

2003—THE ROAD TO EXCELLENCE...CONTINUED

The Board of Certified Safety Professionals (BCSP) and its premier certification in the safety field, the Certified Safety Professional® (CSP®) designation, continue on a path of continuous improvement and excellence. During 2003, BCSP reached additional milestones that enhance the CSP designation and the safety profession. We will review a few of the new achievements.

One of the significant achievements for 2003 was gaining a new accreditation that will have broad international implications in the future. In August, the American National Standards Institute (ANSI) notified BCSP that it was awarded accreditation under ANSI/ISO/IEC 17024, *General Requirements for Bodies Operating Certification Systems of Persons*. Currently, at least 84 countries have signed on to this standard. The United States, through ANSI, is the first country to implement the standard. BCSP became one of five certifications in any field to have met this standard for a certification program. The other four were in information technology, business, finance, and allied health. BCSP had to make two minor changes in its operations to resolve non-conformity statements identified by the two individuals who reviewed the 19 pounds of application information and interviewed all of the BCSP staff to ensure that criteria were met. The accreditation extends to August 2008 and BCSP must file an annual report to demonstrate continued compliance with the standard. BCSP is proud to add this recognition to the others that it has already achieved.



David A. Herbert
CSP
2003 BCSP President



Roger L. Brauer
Ph.D., CSP, PE, CPE
Executive Director

Another important milestone for BCSP was signing an alliance agreement in October with the Occupational Safety and Health Administration (OSHA). The agreement covers three collaborative areas: training and education, outreach and communications, and promoting the national dialogue on workplace safety and health. Overall, the goal is to encourage safety and health practitioners to strive for enhanced knowledge of workplace safety and health programs, processes, and regulations. BCSP and OSHA representatives have already met on two occasions to establish an action plan that implements the goals of the agreement.

Through continued efforts to build awareness of the CSP designation and market the value it brings to the safety profession, BCSP has seen a 30% increase in CSP applications during 2003. Many factors affect the application rate. A great deal of credit goes to each of you who hold the CSP designation and your word-of-mouth and voluntary efforts to encourage professionalism among your peers. BCSP also thanks John L. Henshaw, Assistant Secretary of Labor for OSHA, for his continued efforts to promote professionalism in the safety and health field, both within and outside of his staff. Together, we continue to advance the importance and value that the safety professional brings to employers, government agencies and, ultimately, the public.

In summary, 2003 was another good year for BCSP. The road to excellence continues for the safety profession, those holding the CSP designation, and the CSP certification program.

A handwritten signature in dark ink that reads "David A. Herbert".

David A. Herbert

A handwritten signature in dark ink that reads "Roger L. Brauer".

Roger L. Brauer

PURPOSE AND HISTORY OF BCSP



BCSP was founded in 1969 as a not-for-profit corporation in the state of Illinois. It functions solely as a peer-operated certifying organization. It is not a member organization and does not provide services usually offered by member organizations. Membership in any organization is not a requirement for certification.

BCSP sets standards related to competency in professional safety practice. Safety professionals identify hazards and evaluate them for the potential to cause injury or illness to people or harm to property and the environment. Safety professionals recommend administrative and engineering controls that eliminate or minimize the risk and danger posed by hazards. They work with professionals in other disciplines in many different job settings. Safety

professionals work for companies, government agencies, and private organizations or offer individual professional services. They may engage in design, planning, program management, training, auditing, and other aspects of practice. They apply hazard recognition, evaluation and control knowledge and skills for equipment, systems, facilities and processes, or in operations, manufacturing, transportation, construction, insurance services, and other enterprises.

The *BCSP Bylaws* state the purpose of BCSP:

- Establish the minimum academic and experience requirements necessary to receive certification as a Certified Safety Professional, the designation of Associate Safety Professional, or other such designations established pursuant to resolution by the Board of Directors.
- Determine the qualifications of applicants and arrange, control, and conduct investigations and examinations to verify the qualifications of candidates for certificates to be issued by the BCSP.
- Grant and issue to qualified applicants, a certificate and maintain a directory of the holders of all valid certificates.
- Establish requirements for the continuance of certification.
- Represent its certificate holders in communication and, where appropriate, in negotiations with public and private agencies, groups, and individuals with respect to matters of common interest; and it will inform employers, specifiers, public officials, the public, and engineering and related practitioners of the benefits of certification.

VISION

BCSP is recognized as the leader in high quality credentialing for SH&E practitioners in order to enhance safety of people, property and the environment.

