

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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Looking to the Future

Peter M. Budnick, PhD, CPE
President

We've come a long way since our humble 1990 beginnings, when a handful of hard working visionaries recognized the need for credible certification in ergonomics and human factors (E/HF). Talking about it wasn't enough, of course, so they took action, and they did so against a chorus of naysayers, some of whom persist, even as they've long since been proven wrong. It's never been easy, and we all owe a great deal of thanks to those who've quietly toiled behind the scenes to make BCPE the premier E/HF certification. There were times when the Board and staff struggled to make ends meet; times when we struggled to identify and effectively pursue strategic goals; times when we struggled to find common ground. And as we look ahead in these uncertain times, I'm sure there will be plenty of new challenges ahead for BCPE.

As I near the end of my six year Board commitment, I've begun to reflect on BCPE's future. The single most important step we can make in the near future is to complete our application for National Commission for Certifying Agencies (NCCA) Accreditation. We've dedicated an enormous amount of time to prepare for this. In particular, Kris Rightmire, our Executive Administrator, and Karel Jahns, our Financial/Information Systems Manager, have worked to compile and organize required documents, policies and procedures. On one hand, this sounds like a task filled with bureaucratic drudgery. But on the other, it has forced us to look inward for improvement, and outward, to our peer organizations, for benchmarking. A lot of work, yes, but the immediate and long term rewards will be very significant. We will gain even more credibility and legitimacy, opening new doors to you, our certificate holders, and BCPE as a leader in certification.

Looking forward, I also see demographic shifts that could have a significant impact on BCPE and other professional certification organizations. Quite simply, there are fewer young people entering the workforce, and more senior people nearing retirement. For BCPE and similar organizations, that could mean fewer certificate holders on the horizon if we don't set strategic goals in motion to accommodate these demographic trends. BCPE has already invested in reaching out to emerging professionals by, for example, sponsoring the student lounge at last year's HFES annual conference. I hereby

appeal to each and every one of you to help in this regard, as well. Each of us, young and old, must recognize our own importance to BCPE and the ergonomics and human factors profession. We must encourage and mentor young and emerging professionals, and we must honor and support our colleagues reaching retirement. I appeal to young professionals to enter and stay committed to the profession and to the certification track; I appeal to current certificate holders to recognize your influence and commit to mentoring and encouraging students and young professionals; and to those nearing retirement, I ask you to stay involved and committed. BCPE and the E/HF profession need you. Don't underestimate your importance and your individual contribution.

Something else I've been reflecting on lately is the need for continuity in strategy and leadership. We've gone through a lot, and grown up a lot, in our 18 year history. We've relied heavily on a volunteer model to get us this far, but I propose it's time we start looking at a new operating model that better supports long term strategic planning and execution, helps us retain 'corporate knowledge', and provides us with leadership continuity over longer periods of time. We are very fortunate to have two loyal and dedicated employees, Kris and Karel. They are our living memory and "keepers of the flame" as board members and other volunteers come and go. Our volunteer model is great in that it fosters a constant influx of new people and ideas, but I submit that we need more consistency and continuity at the executive level. We will always rely on and benefit from hard working volunteers, but perhaps it's time we start considering a new organizational leadership structure, such as an Executive Director. With consistent, dedicated leadership, BCPE would likely be in a better position to establish and effectively pursue long term strategic goals.

I'd like to leave you with a quotation attributed to John M. Richardson, Jr.:

When it comes to the future, there are three kinds of people: those who let it happen, those who make it happen, and those who wonder what happened.

BCPE and the E/HF profession have a bright future. Let's work together to make our future happen *by design*, not by chance or by neglect.

Meet Our New Directers

William Boyd, MS, CPE

Bill Boyd is the Senior Vice President for CNA Insurance Company. Bill is responsible for the Risk Control function for CNA with a professional staff of approximately 350 in the delivery of underwriting risk assessments along with the delivery of customer services. Bill is a graduate of Austin Peay State University with a B.S. in Chemistry, as well as the University of Tennessee with a M.S. in Occupational Safety. Bill has 30 years experience in the health and safety professions.

