



# THE PROFESSIONAL ERGONOMIST

Spring | Summer  
2020

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

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## Unusual Times

We, at BCPE wish you all good health during these challenging times. We hope you have been able to adjust and continue to work, in some capacity, through the pandemic shut-down nationally and internationally. These unusual times have touched us along with so many other businesses, although we have fared well on one front: we have had our virtual business structure for about 10 years, the last eight of which the office has been performing effectively from Philadelphia, PA and Bellingham, WA.

Our main adjustment to the pandemic was postponing the Spring exam to the Fall. Our test provider closed the proctored test sites in March and the timing of the pandemic did not allow for us to revert to online proctored exams. We are looking at the online proctored exam option for the Fall and will keep you posted. Our preference is for proctored test sites due to delivery logistics (internet speeds and firewalls) and exam security. We are sure that BCPE is not the only one experiencing speed and connectivity variability with everyone at home on the internet!

Usually BCPE has an Exhibitor's booth at the March HFES Health Care Symposium and the Applied Ergonomics Conference. The Health Care Symposium went virtual in May where we had opportunity for a short five-minute promotional video as a sponsor of the event. We hope you saw it! The other two meetings in the year that BCPE attends is the National Ergonomics Conference and Exposition (NECE) in August and Human Factors and Ergonomics Society (HFES) in October. Both groups have announced their conferences will be virtual this year. We will be working with NECE and HFES to determine how we may participate. BCPE still plans to hold its annual meeting on October 9-10, but virtually.

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## BCPE Distinguished Service Award

This year, the BCPE Distinguished Service Award is being given to **Richard (Dick) Kelly, PhD, CPE**. Usually we present the award during the BCPE annual reception at the HFES conference. Since the conference is virtual this year, **we plan to honor Dick at the conference in 2021**. Please put the 2021 conference and BCPE annual reception on your calendar!



**Dick** was certified in 1994 and has been a strong advocate of BCPE ever since. He co-founded the company Pacific Science and Engineering in 1984, yet Dick always found time to volunteer and support BCPE. Dick developed and ran the Application Review process from 2001 thru 2014. Afterwards, Dick continued to conduct reviews. Now retired, Dick remains engaged and helps out at the BCPE booth when he can. He continues to support BCPE including through his participation with the Foundation for Professional Ergonomics, which promotes BCPE certification.

We are grateful for Dick's leadership for more than a decade of the Application Review Committee, setting up the process and ironing out the kinks so that the Committee Chair position could be handed over effectively. Thank you for all you have done for BCPE and your tireless advocacy!

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## Mid-Year Meeting Highlights

The BCPE Board of Directors held their 2020 Mid-year Meeting virtually on May 1-2. President Kari Babski-Reeves steered the Board over the two-day meeting with particular focus, resulting in a success virtual meeting, keeping Board Member engagement and effective committee working sessions.

The following are highlights from the meeting minutes.

- Toward the end of 2019, just as our testing window closed, our test delivery provider announced they were no longer offering test delivery. The first few months of the year was spent finding a test provider that could host a test, offer proctored sites, plus alternative testing forums should it be necessary. Security of the exam is imperative for a Board

certification body. We fortunately found Kryterion Inc. which had us up and running, ready to provide testing for our April window. The sudden change of events closed the sites at the end of March. The Board decided to postpone the exam until the Fall and to have a backup plan for the Fall session.

- IEA requested BCPE to apply for re-endorsement, which is required every 5-6 years.
- Developed a new policy – Whistleblower policy – for increased financial security.
- An early demonstration of the application wizard on the new website under development, was presented to the Board and looks very promising. Information will be automatically collected by the CRM that is being developed in conjunction with the web page.
- A new exam based on the revised core competencies (2019) is planned for Spring 2021. Since Spring 2020 (based on 2014 competencies) was postponed to the Fall, the new exam was pushed into 2021.
- The Board voted on honoring Richard (Dick) Kelly PhD, CPE with the 2020 Distinguished Service Award. The award will be given at the BCPE Reception at the HFES Annual Meeting in 2021.
- Director elections for the 2020-2023 term were held. Five Directors will be installed at the 2020 Annual Meeting in October, two of whom were re-elected to a second term, Jennifer L. Law, MS, CPE and James D. Rethaber, PhD, CPE. The new Directors are Shaheen Ahmed, PhD, CPE and Thomas F. Callaghan, MS, CUXP. Our new Director-at-Large is Linda M. Tapp, MS, CSP, CPTD.

