

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

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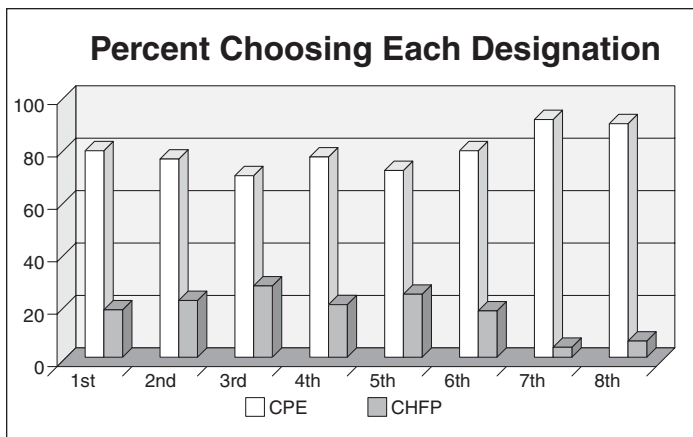
WINTER 2000/2001

VOLUME VIII NUMBER 3

Trends in Choice of Designation

Ever wonder which designation is more popular – Certified Professional Ergonomist (CPE) or Certified Human Factors Professional (CHFP)? Overall, about 80 percent of those who qualified have chosen the CPE designation. But that figure does not indicate the trend.

An analysis of the trend in choice of designation was performed by Amanda Chase, a senior at Montana Tech. She determined the respective percentages of CPEs and CHFP for the first 100 certificants, the second 100 certificants, etc. The chart below shows the percentage of new certificants who chose each designation. Each set plotted consisted of 100 individuals, except the 8th which had the 83 most recently certified individuals.



Of the first 100 individuals certified, 81 percent choose CPE. The percentage lowered into the seventies for the next 400 professionals certified (those with numbers 200-599). For the 6th, 7th, and 8th sets of certificants, the proportions choosing CPE were 81, 94, and 92 percent, respectively. This apparent increase in popularity of the CPE designation could have several explanations.

Several professionals responded to Amanda's survey about reasons for their choice. One individual chose CHFP because that is what her degree program was titled. Two other professionals chose CPE because it is more closely related to what they do in the work place. One of the CPEs replied:

"To the general public, the title "ergonomist" will be more recognizable and meaningful than "human factors professional." My day-to-day work involves a great deal of direct contact with front-line workers and supervisors (rather than ergo/HF professionals), so the more familiar term is

likely to help in establishing credibility and confidence with the workforce I'm serving."

BCPE does have a mechanism for people to change their designation. To change designation, contact BCPE headquarters by phone or email. There is a \$20 fee to cover the cost required to implement the change.

Meet the New Directors

Three new Directors have joined the BCPE. They replace Valerie Rice CPE, Brian Peacock CPE, and Ron Laughery Jr. CPE.

Arnold M. Lund, PhD, CHFP

Arnie Lund CHFP currently is Director of Information Architecture at Sapient Corporation. He is responsible for information architecture activities at Sapient in Denver and Los Angeles. He works on a new economy applications offered over the Web and accessed using a variety of emerging technologies. Arnie has worked in the telecommunications industry since 1980. He worked at AT&T Bell Laboratories for 9 years where he was a Member of Technical Staff, and where he subsequently managed human factors and systems engineering groups. After Bell Labs, he worked at Ameritech where he was Senior Director for Human Factors and Emerging Technologies, and helped to found Ameritech's Science and Technology organization. His work at Ameritech was the focus of a corporate branding effort and 3 years of corporate advertising. Before joining Sapient he was Director of New Media Design and Usability at QWEST Advanced Technologies, and he joined US WEST as a Distinguished Member of Technical Staff in 1997.

Arnie has been active in HFES, ACM SIGCHI, and a variety of other organizations. He has published widely in the area of human-computer interface design, emerging applications, and human factors management, and has more than 11 patents and patents pending.

