



THE PROFESSIONAL ERGONOMIST

Spring | Summer
2017

The Newsletter of the Board of Certification in Professional Ergonomics

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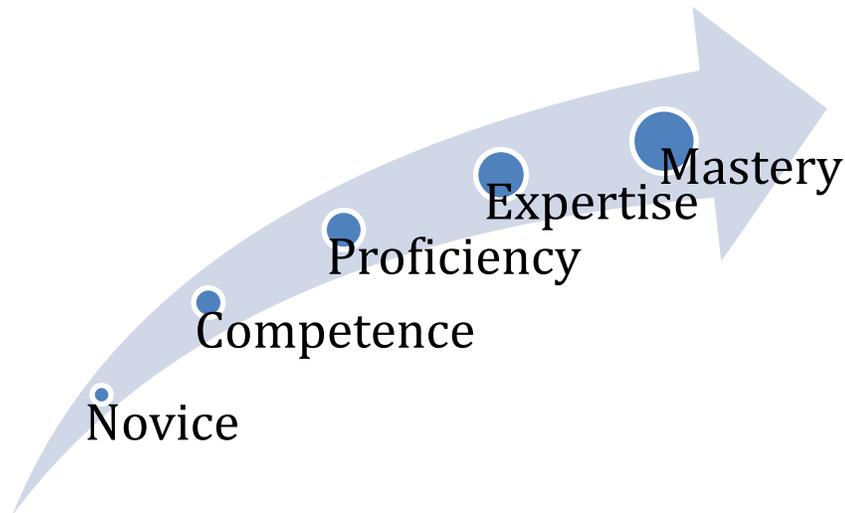
BCPE and the Value of Independent Certification

by Rachel Michael MSc, CPE
President

The field of Human Factors, Ergonomics, and User Experience is both broad and deep. When considering a professional career in this field we have numerous and many non-traditional entry paths. Not everyone who discovers a passion for fitting designs to the people who use them will become an expert in the field. That diversity in knowledge and experience has allowed our profession to grow in the last decades. The Bureau of Labor Statistics projects that new job opening for Human Factors Engineers and Ergonomists between 2014-2024 to reach 72,800.¹

¹ Bureau of Labor Statistics [2016 wage data](#) and [2014-2024 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period (2014-2024). "Projected job openings" represent openings due to growth and replacement.

Dreyfus and Dreyfus proposed a model that details the steps, or pathway, to mastery of a subject.



Dreyfus, H. & Dreyfus, S. (1980). *A Five-Stage Model of the mental activities involved in direct skill acquisition*. Operations Research Center Report. University of California, Berkeley. (Graphic, courtesy of Rachel Michael, MSc, CPE and David Brodie, MS, CPE.)

BCPE's goal is to provide the individual and the profession as a whole with a standard at the "expertise" step in this pathway. Rightly, the marketplace includes technical certificate programs for determining individuals who have a novice, competent or proficient skill set in limited terms.

However, the BCPE has recently heard from you- our certificate holders- that some organizations offering a certificate are also using a credential very similar to the BCPE. You have expressed concern that this certificate, obtained after completing paid training with the same organization, may confuse clients, employers and other professionals. You have asked that the BCPE step in to protect the *certification* of your knowledge and skill. Thank you for this feedback. We have heard you!

Many years ago, to protect you and the investment you made in your career, BCPE trademarked the certification designations that we offer. As such, we have engaged with legal counsel to determine if a potential trademark infringement is occurring by another group. We have recently been actively engaged in enforcing the BCPE trademarks with a group offering a *certificate* and using terms very similar to those used by our certificate holders. As a board, we have determined this to be part of our core value and mission – to protect the marketplace through offering the highest standard for certification.

The BCPE is the only U.S. based certification body endorsed by the [IEA](#), the International Ergonomics Association as a recognized ergonomics certifying body and is a corporate member of [ICE](#) (formerly NOCA), the Institute for Credentialing Excellence which requires a strict code of ethics in certification.

In this article we've used two words that are often confusing in our profession: **Certification** and **Certificate**. While sounding almost interchangeable, there is a significant difference between the two.

Certificate programs and *certification programs* are designed to meet very different needs. For instance, the organization that aims to recognize professionals who meet established knowledge, skills, or competencies (as in certification) may be missing an opportunity to build capacity and recognition of a specialty area of practice or set of skills (as in many certificate programs).

One program type is not more or less rigorous than another. They simply serve different purposes and may require different business approaches, governance structures, development processes, etc. The BCPE offers professional certification and not a training-based certificate.

