THE PROFESSIONAL ERGONOMIST

Fall | Winter 2020

The Newsletter of the Board of Certification in Professional Ergonomics

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President's Message

by Gene Kay, MS, CPE
President

Greetings everyone. As I write this letter we are in the eighth month of the global COVID pandemic. In the US, we are finishing a divisive election season and wrapping up one of the most intense hurricane seasons ever. Many of our BCPE certificants have experienced significant job changes or lost their work altogether. For these reasons and more, I hope you are safe, healthy, and able to take care of yourselves in these difficult times.

My name is Gene Kay and I am honored that my fellow Directors elected me to serve as your BCPE President for this year. We are a volunteer board representing the profession with diverse backgrounds in Ergonomics, Human Factors and User Experience. My area of practice has been in office ergonomics and on-line ergonomics programming for large organizations. I've also worked in physical rehab and in human performance with athletes, the US Marine Corps, police departments and fire fighters. In 1999 I earned the BCPE Certified Ergonomics Associate (CEA) credential and a few years later I earned the Certified Professional Ergonomist (CPE) credential. I'm now in my third year as a BCPE Director and I'm convinced that having BCPE Certification gave me a leg up in competitive job markets and helped me have a rewarding Ergonomics career.

At our annual meeting this fall we reviewed the health of the organization - here is a snapshot of how we see BCPE:

Strengths:

- There are a dozen or so human factors/ergonomics/user experience (HF/E/UX) certification bodies around the world and BCPE is considered by many as the 'Gold Standard'. This is supported by renewed IEA (International Ergonomics Association) recognition, the fact that we have the most certificants, and we attract both domestic and international members.
- Many of the 'leaders' in the HF/E/UX profession are BCPE certified and many big employers know that requiring BCPE Certification will bring them the most qualified candidates.

Weaknesses:

- We are not reaching new grads - graduates from some 20 HFES-accredited programs have an easy pathway to Associate certification, but not many know about this or take the opportunity. We need more outreach to and support from these HF/E academic programs.
- The BCPE value proposition is not always clear to our members, prospective members, and to the public looking for HF/E/UX expertise.

Opportunities:

- We would like to see all HF/E/UX graduates immediately apply for Associate level certification in their area of emphasis (AHFP, AEP, AUXP). For the Associate level there is no exam, no work samples, no work experience required. Graduates only need to submit official transcripts, an itemized list demonstrating they meet our academic requirements, and pay the application fee. Associates have six years to gain experience, build their portfolio and transition to Professional status.
- A second opportunity is to encourage more User Experience professionals to seek BCPE certification. UX professionals use the same core competencies of Analysis, Design, and Integration that HF/E professionals use and our existing BCPE application and exam processes can serve this growing area of our profession.

Threats:

- Many of our certificants are reaching retirement age. We had a large number of certificants when we first started out in 1992 and many of these people are now retiring and leaving the profession.
- There are a number of for-profit weekend and short-course programs that offer low-level 'certificate' programs and misleadingly call them 'Certification' programs. The public is likely confused and assumes all certifications are equal. We need to help consumers understand the value of choosing Board Certified Professionals, who have significant academic training, work experience, and passed a rigorous exam.

In closing I'd like to encourage you to remain engaged in this important work. Your efforts do matter and can make the world better. Please fly the BCPE flag and spread the word. Let people know you are credentialed; add your BCPE credentials to Email signatures, documents, presentations, publications. When on LinkedIn or other social media channels use the

hashtag #BCPE. And finally, Volunteer to help us out; write exam questions, mentor applicants, review applications, speak to students about the profession and BCPE, help out at trade shows and conferences - we are a volunteer organization and we need all hands on deck!

With Best Regards,
Gene Kay, MS, CPE

Annual Meeting Highlights

The BCPE Board of Directors held their 2020 Annual Meeting *virtually* on October 9 and 10. The agenda for this meeting focused on the Standard Setting meeting for the Spring 2021 exam and moving forward committee work. The following summarizes the meeting reports and activities.

Left to right, top row: Mike Boggi, Patrick Craven, Gene Kay
Second to top row: Shaheen Ahmed, Kari Babski-Reeves, Kris Rightmire
Third to top row: Brian Sherman, Jennifer Law, Conne Bazley,
Bottom row: Linda Tapp, Tom Callaghan and Carol Stuart-Buttle.