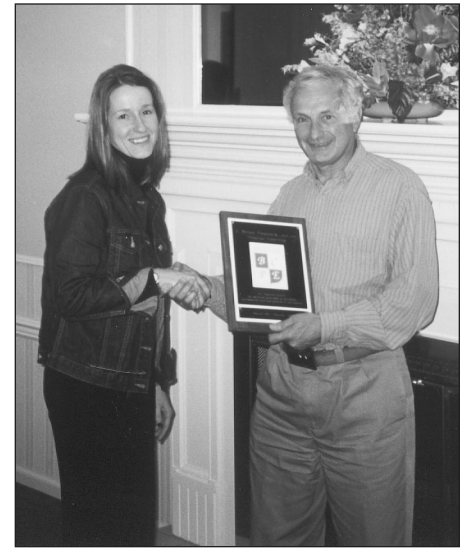
James L. Smith, PhD, CPE

James L. Smith CPE is Professor and Chairman of the Industrial Engineering department at Texas Tech University. He received all three degrees in Industrial Engineering; his BSIE from Northwestern University, his MSIE from the University of Texas at

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A visit to BCPE Headquarters during the Annual Meeting in Bellingham, WA Oct. 21, 2000. Left to right: Ron Laughery Jr. CPE; Steve Johnson CPE; Carol Stuart-Buttle CPE; Jim Smith CPE; Brian Peacock CPE; Andy Imada CPE; Kris Alvoord, Executive Administrator; Anna Wichansky CPE; Karel Jahns, Financial/Information Systems Manager; and Dave Alexander CPE. Not present were: Valerie Rice CPE, Gary Orr CPE, and Arnie Lund CHF. Photographer was Roger Jensen CPE.



Kris Alvoord, Executive Administrator, presents outgoing Director, Brian Peacock CPE, with a plaque of appreciation for his efforts over the last three and a half years.

Meet the New Directors *continued from page 1*

Arlington, and his PhD from Auburn University. He is in his 21st year on the faculty at Texas Tech University. In addition to his departmental activities, Dr. Smith serves as Director of the Center for Space Sciences, and the Director of the NIOSH Training Grant. He is a Registered Professional Engineer and a Certified Professional Ergonomist. Dr. Smith has authored numerous technical papers in professional journals and has co-authored a textbook in occupational ergonomics. His research and teaching interests lie in occupational ergonomics, specifically in the areas of work physiology, biomechanics, manual materials handling, and slips and falls. Dr. Smith has been named a Fellow of the Human Factors and Ergonomics Society and a Fellow of the Ergonomics Society (United Kingdom). In January 2001, Dr. Smith will assume his new position of Senior Associate Dean of Engineering at Texas Tech.

Steven L. Johnson, PhD, CPE

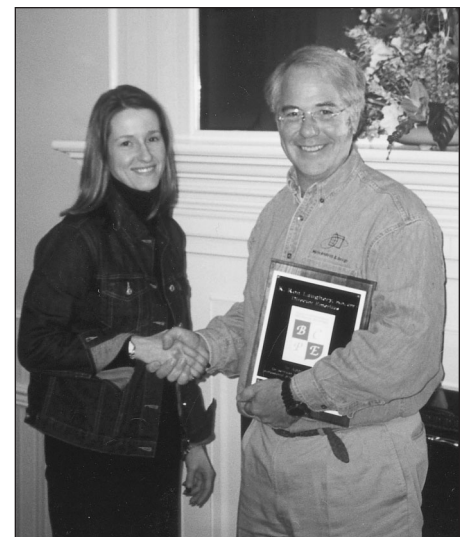
Steve Johnson CPE is a Professor of Industrial Engineering at the

University of Arkansas in Fayetteville, and a Professor of Occupational and Environmental Health at the University of Arkansas for Medical Sciences in Little Rock, Arkansas. Prior to joining the U of A, Steve was an Associate Professor of Industrial Engineering at General Motors Institute in Flint, Michigan (now Kettering University) and a Principal Engineer at Calspan Corporation in Buffalo, New York (now Veridian Engineering). He is President of Ergonomic Analysis, Inc., a consulting firm that has provided research, consulting and training services for over 50 diverse Fortune 500 companies.

