

THE PROFESSIONAL ERGONOMIST

The Newsletter of the BCPE

Board of Certification in Professional Ergonomics • P.O. Box 2811 • Bellingham • Washington • USA • 98227-2811
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WINTER 2001-2002

VOLUME X NUMBER 1

BCPE Endorsed by International Ergonomics Association

BCPE is now endorsed by the International Ergonomics Association (IEA) as an accredited ergonomics certifying body. IEA President Waldemar Karwowski made the announcement at the BCPE Networking Reception during the HFES Annual Meeting in Minneapolis. As the first certifying body in the world to gain such recognition, this is a great honor and distinction for the BCPE.

IEA developed the accreditation program to further its goal to establish professional practice standards for ergonomists around the world. Shortly after the announcement, IEA Past President Ian Noy said, "the (accreditation) program is key to achieving the principal objectives of the IEA, including the development of the discipline and the promotion of ergonomics."

The IEA endorsement is a strong testament to the quality of the BCPE certification program. It will enhance respect for the certification program and increase recognition for those holding BCPE certification.

The Application

The accreditation application was completed during the early summer of 2001. Most of the effort was shouldered by the capable BCPE staff -- Kris Alvord, Executive Administrator, and Karel Jahns, Financial/Information Systems Manager. Ms. Alvord and Ms. Jahns worked many hours over several weeks compiling the necessary information. In addition, there were major contributions from Directors, Andy Imada and Bob Smillie. The application process was extremely rigorous and required extensive documentation of BCPE's policies and procedures. Some of the sections in the application were:

- Complete financial statements for the past 3 years.
- The history of BCPE.
- The countries and the numbers of BCPE certified individuals (BCPE currently has certificate holders in 14 countries.) .
- A tally of applications processed and certifications awarded by year.
- Agreements with other organizations.
- Requirements for certification.
- The BCPE processes for applications, evaluations, and appeals.
- The process for examination development and administration.
- The process for certification maintenance.

IEA Review

Once completed, the application package was sent to the IEA for review by: Dr. Carol Slappendel of New Zealand, Ms. Elizabeth Bunker of Australia, and Dr. Francois Daniellou of France. After an initial evaluation of the application, some additional information was requested. When all requisite information had been provided and after a reasonable time interval, the review group approved the BCPE application and recommended to the IEA Executive Committee that BCPE be accredited as an ergonomics certifying organization.

Congratulations to the BCPE staff for such an outstanding effort, and thanks to all the certificate holders for ensuring BCPE continues to be a world class organization!



At the annual BCPE Networking Reception in Minneapolis, MN, IEA President Waldemar Karwowski, PhD, CPE presents the IEA award endorsing BCPE professional certification to BCPE President Robert Smillie, PhD, CPE, and Karel Jahns, BCPE Financial/Information Systems Manager.

BCPE's Seventh Annual Networking Reception

BCPE hosted its seventh annual Networking Reception at the Annual Meeting of the Human Factors and Ergonomics Society (HFES) in Minneapolis, MN. Held in the Minneapolis Hilton, the reception featured a no host bar and hors d'oeuvres. About 120 attendees joined the BCPE for lively discussion and collegiality. This year's reception included the announcement about BCPE achieving IEA endorsement. IEA President, Waldemar Karwowski, spoke and presented BCPE President, Bob Smillie, CPE, with a certificate of recognition.

BCPE thanks this year's reception co-sponsors: Anacapa Sciences, Inc; Ergoweb, Inc; Liberty Mutual Research Center; Micro Analysis & Design; Pacific Science and Engineering Group, Inc.; and Steelcase, Inc.

BCPE Board of Directors Expanded to Eleven

After much consideration, it was decided to expand the number of Directors on the Board from nine to eleven. The primary reason for the change was to provide a broader representation of the functional domains of certificate holders. In addition, the Board viewed the expansion as providing other benefits.

- It demonstrates that BCPE is growing.
- It will increase the visibility of BCPE and certification.
- It will provide a greater resource pool such as, more Directors available to represent BCPE, attend certification-related conferences, and encourage new graduates and others to apply for certification.

Finally, it will provide a larger internal resource pool for the Board to draw upon to accomplish our many tasks and help spread the growing workload at the central office.

