



THE PROFESSIONAL ERGONOMIST

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The Newsletter of the Board of Certification in Professional Ergonomics

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President's Message



Greetings and welcome to the BCPE Fall/ Winter newsletter. I'm Gene Kay, MS, CPE ret. and I'm pleased to have been re-elected to another one-year term to serve as BCPE President. I am joined in this year's Executive Committee by: Patrick Craven PhD, CHFP (Vice President), Shaheen Ahmed PhD, CPE (Treasurer), and Sivan Almosnino PhD, CHFP (Secretary). We are a volunteer board that helps set direction and policies to bring professional certification in Ergonomics, Human Factors, and User Experience.

As in past years, we held our BCPE Annual meeting at the conclusion of the HFES fall conference. Due to COVID concerns and other personal matters affecting several board members, we chose to meet virtually so we could avoid travel and group gatherings. At the meeting we reviewed our organization's financial status, which is sound, reviewed our Strategic Plan and performed a SWOT analysis to look at strengths, weaknesses, opportunities, and threats to the organization.

Some of the outcomes and goals for the board this next year include:

- Explore a strategic alliance with HFES/ FPE/ BCPE (Human Factors and Ergonomics Society)/ Foundation for Professional Ergonomics and BCPE). The intent is to promote the profession and grow certification.
- Explore Alternative pathways towards reaching certification – how can non-traditional education and extensive experience apply to our requirements.
- Outreach – AMBASSADORS – we always need more BCPE members to liaise with their Alma Mater or local university and to let students and new members know about our Associate Professional status available to new graduates who meet the educational requirements.
- Maintain an objective and valid Certification process including the application and exam.

Thank you for keeping your Professional Certification active and please share the value of getting certified:

- Use your credentials (CPE/CHFP/CUXP) in your communications;
- Let prospects/ clients/ and employers know the significant difference between BCPE's Professional Board Certification and other non-Board 'certificates';
- Help recruit/ train/ and mentor the next generation of professionals; and
- When you decide to leave full-time practice, please consider retaining our 'Retired' status.

Thanks, and keep doing good work.

Regards,

Gene Kay, MS, CPE ret.

Annual Meeting Highlights

The BCPE Board of Directors held their 2021 Annual Meeting virtually on October 7 and 8. The agenda for this meeting focused on aligning the committees through the strategic plan and promoting committee work. The following summarizes the meeting reports and activities.



Left to right, top row: Kris Rightmire, Patrick Craven, Shaheen Ahmed

Second to top row: Mike Boggi, Gene Kay, Tom Callaghan

Third to top row: Kari Babski-Reeves, Jennifer Law, Carol Stuart-Buttle

Bottom row: Linda Tapp, Sivan Almosnino, and Cynthia Rando's company logo!

(Conne Bazley attended the meeting but was absent at the time of the picture.)

- From the beginning of the year to 9/23/21, there were 44 applications (6 of which were in review): 13 Professional, 14 Associate and 11 transition applications. The application numbers are down from last year, especially Associate applications, which could be due to the recent return to campuses. Many Professional applications come in at the end of November, for the Spring exam deadline.
- The Exam Committee reported on exploring Alternative Pathways to Certification and also reviewing knowledge and skills of the core competencies to update and increase clarity of topics for both question writers and candidates.
- The Outreach Committee shared an update of the exploration of an Alliance between different HF/E/UX organizations, starting with HFES, FPE and BCPE.
- Outreach to students will be increased through the Ambassador program to increase the Associates of BCPE and encourage the path to full certification.
- Communications and Media are working to further increase the number of members on the Official Linked page but will also keep the informal page for discussion, along with a Social Media Policy to encourage discussion versus self-promotion or dominance by any individual or group.

Awards During Annual BCPE Reception

BCPE Distinguished Service Award

The Annual BCPE Reception was held this year at the face to face 2021 HFES Annual Conference in Baltimore, MD. The reception was well attended, with a warm welcome made for Richard (Dick) Kelly PhD, CPE as he officially received the 2020 BCPE Distinguished Service Award.

Dick was certified in 1994 and has been a strong advocate of BCPE ever since. He co-founded the company Pacific Science and Engineering in 1984, yet Dick always found time to volunteer and support BCPE. Dick developed and ran the Application Review process from 2001 thru 2014. Afterwards, Dick continued to conduct reviews. Now retired, Dick remains engaged and helps out at the BCPE booth when he can. He continues to support BCPE including through his participation with the Foundation for Professional Ergonomics, which promotes BCPE certification.



