



THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

Board of Certification in Professional Ergonomics • P.O. Box 2811 • Bellingham • Washington • USA • 98227-2811
Phone (360) 671-7601 • Fax (360) 671-7681 • e-mail: bcpehq@bcpe.org • http://www.bcpe.org

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Notes from the President

Susan M. Evans, PhD, CPE
President, BCPE

In 2002, I introduced the themes of value, visibility, and viability – as indicators of the success of the BCPE. I'm using this opportunity to update you on recent and ongoing initiatives intended to improve BCPE in these areas – and to offer more opportunities to become involved in your profession.

Value – Does certification provide merit and is it regarded highly?

Certificate holders have many reasons why they seek and maintain their certification. A high regard for BCPE certification in the marketplace, demonstrated by job postings that call out BCPE's certifications, certainly enhances our value proposition. It's encouraging to see the number of job postings specifically asking for our professional certification (see article, "BCPE Brings Value to Job Seekers" for a sample). We expect that as knowledge and use of BCPE's **Job Bank**, which was launched earlier this year, spreads, its value as a clearing house of these postings will also increase.

BCPE's **mentor program** was introduced this spring. The goal of the program is to connect BCPE-certified professionals (with either the CPE/CHFP or the CEA certifications) as mentors with ergonomists and human factors applicants, to help them as they embark on the certification process. Mentors and mentees will be matched based on similar domains of interest and level of certification. During the mentoring process, both mentee and mentor will define their roles in the process, determine meeting times and places, and develop a program that ensures a successful relationship for both parties. The program has been designed to assist both AEP/AHFP's in the transition process AND individuals applying for certification. After Ergoweb ran an article on the program, BCPE headquarters received over 30 inquiries from interested mentees. The Board is seeking volunteer CPE/CHFP or CEA certificate holders to serve as mentors. As anyone who has served as a mentor can attest, this is a very rewarding experience for the mentor as well as their mentee.

Visibility – Are we being seen?

Responses from last year's BCPE survey suggested that BCPE should increase its visibility at the professional conferences certificate holders attend. This presence serves as a reminder of the certification to attendees, provides an

opportunity for face-to-face communication and Q&A, broadens our connections into the multiple disciplines that make up our interesting profession, and gives us an opportunity to showcase the **growing list of BCPE sponsors**. The Board is evaluating the benefits of exhibiting at relevant professional conferences. We held our mid-year meeting and staffed a tabletop display at the 6th Applied Ergonomics Conference in Dallas in March. We will be exhibiting at the HFES conference in Denver in October, and are exploring booth arrangements with other Ergonomics conferences for later this year. Since many certificate holders regularly attend these conferences, we are on the lookout for volunteers to help us staff the booths (and to minimize the travel costs for Kris and Karel). We will be sending out e-blasts asking for a few hours of your assistance as conference arrangements are finalized.



At the Sixth Annual Applied Ergonomics Conference reception in Dallas, TX in March 2003, BCPE Directors and staff pose for a photo with AEC's Chair, Tim McGlothlin, PhD, CPE and the Institute of Industrial Engineers' Executive Director, John Powers. Seated: (left to right): Bill Muto, PhD, CPE; Kris Rightmire (nee Alvord), Executive Administrator; Marvin Dainoff, PhD, CPE; and Karel Jahns, BCPE Financial and Information Systems Manager. Standing: Carol Stuart-Buttle, MS, CPE; Timothy McGlothlin, PhD, CPE; Steven Johnson, PhD, CPE; Susan Evans, PhD, CPE; Peter Budnick, PhD, CPE; and John Powers. Photo courtesy of Institute of Industrial Engineers, Jane Gaboury photographer.

The *Professional Ergonomist* (TPE), the official newsletter of the BCPE, and our electronic newsletters, are essential means of information dissemination and communication. As noted

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Notes from the President

(continued from page 1)

in this newsletter, the Board is seeking volunteers to fill a Managing Editor and Associate Editor positions to work with the Communications Director to broaden input to BCPE, and to improve the timeliness, frequency, and content relevance of these communications. Many thanks go to Roger Jensen, CPE, current editor of TPE, who is stepping down after three years of service.

Viability – Are we capable of growing?

BCPE operates with a very lean staff and very tight budget (see the article, “BCPE Financial Report”) later in this newsletter), with the majority of the expenses being non-discretionary (i.e., we HAVE to pay salaries, taxes, medical and business insurance, rent, computer maintenance, etc.). This leaves little available for funding discretionary initiatives (e.g., web site upgrades, exam revision, broader meeting visibility). To further impact our financial situation, many of the non-discretionary expenses – particularly medical insurance and hardware/software improvements and maintenance – have risen significantly over the last several years.

