



THE PROFESSIONAL ERGONOMIST

Fall | Winter
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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, and happy holidays! I wanted to provide a brief summary of the board's actions since the last newsletter.

First, we experienced a bittersweet farewell to Gene Kay and Cynthia Rando, both highly committed and dedicated board members who have concluded their terms as directors. I had the pleasure of working with both since I joined the board in 2019 and will miss the experience and wisdom they brought to every board discussion.

At the annual meeting in Phoenix, AZ, the board spent a considerable amount of time focused on concluding a multi-year analysis of our certification process. In that analysis, we identified areas where the process can better serve professionals as well as the customers and employers who seek individuals with skills in human factors and ergonomics. Practitioners in our field must bring "T shaped skills" that include a broad but shallow awareness of the whole field coupled with depth and expertise in one or more areas. Our current exam attempts to assess both the breadth and depth components at once, which is not ideal.

The board adopted a motion to modify the certification process to better reflect the journey that practitioners take. Many start that journey in an academic environment where they begin accumulating the broad knowledge of the field. Later, work on projects allows for focused work in

one or more specialized areas. These precursors set the stage for developing the necessary knowledge and skills that define a competent professional and using the CPE/CHFP designation. The changes to our certification model will enhance evaluation of the specialized knowledge that focuses on domain specializations that align with domains identified by IEA that include *physical*, *cognitive*, and *organizational* ergonomics. Finally, we recognize there is often a gap in knowledge and skills between newly certified professionals and those with significant additional experience beyond our current assessment of competence. Thus, we are defining the criteria for a level of highest recognition defined by outstanding achievements and accomplishments as a practicing professional. There is much more information to come as the specifics of this model are enacted and the board and staff are working diligently to employ this new model.

Volunteerism forms the pillar upon which these activities occur, and we welcome your assistance in realizing these plans. I thank all who already have and continue to volunteer – we received a terrific response for a call for question writers, and we look forward to receiving your inputs by late January. Conferences benefit from the time folks donate to help make others aware of what BCPE offers. Finally, for those looking to work more directly on the board I encourage you to submit an application in the late Spring as we seek to fill two positions that will be open starting the Fall of 2025.

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.

Annual Meeting Highlights

The BCPE Board of Directors held their 2024 Annual Meeting in Phoenix, AZ on September 13 and 14 at the end of the HFES Aspire Conference. The following summarizes meeting reports and activities.

- Year to date (9/13/24) a total of 91 applications have been received: 29 Professional, 50 Associate and 12 transition applications. It's anticipated these numbers will increase with the upcoming November application deadline.
- We continue to do a good job forecasting and managing our expenses. It's anticipated our yearly expenditures will remain within budgeted projections.
- Website and Operations reports forward progress in our transition to a new database and web site relaunch. These changes will provide us with more control over our data at significant savings.
- Outreach and Communications summarized accomplishments since the last annual meeting. This includes rebranding the outreach slides, updating exhibit materials and relaunching the [BCPE Store](#) with new merchandise. Social media metrics, trends and goals were also discussed.
- The Certification Committee outlined planned activities for the upcoming year to include a call for new questions and drafting and reviewing new competencies.
- A new conceptual certification model was adopted.



Left to right: Al McFarland, Denny Yu, Tom Rowell, Maggie Ma, Patrick Craven, Kris Rightmire, Cynthia Rando, Rose Figueroa, Gene Kay.

2025 BCPE Executive Committee

During the annual meeting, the BCPE Directors elected the 2024 Executive Committee:

President	Patrick Craven, PhD, CHFP
Vice President	Rose Figueroa, PhD, CHFP
Secretary	Penney Stanch, MPH, CPE
Treasurer	Thomas Rowell, MS, CPE

Awards During Annual BCPE Reception

This year's Reception was again jointly hosted by BCPE, HFES and the FPE at the HFES Aspire Conference in Phoenix, AZ. The event was well attended with guests enjoying complimentary appetizers, drinks and collegial conversation. Award presentations were also held.

Dieter W. Jahns Student Practitioner Award

This award is given annually by The Foundation for Professional Ergonomics (FPE) in honor of the late Dieter Jahns, a lifelong advocate of the practice of ergonomics and a leader in ergonomics certification.