Assessment-Based Certificate Program	Professional or Personnel Certification Program
Provides instruction and training (non-degree granting)	Assesses knowledge, skills, and/or competencies previously acquired
Goal is for participants to acquire specific knowledge, skills, and/or competencies	Goal is to validate the participant's competency through a conformity assessment system
Assessment is used to evaluate mastery of the intended learning outcomes; linked directly to the learning event	Assessment is best used to assure baseline competencies and to differentiate professionals; independent of a specific learning event
Assessment content may be narrower in scope	Assessment content is usually broad in scope
Awards a certificate to recognize mastery of the specific learning outcomes; it is NOT a certificate of attendance or participation, which is awarded to individuals who have attended or participated in a course or training program but did not have to demonstrate mastery of the intended learning outcomes	Awards designations to recognize achievement

To earn accreditation, complies with the <i>ICE 1100 Standard</i> and follows the ACAP application procedures†	To earn accreditation, complies with the <i>NCCA Standards for the Accreditation of Certification Programs</i> and follows the NCCA application procedures†
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†Or comparable accreditation standards offered by other organizations.

Understanding the differences between *certificate programs* and *certification programs* may help professionals better articulate the deep knowledge and expertise they bring to a broad field. Technical or skill based certificates are a welcome addition to the field. Many individual employers have ergonomics teams who work with a limited scope to address issues unique to their industry. These teams may have knowledge in basic assessment tools or trouble shooting design issues and may or may not include individuals who ultimately choose a professional career in Human Factors, Ergonomics, and User Experience. The BCPE will continue to work to promote the value of certification for experts in this field and we appreciate the continued support and communication from you – the professionals who make it possible. Thank you.

Free Job Postings with Benefits!

We are no longer charging for posting a job offer in the [BCPE Job Postings](#). Not only is it FREE but we will post a note on LinkedIn sites (including BCPE's) and point to the job offer posted on the BCPE website.

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

Consider the 'Retired Status' Option

BCPE was incorporated in 1990, therefore a large number of certificants of the early years have now retired or are close to retiring. If you are winding it down and wondering if you are able to retain your certification, please consider **retired status**.

If you are working in HF/E less than 15 hours a month you are eligible to apply for the retired designation, adding Ret. at the end of your designation. There is a one-time fee of \$150 to hold the designation indefinitely.

You will continue to be listed under BCPE and receive the BCPE newsletters and communications. Most importantly, you would be demonstrating support for professional certification!

Exam Discount for HFES Members

LIMITED TIME OFFER! Human Factors and Ergonomics Society members who apply for full certification by Nov 30th, 2017 and whose applications are approved to take the exam, will receive 50% off the exam fee for the Spring and Fall 2018 exams.

Spread the word!

Discount applies to both new and transition candidates.

BCPE Activities at HFES Annual Meeting



[HFES Annual Meeting, Austin, TX, October 9-13, 2017](#)

BCPE Annual reception 7:00 pm – 8:00 pm Tuesday October 10th

Please plan to attend our **annual reception** at HFES that is our thank you for supporting certification and for you to meet up with colleagues. The reception is also open to those interested in certification, so please engage those who are new!

Consider coming by for the BCPE reception after the HFES interactive poster session/reception that runs 6:00 pm – 7:00 pm. Our reception is the perfect place to meet up with colleagues before heading to the next event or dinner! Please note the later time of 7-8pm.

We are also **sponsoring the student lounge for the day on Tuesday** and will give a presentation with Q & A on certification at lunchtime in the lounge. **Come by the booth** in the exhibition hall to say “hello”! Better yet, please help us out by tending the booth. We will call for volunteers closer to the conference date.

BCPE will be holding its annual board meeting in Austin, TX on October 13 and 14th.

Mid-Year Meeting Highlights

The BCPE Board of Directors held their 2017 Mid-year Meeting in Salt Lake City on May 5-6th.

- President Rachel Michael steered the Board over the two-day meeting with a focus on outreach and the exam.
- A motion was passed to offer the job bank as a free resource. This change is announced earlier in this newsletter.
- BCPE was approached by [O*Net](#) as a source for information to update the job information of human factor/ergonomics. The Department of Labor sponsored site has long had a

[description of HF/E](#) with a definition, knowledge and skills and job prospects. The board decided to supply an email list of certificants so that they might contribute to the description of their profession. BCPE also supplied core competencies and other supporting documents.



Group Dinner at the 2017 Mid-Year Board Meeting

Left to right: Jay Miley (Guest), Rachel Michael, Michael Boggi, Kari Babski-Reeves, Carol Stuart-Buttle, Brian Sherman, Esther Torres (Guest), Robert Torres, Kris Rightmire, Joe Cohen, Jeff Kelley and Cynthia Rando. Fadi Fathallah took the picture.