Through networking with presidents and executive directors of certification organizations and professional societies through the Intersociety Forum, I am convinced that we must continue to invest in technology to augment the outstanding customer service provided at headquarters. In January 2002, we launched a redesigned web site with many features to make it easier to do business with BCPE on-line. Since the launch, we’ve added an on-line payment option, a job bank feature, and a sponsor page. Development is underway to link the databases and interactive features of the web site with the back-office management and accounting systems at headquarters. Many other features, including on-line applications, are on a wish list for the future.

The Board of Directors and staff of BCPE are committed to the short and long-term viability of the organization and its ability to meet the needs for ergonomics certification. To address short-term cash flow issues that resulted from the adoption in 2002 of a single fiscal year billing cycle for all certificate maintenance fees, the BCPE secured a line of credit to cover expenses in the period prior to maintenance fee billing and receipt. From a long-term perspective, in light of a financial picture where income lags behind the rate of expense increases, the BCPE Board of Directors voted unanimously to raise all maintenance fees for the fiscal year 2004. BCPE has held maintenance fees constant for eight years for the CPE/CHFP and AEP/AHFP, and for five years for the CEA. The certification maintenance fee rates appearing on your FY 2004 statement, to be sent out this fall, will be:

CPE or CHFP	\$125 per year
AEP or AHFP	\$75 per year
CEA	\$90 per year

These fees represent annualized increases of 2.8 percent (for CPE/CHFP and AEP/AHFP) and 3.1 percent (for CEA), barely enough to keep up with inflation. The Board feels that these modest increases are essential to remain a viable credentialing organization, and to support the initiatives underway to enhance the value and visibility of our certification.

As always, I welcome your feedback and encourage you to consider sharing your talents and passion by becoming involved in your profession – the diverse yet connected fields of human factors and ergonomics.

Thanks to Our Volunteers

As we are halfway into our thirteenth year of certifying ergonomists and human factors professionals, we would like to thank the many certificate holders who have donated countless hours of volunteer efforts to make BCPE what it is today. Primary among these are the current and past members of the Board of Directors. Numerous other individuals have contributed their time by evaluating applications, proctoring exams, writing articles for the newsletter, and promoting BCPE. Without these dedicated individuals, BCPE would be hard pressed to show the progress it has made to date as the premier ergonomics/human factors certifying body in the United States. We thank you all most heartily.

We would especially like to thank and recognize those who have proctored the exam this year:

Regina M. Barker, MS, CPE
J. David Beattie, BAsC, CHFP
Brett W. Besser, MPH, CPE
Mary O. Brophy, PhD, CPE
Vincent M. Ciriello, ScD, CPE
Joseph R. Davis, PhD, CPE
Karl E. Dodge, MA, CPE
William G. Elliott, MS, CPE
Hal W. Hendrick, PhD, CPE
Karel J. Jahns, BS, CMA
Stacy R. Johnson, MS, CPE
William S. Marras, PhD, CPE
Carlton H. McGahee, III, BA, CPE
Terry L. Morris, PhD, CPE
Randall A. Rabourn, MSIE, CPE
George M. Samaras, PhD, CPE
Jack W. Stuster, PhD, CPE
Charles B. Woolley, MSE, CPE

We also would like to recognize and thank the individuals who have assisted with recent application evaluations:

Barry Berson, MA, CHFP
James R. Callan, PhD, CPE
H. Harvey Cohen, PhD, CPE
Hal Hendrick, PhD, CPE
Roger Jensen, PhD, CPE
Richard Kelly, PhD, CPE
David Kobus, PhD, CPE
Mike Maddox, PhD, CPE
James McGlothlin, PhD, CPE
James C. Miller, PhD, CPE
Robert Smillie, PhD, CPE
Wayne Rhodes, PhD, CPE
Thomas Way, MA, CPE
Michael Welch, MS, CPE

We would like to thank Connie Miller, MEd, CPE, for her BCPE presentation to the Florida Space Coast Chapter of HFES last February.

We also thank those who contribute to our visibility, viability and public relations by displaying and using their BCPE credential. Please use your credential whether it is on a business card or behind your name in a publication.

Executive Administrator Weds

Congratulations, Kris! BCPE’s Executive Administrator, Kris Alvord, was married in July, and is now Kris Rightmire.

In Memoriam

It is with sadness that we have learned over the past months about the passing of: Theodore Aldrich, MS, CPE; George J. Khoury, PhD, CPE; Leonard Ring, MSc, CPE; and Robert Swezey, PhD, CPE. Our sympathy is extended to their close friends, associates and family.

BCPE Brings Value to Job Seekers

Did you ever question why you worked so hard to obtain and stay current with your BCPE certification? Here are 10 reminders taken from some recent job ads we came across.

1. Search firm seeks Ergonomics Consultant for a Fortune 100 client based in the Northeast. This blue-chip company, world known for its operational excellence, is expanding its 20-year consulting practice into the area of Ergonomics. The Ergonomics Consultant will lead Ergonomics Consulting and training projects. This position will also play a leadership role in business development related to Ergonomics Consulting. The ideal candidate will ... be a **Certified Professional Ergonomist (CPE)** ...