Steve is a Registered Professional Engineer and a Certified Quality Engineer. He received his bachelor's degree in Psychology from the University of South Dakota, a masters in Engineering Psychology from the Institute of Aviation, University of Illinois and a doctorate in Industrial Engineering from the State University of New York at Buffalo. He is co-author of the fifth edition of the textbook, *Work Design, Industrial Ergonomics* with Steve Konz. As well as being a certified ergonomist, Steve has served as Director of the Ergonomics Division of the Institute of Industrial Engineers and Chair of the Industrial Ergonomics Technical Group of the Human Factors Society.



Directors Anna Wichansky CPE, Brian Peacock CPE and Andy Imada CPE peruse one of the BCPE work stations.



Ron Laughery Jr. CPE, outgoing Director, receives his plaque of appreciation from Kris Alvoord, Executive Administrator, for his efforts on behalf of BCPE.

BCPE Reputation

Earlier this year an article about BCPE appeared in *IIE Solutions*, the monthly magazine of the Institute of Industrial Engineers. The author, Greg Ousnamer, describes his experiences as an industrial engineering consultant doing considerable work in ergonomics. He mentions meeting a consultant who emphasized having the C.P.E. while marketing. Greg describes feeling skeptical about this non-engineering based credential. So what did he do? He investigated by talking to staff at BCPE Headquarters and studying the certification guidelines. This is what he concluded:

I hate to admit I was wrong. I found that the BCPE was founded for the right reasons by professionals wanting to advance ergonomics as a stand-alone profession apart from the health and safety fields. The number of C.P.E.'s is still small (less than 800) thanks in part to the guidelines for certification (it's not meant to be easy) and the apathy of professionals such as myself in acquiring voluntary certification.

All of us involved in ergonomics should strive to reach the bar of voluntary certification. When there are sufficient numbers of C.P.E.'s, the effects of a few bad apples will be minimized and companies seeking ergonomics assistance will have a large pool of competent individuals from which to choose.

The reference for this quote is: Greg Ousnamer, To C.P.E. or not to C.P.E.? *IIE Solutions*, May 2000: page 22.

Video Clips Sought

BCPE headquarters receives many inquiries about what ergonomists do. We would like to provide an answer on our website. In addition to promoting the profession, BCPE certificants should find the website useful for those occasions when they need to introduce an audience to the ergonomics profession.

In particular, we would like to have a collection of brief video clips and/or photos showing ergonomists engaged in typical ergonomics projects. For example, an image or clip might show an ergonomist interviewing a test subject, measuring a dimension for a manual lifting analysis, observing a worker on an assembly line, or evaluating an aircraft crew station.

We would like a short description to accompany the video or photo. If you have appropriate material, or would be willing to develop it, please let us know. The coordinator for the BCPE is Anna Wichansky (phone 650-506-8007; email Anna.Wichansky@oracle.com). Please contact Anna if you might be able to contribute. She will collect and/or select material to make a PowerPoint presentation that can be accessed on the BCPE website.

Thanks for On-time Payments

BCPE thanks the many professionals who pay their maintenance fee on time. This helps BCPE avoid wasting staff time and postage on second invoices and late-payment letters.

In the last two months, re-billing with the \$25 late charge assessed, has run 11-18 percent of those billed. Please help us reduce this to zero percent.

Let's Discuss Re-certification

by Roger Jensen, PhD, CPE
Newsletter Editor

The past two issues of *The Professional Ergonomist* carried articles about re-certification. In the first one, Board Members Valerie Rice CPE and Bob Smillie CPE explained why the Board wants to implement a re-certification program. The next issue carried an article by George Samaras arguing against that position. As the new Newsletter Editor, I was happy to carry this pro and con discussion in *The Professional Ergonomist*.

This issue of *The Professional Ergonomist* carries another re-certification article by Valerie Rice CPE, immediate Past President of BCPE. She describes the reasons many well-established certification boards have implemented a re-certification program, and her reasons for advocating that course for BCPE.

My primary concern is that the three articles speak from an organizational perspective. They discuss such issues as the role of a professional certification organization toward the public, the profession, and the certified individuals. These are very important issues, and I hope everyone will read the articles. But, I believe many readers are also concerned with how a re-certification program would impact their continued certification. I would like to share my experiences with a re-certification program so that others can have some feel for what a re-certification program might mean to them.

