



# THE PROFESSIONAL ERGONOMIST

Spring | Summer  
2024

*The Newsletter of the Board of Certification in Professional Ergonomics*

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## President's Message

by Patrick Craven, PhD, CHFP

*President*



Greetings fellow certificants! I'd like to provide a summary of BCPE's latest efforts following our mid-year meeting in May.

First, the board voted in favor of an increase in fees, the first since 2018. BCPE was conscious of the impact that 2020 and the pandemic had on many of our professionals, and we worked to minimize that impact by preserving our existing rates. However, inflation has steadily crept up 24% since that time, and we are making a small increase in our fees as indicated below. We were able to keep our associate application, professional application, professional renewal, and exam fees below the inflation index. This is possible due to financial decisions such as continued use of an all-virtual Spring midyear meeting that began in 2020. Additionally, the all-volunteer board incurs their own travel and per diem expenses when attending the annual meeting during the HFES annual conference.

	Since 2018	Starting 2024
Associate Application and Renewal Fee	\$135 (application) \$110 (renewal)	\$150 (application & renewal)
Professional Application and Renewal Fee	\$165	\$195
Exam Fee	\$385	\$450

Relatedly, the board recently voted to discontinue our offering of the User Experience (UX) designation to new candidates. The International Ergonomics Association (IEA), of which BCPE is the endorsed professional certification within the USA, recognizes that *ergonomics* and *human factors* are two synonymous terms used to describe the same scientific discipline (HFE). The User Experience Professional Association (UXPA) points towards ISO 9241-210 which defines user experience as a “user’s perceptions and responses that result from the use and/or anticipated use of a system, product or service.” BCPE and others within HFE have long-recognized the commonalities of applying user-centered design principles with the goal of creative usable interactive systems. From an HFE perspective, UX practitioners appear to focus on areas that IEA would classify as cognitive ergonomics. This suggests that UX focuses on a subset of topics that fall under the larger HFE umbrella. Consequently, BCPE cannot justify the equivalence of UX in the same way that we can for human factors and ergonomics, and we can no longer support that as a designation. If any current certificants with the UX designation would like to change their designation, please contact Kris Rightmire at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

We thank our certificants for their continued dedication to this valuable field and BCPE looks forward to continuing to advocate for rigorous professional standards in a world with ever changing and complex systems with which we humans must interact.

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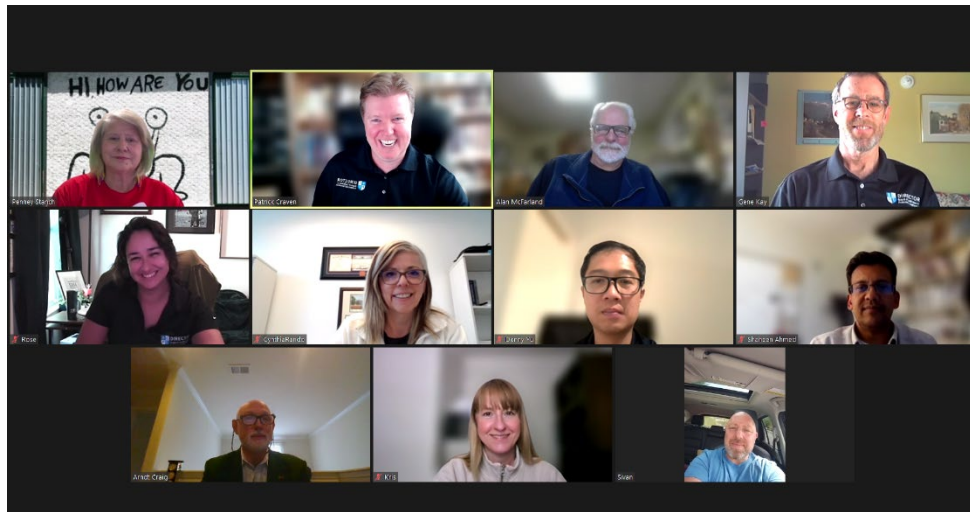
## Mid-Year Meeting Highlights

The BCPE Board of Directors held their 2024 Mid-year Meeting virtually on May 3. President Patrick Craven guided the Board during the one-day meeting with particular emphasis on arriving at consensus on important key topics.

The following are highlights from the meeting minutes.

- Last year’s application submission totals exceeded expectation, especially those for associate certification.
- 2023 expenditure estimates were not as well targeted as in years past with several accounts exceeding their budget projections. These overages have been addressed in the 2024 budget.
- The current fee structure was reviewed. Four fee structure options were presented and discussed. A motion to approve the recommended fee structure (as presented in the above article) was approved.