2. Join [this major Fortune 100 Company's] award-winning hardware design team! Primary responsibilities include driving all user research activities to ensure that end users can accomplish their goals within the context of their physical, cognitive, and emotional interaction with [Company's] hardware products. This includes directing hardware user research staff to deliver user research, ergonomics and usability information for all product teams in [Company's] Hardware Division; ... representing [Company's] ergonomics and hardware usability for customers and press ... **CPE certification** is desirable.

3. [Fortune 500 Company] ... offers exciting ... opportunities for motivated individuals ... seeking a Sr. Ergonomics Engineer to provide technical expertise in the areas of musculoskeletal disorders and back injury prevention, workplace and equipment design, work physiology, biomechanics, vibration, lighting, occupational stress and job design ... Participate in the design and review of new processes for compliance with ergonomic specifications. Assist management in identifying and prioritizing ergonomic hazards. Participate on ergonomics task forces and in investigations of incidents involving potential ergonomics issues, making appropriate recommendations. Participate in external audits/inspections by OSHA, NATLSCO and state agencies ... Customize generic training and education programs for use at regional sites and conduct ergonomics training. Requirements: ... **Certified Professional Ergonomist (CPE)** ...

4. Plans, directs, and implements organization safety program to ensure safe, healthy, and accident-free work environment by performing the following duties personally or through subordinate supervisors. Coordinates and directs the design, planning, construction, maintenance, and alteration of equipment, machinery, buildings, and other facilities through subordinates. Creates and implements required Environmental, Health and Safety Programs as required by Federal, State and Local Agencies. CERTIFICATES ... **CPE - Certified Professional Ergonomist** ...

5. [Fortune 500 Company] is seeking an ergonomist for its Health, Safety, and Environment (HSE) organization ... As an Ergonomist you will provide leadership in ergonomics program implementation; offer consultation on new and existing tasks, workplaces and processes; and offer training. Evaluation of manufacturing and office workstations will be a significant part of the assignment ... will also be involved in training managers, employees and HSE professionals. Desired experience/skills: ... **Associate Ergonomics Professional or Certified Professional Ergonomist or candidate**

6. Fortune 500 ... seeking a Corporate Ergonomics Engineer to promote an ergonomics program that will influence Business Unit Safety Managers in identifying and prioritizing ergonomic hazards and to Initiate an ergonomics task forces to investigate incidents involving potential ergonomics issues. ... Requirements: ... **Certified Professional Ergonomist (CPE)** ...

7. The Department of Occupational and Environmental Health at [Major University] School of Public Health invites applications for a tenure track faculty position in Occupational Ergonomics at the level of Professor, Associate Professor or Assistant Professor ... The University ... offer[s] a rich environment for collaborative teaching and research including ... NIEHS-funded ... NIOSH-funded ... CDC-funded ... The existing ergonomics program has established research activities in exposure assessment, measurement technologies, and exposure control strategies ... **CPE certification or eligibility is desirable.**

8. Responsible for providing value-added and fee-based services to [this large engineering consulting firm's] customers. The focus of these services will be promoting the safety of caregivers and patients through ergonomics and falls prevention programs. The position requires extensive travel, up to or exceeding 60% and independent work with [Company's] customers. ... The position may also interact with design services in order to provide customers with safety insights related to their design plans. The ideal candidate will possess excellent presentation skills and inspire confidence in their consultative suggestions. Must Have Following Skills/Qualifications: Professional certification in ergonomics and/or safety ... Preferred Skills/Qualifications: **CPE** ...

9. Conducts site visits to provide ergonomic review and consultation; Conducts analyses of work areas to identify ergonomic risk factors; Makes recommendations to abate ergonomic hazards; Educates employers in the identification of ergonomic issues; Educates injured workers in safe work style techniques; Provides functional job descriptions of regular & modified duty positions to all interested parties; Conducts on site and open session seminars on ergonomic subjects ... Requirements: ... **Certified or studying for ergonomic certification**

10. [A Canadian Government Ministry] is seeking the services of an Ergonomist, Certified by the Canadian College for the Certification of Professional Ergonomist or the **Board of Certified Professional Ergonomists** ...

From BCPE Headquarters

BCPE's Plaque Price Increases

As mentioned in the last newsletter, BCPE's IEA Commemorative Plaque and the BCPE Certificate Plaque Facsimile will increase in price. Beginning November 1, 2003, the new price per plaque will be \$185.00 plus shipping, which will remain at \$15 for orders within the United States. For orders of quantities over five, please ask for details regarding a discount.

If you do not already own one, order one of these beautiful plaques today!