One of the many professional certifying organizations that has a re-certification program is the Board of Certified Safety Professionals. My Certified Safety Professional (CSP) credential must be renewed every 5 years. Certified Industrial Hygienists (CIH) also need to be re-certified every 5 years. In essence, the original certification is set to expire after 5 years unless the certified person shows they have been active in the field.

Last year was the fifth year of my CSP re-certification period. It took about 2 hours to sort through my professional activities during the past 5 years and fill out the "Continuance of Certification Worksheet." I needed 25 points. I earned 33 points as follows: working in the field (9), being a member of a safety-related professional society (5), participating in question development for certification exams (2), authoring articles (4), attending appropriate conferences (3), completing some continuing education courses (4), and teaching three college courses at Montana Tech (6).

If a CSP anticipates having difficulty meeting the 25 point standard, he or she has various ways to earn extra points. One point may be earned by writing and submitting five multiple-choice questions for a certification exam, two points for ten questions, etc. A CSP may earn from 1 to 25 points for achieving another safety-related certification, registration, or license. Interestingly, a CSP earns 10 points for becoming a Certified Professional Ergonomist. Earning an additional college degree earns 25 points. For someone who has dropped out of the profession for much of the 5-year period, they may retake and pass the comprehensive CSP examination to earn 25 points. Alternatively, they may pass one of the CSP specialty exams to earn 15 points.

My experience with the CSP re-certification program is that the 25-point bar is set at a reasonable level. CSPs who have been active in the profession for 5 years should have earned enough points to continue their certification. CSPs who assess their situation after 4 years, and projects fewer than 25 points, have multiple ways to earn extra points during their fifth year.

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LET'S DISCUSS RE-CERTIFICATION

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From an individual perspective, I believe holders of BCPE certifications will have no reason to object to a re-certification program if it:

1. provides flexible options for earning points,
2. defines an objective point system to minimize the need for disputes and appeals,
3. sets the bar at a reasonable level, and
4. conducts appropriate tests and evaluations before finalizing the criteria.

My viewpoint is admittedly narrow. The following article by Valerie Rice CPE takes a broader view of the issues and clarifies her arguments favoring a BCPE re-certification program.

Past President's Views on Re-certification

by Col. Valerie Rice, PhD, CPE
Past President, BCPE

The difference between licensure and certification

States have traditionally had responsibility for licensing of professions. The one authority driving the states is "protecting the health, safety and welfare of the public." Licensing is particularly important when a profession provides services to individuals who are members of the public and there is no way for the public buyer to determine whether someone is competent to provide the services inferred by the profession represented. States are reluctant to add licensing unless there is a clear case record that the public is harmed when there is no licensing.

Licensure may take one of several forms. One form results from a practice act. Someone is prohibited from practicing in a profession unless they have been licensed by the state. Another form is a title act. It prevents someone from using a title unless the person is licensed to use the title by the state. A third form is registration. Someone is prevented from practicing or using a title unless that individual has met the standards for practice and placed on a list or registry operated by the state.

Governments may use the term certified in some cases (Certified Public Accountant). However, the vast majority of the several thousand "certifications" are operated as voluntary programs by people within a profession or organizations associated with a domain of practice. In most cases, certifications result when state governments do not find it necessary to establish a process for protecting the public from malpractice by a field of practice.

The purpose of a certification board is simple. It sets standards and evaluates people against the standards. The goal is to establish some rules and procedures for assessing minimum competency. Most often the standards include education or training requirements, experience in certain activities or areas of professional practice and assessment of knowledge and skills through examinations. The examinations must be valid and cover only that which is relevant to the domain of practice for which the certification is offered.

With the rate of change in practice and the business context in which most people work today, a certification may also set standards to ensure that people who achieve initial certification engage in activities which provide opportunities to keep up with change or which provide measures of continued competency. According to the National Commission for Health Certifying Agencies:

Legal pressures in equal employment opportunity and antitrust law are forcing the private sector to gear all standards relating to employment and career mobility to only valid mechanisms, of which a standard of competence based on outdated achievement is a counter-example. Furthermore, it is the responsibility of the private sector to act to promote both continuing and entry-level competence in the interests of improvements in the ... (professional)... system.