- From the beginning of the year to the meeting date, there were 67 applications: 13 Professional, 41 Associate and 10 transition applications. The application numbers are similar to last year. Many more Professional applications come in at the end of November, which is the Spring exam deadline.
- The Exam Committee reported on forming a panel of Subject Matter Experts for Standard Setting the pass mark on the Spring 2021 exam based on the new Core Competencies (2019). Periodic Standard Setting, along with Core Competency review and updating are standard practices of Board Certification Bodies.
- The inter-liaison committee reported the American Society of Safety Professionals (ASSP) Ergonomics Specialty Group is promoting BCPE certification amongst the group. Other liaisons with common interest groups are being sought. The Foundation of Professional Ergonomics and BCPE are forming a task force to align mission statements.
- The website is progressing well, soon to be integrated with the new database.
- The BCPE shop is open! This year, 2020 is BCPE's 30th anniversary with a T-Shirt to celebrate. Visit: http://bcpe.deco-apparel.com/

Meet Our Directors

Incoming Directors

We welcome three new Directors to the BCPE board who started their terms in the Fall of 2020. Shaheen Ahmed, PhD, CQE, CPE and Tom Callaghan, MS, CUXP are new Directors and Linda Tapp, ALCM, CSP, CPTD is our new Director at Large.

SHAHEEN AHMED

Shaheen Ahmed is an Associate Professor in the Automotive and Manufacturing Engineering Technology Department and the University Assessment Coordinator at Minnesota State University (MSU), Mankato. He is a Certified Professional Ergonomist (CPE) by BCPE, and a Certified Quality Engineer (CQE) by the American Society for Quality (ASQ). In addition to teaching and research, he provides training to local industries in the areas of his expertise, including ergonomics, quality, and design of experiments. As the University Assessment Coordinator, he provides training and feedback to faculty, staff, and administrator in the assessments and evaluations of student learning for more than 130 undergraduate and over 75 graduate programs at MSU. Shaheen Ahmed has created The Open Educator for learners, educators, and professionals all over the world promoting open-source learning and teaching. Shaheen enjoys outdoor life, including fishing, hunting, camping, biking, cycling, running, working on cars, motorcycles, and bicycles. He is a marathon runner and a long-distance bicyclist.

TOM CALLAGHAN

Tom is passionate and empathetic Certified User Experience Professional with over 30 years' experience integrating business goals, Human Factors, user-centered design, design thinking, Agile, Lean UX, and best practices into existing systems while growing research and design programs and leading multi-disciplinary teams to business and mission success.

Tom earned both his Bachelor of Science in Psychology and Master of Science in Industrial Engineering and Operations Research (Human Factors) degrees from Virginia Tech, where he also worked as a teaching and research assistant.

During his diverse career he has helped design and refine systems for astronauts, doctors, Veterans, consumers, lawyers, accountants, researchers, marketers, HR professionals, bankers, traders, and many others. Tom has worked for such companies as Lockheed, NCR, AT&T, IBM, ADP, Wolters Kluwer, American Express, and Bank of New York Mellon; and has done work for entities including the US Navy, NASA, AIG, Sears, Home Depot, the Veterans'' Administration, and Publisher's Clearinghouse.

LINDA TAPP

Linda Tapp, ALCM ,CSP, CPTD, has been working in safety and health for over 30 years and has worked in insurance, manufacturing, construction and consulting. She is currently President of SafetyFUNdamentals, an occupational safety training company that designs safety training products that help trainers deliver highly effective and engaging training classes. She currently resides in New Jersey but has previously lived and worked in Amsterdam, Munich and London. She is the author of several books and a contributor to ASSP's Consultant's Business Development Guide and the Safety Professional's Handbook. She is currently writing a book to be published by ASSP titled "Make Your Safety Training Stick." Linda frequently presents at conferences across the United States.

Linda currently serves as Vice President Finance for the American Society of Safety Professionals (ASSP) and as a Trustee of the ASSP Foundation. She is a past Director and Treasurer of the Board of Certified Safety Professionals. She has received six ASSP Safety Professional of the Year (SPY) awards including the Society's Edgar Monsanto Queeny SPY.

