



THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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President's Message: Our Strength Is With Our Core

By David Brodie, MS, CPE
President

When I was asked to write a President's message a year ago I was somewhat hesitant. My thought, at the time, was that our efforts were already fully discussed throughout the newsletter, and that I did not want to spend time talking about work that was not finished. A few weeks ago our newsletter editor (somewhat) tactfully pointed out to me that a newsletter was due and that a letter from the President would be appreciated (read: expected). This year, although I still see the work we need to do, I think there is a brief message worth putting to paper that will hopefully give everyone some perspective on our recent journey and the path forward.

When you look at the work completed by the BCPE and the service we provide, I see the efforts of the board divided into three categories: certification, communication, and outreach. These categories comprise the way the BCPE has organized itself into committees to provide our service to the profession. The effort put forth by each of these committees and how they have come to synergistically work together to complete the work of the board is a critical piece of the puzzle of

where we are today and how we will continue to move forward.

Of the three committees, our certification committee has the greatest burden. The work performed and managed by this group is essentially the core service we provide as an organization. Without our certification process and our exam, there is nothing to communicate and no reason to outreach to anyone. The monumental effort that has been completed by this committee over the past 3 years is worthy of a few sentences of summary. During this timeframe the evolution of our certification process has involved:

- Contracting with a national organization to allow for electronic administration of a new exam across the North America (and beyond)
- ~70 professionals contribute over 570 questions to be considered for a new exam
- An extensive effort to review, edit, and fine-tune this question bank to a core set of questions comprising our new test form

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Networking Events at HFES 2014

BCPE is sponsoring the **Student Lounge** on Tuesday, October 28 at HFES 2014.

Students can drop in and out throughout the day and network with BCPE directors and other certificants. A certification overview and Q&A session will be held at noon.

Stop by and meet our future BCPE certificants!

The **Annual Networking Reception** is also being held Tuesday, October 28, from 6-7 PM.

Enjoy light appetizers and drink while we honor the volunteer services of Dr. Robert Fox, CPE and Dr. Robert Smillie, CPE.

The 2014 Dieter W. Jahns Student Practitioner Award will also be awarded.

Annual Financial Report

In 2013, BCPE revenues totaled \$164,606 and expenses were \$163,506, as itemized below. Expenses decreased by 2.6% over 2012; however, income was also down 5.0%. Maintenance fees remain our primary revenue source, bolstered by application and exam fees. Business meetings, exam development and administration, the web site redesign and office administration were the main expenses for the year. If you have questions regarding this report, please contact Kris Rightmire, Executive Administrator.

REVENUE

Application CPE/CHFP	\$14,150
Application AEP/AHFP	4,350
Application CEA	575
Maintenance Fees	139,392
Sponsorship Donations	0
Late Fees	3780
Job Bank	1,110
Interest	105
Miscellaneous	894
Exam Retake Fees	<u>250</u>
Total Revenue	\$164,606

EXPENSES

Salaries	\$72,542
Payroll Expenses	7,236
Med. Insurance	8,573
Utilities	1,200
Telephone/Fax/Internet	2,669
Hardware/Software Maintenance/Repair	2,244
Casualty/Property Insurance	313
Office Supplies	640
Postage/Shipping	1,063
Copying/Printing	533
HQ Staff Travel	3,649
Business Meetings	7,221
Networking Reception	3,054
Dues/Subscriptions/Fees (NCCA, ICE, PO Box)	6,175
Professional Consultants	4,353
Taxes	2,530
Bankcard sales %	5,673
Capital Improvements	0
Miscellaneous (Calligraphy, Awards)	417
Info Dissemination-Marketing	1,692
Newsletter	0
Website	10,448
Standards Devel/Admin (Exam/App Eval/CoC)	21,281
Depreciation	<u>0</u>
Total Expenses	\$163,506

2014 Mid-Year Meeting Highlights

The 2014 Mid-Year meeting was held via web conferencing conference call on April 28, 2014 and May 2, 2014.

- The Executive Administrator oversaw exam administrations during the December National Ergonomics Conference and Exposition conference, requested, received and processed Continuance of Certification (CoC) worksheets, and responded to ongoing inquiries from public, applicants and certificants.
- BCPE transferred to a new database in December 2013. BCPE and Membee are working to refine the data and directories and correct records. The Membee database will be used for the login page for certificants on the BCPE website.
- BCPE supported five months of exam applications and exam registrations. Staff closely monitored sign-up and performed troubleshooting when exam locations were non-responsive. 58 people took the Pilot exam, 3 deferred to the fall. BCPE worked with the Certification Committee and a psychometrician on exam analysis. Notifications to those passing the exam were made after the Mid-Year meeting.
- The Certification Committee gave a summary report on the Pilot exam. Several activities have to be completed before September. Subject matter experts will be recruited to be part of the exam committee. The Certification Committee will work with the Executive Director to understand NCCA requirements and develop a Form B for the fall exam.
- The Communications Committee completed the relaunch of the BCPE website. The website will continue to be updated with a Frequently Asked Questions page and Certificant Login process. The Communications Committee also briefed content for future BCPE newsletters.
- The Outreach Committee discussed a white paper for the student audience. The committee made announcements about the BCPE web page on websites. Outreach members staffed booths at the National Ergonomics Conference and Exposition.