A couple other points to clarify regarding certification. First, a certifying board is not a membership organization. Membership organizations do not require that their members meet or maintain specific professional standards. For example, HFES does not require their new members to take an exam or submit educational and work background. Second, certification bodies evaluate people against "minimum competence", not variances in competence. Anyone can choose to exceed the minimum.

Public Accountability and Regulatory Systems

A growing problem for employers and organizations that contract for services of individuals in various fields of practice is being able to estimate in advance that the services provided by an employee or a contractor will be of high quality and without significant errors, which would cause harm to other employees, the public or to the employer's or organization's facilities, equipment, assets, business image or economic condition. Employers, government and private organizations are relying more often on valid and reliable certification processes offered by peer organizations to help meet this objective. There are so many special areas of practice, and the rate of change is often so rapid, that the human resource specialist or contracting department cannot develop specifications or conduct sufficient evaluations, to ensure that the best services are obtained. Certification alone is not sufficient to determine who is likely to perform well. In some cases, buyers (employers, government agencies, private organizations, and the public) may have sufficient knowledge of the required services to select competent performers. In most cases, however, buyers like assistance in making their selection and include certification as one qualification.

Another factor that is growing in importance for employers and government agencies engaged in securing professional services is having confidence that a certification program is based on recognized methods and procedures. The dilemma is that with the proliferation of certifications and titles in every field (over 170 in the field of safety alone), it is becoming difficult for buyers to tell when titles mean anything. In other words, did the process by which the title was obtained provide a valid and reliable means for predicting competency? As a result, contracts are likely to include certifications which have met third party standards established by independent and credible organizations. Rather than naming individual titles, buyers may name the standard or standard process, which involves independent, third-party evaluations.

For example, both the State of Texas Insurance Department and Worker Compensation Commission rely on accreditation (of the certifying body) as a standard for dealing with loss control qualifications. The Board of Certified Safety Professionals (BCSP) has to apply periodically to the Insurance Department and Worker Compensation Commission and submit proof of their accreditation.

There has been a bill in Congress for the last two years seeking to make some OSHA reforms, including national accreditation as the standard, rather than naming numerous individual certifications. The bill is called the SAFE Act and is sponsored by Sen. Enzi from Wyoming. The provision to allow 3rd party audits of safety (in lieu of OSHA inspections in certain cases) uses certification to qualify the individuals...and the certification process must be accredited. While government citations of accreditation are not the norm, they have started to appear more frequently during the last few years.

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Past President's Views on Re-certification

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Credibility

Certification is not a guarantee of competency or quality. It is a process for ensuring that practicing ergonomists/human factors engineers meet minimum knowledge and skills standards. To argue that renowned non-ergonomists might/should be selected over certified ergonomists for a particular assignment misses the point. There will always be exceptional individuals. All medical doctors meet the requisite standards of practice, but some clearly have a reputation for excellence. That does not diminish the value of standards or re-certification. In fact, re-certification is a routine aspect of most established certification programs in scientific and medical disciplines, as well as other professions. Most people would not be comfortable flying in an aircraft whose pilot had not re-certified since initial qualification. Why is ergonomics any different for its buying customers? The suggestion that the only true test of knowledge is a passing grade on a one-time exam is unfounded. Moreover, few certified individuals would want to see a system implemented that is based on re-examination. BCPE must identify valid, non-threatening criteria that can be met within the normal professional activities of practicing ergonomists who devote a portion of their time to continuing professional development.

Perhaps certified individuals are threatened by re-certification because they equate re-certification with non-value added requirements, which entail some financial or time cost. That is quite natural and understandable. On the other hand, if an ergonomist decides to take time out to operate a McDonald's franchise for 10 years, few would agree that he/she is qualified to resume practice without some re-training. So, the issue boils down to what evidence is going to be sufficient to demonstrate continuing competency. Performing ergonomics work is clearly a significant indicator of continued competency. Additionally, a typical ergonomist involved in a viable practice undertakes continuous learning activities in the normal course of his/her practice. This involves attending conferences, workshops, seminars, or simply reading the current literature on a regular basis. Is attending HFES, say every other year, sufficient? Perhaps, but this is where input from certified individuals is required. Unfortunately, subscribing to journals does not guarantee that they are read nor does paying the registration fees at conferences guarantee attendance at sessions. We will have to compromise.