We are grateful for Dick's leadership for more than a decade of the Application Review Committee, setting up the process and ironing out the kinks so that the Committee Chair position could be handed over effectively. Thank you Dick for all you have done for BCPE and for your tireless advocacy!

Dieter W. Jahns Student Practitioner Award

Congratulations to Anita Ney and Lillian Lacey (coauthors) and Shawana Rathore; they share honors for two different projects, as being the 2021 recipients of the 2021 Dieter W. Jahns Student Practitioner Award.



Anita Ney and Lillian Lacey are students in the Health Sciences Program at the University of Cincinnati, College of Allied Health Sciences. Their project “Exploration of Ways to Improve the Efficiency of Instrument Handling in the Operating Room During Microlaryngeal Surgery” offered great insight on problems and solutions in a complex medical environment.

Their professor, Susan Kotowski PhD, CPE, attended the BCPE reception and received the award on their behalf.



Bhawana Rathore is a doctoral student at the National Institute of Industrial Engineering Mumbai, India. Her project: “Evaluation of Ergonomic Working Conditions among Indian Glass Artware Workers” was a well-executed study that linked MSD symptoms, work postures, and other risk factors represented an important finding that could lead to workplace improvements and worker protections through relatively simple and low-cost remedies. She was unable to attend the award ceremony.

The Foundation for Professional Ergonomics (FPE) sponsors this annual award named to honor the late Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification. See [FPE website](#) for more information.

Meet Our Directors

Incoming Directors

We welcome one new Director to the BCPE board who starts his term in the Fall of 2021. Sivan Almosnino PhD, CHFP. Both Gene Kay MS, CPE ret. and Conne Bazley PhD, CHFP also start their second terms as Directors.



SIVAN ALMOSNINO

Sivan Almosnino PhD, CHFP is currently the Principal Human Factors Engineer for Amazon Robotics, where he focuses on design, usability, and interaction of workers with robotic and automation technologies. He currently serves on the ISO TC 159/SC1 – General Ergonomics Principles technical advisory group. Sivan is an active researcher with current interests focused on application of artificial intelligence, machine learning, and digital human modelling methods for design and evaluation of work processes. Previously in his career, he served as a consultant in the US and Canada in a variety of industrial and military work environments. He obtained his PhD in Biomechanics & Ergonomics from Queen’s University, Canada.

Outgoing Directors

BCPE says farewell to **Kari Babski Reeves** PhD, CPE who served six years on the board. She served on the Exam Committee and led the Call for Question Writing twice-a-year. In addition, Kari served as Secretary, followed by two consecutive years as President of BCPE. We are grateful for her leadership and contribution to streamlining our activities. Thank you Kari for all your good humor, wisdom and time donated to BCPE!



James Rethaber PhD, CPE resigned from the Board this year after serving 5 years, along with a grueling work schedule. Thank you James for your years of service!

Thank you to all our Outgoing Directors for your hard work and time donated to BCPE. We could not operate without such commitment and generosity towards us and our profession.

2022 BCPE Executive Committee

On October 8, 2021 at the annual meeting, the BCPE Directors elected the 2022 Executive Committee:

President	Gene A. Kay MS, CPE
Vice President	Patrick L. Craven PhD, CHFP
Secretary	Sivan Almosnino PhD, CHFP
Treasurer	Shaheen Ahmed PhD, CPE

Sign Up to Be an Ambassador for Certification

BCPE Outreach Committee is calling for volunteers to be an Ambassador to the HF/E/UX students of their local university (including certificants' Alma Maters). Students are eager to hear from practitioners to learn about the 'real world' and the work opportunities. Some students hear about certification from their faculty but many do not. Regardless, students benefit from hearing another perspective on the value of certification and the availability of the Associate Certification as a stepping stone towards full certification.

Help spread the word about Board Certification! Please join up to be an Ambassador.

Contact Jennifer Law at outreach@bcpe.org

Spanish Speaking Mentor

There may be many Spanish speaking Certificants as well as other multi-lingual individuals in our professional community. Recently, we received a specific offer from a new Associate, Gabriel Iperione, to help mentor those with Spanish foreign degrees to make the translation of credits and topics to fill out the BCPE education requirements. Thank you Gabriel!

So, please don't hesitate to reach out to us for a [mentor](#) to help with, for example, credit conversions, language editing, guidance on where to enroll for education in specific topics, to gain tips on presenting your work or for studying for the exam.