Bill is also a Certified Industrial Hygienist, Certified Safety Professional and a Certified Professional Ergonomist in addition to currently being a member of the American Academy of Industrial Hygiene. Bill has a professional membership in the American Society of Safety Engineers and is currently the co-chair for the Institute of Industrial Engineer's Applied Ergonomics Conference.

Ellen Meyer Gallo, MS, CPE

Ellen Gallo is Safety Manager at Senior Flexonics, a metal fabricator for the automotive, solar and medical industries. Ms. Gallo started her career at Liberty Mutual gradually moving from safety to ergonomics. She consulted in ergonomics at Kemper/NATLSCO creating a template for reporting and mentoring field staff. She also served as a managing consultant creating risk control service plans, budgets and supervising field staff providing services.

In her current role, Ms. Gallo manages all aspects of safety, returning to her safety roots and following a career path that has switched between safety and ergonomics every few years. In her last role, Ms. Gallo served as Motorola's Global Ergonomics Manager overseeing injury reduction efforts. In 2006, she guided the ergonomics staff to a \$5 million savings in ergonomics-related illnesses. She also provided training to EHS (Environmental, Health & Safety) staff and manufacturing engineers.

Ms. Gallo is former president of the Chicago chapter of the Human Factors and Ergonomics Society. She is also active in the American Industrial Hygiene Association serving on the ergonomics committee and presenting sessions on cost justifying ergonomics improvements and using ergonomics and wellness as an injury prevention strategy.

Ms. Gallo holds a B.S. in Industrial Engineering from the University of Wisconsin-Madison, an M.S. in Environmental Management from the Illinois Institute of Technology, and an MBA from Keller Graduate School of Management. She also holds certifications in safety, risk management and project management. She obtained her Certified Professional Ergonomist designation in 1992 by written examination.



New Director: Bill Boyd, MS, CPE



New Director: Ellen Gallo, MS, CPE

Ergonomics and Maintenance/Reliability

Klaus M. Blache, PhD, CPE

General Motors Corporation

Manufacturing Process Reliability (MPR) is the probability that a process will operate as specified (without failure), for the specified period of time, under the stated conditions. This has implications to the equipment, the people involved, how they interact and costs related to both. One can hardly talk about MPR without bringing up life-cycle costs, since the original purchase price of the equipment is only a small part of the total cost of the equipment (over its useful life). After the purchase of the equipment comes start-up issues, all types of maintenance, spare parts, downtime/repair, purchase of backup equipment, energy and other costs. One of the key enablers of success in this entire process is the human factor. If the Manufacturing Reliability Process is not supported by the people, no process will work. However, even a poorly designed MPR can work/be improved if supported by the workforce. So, understanding the ergonomic enablers to improving MPR is a critical success factor for long term MPR.

At the 2007 SMRP (Society of Maintenance and Reliability Professionals) Conference, I discussed the importance of ergonomics in skilled trades work. Much of the ergonomics research and information to-date is focused on production operators, since problems are more readily identifiable and predictable due to the repetitive nature of the work. A few examples of reasons explained - **why ergonomics is important for skilled trades** are:

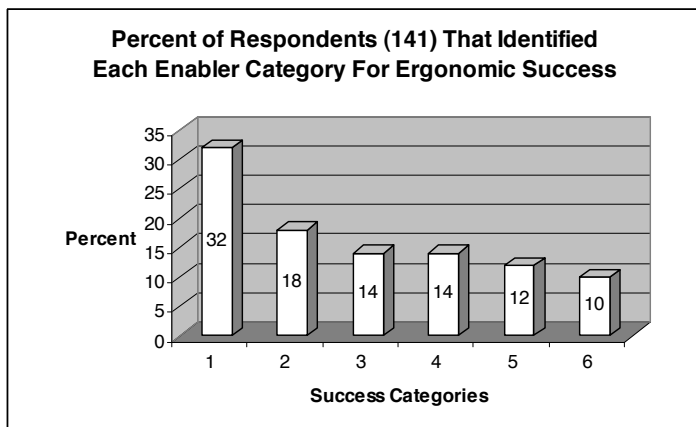
- The static loads from holding something in place for a long time are more prevalent.
- Because of the unpredictable nature of repair, awkward postures and hand-wrist positions are more likely.
- The tools, harnesses and sometimes tight work spaces lead to awkward body postures (such as more twisting and sustained holding, and unbalanced lifting positions).
- Safety helmets and glasses, hearing protection, arc-flash suits and gloves and other personal protective equipment all interfere with dexterity, mobility and perception, while performing tasks.
- Technology is changing quickly – making good informational clarity and cognitive skills interfaces more important

