



THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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Reflecting On 20 Years, in the Words of the Giants

James M. Kondziela, PhD, CUXP

President, BCPE

This year marks the 20th Anniversary of the BCPE! You are *all* to be congratulated for making it possible.

It is a wondrous achievement because it represents the triumph of a set of brilliant and courageous visionaries to do what many – alas most! – doubted could ever be done, namely, establish a gold standard in certification for the field of ergonomics, human factors, and user experience.

But let's hear *directly* from these visionaries as they reflect on a series of questions that TPE recently asked BCPE Founders, Past Presidents, Directors Emeriti, and Management...

1. What was the one factor that contributed most to the success of the BCPE – in its early years or beyond?

HISTORICAL PERSPECTIVE – Doug Harris (Director Emeritus)

In my view, the factor that contributed most to our success was the senior human factors professionals who recognized the need for certification and whose efforts over an extended period of more than 15 years (from the mid 1970s) led to the formation of the BCPE in 1990. Briefly some of these individuals/efforts included: Gerald Chubb who distributed an unpublished manuscript in 1975 on the need to develop a plan for the certification of human factors professionals; Doug Harris chaired a debate at the 1980 annual meeting in Los Angeles on the pros and cons of certification; Art Siegel conducted an industry survey to explore the arguments for and against certification; in 1984, Doug Harris, HFES President formed a Subcommittee on Professional Standards, chaired by Robert Blanchard, to develop a conceptual definition and preliminary plan for a human factors specialist certification program (see results *Bulletin*, March 1985). When the Society decided against providing a certification program for the profession, some key members of that group, Harvey Cohen, Hal Hendrick, Dieter Jahns and George Peters, continued the work that led to the formation of the BCPE. They were joined by Melvin Rudov, David Cochran, David Meister, Al Chapanis, Steve Casey, and Jerry Duncan as the first Board Certified Officers and Committee Chairs; [Mel Rudov was the first BCPE President;] Hal Hendrick was elected the [second] President, and Dieter took on the key job as Executive Director.

FROM THE SECOND BCPE PRESIDENT – Hal Hendrick

First: The leadership and vision of Dieter Jahns in pulling together a distinguished group of HF/Es to develop a certification program independent of HFES, once HFES made the decision not to develop a professional certification program. Second: The dedication of the initial group of distinguished HF/Es to truly work together collaboratively, using a true consensus approach to resolve differences and make decisions. Third: The decision of the development group to make use of the various studies that had been conducted nationally and internationally to determine the tasks, skills, and knowledge that form the core of the HF/E discipline. Importantly, these studies showed that it was possible to clearly identify those core skills and knowledge – something that many in our discipline did not think was possible at the time. Fourth: The decision to take a very rigorous approach in developing the certification criteria, so as to enable the CHFP/CPE certification to gain real credibility in industry and government. Had we not done that, the BCPE probably would not have survived. Fifth: The dedication of the BCPE HQ staff in administering the program in a highly professional, efficient, and cost effective manner.

THE DIETER, KAREL, & KRIS SHOW – Peter Budnick (Past President)

I would have to say that Dieter Jahns, and his wife Karel, are the most critical factors in the success of BCPE. If it weren't for Dieter, I doubt BCPE would have ever left the starting gate. If it weren't for Karel Jahns, BCPE could have easily stumbled along its path to success. Kris Rightmire deserves an enormous amount of credit for BCPE's success, as well, but Dieter was the early visionary and engine, and Karel has continued to carry forth his vision and participate in the evolution of BCPE.

VISION, BOLDNESS, & PERSEVERANCE – Andy Imada (Director Emeritus)

The early pioneer's vision for the certification process was critical to our success. It took real leadership to visualize a future where certification would be required to distinguish qualified ergonomists from others. There were many advocates, but in my opinion, none stronger than Dieter Jahns. His boldness and willingness to accept criticism and negative reactions engaged others in the discussion. The first board worked hard in many roles with few resources to build the base for this organization. That took courage and hard work. It also put their names and reputation on the line to this new venture. This made all the difference and a lot easier for the rest

(continued on page 2)