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## IEA Endorsement

Great news BCPE certificants! On June 10<sup>th</sup>, 2020, the International Ergonomics Association (IEA) sent the BCPE a letter stating the BCPE Certification Program has qualified for re-endorsement by the IEA! Here's an excerpt from the letter:

*I am highly pleased to tell you that the BCPE Certification Program has qualified for re-endorsement by the International Ergonomics Association. It was a speedy review! We found the format and content of your application to be quite excellent, and it is obvious that BCPE continues to maintain its characteristic high standards for certification in Professional Ergonomics...We are delighted that BCPE remains within the elite community of IEA-endorsed certification programs. – Prof. Kathleen Mosier, Ph.D. – President, International Ergonomics Association and Dr. Maggie Graf – Chair, IEA Certification Sub-Committee – IEA Director*

As an organization and as a Board, we continue to work for you, our certificants, to promote the distinction and value of BCPE certification to further our profession by protecting the public, the profession, and its professionals by assuring standards of competency and advocating the value of certification. Having our Certification Program re-endorsed as an internationally-recognized certification helps to truly distinguish our certified professionals from others in a world where expertise is extremely valuable to employers, consumers, and individuals.

IEA endorses HF/E certification bodies based on ISO/IEC 17024:2012, the same standard used by US accreditation groups in the US. BCPE was the first HF/E certification body to be certified by the IEA and is the only US certification endorsed. Periodic recertification is required for continuance of our endorsement by the IEA.

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## BCPE Professional Outreach

- Both the **Applied Ergonomics Conference** and **HFES International Health Care Symposium** were cancelled due to the Pandemic.
- **HFES International Health Care Symposium** was rescheduled as a virtual conference later in May, 2020. BCPE was a sponsor and had the opportunity to present a short video about BCPE.
- **NECE**. The National Ergonomics Conference and ErgoExpo will be a virtual conference held August, 26, 2020.
- **HFES**. The Human Factors and Ergonomics Society has announced that the 2020 Annual Conference will be virtual on October 5-9, 2020.
- **ErgoX**. Hosted by HFES, ErgoX will be virtual on October 13-14, 2020.
- **IEA 2021. 21<sup>st</sup> Triennial Congress** of the International Ergonomics Association will be held in Vancouver, CA, June 13-18, 2021 – **mark your calendars now!**

Attention Practitioners: Call for Proposals!

Visit [www.iea2021.org](http://www.iea2021.org) for further information. Look for the Call for Papers when it opens in June 26, 2020. Join the LinkedIn Group IEA2021 for regular updates. Share with colleagues! We look forward to learning from those working at the front lines of HFE in practice!



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## Certificants for 25 years or More!

Congratulations to all those who, during 2020, will have held professional certification for 25 years. We appreciate the many years that you have been part of the BCPE family! Thank you for being our advocates and mentors.

We would like to acknowledge our colleague Robert J. Beaton PhD, CPE, who was inadvertently missed off the list last year and who has 25 + years with BCPE!

Those who reach this great landmark receive a certificate in the mail. Unfortunately, some of these have returned because we do not have a current address. If you were listed in the Spring or Fall newsletter last year but did not receive a certificate, please contact Kris at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org) with your current address.

We thought we would include a picture of the certificate but instead will leave it as a surprise. However, some have gleefully posted theirs on social media, with comments such as, “Look what arrived in the mail today! It’s been such an amazing career being an Ergonomist”, drawing 140 likes and 26 comments.

Paul S. Adams, PhD, CPE  
 George A. Alcalde, MA, CPE  
 Anna-Kristina Arnold, MSc, CPE  
 Richard T. Barker, MA, CPE  
 Robert J. Beaton, PhD, CPE  
 Shirley M. Beconsall, MS, CPE  
 Colin J. Brigham, MS, CPE  
 John A. Ciciora, BS, CPE ret.  
 David J. Damico, MA, CPE  
 Christopher A. Dockery, MS, CPE  
 Bruce L. Dockstader, PhD, CPE  
 William G. Elliott, MPH, CPE  
 John E. Farby Jr. PhD, CHFP  
 Daniel P. Gottesman, MSIE, CPE  
 P. Glenn Harrington, MBA, CPE  
 Walter H. Hawkins, PhD, CHFP

Paul F. Hickey, MEd, CPE  
 Thomas H. Hilgen, MS, CPE  
 Karen P. Hoodless, M Eng, CPE  
 Tamara M. James, MA, CPE  
 John E. Johnson, PhD, CPE  
 John F. Kelley, PhD, CUXP  
 John Kelling, BA, CPE ret.  
 Arthur H. Koenig, PhD, CHFP  
 John D. Lloyd, PhD, CPE  
 William T. McGlothlin, MS, CPE  
 Barbara A. Merrill, MA, CPE ret.  
 Harold H. Miller-Jacobs, PhD, CPE ret.  
 Vicki J. Missar, MS, CPE  
 Deborah J. Moore, MS, CPE ret.  
 Robert R. Moritz, MA, CUXP  
 Chandra M. Nair, MS, CPE