MISSION

1. Overall mission is to strengthen our position in SH&E credentialing with a focus on the U.S. market.
 - Increase market share.
 - Increase participation in credentialing market.
2. To maintain and enhance the recognition and respect for the CSP designation.
 - By enhancing respect of constituencies for the CSP.
 - By enhancing the perception of the value of credentials to all constituents.
3. To be responsive to practitioner needs in SH&E credentialing.
4. To continuously improve the credentialing process and systems to increase customer satisfaction.
5. To pursue strategies to improve the quality of credentials in the marketplace, to reduce confusion and to expand BCSP market penetration. (To promote the reduction of confusion in the marketplace through promotion of quality credentialing.)
6. To enhance the financial strength of the organization.
 - To ensure that the organization has resources to achieve the vision.
 - To maintain a reserve at 50% of total operating budget.

CERTIFICATION

The chart below illustrates the growth in the number of certifications issued by BCSP over the years. During 2003, BCSP certified 490 individuals as new CSPs.

Below is a table of statistics which summarizes the BCSP certification activity. Data are either for calendar year 2003 or reflect counts at the end of 2003.

Number of CSPs issued in 2003	490
Number of current CSPs	10,245
Number of ASPs issued in 2003	370
Number of current ASPs	878
Number of CSPs electing CSP Retired status in 2003	64
Number of persons currently holding CSP Retired status	869
Number of CSPs dropped during 2003 for:	
Failure to pay annual fee	218
Failure to meet Continuance of Certification	96

The chart below identifies how current CSPs achieved their certification.

APPLICATIONS

Applicants must meet academic and professional safety experience requirements in order to qualify for the Safety Fundamentals and Comprehensive Practice examinations leading to the CSP designation. The minimum academic qualification is an associate degree in safety and health or a bachelor's degree in any field. The minimum amount of professional safety experience is four years, depending on the degree major. Individuals apply only once.

During 2003, BCSP received 914 applications for the CSP designation.

EXAMINATIONS

Candidates for the CSP designation must pass two examinations: Safety Fundamentals and Comprehensive Practice. Individuals possessing certain other certifications and licenses by examination may apply for a waiver of the Safety Fundamentals examination; however, all CSP candidates must pass the Comprehensive Practice examination.

National accreditation standards for peer certifications require that examination contents be validated periodically against the professional practice the examination intends to measure.

The minimum passing scores rely on a modified Angoff criterion reference procedure to ensure that all candidates have the same opportunity to pass the examinations. This procedure also ensures that minimum passing scores are based on those candidates who meet minimum qualifications.

A summary of examination performance for 2003 appears below. Examination reliability is above that required for quality certification examinations.

Safety Fundamentals Examination

Number of Candidates (All Forms): 778
Mean Score (All Forms): 61.7%
Candidate Passing Rate (All Forms): 43.2%

Form 1 Standard Deviation: 15.4
Form 1 Standard Error of Measurement: 6.1
Form 1 Internal Reliability [KR(20)]: 0.84
Form 1 Decision Consistency [$K^2_{(x,t)}$]: 0.85

Form 2 Standard Deviation: 16.1
Form 2 Standard Error of Measurement: 6.2
Form 2 Internal Reliability [KR(20)]: 0.85
Form 2 Decision Consistency [$K^2_{(x,t)}$]: 0.86

Comprehensive Practice Examination

Number of Candidates (All Forms): 753
Mean Score (All Forms): 62.4%
Candidate Passing Rate (All Forms): 64.8%

Form 1 Standard Deviation: 13.5
Form 1 Standard Error of Measurement: 6.2
Form 1 Internal Reliability [KR(20)]: 0.79
Form 1 Decision Consistency [$K^2_{(x,t)}$]: 0.81

Form 2 Standard Deviation: 13.4
Form 2 Standard Error of Measurement: 6.2
Form 2 Internal Reliability [KR(20)]: 0.78
Form 2 Decision Consistency [$K^2_{(x,t)}$]: 0.84

CONTINUANCE OF CERTIFICATION

Individuals holding the CSP designation must be recertified every five years by gaining 25 points through ten activity categories in the Continuation of Certification (COC) program. Some categories have upper limits for points that can be earned. CSPs report how they earned points at the end of each five-year cycle. BCSP randomly selects a portion of those submitting COC reports for an audit to verify points claimed.

The table below summarizes COC activities for 2003.

Number of CSPs due for recertification	1,213
Number of CSPs submitting COC reports	1,190
Number failing to meet COC requirements	96
Total number recertified through COC program	1,176

In 2003, CSPs earned COC points in the following categories. Results are based on a sample of those reporting.