At the conference, which has about a 1,000 attendees, I was able to get Maintenance/Reliability professionals and skilled trades to fill out a survey regarding ergonomics and skilled trades. Some initial data from the survey follows. Below the chart, each Success Category lists the five most typical responses that represent each category. It can help guide the human factors enablers towards improving MPR and what the Maintenance/Reliability community is looking for in ergonomics.

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Ergonomics and Maintenance/Reliability

(continued from page 2)



Success Category 1 – Easily Understood / Applied

- Fully understood by skilled trades and management
- Keep it simple
- Understood and practiced
- Practical and realistic
- Needs to make sense to skilled trades

Success Category 2 - Culture of Acceptance

- Taken seriously by trades
- Be valued / accepted by trades
- Seen as important to skilled trades
- Viewed as a personal benefit
- Become a daily habit / part of culture

Success Category 3 – Proactive / Designed – In

- Build ergonomics into equipment
- Part of standardized work
- Incorporated into job plans
- Part of daily work / training
- Align with best work practices

Success Category 4 – Process Driven / Results Oriented

- Should prove its benefits
- Be focused and re-enforced every day to drive change
- Obtain measured results
- Be an easy / ongoing process like PDCA (plan-do-check-act)
- Needs to make the job easier, safer, faster – better for skilled trades and work result

Success Category 5 – Leadership & Support

- Demonstrated as a priority by leaders
- Taken seriously by management
- Supported by management with training and improvement budget
- Share more info / provide feedback in this area
- Explain how it supports goals, why important, etc.

Success Category 6 – Task Specific

- Should impact what skilled trades do now
- Be trade specific
- Should reduce fatigue
- Address specific maintenance tasks and working conditions
- Should allow performance of current job plan tasks without increasing burden (time, inconvenience, difficulty, etc.)

Also, in response to the question -“What would you like to understand more regarding ergonomics? “, the three most popular items/general themes were around the topics of:

- Skilled trades specific ergonomics
- Impacts of aging
- Impact and cost of not doing ergonomics (to individual, product, business, etc.)

Starting in 2007, I have taken on the role of Ergonomics representative for SMRP - to raise the level of Ergonomics awareness, increase understanding regarding the unique challenges and provide some training. To explain my interest, early on I was part of a small team that started the Ergonomics Program at GM. I have also been a past Chairman of The Society of Maintenance and Reliability Professionals (SMRP). During this time I had GM Corporate responsibility for Mfg. Maintenance and Equipment Reliability. These are only two parts of my background, but I mention them so that you understand my interest in both ergonomics and skilled trades.

As I further analyze the survey results, I can share them with you based on certificate holder interest.

Thank You to Our Volunteers

Volunteers are critical to the success of BCPE, so we would like to recognize everyone who has donated their time and talent to BCPE. We appreciate your service and thank each of you who have assisted the certification process this past year.

Tom Albin, MS, CPE
Gary Allread, PhD, CPE
J. David Beattie, BASc, CHFP, ret.
Barry Berson, MA, CHFP
Jim Borchardt, BA, CPE
Bill Boyd, MS, CPE
Jeff Brewer, PhD, CPE
David Brodie, MS, CPE
Jeremy Brooks, MSc, CHFP
Russ Brown, PhD, CPE
Peter Budnick, PhD, CPE
Jim Callan, PhD, CPE
Sherry Chappell, PhD, CHFP
Cindy Ching, MHS, CPE
George Chuckrow, BA, CPE
Harvey Cohen, PhD, CPE
Bruce Coulter, MAIS, CPE
Haydee Cuevas, PhD
Marv Dainoff, PhD, CPE