- Committee chairs each gave a brief overview of tasks completed since the annual meeting and tasks planned for after the midyear meeting.
- UX as a discipline and continuing to offer the UX designations was discussed at great length. It was motioned and approved to discontinue offering the UX designations.
- Alternative pathways towards achieving certification continue to be explored – how can non-traditional education and experience satisfy our requirements for certification.



*Left to right, top row: Penney Stanch, Patrick Craven, Al McFarland, Gene Kay*

*Middle row: Rose Figueroa, Cynthia Rando, Denny Yu, Shaheen Ahmed*

*Bottom row: Craig Arndt, Kris Rightmire, Sivan Almosnino*

## Annual Financial Report

BCPE’s 2023 revenue totaled \$218,015. Expenses were \$181,642. For more information see the itemization below. Certification renewal fees, along with application and exam fees continue to provide our primary revenue. Associate applications nearly doubled from the previous year while full professional applications remained steady. Our greatest expenditures other than salaries are administrative costs, technology costs, exam development and exam administrative costs, followed by marketing and meeting costs.

If you have questions concerning this report, please contact Kris at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

REVENUE		EXPENSES	
Renewal fees (& late fees)	\$171,590	Salaries and related costs	\$79,110
Application, exam (& retake fees)	45,916	Administrative costs	39,211
Miscellaneous & Interest income	509	Marketing /Business meetings	18,663
		Technology (computer, web & database)	18,797
		Exam development & administrative	25,861
<b>TOTAL REVENUE</b>	<b>\$218,015</b>	<b>TOTAL EXPENSES</b>	<b>\$181,642</b>

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## Certified for 25 years!

Congratulations to all those who, during 2024, will have held professional certification for 25 years. We appreciate the many years that you have been part of the BCPE family! Thank you for being our advocates and mentors.

Those who reach this great landmark receive a certificate in the mail. Please contact [Kris](#) if your mailing address has recently changed.

Jon Anderson MSIE, CPE  
 Patrick Dempsey PhD, CPE  
 Adrienne Drohomirecky MSIE, CPE  
 Kathleen Espinoza MBA, CPE  
 J. Murray Gibson MIE, CPE

Charles Green PhD, CHFP  
 Kathleen Kawano MS, CPE  
 Wendy R. Key MS, CPE  
 Brian Lowe PhD, CPE  
 Jerry Purswell PhD, CPE

Walter Rostykus MSPH, CPE ret.  
 Sandra Smithson-Sellers MS, CPE  
 Scott Valorose MS, CPE  
 Kurt Walecki MS, CPE

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## Certification and Exam Status

### Certificant Totals

Through June 30, 2024, there are 1,432 Certificants:

- 831 Professional Certificants
- 262 Associate Certificants
- 304 Retired Certificants (Professional and CEA)
- 35 Certified Ergonomics Associates (CEA)

### Examination

The Spring 2024 examination was held in the one-month exam window of April. We continue to offer the option of choosing either an onsite or online proctored exam session. Both delivery methods will be available again for the Fall 2024 exam, scheduled for the one-month window of September.

Summary of the Spring 2024 examination.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	40	17	<b>43</b>

## New Certificants

Congratulations to the 17 candidates who successfully passed the Spring 2024 exam and obtained Professional Certification. We also welcome the 26 new Associate Certificants since the fall newsletter to 6/30/24.

### New Professional Certificants:

Tim Arnold PharmD, CHFP  
 Anjaneya Bandekar PhD, CPE\*  
 Parul Lahoti Bhandari MS, CPE\*\*  
 Shane Beliles MFA, CPE  
 Colleen Brents PhD, CPE\*  
 Joseph Fox BSIE, CPE  
 Helen Fuller PhD, CPE  
 Christina Gustin PhD, CPE  
 Rong Huangfu PhD, CPE\*

Andrew Merryweather PhD, CPE  
 Kyle Palframan MHK, CPE  
 Andrew Patterson MHK, CPE  
 Yordán Rodríguez PhD, CPE  
 Michael Rupp PhD, CHFP  
 Rosemary Seva PhD, CPE  
 Elizabeth Sterling PhD, CHFP  
 Marianne Verderosa MBA, CPE  
 Adam Werner MS, CHFP

\* Associate to Professional transition

\*\* Reinstated

### New Associate Certificants:

Feyisayo Akinwande MISE, AEP  
 Victoria Ballard MISE, AHFP  
 John Cheeks DPT, AEP  
 Brian Coleman MA, AHFP  
 Brittney DeBoer MS, AHFP  
 Dylan DuPree BS, AHFP Peter  
 Hite MAT, AEP  
 David Imuetinyan MSIE, AEP  
 Precious Jenkins MS, AHFP