She completed her undergraduate work at Drexel University (BS Biology) and her Master's degree at Temple University (MS Environmental Health). In her free time, Linda volunteers in her community and for the NYC Chapter of the Association for Talent Development (ATD) and spends as much time as possible outdoors, usually accompanied by her two dogs.

Outgoing Directors

BCPE says farewell to **Brian Sherman**, MSISE, CPE who served six years on the board. He served on both the Outreach and Communications Committees and launched the Liaison sub-Committee. Thank you Brian!

Thank you Matt! **Matthew Pierce**, MBA served as our Director at Large since Fall of 2013, first finishing a term of the previous Director at Large and then his own two, 3-year terms. He contributed valuable insights from a non-certificant perspective and shared his MBA knowledge and work experiences.

Robert Torres, MS, CUXP served six years, most of which embroiled him in the Certification Committee, including the exam. Bob also served as Treasurer and Vice President. Bob's involvement and dedication is such that we are not saying good bye to him entirely; he has agreed to remain on the Certification Committee as an ex-Board member. Thank you Bob!

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.

2021 BCPE Executive Committee

On October 10, 2020 at the annual meeting, the BCPE Directors elected the 2021 Executive Committee:

President	Gene A. Kay, MS, CPE
Vice President	Cynthia Rando, MS, MBA, CHFP
Secretary	Patrick L. Craven, PhD, CHFP
Treasurer	Michael A. Boggi, MSIE, CHFP

BCPE's 30th Anniversary

BCPE incorporated in 1990 making this year our 30th anniversary – a time to reflect on the success we have had to make it to 30 years, and our appreciation of only getting this far because of the enormous number of dedicated volunteers. Many volunteers have served for more than a decade and there are activities in the past that required so many others to help with the process. We would like to extend our thanks to ALL our volunteers past and present: application reviewers; exam proctors (pre-electronic exam!); Subject Matter Expert volunteers on certification and exam related panels; question writers; CoC reviewers; mentors; booth volunteers; and those who are and have been board members, some of which continue to serve after leaving the board. So many of you over 30 years!

Thank You!

In addition, there are many of you who advocate for BCPE certification whenever you have opportunity: Professors in University programs; business owners; department managers; as well as each certificant. As Gene Kay, our President, notes at the beginning of this newsletter, we hope you continue to use your credentials proudly to expand the message that there is a profession!

Thank You!

As a Thank You -

And in celebration of BCPE's 30th Anniversary, the items at the BCPE Store are **10% off,** using the code **10OFFBCPE** that is at the top of the web page. Check out the Anniversary T-Shirt!

http://bcpe.deco-apparel.com/

Social Media

Have you seen the new BCPE social media sites? Follow the Board of Certification in Professional Ergonomics official LinkedIn page for BCPE and Certificant news as well as job opportunities. There is also a BCPE Discussion page where anyone can post questions, interesting information about human factors, news stories and more. There is also a new BCPE Twitter account so if you are active on Twitter, please connect with BCPE!

Speaking of social media, we need your help! Please be sure to include your credentials after your name whenever possible, including social media. This helps others to become more aware of BCPE designations as well as helping BCPE volunteers identify certificants doing great things. Better yet, don't wait to be discovered and send news about promotions, career changes, degrees earned, papers published and other good news to BCPE headquarters so the accomplishments of BCPE certificants can be publicized to the world. Send your news news@BCPE.org.

Certification and Exam Status

Certificant Totals

Through December 10, 2020 there were 1394 certificants:

864	Professional Certificants
239	Associate Certificants
247	Retired Certificants (Professional and CEA)
44	Certified Ergonomics Associates (CEA)

Spring Changes In The Air!

The Spring 2021 exam is the first exam based on the revised Core Competencies of 2019. The exam has been developed and standard setting conducted on the exam. To date, the vast majority of exam takers have signed up to take the exam in the last two weeks of the two month exam window. The Spring exam will initiate the NEW policy to have a **one month exam window** – April – with results given to all candidates mid-May. This allows for statistics on the exam group and is close to the former timeframe when most received their results.