It has been suggested that the International Ergonomics Association's (IEA) slyly sidestepped the whole issue of re-certification. However, according to Ian Noy, Past-President of the IEA, "The IEA is launching a program which will endorse certifying bodies that meet its criteria. This will hopefully lead to reciprocal recognition of qualified ergonomists worldwide. Section 3.7 of the 'IEA Criteria for IEA Endorsement of Certifying Bodies,' 3 Nov. 1999, states that the certifying body [BCPE in this case] must have already established, or be developing, a re-certification process. That process should:

- Define the period of currency for any certification awarded.
- Address criteria relevant to the applicant's competence in relation to contemporary practice in ergonomics."

Apparently, the IEA feels re-certification is an essential requirement for any organization certifying ergonomists. Do individuals certified by BCPE wish for BCPE to fail to be recognized by the IEA, while other organizations within the U.S. and other countries become recognized? Surely, those who practice internationally would welcome the potential for reciprocal recognition from certifying organizations from other countries.

Course of Action

It is important to identify the stakeholders, such as suppliers, customers, etc. However, individuals who have been certified are not exactly the "owners" of a certifying organization. If this were true, then they could "vote" for their own standards of practice, which could be interpreted as a conflict of interest and severely effect the credibility of the certifying organization.

Instead, standards must be set to meet the needs of those who rely on the certification. Although professionals who are certified hold a significant interest, the buyers of ergonomic services also rely on the certification process. Are they better off with a re-certification standard or are they worse off? Do purchasers of ergonomic services believe there is real value in keeping up with change? If so, then the obligation for the certifying body is to include re-certifying requirements in their standard-setting responsibility.

Also, while colleges and universities may be the suppliers of candidates and have a stake in the certification process, certification is not a measure of academic qualifications alone. It goes beyond education. Education addresses many competency factors, which a certification program cannot; and a certification program addresses components in the application of skills that the educational process does not. Accreditation of academic programs should not be the responsibility of the certification body, as the standards for the educational institution and program are far different from those used to evaluate competency of those entering a profession.

Clearly, many individuals and organizations believe re-certification is a vital element in assuring quality in professional practice. Instances of state and federal use of accrediting bodies to determine the validity of a certification process were cited in this response, and the accrediting process requires re-certification. Recognition by the IEA, with the hope of reciprocal recognition by international certification organizations, requires re-certification.

Are we answering the needs of our stakeholders who are certified? Do those certified with BCPE want BCPE to become accredited so that when government contracts require accreditation of certifying organizations to help them discern which certifications really mean something, that their certification will be acceptable? Do those certified with BCPE want their certification recognized in Europe, Canada, or Japan? Do those certified with BCPE want BCPE to continue being "the" primary organization for certifying professional ergonomists in the United States, are they willing to bet that another organization will not capture that distinction (thus necessitating their application to another organization that certifies ergonomists)?

I believe the answers to the above questions are "yes." It also appears that BCPE has been answering the needs of our profession, and of those individuals who are certified as ergonomists with BCPE, by exploring the idea of re-certification.

While I may disagree with Dr. George Samaras' view on the need for re-certification (*The Professional Ergonomist*, Vol. VIII, No. 2, Summer 2000), I do agree when he said, "maybe we can solve this together." If a re-certification program is set up appropriately, most will have no problem with compliance. The mechanics may be inconvenient, but being able to complete the activities is reachable for most. As Dr. Samaras pointed out, the majority of professionals are already maintaining their competence and updating their knowledge and skills. Those who do not meet the re-certification standard should be those for whom the standard is intended. They are likely to be the individuals who dabble in the profession or no longer practice in the profession.

