

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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SPRING-SUMMER 2005

VOLUME XIII NUMBER 1

Notes from the President

Arnold M. Lund, PhD, CHFP

This year marks the 15th anniversary of the beginning of the BCPE. Heather Allen, Al Bottner, Steve Casey, Al Chapanis, Harvey Cohen, Lee Doolittle, Daryle Jean Gardner-Bonneau, Hal Hendrick, Richard Hornick, Marilyn Joyce, Rani Lueder, David Meister, George Peters, Mel Rudov, Bob Waters and Dieter Jahns served as midwives to an organization whose mission would be to establish criteria and a process for certification of ergonomics professionals. The process of making certification happen had been going on for awhile in HFES, but they made it happen.

Fifteen years ago I also found myself holding my newly born daughter, Anna Doribeth Lund. For parents or organizations, it is remarkable how quickly time flies, and how rapidly change takes place in those early years. At a birth there are hopes and dreams, and first discoveries of who has been born. Healthy children and organizations transcend those early limited visions, and find their own way in making the world a better place.

In going through the messages from previous board presidents in past issues of *The Professional Ergonomist*, it has been as fascinating to watch the maturation of the BCPE, as it is to go through a baby book. At 5 years, Jerry Duncan wrote about what it means to be a professional, the role of certification in general, and the BCPE in particular in helping turn ergonomics and human factors from what some have viewed as art into an engineering science. About the time the BCPE was founded, a boss I had then, the Chief Technology Officer for Ameritech and an engineer, asked "Don't people in your field actually KNOW anything?" Certification, in part, is a recognition of the fundamentals of what we know. Certification doesn't guarantee that the fundamentals will be applied in a consistent, effective way and it isn't intended to push the limits of the field, but certification does force a definition of the foundation of the practice. BCPE certification has been important in this process because the definition has been driven by leaders in the field. This definition and the process of certifying knowledge and experience is what lay behind the initial mission.

My daughter as a 15 year-old is on the dawn of

adulthood. We are talking about a driver's license. We are talking about career choices, and we are seriously getting the first hints of her true future. We are exploring colleges and the tools she needs to step up to the next stage of her life.

The BCPE is at a similar point in its maturation. Many of our key tools are now in place. We have achieved recognition from the IEA. We have worked through the tough discussions to find an appropriate Continuation of Certification process that will ensure the credibility of BCPE certification continues to grow. The Web site has enabled a migration to more efficient electronic processes.

In 2001, we revisited our mission and vision. While the mission of 15 years ago was to establish criteria and a process for certification, the mission today is to provide certification to protect the public, the profession, and its professionals, by assuring standards of competency and advocating the value of certification. Looking beyond the vision, the high bar we hold for ourselves is to provide the premier certification, the certification that is recognized as being essential for every serious ergonomics professional.

Susan Evans' notes in the 2003 and 2004 newsletters talked about themes of Value, Visibility, and Viability. These will obviously continue to be important for the BCPE. We need to continue to explore new ways to bring value to individuals who are certified, as well as to the profession in general, and the public we serve. The Foundation for Professional Ergonomics was launched this last year (www.ergofoundation.org) and will be able to take on an educational mission that should help with that goal. As for visibility, this continues to be a challenge for a volunteer organization, but in running the BCPE through a volunteer board, one where we consciously attempt to balance representation across the breadth and diversity of ergonomics, the volunteers themselves help bring at least some of that visibility. We have also been looking at more opportunities where we might have a presence, and the leadership roles many BCPE certificate holders have in their professional organizations should also contribute to this visibility. The move to a Web based infrastructure has brought us many opportunities to save money while improving services, and the Board continues to find ways

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Notes from the President

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to be fiscally responsible as we go forward. I think we all feel we are through those tough “living on the edge” years when it wasn’t always clear we’d be able to make it to the next year.

Building from this foundation though, I might propose we add a fourth V, Validity. We need to ensure that the certification continues to represent the foundation of our field, and so we have been re-looking at how our field has evolved over the years. Valerie Rice, in her presidential note in 1997, wrote that many people aren’t aware of the breadth of the field. Jerry Duncan, in 1996, wrote about the edge of disciplines, and the impact as the edges disappear. Both observations are truer than ever. Hardware, software, environment, organizations and process, all increasingly feel the benefits of strong ergonomics work, and new challenges arise as we need to design the complex systems that involve interactions among all these components. To do that design, new skills are increasingly being used in the profession drawn from other fields like anthropology and industrial design. Design also needs to include the motivation to do the right thing, motivation that often includes designing in the emotional side of the experience. Marvin J. Dainoff (BCPE Director, and the President-elect of HFES) has been leading an effort to update the Ergonomist Formation Model to better reflect the growing ubiquity and integration of technology throughout our field, new knowledge and skills that are critical for ensuring we can continue to increase our impact, skills in design, understanding social and other contexts, macro-ergonomic theory, and so on. The Job Analysis work that is currently underway will ensure it reflects present human factors and ergonomics practice. The next step will be to evolve the certification to reflect the maturation of the field. This will be the key effort during the time I hold this office.