Maya Luster MS, AHFP  
 Erika Mandile MS, AHFP  
 Ashley Mayo DPT, AEP  
 Emily Nakisher MS, AEP  
 Mustafa Ozkan Yerebakan MS, AHFP  
 Cristhian Padilla MS, AHFP  
 Maya Peleg MS, AEP  
 Alexander Perko BSCA, AHFP  
 Brandon Phillips MS, AEP

Kevin Riley MS, AHFP  
 John Samaan BEng, AEP  
 Su Shen MS, AHFP  
 Nathan Specter BA, AEP  
 Jessica Trammell MS, AHFP  
 Animesh Tripathi MS, AHFP  
 Baron Watson BSK, AEP  
 Mikaela York MS, AHFP

## Certificants No Longer Current

Since the last newsletter the following individuals are no longer BCPE certified:

Nasrull Abdol Rahman  
 Laith Abuhaija  
 Anne Adams  
 Danita Baghdasarin  
 Jacob Birenbaum  
 Brian Bone  
 Daniel Buckalew  
 Bridget Collina  
 Suzanne Cresswell

Glenn Harrington  
 Ajeenah Haynes  
 Jonathan Hirsch  
 Boyi Hu  
 Aisha Johnson  
 Sohit Karol  
 Peter Kennedy\*\*\*  
 Bertrand Koh  
 Pieter Kruithof

Hali Neves  
 Maury Nussbaum  
 Jack Ogutu  
 Jongsoon Park  
 Richard Pearson\*\*\*  
 Aravind Reddy Putta  
 Kevin Reilly  
 Paul Schwartz  
 Richard Sese

Nazanin Dardashti	Garry Kupfner	Alison Smith
Derek Dawson	Mary La Lomia	Deepti Surabattula
Anthony Dwyer	Jack Laveson***	Steven Wiker
Richard Gill	Pamela McCauley	Ursula Wright
Dawn Gray	Janina Medina	KuangShu (Ayla) Yi
Amit Handa	Diana Mendoza	Stephen Young
Benjamin Hansen	Shivaprasad Nageswaran	Xuanxuan Zhang

\*\*\*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 retired status fee. If this is your situation or you are finding it difficult to meet your CoC obligation due to inactivity, email Kris at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

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## Continuance of Certification

Individuals with the CPE, CHFP and CUXP designations must submit a CoC worksheet every five years. A summary of the 2018-2023 CoC cycle follows:

	<u>2018-2023</u>
CoC Worksheets Due	105
CoC Worksheets Submitted	79
CoC Worksheets in Review	0
Leave of Absence Granted	4
Retired Status Granted	5
CoC Worksheets Not Submitted or Incomplete	17
<b>Overall Compliance Rate (for 2023)</b>	<b>75%</b>

The current CoC cycle is 2019-2024. The actual month marking the beginning and end of your 5-year cycle is based on the month you took the exam.

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## BCPE Professional Outreach

- The **Applied Ergonomics Conference** and **HFES International Health Care Symposium** were held this past March. BCPE was a sponsor with a booth at both events, thanks to the help of volunteers.
- [HFES](#). The **Human Factors and Ergonomics Society** 2024 Aspire Conference is scheduled for September 9-13, 2024, in Phoenix, AZ.

- **BCPE.** Mark your calendars for the Annual Networking Reception on September 10, from 6-8 pm. Held during the Aspire Conference and co-sponsored by the Foundation for Professional Ergonomics (FPE).
- **NECE.** The **National Ergonomics Conference** and ErgoExpo will be held October 15-17, 2024, in Las Vegas.

BCPE will have a booth at both HFES and NECE. Please keep a look out for an email calling for booth volunteers closer to these events!

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## BCPE LinkedIn Networking

Please help us be seen and grow our LinkedIn communities!

1. Use and post your credentials in all your LinkedIn communications.
2. Like, comment and share our posts.
3. Highlight yourself with a showcase post (contact [Rose Figueroa](#) for more information).

We have two LinkedIn pages:

Our **MAIN** LinkedIn page “[Board of Certification in Professional Ergonomics](#)”, managed by BCPE Directors and Staff, which is an important additional method of communicating with YOU, our Certificants. Aside from the important news being shared, we highlight individual certificants voluntarily participating in our ongoing showcase series and share all job postings published in the job bank.

We also welcome you to connect with colleagues on the *BCPE hosted* LinkedIn Discussion Page “[Human Factors, UX, and Ergonomics Discussion Page](#)”. Consider joining and posting interesting stories, work challenges or questions. Let’s build this forum for good collegial networking.

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## Volunteers

We would like to thank and recognize the certificants who have donated their time and talent to BCPE this past year. We value and appreciate your service to the organization and those seeking BCPE certification. Your effort and support contribute to our success.