Application and Examination Information

Applicants for BCPE certification must meet specific education and work experience requirements to qualify for the written examination. From the October 2013 annual meeting through the May 2014 mid year meeting, BCPE received and processed 79 applications for certification: 26 for AEP/AHFP/AUXP certification, 8 for transition to CPE/CHFP/CUXP certification, and 45 for CPE/CHFP/CUXP.

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 2013 appears below.

Examination	#Examinees	# Passed	% Passed
CPE/CHFP/CUXP	13	8	62
AEP/AHFP/AUXP To CPE/CHFP/CUXP	7	7	100
CEA	7	2	29

Individuals with the CPE, CHFP and CUXP designation must submit a CoC worksheet every five years. A summary of the 2008-2013 CoC cycle follows below.

	2008-2013
CoC Worksheets Due	87
CoC Worksheets Submitted	89
CoC Worksheets in Review	0
CoC Worksheets Not Submitted or Incomplete	16
Leave of Absence Granted	2
Retired Status Granted	14
Overall Compliance Rate	82%

Volunteer Acknowledgement

We would like to thank 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 a handful of standing committees, as well as several other certification-related activities that would benefit from your assistance. If you would like more information about BCPE volunteer opportunities, please contact Kris Rightmire at bcpehq@bcpe.org.

New Certificants and Exam Results

BCPE would like to congratulate 87 candidates who have successfully obtained certification since our last newsletter. The current number of BCPE certificants is 1,265.

- 940 CPEs/CHFPs/CUXPs
- 108 retired status CPEs/CHFPs/CUXPs or CEAs
- 155 AEPs/AHFPs/AUXPs
- 62 CEAs

New certificate holders are:

CPEs/CHFPs/CUXPs

Denise H. Bauer, PhD, CPE
 Wayne J. Biever, MS, CHFP
 Eric J. Boelhouwer, MBA, CPE*
 Michael P. Clamann, MSIE, CHFP
 Elise S. Condie, MS, CPE
 Patrick L. Craven, PhD, CHFP
 Andy R. Dattel, PhD, CPE
 David I. Douphrate, PhD, CPE
 Lauren Gant, PhD, CPE*
 Carisa Harris Adamson, PhD, CPE
 Sohit Karol, PhD, CPE
 Gene A. Kay, MS, CPE
 Jian Liu, PhD, CPE*
 Bernadette J. McCory, PhD, CPE
 Elizabeth A. Samaras, DNP, CPE
 Riley Splittstoesser, MS, CPE*
 Anand Subramanian, PhD, CPE*
 Manida Swangnetr, PhD, CPE*
 Philip A. Van Ess, MS, CPE

*AEPs/AHFPs/AUXPs transitioning to CPE/CHFP/CUXP

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New Certificants and Exam Results

(Continued from page 3)

AEPs/AHFPs/AUXPs

Shweta Agarwal , MPT, AEP
Laura K. Anderson, MS, AEP
Piyush Bareria, MS, AHFP
Michael Clarke, MS, AHFP
Rachel J. D'Epagnier, BS, AEP
Boyi Hu, MS, AEP
Erica M. King, MS, AEP
Peiyi Ko, PhD, AEP
Robin A.N. Littlejohn, MS, AEP
Manuel Meza-Arroyo, MS, AHFP
Brendan J. Morse, MS, AHFP
Mahiyar F. Nasarwanji, PhD, AEP
Gi Yeon Park, PhD, AHFP
Leanna M. Reardon, PhD, AEP
Mark C. Schall, MSE, AEP
Stephen W. Tignor, MS, AHFP
Lina M. Urdaneta, MS AEP
Michael A. White, MS, AEP
Jenny Zhao, BSc, AEP

CEAs

Robert Aloisio, BSc, CEA

The following are no longer current in their certification:

Laura Algarin
Supreet Amin
John Boyle
Kelly Burke
Jeffrey Casey
Phillip Chung
David Clement
Joshua Egbert
Susan Finkam
Monica Huamann Jones
Shreya Kothaneth
Quaneisha Jenkins-Penha
Bochen Jia
Yong-Ku Kong
Katherine Lehman
Patrick Mead
Grace My-linh Tran
Paul Rau
Dino Piccione
Samantha Reid

John Stevenson
Edward Voyles
Xuezhong Wang

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 \$150 retired status fee.

2014 Mid-Year Meeting Highlights

(Continued from page 2)

Opportunities for more clear recognition of those certified on the attendee badges was proposed. The Executive Director wrote an article for AFHE 2014 presentation by Ian Noy as well as slides for the July conference. She also contributed to articles on certification for interactions for ACM and was interviewed about certification for an article on the role of ergonomics with occupational therapist s for OT magazine.