Managing Editor Position: BCPE Seeks Volunteers

The BCPE Board of Directors is seeking candidates for the Managing Editor and Associate Editor positions. These are volunteer positions for individuals seeking an opportunity to serve the ergonomics community. A job description is provided below. Please send a letter of interest and a resume or C.V. to the Communications Director of BCPE, Dr. Peter Budnick, CPE, at Ergoweb, P.O. Box 1089, Midway, UT 84049 or email budnick@ergoweb.com. Individuals interested in serving as Associate Editor are also sought.

Job Description for Managing Editor of the Board of Certification in Professional Ergonomics

Duties

The Incumbent will serve as the Managing Editor for the Board of Certification in Professional Ergonomics (BCPE). As the Managing Editor, the incumbent will:

1. Serve a three year term with the option for another three year extension.
2. Produce the newsletter, *The Professional Ergonomist*, twice a year, in paper and electronic format.
3. Produce the BCPE e-newsletter, four times a year.

Production of the newsletter will entail:

- Collaborating with the Communications Director of BCPE.
 - Developing and maintaining a matrix of core content for the issues each year.
 - Developing a production timetable for each year.
 - Creating potential topics and themes for content.
 - Identifying and contacting potential contributors.
 - Collecting and reviewing contributions for the newsletters.
 - Editing content for headlines, grammar, length and format.
 - Creating effective layout for each issue.
 - Obtaining the Communications Director's approval on issue content.
 - Publishing each issue on time with distribution assistance from BCPE headquarters.
4. Work with the Associate Editors to distribute the editor workload and to broaden input to the newsletter.
 5. Report to the Communications Director of BCPE.
 6. Serve as an ex-officio member of the BCPE Board of Directors. The Incumbent shall attend all Board meetings (at own expense as per board members).

Qualifications

The Incumbent shall:

- Maintain CPE or CHFP designation.
- Have prior newsletter editor experience.
- Have the capability to generate, stimulate and collect content for the newsletters.
- Have layout experience using desktop publishing, or access to the skills.
- Have good grammatical writing skills.
- Be able to travel to board meetings twice a year.

News

CPEs and CHFPs In the Spotlight

Remember the days when you would mention the word "ergonomics" and get a blank look, or worse yet, a response such as "you mean like economics?" The words "human factors" often brings a similar blank stare. These days, both terms are becoming more widely recognized, even if some people do misunderstand or misrepresent what our science is all about. As professionals, we all do our part to spread the word, and it's heartening when the public takes notice. In this issue of *The Professional Ergonomist*, we highlight instances of CPEs and a CHFP in the news. Have you or one of your colleagues been in the ergonomics/human factors spotlight? Let us know and we'll share the story in *The Professional Ergonomist*.

Seattle Ergonomist Featured in Exhibit At Oregon Museum of Science and Industry

Nationally prominent ergonomist Ian Chong, CPE, is being featured by Portland's Oregon Museum of Science and Industry in a new addition to its permanent exhibit collection, highlighting professionals who use science in their work.

Chong, a nationally known and published ergonomist, is the principal of Ergonomics, Inc., a firm specializing in designing/building tools and systems addressing and preventing occupational or on-the-job injuries.

The exhibit titled "The Faces of Science", features 22 people, and includes their photographs, descriptions of their work and most importantly, how their work incorporates science. Among the participants are scientists, astronauts, professionals, and others whose work has a scientific bent.

Museum Curator Judy Margles said Chong approaches his work with "passion and commitment" and described him as "incredible, in terms of the human aspect of his work in helping people overcoming industrial injuries."

Margles said the people featured in the exhibit are both men and women, come from a variety of ethnic backgrounds, and some are disabled. The exhibit is aimed at children in middle school or younger to illustrate how science can impact work. Margles said it aims to inform them that scientists aren't always, "your stereotypical male in a white lab coat, and that science is fascinating, fun and very applicable to everyday life."

Ergonomist Featured in Indianapolis Business Journal

An article in the *Indianapolis Business Journal* featured the consulting work of ergonomist Brent Beecher, CEA, a physical therapist by training. A sub theme message was that ergonomics is more than common sense, it is a body of knowledge requiring education and experience to achieve competency. The author, Katie Maurer, contacted BCPE Executive Administrator, Kris Rightmire, for information about ergonomics certification. Noting that BCPE is the largest certifying body for ergonomics professionals, Rightmire reported there are 859 CPEs and CHFPs and 54 CEAs worldwide, 859 of which are in the United States. (See updated numbers in this issue.) The article's emphasis on the injury prevention benefits of occupational ergonomics is a welcome relief from the negative press in the business community associated with OSHA's efforts to establish an ergonomics standard.

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Human Factors Professional Appointed as New Director of Usability at Bentley College

Beth A. Loring, MS, CHFP, has been appointed director of the Design and Usability Testing Center (DUTC) at Bentley College in Waltham, MA. In this role, she will oversee the consulting and research activities of the center, which is the only non-profit design & usability testing center on a college campus.