The next 15 years will take the BCPE into maturity. It will show how that early vision is accomplished, but in a way that transcends the originators of the BCPE. Adulthood will reflect the profession, and the certified professionals who are the life force behind the profession. The BCPE, of course, isn’t an entity that exists in the abstract. It exists because of those who have been certified, and the certified volunteers who meet and move certification forward, and who move the field and profession forward.

Finally, I’d like to again note that this is a certification organization for professionals, run by leaders in the profession, for the profession. We have been deeply grateful for all of your efforts over the years that have helped us reach this important milestone, but I would also challenge you to get involved in helping us serve the profession increasingly over the next 15 years. We need you! This is clearly a way to have an impact on our field, and on the people whose lives are influenced by our work. If you are willing to help, please contact the BCPE office at (bcpehq@bcpe.org) or myself (alund@microsoft.com). We look forward to working with you to make great things happen.

Meet the New Directors

Christopher A. Hamrick, MSIE, CPE

Christopher A. Hamrick is Ergonomics Technical Advisor at Ohio Bureau of Workers’ Compensation, Division of Safety & Hygiene, where he is responsible for ergonomic projects and technical consultation. Prior to joining BWC, Chris was Director of Ergonomic Services for CNA Risk Management in Chicago, IL where he provided ergonomics consulting services to clients. From 1989 to 1995, Chris worked for the U.S. Bureau of Mines (now NIOSH) in Pittsburgh, PA as an Industrial Engineer, performing research directed toward reducing the risk of injury in the mining industry by using ergonomic methodologies and principles. He holds Bachelor of Science and Master of Science degrees in Industrial and Systems Engineering from The Ohio State University. In addition to serving as a BCPE Director, Chris is a member of the Human Factors and Ergonomics Society and is a Senior Member of the Institute of Industrial Engineers.

Robert R. Moritz, MA, CPE

Robert R. Moritz is Senior Director, Product Design & Usability with Sprint Corporation where for the past 8 years he has focused on the design of voice and mobile data products for the consumer mass market. Prior to joining Sprint, he worked in the petrochemical industry for Exxon Biomedical Sciences, Inc. as the lead Human Factors Psychologist for Gulf Coast operations. He began his career in 1988 with Bell Communications Research (Bellcore). At Bellcore, he concentrated on the user interface design of directory assistance systems and the design of VDT workstations. He earned an M.A. in Applied Experimental Psychology from Miami University (Ohio) and has been a Board Certified Professional Ergonomist since 1995.



New Directors Chris Hamrick, MSIE, CPE and Bob Moritz, MA, CPE.

A Special Thanks to Our Volunteers

The BCPE would like to thank the individuals who have volunteered their time and assistance to help proctor the exam, evaluate application submissions, and serve as mentors. Volunteer efforts are extremely important to BCPE, and we deeply appreciate these dedicated

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A Special Thanks to Our Volunteers

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individuals. (If you would like to learn about volunteer opportunities with BCPE, please contact bcpehq@bcpe.org.)

Exam proctors since fall 2004:

Regina Barker, CPE
David Beattie, CHFP
Dave Brodie, CPE
Jeremy Brooks, CHFP
Vincent Ciriello, CPE
Joe Davis, CPE
Bill Elliott, CPE
Hal Hendrick, CPE
Kim Iwasa-Madge, CHFP
Miriam Joffe, CPE
Rani Lueder, CPE
Arnie. Lund, CHFP
Carl McGahee, CPE
Bill Marras, CPE
Terry Morris, CPE
Chandra Nair, CPE
Randy Rabourn, CPE
Kris Rightmire
Terry Stobbe, CPE
Chip Wade, CPE
Dave Wood, CPE
Chuck Woolley, CPE

Recent application evaluators:

Barry Berson, CHFP
Jim Callan, CPE
Harvey Cohen, CPE
Hal Hendrick, CPE
Roger Jensen, CPE
Daniel Johnson, CPE
Dick Kelly, CPE
David Kobus, CPE
Graciela Perez, CPE
Wayne Rhodes, CPE
Michael Rodriguez, CHFP
Bob Smillie, CPE
Tom Way, CPE ret.