Category	Average Points Earned	Percent of Total Points	Percent of People
1. Professional Safety Practice	9.64	29.09	99
2. Safety Organization/Division Membership	4.76	14.20	98
3. Professional Service	2.73	8.23	42
4. Professional Publications, Papers, Technical Presentations, and Patents	0.98	2.95	11
5. Writing Examination Items	0.14	0.42	6
6. Professional Development Conference Attendance	4.48	13.39	82
7. Continuing Education Courses/Seminars	12.66	20.78	90
8. College/University Courses	1.69	5.03	15
9. Advanced Degrees	1.73	5.23	5
10. Certification/Registration Examinations	0.52	1.58	4
AVERAGE POINTS EARNED	39.33		

ACCREDITATION AND RECOGNITION

BCSP holds accreditation from one international and two national organizations that set standards for peer certification boards. The **National Commission for Certifying Agencies (NCCA)** grew out of a U.S. Department of Education grant in the 1970s. The **Council of Engineering and Scientific Specialty Boards (CESB)** emerged in the 1980s from a national conference on credentialing in the engineering disciplines. In 2003, the CSP designation became one of the first five certifications anywhere in any field to achieve accreditation under ANSI/ISO/IEC 17024. The **American National Standards Institute (ANSI)** operates this international program. Standards cover governance, audited financial disclosure, fairness in testing, validity and reliability of examinations, use of acceptable methods to set minimum passing scores, independence from membership organizations, public participation, security, recertification, and many other factors. BCSP's current five-year accreditations extend as follows: NCCA through 2004, CESB through 2006, and ANSI/ISO/IEC through 2008.

The CSP program is recognized by the **National Skill Standards Board (NSSB)**, an independent, non-partisan body created by Congress to build a voluntary national skill standards system. The CSP program complies with ASTM E1929-98—*Standard Practice for Assessment of Certification Programs for Environmental Professionals: Accreditation Criteria*. ASP and CSP examination fees of qualified individuals are eligible for reimbursement by the Department of Veterans' Affairs (VA).

BCSP MEMBERSHIP ORGANIZATIONS

The primary role for BCSP membership organizations is to nominate safety professionals for potential service on the BCSP Board of Directors. Membership organizations do not contribute to the operations of BCSP and the CSP designation. Membership organizations help assure broad representation from the profession in the governance of BCSP affairs. They do not have direct involvement in the governance of BCSP and its policies. Membership organizations may endorse the value and significance of the CSP designation as a means to identify competency in professional safety practice.

Current BCSP membership organizations, and the year each became one, are as follows:

- | | |
|--------------------------------------------------|------|
| • American Society of Safety Engineers (ASSE) | 1974 |
| • American Industrial Hygiene Association (AIHA) | 1974 |
| • System Safety Society (SSS) | 1977 |
| • Society of Fire Protection Engineers (SFPE) | 1984 |
| • National Safety Council (NSC) | 1994 |
| • Institute of Industrial Engineers (IIE) | 1994 |

GOVERNANCE

BCSP has 13 directors who oversee BCSP affairs. BCSP is not a member organization. BCSP has candidates who have applied and are pursuing certification and certificants who must meet requirements to retain their certification. Directors on the BCSP Board are the only BCSP members.

BCSP directors volunteer their time and services to attend semi-annual Board meetings, participate in committee meetings and activities, review candidate application materials to determine eligibility, and oversee other BCSP matters. Directors do not receive compensation, but are reimbursed for direct expenses.

Directors may serve two three-year terms. The BCSP Board of Directors is comprised of 13 members who represent a cross-section of the safety profession and the public. One member is a public director, not involved with the safety profession, who represents public interests. Six of the remaining 12 members are chosen among nominations from BCSP's membership organizations. The Board of Directors also elects six additional members from across the safety and health profession. All but the public director must hold the CSP designation.

The standing committees of the Board include:

- | | |
|------------------------|------------------------------------------|
| • Nominating Committee | • Professional Standards Committee |
| • Executive Committee | • Continuance of Certification Committee |
| • Finance Committee | • Professional Development Committee |

GENERAL FINANCIAL CONDITION

BCSP receives funds through four means: **application fees** that cover application and evaluation processing costs, **examination fees** that cover basic costs for registration, examination delivery, reporting of results, and analysis of examination performance, **annual renewal fees** that cover governance, examination development and maintenance, facilities, equipment, supplies, and other support services and expenses, and other **miscellaneous income** derived from the sale of directories, self-assessment examinations, etc.

The Board, Finance Committee, and staff continually strive to improve customer service and increase certification value, while minimizing expenses.