Loring, who hopes to expand the center's research activities to help make technology more accessible, says she would also like to continue to champion the importance of user-centered design at high levels within corporations.

"Traditionally the usability battle has been fought down at the level of product engineering," she says. "User-centered design, in order to be most effective, must be embraced at the top levels of an organization. The DUTC, thanks to its ties to the business community, is uniquely positioned to promote this change."

Bentley College is a business university, focused on education and research in business and related professions. The Bentley College DUTC is on the web at <http://www.bentley.edu/usability>.

CPEs appointed to OSHA's National Advisory Committee on Ergonomics (NACE)

Two Certified Professional Ergonomists: Carter Kerk, PhD, CPE, Associate Professor in Industrial Engineering at South Dakota School of Mines & Technology, and Richard Wyatt, PhD, CPE, Associate Director of Aon Ergonomic Services, were among the 15 individuals selected from nominations from industry, academia, labor, legal and the medical professions in an announcement on December 3, 2002 by Secretary of Labor Elaine L. Chao regarding the newly formed OSHA's National Advisory Committee on Ergonomics (NACE). Dr. Kerk was named chair of the committee. It is to the interest of the profession that these individuals have been included on this committee to represent and serve their profession.

OSHA announced a Four-Pronged Approach on Ergonomics - 1) Guidelines, 2) Enforcement, 3) Outreach and Assistance, and 4) NACE. You are encouraged to monitor the OSHA website (www.osha.gov) for developments in these areas. The initial NACE meeting was held January 22, 2003 in Washington, DC. Mr. John Henshaw, the Assistant Secretary of Labor for Occupational Safety and Health, tasked the committee to provide advice on information related to various industry or task-specific guidelines; identification of gaps in the existing research base related to applying ergonomics principles in the workplace; current and projected research needs and efforts; methods of providing outreach and assistance that will communicate the value of ergonomics to employers and employees; and ways to increase communications among stakeholders on the issue of ergonomics. NACE has no charge to address enforcement.

NACE's second meeting was held May 6-7, 2003 in Washington, DC. To help increase effectiveness, NACE formed three work groups to address the areas of guidelines, research, and outreach/assistance. Its third meeting will be held September 23-24. There will be other meetings in January, May, and September of 2004 to complete the committee tasks.

Dr. Kerk (605-394-6067 or email: carter.kerk@sdsmt.edu) and Dr. Wyatt (256-851-0811 or richard_wyatt@asc.aon.com) are more than willing to be accessible to other certificants who want to provide comments, feedback, and questions at any time.

End of Ergonomics Specialty for Safety Professionals

The Board of Certified Safety Professionals (BCSP) announced plans to end their specialty certification in ergonomics. It has been an option for those already possessing a Certified Safety Professional (CSP) credential who desired documentation of expertise in ergonomics greater than the average CSP. Citing the low rate of examinees, BCSP will discontinue issuing new specialty certifications in ergonomics in the spring of 2004. Also set for termination are specialty certifications in construction safety and systems safety. However, individuals who attain any of their specialty certifications within the time limit may continue to display and use the designation.

From BCPE Headquarters

2002 Application and Examination Statistics

Certification eligibility begins with the submission of an application documenting a candidate's education, employment, and work experience history. In 2002, 90 applications were received by the BCPE: 41 CPE/CHFP applications, 12 AEP/AHFP to CPE/CHFP applications, 24 AEP/AHFP applications, and 13 CEA applications.

Certification is awarded when a candidate successfully passes the written examination which spans the categories and topics of the Ergonomist Formation Model. The table below summarizes candidates' performance on the written examination for 2002.

Examination	# Examinees	# Passed	% Passed
CPE/CHFP	23	23	100
AEP/AHFP to CPE/CHFP	12	12	100
AEP/AHFP	15	11	73
CEA	17	6	35

BCPE Financial Report 2002

Finances in 2002 showed a jump in revenues skewed by (1) the additional prorated billing in the fall, and (2) an adjusting entry of \$9,480 to certification maintenance fees (CMFs) to correct for previous years inaccurate posting methods of prepaid CMFs based upon the findings/correction of our CPAs. CPE application income matched that of 2000, and was up 39% over 2001, while AEP and CEA applications were disappointingly low.

We were very appreciative of our sponsors' support of BCPE and our annual fall reception at the HFES meeting in Baltimore, MD. Our 2002 sponsors included: (1) at the platinum level: Steelcase and Portola Associates; and (2) at the gold level: Abbott Labs; Aon Ergonomics Services; Anacapa Sciences, Inc; Dainoff Designs (Atlas Ergonomic Book and Copy Holders); Evans, Inc.; Micro Analysis & Design; and Pacific Science and Engineering Group, Inc. Their belief in the value and support of BCPE's purpose has been vital to us.