Mentors:

Bob Andres, CPE
Sherry Chappell, CPE
George Chuckrow, CPE
Ellen Gallo, CPE
Chris Hamrick, CPE
Hal Hendrick, CPE
Lee Huber, CPE
Gene Kay, CEA
Darren MacDonald, CPE
Scott Malcolm, CHFP
Bill Mergen, CPE
Jeff Nelson, CPE
Mike Palmer, CPE
Brian Peacock, CPE
William Piispanen, CEA
John Rosecrance, CPE
John Stevenson, CEA
Jessica Waller, CPE

We would also like to recognize and extend a big thank you once again to Bob Fox, CPE for his ongoing efforts with the mentor program. Thanks to Bob, the mentor program relaunch has been a tremendous success. The program has over 20 active mentoring relationships and is seeking new mentors to support program interest. If you would like to volunteer as a mentor, please visit [bcpe.org](http://bcpe.org/info/detail.asp?RecordID=8) at <http://bcpe.org/info/detail.asp?RecordID=8> or contact BCPE at bcpehq@bcpe.org.

BCPE Celebrates 15th Anniversary

BCPE is very proud to celebrate its fifteenth anniversary this year. Thanks to the hard work by many dedicated professional volunteers and staff members, BCPE continues to grow in strength, influence and numbers and, remains committed to its Mission: "To provide ergonomics certification to protect the public, the profession, and its professionals by assuring standards of competency and advocating the value of certification."

Here's a brief history of some key events in BCPE's history:

- Incorporated on July 23, 1990 as The Academy of Certified Ergonomists. The name was later amended on February 10, 1992 to Board of Certification in Professional Ergonomics.
- Certification officially commenced in 1992 with the awarding of certificate number 1 to Alphonse Chapanis on 9/30/92. Thirty-three other professionals were awarded certification during 1992.
- A total of 702 applications were submitted for the 12/31/03 deadline marking the end of portfolio review certification. Of these applications, 601 resulted in a certificate being issued, with another 18 certificates issued to individuals who submitted portfolio review applications, but were required to take the written examination.
- In 1994, certification by written exam commenced. The first examination was administered in October 1994 in Nashville, TN to 36 candidates. Of this group, 20 professionals were awarded certification.
- BCPE became an organizational member of NOCA (National Organization for Competency Assurance) in 1996, demonstrating a long term commitment to maintaining the highest standards in ergonomics/human factors certification.
- AEP/AHFP certification was established in March 1995. The first certificate was awarded on January 26, 1996. Since then, 205 AEP/AHFP certificates have been awarded.
- In September 1996, certification by portfolio review was reinstated to accommodate senior ergonomists/human factors professionals. Twenty-two professionals have since been certified by portfolio review.

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BCPE Celebrates 15th Anniversary

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- CEA certification began in 1998. A total of 66 CEA certificates have been awarded since this time.
- In the fall of 1998, BCPE was awarded non profit status as a 501(c)(6) organization by the IRS.
- In April 2000, BCPE was formally recognized by ABIH as a premier certification organization for the Ergonomics profession.
- In the spring of 2001, the decision was made to expand the number of Directors on the Board from nine to eleven.
- In October 2001, BCPE's CPE/CHFP program was formally endorsed by the International Ergonomics Association (IEA). BCPE was the first certification body to receive this prestigious recognition.
- In January 2002, BCPE launched a redesigned bcpe.org and also welcomed our first certificate holder by way of the reciprocity agreement maintained with CRÉE (Centre for Registration of European Ergonomists).
- 2003 marked the launch of a mentor program designed to match BCPE certificate holders with those aspiring to apply for a BCPE designation.
- In 2004 BCPE strengthened its commitment to the future by focusing on strategic goals ensuring value, visibility and viability.
- In 2005 BCPE takes an important strategic step towards accreditation by the National Commission for Certifying Agencies by instituting a Continuance of Certification process for certificate holders.

BCPE is now recognized as the premier ergonomics/human factors certification body in the U.S., and thanks to your professional contributions and commitments, we look forward to continued growth and influence well into the future.



Some attendees of the Tenth Annual BCPE Networking Reception.

BCPE's Tenth Annual Networking Reception

BCPE's tenth annual networking reception held last September in New Orleans, LA during the Annual Meeting of the Human Factors and Ergonomics Society, was a great success. We owe much of this success to our sponsors, who help make this annual event possible. The reception had a large, lingering crowd who enjoyed meeting with fellow certificate holders while partaking in the no-host bar and delicious hors d'oeuvres. During the event, Andy Imada, BCPE Vice President, welcomed attendees and recognized recently certified individuals who were present. Barbara Jex Courter, MS, CHFP was the winner of the raffle drawing for a complimentary BCPE plaque.