of us to follow. Kris and Karel's dedication to the organization are key to our success. Their understanding, compassion and level of detail in dealing with customers is unsurpassed.
PASSION & COMMITMENT, TOO – Bob Moritz (Director Emeritus)
The passion, commitment and vision of the first directors to identify the need for ensuring professionalism within the diverse set of skills that make up ergonomics and human factors. Most notably the vision provided Dieter Jahns and his ability to gain support for a certification body across many areas of human factors, user experience, and ergonomics.
CONCISELY – Arnie Lund (Past President)
I believe it was the dedication and passion of the visionaries who have led the BCPE, and their commitment to the field and the role certification should play in the growth of the field.
SACRIFICE & FORTITUDE – Kris Rightmire (Executive Administrator)
Everyone's commitment to BCPE's 'bottom line'—from Dieter forgoing his salary, the Directors paying their own travel expenses to and during the business meetings or the Staff working on second hand equipment and hand me down office furniture—BCPE wouldn't be where it is today without this sacrifice and fortitude.
HIGHEST STANDARD – H. Harvey Cohen (Director Emeritus)
The unwavering insistence of our first Executive Director, Dieter Jahns, that the criteria for certification be of the highest possible standards when many thought that lower standards might help the bottom line for the fledgling organization by increasing the number of early certificants.
DIVERSITY & RESPECTFULNESS, TALENT & LEADERSHIP – Jerry Duncan (Past President)
In my opinion, it was the diversity of backgrounds, experiences, and views represented in the people who served on the original Board, and their respectfulness of others while debating each decision to arrive at a consensus thoughtful of the future profession. The collection of talent and leadership represented among the Founding Directors and Executive Director was very special.
CAMARADERIE TOO – Ian Noy (Director Emeritus)
From my experience, it was the dedication of the Board and passion for setting a standard of practice that would adequately represent and safeguard the profession. Camaraderie was the key.
INTEGRITY – Sue Evans (Past President)
A constant desire to stand for and represent the best of Professional Ergonomics—which means keeping a laser focus on the integrity of the certification process while also staying aware of and adapting to and accommodating the changes taking place in the discipline. We strive to make the tent bigger (adding new certifications) while maintaining the integrity of the tent (becoming certified ourselves).
DEFINING THE PROFESSION & SETTING THE BAR – Brian Peacock (Director Emeritus)
The idea was/is a good one - defining our profession and setting a high enough bar to maintain professional credibility. Unfortunately the profession is hard to define and thousands of potential or would-be certificants were afraid of the breadth or did not have sufficient depth....But the basic idea remains good - only the other day I was asked by a major world renowned European car company to justify my professional opinion - I said that I was a CPE!
THE LAST WORD – Karel Jahns (Financial / Information Systems Manager & Dieter's wife)
The dedication, vision and uncompromising attention to detail of the founders of BCPE to create a top-notch certification program for ergonomists/ human factors professionals and subsequent Directors who followed in their footsteps dedicating their time and expertise in refining, updating BCPE policies, practices and procedures to make BCPE the gold standard and a dedicated staff embracing changes to implement their direction.

2. What was the TOUGHEST DECISION OR MOMENT for the BCPE?

THE FIRST ONE – Hal Hendrick
Probably the first one, which was to determine the approach that would be taken in developing the certification program. In particular, the decision to (a) utilize the knowledge gained from prior national and international studies, (b) require documentation of their professional experience and accomplishments by the applicants, and (c) develop a certification exam that (1) included basic knowledge, (2) knowledge of basic HF/E tools and methods and how to use them, and (3) demonstration of the ability to analyze and develop a strategy for solving real world ergonomic problems. Much of our first year of developing the certification program centered on exploring various approaches to certification and coming to the above decisions.
FINANCIAL CHALLENGES – Peter Budnick
...overcoming financial challenges that moved BCPE from operating in the red to operating in the black required some tough decisions, including giving up permanent office space in favor of home offices.
RAISING FEES – Sue Evans
...there was considerable anxiety over raising certification maintenance fees and the fear of losing certificate holders.
TRANSITIONING – Andy Imada
...transforming from a person-driven to a process-driven organization.
SPECIFIC EXAMPLES – Karel Jahns
There were several 'tough' decisions in BCPE's history: how or whether to replace the Executive Director; looking at a management agency running BCPE; decision to raise fees for viability; upgrading equipment/processes to modern technology; moving current staff to a 'virtual office'; finally going through the time/effort/expense of accreditation to accent/promote BCPE's excellence.

(continued on page 3)

THE EXAM – Bob Moritz
...from personal experience, the creation and continuous improvement of the certification exam is the toughest issue that the BCPE has to deal with.
DIETER'S PERSONAL SACRIFICE – Kris Rightmire
...the period of time that Dieter deferred his salary to help keep BCPE 'afloat'... (although the funds were later paid back).

3. What was the most amusing or funniest thing that ever happened to or at the BCPE?

FUNNY MOMENTS (yes, there were a few)
During our all-day meetings, when it got to be 4:30 p.m., Dave Meister would pull out his flask of martinis and pour his first. By 5:00 p.m. it was useless for us to continue the meeting! – Hal Hendrick.
...we happened to schedule our BCPE meeting at the same time that the "Grateful Dead" were performing [in a Las Vegas hotel, when prices were reasonable there]. I recall David Meister (one of our Directors), after negotiating our way through a sea of "tie-dyed" Grateful Dead fans present everywhere in our hotel, saying: "Who's great idea was it to hold our meeting here?!". I didn't have the courage to tell him that I had suggested it; we never held a meeting there again. – Jerry Duncan.
Anything David Cochran said at a Board Meeting! – H. Harvey Cohen.
During an informal marketing brainstorming session over dinner, we laughed hard at a preposterous idea: the prospect of hiring the famous magician David Blaine to do one of his outrageous stunts, such as being encased in a block of ice for hours in Times Square, with a huge "I'm certifiable!" BCPE banner in front of him as advertisement. – James Kondziela.
Funny man Chris Hamrick... – Bob Moritz.
When a young argumentative board member tried, but failed miserably, to kick my butt in a run around the neighborhoods. – Brian Peacock.

4. If you had it to do all over again, (how) would you do it differently?

NO
No. Unlike earlier efforts by others, which failed to result in a viable certification program, I believe we did it right. – Hal Hendrick.
[Ditto for everyone else we asked this same question.]

Finally...

IMPORTANTLY, please remember to join us for much merriment (food, drink, music, laughter) at the BCPE 20th Anniversary celebration at the HFES Annual Meeting in San Francisco, Sept. 28th. You're all invited – looking forward to seeing you!