Overall expenses increased 5% over the previous year; chief among these were medical insurance, hardware/software maintenance/repair, capital improvements, business meetings, marketing, postage and

bank charges on credit card sales. Expense decreases were noted in newsletter and copying/printing. Capital improvements included purchase of secondhand computer plus software/hardware, and new software (Adobe Acrobat) plus upgrades (File Maker Pro, MYOB Account Edge).

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

REVENUE

Application CPE/CHFP	\$15,144
Application AEP/AHFP	2,539
Application CEA	2,458
Maintenance Fees	118,773
Adjustment Prior Years Pre-paid	
Maintenance Fees	9,480
Donations	5,500
Late Fees	1,885
Bank Interest .....	.70
Miscellaneous .....	.431
Disk/Labels .....	.595
Plaques	4,967
Newsletter Subscriptions .....	.193
Exam Retake Fees .....	.470
	<hr/>
	\$162,505

EXPENSES

Salaries	\$52,230
Payroll Taxes	3,996
Med. Insurance	7,590
L&I Insurance .....	.383
Unemployment Insurance .....	.227
Rent	8,535
Telephone/Fax/Internet	1,763
Hard/Software Main/Repair	2,810
Casualty Insurance .....	.522
Equipment Rental/Lease	2,907
Office Supplies .....	.973
Postage/Shipping	1,859
Copying/Printing .....	.464
HQ Staff Ed/Dues .....	.439
HQ Staff Travel	2,772
Business Meetings	7,939
Legal/Accounting	1,050
Taxes-FUTA/WA Sales & Use Tax .....	.144
Bankcard sales %	2,474
Miscellaneous (NOCA, IEA App, PO Box, Callig.)	1,177
Info Dissemination-Marketing	1,534
Newsletter	1,085
Website	3,077
Standards Devel/Admin (Exam/App Eval) .....	.929
Promissory Note	12,000
Capital Improvements	1,896
Plaque Expense	3,261
Pay Pal Charges .....	.243
	<hr/>
	\$124,279

Updates to Certificate Holders of the BCPE

BCPE wishes to congratulate the 55 candidates who have successfully obtained certification since the last newsletter. They are:

CPEs/CHFPs

Lauren S. Bauerschmidt, MSE, CPE
 Brett W. Besser, MPH, CPE
 Mary E. Brickman, MS, CPE
 Milton L. Brouwer, MS, CPE
 Thomas E. Burns, MIE, CPE
 Sang D. Choi, MS, CPE
 Gary I. Davis, MS, CPE
 Gerard A. Davis, PhD, CPE
 Laura A. Dietrich, MA, CPE
 William (Bill) R. Dowell, BS, CPE
 Barbara A. Faville, MS, CPE
 Jeffrey W. Frost, BA, CPE
 James R. Fullmer, MSIE, CPE

Darryl J. Griffiths, MA, CPE
 Daniel A. Herschler, MA, CHFP
 Laura A. Hintz, MIE, CPE
 James L. Jegerlehner, MS, CPE
 Stacy R. Johnson, MS, CPE^
 Dan Kelso, MS, CPE
 Jason K. Kumagai, MSc, CHFP
 Ronald J. Lott, PhD, CPE**
 Karen E. K. Lewis, MS, CPE*
 Daniel C. McHugh, MS, CPE
 Hugh E. McLoone, MS, CPE
 Kimberly A. Monroe, PhD, CPE
 Mary Kathleen K. Palmer, MS, CPE
 Jon D. Paulsen, MSE, CPE
 Amy Ratzenberger, MS, CPE
 Theresa L. Stack, MS, CPE*
 Kyle A. Wingate, MS, CPE*
 Kerith K. Zellers, MSIE, CPE
 *AEPs/AHFPs transitioning to CPE/CHFP
 **Via 15-year, portfolio review process
 ^Reinstated

AEPs/AHFPs

Anthony D. Banks, PhD, AEP***
 David L. Brandenburg, MS, AEP***
 Christopher M. Brunette, MS, AEP
 Stacy A. Canaras, MA, AHFP***
 Joseph Cohen, MA, AEP
 Shane E. Haas, MSIE, AEP
 Jiao Ma, MS, AEP***
 Miguel A. Perez, MS AEP***
 Chad A. Phipps, PhD, AHFP***
 Jana K. Polzin MS AEP***
 Joel B. Richman, MS, AHFP
 Karen P. Schwarzpech, MHK, AEP
 Swetha Sivakumar, MS, AEP***
 Timothy L. Ulrich, MS, AEP
 Lloyd R. Wade, III, MS, AEP
 Catherine M. Waugh, MSc, AEP***
 Sheri L. Williams, MSc, AHFP***
 Mark A. Wise, PhD AHFP***
 ***By exam waiver as a graduate of an IEA
 Federated Society's accredited
 ergonomics/human factors degree program