We are grateful for our sponsors' support of BCPE and this annual event. Their belief in the value and purpose of BCPE is vital to us. Our 2004-05 sponsors are:

Platinum Level:

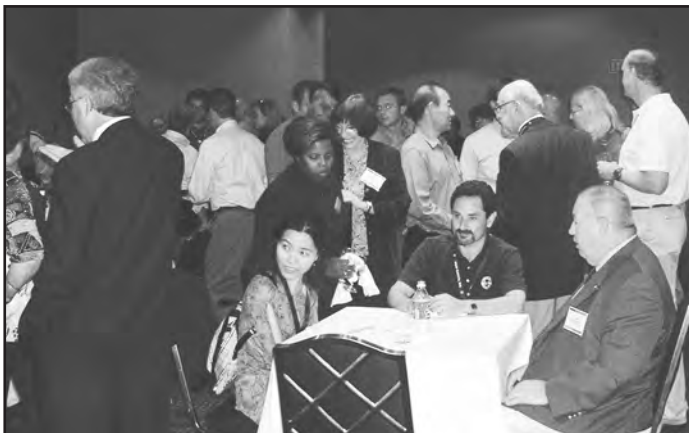
- Evans Incorporated
- Liberty Mutual Research Center for Health & Safety
- Sprint

Gold Level:

- Abbott Laboratories
- Anacapa Sciences
- David J. Cochran, PhD, CPE
- Dainoff Designs
- Ergonomics Analysis
- Human Factors International
- Micro Analysis and Design
- Oracle
- Pacific Science and Engineering Group

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

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



Some attendees of the Tenth Annual BCPE Networking Reception.

Continuance of Certification to Begin in July

After several years of development, the BCPE will initiate Continuance of Certification (CoC) on July 1, 2005. To remain certified, all CPEs, CHFPs, and CEAs, with the exception of those with retired status, will be required to complete a CoC worksheet every five years. For CPEs and CHFPs, the first worksheet is due by June 30, 2010. For CEAs, CoC will begin in December with the first worksheet due at the end of 2010. However, we encourage you to recertify before these deadlines to avoid a last minute rush, which will protect you from the possibility of failing to meet the deadline, and protect the BCPE staff from a deluge of last minute submissions.

Continuance of Certification represents organizational maturity, is required to maintain BCPE's endorsement by the International Ergonomics Association, and is also an important step towards our strategic goal of accreditation by the National Commission for Certifying Agencies (NCCA). Gaining NCCA accreditation will strengthen the value of your credential and BCPE's standing in the professional community and marketplace. During the development of this program, there has been extensive discussion and effort within the BCPE community. The result of these efforts is a process that is valid, consistent and fair across the wide range of ergonomics/human factors professional practice areas. An equally important goal was to have a system that requires a minimum amount of time and effort for the person being recertified.

The CoC process will be a simple self-reported honor

system. To help you maintain supporting documentation, a CoC file folder will be mailed in late June to mark the beginning of the July 2005-June 2010 certification interval for CPEs and CHFPs. We recommend filing all supporting documentation at the time you receive it – a certificate of attendance from a conference, for example. By doing so, the time and effort required to complete the CoC worksheet will be minimal. To satisfy accreditation requirements, BCPE will conduct random audits each year. So, the file folder will also help ensure that documentation is readily available if your worksheet is selected for audit. Examples of the documentation needed if a certificate holder is audited are discussed in the Notes portion of the Continuance of Certification Worksheet pictured below. Additional guidance will be published on the BCPE web site, and we'll be discussing CoC in various upcoming communications.

The Continuance of Certification Worksheet is an electronic form that can be completed and submitted to BCPE by e-mail. The worksheet will be made available for download from the Certificants Only Area of bcpe.org at the same time the file folders are mailed to certificate holders.

Do not despair if CoC sounds confusing or burdensome at this time. We have gone to great lengths to make it easy, yet credible. You have up to five years to complete the process, and we'll be providing additional guidance and assistance over time.

CONTINUANCE OF CERTIFICATION WORKSHEET

NAME _____ BCPE Certification Number: _____ Period Covered: _____ to _____

To continue certification, a total of 100 points must be accumulated over the 5-year reporting period.

