



THE PROFESSIONAL ERGONOMIST

Spring | Summer
2019

The Newsletter of the Board of Certification in Professional Ergonomics

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What We Are Up To

In the Spring-Summer 2018 newsletter we invited you to contribute to a needs assessment of the website. Thank you for your input! Much work has been done since: completing the needs assessment; sourcing vendors; developing an RFP; and choosing a vendor. Website design and development is affected by the connections to our database. Our current database has served us temporarily but in a limited capacity. We have chosen a vendor that can provide us with both a relational database as well as the website. Our new site is being designed for improved clarity in the steps towards achieving and maintaining certification. We are planning increased efficiencies (with phased development) to reduce workload redundancy and serve our certificants better.

We are in the conceptualization phase. In due course, we plan to have improvements such as profiles that consultants can tailor and which the public can understand, to find the help they need. Questions you may have about when your CoC might be due or whether you paid your dues, will be more transparent at your profile. If you have not checked out the webpage recently, you might be surprised at the number of job openings posted and the resource page that lists primary conferences, short courses, and webinars. We plan to continue these offerings, plus more as we grow services for our certificants. We will keep you posted!

BCPE Activities at Upcoming HFES Annual Meeting



[HFES Annual Meeting, Seattle, WA October 28- Nov 1, 2019](#)

BCPE Annual reception 6:00 pm – 7:00 pm Tuesday October 29th

Please plan to attend our **annual reception** at HFES. The reception is our thank you for supporting certification and for you to meet up with colleagues. The reception is also open to those interested in certification, so please engage those who are new!

This year, during the reception, we have two recipients for the BCPE Distinguished Service Award, **Sydney Cole and Jeffrey Fernandez, PhD, CPE.**

Sydney has been in the computer industry for more than 20 years, since before email and web sites were a regular part of everyday business. BCPE has been fortunate to work with Sydney for much of this time, after making her acquaintance while attending a computer training course hosted by Sydney back in 1999. Little did we know, this one course would evolve into a working relationship spanning two decades of information systems improvements through ongoing web and database development initiatives. While much of her career has been as a sole proprietor, at times she's had the opportunity to be a part of a company team, but even then, she's been someone we could reach out to for help and guidance. Although Sydney has since moved on to greener pastures – literally, as the owner of a small family farm – she remains passionate about technology, through the creation and facilitation of robotics clubs for middle school girls, and it is an honor to recognize her for the passion and commitment she's dedicated to BCPE over the years.



Jeff was a BCPE Board member for six years (2010-2016) during which he was President. As do all the board members, he generously devoted his time and contributed to furthering BCPE. However, Jeff also gave so much more by accepting the hand-over of the exam from Marv Dainoff; learning the exam process; and spending many, many hours bringing the process from the paper and pencil version to the electronic platform we have today. The time and commitment given to launching the pilot exam and setting the future exam delivery was above and beyond being the chair of the exam committee which he held in conjunction to President and other roles. We thank you Jeff!

Please join us to honor them at the reception in Seattle during the HFES annual conference.

During the BCPE reception, the Foundation for Professional Ergonomics (FPE) presents the Dieter W. Jahns Student Practitioner Award. The winner has yet to be announced.

We are also **sponsoring the student lounge for the day on Tuesday 10/29** and will give an overview with Q & A on certification at lunchtime in the lounge. **Come by the booth** in the exhibition hall to say “hello”! Better yet, please help us out by tending the booth. We will call for volunteers closer to the conference date.

BCPE will also be holding its annual board meeting in Seattle on November 1st and 2nd.

Mid-Year Meeting Highlights

The BCPE Board of Directors held their 2019 Mid-year Meeting in Denver, CO on May 3-4.



Left to Right: Carol Stuart-Buttle, Michael Boggi, Kari Babski-Reeves, Kris Rightmire, Gene Kay, Conne Mara Bazley, Esther Torres, Robert Torres and James Rethaber.