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Thank You to Our Volunteers

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Jerry Duncan, PhD, CPE
Lynda Enos, MS, CPE
Sue Evans, PhD, CPE
Bob Fox, PhD, CPE
Ellen Gallo, MS, CPE
Dave Gilkey, PhD, CPE
Rick Goggins, MS, CPE
Julia Greenwald, MSE, CPE
Chris Hamrick, MSIE, CPE
Martin Helander, PhD, CPE
Hal Hendrick, PhD, CPE
Laura Hintz, MIE, CPE
Mark Hoffman, MA, CPE
Lee Huber, BS, CPE
Andy Imada, PhD, CPE
Roger Jensen, PhD, CPE
Dan Johnson PhD CPE
Steve Johnson, PhD, CPE
Gene Kay, MS, CEA
Dick Kelly, PhD, CPE
David Kobus, PhD, CPE
Jim Kondziela, PhD, CPE
Parul Lahoti, MS, CPE
Tom Lambert, MS, CPE
Bill Lenharth, PhD, CHFP
Darren MacDonald, BSc, CPE
Carl McGahee, BA, CPE
Tim McGlothlin, MS, CPE
Dan McHugh, MS, CPE
Hugh McLoone, MS, CPE
Mike Maddox, PhD, CHFP
Bill Marras, PhD, CPE
Susan Meadows, MS, CPE
Rachel Michael, MSc, CPE
Bill Mergen, MA, CPE
Jay Miller, PhD, CPE
Bob Moritz, MA, CPE
Terry Morris, PhD, CPE
Jeanette Murphy, BS, CEA
Bill Muto, PhD, CPE
Syed Naqvi, PhD, CHFP
Jeff Nelson, MS, CPE
Lee Ostrom, PhD, CPE
Mike Palmer, MS, CPE
Brian Peacock, PhD, CPE
Graciela Perez, ScD, CPE
William Piispanen, MS, CEA
Randy Rabourn, MSIE, CPE
Vince Racco, BSc, CPE
Wayne Rhodes, PhD, CPE
Michael Rodriguez, PhD, CHFP
John Rosecrance, PhD, CPE

Jim Rudd, PhD, CPE
Ron Schaible, MS, CPE
Paula Sind-Prunier, PhD, CPE
Bob Smillie, PhD, CPE
Deepti Sood, MS, CPE
Peregrin Spielholz, PhD, CPE
John Stevenson, PhD, CEA
Carol Stuart-Buttle, MS, CPE
Jack Stuster, PhD, CPE
Mike Welch, MS, CHFP
Chuck Woolley, MSE, CPE
Mike Wynn, MBA, CPE

Interested in BCPE Volunteer Opportunities?

BCPE owes its success to the knowledge, skills and expertise of our dedicated volunteers. In the last year alone, more than 50 volunteers have served as mentors, performed application reviews, proctored the exam and/or assisted with standing committee activities.

The rewards of volunteer activity include furthering your professional development portfolio, obtaining points for continuance of certification and the opportunity to help shape the future of BCPE and ergonomics certification.

If you would like to get involved, this is your chance! We have several volunteer opportunities available, including reviewing applications, writing exam items, developing marketing materials or continuance of certification activities.

If you would like to contribute to any of these activities or are interested in more information, please contact BCPE at bcpehq@bcpe.org or (888) 856-4685.

From BCPE Headquarters

2007 Application and Examination Information

Applicants for BCPE certification must meet specific education and work experience requirements to qualify for the written examination. Last year, 96 applications were received by the BCPE: 5 CPE [CHFP] portfolio review applications, 32 CPE [CHFP] applications, 24 AEP [AHFP] to CPE [CHFP] applications, 26 AEP [AHFP] applications and 9 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 2007 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	23	20	87%
AEP/AHFP to CPE/CHFP	17	17	100%
AEP/AHFP	20	15	75%
CEA	10	2	20%

BCPE Business Meeting Highlights

The annual and midyear business meetings were held October 5-6, 2007 and May 2-4, 2008, respectively. Highlights from these meetings include:

The Strategic Plan was reviewed and updated.