A huge **thank you** to all our Mentors, some of whom have been on the committee for many, many years. Also, Thank You to Shane Sidebottom, Chair of the Mentoring Committee for all the work that he does to keep the process going and supporting the Mentors to help applicants become successful.

Enhance Your Knowledge Through the HFES [Learning Center](#)

The wide-ranging library of the Human Factors and Ergonomics Society includes online educational activities across the spectrum of human factors and ergonomics aimed at improving your knowledge and practice. The activities are available to the public but many are a complimentary benefit of membership in HFES.

This online resource will help you to find new knowledge points based on your areas of interest, and help you record your progress as you work your way through session and recording packages.

Some additional features include recorded sessions from previous years' HFES meetings and symposia, webinars featuring experts sharing their latest research and works, Diversity Equity Inclusion webinars, and other on-demand learning opportunities to enhance your skills, advance your career and maintain your professional certification.

IEA Webinar on Certification

BCPE is endorsed by the IEA (using the international standard ISO 17024 as a guide). As an endorsed certification body, we recently participated in an IEA webinar that described some of the different certifications around the world, as well as how a certification body can become endorsed by the IEA. The [webinar](#) is available for viewing.

How to Use Your Designation

BCPE has one process for becoming Board Certified in Human Factors/ Ergonomics/ User Experience (CPE, or CHFP, or CUXP). The certification is comprehensive of the profession; attaining certification demonstrates at least a base competence and general understanding and knowledge across the profession. The designations are registered by the US Patent and Trademark Office and their use is authorized in writing by BCPE.

While it might be tempting to use more than one of the three designations (full certification or Associate designations), only ONE designation may be used. Usually the designation is chosen at the time of application but it CAN be formally changed for a small administrative fee. Contact bcpehq@bcpe.org if you wish to change your designation. Please review the [Logo and Designation Use Policy](#) for details.

Common misperceptions are using two designations to indicate working in different areas of the field, when only one can be used. Often Certificants add a phrase under their name to convey breadth of domain, for example:

Jane Doe, CPE
Human Factors Consultant.

Full Professional Certification DOES have an end date – 5 years after you were certified or last re-certified. The submission of the [Continuance of Certification](#) worksheet is a mandatory step to become recertified for another 5 years.

Another area of mis-understanding is the Logo. As per the policy, permission is required to use the trademarked logo. A BCPE logo on a company webpage can be construed that all personnel are Board certified. Certification is awarded to individuals and those individuals may use the logo and should indicate their designation.

Overall, USING your designation at every opportunity provides great support for BCPE and the reason for Board Certification: that the important, diverse profession of Human Factors/ Ergonomics/ User Experience is underpinned by core competencies of a body of knowledge and skill, and recognized internationally.

Please support your profession!

Certification and Exam Status

Certificant Totals

Through November 9, 2021 there were 1396 certificants:

872	Professional Certificants
222	Associate Certificants
260	Retired Certificants (Professional and CEA)
42	Certified Ergonomics Associates (CEA)

Examination

Summary of Fall exam session in 2021.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	32	15	47

New Certificants

Congratulations to 15 candidates who successfully passed the Fall exam and obtained Professional Certification and three who were reinstated. Since the last newsletter (6/23/21) to November 9, 2021, we welcome 12 new Associate Certificants and two reinstated.

New Professional Certificants:

Russel G. Boglitch MHK CPE*
 Raina Brautigam BSc CPE
 Paula Conn PhD CPE
 Levi J. Dixon BS CHFP*
 Jonathan B. Eilenberg BSc CPE*
 Randall L. Evaldez MS CPE
 Dora Hsiao MS CHFP
 Ruiqi Ma PhD CHFP**
 Jariod A. Mattert MS CPE*

Jennifer L. McMullen MS CPE**
 Brendan J. Morse MS CHFP*
 JP Plummer PhD CHFP*
 David Powers MS CHFP
 Akash Shettannavar MS CPE*
 Sharon K. Snarr MPT CPE
 Claire Wilson DPT CPE
 Kala Zimmermann-Keck MSc CPE
 Brad A. Zylstra MSE CHFP**

* Associate to Professional transition

**Reinstated

New Associate Certificants:

Gary D. Bishop MS AEP
Lisa K. Calkins MSc AHFP
Twin Destyanto MSc AEP
Natalie J. Gentry MISE AEP
Preston R. Graben MS AEP
Alexander Iozzo BS AEP
Gabriel A. Iperione BS AEP
Paul Makhoul MSc AEP**

Gordon Mitchard BA AEP
Nathan W. Pool MISE AEP
Carlie E. Sorgini BEng AEP
Richard T. Stone PhD, AEP**
Austin Vaughn BS AEP
Griffin M. Wilson BS AEP

***Reinstated*

Certificants No Longer Current (since last newsletter)

James Baker***

Caroline Burchell

Joseph Selan

****Deceased*

Retired Status

BCPE offers a retired status for those certificate holders who no longer practice or who practice no more than 15 hours per month. Retired status is awarded upon approval of the certificate holder's statement of work plus payment of a one-time \$165 retired status fee.

In Memoriam

James D. Baker PhD, CPE ret. was one of the earliest who worked with human/computer interfaces. He worked at the MIT Lincoln Labs on the Sage system and at the USAF Decision Sciences Laboratory on systems that eventually led to the internet as we know today. Jim was head of the human factors research program at the Army Research Institute, as well as previously holding faculty positions at the University of Maryland. Jim was influential on many projects and developments that are implemented today. More can be read on the [In Memoriam](#) page of the Human Factors and Ergonomics Society.

FPE Student Award Submission Deadline

The Foundation for Professional Ergonomics has announced the 2022 deadline for the Dieter W. Jahns Student Practitioner Award. The award was created in memory of Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification. The submission deadline for the 2022 award is June 30. Notification of the winner will be sent by July 31, 2022.

The annual award is given to the student (or group of students) for a project that demonstrates the major practice areas of ergonomics: Analysis, Design, and Integration. The purpose of the award is to advance professionalism in ergonomics by recognizing educational activities that demonstrate how professional ergonomists serve to make people's lives at work and at home

healthier, safer, more productive, and more satisfying. The award is open to all students in ergonomics and ergonomics-related programs. Students who have completed their graduate degrees within one year of submitting are also eligible. The award and cash prize of \$1,000 will be presented at the BCPE Reception, during the HFES Annual Meeting, October 6, 2022.

Please go to [Foundation for Professional Ergonomics](#) for complete details on criteria and format.

Job Postings

Employers reach practitioners and Jobseekers find a job! Post available job openings at the BCPE Job Bank.

Why post in BCPE listing? Not all BCPE certificants belong to the professional societies or the same associations. By posting jobs at BCPE you reach all the certificants whom you know have gone the extra mile to distinguish themselves and become certified. By posting at BCPE, you are also demonstrating support for BCPE certification. Please continue to send your Job Ads!

Job Postings at BCPE are **FREE**. In addition, we draw attention to the job by posting on LinkedIn sites including BCPE LinkedIn.

Checkout the Job Postings at www.bcpe.org for posted positions.

Calendar of Events

BCPE 2022 Calendar of Events

April 1-30, 2022 (**one month**)

April 30, 2022

May 6-7, 2022

Sep 1-30, 2022 (**one month**)

HFES Annual Meeting, 2022

HFES Annual Meeting, 2022

Nov 30, 2022

Spring 2022 Certification Examination Offering.

Application Deadline for Fall 2022 Certification Exam.

BCPE Mid-Year Business Meeting.

Fall 2022 Certification Examination Offering.

BCPE Annual Networking Reception, Atlanta, GA.

BCPE Annual Business Meeting, Atlanta, GA.

Application Deadline for Spring 2023 Certification Exam.

Professional Development Opportunities

A list of Conferences, Short Courses, Preparation Courses, and Webinars are provided as a convenience to certificants. They are neither reviewed nor endorsed by BCPE.

Resources > [Documents](#) and > [Events Calendar](#)

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Volume XXIX Number 2

Executive Director: Carol Stuart-Buttle, MS, CPE

Executive Administrator: Kris Rightmire, BS

BCPE Directors:

Gene A. Kay MS, CPE, President

Patrick L. Craven PhD, CHFP, Vice President

Shaheen Ahmed PhD, CPE, Treasurer

Sivan Almosnino PhD, CHFP, Secretary

Michael A. Boggi MSIE, CHFP

Conne Bazley PhD, CHFP

Tom Callaghan MS, CUXP

Jennifer L. Law, MS, CPE

Cynthia Rando MS, MBA, CHFP

Linda Tapp ALCM, CSP, CPTD

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