- Vice-President Joseph Cohen led a discussion regarding an Environmental Scan of member needs, ergonomics resources, and certifying bodies.
- Nominations for the four Director positions were discussed. Eight new candidates and two directors eligible for re-election were considered for the slate. New Directors were voted upon at the mid-year meeting. Joseph Cohen and Rachel Michael were elected to continue. Brian Sherman and Bob Torres will be installed as new directors at the Annual Meeting.
- The Outreach Committee will coordinate the activities for the sponsorship of the Student Lounge at HFES 2014.

The BCPE Annual Meeting will take place in Chicago, IL during HFES. A budget with projections of committee goals and costs will be discussed at the Annual Meeting.

President's Message

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- Coordinate and implement a pilot test of this exam to ensure the test form is verified through rigorous statistical analysis

With this work completed we are now in a position to launch our new electronic exam to all of our applicants as of this fall. This is a new era for how the BCPE provides its service that will provide a level of accessibility necessary for our times. Unfortunately, the work of this committee is never ending, as we move immediately from the exam to the beginning of the certification development process, which involves performing a new field survey of our profession. We are actively pulling together a set of SME's to meet this fall to initiate this process, with the goal of updating the core competencies of our profession by mid-2015. The process never stops, but I do want to take a moment to step back and recognize the efforts of this committee and thank Jeffrey Fernandez (Chair), Fadi Fathallah, and Joseph Cohen for all their hard work. Additionally, I must thank Bob Smillie and Carol Stuart-Buttle, without whom this effort would never have been completed.

At the same time that we have been working on updating our certification process, our communication committee has been working hard over the past 2 years to give the BCPE a facelift – electronically. If you have not been to the new BCPE website, then you may not know what I am talking about. We embarked on an extensive process to review our old website, our messages to our certificants, applicants, and the public, to determine how effective we are in communicating what we do and the value of certification. As part of this process we worked with an external content editor to provide a set of fresh eyes, and completed persona interviews to give us a better perspective on how we are seen and how our site is used. For process integration we have incorporated new content management and membership database software packages to improve our ability to communicate with our certificants. We have recently launched a new member login process, which will allow current certificants to experience these upgrades in action. Now that we have our new electronic face, we are working on additional communication materials and pathways that will help present the BCPE effectively and cohesively. The work

completed by the communication committee was spearheaded by one of our directors, Pieter Kruithof. I want to take this opportunity to thank Piet, Cindy Whitehead, Jeff Kelley, and Hugh McLoone for all the work they put into this effort. I also need to thank Carol Stuart-Buttle and Kris Rightmire for all the work they put in to make this project happen.

Last, but not least, is our outreach committee. One of the core beliefs within the BCPE is that students are our future. To that end we have made extensive efforts over the past 3 years to reach out to HFE students to inform them about certification and guide them on how to reach this goal within their career. We have worked hard to maintain a presence at the annual HFES conference, and have reached out to student HFES chapters throughout the country to provide presentations both in-person and electronically to get the certification message out. The coordination of this activity is non-stop and requires the effort of our entire committee. The results of this effort have been remarkably positive in a short timeframe, with an increase in AEP applications of ~35% looking at similar periods pre- and post- 2012. The person who initially spearheaded this outreach effort was a former director and chair of this committee, William Boyd. His work has been continued by Rachel Michael (current Chair), and the directors on this committee, Paul Green, Matt Pierce, and Joseph Cohen. I want to recognize all of these directors and thank them for their continued dedication to our outreach efforts. I also want to take this moment to recognize and thank Bob Fox for his work in spearheading our mentor program, further enhancing our efforts with students.

When you look at the work described here you see that the strength of the BCPE is found in our core – volunteers. The number of people who have dedicated their time and expertise to serve our profession and the certification process is impressive and inspiring. The future of our profession and the BCPE is very secure in the hands of these people. Thank you all for your hard work. It has been a pleasure and an honor working with you.

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BCPE's 2014/2015 Calendar of Events

September 1 – October 31, 2014	Fall 2014 Certification Examination Offering.
October 28, 2014	BCPE Annual Networking Reception, Chicago, IL.
October 31 – November 1, 2014	BCPE Annual Business Meeting, Chicago, IL.
November 30, 2014	Application Deadline for Spring 2015 Certification Examination.
April 1 – May 31, 2015	Spring 2015 Certification Examination Offering.
April 30, 2015	Application Deadline for Fall 2015 Certification Examination.
April/May 2015	BCPE Mid-Year Business Meeting, Location TBD.
September 1 – October 31, 2015	Fall 2015 Certification Examination Offering.
October 27, 2015	BCPE Annual Networking Reception, Los Angeles, CA. BCPE
October/November 2015	Annual Business Meeting, Los Angeles, CA. Application
November 30, 2015	Deadline for Spring 2016 Certification Examination.