- Outreach working session concluded in conducting a crowd source approach to redesigning the website to enhance flexibility.
- Outreach materials will be redesigned to harmonize with a new website, but in the meantime the materials will be updated.
- HFES members will be offered a one-year opportunity of a 50% discount on taking the exam (See announcement above.)
- The concept of digital badges were discussed. Such badges can be used on web pages and signatures and are 'live' through the cloud. If the designation is no longer valid the badge will indicate 'invalid'.
- The exam committee plan to hold a question writing seminar for question writers who agreed to submit questions by mid-June 2017. The Committee is developing a more consistent schedule twice a year for question submission.
- Director elections for the 2018-2020 term were held. Four Directors will be installed at the 2017 Annual Meeting in October, two of whom, Brian R. Sherman, MSISE, CPE, and Robert J. Torres, MS, CUXP were re-elected to a second term. The two new directors are Jenifer L. Law MS, CPE and James Rethaber, PhD, CPE.

BCPE Professional Outreach

- **Applied Ergonomics Conference.** Held in March in Orlando, FL, BCPE had a booth and conference bag inserts. In addition, Bill Boyd, MS, CPE, ran a session on our behalf on applying for certification. The Foundation for Professional Ergonomics (FPE) independently held a preconference workshop on how to become certified by BCPE.
- **HFES International Health Care Symposium** was also held in March in New Orleans. BCPE supports the event, had a booth, and advertisement in the program.
- **Ergo X.** BCPE Director Cynthia Rando represented BCPE at Ergo X, 2017 in Tampa, FL. She had the opportunity to speak after the plenary session, June 20.
- **NECE.** BCPE annually has a booth at the NECE event in Las Vegas. This year the event will be held in **August**, no longer in November/December.
- **HFES.** BCPE holds an annual reception during the Human Factors and Ergonomics Society Conference, has a booth in the exhibits hall and sponsors the student lounge for a day.

All outreach is dependent on volunteers contributing to reach colleagues and students. Please [contact us](#) if you would like to help us, especially to expand our outreach.

Annual Financial Report

BCPE's 2016 revenue totaled \$210,645, a 12.5% increase over 2015, while expenses were \$185,592, reflecting a slight increase. This information is itemized below. Certification renewal fees, along with application and exam fees, provided our primary revenue. Our greatest expenditures other than salaries were administrative costs followed by fairly evenly divided expenditures on: exam development and administration; computer, web and database; business meetings; and marketing.

If you have questions concerning this report, please contact [Kris Rightmire](#), Executive Administrator.

REVENUE		EXPENSES	
Application, exam (& retake fees)	\$34,105	Salaries and related costs	\$110,392
Renewal fees (& late fees)	174,136	Administrative costs	22,407
Miscellaneous income	2,404	Business meetings	13,274
		Marketing	13,363
		Computer, web, database	12,510
		Exam development & admin	13,646
		Miscellaneous	0
TOTAL REVENUE	\$210,645	TOTAL EXPENSES	\$185,592

BCPE LinkedIn – Alternative Communication Method

BCPE has a specific LinkedIn group “[Board of Certification in Professional Ergonomics](#)” managed by the BCPE Directors. Please join the group to connect with colleagues and to receive BCPE news. Since email often lands in spam folders, LinkedIn can be another way BCPE can communicate with you.

FPE Student Award Submission Deadline

The submission deadline for the 2017 Dieter W. Jahns Student Practitioner Award is **June 30**. The award was created by The Foundation for Professional Ergonomics in honor of Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification.

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

The award and cash prize of \$1,000 will be presented during the HFES Annual Meeting, October 9-13, 2017, in Austin, TX. HFES has offered the winner(s) free registration for the Annual Meeting.

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

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

Submissions can be made individually or as a group. They should provide adequate descriptions, illustrations or photos, and details that address the judging criteria. Entries will be judged by the FPE Board of Directors. Please go to www.ergofoundation.org for complete details on criteria and format. Send submissions to Robert J. Smillie (<mailto:robert.smillie@cox.net>).

Certification and Exam Status

Certificant Totals

Through June 22, 2017 there are 1331 certificants:

905	Professional Certificants
194	Associate Certificants
178	Retired Certificants (Professional and CEA)
54	Certified Ergonomics Associates (CEA)

Examination

Summary of the Spring 2017 examination.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate-to-Professional	31	17	55

New Certificants

Congratulations to the 17 candidates who successfully passed the Spring 2017 exam and obtained Professional Certification. We also welcome 17 new Associate Certificants since the last newsletter to 6/22/17!