During 2003, BCSP exceeded the net revenue forecast in the 2003 budget and contributed to reserves at a rate beyond the annual goal.

The charts below show how income and expenses are distributed in general. The following pages contain the 2003 audited financial statement.

AUDITED FINANCIAL STATEMENT

AUDITED FINANCIAL STATEMENT *continued*

CONTRACTED SERVICES

BCSP obtains a variety of services through contracts. A summary of services appears below.

CASTLE Worldwide, Inc., Research Triangle Park, NC (www.castleworldwide.com)

Columbia Assessment Services (CAS) was merged into CASTLE as a subsidiary in 2000. CASTLE stands for CAS Testing & Learning Enterprises. It remains a national provider of services in support of peer certification organizations like BCSP. CASTLE services include examination development, item editing, examination and item analysis, minimum passing point studies, job analysis and validation studies, foreign examination delivery, and expert psychometric consulting. CASTLE has nationally-recognized psychometricians on its staff.

Thomson Prometric, Baltimore, MD (www.prometric.com)

Thomson Prometric, a part of The Thomson Corporation, is a global leader in technology-enabled testing and assessment services for information technology certification, academic admissions, and professional licensure and certifications. Thomson Prometric performs services related to candidate appointment scheduling and appointment management, examination encryption and production, computer-based examination delivery and examination security, and examination results management for BCSP.

Other Contracted Services

BCSP obtains services from a variety of local businesses. Included are legal services, audit services, temporary help, computer and network setup, maintenance and administration, computer and Internet programming, technical editing of draft examination items, printing and publication, mailing services, graphic design, photography, and other business services. Major providers include:

- General Legal Services
Erwin, Martinkus & Cole, Ltd.
- Intellectual Property Legal Services
Leydig, Voit & Mayer, Ltd. (Chicago)
- Audit Services
McGladrey & Pullen, LLP
- Systems and Programming Services
KSC Systems
- Design and Graphic Arts Services
Image Graphics
- Mailing Services
Direct Impressions, Inc.
Strategic Marketing and Mailing
- Printing Services
Crouse Printing
Insty Prints Business Printing Services
The E.J. Rieble Company
Superior Printing

2003 DIRECTORS AND OFFICERS



PRESIDENT

David A. Herbert, CSP
Consultant
Herbert Management
(At Large Director)



S.Z. Mansdorf, Ph.D., CSP, CIH
Safety, Industrial Health & Environment Director
L'Oreal, Production & Technology
(American Industrial Hygiene Association)



VICE PRESIDENT

Henry Smablik, CSP, CIH
Manager, Consulting & Training Services
Homeland Security Division
Hagemeyer North America
(American Industrial Hygiene Association)



Donald M. Ostrander, CSP
Director, Product Development
Occupational Safety and Health Services
National Safety Council
(National Safety Council)



SECRETARY/TREASURER

Curt L. Lewis, CSP, P.E.
Corporate Manager, System Safety
American Airlines
(At Large Director)



Jeffrey L. Robinson, CSP, P.E.
Manager, Facility Support
Westinghouse Inc. Closure Business Unit
(Society of Fire Protection Engineers)



PAST PRESIDENT

S.C. Burkhammer, CSP, OHST, P.E.
Principal Vice President (Retired)
Bechtel Group of Companies
Director, Office of Construction Services
Occupational Safety and Health Administration
(American Society of Safety Engineers)



Paul G. Specht, Ph.D., CSP
Professor of Occupational Safety &
Environmental Health
Millersville University of Pennsylvania
(At Large Director)

DIRECTORS



Paul S. Adams, Ph.D., CSP, P.E., CPE
Manager, Safety Engineering and Ergonomics
EnSafe Inc.
(Institute of Industrial Engineering)



Richard Stephans, CSP, P.E.
Consultant
(System Safety Society)



Thomas F. Bresnahan, CSP
Principal Associate
Bresnahan Consulting Associates
(American Society of Safety Engineers)



PUBLIC DIRECTOR

Patricia Scharer, Ph.D.
Professor
The Ohio State University



Larry W. Jones, CSP
Specialty Engineering Manager
Dynerics, Inc.
(System Safety Society)

BCSP STAFF



EXECUTIVE DIRECTOR

Roger L. Brauer,
Ph.D., CSP, P.E., CPE



Financial Consultant
(Contractor)
Angela Kluth,
CPA



OPERATIONS

Customer Service
Coordinator
Barbara Manolakes



Administrative
Assistant
Linda Charles



MANAGER OF COMMUNICATION AND MARKETING

Heather Murphy



Customer Service
Associate
Jennifer Heinold



Special Assistant
J. Mark Hance,
CM



MANAGER OF BUSINESS SYSTEMS

Sean Conklin



Customer Service
Associate
Jolene Keach



EXAMINATION DIRECTOR

Steven G. Schoolcraft,
CSP, P.E.