BCPE Historical Timeline

1990	Incorporated in Washington State as a non-profit, "Academy of Certified Ergonomists" October Founders Meetings & Open Forum at HFES, Orlando First Nine Directors and Executive Director Dieter Jahns elected
1991	Second Annual Meeting in San Francisco, CA Bylaws adopted
1992	Name changed to "Board of Certification in Professional Ergonomics" \$20,000 start-up loan from HFES First Mid-Year Meeting Santa Monica, CA BCPE Certification for Ergonomists/Human Factors Professionals brochure First certificants (34)
1993	To raise funds, prepayment of certification maintenance fees promoted First issue of <i>The Professional Ergonomist</i> newsletter published 'Board of Certification in Professional Ergonomics' & 'BCPE & design' trademarks registered Phase I-Portfolio certification ends 12/31/93 Kris Alvord hired to help process large influx of portfolio review applications
1994	First <i>Register of BCPE Certificants</i> published Application #702 (first application for certification by examination) received Phase II – Certification by Exam begins, Nashville, TN (of 36 candidates, 20 awarded certification)
1995	Became member of NOCA, now ICE, demonstrating commitment to maintaining the highest standards of ergonomics/human factors certification HETPET/Ergonomist Formation Model adopted Reciprocity between BCPE and CREE (Centre for Registration of European Ergonomists) established
1996	AEP/AHFP credential established Certification by portfolio review reinstated New application fee structure of \$300 and annual renewal fee of \$100 adopted

(continued on page 4)

- 1997 Repayment of HFES loan plus interest
The Practice of Ergonomics – Reflections on a Profession by David Meister (edited by Steven Casey) published by BCPE (and sold out by 1998)
BCPE website www.bcpe.org with Directory of CPE/CHFPs
- 1998 Dieter Jahns, Executive Director resigns
The Certified Ergonomics Associate (CEA) established
501(c)(6) status awarded by the IRS
- 1999 Kris Alvord assumes duties as Executive Administrator
Retired status established
- 2000 Recognized by ABIH as a premier certification organization for the Ergonomics profession
First year revenue surpasses \$100,000
Dieter W. Jahns passes away
CPE/CHFP exam revised
- 2001 IEA endorses CPE and CHFP certification program
BCPE Board of Directors expanded to eleven
- 2002 BCPE launched a redesigned www.bcpe.org
First certificate holder by way of the reciprocity agreement maintained with CREE
- 2003 Mentor Program introduced
Work experience requirement for the CPE/CHFP reduced from 4 to 3 years, implemented the following year
- 2004 The Foundation for Professional Ergonomics, a non-profit to advance professionalism in ergonomics and to honor Dieter W. Jahns, was established (facilitated by BCPE and with one liaison BCPE Director)
Promissory note of Dieter's past salary paid in full
- 2005 BCPE physical office goes virtual
Recertification or "Continuance of Certification (CoC)" launched
BCPE celebrates 15th anniversary in Orlando, FL
- 2006 Application processing and exam fees structure increased and changed to separate fees
Online Application Submissions System and Online News section on website
- 2007 Leave of Absence Policy established
- 2008 End of portfolio review certification
First public member elected to Board of Directors
Job Analysis Survey completed
- 2009 National Commission for Certifying Agencies accredits CPE/CHFP certification program
Ergonomist Formation Model revised
Certified User Experience Professional (CUXP) and Associate User Experience Professional (AUXP) credentials established
- 2010 First recertification deadline
20th Anniversary Celebration in San Francisco
Development toward new CPE/CHFP/CUXP exam per revised EFM

Meet Our New Director

Lee T. Ostrom, PhD, CPE



Lee Ostrom graduated with a PhD in Industrial Engineering specializing in Ergonomics from Texas Tech University in 1988. He has a broad range of experience in ergonomics, human factors, and risk assessment. He has been an assistant/associate professor with the University of

Idaho since 2000. He has also supported NASA, the Department of Defense, and Naval Facility Command. He is a Certified Professional Ergonomist and a Certified Safety Professional. He recently completed an academic certificate in Nuclear Criticality Safety. He had a book published in 1994 entitled "Creating the Ergonomically Sound Workplace." He is currently authoring a book with Cheryl Wilhelmsen entitled "Risk Assessment Tools and Techniques and their Application" to be published by John Wiley and Sons in the summer of 2011. He has authored over 80 publications and presentations. He is married and has four children and lives in Idaho Falls, ID.

Progress on Exam Revision

Marvin J. Dainoff, PhD, CPE

Chair, Examination Committee

An important goal following the completed job analysis reported in the last newsletter is to create a revised CPE/CHFP/CUXP examination. Much activity is going on behind the scenes to accomplish this goal. Thanks to the efforts of Sandra Woolley, PhD, CPE and Manohita Gurram, MS, CHFP, we conducted a survey of major HFE graduate programs and have developed a data base of over 90 course syllabi. From these, we have extracted a list of major textbooks currently in use. These textbooks will be used as the basis for writing exam questions. We have recruited 40 subject matter experts and are in the last stages of developing an item writing guide. We hope to start generating exam questions during the summer.