Examination

Summary of Fall exam session in 2020.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	49	24	**49**

Of those taking the exam for the 1st time, 79% passed. Of the 49 total candidates, 12 were repeating the exam.

New Certificants

Congratulations to 24 candidates who successfully passed the Fall exam and obtained Professional Certification. Since the last newsletter (6/25/20) to November 19, 2020, we welcome 26 new Associate Certificants.

New Professional Certificants:

Jose G. Arroyo Vera, MS, CPE*
Tara L. Diesbourg, PhD, CPE
Rosemarie Figueroa Jacinto, PhD, CHFP
Ryan T. Goad, MSc, CPE*
Tristan R. Grigoleit, MS, CHFP
Ann M. Hall, BS, CPE
Egbert J. Hendrikse, Jr, PhD, CHFP
Thomas R. Hilgers, MS, CHFP*
Rachel L. Parker, MISE, CPE
William (Trey) A. Roady III, BS, CHFP*
Tricia L. Salzar, MPH, CPE*
Anthony S. Sanchez, MSc, CPE**
Austin K. Simons, MS, CPE
Nicholas C. Smith, PhD, CPE*
Franklin P. Tamborello, PhD, CHFP
Kenny L. Tang, MS, CPE

Kelsey E. Hitt MS, CPE*
Stephan C. Jones, MIE, CPE
Huiyang Li, PhD, CHFP
Benjamin T. Lumsden, MOT, CPE*
Anzhi Zhang, MISE, CPE*
Han Zhang, PhD, CPE
Jenny Zhao, BS, CPE*
Rachel E. Zoky, BS, CPE*

** Associate to Professional transition*
***CEA to Professional transition*

New Associate Certificants:

Sarah A. Acton, MA, AHFP
Noura Amini Pay, MS, AEP
Enas O. Aref, MPM, AEP
Cara A. Armstrong, MPH, AEP
Dana M. Brake, DPT, AEP
Michael G. Collins, MS AEP
Kaleigh E. Conroy, MS, AHFP
Zachary P. Elmer, BS, AEP
Celeste E. Franke-Joyce, BS, AEP
Kelli R. Herstein, PhD, AHFP
Craig J. Johnson, MS, AHFP
Denean M. Kelson, MS, AEP
Amber A. Liepold, MS, AEP
Gerado Lopez, MS, AHFP
Ellen R. Martin, BSE, AEP
Janina L. Medina, MS, AHFP
Karl A. Nachmann, MA, AHFP
Ivy J. Pierce, MPH, AEP
Mathew S. Reed, MISE, AHFP
Hyoung gon (Frank) Ryou, PhD, AEP
Cheryl A. Schwientek, MS, AEP
Kristen K. Sestric, DPT, AEP
Purva P. Talegaonkar, MISE, AEP
Tianke Wang, MSE, AEP
Sara Wat, BS, AEP
Xuanxuan Zhang, PhD, AHFP

Certificants No Longer Current **(since last newsletter)**

Albert Arnold*
Vincent Ciriello
David Dole
Barb Faville
Carol Heffernen
Donald Olsen
Timothy O'Keefe
Venus Rastegar*
John Shafer*
Cory-Ann Smarr Kane
Philip David Yacht

**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.

FPE Student Award Submission Deadline

The Foundation for Professional Ergonomics has announced the 2021 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 2020 award is June 30. Notification of the winner will be sent by July 31, 2021.

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 5, 2021.

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 2021 Calendar of Events

April 1-30, 2021 (**one month**)	Spring 2021 Certification Examination Offering.
April 30, 2021	Application Deadline for Fall 2021 Certification Exam.
May 7-8, 2021	BCPE Mid-Year Business Meeting.
Sep 1-30, 2021 (**one month**)	Fall 2021 Certification Examination Offering.
HFES Annual Meeting, 2021	BCPE Annual Networking Reception, Baltimore, MD.
HFES Annual Meeting, 2021	BCPE Annual Business Meeting, Baltimore, MD.
Nov 30, 2021	Application Deadline for Spring 2022 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.

http://www.bcpe.org/why-certify/resources/

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Executive Administrator: Kris Rightmire, BS

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