CEAs

Larry G. Briscoe, MPT, CEA
 Ralph B. Hall, BS, CEA
 Joseph L. McGettigan, MEd, CEA
 Richard M. Montmeny, MEd, CEA
 Jeannette A. Murphy, BS, CEA
 Mary E. Peters, MS, CEA

No longer current in their certification are:

Tyler Amell
 Marcy Bryan
 Roberta Carson
 Cynthia Gal
 Chris Grant
 Melissa Hess
 Phillip Irish
 Steven Kappes-Sum
 Elizabeth Kihm
 Najmedin Meshkati

These changes bring BCPE's total number of currently certified to 1,005: 858 CPEs/CHFPs, 93 AEPs/AHFPs, and 54 CEAs.

Highlights of the BCPE Midyear Meeting

The 2003 midyear meeting was held this last March in Dallas, TX, a change of venue (and earlier than usual) to have a presence at the Applied Ergonomics Conference, where BCPE later had a tabletop display. Highlights of the business meeting are summarized below.

BCPE continues to seek a vendor for professional liability insurance for our certificate holders.

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Highlights of the BCPE Midyear Meeting *(continued)*



Directors and office staff who attended the Dallas, TX, BCPE MidYear Meeting. Seated (left to right): Kris Rightmire (*nee* Alvord), Executive Administrator; Marvin Dainoff, PhD CPE; and Bill Muto, PhD, CPE. Standing (left to right): Karel Jahns, Financial and Information Systems Manager; Dennis McBride, PhD, CPE; Andy Imada, PhD, CPE; Steven Johnson, PhD, CPE; Peter Budnick, PhD, CPE; James Smith, PhD, CPE; Carol Stuart-Buttle, MS, CPE; and Susan Evans, PhD, CPE.

In discussions after the financial report for 2002 (seen elsewhere in this newsletter), a cash shortfall in the summer was predicted. The proposed budget was reviewed and approved with contingencies of investigating a low interest credit line and other revenue streams, plus reassessing later in the year the possibility of increasing certification maintenance fees.

Marketing survey results indicate more employers are recognizing or showing preference for BCPE certified individuals, but few offer extra compensation or benefits to these individuals. Survey respondents suggested the following areas for enhancing the value of BCPE's credentials: more intersociety liaisons (especially with engineering organizations); increasing public relations efforts to create public awareness of our ergonomics certification which differentiates BCPE as a higher standard certification when compared to other certifications; and emphasizing that our credentials include broader issues of human performance – not just health and safety. Action items were identified to increase CPE visibility and occurrence in requirements in government RFPs.

A recent article, 'Certification 101' by BCPE appeared in AIHA's *The Synergist*, giving us good exposure. Future plans are to identify other potential publications for articles to market our product and promote our exam dates.

Sue Evans attended the Intersociety Forum this year and reported salient points of that meeting. Among them: most other organizations are experiencing financially lean times; all member organizations see customer service as a key value and the use of technology as essential to being more effective; and efforts to increase visibility through education on the value of certification.

The analysis of our process flow – from screening to notification of exam outcome – is ongoing. Suggestions for improving the process were to first quickly move toward electronic application evaluations, then integrate the whole application process within an electronic workflow.

The CPE/CHFP application-mapping committee has narrowed the selection to a couple of new application prototypes for further review and streamlining.

Work continues on the Candidate Handbook revision to separate the handbook into two manuals (CPE and CEA) with minor editing, and adding the revised reading list.

The exam committee is focusing on further development of the CEA exam, review of the Ergonomist Formation Model (EFM) to ensure current E/HF practices are addressed and updated, and if necessary, target exam redevelopment or fine-tuning with respect to the strategy for EFM.

The recertification committee continues refinement of the recertification form to assure clarity of wording, and changing the point system to eliminate decimals. Plans include pilot testing and a marketing action plan will be formulated before recertification is rolled out in 2005.

A BCPE Mentor Program was proposed that not only assists AEP/AHFPs in the transition process, but also assists those individuals applying for certification. Some of the key program and mentor elements are: identifying mentors who are willing to participate; matching mentor's areas or domains with prospective mentees; maintaining good communications between both mentor and mentee as applicant applies and proceeds toward certification. The Board of Directors accepted and plans to proceed with the mentoring program. Presently we are seeking a volunteer to chair this effort.

The Newsletter Editor position was discussed and a revised job description presented (see article elsewhere). Candidates will be screened by a committee, which will make a recommendation to the Board, who will vote on the recommendation.

Dennis McBride will act as liaison from the BCPE Board to the Dieter W. Jahns Foundation for Ergonomics.

Web site areas for development include a sponsor page and a page for distinguished past certificate holders.

The BCPE office reported progress on our internal data integration project.