The 2008 budget was revised and adopted.

NCCA accreditation was discussed and next steps outlined to continue toward this goal, including termination of the certification by portfolio review program.

Proposed Bylaw changes were reviewed and approved.

Continuance of Certification (CoC)'s service component was updated to award one point for every quarter (a 3-month period) during which the certificate holder has served in a volunteer, appointed or elected activities.

The Standards of Use document language was changed to support use of BCPE credentials on company ID badges.

The AEP/AHFP Extension Policy was reviewed and clarified. It was decided such requests will be decided by the Executive Committee and that higher maintenance fee will apply unless the individual is a student and can provide proof of full time enrollment, such as a transcript.

Going forward, it was decided Hardship Requests would be approved by the staff, upon notifying the treasurer.

It was approved to amend the Articles of Incorporation to reflect our correct tax status [501(c)(6)].

The proposal to update the web site's information architecture was approved. Implementation is expected to proceed quickly, pending approval of the new logo and page designs.

The results of the job analysis survey and the corresponding exam blueprint report were reviewed and discussed. An overview of the exam revision process was presented. We are currently in the first phase of the revision process, which involves test specification and determination of existing items to be retained. The next phase is exam construction, followed by exam validation.

New directors, Bill Boyd and Ellen Gallo, were installed at the annual meeting and incoming directors, David Brodie and Elaine Wisniewski, were elected at the midyear meeting.

Officers Peter Budnick, President; Chris Hamrick, Vice President; Lynda Enos, Secretary and Jim Kondziela, Treasurer were appointed at the annual meeting.

Outgoing directors, Sue Evans and Bill Muto, were recognized at the annual meeting for their six years of outstanding service to improve BCPE policies, procedures and financial security.



Sue Evans, PhD, CPE and Bill Muto, PhD, CPE display their appreciation plaques presented in honor of their six years of service on the Board of Directors.

BCPE Financial Report 2007

In 2007, BCPE realized a budget surplus, with revenues totaling \$166,360 and expenses totaling \$121,806. BCPE reserves have been invested to enable growth for future improvements to the certification process with exam revision as a current goal plus progression toward accreditation. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees, and sponsorship donations. The largest expense categories in 2007 include office administration, exam development, and costs associated with business meetings and the networking reception.

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

REVENUE

Application CPE/CHFP	\$ 12,500
Application AEP/AHFP	4,150
Application CEA	1,850
Maintenance Fees	121,339
Sponsorship Donations	17,500
Late Fees	2,135
Job Bank	4,365
Bank Interest	1,099
Miscellaneous	897
Exam Retake Fees	<u>525</u>
Total Revenue	\$166,360

EXPENSES

Salaries	\$ 62,362
Payroll Expenses	6,758
Med. Insurance	10,081
Rent	1,200
Telephone/Fax/Internet	2,111
Hard/Software Main/Repair	603
Casualty/Property Insurance	348
Equipment Rental/Lease	524
Office Supplies	672
Postage/Shipping	611
Copying/Printing	348
HQ Staff Travel	4,970
Business Meetings	3,580
Networking Reception	6,290
Dues/Subscriptions/Fees (NOCA, PO Box, Intuit)	1,739
Professional Consultants	1,518
Taxes-FUTA/WA Sales & Use Tax	80
Bankcard sales %	3,866
Miscellaneous (Calligraphy, Awards)	1,252
Info Dissemination-Marketing	3,290
Newsletter	1,105
Web site	842
Standards Devel/Admin (Exam/App Eval/CoC)	6,185
Depreciation	<u>1,471</u>
Total Expenses	\$121,806

Changes to the Directory of BCPE Certificate Holders

BCPE would like to congratulate the 99 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1, 143:

- 990 CPEs/CHFPs
- 86 AEPs/AHFPs
- 69 CEAs

New certificate holders are:

CPEs/CHFPs

*Brad M. Agler, MS, CPE
Melanie M. Alexandre, MS, CPE
*Melissa M. Alvarado, MS, CPE
*Robert Baft, MS, CPE
**James D. Baker, PhD, CPE
*Anthony D. Banks, PhD, CPE
*Steven M. Belz, PhD, CPE
*Kevin H. Butler, MS, CPE
**David C. Caple, MS, CPE
*Jeffrey S. Casey, MS, CPE
**Chien-Chi (Max) Chang, PhD, CPE
*Joseph Cohen, MA, CPE
*Derek I. Dawson, MASc, CPE
*Deepesh Y. Desai, MS, CPE
*Angela T. DiDomenico, PhD, CPE
Nathan T. Dorris, PhD, CPE
**Fadi A. Fathallah, PhD, CPE
*Nathan B. Fethke, PhD, CPE
**Maxwell T. Fogleman, PhD, CPE
Mandy W. Gallant, MS, CPE
Dishayne T. Garcia, MS, CPE
*Mathew P. Green, BSc, CPE
**Paul A. Green, PhD, CHFP
**Hung P. Ha, MS, CPE
**Glenn E. Hedman, MS, CPE
Timothy A. Hoebbel, MBA, CPE
*Cindy Hung, BSc, CPE
Melissa S. Jacobson, MS, CPE
*Aisha E. Johnson, MSE, CPE
*Daniel P. Kelaher, PhD, CPE
La'Shaun M. Kellum Martin, BSE, CPE
*Parul Lahoti, MS, CPE
Patrick J. Lee, MS, CPE
*Pauline L. Lewis, MS, CPE
Stephanie Looney, MS, CPE
*Christy A. Lotz, MSc, CPE
**Arnold C. Love, MS, CPE
**Monica V. Matlis, MSIE, CPE
*Kelsey L. McCoskey, MS, CPE
**^Joseph McGettigan, MEd, CPE
**Raymond W. McGorry, MS, CPE

**Halimahtun Mohd Khalid, PhD, CPE
*Chang Soo Nam, PhD, CHFP
Daniel L. Odell, PhD, CPE
Dennis D. Paine, BS, CPE
**Christopher S. Pan, PhD, CPE
**Patrick E. Patterson, PhD, CPE
^Esau Perez, MS, CPE
**Jay G. Pollack, PhD, CHFP
*Cynthia M. Rando, MS, CHFP
**Tim L. Reeves, PhD, CHFP
Kevin A. Rider, PhD, CPE
*Heather E. Ritz, BSIE, CPE
Wendy A. Rogers, PhD, CHFP
Lori A. Ross, MSc, CPE
Barbara C. Smith, MS, CPE
**Carolyn M. Sommerich, PhD, CPE
*Deepti Sood, MS, CPE
Laura M. Stanley, PhD, CPE
*Kristin A. Streilein, MSE, CPE
**Robert S. Tannen, PhD, CPE
Prabaharan Veluswamy, MS, CPE
John J. Vosicky, MBA, CPE
Bobbie J. Watts, MSIE, CPE
*Jeremy R. Wilzbacher, MS, CPE
**Deborah R. Winters, PhD, CHFP
**Sandra M. Woolley, PhD, CPE
Alice O. Yu, MS, CPE
Steven M. Zellers, MS, CHFP
*Brad A. Zylstra, MSE, CHFP
*Paula Fleur Zylstra, MSE, CPE

*AEPs/AHFPs transitioning to CPE/CHFP
**Via 15-year, portfolio review process
^Previously a CEA

AEPs/AHFPs

Sudhir Alchuru, MS, AEP
Supreeta G. Amin, MS, AEP
***Allison M. Anderson, MS, AEP
Phillip H. Chung, PhD, AEP
***Torval V. Contractor, MS, AHFP
Angela L. Dartt, MS, AEP
Susan C. Dowhan, BS, AEP
Suzanne G. Hoffman, MSE, AEP
***William J. Horrey, PhD, AEP
Anil R. Kumar, PhD, AEP
***Blaine P. Larock, MS, AEP
Jennifer L. Law, MS, AEP
Areta K.-C. Lok, BSc, AEP
Michelle A. Mattingly, MS, AHFP
***Leah S. Norrell, MSIE, AEP
***Rachelle N. Ornan, PhD, AHFP
Samantha M. Reid, BA, AEP