Examination Committee members are Marv Dainoff, PhD, CPE (Chair); Jim Kondziela, PhD, CUXP; Dave Brodie, MS, CPE; Lee Ostrom, PhD, CPE; Esa Rantanen, PhD, CPE; Sandra Woolley, PhD, CPE; and Manohita Gurram, MS, CHFP

Foundation for Professional Ergonomics (FPE) News

Valerie Rice, PhD, CPE
President FPE

Ergonomists Without Borders: Three years ago, the Foundation for Professional Ergonomics (FPE) joined with the International Ergonomics Association (IEA) in offering professional consultant services to ergonomics societies and other groups in industrially developing countries. Those efforts, led by Hal Hendrick, PhD, CPE (past President of both the IEA and FPE), have evolved into an FPE initiative to create Ergonomists Without Borders (ErgonomistsWB). The mission of Ergonomists Without Borders is "To improve quality of life by providing ergonomics expertise and resources to agriculturally and industrially developing communities, globally."

Recently Dr. Hendrick's efforts have been joined by new FPE Director, Peter Budnick, PhD, CPE. Drs. Hendrick and Budnick have been working with an enthusiastic team of volunteers: Gregory Cresswell, BSc, AEP, Jenny Crawford, BSc, Julie Leduc, BSc, Kevin Perdeaux, BSc, AEP, and Curtis VanderGriendt, AE. The team has built a web site (ErgonomistsWithoutBorders.org), begun recruiting volunteers, and is formulating a business plan and marketing/communications strategy to make ErgonomistsWB an effective and sustainable initiative.

While not yet complete, another current effort is the development of a Memorandum of Agreement (MOA) between the FPE and the IEA. This agreement will make it possible for the IEA and FPE to work cooperatively to bring together ergonomics and situations requiring ergonomics solutions in ErgonomistsWB initiatives. The agreement should enable both organizations to coordinate and expedite efficient deployment of resources to those requesting assistance. The IEA will assist in creating awareness through their website, publications, and conference; use their existing network to serve as resources to identify and participate in joint initiatives; and help make ErgonomistsWB part of a larger effort (which could be of assistance when requesting financial support). The FPE will also create awareness through their website, recruit volunteers, and maintain both a volunteer data base that includes talents and skills to match with project needs, and an archive of projects. Of course, each organization will do these things and much, much more! The IEA has posted guidance and information on their website regarding ErgonomistsWB as has the FPE.

If you would like to get involved, please contact Jenny Crawford at: jcrawford@ergonomistswithoutborders.org.

Donations will be an important part of the ErgonomistsWB success. If you would like to make a tax deductible donation, please visit www.ergofoundation.org/support.html.

Dieter W. Jahns Student Practitioner Award: The FPE has established an annual award, named in memory of Dieter W. Jahns, a life-long advocate of the practice of Ergonomics and a leader in Ergonomics Certification, to be given to a 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 our lives at work and at home healthier, safer, more

productive, and more satisfying. This award is open to students (MS or PhD) in Ergonomics and Ergonomics-related programs. Students who have completed their graduate degrees in the past year are also eligible. The award presentation on September 28, 2010. The award and cash prize of \$500 (US) will be presented at the BCPE Networking Reception during the Human Factors and Ergonomics Society Annual Meeting in San Francisco, CA.

Submissions can be made individually or as a group and should provide adequate descriptions, illustrations or photos, and details that address the judging criteria.

Please go to www.ergofoundation.org for complete details on criteria and format. Submission should be sent electronically to Robert Smillie at robert.smillie@cox.net.

BCPE Spotlight – These Wise Men

BCPE Editor

Continuing our spotlight on family ties in the BCPE we were pleased to get to know these Wise men.

Dr. John Wise, CPE is the Principal Scientist of behavioral science consulting company: [The Wise Group, LLC](http://TheWiseGroup.LLC). The company focuses in human computer interaction, human factors engineering, industrial psychology, neural psychology, nutrition, and organizational behavior. John's son, Dr. Mark Wise, AHFP is a usability engineering specialist with IBM.

BCPE: John, you have experience in a number of areas: pilot, professor and author just to name a few. Mark, do you remember what your dad was doing when you started to get an interest in what he was doing?

Mark: I remember my dad was putting together an advanced science conference.

John: The study topic was verification of elevation.

Mark: Yes, I was an undergrad in college studying biology and looking at medical school. My dad helped me get a summer job working for the conference. I helped with administrative tasks and also had to sit in on the sessions and take notes. It was during this conference that I was able to hear these very intelligent and passionate people talking about this field. I enjoyed it and was so inspired that I ended up changing my focus.

BCPE: You both have a background in psychology. Despite the common background, John, you have the CPE designation and Mark, you have the AHFP designation. How have you applied your backgrounds in a different way?

Mark: I have always used the Human Factors designation. 99% of my work is human computer interaction which has always entailed human factors.

John: I started out with the HF designation but found that outside of the profession the CPE was more widely understood. Currently, most of my focus is in aviation, cockpit design, and air traffic management issues. I look at the interfaces as well as taking a systemic view of designing operator jobs differently to improve performance.

BCPE: John, how have you seen the profession change? Particularly in your area, how are new professionals coming in?

John: On one side, I taught a required university course for systems science (then information science). More people came into the program as "nerds" and this was a program where they were able to apply their love of computers.

At Embry-Riddle, we attracted more people who

(continued on page 6)

had originally thought they wanted to be pilots but after deciding not to fly wanted to be involved with aviation and cockpit design. The school was supportive of designing an academic human factors program for the aviation domain.