Systems Developer
(Contractor)
Paul Kohler
KCS Systems



Customer Service
Clerk
Jada Minor



Examination
Assistant
Andrea Nolan



Operations
Clerk
Alicia Neils-Millsap



DIRECTOR OF FINANCE AND HUMAN RESOURCES

Dennis Archer,
PHR



Financial
Assistant
Jana Pflugmacher

ACHIEVEMENTS AND MILESTONES

During 2003, some of the achievements and milestones of BCSP included the following:

- BCSP signs agreement with OSHA to enhance safety professionals' education and professional expertise.
- BCSP receives international accreditation from ANSI under ANSI/ISO/IEC 17024.
- BCSP begins offering CSP logo products.
- All CSP Specialty examinations (Construction Safety, Ergonomics, and System Safety) recognized by NSSB.

JOINT VENTURE: CCHEST

Together with the American Board of Industrial Hygiene (ABIH), BCSP operates the Council on Certification of Health, Environmental and Safety Technologists (CCHEST), formerly the ABIH/BCSP Joint Committee. CCHHEST provides safety and health certifications for technologists, technicians, and supervisors. BCSP provides staff support for CCHHEST (www.cchest.org). Current certifications offered are:

- OHST: Occupational Health and Safety Technologist (since 1985)
- CHST: Construction Health and Safety Technician (since 1994)
- STS-Construction: Safety Trained Supervisor in Construction (since 1995)

All of these programs are nationally accredited by CESB and recognized by NSSB. OHST, CHST, and STS-Construction examination fees of qualified individuals are eligible for reimbursement by the VA.

NEW CSPs IN 2003

MELISSA ABBOTT
RASHID ABDULLA
ERIK ABKEMEIER
KAREN ACKER
ROBERT ACKER
ROBERT AGNEW
C ALLEN
PALLIN ALLEN
PAUL ANDERSEN
GAYLA ANDERSON
JASON ANDERSON
JOHN ANDERSON
PATRICK ANDERSON
WILLIAM ANDERSON
JOHN ANDRACKI
TREVOR ANSBRO
JOHN ARMSTRONG
DAVID ARNOLD
JAMES ASH
DAVID AUSMUS
PHILIP AZAR
BARRY BAIRD
KEVIN BALFANZ
STEPHEN BARKER
ZACHARY BARNETT
KIRK BARROW
LYNN BATEMAN
DOUGLAS BEACH
COREY BEACOM
DENNIS BEAUMONT
DANIEL BECK
TIMOTHY BELITZ
SAM BENNIKUTTY
RYAN BERGER
SCOTT BERGERON
JASON BERRINGER
ROBBIE BERRYMAN
MAXWELL BERTRAM
SCOTT BERTULIS
DAVID BIRK
ERIK BISH
DAVID BLACK
MELISSA BLACK
KREG BLAKNEY
REX BLEVINS
TIMOTHY BLODGETT
MARY BOBBITT
TRAVIS BONINE
IRA BORTNICK
EDEN BOZMAN
JAMES BRANNON
CYNTHIA BRAUN
DAVID BREITIGAM
DAVID BRICKEY
DEBORAH BRIGGS
KENNETH BROADSTREET
JACK BROWN
MICHAEL BROWN
STEVEN BROWN
TERRENCE BRYAN
SHAWN BRYANT
ROBERT BUCCAFUSCO
JAMES BUCHA
DON BUCKMAN
WILLIAM BULLOCK
GARRETT BURKE
WALTER BURNS
DANIEL BUSHEY
SONYA BUTLER
JOHN BUXTON
CASEY CAIN
KEVIN CAIN
JOSEPH CALCATERRA
WILLIAM CALDWELL
JOE CALLER