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Changes to the Directory of BCPE Certificate Holders

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***Nageswara Rao Uppu, MS, AEP

***Sahika Vatan Korkmaz, PhD, AEP

David W. Wagner, MS, AEP

Troy R. Weekes, MS, AHFP

Benjamin R. Werner, MS, AHFP

Terrance W. Westerfield, MS, AHFP

***David S. Willingham, BSc, AEP

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

CEAs

Gary J. Bradbury, BS, CEA

Rebecca L. Eastwood, BS, CEA

Ed F. Havey, MS, CEA

Marc A. Turina, MPT, CEA

No longer current in their certification are:

Martin Abbott

Yona Adika

Burnell Bailey

Russell Benel

Barbara Cohen

Antoinette Coker

David DelVecchio

Hollis Dickens

Aaron Gannon

Joel Garrett

Michael Gladden

Jennifer Hohne

Karen Holness

Meliss Hulse

Julie Kelly

Heather Kemmerer

Kathryn Kritkauskay

Karen Lukic

Ruiqi Ma

Steve MacNeil

Anthony Maronitis

Ashwanikumar Muppasani

Douglas Neil

Victor Paquet

Julia Parakkat

Albert Perry II

Chad Phipps

Ralph Plummer

Moinur Rahman

Cynthia Sikora

Tamara Smolar

Daniel Stotts

Sunil Sudhakaran

Carol Tolbert Groth

Marcus Whitehead

Sheri Williams

Lost

BCPE has lost contact with Jeffrey E. K. Lewin, MA, CPE (last known address Minnetonka, MN). If you know how we can reach him, please let us know.

Retired Status

BCPE offers a retired status for those certificate holders who no longer practice ergonomics/human factors, or if they do, practice no more than 15 hours per month. Originally this status was intended for those who had retired from all work, but has evolved to include those whose practice is limited to occasional work in E/HF or another profession. Retired status is awarded upon approval of the certificate holder's statement of work plus payment of a \$125 lifetime fee. There are currently 45 certificate holders who have opted for the retired status as a means of remaining connected to BCPE. Currently they are:

Albert J. Arnold, Jr., BS, CHFP ret.

J. David Beattie, BAsC, CHFP ret.

Joseph A. Birt, PhD, CHFP ret.

Susanne M. Brownfield, PhD, CPE ret.

Ramon J. Ceron, MS, CPE ret.

Betty P. Chao, PhD, CPE ret.

Subramaniam Deivanayagam, PhD, CPE ret.

Jan L. Ditzian, PhD, CPE ret.

Delfina Falcao, PhD, CPE ret.

Robert E. Herron, PhD, CPE ret.

Daniel A. Herschler, MA, CHFP ret.

John W. Hill, Jr., MA, CEA ret.

Mark A. Hofmann, PhD, CPE ret.

John C. Hungerford, PhD, CPE ret.

Charles W. Hutchins, Jr., PhD, CPE ret.

Andrew D. Keller, MA, CPE ret.

Paul T. Kemmerling, MS, CHFP ret.

Daniel E. Kolar, PhD, CHFP ret.

Martin I. Kurke, PhD, CHFP ret.

Tom B. Leamon, PhD, CPE ret.

Lisa W. Lugos, MSIE, CPE ret.

R. Bruce McCommons, MA, CPE ret.

Frank M. McIntyre, PhD, CPE ret.

Lorna A. Middendorf, EdD, CHFP ret.

Deborah J. Moore, MS, CPE ret.

Neville P. Moray, D. Phil., CPE ret.

Dominic F. Morris, MA, CPE ret.

Richard A. Olsen, PhD, CHFP ret.

Donald L. Parks, MS, CPE ret.

Stuart O. Parsons, PhD, CPE ret.

Eugene A. Pawlik, Sr., MS, CPE ret.

Richard G. Pearson, PhD, CPE ret.

George A. Peters, JD, CPE ret.

Venus Rastegar, MS, CHFP ret.

Thomas S. Rowell, MS, CPE ret.