Directors re-elected for another 3-year term were Andy Imada, CPE, and Carol Stuart-Buttle, CPE. New Directors are Susan Evans, CPE, Bill Muto, CPE, and Randolph Bias, CHFP. Anna Wichansky, CPE, completed a 3-year term.

For 2002, your Directors are:

Robert J. Smillie, CPE, President
David C. Alexander, CPE, Vice President
Andy S. Imada, CPE, Treasurer
Gary B. Orr, CPE, Secretary
Randolph G. Bias, CHFP
Susan M. Evans, CPE
Steven L. Johnson, CPE
Arnold M. Lund, CHFP
William H. Muto, CPE
James L. Smith, CPE
Carol Stuart-Buttle, CPE

Biographical sketches of the new Directors follow:

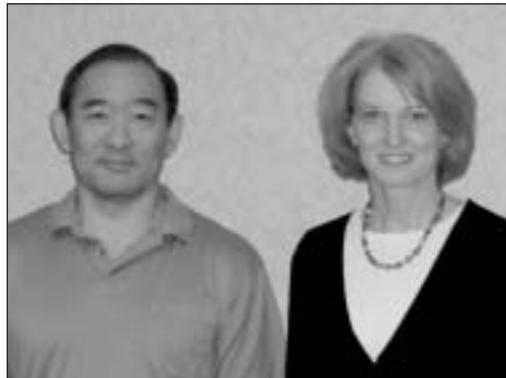
Susan M. Evans, PhD, CPE

Dr. Evans is President of Evans Incorporated, a management consulting firm that provides process innovation, information technology planning, and ergonomic program management services. She manages teams of certified professional ergonomists and experienced business analysts, information analysts, industrial engineers, and usability specialists in projects that overcome workplace ergonomics health problems,

improve the accessibility and usability of information technology (IT), reengineer business processes, or improve the integration of IT into client organizations.

Dr. Evans brings over 25 years of management and design experience in ergonomic systems, process innovation, and information technology. She led user-centered design efforts for government and commercial systems, and worked with corporate health, safety and ergonomics (HSE) managers to develop effective hazard assessment practices and supporting HSE risk management systems. She has applied web technology to effectively track and share ergonomic concern reports with workers, engineers, and managers throughout global client companies. Prior to founding Evans Incorporated, she developed human modeling and ergonomic design tools for use in cockpit and industrial design, conducted manpower, personnel and training studies, and led process reengineering and system design efforts for clients in manufacturing and the US Army, Air Force, and Department of Defense.

Dr. Evans received her Masters of Science and Ph.D. in industrial and operations engineering from the University of Michigan, and her Bachelor of Science in computer science from the University of Dayton. She is a Certified Professional Ergonomist, a member of the Human Factors and Ergonomics Society and the Association for Computing Machinery, and has published and presented nationally and internationally.



New BCPE Directors
Bill Muto,
PhD, CPE and
Susan Evans,
PhD, CPE
in Minneapolis,
MN.

William H. Muto, PhD, CPE

Bill Muto is a principal (human factors) engineer at Abbott Laboratories, where he performs human factors engineering on a variety of health care devices such as hospital laboratory diagnostic systems, patient monitoring systems, various bedside and hand held devices. (Bill thinks this work most gratifying in that the perceived need for safe, "human factored" devices is high—especially when one thinks that he/she could be a patient.) Prior to his current position, Bill held various management and senior engineering positions at Texas Instruments and Xerox Corporation where he worked in a wide variety of application domains including office automation systems, factory automation systems, consumer products, artificial intelligence, workstations, etc. Bill holds a Ph.D. in industrial engineering / human factors from Virginia Tech and a M.A. in human factors psychology from CSU, Northridge. He serves on Association for the Advancement of Medical Instrumentation (AAMI) human factors standards committee and is an associate editor of *Ergonomics in Design* magazine. He is also a principal in Human Factors Plus, a human factors consulting firm.

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Randolph G. Bias, PhD, CHFP

Since getting a Ph.D. in human experimental psychology from UT-Austin, Randolph has worked in industry for over 20 years as a usability engineer. After stints with Bell Labs, IBM, Tivoli, and BMC Software (where he created and managed the Usability Department), Randolph co-founded Austin Usability, an independent usability lab and consultancy. Randolph has published over 50 technical and scientific articles, and co-edited *Cost-Justifying Usability* (R. G. Bias and D. J. Mayhew, Eds., 1994, Cambridge: Academic Press), a book characterized by one reviewer as "the bible for usability engineers." He is a Certified Human Factors Professional, and is active in professional societies such as the Human Factors and Ergonomics Society and the Usability Professionals Society. Randolph is an adjunct faculty member in the UT Graduate School of Library and Information Sciences, and has taught undergraduate and graduate courses in psychology and statistics at UT, Rutgers University, Huston-Tillotson College, and Southwest Texas State University, plus has taught many short courses for industry. He is a vigorous advocate for designing technology to fit the user.