- President Kari Babski-Reeves steered the Board over the two-day meeting with a focus on committee activities.
- A Balanced Scorecard approach to identifying metrics of meeting BCPE vision and strategy were presented and developed. The metrics will help drive action and completion of goals.
- Director education of the certification process and accreditation requirements was proposed and approved. The intent is to relieve the knowledge residing with only a few Board members. The training will be a short series of webinars by the BCPE Psychometrician consultant Stephen Johnson, PhD of RPM-Data Inc.
- A survey subcommittee was formed to run another Certificant survey in 2020. The Board intends to collect data regularly from certificants to measure the effectiveness of BCPE and to be sure we meet certificants' needs. The last survey was in 2016.
- The Exam Committee solicited another set of questions in the Spring for the question bank. Questions are solicited twice a year, Spring and Fall. The questions will be reviewed by the exam committee.
- The core competency review is underway with a final vote required of the Subject Matter Experts Panel on the revised version. A new exam on revised competencies is anticipated for 2020.

- Proposal responses to a RFP for a new website and database were presented and a vendor, BoldEye Media, was selected by the Board.
 - The Board voted on honoring Sydney Cole and Jeff Fernandez, PhD, CPE with the 2019 Distinguished Service Award. The awards will be given to the recipients attending the BCPE Reception at the HFES Annual Meeting in Seattle, on the evening of Tuesday, October 29.
 - Director elections for the 2019-2022 term were held. Three Directors will be installed at the 2019 Annual Meeting in October, two of whom were re-elected to a second term, Michael Boggi, MS, CHFP and Cynthia Rando, MS, CHFP. The new director is Patrick Craven, PhD, CHFP.
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BCPE Professional Outreach

- **Applied Ergonomics Conference.** Held in March in New Orleans, LA. BCPE had a booth and conference bag inserts. In addition, Bill Boyd, MS, CPE, ran a session on our behalf on applying for certification, that was very well attended – **Thank you Bill!** The Foundation for Professional Ergonomics (FPE) independently held a preconference workshop on how to become certified by BCPE. The booth traffic was very good.
- **HFES International Health Care Symposium** was also held the same week in March in Chicago. BCPE supports the event, had a booth, and advertisement in the program. The booth traffic was also very good at this event.
- **NECE.** BCPE annually has a booth at the NECE event in Las Vegas. The event will be held in August, 20-23.
- **HFES.** BCPE holds an annual reception during the Human Factors and Ergonomics Society Conference, has a booth in the exhibits hall, and sponsors the student lounge for a day. The conference this year is in Seattle, WA on October 28 - Nov 1.

All outreach is dependent on volunteers contributing to reach colleagues and students. Please [contact us](#) if you would like to help us, especially to expand our outreach.

Certificants for 25 years or More!

Congratulations to all those who have held professional certification for 25-27 years. We appreciate the many years that you have been part of the BCPE family! Thank you for being our advocates and mentors.

Those achieving this landmark were certified in the early years of BCPE, when there was a large group applying for certification. Therefore, we are dividing the group between this 2019 Spring-Summer newsletter and the 2019 Fall-Winter newsletter.