GREGORY CAMPBELL
JOHN CAMPBELL
OSCAR CANO-SANTAMARIA
ANGELO CAPARELLI
JEFFREY CARLSON
JAMES CARLTON
SONJI CARTER
WILLIAM CARTER
MICHAEL CAUGHEY
GARY CHAMBERS
CHARLES CHAPMAN
DANIEL CHARLES
BEVERLY CHEN
SOMADEEPTI CHENGALUR
ANGELO CHINNI
BRUCE CHOPPER
BRAD CIGNETTI
ANTHONY CIUFFO
BRIAN COGBILL
TOM COLLINSON
SCOTT CONE
JEFF COOK
HENRY CORLEY
JACK CRAIGHEAD
JEAN CRANSTON
CLIFFORD CROSBY
CHARLES CUNARD
RICK CURTIS
PATRICIA CUSHMAN
ROBERT DAHL
SHARON DANANN
CLAY DAVIS
THOMAS DAVIS
VICTOR De CANDIA
BRADY DEAL
RICHARD DEBUSK
RYAN DEINES
PAUL DIAZ
SUSAN DIERKSEN
WILLIAM DIESSLIN
PAUL DIFRANCEISCO
MARIBETH DOBBINS
KEVIN DODSON
MARY DOMBROWSKI-DAVIS
JOHN DONNELLY
MICHAEL DONOHUE
RICHARD DOWNS
JAMES DRAKE
ERIK DUNLAP
DAVID DUNN
JEFFREY DURBIN
WILLIAM DURHAM
LEE DUTCHER
MICHAEL DYKE
ERICK EASTES
HARRY EATON
RANDALL EKSTROM
DONALD ELAM
CHARLES ELLINGSWORTH
TRAVIS ELLIS
MICHAEL END
ROLF ERGA
THURSTON ERICKSON
SHARON ERNEST
NATHANIEL FAULKNER
JOHN FERNANDEZ
JAMES FERNANDO
PAMELA FERRANTE
KENNETH FISCHER
MICHAEL FORSTER
MAUREEN FOWLER
LAURIE FRANCIS
FRANK FRASER
WILSON FRAZIER
RICHARD FREY

GREGORY FULLENKAMP
ALBERT GAJDOSIK
CHERYL GALE
WILLARD GIBBONS
JAMES GIBBONS
SCOTT GIBSON
KENNETH GILLESPIE
LISA GILPIN
SUSAN GOLANSKI
SUSAN GONZALES
RICHARD GOODMAN
JAMES GOSS
JAMES GOTAY
KENNETH GRACE
MICHAEL GRATZER
LESLIE GRAVES
JAMES GREGOIRE
PHILIP GRESENS
JAMES GRIFFIN
JEFFREY GRILL
BRIAN GRIMES
MICHAEL GROGAN
EDWARD GUILD
TOMMY GUTHRIE
CURTIS HADLEY
RONDA HAGGERTY
DAVID HALL
ZIBA HAMILTON
ERIC HANSON
WILLIAM HARLEY
MARK HARRIS
ROBERT HARRISON
RANDY HART
PAUL HART
DWAYNE HARTMAN
KIPP HARTMANN
KEITH HASELMAN
KHALID HASNA
DAVID HASTINGS
KEVIN HAUGHABOO
JON HAVELOCK
CARROLL HIGDON
DAVID HILL
PETER HILL
JOHN HOBBS
LARRY HOFFMANN
DUSTIN HOFFPAUIR
BRIAN HOLEN
RAYMOND HOLLUB
STEVEN HOOGLAND
BRIAN HOPE
JAMES HOPPER
GAIL HOUSE
STEPHEN HOWARD
MINDAR HSIEH
MAUREEN HUEY
HARRY HUNSAKER
DONALD HURLEY
ELLA IOTT
CHARLES JARED
MARY JENISON
STEPHEN JENKINS
MARY JO JENSEN
ALBERT JOHNSON
WILLIAM JOHNSON
PAUL JOHNSON
THOMAS JOHNSTON
QUINTIN JONES
ROBERT JONES
NICHOLAS KACHUR
MARK KASCHMITTER
JUDY KELLER
EDWARD KELLEY
THOMAS KELLOGG
EDWARD KENNEDY