New Professional Certificants:

Shaheen Ahmed PhD, CPE
 Sivan Almosnino, PhD, CPE*
 Brock R. Anderson, MEd, CPE*
 Caley Chaplin (Wilson), MSc, CPE
 Robin J. Elliott, PhD, CPE*
 Marcus T. Fichtel, MS, CPE
 Leah M. Konwinski, MHK, CPE*
 Steven J. LaMarre, MSIH, CPE
 Adrian D. MacDonald, BSc, CPE

Anthony R. Mixco, MS, CPE*
 Ricardo D. Munoz Da Costa, MS, CPE*
 Lashawn J. Nevins, MS, CPE*
 Mark C. Schall, MSE, CPE*
 Divya Srinivasan, PhD, CPE
 Penney M. Stanch, MPH, CPE
 Xuefang Wu, MS, CHFP*
 Denny Yu, PhD, CPE*

* Associate to Professional transition

New Associate Certificants:

Oscar E. Arias, ScD, AEP
Ryan K. Bethel, MS, AEP
Caroline A. Burchell, BS, AEP
Kapil Chalil Madathil, PhD, AUXP
Mohini Dutt, PhD, AEP
Ines C. Fernandes, MA, AEP
Robert F. Granzow, MS, AEP
Thomas R. Hilgers, BS, AHFP
Jonathan A. Hirsch, BS, AEP

Rong Huangfu, MISE, AEP
Emma M. Levitt, BSME, AHFP
Jariod A. Mattered, MS, AEP
Sara A. Rymarcsuk, BS, AEP
Tatsunari Tomiyama, BS, AHFP
Sara L. Shugars, MS, AEP
April N. Sullivan, MA, AEP
Geoff D. Wolfe, BS, AEP

Certificants No Longer Current

Since the last newsletter the following individuals are no longer BCPE certified:

Stacy Balk
David Ballou
Piyush Bareria
Michael Clarke
Sandra Cole
Mary Danz-Reece
Laura Dietrich
Stephen Dorton
Angela Dumas
Rachel Eigen
Carl Englund
Celal Gungor
Justin Hagen
William Horrey
Richard Jinkins
Ashley Karr
Courtney Kersten-Kwan
Anil Kumar

Barbara Lee
Lee-Jean Lin
Raymond McGorry
Na Mi
Gerald Miller
Brayden Mills
Robert Nerhood II
Bryan Picco
Paulo Santos
Shea Shahrestani
Jasper Shealy
Lucas Smith
Leighton Smith
Scott Smith
Rio Tang
David Thompson
Prabaharan Veluswamy
Terrance Westerfield

Continuance of Certification

A **NEW** worksheet is available online under [downloads](#). The revision enhances clarity in completing the requirements, whether you work part-time, in academia, as a consultant or in industry.

Individuals with the CPE, CHFP and CUXP designations must submit a CoC worksheet every five years. A summary of the 2011-2016 CoC cycle follows:

	<u>2011-2016</u>
CoC Worksheets Due	61
CoC Worksheets Submitted	47
CoC Worksheets in Review	0
CoC Worksheets Not Submitted or Incomplete	9
Leave of Absence Granted	2
Retired Status Granted	3
Overall Compliance Rate	77%

The current CoC cycle is 2012-2017. The actual month marking the beginning and end of your 5-year cycle is based on the month you took the exam.

Volunteering

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

[NECE](#), National Ergonomics Conference & ErgoExpo, (Las Vegas, NV) **Aug 22-25**, 2017

[Human Factors and Ergonomics Conference](#) (Austin, TX), **Oct 9-13**, 2017

Please keep this in mind and respond to our request for volunteers when we send out the email closer to the conference time. Those who are able to help with the booth receive one CoC point for volunteer work.

THANK YOU to the numerous certificants who have donated their time and talent to BCPE in the last year. We greatly appreciate your service to the organization and those seeking BCPE certification. If you are interested in volunteering, we welcome your involvement! We have standing committees related to **Communication**, **Outreach** and **Certification** that would benefit from your assistance. If you would like more information about BCPE volunteer opportunities, please contact Kris Rightmire at bcpehq@bcpe.org.

Calendar of Events

BCPE 2017 - 18 Calendar of Events

Sept 1 - Oct 31, 2017	Fall 2017 Certification Examination Offering.
Oct 10, 2017	BCPE Annual Networking Reception, Austin, TX (during HFES annual conference).
Oct 13 - 14, 2017	BCPE Annual Business Meeting, Austin, TX.
Nov 30, 2017	Application Deadline for Spring 2018 Certification Examination.
April 1 - May 31, 2018	Spring 2018 Certification Examination Offering.
April 30, 2018	Application Deadline for Fall 2018 Certification Examination.
Sept 1 – Oct 31, 2018	Fall 2018 Certification Examination Offering.

Professional Development Opportunities

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

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

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