Melvin H. Rudov, PhD, CPE ret.

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Changes to the Directory of BCPE Certificate Holders

(continued from page 7)

Herman Z. Sabath, PhD, CPE ret.
 Jack F. Sadler, MS, CPE ret.
 Jennifer A. Smith, MA, CHFP ret.
 Hall M. Smith, BS, CPE ret.
 Stover H. Snook, PhD, CPE ret.
 C. Lowell Spence, BS, CPE ret.
 T. J. Voss, MA, CPE ret.
 Robert M. Waters, PhD, CPE ret.
 Thomas C. Way, MA, CPE ret.
 Bruce C. Wetherby, PhD, CPE ret.

In Memoriam

It is with sadness we report the passing of Ed Silver, PhD, CPE. Our sympathy goes out to his family and friends.

BCPE Activities at HFES Baltimore 2007

This past year, BCPE activities at the annual HFES meeting reached a higher level of visibility. Besides the pre-meeting offering of the BCPE exam, we sponsored the student lounge one day, held our annual networking reception, and exhibited for three days. The last three events were publicized at least once in the HFES meeting daily newsletter.

This was the first time BCPE sponsored the student lounge and was a rewarding and enriching experience for all involved. The 17th annual networking reception, which followed our student lounge sponsorship, was well-attended and included a no-host bar with plentiful hors d'oeuvres plus a scavenger hunt and prizes. This was the fifth year BCPE has exhibited at HFES to promote BCPE certification and proudly acknowledge our sponsors. We greatly value this opportunity for face to face contact and one on one discussion with those interested in certification and with our certificate holders and hope to see you in New York in September at this year's HFES Annual Meeting.

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The BCPE would like to acknowledge and thank our 2007-08 Sponsors for their generous support and assistance with the networking reception and other strategic marketing activities.

Professional Development Opportunities

AE International 20087 Conference, Las Vegas, NV, July 14-17, 2008

Annual Conference of the Cognitive Science Society, Washington DC, July 23-26

Undersea Human Systems Integration Symposium, Bremerton, WA, July 30-31

North American Congress on Biomechanics, Ann Arbor, MI, August 5-9

116th Annual Convention of the American Psychological Association, Boston, MA, August 14-17

4th International Conference on Traffic and Transport Psychology, Washington DC, August 31-Sept. 4

Biomechanics '08, Wroclaw, Poland, August 31-Sept. 3

Human Factors and Ergonomics Society Annual Meeting, New York, NY, September 22-26

Association of Canadian Ergonomists (ACE) 39th Annual Conference, Gatineau, Quebec, October 5-7

Northwest Occupational Health Conference, Seattle, WA, October 15-17

National Ergonomics Conference and Exposition, Las Vegas, NV, December 2-5

Applied Ergonomics Conference (ACE), Reno, NV, March 23-26, 2009

Annual SIGCHI Conference: Human Factors in Computing Systems, Boston, MA, April 5-9

American Industrial Hygiene Conference & Exposition (AIHce), Toronto, Ontario, May 30-June 4

IIE Annual Conference & Expo 2009, Miami, FL, May 30-June 4

ASSE National Conference, San Antonio, TX, June 28-July 1

BCPE's 2008/2009 Calendar of Events

September 21, 2008	BCPE Exam in New York, NY at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: May 21, 2008.
September 23, 2008	BCPE Networking Reception, New York, NY.
September 26-27, 2008	BCPE Annual Meeting, New York, NY.
December 1, 2008	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: August 1, 2008.
March 23, 2009	BCPE Exam in Reno, NV at the Applied Ergonomics Conference. Postmark deadline for application: November 24, 2008.
April 6, 2009	BCPE Exam at various locations around the U.S. and Canada. Postmark deadline for application: December 8, 2008.
May 31, 2009	BCPE Exam in Toronto, ON, CANADA at the American Industrial Hygiene Conference & Exposition. Postmark deadline for application: February 2, 2009.
October 18, 2009	BCPE Exam in San Antonio, TX at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: June 18, 2009.
November 30, 2009	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: July 30, 2009.

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