1. **Active practice as a certified ergonomist.** (Maximum: 80 points; i.e., 16 points per year for five years of full time ergonomics related employment) Pro-rate points if the period is less than five years or only a portion of your employment involves ergonomics (e.g., ¼ time for 5 years = 60 points)

Dates	Employer	Description of Ergonomic Activities	Points

2. **Receiving or providing ergonomics related training.** (Maximum: 20 points). Providing instruction must be in addition to usual job responsibilities. Four (4) points for each full-day course or for each semester credit. Pro-rate credit. Example: 3 ½ day course would be 14 points. Indicate instruction that you received with an R and instruction that you provided with a P.

Dates	Sponsoring Organization	Course Title	R / P	Points

3. **Ergonomics-related service to societies, committees or standards development activities.** (Maximum: 40 points.) Two (2) points for each year of volunteer, appointed or elected activities

Dates	Society / Organization	Name or Function of the Activity	Points

4. **Publishing ergonomics-related articles, papers or internal/external company reports.** (Maximum: 20 points). Four (4) points for each publication that you are the sole or first author and 2 points for each coauthored publication.

Authors	Publication Date	Article and Journal Title / Chapter and Book Title / Report Title	Points

5. **Attendance or participation at ergonomics-related professional meeting.** (Maximum: 20 points). Two (2) points for each conference or meeting lasting one or more days. One (1) point for each conference that is less than one day. One (1) point for each unpublished presentation at a meeting.

Society / Organization Name / Title (of presentation)	Conference / Meeting Title	Dates	Points

The information contained herein is true and correct. I understand that I may be audited by the Board of Certification in Professional Ergonomics and, if audited, I will submit documentation supporting the activities listed in this document.

Signature _____ Date _____

Notes on CoC Point Credit and Documentation (if audited)

1. Active practice.

A maximum of sixteen (16) points can be credited in any one year. "Active practice" is defined as the conduct or supervision of activities that advance the application or scientific basis of ergonomics as a profession.

Documentation: A letter from your immediate supervisor on company letterhead, verifying your job title, duties and dates of employment for the five year cycle. The documentation for consultants and individuals that are self-employed would include a client listing or letters from clients.

2. Ergonomics training.

Providing instruction: The courses must clearly apply to the discipline of ergonomics.

Documentation: (1) a letter from the college, company or organization verifying the course title, dates and hours of instruction or (2) a course outline or description that documents the instructor's name and course dates.

Receiving instruction: The courses must clearly apply to the discipline of ergonomics/human factors. Audited courses receive the same credit as courses taken for credit.

Documentation: (1) a copy of the transcript for a college course or (2) letter or certificate of completion from the course sponsor verifying hours and dates.

3. Service.

The committee must contribute to the advancement of the ergonomics profession.

Documentation: (1) letter from a committee or organization officer stating the mission, meeting frequency, your duties and the term of service. (2) documentation from the organization indicating appointment.

4. Publishing.

The publication (article, book chapter or report) must relate to ergonomics.

Documentation: (1) copies of the publication or (2) for proprietary material, a copy of the cover page and a letter indicating the purpose, distribution and length of the report.

5. Meetings.

The meetings must be technically or professionally based.

Documentation: Evidence of attendance and/or presentation.

Call for Case Studies in Control Room Design

CRC Press (Taylor & Francis) has commissioned BCPE certificate holder, John Wood, to compile a new ergonomics book on control rooms. The core of the publication will focus on a select and limited number of outstanding examples of ergonomically-designed control rooms. Architects and product designers have for many years paraded their success stories - this publication will do the same for control room design. Each case study will be professionally illustrated to demonstrate key features and good quality photographs will present the implemented design. All contributions will be fully acknowledged.

The title will be one of a series produced by Taylor & Francis, which has for many years pioneered texts in ergonomics. The book is intended for purchase by libraries, university departments and those wishing to design control rooms. The book will supersede existing texts produced by Taylor & Francis and is aimed at architects, engineers, designers and ergonomists and is to be published in both the USA and UK next year.

If you have a control room design which can provide a beacon to future designers, please write to John at john.wood@ccd.org.uk with a brief description. A full write up of the design will not be required – just a good photograph and a summary of the background facts.

From BCPE Headquarters

BCPE Phone and Fax Numbers Change

You may have noticed in recent BCPE communications that our phone and fax numbers have changed. Our new phone number is (888) 856-4685 and our new fax number is (866) 266-8003. Both these numbers are toll free.

Our old numbers remain active, but will be phased out over the next 4-6 months, so please use the new toll free numbers the next time you need to contact BCPE.