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Past President's Views on Re-certification

(continued from page 5)

EDITORS NOTE:

An initial model for a proposed re-certification process was published in *The Professional Ergonomist*, Vol. VII, Number 1, March 20, 1999. With the negative response to re-certification in the BCPE Survey (*The Professional Ergonomist*, Vol. VIII, Number 1, Winter 1999/2000), a committee was established to recommend a course of action for BCPE on whether or not to have a re-certification process. The committee, consisting of Harvey Cohen CPE, Hal Hendrick CPE, Bob Moritz CPE, Karl Van Orden CPE, Bob Smillie CPE, and Bob Waters CPE, met "electronically" between July 1999 and April 2000. After much debate on the re-certification issue, there was agreement on a need for a re-certification program, but suggested one that would minimize the time required to document involvement in ergonomics. The model recommended to the BCPE Directors is one that focuses on active practice as the primary means for maintaining certification, i.e., it is possible to gain most, but not all, re-certification points in this category. The remaining categories are equal in the sense that they all offer a limited set of combinations for gaining re-certification points and include: continuing education, committee service for ergonomics-related activities, committee service for ergonomics-related standards development, publishing applied ergonomics and ergonomics-related articles (either open literature or internal company), and attendance at ergonomics-related professional meetings. The BCPE Directors voted to accept the recommendations of the re-certification committee as part of the overall strategic plan and are developing a process for refinement and implementation. If and when the details of the implementation process are approved by the BCPE Directors, certificate holders will need to accumulate 25 points over 5 years, 20 of those points can be for full-time practice as an ergonomist.

Upcoming Events

March 12, 2001	BCPE Exam in Orlando, FL prior to the Applied Ergonomics Conference. Postmark deadline for applications: Jan. 12, 2001
April 2, 2001	BCPE Exam at various locations throughout the United States and Canada. Postmark deadline for applications: February 2, 2001
April 27 & 28, 2001	BCPE Mid Year Meeting, Denver, CO
June 3, 2001	BCPE Exam in New Orleans, LA at the Environmental Health & Safety Conference & Exposition (formerly the American Industrial Hygiene Annual Conference and Exposition). Postmark deadline for applications: April 3, 2001
October 7, 2001	BCPE Exam in Minneapolis, MN prior to the Annual Meeting of the Human Factors and Ergonomics Society. Postmark deadline for applications: August 7, 2001
October, 2001	BCPE Annual Meeting, Minneapolis, MN

Highlights of BCPE Annual Business Meeting, 2000

The BCPE Annual Meeting was held in Bellingham, WA on October 20 and 21, 2000. During the activities, Directors also had a chance to visit BCPE headquarters.

Highlights of the meeting included the following motions, which were seconded and carried:

- to draw up a plan to evaluate central office control of website maintenance vs. an outside vendor.
- to have the Vice President review the bylaws each year and present proposals for any revisions at the fall Annual Meeting for Board approval.
- that BCPE not endorse, sponsor, or co-sponsor any conferences.
- that the database directory list only the certification awarded by BCPE.
- to not expand CEA certification to allow a CHFA designation.
- that if a certificant does not pay his/her certification maintenance fee within one year, certification is rescinded.

The Board also approved a motion that BCPE move forward with the exploration of the establishment of the Dieter W. Jahns Institute of Ergonomics. This involves the possible formation of a foundation/institute as a sister organization to BCPE to honor the late Dieter Jahns, past Executive Director of BCPE. The organization would be linked with BCPE's vision and mission, but a separate entity to have the freedom to accomplish tasks BCPE cannot accomplish through its present limitations and tax status. The institute's 501(c)(3) nonprofit status would allow for funding through tax deductible, charitable donations for the (to be determined) purpose of education, scholarships, awards, etc.

Election of officers was by paper ballot from the nominations presented by the nominations committee. Elected were:

President: Bob Smillie CPE

Vice President: Dave Alexander CPE

Treasurer: Andy Imada CPE

Secretary: Gary Orr CPE

Committee chairpersons volunteering are:

Intersociety: Carol Stuart-Buttle CPE

Website: Arnie Lund CHFP

Marketing: Anna Wichansky CPE

Exam: Jim Smith CPE

Recertification: Steve Johnson CPE

The following two policy items were discussed.

1. An applicant has up to two years from the date an application is received, and subsequently evaluated, to meet all pertinent and necessary criteria for certification.
2. Technical questions received by BCPE staff will be passed on to other individuals or technical group chairs of HFES. The questions referred to are those involving general ergonomics, not ones pertaining to our exams or example questions.