In both cases they weren't people who came in from the undergraduate level knowing this was what they wanted to do.

Mark: I have been with IBM for 11 years. Now there is much more of an emphasis on usability than 10 years ago and also on overall user experience including usability and visual design. A lot of human factors usability folks also have good visual design skills, making products aesthetically pleasing as well as usable.

John: Something I find really fascinating about what Mark does is his intranet work, every employee needs to use it. Mark is able to take the normal structure which is very visual and make it useful and usable to an employee that is visually impaired.

Mark: It's about how to structure information and how it is coded for screen readers. Some users will simultaneously use a screen reader and a Braille reader; it's very impressive.

BCPE: Mark, what was a favorite project your dad worked on?

Mark: I remember being impressed by his organization of different scientific meetings just due to the sheer amount of work that it took to bring all these great thinkers together and the books/papers that came out of it. Also, how to combine it with a vacation in a really beautiful place! I'm impressed with some of his nuclear work which is still heavily referenced today.

John: Yes. We were looking at how to design controls in nuclear reactor plants, particularly in how to better display information. After 3 Mile Island it took several hours for information to be printed.

Mark: I also liked the project you worked on with film directors in how scenes are displayed or seen in a film. They are very different applications but they are both about presenting information to users. This really caused me to open my mind to the vast opportunities in this field.

BCPE: Are professional conferences a family reunion?

John: No, we probably see each other more with personal visits than professional conferences.

Mark: Dad was just here in April to help me fix my car.

BCPE: Yes, I see that he has some impressive hobby cars.



Drs. Wise investigating the ergonomics challenges of an MG-B.

John: The Triumph I have is the same make and model that I had when my wife and I were dating. I thought it was very romantic when I bought it but my wife thought

“why do I have to put up with this bumpy noisy thing again!”

BCPE: That's a great story! Gentlemen, thank you for your time.

FROM BCPE HEADQUARTERS

2009 Application and Examination Information

Applicants for BCPE certification must meet specific education and work experience requirements to qualify for the written examination. Last year, 66 applications were received by the BCPE: 19 CPE/CHFP/CUXP applications, 13 AEP/AHFP/AUXP to CPE/CHFP/CUXP applications, 26 AEP/AHFP/AUXP applications and 8 CEA applications.

Certification is awarded when a candidate successfully passes the written examination for designation as a CPE/CHFP/CUXP, AEP/AHFP/AUXP or CEA. A summary of candidates' exam performance for 2009 appears below.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	22	17	77%
AEP/AHFP to CPE/CHFP	6	6	100%
AEP/AHFP	19	11	58%
CEA	12	3	25%

You are Invited to Our 20th Anniversary Celebration!

Nelson Mandela was freed from prison, the USSR was dissolved, East and West Germany were re-united, the San Francisco 49ers won the Super Bowl, and the Cincinnati Reds won the World Series. “Wind Beneath My Wings” won the Grammy for Record of the Year, and *Driving Miss Daisy* won the Oscar for Best Picture, *The Simpsons* made it's television debut, and the Hubble Telescope was launched. Can you name this historic year? Here's a clue: The BCPE was incorporated as an independent nonprofit organization in July of that year, and we're celebrating our 20th anniversary in September at the Human Factors and Ergonomics Society 54th Annual Meeting! (To save you from reaching for your calculator, the year was 1990.)

Please celebrate with us from 7:00 pm to 9:00 pm on Tuesday, September 28, 2010 at the Hyatt Regency San Francisco, Embarcadero Center, San Francisco, CA. This festive reception will be a chance for us all to commemorate the impact our founding has had on the profession. A special invitation is extended to students (some of whom may have difficulty remembering 1990!) to learn more about BCPE and to interact with some of the most distinguished people in the profession. The event is open to certificate holders and non-certificate holders alike. So mark your calendar and join us in September at HFES!

BCPE Financial Report 2009

In 2009, BCPE revenues (cash basis) totaled \$153,888 and expenses were \$122,775. Income was down 21% and expenses were down 15.3%. The primary revenue sources for BCPE continue to be certification maintenance fees, application fees, and sponsorship donations. The largest expense categories in 2009 include office administration, exam development, capital improvements, 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	\$ 6,950
Application AEP/AHFP	4,000
Application CEA	1,600
Maintenance Fees	123,878
Sponsorship Donations	10,600
Late Fees	2,081
Job Bank	1,455
Interest	821
Miscellaneous	1,603
Exam Retake Fees	900
Total Revenue	\$153,888

EXPENSES

Salaries	\$62,439
Payroll Expenses	7,052
Med. Insurance	5,486
Utilities	1,200
Telephone/Fax/Internet	2,420
Hard/Software Main/Repair	1,929
Casualty/Property Insurance	303
Equipment Rental/Lease	263
Office Supplies	974
Postage/Shipping	647
Copying/Printing	727
HQ Staff Travel	1,926
Business Meetings	3,878
Networking Reception	4,617
Dues/Subscriptions/Fees (NOCA, PO Box, Intuit)	2,310
Professional Consultants	2,294
WA Taxes	2,654
Bankcard sales %	4,295
Capital Improvements	4,540
Miscellaneous (Calligraphy, Awards, Ed.)	1,037
Info Dissemination Marketing	2,211
Newsletter	802
Website	2,205
Standards Devel/Admin (Exam/App Eval/CoC)	4,974
Depreciation	1,592
Total Expenses	\$122,775

BCPE Reception in San Antonio, TX

The 2009 Reception, in addition to good food and networking opportunities with attendees, was highlighted by two special events. The Foundation for Professional Ergonomics (FPE) and NIOSH had a signature event formalizing an agreement to provide ergonomics expertise to agricultural and industrially developing countries with the goal to better their quality of life through FPE's new program, Ergonomists Without Borders.