2004 Application and Examination Information

Applicants for BCPE certification must first meet specific education and work experience requirements in order to qualify for the written examination. During 2004, 79 applications were received by the BCPE: 33 CPE [CHFP] applications, 12 AEP [AHFP] to CPE [CHFP] applications, 22 AEP [AHFP] applications and 12 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 2004 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	19	19	100%
AEP/AHFP to CPE/CHFP	13	13	100%
AEP/AHFP	10	8	80%
CEA	18	6	33%

Changes to the Directory of BCPE Certificate Holders

BCPE would like to congratulate the 73 candidates who have successfully obtained certification since Spring 2004. The total number of current BCPE certificants is 1,064:

- 896 CPEs/CHFPs
- 109 AEPs/AHFPs
- 59 CEAs

New certificants are:

CPEs/CHFPs

Vinay Ahuja, MSE, CPE

Gary Au, MS, CPE

Rana Balci, PhD, CPE

Aaron W. Bangor, PhD, CHFP*

Andrea M. Barone, MSc, CHFP*

Rex W. Bryan, MS, CPE*

Cynthia M. Burt, MS, CPE***

Julie A. Bzostek, MS, CHFP*

Marenda C. Caldwell, MSIE, CPE

Ernesto S. Carcamo, MSc, CPE

Bradley Chase, PhD, CPE

Bruce B. Coulter, MAIS, CPE***

Janet L. DeLapp, MS, CPE

Anthony N. Dilesio, MS, CPE

Howard E. Eaton, III, MS, CHFP**

Tycho K. Fredericks, PhD, CPE

Mary E. Gates, MS, CPE

Maureen Graves-Anderson, MS, CPE*

Bonnie S. Hautamaki, MSIE, CPE

Richard Jinkins, CHFP

Debra G. Jones, PhD, CPE*

William K. Jones, MPH, CPE

Lisa W. Lugos, MSIE, CPE

Korrie J. Mapp, MS, CPE*

Charles L. Mauro, MS, CHFP**

Denise M. Maze, MS, CPE

Ann E. Meyer, PhD, CPE*

Timothy F. Morse, PhD, CPE

Esa Rantanen, PhD, CPE

Michael A. Rodriguez, PhD, CHFP*

Aaron R. Ross, MSIE, CPE*

Alison E. Smith, MSE, CPE

John Andrew Stewart, MSc, CHFP*

Carol A. Tolbert, PhD, CPE

Lloyd R. Wade, PhD, CPE*

Catherine M. White, MSE, CPE*

Heather S. White, MIE, CPE*

Michael E. Wiklund, MS, CHFP

John J. Winters, MS, CHFP*

*AEPs/AHFPs transitioning to CPE/CHFP

**Via 15-year, portfolio review process

***Previously a CEA

AEPs/AHFPs

John K. Abraham, MS, AEP***

Robert Baft, MS, AEP

David A. Band, MS, AHFP***

Teresa A. Bellinger, PhD, AEP

Keith A. Bishop, MS, AEP***

Agnieszka Bojko, MS, AHFP***

Kevin H. Butler, MS, AEP***

Brent D. Fraser, MS, AEP***

Kent T. Hatcher, MSc, AEP***

Karen S. Holness, MS, AHFP***

Susan E. Kotowski, MS, AEP

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Changes to Directory *(continued from page 6)*

Sabrina L. Lamar, MS, AEP***
Frank Lardi, BSc, AEP
James P. Mecham, MS, AEP
Luis E. Morales, MSc, AEP***
Erik C. B. Olsen, PhD, AHFP***
Erika Orrick, MS, AEP***
Julia B. Parakkat, MS, AEP***
Jessica K. Paskiewicz, MS, AEP
C. Brian Peace, MA, AEP
Chuck H. Perala, MS, AEP***
D. Matthew Ross, BSc, AEP
Kim M. Sherman, MSIS, AEP***
Sunil Sudhakaran, MS, AEP***
Ginette C. Taylor, MSc, AHFP***
Grace M. Tran, MS, AEP***

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

CEAs

Benjamin J. Davey, BS, CEA
Zachary P. Fijal, BS, CEA
Timothy S. Hallmark, MPH, CEA
Pamela E. Kerr, MS, CEA
Timothy J. Knox, BA, CEA
Brian D. Langenhorst, BS, CEA
Esau Perez, BS, CEA
Barbara J. Tourtellott, BS, CEA

No longer current in their certification are:

Gary Beck
Vince Calvez
Chad Doyle
Robert Getty
Gregg Gilligan
Katharyn Grant
Ralph Hall
Patrick Hauge
Jefferson Koonce
Robert Koval
Karl Kroemer
Chi-Chang Lee
Jerry McKenzie
Diane McMullin
Paul Pickrel
Guido Romagnoli
Jayne Schurick
Christy Turner
Michele Visciola
Mao-Jiun James Wang

In Memoriam

We were sorry to hear that Oliver K. Hansen passed away last year. Our sympathy is extended to his family, close friends and associates.