New BCPE Director,
Randolph Bias, PhD, CHFP



Andy Imada,
PhD, CPE,
presents a
plaque to
Anna Wichansky,
PhD, CPE,
for her
outstanding
service as a
BCPE Director,
1998-2001.

BCPE E-Mail Address Changing

If you've recently corresponded with BCPE electronically, you may have noticed we have a new e-mail address, bcpehq@bcpe.org, which is replacing the long held bcpehq@aol.com. We are excited about this change and the new possibilities created by it. In addition to the main bcpehq@bcpe.org address, we will be able to maintain a number of sub-addresses and have already implemented the following operational addresses: info@bcpe.org (for all informational inquiries), update@bcpe.org (for submitting contact information changes), and newsletter@bcpe.org (for any communications concerning *The Professional Ergonomist*).

We are expecting this transition to last the next 6-8 months. During this time, we will continue to receive e-mail via America Online (AOL), but would prefer that people begin using the new bcpehq@bcpe.org address as soon as possible. Once the change is complete, we will notify everyone of the specific date in which our AOL address is to be de-activated.

Updates to Certificate Holders of the BCPE

BCPE wishes to congratulate the fifteen candidates who successfully obtained certification since July. They are:

CPEs/CHFPs

David W. Abell, MS, CPE*
Eric C. Blankenheim, MSIE, CPE
Elizabeth A. Dowler, PhD, CPE**
Cally S. Edgren, MS, CPE
Lee J. Huber, BS, CPE
Jeffrey E. K. Lewin, MA, CPE
Kevin P. McSweeney, PhD, CPE*
Patricia A. Seeley, MSIE, CPE
Jenna M. Tudela, MS, CPE
Ilene B. Zackowitz, PhD, CPE
Thomas F. Mayfield, MSc, CPE***

*AEPs/AHFPs transitioning to CPE/CHFP

**Via 20-year, portfolio review process

***Via CREE reciprocity agreement

AEPs/AHFPs

Phillip J. Ohme, MS, AEP
Richard L. Szabo, MSIE, AEP
Christy A. Turner, MS, AEP****

****Graduate of an IEA Federated Society's accredited ergonomics/human factors degree program

CEAs

Margaret S. Myhre, MS, CEA

No longer current in their certification are:

William J. Burger
Jerome Nadel
Glenn Osga
Linda Tomasi

These changes bring BCPE's total number of currently certified to 943: 816 CPEs/CHFPs, 87 AEPs/AHFPs, and 40 CEAs.

Special Thanks to Our Proctors

Both the Board and the Headquarters staff wish to acknowledge and thank the following certificate holders who have served as proctors during the last quarter of 2001:

Mark A. Anderson, MA, CPE
Peter M. Budnick, PhD, CPE
Susan M. Evans, PhD, CPE
Rick W. Imker, MA, CPE
James W. Kochevar, PhD, CPE
Dana L. Root, MS, CPE
Michael L. Wynn, MBA, CPE
Subhash C. Vaidya, MS, CPE

BCPE appreciates their time and dedication to uphold our standards for this activity.

In Memoriam

It is with sadness and condolences to her family that we belatedly report the passing in September 2000 of Ruth M. Heron, PhD, CPE.

News of the December 12, 2001 passing of Paul C. Champney, PhD, CPE was just received. We extend our sympathy and sincere condolences to his family.

Highlights of BCPE Annual Business Meeting

BCPE held its Annual Business Meeting on October 11-13 in Minneapolis, MN during the Human Factors and Ergonomics Society (HFES) meeting. Highlights of the meeting include:

Arnie Lund, chair of the Web Site Committee, indicated that content for the site redesign was coming together and plans for user testing are in place. It is anticipated the newly designed site will go public in mid-January.