Frederick J. Norton, MS, CPE  
 Maury A. Nussbaum, PhD, CPE  
 Michael E. Palmer, MS, CPE  
 Christopher C. Plott, MBA, CPE  
 Henry A. Romero, PhD, CPE ret.  
 Thomas S. Rowell, MS, CPE  
 Lawrence J. H. Schulze, PhD, CPE  
 Thomas H. Smolarek, MS, CPE ret.  
 Lisa J. Steiner, MSIE, CPE  
 Kate A. Stewart, MS, CPE ret.  
 Carrie Taylor, MSc, CPE  
 Robert E. Thomas, PhD, CPE  
 Aruna Vadgama, MPA, CPE  
 Alison G. Vredenburg, PhD, CPE  
 Vicki H. Williams, MS, CPE

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## Annual Financial Report

BCPE’s 2019 revenue totaled \$208,945, about \$10K more than in 2018. Expenses were \$210,487 reflecting about \$8K more than in 2018. This information is itemized below. Certification renewal fees, along with application and exam fees, provides our primary revenue. Our greatest expenditures other than salaries are administrative costs followed by marketing and meetings, and exam development and exam administrative costs.

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

REVENUE		EXPENSES	
Application, exam (& retake fees) & Renewal fees (& late fees)	\$208,212	Salaries and related costs	\$124,454
Miscellaneous income	733	Administrative costs	36,693
		Marketing /Business meetings	23,820
		Computer, web, database	3,589
		Exam development & administrative	21,931
<b>TOTAL REVENUE</b>	<b>\$208,945</b>	<b>TOTAL EXPENSES</b>	<b>\$210,487</b>

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## BCPE LinkedIn – A Networking Opportunity

The LinkedIn group “[Board of Certification in Professional Ergonomics](#)”, managed by the BCPE Directors, is an important additional method to communicate with Certificants. All job postings on the BCPE website are also posted on the LinkedIn site. Since the job postings opportunity became free there have been several jobs posted each month.

Consider posting interesting stories and work challenges, or post a question to colleagues. Let’s build the forum for good collegial networking. To join the group click [here](#).

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## Certification and Exam Status

### Certificant Totals

Through June 25, 2020 there are 1368 certificants:

861	Professional Certificants
225	Associate Certificants
237	Retired Certificants (Professional and CEA)
45	Certified Ergonomics Associates (CEA)

### Examination

The Spring 2020 examination was postponed until Fall 2020 due to sudden closure of testing sites. There are 37 candidates who will join the Fall candidates.

Best practice for Board certification is to hold the exam in proctored sites. Due to current circumstances of the pandemic globally, online proctored exams are likely to be held. However, there are considerations such as poor or slow internet signals, and difficulty for some to have a quiet, separate work area to take the exam. BCPE is working with the test facility provider to closely monitor the options and a decision will be made in the next few weeks.

### New Certificants

Welcome to the 24 new Associate Certificants since the last newsletter to 6/25/20. Congratulations!

### New Associate Certificants:

Abd Malek Abdul Ham, PhD, AEP  
Ardiyanto, PhD, AEP  
Christopher C. Borseth, BSME, AEP  
Andrew S. Cherepon, MS, AHFP  
Bridget C. Collina, MS, AHFP  
Jonathan W. Daters, BSc, AEP

Ern Minn Lim, BSc, AEP  
Bhillie D. Luciani MS, AEP  
Emily S. Macomber, BS, AEP  
Janine V. Mazur, BS, AHFP  
Shivaprasad Nageswaran, MISE, AEP  
Hali V. Neves, MS, AEP

Kurt A. Fellrath, MPH, AEP\*  
 Ajeenah L. Haynes, PhD, AEP  
 Von M. Homer, MS, AEP  
 Cindy Kheng, MS, AEP  
 Sangjin Ko, AUXP  
 Erik W. Kuhlmann, MA, AHFP

Rachel L. Parker, MISE, AEP (*reinstated*)  
 Marcus V. Payton BS, AEP  
 Melinda S. Pricken, MS, AEP  
 Robin M. Richter, MS, AHFP  
 Ravinder K. Thaper, MS, AEP  
 Maria J. Valladares, BA, AHFP

