2008   | BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition.<br>Postmark deadline for application: August 1, 2008.             |