Kris Alvord reported for the Marketing Committee that the PowerPoint presentation developed by Anna Wichansky and Jayne Schurick has been completed and is on the present web site for viewing and download.

Steve Johnson, chair of the Recertification Committee, reported that the committee was recently expanded to include several non-board members. The committee has plans to meet electronically throughout the year to continue discussion of recertification.

Treasurer Andy Imada spoke about the budget and pointed out that a shortfall at the end of the year may be likely. Although a small reserve might be enough, strategies to resolve this temporary cash flow problem were discussed further in a breakout session.

Expanding the pool of application evaluators is in progress. Certificate holder Dick Kelly has agreed to head a committee to oversee the evaluation process and other certificate holders will be recruited to assist with the evaluation process. Work is also progressing on developing a pre-screening process for applicants who are unsure of their eligibility for BCPE certification. As part of the application evaluation committee, Dick Kelly will facilitate the development of a feasible process.

Exam development and administration issues were discussed. A number of matters had been identified as needing to be addressed. It is now a matter of prioritizing those matters and formulating a strategy of how to proceed.

A strategic planning session was led by Director Emeritus, Jerry Duncan. A summary of the session follows:

- 1) The mission statement was revised. It is:
Provide ergonomics certification to protect the public, the profession, and its professionals by assuring standards of competency and advocating the value of certification.
- 2) The vision statement was revised. It is:
Provide premier certification recognized as essential for ergonomics practice.
- 3) The updated "BCPE Yearbook" was reviewed.

Progress was reported on moving the newsletter from a paper to an electronic publication. The first electronic edition was forwarded in August, although it was later learned that due to problems with the mail server, the newsletter was not received by the intended recipients. The problem was resolved, and the newsletter was resent.

Director Emeritus, Steve Casey, has agreed to document BCPE's early years.

The process for appealing an application evaluation or an examination outcome was revised. It was further amended to limit the time allowed to file an appeal to one year.

Officer elections were held. The current slate of officers

was re-elected unanimously: President, Bob Smillie; Vice President, Dave Alexander; Treasurer, Andy Imada; and Secretary, Gary Orr.

Discussion of the Usability Professionals' Association implementing its own usability certification ensued. It was felt we should talk with UPA to explore the possibility of offering a specialty exam in HCI. Arnie offered to do this as he has been invited to participate in the initial round table discussions.

Tentative dates for the midyear meeting were set as April 26 Friday noon thru all day Saturday April 27 or alternatively May 3 and 4.



Participants in the BCPE Annual Meeting in Minneapolis, MN: Seated from left to right are Robert Smillie, PhD, CPE; Kris Alvord, Executive Administrator; Andy Imada, PhD, CPE; and Gary Orr, PhD, CPE. Standing from left to right are Steven Johnson, PhD, CPE; Carol Stuart-Buttle, MS, CPE; Roger Jensen, PhD, CPE, Newsletter Editor; William Muto, PhD, CPE; Arnold Lund, PhD, CHFP and Susan Evans, PhD, CPE.

Call for Contributions

Contributors are sought for a comprehensive reference text in the forensic application of human factors, ergonomics and safety. *The Handbook of Forensic Human Factors and Ergonomics* is scheduled for publication by Taylor & Francis, Ltd. in 2003. This handbook will address the role and application of the science of human-system interactions to matters concerning standard of care in the design and use of products, equipment, premises, and work systems.

The scope covers a broad range of forensic applications including general testimony issues, standards, warnings, consumer products, industrial machinery, manufacturing, legal issues in work-related musculoskeletal disorders, toxic hazards, construction safety, slips and falls, disability, ADA and human factors, transportation, public utilities and facilities, traffic collisions, process liability, professional ethics, malpractice issues, sports and leisure activities.

Authors must be able to relate human factors and ergonomics theory and methods to forensic practice. If you are interested in contributing to this work please contact Ian Noy noy@tc.gc.ca or Waldemar Karwowski karwowski@louisville.edu for additional information.

The IEA-Liberty Mutual Prize in Occupational Safety and Ergonomics

The IEA is inviting applications for the 2002 Liberty Mutual Prize *(Please note, the submission deadline is March 1, 2002)*

Through this prestigious award, the IEA seeks to recognize outstanding original research leading to the reduction or mitigation of work-related injuries. The main criteria include significant advancement of theory and understanding, innovation and development of new directions or approaches.