Julia Abate, CPE	Rick Goggins, CPE	Mike Maddox, CHFP	Tom Rowell, CPE
Melissa Afterman, CPE	Katie Grostefon, CPE	Darren McDonald, CUXP	Raina Shah, CPE
Mark Anderson, CPE	Craig Halpern, CPE	Rachel Michael, CPE	Susan Shaw, CUXP
Brock Anderson, CPE	Chris Hamrick, CPE	Ernest Moss, CPE	Bob Smillie, CPE ret.
Lori Basham, CPE	Ed Havey, CPE	Jeanette Murphy, CEA	Sharon Snarr, CPE
Barry Berson, CHFP	Alison Heller-Ono, CPE	Jeffrey Nelson, CPE	Laura Stanley, CPE
Eugene Blumkin, CPE	Matt Heron, CPE	Michael Palmer, CPE	Rob Stuthridge, CPE
Greg Bordner, CPE	Laura Hintz, CPE	Rachel Parker, CPE	Autumn Szabo, CEA

Tom Callaghan, CPE	Debra Jones, CHFP	Martha Parker, CPE	Mark Tiemeier, CPE
Ernesto Carcamo, CPE	Dick Kelly, CPE ret.	Kendra Perdeaux, CPE	Louise Vallee, CPE
Charles Chung, CPE	John Kirkwood, CHFP ret.	Miguel Perez, CPE	Bobbie Watts, CPE
Vincent Cotto, CPE	Kristine Kohn, CPE	JP Plummer, CHFP	Kevin Weaver, CEA
Heather Ritz, CPE	Jonathan Ledbetter, CPE	Kavitha Raja, CHFP ret.	Jai Welsh, CPE
Andy Dattel, CPE	Bill Lenharth, CHFP	Martin Robb, CPE	Anna Wichansky, CPE ret.
Line Deschênes, CPE	Huiyang Li, CHFP	Michael Rodriguez, CHFP	Caley Wilson, CPE
Tara Diesbourg, CPE	Beth Loring, CHFP	Juan Rodriguez, CPE	Alice Yu, CPE
Hamid Fonooni, CPE	Bethany Lowndes, CPE	David Rose, CPE	Kala Zimmermann-Keck, CPE
Raquel Garcia, AHFP			

If we overlooked anyone, please let us know and accept our apologies.

Interested in volunteering, we welcome your involvement! The **Outreach & Communications** Committee would greatly benefit from your assistance, particularly with the **Mentor** and **Ambassador** programs. For more information, or to volunteer, please contact Kris at [bcpehq@bcpe.org](mailto:bcpehq@bcpe.org).

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## Job Postings

Employers reach practitioners and Jobseekers find a job! Post your job opening in the BCPE Job Bank. Send us the link to your position and we will link back to it. It's **FREE** and simple to do! We also share it on our BCPE LinkedIn page.

**Why BCPE?** Not all BCPE certificants belong to professional societies or the same associations. When you send BCPE your job opening, you reach the many professionals whom you know have gone the extra mile to distinguish themselves and become certified. By posting with us, you also demonstrate support for BCPE certification. Please continue to send your Job announcements!

For current positions, visit our Job Postings [page](#).

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## Calendar of Events

### BCPE 2024 - 25 Calendar of Events

Sept. 1-Sept. 30, 2024	Fall 2024 Certification Examination Offering.
Sept. 10, 2024	BCPE Annual Networking Reception, Phoenix, AZ.
Sept. 13-14, 2024	BCPE Annual Business Meeting, Phoenix, AZ.
Nov. 30, 2024	Application Deadline for Spring 2025 Certification Examination.
April 1-April 30, 2025	Spring 2025 Certification Examination Offering.
April 30, 2025	Application Deadline for Fall 2025 Certification Examination.
Sept. 1-Sept. 30, 2025	Fall 2025 Certification Examination Offering.



## Professional Development Opportunities

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

<https://bcpe.org/downloads/>

<https://bcpe.org/events/>

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# THE PROFESSIONAL ERGONOMIST

## The Newsletter of the BCPE

Spring | Summer 2024

Volume XXXII Number 1

Director of Operations: Kris Rightmire

Executive Assistant: Heather Walston

### BCPE Directors:

Patrick Craven, PhD, CHFP, President

Sivan Almosnino, PhD, CHFP, Vice President

Cynthia Rando, MS, MBA, CHFP, Treasurer

Alan McFarland, PhD Secretary

Gene Kay, MS, CPE ret.

Shaheen Ahmed, PhD, CPE

Rose Figueroa, PhD, CHFP

Penney Stanch, MPH, CPE

Denny Yu, PhD, CPE

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