NIOSH Representative Stephen Hudock, PhD, CSP, and FPE representatives President Valerie Rice, PhD, CPE and Program Chair Hal Hendrick, PhD, CPE participated in the event signifying mutual support in ErgonomistsWB efforts. The IEA is also supportive of the program.

A book raffle led by Chris Hamrick, MS, CPE was another highlight of the reception. Author Steven Casey, PhD, CPE donated a copy each of *The Atomic Chef* and *Set Phasers on Stun*, while co-editors Rani Lueder, PhD, CPE and Valerie Berg Rice, PhD, CPE donated two copies of their book, *Ergonomics for Children: Designing Products and Places for Toddlers to Teens*.

Three student volunteers graciously volunteered their time to sell tickets for the raffle which raised \$200. Winners of the books were: Dawn Chandler, MS, AEP; Colin Drury, PhD, CPE; David Kobus, PhD, CPE; and Karen Jacobs, EdD, CPE. Congratulations to the winners, and we thank everyone who participated.

Our reception and other strategic goals are made possible through the generous support of our sponsors. This year they included: 3M; Humantech; BoulderSolar; David J. Cochran, PhD, CPE; Elsevier; Liberty Mutual Research Institute for Safety; Pacific Science and Engineering; Abbott; Anacapa Sciences, Inc.; Applied Safety and Ergonomics, Inc.; Atlas Book and Copy Holders (Dainoff Designs, Inc.); EMCOR, Inc; Ergonomic Technologies Corporation, Error Analysis, Inc.; Evans Incorporated; and Honda.

We express immense gratitude for their support.

BCPE Meetings Highlights

2009 Annual Meeting in San Antonio, TX

- The Marketing Committee Chair reported goals of increased student outreach and announcing the new logo by the 2010 annual meeting.
- The Web Committee Chair discussed ideas for updating the web site.
- The Exam Committee Chair suggested several changes to the exam process including testing format, testing focus and identification of an item management program.
- Application evaluation process improvements were suggested and modification tasks were assigned.
- Two professional liability insurers have been identified and their contact information is on file for certificant inquiries.
- It was clarified that training provided for one's employer is not eligible for CoC points in the training section.
- Lee T. Ostrom, PhD, CPE was elected to the vacant Director position.
- The 2010 budget was approved. *(continued on page 8)*

- An amendment to the SIMPLE IRA plan was passed by vote to allow the increase of employer match from 2% to 3%.
- Amendments to the Bylaws were approved. The Logo Use policy was amended. The IEA request for BCPE to recognize other ergonomic certifications was determined to need more discussion.
- A request on behalf of the United States Department of Labor's (USDOL) O*NET Data Collection Program and the Research Triangle Institute to use BCPE's mailing list to identify and survey Human Factors Engineers and Ergonomists was approved.
- The 2009-2010 slate of officers was approved: Jim Kondziela, President; Lynda Enos, Vice-President; Jim Rudd, Treasurer; and, Elaine Wisniewski, Secretary.



Bill Boyd, MS, CPE presents Ellen Gallo, MS, CPE a plaque of appreciation for her service on the BCPE Board of Directors.

2010 Mid-Year Meeting in Hopkinton, MA

- Ronnie Battista, Chair of the UPA Certification Committee, presented options to possibly partner with BCPE in certifying user experience professionals.
- Exam development strategies were discussed by Marv Dainoff.
- It was reported the CUXP trademark has been registered by the USPTO.
- The results of a survey to assess demand for the CEA sent out last December to ASSE's Industrial Hygienists specialty was presented by Dave Brodie.
- Certification extension to SE Asia is being facilitated by Brian Peacock who has Board approval to serve as a proctor in Singapore.
- Jeffrey Fernandez, PhD, CPE was elected to the Board of Directors and will be installed at the Annual Meeting in San Francisco, CA.
- Ongoing assessment of our application evaluation process with the assistance of Dick Kelly, PhD, CPE, culminated in process refinement and revisions. These revisions will be incorporated into our documents and an evaluation guideline document created for reviewers.
- A contract for redesign of the BCPE website has been signed with Tantrum Software. Jim Rudd

presented an update of work done so far.

- Jim Kondziela led a BCPE strategic planning session which identified five potential growth areas: 1). User Experience/Usability, 2). CEA revisited/revised, 3). Healthcare, 4). International, and 5). Students.
- A long term growth plan is in development.



2010 MidYear Meeting in Hopkinton, MD

Standing (left to right): Lynda Enos, MS, CPE; Bill Boyd, MS, CPE; David Copley, BEE; Lee Ostrom, PhD, CPE; Marv Dainoff, PhD, CPE; Jim Kondziela, PhD, CUXP; Karel Jahns, BCPE Financial/Information Systems Manager; Chris Hamrick, MSIE, CPE; Dave Brodie, MS, CPE; Deb Larnis, Liberty Mutual Technical Support Assistant.