JAMES KINSEY
FREDRICK KNACK
SARAH KOCH
TIMOTHY KOCIS
KENNETH KOROLL
DANIEL KRAMER
STEPHEN KRAMER
GORDON KROEMER
STEVEN KRUEGER
JAMES KULIS
WILLIAM KUZNIAK
WAYNE LACOMBE
THOMAS LADUN
MICHAEL LAEMMERHIRT
JOSEPH LAMALVA
LEO LAMARRE
BRUCE LAMBERT
DONALEA LANDES
CHARLES LANE
PETER LANGLEY
MICHAEL LAPERCHE
DANIEL LARSEN
LAURI LAUDANO
JAN LAUNDER
DANIEL LAVOIE
JENNIFER LAWLESS
JOHN LEONARD
PETER LEUNG
JOYCE LEW
PHILLIP LEWIS
J SCOTT LIND
TREVOR LINDEMIEER
MATTHEW LOOKER
LINDA LOPEZ
MICHAEL LORENZO
STEPHEN LOWMAN
ROSE LULEWICZ
DONNA LYNCH
STEVEN LYTH
WAYNE MACKENZIE
DOUGLAS MAHURIN
FREDERICK MALABY
STUART MALONE
ROGER MANEVAL
STEPHEN MANNING
BRIAN MARCYJANIK
PATRICK MARTIN
PETER MAYERNIK
CATHERINE MCADOO
JOEL MCALISTER
SCOTT MCALPINE
PAUL MCCARTHY
STEVEN MCCARTY
HENRY MCCOURT
POWELL MCDONALD
BRUCE MCFARLANE
MICHAEL MCGAWLEY
BYRON MCGEE
BRIAN MCGUIRE
DAVID MCINTOSH
JOSEPH MCKILLIPS
KEITH MEHOLIC
RICHARD MESKER
THOMAS METZNER
JOHN MEYER
SCOTT MEYER
ISSAC MILES
PAUL MILLER
DOUGLAS MILLS
WENDELL MILLS
DAVID MINOR
KEVIN MIRE
ALICIA MITCHELL
MARK MONROE
PETER MONTAGNA

NEW CSPs IN 2003 *continued*

ALBERT MOORE
RYAN MOORE
JERRY MORGAN
GARY MORRIS
FRED MOSKOWITZ
BRANDON MUFFOLETTO
P MURALI
SIOBHAN MURPHY
KAREN MURPHY-DANIELS
ERIC MURRAY
FRANK MURRAY
BRADY MYERS
JAMES NELSON
SUSAN NELSON
JANNA NEWBROUGH
PHILIP NEWTON
WILLIAM NIXON
CARLOS NORRICK
BARBARA O'KANE
MICHAEL OLENDORF
ROSEMARIE OLNEY
BRYAN OLSEN
JULIA OLSON
ROBERT OSBORN
DAVID OSETEK
JAMES OSWALT
JEFFREY OWENS
GREGORY PALADINI
MELISSA PANTER
DAVID PAOLETTA
TERRY PARSONS
PRUTHVISH PATEL
CLIFFORD PATTERSON
DEBORA PEARCE
DONNA PEARSON
S PECK
DENNY PEEPLES
AMBER PERRY
DOUGLAS PERRY
STEPHEN PERRY
CHRISTOPHER PETERS
CHRIS PETTINATO
ELANA PLUCKROSE
HALET POOVEY
BRET POPP
STEVEN POPP
KIRK PORTER
ANTHONY POWELL
MARIE PUCKETT
VANDA PUHALOVICH
WILLIAM PUTRE
CHILAKALA REDDY
SHELDON REDPATH
ANDREW REED
MARK REED
STEVEN REISCHMAN
GENE REK
PETER REYHER
RONALD REYNOLDS
SHAWN RICHARDS
BENJAMIN RICHARDS
JACQUELYN RICHARDS
THOMAS RILEY
DANA RIPLEY
DAVID ROBBINS
ANDREW RODGERS
JENNIFER RODRIGUES
ERIC ROSEMANN
LEWIS ROSS
THOMAS ROUNTREE
JON ROUSH
DOUGLASS ROWLAND
CHARITY ROY
NEIL RUBIN
JONATHAN RUPP

BRANDON RUSSELL
DANIEL RUSSELL
DONALD RUST
GREGORY SACHSE
PATRICK SALANDI
DOUGLAS SANDERS
ROBERT SANDS
SAMUEL SANGUEDOLCE
KEVIN SCANNELL
ANDREW SCANO
ERIC SCHOL
TERRANCE SCHOONOVER
SCOTT SCHRILLA
ANN SCHUBERT
BRUCE SCHUBERT
DINA SCOTT
FRANCENE SCOTT-DIEHL
THOMAS SEARS
PATRICK SHARP
CHARLES SHIELDS
CHARLES SHOGREN
GERALD SHORT
CRAIG SHURSON
JEFF SICKAU
REBECCA SIEMENS
ALLEN SINCAVAGE
JERRY SMITH
ROBERT SMITH
PHILIP SMITS
JACK SNIDER
NATHAN SNYDER
JEFFREY SPENCER
MARK SPITZER
MARTIN ST JOHN
TEKLA STALEY
RAYMOND STANTON
MICHAEL STARKMAN
MICHAEL STARR
KELLY STATES
KEVIN STAUBUS
DWIGHT STEVENSON
VELLA STRICKLAND
JUDITH STROEH
RAM SUGA
JAMES SWITZER
STEVEN SYLVESTER
JASON TACKETT
MALINDA TANGE
KEVIN TARWATER
J. TATE
JON TAYLOR
RICHARD THOMASSON
PETER THOMPSON
JACK THORNER
TROY TORBETT
CARLA TREADWELL
D TROYER
ANNE TURNER
RANDAL TUSZKA
ROBERT UPTON
JOHN URBAN
TODD URBAN
RON VANDENDORFER
ROBERT VARNON
HOWARD VASEY
FRANK VAUGHAN
CHAD VEACH
JOHN VOGLER
MARY VORNDRA
CHRISTOPHER WALKER
KENNETH WALKER
SCOTT WALKER
SEAN WALKER
SHANNON WARNER
GUY WASKI