The award recipient will receive a prize of \$5,000. In addition, the award recipient will be automatically competing for the 2003 Liberty Mutual Medal. The Medal, carrying an additional stipend of \$15,000, will be awarded during the IEA Triennial Congress (Seoul, Korea) to the best of the 2001, 2002 and 2003 Prizewinners.

Applicants need not belong to the IEA or any of its constituent groups. Relevant disciplines include ergonomics, epidemiology, biomechanics, cognitive and behavioral psychology, design, physiology, medical sciences, economics, engineering, etc.

Submission Requirements

To be considered for the Liberty Mutual Prize, the applicant must submit a letter of application and a research paper in the domain of accident prevention, injury reduction and/or early return to work, including rehabilitation. The paper must:

- be scholarly in nature such as an original paper describing laboratory, field, or intervention research .
- contain non-proprietary data
- be unpublished at the time of submission (but may have been submitted for publication)
- be thirty pages or less, single-spaced using point size 12 with 1 inch margins

The paper should address the following topics:

- contributions of the research to theory, i.e., how the work had advanced the understanding of the causes of accidents and/or ability to mitigate occupational injuries or disability
- aims of research
- originality and creativity
- study methodology
- implications for risk reduction

The cover letter should highlight:

- main innovative aspects of the study (e.g., approach, methodology, analysis, etc.)
- anticipated contribution to occupational safety

An international review committee established by the IEA will select the winning contribution

The authors of the winning paper are expected to submit the paper to *Ergonomics* for publication. The authors may make a case to have the paper submitted to an alternative journal for publication.

Persons wishing to be considered for the 2002 prize should submit an application, including separate cover letter and paper, both in electronic format, to the IEA Awards Committee Chair at the following address:

Y. Ian Noy, Ph.D., P.Eng., CPE
IEA Awards Chair
c/o Transport Canada
330 Sparks Street, Tower "C"
Ottawa, Ontario K1A 0N5, CANADA
Tel: +1 (613) 998-2268
Fax: +1 (613) 998-4831
E-mail: NOYI@tc.gc.ca

The deadline for receipt of applications is March 1, 2002. Applicants should be notified of the results by mid-June. Announcement of the award winner will be made public in July 2002.

If you require additional information, please do not hesitate to contact the IEA Awards Committee Chair at the above-noted address.

Opportunities to Volunteer for BCPE

The BCPE continues to grow and seeks your support as a volunteer on one of BCPE's various standing committees or with other certification-related activities. The momentum for our success comes from the leadership of individuals like you, who are willing to contribute your knowledge, skills, and expertise to help BCPE achieve its goals and to further its mission. To those who have already done so, the BCPE thanks you.

While we have critical needs in the Application Committee (streamlining the application evaluation process; developing pre-screening procedures) and the Examination Committee (revision of examinations; development of examination questions), we are always in need of proctors for the examinations, contributors of original articles for *The Professional Ergonomist*, as well as help in other areas.

Please contact the office, bcpehq@bcpe.org, if you are interested in helping.

Legal Liability Issues for Professional Ergonomists

An attorney has proposed an article for *The Professional Ergonomist* on what ergonomists can do to minimize risk of legal liability for consulting and other work. He would like to hear from anyone who has experience in this area. For example, has anyone tried to intimidate you with the threat of legal action against you? Have you actually been sued? Do you refuse to accept certain kinds of work because of concerns about liability? If you would like to help your fellow ergonomics professionals, consider calling Michael Abramson at 619-682-4812 (Pacific Standard Time). He has promised to keep your situation confidential, but may ask for your permission to use the situation as an example, with no names mentioned.

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Editor: Roger Jensen, PhD, CPE
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Financial/Information Systems Manager: Karel Jahns

BCPE Directors:

Robert J. Smillie, PhD, CPE, President
David C. Alexander, MS, CPE, Vice President
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Gary B. Orr, MSIE, CPE, Secretary
Randolph G. Bias, PhD, CHFP
Susan M. Evans, PhD, CPE
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William H. Muto, PhD, CPE
James L. Smith, PhD, CPE
Carol Stuart-Buttle, MS, CPE

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Board of Certification in
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USA