Charles Abernathy, PhD, CHFP ret.
Edie Adams, MEDes, CPE
Fereydoun Aghazadeh, PhD, CPE
Thomas Albin, PhD, CPE
David Alexander, MSIE, CPE
Alfred Amendola, PhD, CPE ret.
Charles Anderson, PhD, CPE
Mark Anderson, MA, CPE
Robert Andres, PhD, CPE
Albert Arnold Jr, BS, CHFP ret.
M. M. Ayoub, PhD, CPE ret.
Walter Baker, DPS, CPE ret.
Gary Bakken, PhD, CPE
Gregory Barbato, MA, CPE ret.
William Barbre, MSIE, CPE
Alfred Bartol, PhD, CPE
David Beattie, BAsC, CHFP ret.
Gregory Bedny, ScD, CPE
Cdr. Andrew Bellenkes, PhD, CHFP
Mark Benden, PhD, CPE
Thomas Bernard, PhD, CPE
Barry Berson, MA, CHFP
Amit Bhattacharya, PhD, CPE
Joseph Birt, PhD, CHFP ret.
Alvah Bittner Jr., PhD, CPE
Klaus Blache, PhD, CPE ret.
Thomas Black, PhD, CPE ret.
Donald Bloswick, PhD, CPE
Eugene Blumkin, MBA, CPE
Thomas Bobick, PhD, CPE
Michael Boggi, MS, CHFP
James Borchartd, BA, CPE ret.
Robert Brackett, PhD, CHFP ret.
Theodore Braun, MA, CPE ret.
Steven Breidenbach, PhD, CUXP
George Brogmus, MS, CPE
William Brough, BA, CPE ret.
Maurice Brown, PhD, CPE
Stefania Brown-VanHoozer, PhD, CHFP ret.
Susanne Brownfield, PhD, CPE ret.
Timothy Buckley, BS, CPE
Peter Budnick, PhD, CPE
Brenda Burkhart, MA, CPE
James Burnette, PhD, CPE ret.
James Callan, PhD, CPE ret.
John Campbell, PhD, CHFP
Stanley Caplan, MS, CHFP
John Casali, PhD, CPE
Steven Casey, PhD, CPE
William Cesare, PhD, CPE ret.
Don Chaffin, PhD, CPE ret.

Rab Cross, MD, CPE ret.
William Cushman, PhD, CPE ret.
Marty Dagostino, MS, CPE
Marvin Dainoff, PhD, CPE
Marilyn Dainoff, MS, CPE ret.
Joanna Dankiewicz-Sznajder, PhD, CPE ret.
Richard Davids, MA, CHFP ret.
Joseph Davis, PhD, CPE
Subramaniam Deivanayagam, PhD, CPE ret.
Shelley Deppa, BA, CHFP
Robert Dewar, PhD CPE ret.
Thomas Dingus, PhD, CHFP
Jan Ditzian, PhD, CPE ret.
Alan Dorris, PhD, CHFP
Peter Doyle, PhD, CHFP
Susan Dray, PhD, CUXP ret.
Colin Drury, PhD, CPE ret.
Jerry Duncan, PhD, CPE ret.
Eric Dunsker, MS, CUXP
Peter Eisenberg, PhD, CPE ret.
Nigel Ellis, PhD, CPE
Ila Elson, PhD, CUXP
Thomas Enderwick, MA, CPE ret.
Mica Endsley, PhD, CPE
Frank Enwright, MA CHFP ret.
Richard Esposito, BS, CPE
John Etherton, PhD, CPE
Susan Evans, PhD, CPE
Delfina Falcao, PhD, CPE ret.
Sharon Falkenburg, MS, CPE
Jeffrey Fernandez, PhD, CPE
Jay Finkelman PhD, CPE
Jamie Fischer, MA, CHFP
Terence Fischer, MS, CPE
Wayne Fisher, MA, CHFP ret.
Arthur Fisk, PhD, CHFP ret.
Robert Flax, MS, CUXP
Stephen Fleger, MA, CHFP
Hamid Fonooni, PhD, CPE
Paul Frantz, PhD, CPE
Andris Freivalds, PhD, CPE
Yushi Fujita, PhD, CPE
Robert Fuld, MSIE, CHFP
Douglas Funke, MS, CPE
Sean Gallagher, PhD, CPE
Glen Gallaway, MS, CHFP ret.
Bahador Ghahramani, PhD, CPE
Sheree Gibson, MSE, CPE
Richard Gill, PhD, CHFP
Walter Gilmore, MS, CPE
Gail Gilmore, MS, CPE