Changes to the 2009-2010 Directory of BCPE Certificate Holders

BCPE would like to congratulate 47 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,202:

- 1,043 CPEs/CHFPs/CUXPs
- 89 AEPs/AHFPs/AUXPs
- 70 CEAs

New certificate holders are:

CPEs/CHFPs

Kari L. Babski-Reeves, PhD, CPE
 Joe O. Balderrama, MA, CPE
 Yuen-Keen Cheong, PhD, CPE
 Jeanne M. Curcio, MS, CPE
 Nathalie Delsaer, MA, CPE
 Line Deschenes, MEng, CPE
 Claudia P. Escobar, MS, CPE
 Donald E. Goddard, MS, CPE
 Raegan M. Hoeft, PhD, CHFP
 *Jeffrey A. Hoyle, MS, CPE
 Edwin R. Irwin, MS, CPE
 *Jiun-Yin Jian, PhD, CPE
 *Safia M. Kassam, BSc, CPE
 *Areta K-C Lok, BSc, CPE
 Camille B. Major, MS, CPE
 *Michelle A. Mattingly, MS, CHFP
 Suzanna M. Milholland, MS, CPE
 Mirtha I. Perazza, MS, CPE
 Jessica L. Phyland, MSc, CHFP

(continued on page 9)

James D. Rethaber, MS, CPE
D. Matthew Ross, MSc, CPE
Randy A. Sauser, MA, CPE
Judi E. See, PhD, CPE
*Tonya L. Smith-Jackson, PhD, CPE
+Roger L. Stephens, PhD, CPE
*David R. Trippany, Jr., MS, CPE

*AEPs/AHFPs transitioning to CPE/CHFP
+Reinstated

AEPs/AHFPs

***Liana M. Algarin, MS, AHFP
***Kelly A. Burke, PhD, AHFP
Aaron J. Derouin, MHK, AEP
***Zachary R. Doerzaph, PhD, AHFP
***Christopher J. Drucker, MS, AEP
Samiullah K. Durrani, PhD, AHFP
Claire M. Ganley, BSc, AEP
Dawn M. Gray, MA, AHFP
Michael J. Hoonhorst, MSIE, AEP
Darcie O. Jaremey, BScK, AEP
Leah M. Konwinski, MHK, AEP
Kelly S. Lynch, MS, AEP
Conor V. MacDonald, BSc, AEP
Daniel E. O'Farrell, MS, AEP
Jonisha P. Pollard, MS, AEP
***Martin J.M. Robb, MSc, AEP
***Kay C. Tan, PhD, AHFP
***Hongbo Zhang, MS, AEP

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

CEAs

Justin D. Adams, BA, CEA
Renee Kaup, BSOT, CEA
Nathan W. Yeager, MS, CEA

The following are no longer current in their certification:

Allison Anderson
Sharnnia Artis
Thomas Amerson
Denise Benel
Randolph Bias
Christopher Calhoun
George Calisto
David Clark
Roslyn Edson
Ken Gaylin
Debabrata Ghosemajumdar
Robert Kato
Robert Lugenbeal
David Matlaw

Dennis McBride
Joe McDaniel
Christopher McIntyre
Alan Spiker
Norman Schwalm
James Stamler
Nagesware Uppu
Michael Wynn

Lost

BCPE has lost contact with Stacy R. Johnson, MS, CPE, formerly in Lake Charles, LA. If you know how we can reach Stacy, please let us know.

Retired Status

BCPE offers a retired status for those certificate holders who no longer practice ergonomics/human factors 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 \$125 lifetime fee. There are currently 75 holding the retired status. Certificate holders who have recently opted for the retired status are:

Lauren Bauerschmidt, MSE, CPE ret.
R. Quinn Brackett, PhD, CHFP ret.
James Burnette, PhD, CPE ret.
James Callan, PhD, CPE ret.
Robert Dewar, PhD, CPE ret.
Cheryl Dudziack, MS, CPE ret.
Jason Griffith, MSE, CPE ret.
Hal Hendrick, PhD, CPE ret.
John Kirkwood, MA, CHFP ret.
James Kochevar, PhD, CPE ret.
Arthur Koenig, PhD, CHFP ret.
Armand Lauzon, MSc, CHFP ret.
Scott Linn, MS, CHFP ret.
Tom Mayfield, MSc, CPE ret.
John Martin, PhD, CHFP ret.
Denise Maze, MS, CPE ret.
Dwight Miller, PhD, CPE ret.
Frank Newman, MA, CPE ret.
Thomas Smolarek, MSA, CPE ret.

In Memoriam

It is with sadness we learned about the passing of two of our certificate holders this past year: 1) Michael Kelly, CPE and 2) Terri Ogle-Shine, CEA. Our sympathy goes out to their families and friends.

Volunteer Thank You

The success of BCPE continues to be in large part due to our volunteers. We would like to thank and recognize everyone who has donated their time and talent to BCPE over the past year. We greatly appreciate your service to the organization and those seeking BCPE certification. If we've errantly omitted your name, please know you are appreciated very much.