Lost

We are unable to locate Barbara J. Terry, BA, CEA (last known address in Texas) and Ken Nah, PhD, CPE (last known address in Korea). If you have information on their whereabouts or have recently communicated with them, please contact us.



2004 Annual Meeting in New Orleans, LA. First Row: Seated (left to right): Chris Hamrick, MSIE, CPE; Kris Rightmire; Sue Evans, PhD, CPE. Standing: Bob Moritz, MA, CPE; Steve Johnson, PhD, CPE; Carol Stuart-Buttle, MS, CPE; Peter Budnick, PhD, CPE; Bill Muto, PhD, CPE; Mark Hoffman, MA, CPE; Dennis McBride, PhD, CPE; Marv Dainoff, PhD, CPE; Arnie Lund, PhD, CHFP; Waldemar Karwowski, PhD, CPE and Andy Imada, PhD, CPE.

Highlights of the 2004 Annual Meeting

BCPE's 2004 Annual Meeting was held in New Orleans, LA, at the close of the HFES Annual Meeting. Highlights of this business meeting include:

In its final report to the Board, the Budgetary Task Force recommended BCPE operations be outsourced to a service provider, rather than continue with the current organic business model. The Board of Directors accepted the Task Force's recommendation as a matter of record and formed a sub-task to continue gathering information in order to form a decision path by next year's midyear meeting.

Jerry Duncan gave an update on The Foundation for Professional Ergonomics detailing the incorporation process and remaining steps and milestones to be taken to finalize this process. As a complimentary organization to BCPE, it will further seek to define and execute a strategy for growth.

The Intersociety Liaison Committee continues its work to form BCPE liaisons with other organizations.

The Marketing/Communications Strategy Report was given by Peter Budnick. He announced that Mike Wynn and Peregrin Spielholz have joined this committee as Editor and Associate Editor of The Professional Ergonomist. A proposal to put the newsletter on the web site was discussed. There are also plans to update the BCPE PowerPoint (PPT) presentation with presenter notes in order to facilitate outreach through presentations to local HFE chapter/university groups.

Administratively, Kris Rightmire reported that an attorney has been retained and work is underway to obtain service/trade mark protection for the CPE & CHFP credentials. The Mentor Program is doing well under the supervision of Bob Fox with several mentoring relationships in place. The transition to fillable, Word format applications is close to reality, pending resolve of the signature issue. The electronic evaluation process has started but needs refinement.

There was a discussion on establishing a policy for providing ADA accommodations to exam candidates. A

(continued on page 8)



Sue Evans, PhD, CPE, President, presents Carol Stuart-Buttle, MS, CPE, a plaque of appreciation from BCPE for her service on the Board of Directors from April 1996 to October 2004.

Highlights of the 2004 Annual Meeting

(continued from page 7)

new statement will be included in the Candidate Handbook and in the application directing candidates to notify BCPE well in advance of any ADA requirements and verification of need for special accommodation.

Marv Dainoff gave the Exam Report. New to this committee are Bob Moritz, Jim Kondziela, and Cindy Burt. Some new books have been identified as potential references for CEA study, but have not yet been added to the list.

Work continues on the EFM revision and the job analysis launch. A new working model of the EFM has been developed and will be used to flesh out the job analysis.

The Board provisionally approved the 2005 budget with probable changes to be reported by the Executive Committee at the midyear meeting.

The revised Continuation of Certification form was accepted. Continuation of Certification will start July 1, 2005. Folders will be sent to certificate holders to facilitate record keeping. Once submission of recertification is made, the five year period restarts. Individuals randomly selected for audit will need to submit evidence of claimed recertification points. There will be a six month window with a \$100 late fee penalty if a certificate holder is late submitting his/her Continuation of Certification form.

Outgoing Directors, Andy Imada and Carol Stuart-Buttle, were acknowledged for their outstanding service on the Board with plaques of appreciation. Also at this time, incoming Directors Chris Hamrick and Robert Moritz were acknowledged and welcomed.

A new slate of officers was unanimously elected: Arnie Lund, President; Sue Evans, Vice President; Bill Muto, Secretary; and Dennis McBride, Treasurer.

The BCPE Midyear Meeting was scheduled for May 13, 14, and 15 in Denver, CO.

President Sue Evans, PhD, CPE presents Andy Imada, PhD, CPE, a plaque in appreciation for his many contributions to BCPE during his two terms as Director, from October 1998 to October 2004.