Mark Hansen, MS, CPE
Douglas Harris, PhD, CPE ret.
Craig Hartley, MS, CPE ret.
Rose Hayes, PhD, CPE ret.
Timothy Hayes, MSIE, CPE
Martin Helander, PhD, CHFP ret.
Robert Henning, PhD, CPE
Robert Herron, PhD, CPE ret.
Virginia D. Hill, MAT, CPE ret.
LaVerne Hoag, PhD, CPE ret.
Mark Hoffman, MA, CPE ret.
Mark Hofmann, PhD, CPE ret.
Richard Hornick, PhD, CPE ret.
Richard Horst, PhD, CPE
Stephen Hottman, PhD, CHFP
Patricia Hubbell, MS, CPE ret.
Stanley Hughes, PhD, CPE
John Hungerford, PhD, CPE ret.
Charles Hutchins Jr. PhD, CPE ret.
Joyce Iavecchia, MA, CPE
Helene Iavecchia, MS, CPE
Andrew Imada, PhD, CPE
Frederick Imker, MA, CPE
John Ims, PhD, CPE
Scott Isensee, MS, CPE ret.
Edmond Israelski, PhD, CHFP
Kim Iwasa-Madge, BAsC, CHFP
Karen Jacobs, EdD, CPE
Ira Janowitz, MPS, CPE ret.
Roger Jensen, PhD, CPE
Barbara Jex Courter, MS, CHFP ret.
Stephen Johnson, PhD, CPE
Mark Johnson MS, CPE
Joan Johnston, MS, CPE ret.
Bradley Joseph, PhD, CPE ret.
Madina Joshi, MSIE, CPE
Maria Junge, MSIE, CPE
Edward Karnes, PhD, CHFP
Waldemar Karwowski, PhD, CPE
Andrew Keller, MA, CPE ret.
Richard Kelly, PhD, CPE
Paul Kemmerling, MS, CHFP ret.
Peter Kennedy, MS, CPE ret.
Eric Kennedy, MSIE, CPE
Joshua Kerst, BSE, CPE
William Keyserling, PhD, CPE
Howard Killam, MA, CHFP
John Kirkwood, MA, CHFP ret.
James Kondziela, PhD, CUXP
Rodger Koppa, PhD, CHFP ret.
Robert Kreigh, PhD, CHFP

Betty Chao, PhD, CPE ret.
 Sheryl Chappell, PhD, CHFP
 Ian Chong, MA Ergo, CPE
 George Chuckrow, BA, CPE
 Jeffrey Chung, PhD, CHFP
 Vincent Ciriello, ScD, CPE
 David Cochran, PhD, CPE
 Harvey Cohen, PhD, CPE ret.
 Jerome Congleton, PhD, CPE
 Kevin Costello, BSME, CPE

Richard Gilson, PhD, CPE
 Howard Glaser, PhD CPE ret.
 Joseph Goldberg, PhD, CPE
 Joseph Grikis, MA, CPE ret.
 Lia Guimaraes, PhD, CPE
 Stephen Gutmann, MS, CPE
 Daniel Habes, MSE, CPE ret.
 Susan Hallbeck, PhD, CPE
 Richard Halstead-Nussloch, PhD, CPE
 Christopher Hamrick, MSIE, CPE

Gerald Krueger, PhD, CPE ret.
 Martin Kurke, PhD, CHFP, ret.
 Mary La Lomia, PhD, CHFP
 John LaCourse, PhD, CPE
 Siu Lam, MS, CPE
 Nancy Larson, PhD, CPE
 Cindy LaRue, MS, CPE
 Kenneth Laughery Jr, PhD, CPE
 Armand Lauzon, MA, CHFP ret.
 Steven Lavender, PhD, CPE

Annual Financial Report

BCPE's 2018 revenue totaled \$193,083, essentially the same as 2017 (\$192,950), while expenses were \$199,132 reflecting about \$5.5K less than in 2017. This information is itemized below. Certification renewal fees, along with application and exam fees, provided our primary revenue. Our greatest expenditures other than salaries were administrative costs followed by exam development and exam administrative costs. These costs include the beginning of the core competency review process.

If you have questions concerning this report, please contact [Kris Rightmire](#), Executive Administrator.