New directors were installed: Steve Johnson CPE, Arnie Lund CHFP, and Jim Smith CPE. Directors rotating off the Board — Ron Laughery Jr. CPE, Brian Peacock CPE, and Valerie Rice CPE — were thanked, and those present, were honored by presentation of a plaque of appreciation.

An interim conference call is tentatively scheduled between BCPE Headquarters and all Directors for mid January, 2001. Tentative dates for the 2001 Denver MidYear Meeting are Friday at noon on April 27th and all day Saturday, April 28th.

Changes to the BCPE Roster

Exam certified ergonomics/human factors professionals and associates since October are:

CPEs/CHFPs

Stephen S. Bao PhD CPE
Jeffrey D. Brewer MS CPE
Jeremy E. Brooks MSc CHFP
Joseph M. Deeb PhD CPE
Julie C. Kelly MS CPE
Theo H. De Koker M Com CPE
Jason T. Griffith MSE CPE
E. Johan Hendrikse PhD CPE
Ninica L. Howard MSc CPE
*Steven K. Jahns PhD CPE
Xerxes P. Kotval PhD CHFP
Katherine R. Lehman MS CPE
*Sharon E. Liebel BS CPE
Daniel I. Manes MS CHFP
*Tracy K. Marker MS CPE
Christopher Monteressi PhD CPE
*Patrick R. O'Brien MSc CPE
Michael P. Lampl MS CPE
Atyia K. Syverson MS CPE
**Donald D. Triggs MS CPE
Peter T. Wawrow MHK CPE
*Holly S. Wick MS CPE

*transitioning from AEP
**previously CEA

AEPs/AHFPs

Karin N. Barsness MSIE AEP
Jeffrey E. K. Lewin MA AEP
Michael K. McGee PhD AHFP

Shailesh Saigal MSE AEP
Mindy B. Smith MS AEP
Theresa L. Stack MS AEP
Daniel B. Stotts MA AHFP

CEAs

Brent S. Beecher BA CEA
Bruce B. Coulter MA CEA
Steve G. DeLuca BA CEA
Mallory A. Lynch MA CEA
Paul B. Pickrel BA CEA

Results of the November 28, 2000 exams are not yet available.

Applicants qualifying for associate certification by waiver of Part I of the examination since July are:

Julie A. Bzostek MS AHFP
John S. Barnett Jr. PhD AEP
Michael K. McGee PhD AHFP
Caren A. Wenner PhD AEP

No longer current in their certification are: Bruce Hallbert MS, Kenneth Kozole MS, Jane Rajan PhD, Lawrence Welling MA, Robert Yadrick PhD, and Julie Zielinski MSE.

These changes bring BCPE's total number of currently certified to 896: CPEs/CHFPs 789, AEPs/AHFPs 75, and CEAs 32.

We wish to again thank all our proctors for their help this year.

Can You Help Us Locate

We have lost track of three individuals who apparently moved without informing BCPE of their new address. Several means of searching for them have proved fruitless.

Unless we can find the following 'lost' individuals, they will be dropped (or have been dropped) from our current certificant database.

Dona Kambeyanda
Seong-Han Kim
Janet Lynch AEP

If you can help us locate them, please contact Karel Jahns at bcpehq@aol.com.

Don't let this happen to you! Please update, as necessary, your own information online by visiting: www.bcpe.org/update.htm.

Thank you for your efforts to keep us up-to-date!

Correction

We apologize for misspelling the name of Miriam Joffe CPE in the last issue of *The Professional Ergonomist*.

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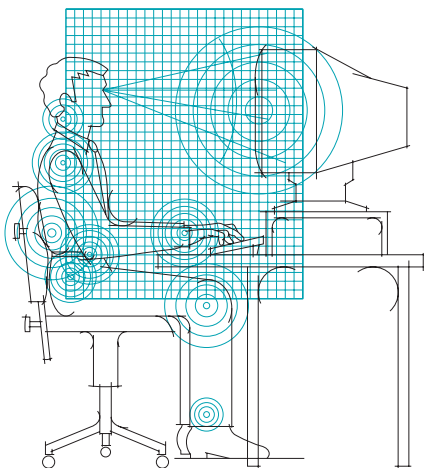
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