The directorship nomination process was reviewed along with the proposed modification for replacing the unexpired term of a director who resigns midterm, which will now be treated as a regular nomination in the February 1st open call for nominations. The nomination process was adopted as amended. The revised nomination package is posted on the BCPE web site.

Breakout groups and committee work sessions made up the balance of the meeting in the areas of Portfolio Review, AEP/AHFPs, Candidate Handbook, Cash Flow Management, Application Flow, and EFM/CEA Exam. The meeting date and location for the BCPE Annual Meeting was set as Denver, Colorado on October 17-18, 2003.

Upcoming Events & Opportunities

BCPE To Host Ninth Annual Networking Reception

Mark your calendars! The BCPE is once again hosting a Networking Reception at the Annual Meeting of the Human Factors and Ergonomics Society, located this year in Denver, CO. The reception will be held at the Adam's Mark Hotel the evening of Tuesday, October 14, from 7:00 – 9:00 PM in Governor Square #14. Everyone is invited to attend, whether BCPE certified or not, so grab a friend or colleague and make plans to join us for an enjoyable evening of good food, drink, and conversation (complimentary hors d'oeuvres and a no-host bar will be provided). This is also an excellent opportunity to meet the BCPE Staff and Board of Directors, who will be on hand to answer questions or address concerns. We look forward to seeing you there and extend a big thank you to our co-sponsors for supporting this event: Abbott Laboratories; Anacapa Sciences, Inc.; Atlas Ergonomic Book & Copy Holders; ErgoSolutions Magazine; Ergoweb, Inc.; Evans, Incorporated; Human Factors International, Inc.; Humantech, Inc.; Liberty Mutual Research Center for Safety and Health; Micro Analysis & Design, Inc.; Pacific Science & Engineering Group, Inc.; and Sandalwood Enterprises, Inc.

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Editor: Roger Jensen, PhD, CPE
Assoc. Editor: Norman Schwalm, PhD, CPE
Executive Administrator: Kris Rightmire
Financial/Information Systems Manager: Karel Jahns

BCPE Directors:

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Arnold M. Lund, PhD, CHFP
Dennis K. McBride, PhD, CPE
Carol Stuart-Buttle, MS, CPE

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Board of Certification in
Professional Ergonomics
P.O. Box 2811
Bellingham, WA 98227-2811
USA

BCPE Calendar of Events

October 14, 2003	BCPE Networking Reception, Denver, CO.
October 17-18, 2003	BCPE Annual Meeting, Denver, CO.
December 8, 2003	BCPE Exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: September 8, 2003.
March 8, 2004	BCPE Exam in Orlando, FL at the Applied Ergonomics Conference. Postmark deadline for application: December 8, 2003.
April 19, 2004	BCPE Exam at various locations throughout the U.S. and Canada. Postmark deadline for application: January 19, 2004.
April/May 2004	BCPE Midyear Meeting, Denver, CO.
May 9, 2004	BCPE Exam in Atlanta, GA at the American Industrial Hygiene Conference & Exposition. Postmark deadline for application: February 9, 2004.
September 19, 2004	BCPE Exam in New Orleans, LA at the Annual Meeting of the Human Factors & Ergonomics Society. Postmark deadline for application: June 19, 2004.
September, 2004	BCPE Annual Meeting in New Orleans, LA.
Nov./Dec. 2004	BCPE exam in Las Vegas, NV at the National Ergonomics Conference & Exposition. Postmark deadline for application: to be determined.

Upcoming Conferences

18th Annual Professional Conference on Industrial Hygiene, Rancho Mirage, CA, Sept. 13-16, 2003, www.aiha.org/TheAcademy/html/pcih.htm.

SID 23rd International Display Research Conference, Phoenix, AZ, Sept. 15-18, 2003, www.sid.org/conf/idrc2003/idrc2003.html.

7th Symposium on Human Factors in Organizational Design and Management, Aachen, Germany, Oct. 1-3, 2003, www.odam.net.

Human Factors and Ergonomics Society 47th Annual Meeting, Denver, CO, October 13-17, 2003, www.hfes.org.

34th Annual Conference of the Association of Canadian Ergonomists, London, Ontario, CANADA, October 15-18, 2003, www.ace2003.aceconf.ca.

National Ergonomics Conference & Exposition, December 9-11, 2003, Las Vegas, NV, www.ergoexpo.com.

7th Annual Applied Ergonomics Conference, Orlando, FL, March 9-11, 2004, Orlando, FL, www.appliedergo.org.

American Industrial Hygiene Conference & Exposition, May 8-13, 2004, Atlanta, GA, www.aiha.org.

XVIII th Annual International Occupational Ergonomics and Safety Conference, Houston, TX, May 19-22, 2004. Abstracts are due October 31, 2003. Dr. Lawrence Schulze, CPE, is the Conference Chair.