We congratulate Setareh Kazemi Kheiri, Zahra Vahedi, and Mohammad Shakiba, PhD students in Industrial and Systems Engineering, SUNY Buffalo, for winning the 2024 Dieter W. Jahns Student Practitioner Award.

The award and a \$1,000 check were presented to Zahra, Mohammad, and Setareh during the reception in Phoenix, AZ. A second \$1,000 check was sent to the student's professor Dr. Lora Cavuoto, CPE. Their project, "A mathematical approach to model fatigue patterns in dynamic tasks" used a mathematical model with recurrence relations to reflect the residual energy of individuals during a task. **For more information visit the [FPE website](#).**



Setareh Kazemi Kheiri, Zahra Vahedi, and Mohammad Shakiba

Reprinted from the FPE website with permission.

Meet Our Directors

Incoming Directors

The BCPE welcomes two new directors to the Board of Directors: Maggie Ma, PhD. CHFP and Thomas Rowell, MS, CPE. Their terms began in September.

MAGGIE MA



Dr. Maggie Ma is a board-Certified Human Factors Professional (CHFP) and a Technical Fellow in Human Factors Engineering at The Boeing Company. She has substantial experience in developing various safety programs (e.g., reactive, proactive, and predictive) through working closely with airlines, manufacturers, maintenance organizations, ground service providers, regulatory agencies around the world. Maggie is an enthusiastic technical leader with a clear vision and a track record of successfully applying human factors knowledge and skills to improve aviation safety. In recent years, she has been focusing on transforming aircraft maintenance operations and Boeing commercial customer support operations through innovations using Mixed Reality technologies.

Maggie received her Ph.D. in Industrial Engineering/Human Factors Engineering in 2005 from State University of New York at Buffalo.

Maggie and her former lead, Dr. Bill Rankin received the Engineering Team of the Year Award for Boeing Commercial Aviation Services in February 2013. Maggie received the Boeing Service Culture Excellence Award in June 2018. Dr. Ma was selected as a Fellow by the Royal Aeronautical Society in 2023. In July 2023, she was featured in a Boeing Voices of Safety video.

THOMAS ROWELL

Tom is a Certified Professional Ergonomist with 35 years of industrial experience.

He started in ergonomics at IBM in Austin, TX where he was responsible for ergonomics program development and implementation for the site of over 10,000 employees (15 buildings, 235 acres, and 2.1 million square-feet of building space). He has years of experience with workplace evaluation and analysis, injury investigation, design review, equipment inspection,



ergonomics and safety auditing, medical staff interface to reduce injury severity and worker's compensation costs, and ergonomics training. He spent seven years as manufacturing operations manager for an OEM company that makes sanitary filters for the food and beverage industry.

He is a member of the Human Factors & Ergonomics Society and the Applied Ergonomics Society (IISE). He holds a master's degree in Industrial Engineering from Texas A&M.

Since 2014 he has been a consulting ergonomist in his own practice providing services to small, medium, and large clients throughout the United States.

From 2020 to present Tom has been involved with planning of the annual IISE/Applied Ergonomics Conference (2024 & 2025 Keynote committee co-chair). In 2021 Tom was tapped to become liaison between HFES and AES to help facilitate and grow the connection between the societies resulting from the society's MOU. In 2022 Tom was elected to a position within HFES in the Occupational Ergonomics Technical Group (HFES Aspire: 2024 OETG Program Chair).

Outgoing Directors



BCPE bids farewell to **Cynthia Rando MS, CHFP** after eight years of board service. During this time, she served as Treasurer (2018), Secretary (2024), as well as Vice-President (2019-2021). Cynthia ensured our policies and practices aligned with accreditation standards and was a valued contributor during strategic planning discussions. Thank you, Cynthia!

Thank you, Gene! **Gene Kay, MS, CPE ret.** served six years on the board. He held the leadership positions of both Secretary (2020) and President (2021-2023). In addition to chairing the Website & Operations Committee, Gene was integral to the strategic planning process and alternate pathways explorations.

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

Certification and Exam Status

Certificant Totals

Through December 18, 2024, there are 1,449 certifiants:

823	Professional Certifiants
271	Associate Certifiants
317	Retired Certifiants (Professional and CEA)
36	Certified Ergonomics Associates (CEA)

Examination

Summary of Fall 2024 exam session.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	37	11	30

New Certificants

Congratulations to the 11 candidates who successfully passed the fall exam and obtained Professional Certification. Since the last newsletter (6/19/24) to December 18, 2024, we welcomed 15 new Associate Certificants.