*\*Omitted from Fall-Winter 2019 newsletter*

## Certificants No Longer Current

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

Hector Acosta  
 Wayne Adams\*  
 Laura Anderson  
 Haleh Barmaki  
 Gregory Bedny  
 Vasilica Benner  
 Steven Breidenbach  
 John Carmen  
 Bruce Coulter  
 Angela Dartt  
 Ryan Davis  
 Phillip Dement  
 Matthew Diering  
 Alan Dorris  
 Xin Du  
 Daniel Eaton  
 James East  
 Rachel Ferraro  
 Cyrus Foroughi

Kimberly Gausepohl  
 Matthew Gilliam  
 Mathew Greene  
 Erik Groberg  
 Shane Haas  
 Olivia Hernandez  
 Evanda Henry  
 Stephen Hottman  
 Christopher Hubacek  
 Charles Hutchins Jr.\*  
 Joelle Jach  
 Hayley Kaye  
 Andrew Keller\*  
 Erica King  
 Martin Kurke\*  
 Ken Laughery Sr\*  
 Jeffrey Lucas  
 Adnyana Manuaba  
 Alyssa McKinley

Jennifer McMullen  
 Lorna Middendorf\*  
 Galia Modai  
 Paul Myers  
 Rachel Nabutovsky  
 John O'Hara  
 Jennie Psihogios Johnson  
 James Reagan\*  
 Maria Scheidler  
 Jeffrey Smith  
 Deepti Sood  
 Muthukaruppan Viswanathan  
 Luke Walker  
 Thomas Way\*  
 Paul White  
 Allison Williams  
 John Wood  
 Daniel Wisner  
 Steven Zellers

*\*Deceased*

## In Memoriam

BCPE learned that the following certificant passed away in the last year. Our hearts go out to his family and friends.

**Wayne P. Adams, MS**

## Retired Status

BCPE offers a retired status for those certificate holders who no longer practice or who practice no more than 15 hours per month. Retired status is awarded upon approval of the certificate holder's statement of work plus payment of a one-time \$165 retired status fee.

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## Continuance of Certification

Individuals with the CPE, CHFP and CUXP designations must submit a CoC worksheet every five years. A summary of the 2014-2019 CoC cycle follows:

	<u>2014-2019</u>
CoC Worksheets Due	118
CoC Worksheets Submitted	108
CoC Worksheets in Review	0
CoC Worksheets Not Submitted or Incomplete	6
Leave of Absence Granted	0
Retired Status Granted	4
<b>Overall Compliance Rate (for 2019)</b>	<b>92%</b>

The current CoC cycle is 2015-2020. The actual month marking the beginning and end of your 5-year cycle is based on the month you took the exam.

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## Checkout the Store

Last Fall in 2019, we introduced you to the BCPE store. Since then, some more items have been added – have a look!

<http://bcpe.deco-apparel.com/>

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## Volunteering

**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.

**In particular**, we are looking for more **Application Reviewers** and **Mentors**. If you would like more information about BCPE volunteer opportunities, or would like to volunteer, please contact Kris Rightmire at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

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## Job Postings

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

Why post in BCPE listing? Not all BCPE certificants belong to the professional societies or the same associations. By posting jobs at BCPE you reach all the certificants whom you know have gone the extra mile to distinguish themselves and become certified. By posting at BCPE, you are also demonstrating support for BCPE certification. Please continue to send your Job Ads! Job Postings at BCPE are FREE. In addition, we draw attention to the job by posting on LinkedIn sites including BCPE LinkedIn.

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

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## Calendar of Events

### BCPE 2020 - 21 Calendar of Events

Sept. 1-Oct. 31, 2020	Fall 2020 Certification Examination Offering.
Oct. 9-10, 2020	BCPE Annual Business Meeting, Virtual.
Nov. 30, 2020	Application Deadline for Spring 2021 Certification Examination.
April 1-April 30, 2021	Spring 2021 Certification Examination Offering.
April 30, 2021	Application Deadline for Fall 2021 Certification Examination.
Sept. 1-Sept. 30, 2021	Fall 2021 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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# THE PROFESSIONAL ERGONOMIST

## The Newsletter of the BCPE

Spring | Summer 2020

Volume XXVIII Number 1

Executive Director: Carol Stuart-Buttle, MS, CPE

Executive Administrator: Kris Rightmire, BS

### BCPE Directors:

Kari Babski-Reeves, PhD, CPE, President

Cynthia Rando, MS, MBA, CHFP, Vice President

Gene A. Kay, MS, CPE, Secretary

Jennifer Law, MS, CPE, Treasurer

Conne Bazley, PhD, CHFP

Michael Boggi, MSIE, CHFP

Patrick Craven, PhD, CHFP

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