REVENUE		EXPENSES	
Application, exam (& retake fees)	\$28,759	Salaries and related costs	\$124,862
Renewal fees (& late fees)	163,345	Administrative costs	25,025
Miscellaneous income	979	Business meetings	15,280
		Marketing	12,005
		Computer, web, database	3,245
		Exam development & admin	18,715
TOTAL REVENUE	\$193,083	TOTAL EXPENSES	\$199,132

BCPE LinkedIn – A networking opportunity

The LinkedIn group "[Board of Certification in Professional Ergonomics](#)", managed by the BCPE Directors, is an important additional method to communicate with Certificants. All job postings on the BCPE website are also posted on the LinkedIn site. Since the job postings opportunity became free there have been several jobs posted each month.

Consider posting interesting stories and work challenges, or post a question to colleagues. Let's build the forum for good collegial networking. To join the group click [here](#).

Certification and Exam Status

Certificant Totals

Through June 17, 2019 there are 1369 certificants:

- 898 Professional Certificants
- 211 Associate Certificants
- 212 Retired Certificants (Professional and CEA)
- 48 Certified Ergonomics Associates (CEA)

Examination

Summary of the Spring 2019 examination.

Applicant	# Candidates	# Passed	% Passed
Professional & Associate to Professional	32	19	59

New Certificants

Congratulations to the 19 candidates who successfully passed the Spring 2019 exam and obtained Professional Certification. We also welcome 37 new Associate Certificants since the last newsletter to 6/25/19!

New Professional Certificants:

Yousif A. Abulhassan PhD, CPE*
 Laura H. Barg-Walkow, PhD, CHFP
 Tami A. Blackwell, MS, CPE*
 Elizabeth D. Covalla, MS, CPE
 Drea K. Fekety, PhD, CHFP
 Jared P. Frantz, MSE, CHFP
 Caroline E. Furtak, MS, CPE
 Steven P. Gervais, MAS, CHFP
 Margaret V. Hughes, MS, CPE
 Carla M. Jaspers, MID, CPE

Joseph C. Manganelli, PhD, CHFP
 Christa J. Martindale, MSc, CPE
 Binh P.T. Ngo, MSc, CPE*
 Christine E. Norton, PhD, CPE
 Robert J. Paulsen, MS, CPE*
 Kendra L. Perdeaux, BEng, CPE*
 Mark J. Tiemeier, MA, CPE
 J'ai W. Welsh, MS, CPE*
 Chun Yu, MSc, CPE

* Associate to Professional transition

New Associate Certificants:

John M. Arnold, MA, AEP	Kevin D. Myers, MS, AEP
Pila S. Ayala, BS, AEP	Ashok Kumar Natarajan, MA, AHFP
Alexandra Ayvas, MS, AEP	Samuel L. Neff, MS, AHFP
Mohamed Badawy, PhD, AEP	Supatranai N. Nopakun, PhD, AEP
Anjaneya Bandekar, MS, AEP	Doug Pettyjohn, MS, AEP
Menekse Salar Barim, PhD, AEP	Alaina K. Preddie, MS, AEP
Russel G. Boglitch, MHK, AEP	Shemara Purto, MS, AEP
Jessica L. Chandler, MS, AEP	Aravind Reddy Putta, MISE, AEP
Jason Colberg, DPT, AEP	Kenyatta Y. Rashad, BS, AEP
Brooke E. Fenn, MOT, AEP	Bianca M. Sfalcin, MHK, AEP
Amaanat K. Gill, MS, AEP	Ashwini Sharath, MS, AHFP
Nathan C. Huizinga, MS, AEP	Sade N. Singleton, MS, AEP
Sadi D. Hulkan, MISE, AEP	Justine Stohler, MS, AHFP
Zahra Jabbarani Torghabeh, PhD, AEP	Jereme J. Stone, MS, AEP
Matthew D. Jackson, MS, AEP	Daniel J. Struble Capeles, MS, AEP
Heather L. James, MS, AHFP	Eric E. Thompson, MS, AEP
Mahmoud A. Metwali, MPH, AEP	Xueke Wang, MS, AHFP
Margaux C. Mistor, BS, AEP	Jie Zhou, PhD, AEP
David J. Moore, BS, AEP	