BCPE Financial Report 2004

In 2004 BCPE realized a budget surplus of just over \$13,000, with revenues totaling \$146,942 and expenses totaling \$133,811. It is BCPE's goal to build upon this surplus to improve fiduciary responsibility and make improvements to certification practices and procedures. The primary revenue sources for BCPE include certification maintenance fees, application fees, and sponsorship and donations. The largest expense categories in 2004 include administration staff salaries, business meetings, the networking reception and equipment/software improvements.

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

REVENUE

Application CPE/CHFP	\$11,842
Application AEP/AHFP	2,787
Application CEA	2,419
Maintenance Fees	116,302
Donations	7,000
Late Fees	2,026
Job Bank	1,450
Bank Interest	73
Miscellaneous	755
Disk/Labels	445
Plaques	994
Newsletter Subscriptions	79
Exam Retake Fees	770
Total Revenue	\$146,942

EXPENSES

Salaries	\$58,171
Payroll Taxes	4,450
Med. Insurance	10,306
L&I Insurance	458
Unemployment Insurance	493
Rent	8,946
Telephone/Fax/Internet	2,564
Hard/Software Main/Repair	4,645
Casualty Insurance	582
Equipment Rental/Lease	2,017
Office Supplies	1,040
Postage/Shipping	901
Copying/Printing	490
HQ Staff Travel	4,034
Business Meetings	5,890
Networking Reception	7,341
Legal/Accounting	2,730
Taxes-FUTA/WA Sales & Use Tax	185
Bankcard sales %	2,219
Miscellaneous (NOCA, PO Box, Calligraphy)	1,917
Info Dissemination: Marketing	3,574
Newsletter	1,128
Website	2,254
Certificates	375
Standards Devel/Admin (Exam/App Eval)	1,631
Promissory Note	3,000
Capital Improvements	672
Depreciation	609
Plaque Expense	560
Loan Interest/Fees	150
Pay Pal Charges	479
Total Expenses	\$133,811

BCPE's 2005/2006 Calendar of Events

September 25, 2005	BCPE Exam in Orlando, FL at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: June 25, 2005.
September 27	BCPE Networking Reception, Orlando, FL.
September 30 - October 1	BCPE Annual Meeting, Orlando, FL.
November 28	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: August 28, 2005.
March 6, 2006	BCPE Exam in Orlando, FL at the Applied Ergonomics Conference. Postmark deadline for application: December 6, 2005.
April 10	BCPE Exam at various locations around the U.S. and Canada. Postmark deadline for application: January 10, 2006.
May 14	BCPE Exam in Chicago, IL at the American Industrial Hygiene Conference & Exposition. Postmark deadline for application: February 14, 2006.
October 15	BCPE Exam in San Francisco, CA at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: July, 17, 2006.

Upcoming Conferences

Human Factors in Defence, London, England, June 20 – 21.

The Eastern Ergonomics Conference and Exposition, New York, NY, June 21 – 23.

Design and Health- 4th World Conference and Exhibition, Frankfurt, Germany, June 22 – 26.

Usability Professionals Association Conference, Montreal, Quebec,
June 27 – July 1.

10th International Conference on Human Aspects of Advanced Manufacturing: Agility and Hybrid Automation (HAAMAHA), San Diego, CA, July 18 – 21.

2005 HCI International – 11th International Conference on Human-Computer Interaction, Las Vegas, NV, July 22 – 27.

Association of Canadian Ergonomists 36th Annual Conference, Halifax, Nova Scotia, Aug 15 – 18.

Aarhus 2005 - Critical Computing Between Sense and Sensibility, Aarhus, Denmark, Aug 21 – 25.

2nd ICOH International Conference on Psychosocial Factors at Work, Okayama, Japan, Aug 23 – 26.

19th British Group HCI Conference, Edinburgh, UK, Sept 5 – 9.

INTERACT, Rome, Italy, Sept 12 – 16.

Cyberg 2005 International Cyberspace Conference on Ergonomics, Worldwide, Sept 15 – Oct 15.

Human Factors and Ergonomics Society 49th Annual Meeting, Orlando, FL, Sept 26 – 30.

Nordic Ergonomics Society Conference, Oslo, Norway, Oct 10 – 12.

2005 SAFE Association 43rd Annual Symposium, Salt Lake City, UT, Oct 24 – 26.

National Ergonomics Conference and Exposition, Las Vegas, NV,
Nov 29 – Dec 2.

IEA 2006, Maastricht, The Netherlands, July 10 – 14, 2006.

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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