CRAIG WEBER
DAN WEIDLEIN
KAREN WEIG
CHARLES WELLS
WARD WENZEL
EDWARD WERDEN
MARY WESTERBERG
SHELLEY WHEELING-PARK
JASON WHICHARD
WILLIAM WHITE
WAYNE WHITE
MARGARET WHITEHEAD
JOHN WHITESIDES
ANTHONY WHITING
THOMAS WHITMAN
HOLLY WICK
JONATHAN WILBY
ERIC WILLIAMS
WILLIAM WILLIAMS
WAYNE WILLIAMSEN
REGINALD WILLS
DANIEL WILSON
WILLIAM WILSON
PATRICK WINEBURNER
ROBERT WINTERS
WILLIAM WITHROW
MICHAEL WOOD
JEFFREY WOODRING
GEOFFREY WRIGHT
STEVEN WRIGHT
KIRK WULF
WILLIAM YARBROUGH
BRENT YEAGY
RICHARD YIM
ALLEN YOU
DEBORAH YOUNG
JAMES YOUNG
BRIAN ZACHETTI
EILEEN ZAURA
LUIZ ZITO

RESPONSIBILITIES OF CSPs

Ethics and Professional Conduct

In applying for and achieving the CSP designation, candidates and certificants agree to abide by the *CSP Code of Ethics and Professional Conduct*. Achieving ethical professional practice can sometimes be difficult, however, CSPs are required to protect people, property, and the environment while keeping the interests of employers and clients in mind. The *CSP Code of Ethics and Professional Conduct* is a guide for making professional safety practice decisions.

When there are substantiated violations of the *CSP Code of Ethics and Professional Conduct*, BCSP acts through its disciplinary procedures to reprimand individuals or suspend or revoke certifications. BCSP publishes the disciplinary procedures, along with the rest of the *BCSP Bylaws*, on the BCSP web site (www.bcsp.org).

Keeping BCSP Informed

Those holding the CSP designation have an obligation to keep BCSP informed of their current mail and email addresses. BCSP must be notified when someone moves or changes employment. BCSP can provide the best support for candidates and certificants when their data is current and accurate. Address changes can be made on the BCSP web site. Name changes require documented proof of the change before BCSP can change an individual's record.

Authorized and Unauthorized Use of the CSP Designation

Once individuals become CSPs, the fundamental concept is that if they engage in professional safety practice at all, they must either meet the requirements to retain the certification or they will lose it. CSPs must pay an annual renewal fee and must meet COC requirements by achieving 25 points every five years to retain their certification. Individuals failing to meet these two requirements lose the right to use BCSP designations.

Individuals who are no longer engaged in professional safety practice, may chose CSP Retired status. The status does not mean that one is retired from regular employment or a long-held position. CSP Retired indicates that a person once held the CSP designation and no longer meets the requirements to retain it, but wishes to retain a connection to the CSP designation. Someone electing CSP Retired status is not allowed to use the CSP or Certified Safety Professional designations. BCSP considers claiming to be a CSP unauthorized use of the designation when the requirements to achieve or retain the CSP designation have not been met.

BCSP takes action against individuals who claim to hold BCSP designations, but have never achieved them or have lost the right to use them. BCSP will act against such individuals when there is clear evidence that they have used BCSP designations on business cards, resumes, letters or other documents and BCSP has an address by which to contact the unauthorized user. Employers, those holding the CSP designation, and others provide assistance in identifying individuals who may be using the CSP designation without authority. A list of individuals who have used the CSP designation without authority is published on the BCSP web site.

BCSP publishes certification status several ways. A list of those meeting current certification requirements appears on the BCSP web site within the online *BCSP Directory and International Registry of Certified Safety Professionals* (updated daily). BCSP also has a more comprehensive directory available in electronic format.