Certificants No Longer Current

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

Daniela Barragan	Roberto Gonzalez	Benjamin Osafo-Yeboah
Jonathan Bergmann	Olivia Hernandez	Gi Yeon Park
Ryan Billich	Egbert Hendrikse Jr.	Trevor Plizga
Nicolas Brown	Jayne Hickman	Joseph Rich
Jacqueline Cartier	Gabriela Istan	Anthony Sandoval
Marissa Christman	Patricia Jinkins	Richard Sesek
Robert Cunitz	Daniel Johnson	Richard Stocker
Brittani DeLoach	Robert Kennedy	Andrey Shvetsov
James Dewees	Patrick Lee	April Sullivan
Emily Determan	Leslie Loomis	James Taylor
Elizabeth Dowler	William Michelson	Kathryn Tippey
Kyle Foote	Drew Morris	Yubin Xi
Mahboobeh Ghesmaty Sangachin	Prithima Mosaly	Nathan Yeager
Jihyan Giordano	Melissa Murphy	Hongbo Zhang

In Memoriam

BCPE learned that the following certificant passed away in the last year. Our hearts go out to his family and friends.

Kenneth Laughery Sr, PhD

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 \$150 retired status fee.

Continuance of Certification

A **NEW** worksheet is available online under [downloads](#). The revision enhances clarity in completing the requirements, whether you work part-time, in academia, as a consultant or in industry.

Individuals with the CPE, CHFP and CUXP designations must submit a CoC worksheet every five years. A summary of the 2013-2018 CoC cycle follows:

	<u>2013-2018</u>
CoC Worksheets Due	88
CoC Worksheets Submitted	62
CoC Worksheets in Review	0
CoC Worksheets Not Submitted or Incomplete	18
Leave of Absence Granted	4
Retired Status Granted	4
Overall Compliance Rate (for 2018)	79%

The current CoC cycle is 2014-2019. The actual month marking the beginning and end of your 5-year cycle is based on the month you took the exam.

Volunteering

BCPE is having a booth at conferences in the near future for which we seek volunteers:

[NECE](#), National Ergonomics Conference & ErgoExpo, (Las Vegas, NV) **Aug 20-23**, 2019

[Human Factors and Ergonomics Conference](#) (Seattle, WA), **Oct 28-Nov 1**, 2019

Please keep this in mind and respond to our request for volunteers when we send out the email closer to the conference time. Those who are able to help with the booth receive one CoC point for volunteer work.

THANK YOU to the numerous certificants who have donated their time and talent to BCPE in the last year. We greatly appreciate your service to the organization and those seeking BCPE certification. If you are interested in volunteering, we welcome your involvement! We have standing committees related to **Communication, Outreach** and **Certification** that would benefit from your assistance. In addition, we have a Mentoring Committee that is in need of mentors! If you would like more information about BCPE volunteer opportunities, or would like to volunteer, please contact Kris Rightmire at bcpehq@bcpe.org.

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 2019 - 20 Calendar of Events

Sept. 1 – Oct. 31, 2019	Fall 2019 Certification Examination Offering.
Oct. 29, 2019	BCPE Annual Networking Reception, Seattle, WA (during HFES annual conference).
Nov. 1 - 2, 2019	BCPE Annual Business Meeting, Seattle WA.
Nov. 30, 2019	Application Deadline for Spring 2020 Certification Examination.
April 1 - May 31, 2020	Spring 2020 Certification Examination Offering.
April 30, 2020	Application Deadline for Fall 2020 Certification Examination.
Sept. 1 – Oct. 31, 2020	Fall 2020 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.

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

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The Newsletter of the BCPE

Spring | Summer 2019

Volume XXVII Number 1

Executive Director: Carol Stuart-Buttle, MS, CPE

Executive Administrator: Kris Rightmire, BS

BCPE Directors:

Kari Babski-Reeves, PhD, CPE, President

Cynthia Rando, MS, MBA, CHFP, Vice President

James Rethaber, PhD, CPE, Secretary

Jennifer Law, MS, CPE, Treasurer

Conne Bazley, PhD, CHFP

Michael Boggi, MSIE, CHFP

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