Upcoming 2002 BCPE Events

- | | |
|--------------|--|
| March 11 | BCPE Exam in Baltimore, MD, at the Applied Ergonomics Conference.
Postmark deadline for application: January 11, 2002. |
| April 8 | BCPE Exam at various locations throughout the United States and Canada.
Postmark deadline for application: February 8, 2002. |
| April 26-27 | BCPE MidYear Meeting in Denver, CO. |
| June 2 | BCPE Exam in San Diego, CA, at the American Industrial Hygiene Conference & Exposition. Postmark deadline for application: April 2, 2002. |
| September 22 | BCPE Exam in Pittsburgh, PA, prior to the Annual Meeting of the Human Factors and Ergonomics Society. Postmark deadline for application: June 22, 2002.* |
| September | BCPE Annual Meeting in Pittsburgh, PA. |
| December 9 | BCPE Exam in Las Vegas, NV, at the National Ergonomics Conference & Exposition. Postmark deadline for application: September 9, 2002* |

***Note: Postmark deadline changes to THREE months prior to examination.**

Upcoming 2002 Conferences

ORP'2002, Second International Conference on Occupational Risk Prevention, Gran Canaria, Canary Islands, Feb 20-22, 2002, (www.orp2002.com).

Annual Applied Ergonomics Conference, Baltimore, MD, March 12-14, 2002, (www.appliedergo.org).

Second Annual DoD Ergonomics Conference, Forging Ahead: Preventing Work-Related Musculoskeletal Disorders, Chantilly, VA, April 29-30, 2002, (www.apgea.army.mil/ergowg/conference).

SID '02, Society for Information Display, Boston, MA, May 19-24, 2002. For further information contact Evan Colgan, e-mail ecolan@us.ibm.com.

American Industrial Hygiene Conference and Exhibition, San Diego, CA, June 1-6, 2002, (www.aiha.org/conf.html).

International Occupational Ergonomics and Safety Conference, Toronto, Ontario, June 10-13, 2002, (www.uwindsor.ca/isoes).

Human Factors and Ergonomics Society 46th Annual Meeting, Pittsburgh, PA, September 23-27, 2002, (www.hfes.org).

The National Ergonomics Conference and Exposition, Las Vegas, NV, December 10-12, 2002, (www.ergoexpo.com).

**THE BOARD OF CERTIFICATION IN PROFESSIONAL ERGONOMICS
IS PROUD TO OFFER
TO ITS PROFESSIONAL CERTIFICATE HOLDERS**

IEA Commemorative Plaque - A commemorative plaque marking the October 2001 IEA endorsement of BCPE professional certification with the BCPE logo, the certificate holder's name, BCPE designation, date of certification, and a statement of endorsement by IEA with IEA's logo in brass.



BCPE Certificate Plaque - A custom plaque displaying the certificate holder's name, date of certification, and certificate number with the BCPE seal (does not include signatures from original certificate).



Both plaques are engraved on a black brass metal plate (10-1/2" X 7-1/2") and mounted on walnut wood which is cove-edged (11-7/8" X 8-7/8"). At the back of each plaque is a notch for hanging. The plaques sell for \$150 each (price includes surface shipping; Washington residents add 7.9% sales tax).

BCPE PLAQUE ORDER FORM

To order, please:

- 1) indicate which product you would like to order,
- 2) write your name below as you wish it to appear on the plaque,
- 3) check your preference for the font in which your name will appear
- 4) include the shipping address where the finished plaque should be shipped, and
- 5) indicate the method of payment.

A mock-up of your plaque will be faxed or emailed to you before the actual engraving. Please allow 6 – 8 weeks for production and shipping.

THREE EASY WAYS TO ORDER:

Call BCPE @
360-671-7601

Mail this form with payment to:
BCPE
P. O. Box 2811
Bellingham WA 98227

Fax this form with credit card
information to:
(360) 671-7681

Please send me the following plaque:

A. _____ Commemorative IEA endorsement _____ @ \$150.00 _____

B. _____ Certificate facsimile _____ @ \$150.00 _____

Washington State residents add 7.9% sales tax _____

TOTAL _____

Payment type (check one) Check Enclosed Visa MasterCard

Name, as it will appear on the plaque, with BCPE designation only (for example: John J. Doe, CPE):

Font for name: Zapf Chancery New York

Shipping Address: _____ Check Enclosed _____

_____ MasterCard _____

_____ Visa _____

Phone: _____ Card Number: _____

Fax: _____ Expiration Date: _____

EMail: _____ Authorized Signature: _____