(continued on page 10)

Julia Abate, MSE, CPE
Charles Abernethy, PhD, CHFP
Fereydoun Aghazadeh, PhD, CPE
Magdy Akladios, PhD, CPE
David Alexander, MSIE, CPE
Gary Allread, PhD, CPE
Anthony Andre, PhD, CPE
Bob Andres, PhD, CPE
James Baker, CPE
David Beattie, BAsC, CHFP ret.
Barry Berson, MA, CPE
Jim Borchardt, BA, CPE
Bill Boyd, MS, CPE
Theodore Braun, MA, CPE
David Brodie, MS, CPE
Jeff Brewer, PhD, CPE
Russ Brown, PhD, CPE
Peter Budnick, PhD, CPE
Cindy Burt, MS, CPE
Barrett Caldwell, PhD, CHFP
Sherry Chappell, PhD, CHFP
Steven Chervak, MS, CPE
George Chuckrow, BA, CPE
Vincent Ciriello, ScD, CPE
Harvey Cohen, PhD, CPE
Joe Cohen, PhD, CPE
Michelle Cross, MS, CPE
David Copley, BEE
Marv Dainoff, PhD, CPE
Kermit Davis, PhD, CPE
Bill Dowell, BS, CPE
Vincent Duffy, PhD, CPE
Jerry Duncan, PhD, CPE
Mica Endsley, PhD, CPE
Lynda Enos, MS, CPE
Bob Fox, PhD, CPE
Andy Freivalds, PhD, CPE
Jim Fullmer, MSIE, CHFP
Ellen Gallo, MS, CPE
Dave Gilkey, PhD, CPE
Rick Goggins, MS, CPE
Paul Green, PhD, CHFP
Manohita Gurrarn, MS, CHFP
Craig Halpern, MSIE, CPE
Chris Hamrick, MSIE, CPE
Hal Hendrick, PhD, CPE
Laura Hintz, MIE, CPE
Mark Hoffman, MA, CPE
Lee Huber, BS, CPE
Andy Imada, PhD, CPE
Dan Johnson, PhD, CPE
Steve Johnson, PhD, CPE
Deborah Jones, PhD, CPE
Gene Kay, MS, CEA
Dick Kelly, PhD, CPE

Jim Kondziela, PhD, CUXP
Tom Lambert, MS, CPE
John Lane, PhD, CPE
Ken Laughery, PhD, CPE
Ron Laughery, PhD, CPE
William Lenharth, PhD, CHFP
Arnie Lund, PhD, CUXP
Darren MacDonald, BScK, CPE
Dan MacLeod, MA, CPE
Mike Maddox, PhD, CHFP
Scott Malcolm, MA, CHFP
Bill Marras, PhD, CPE
James McGlothlin, PhD, CPE
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David Rempel, MD, CPE
Wayne Rhodes, PhD, CPE
Valerie Rice, PhD, CPE
Michael Rodriguez, PhD, CHFP
Henry Romero, PhD, CPE
John Rosecrance, PhD, CPE
David Roy, BS, CPE
Jim Rudd, PhD, CUXP
Martha Sanders, PhD, CPE
Barbara Silverstein, CPE
Bob Smillie, PhD, CPE
Jim Smith, PhD, CPE
Tonya Smith-Jackson, PhD, CPE
Carolyn Sommerich, PhD, CPE
Deepti Sood, MS, CPE
Peregrin Spielholz, PhD, CPE
Theresa Stack, MS, CPE
John Stevenson, PhD, CEA

(continued on page 11)

Jack Stuster, PhD, CPE
Jessica Waller, MS, CPE
Mike Welch, MS, CHFP
Anna Wichansky, PhD, CPE
Elaine Wisniewski, MSE, CPE

Laurie Wolf, MS, CPE
Chuck Woolley, MSE, CPE
Sandra Woolley, PhD, CPE
Clint Young, MPH, CPE

Upcoming Industry Conference

Annual Convention of the American Psychological Association, San Diego, CA, August 12-15, 2010
American Society of Biomechanics Annual Meeting, Providence, RI, August 18-21
PREMUS 2010, Angers, France, August 29-September 3
Work Disability Prevention and Integration 2010, Angers, France, September 2-3
Association of Canadian Ergonomists (ACE) 41st Annual Conference, Kelowna, British Columbia, October 5-7
Human Factors and Ergonomics Society 2009 Annual Meeting, San Francisco, CA, September 27-October 1
National Safety Council 2010 Congress and Expo, San Diego, CA, October 3-8
National Ergonomics Conference and Exposition, Las Vegas, NV, November 30-December 3
Applied Ergonomics Conference and Expo, Orlando, FL, March 21-24, 2011
American Industrial Hygiene Conference and Exposition, Portland, OR, May 14-19
Society for Information Display 2011, Los Angeles, CA, May 15-20

BCPE's 2010/2011 Calendar of Events

September 26, 2010	BCPE Exam in San Francisco, CA at the Annual Meeting of the Human Factors & Ergonomics Society.
September 28, 2010	BCPE Networking Reception, San Francisco, CA.
October 1-2, 2010	BCPE Annual Meeting, San Francisco, CA.
November 29, 2010	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: July 29, 2010.
March 21, 2011	BCPE Exam in Orlando, FL at the Applied Ergonomics Conference. Postmark deadline for application: November 22, 2010.
April 11, 2011	BCPE Exam at various locations around the U.S. and Canada. Postmark deadline for application: December 13, 2010.
May 15, 2011	BCPE exam in Portland, OR at the American Industrial Hygiene Conference & Exposition. Postmark deadline for application: January 17, 2011.
September 25, 2011	BCPE exam in Las Vegas, NV at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: May 25, 2011.
November/December 2011	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: July/August 2011.

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