New Professional Certificants:

Bufford Ang MPH, CPE
 Brian DeWitt MBA, CPE
 Ben Huang MSIE, CPE*
 Kunal Khare BSc, CPE
 Samantha Loucks MSc, CPE*
 Crystal Nelson MS, CPE

Ashish Nimbarte PhD, CPE
 Michael Ozamoto BA, CPE
 Amanda Stone PhD, CHFP
 Dustin Weiler PhD, CHFP
 Patrick Wykes MA, CPE

* Associate to Professional transition

New Associate Certificants:

Shruti M. Amre PhD, AHFP
 Isaiah Barajas-Smith MPH AEP
 Alexander Barnett MS, AEP
 Christopher Brennan MSPH, AEP
 Andrew M. Cunningham BS, AEP
 Fiona Duruaku BEd, AHFP
 Viola Fan DPT, AEP

Shayla Glendenning BS,
 AHFP Tyler Guzowski MS,
 AEP Manaswini Kakunuri
 MS, AEP Ubaldo Loya MA,
 AHFP Kiran Mondal PhD, AEP
 Isaac Ntiamoah MSc, AEP
 Joey Prange MS, AEP
 Jessie Snyder MS, AEP

Inactive Certificants

Since the last newsletter the following individuals have relinquished their certification status:

Darryl Griffiths Nigel Ellis Cindy Lawton Rani Lueder

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 \$195 retired status fee.

In Memoriam

BCPE learned the following certificants passed away in the past year. Our hearts and sympathy go out to their families and friends.

Ellen Martin, BSE, AEP
Barbara Silverstein, PhD, CPE ret.

Join Us on LinkedIn!

We continue to grow our social media presence, so if you haven't already, please connect with us:

Our **MAIN** LinkedIn page "[Board of Certification in Professional Ergonomics](#)" because it is an important additional method for us to communicate with you. Aside from the important news being shared, we highlight individual certificants voluntarily participating in our ongoing showcase series and share all job postings published on the web site.

We also invite you to connect with colleagues on the *BCPE hosted* LinkedIn Discussion Page "[Human Factors and Ergonomics Discussion Page](#)". Consider joining and posting interesting stories, work challenges or questions. Let's build a good collegial networking forum.

Please be sure to include your credentials after your name whenever possible, but especially on social media. This helps increase awareness about BCPE certification and it helps us identify certificants doing great things. Even better, don't wait to be discovered! Send us your news about promotions, career changes, degrees earned, papers published or other good news so we can highlight and share your accomplishments with the BCPE community. Send your news bcpehq@bcpe.org.

FPE Student Award Submission Deadline

The Foundation for Professional Ergonomics has announced the 2025 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 2025 award is April 15, 2025. Notification of the winner will be sent by May 31, 2025.

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/FPE/HFES Joint Reception, during the HFES Aspire Conference, October 12-17, 2025 in Chicago, IL.

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

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](#).

Calendar of Events

BCPE 2025 Calendar of Events

April 1-30, 2025 (**one month**)

April 30, 2025

May 9, 2025

Sep 1-30, 2025 (**one month**)

HFES Aspire Conference, 2025

HFES Aspire Conference, 2025

November 30, 2025

Spring 2025 Certification Examination Offering.

Application Deadline for Fall 2025 Certification Exam.

BCPE Mid-Year Business Meeting.

Fall 2025 Certification Examination Offering.

BCPE Annual Networking Reception, Chicago, IL.

BCPE Annual Business Meeting, Chicago, IL.

Application Deadline for Spring 2026 Certification Exam.

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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Patrick Craven PhD, CHFP, President

Rose Figueroa, PhD, CHFP, Vice President

Thomas Rowell, MS, CPE, Treasurer

Penney Stanch, MPH, CPE Secretary

Shaheen Ahmed PhD, CPE

Sivan Almosnino PhD, CHFP

Craig Arndt, PhD, CHFP

Maggie Ma, PhD, CHFP

Al McFarland, PhD

Denny Yu, PhD, CPE

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