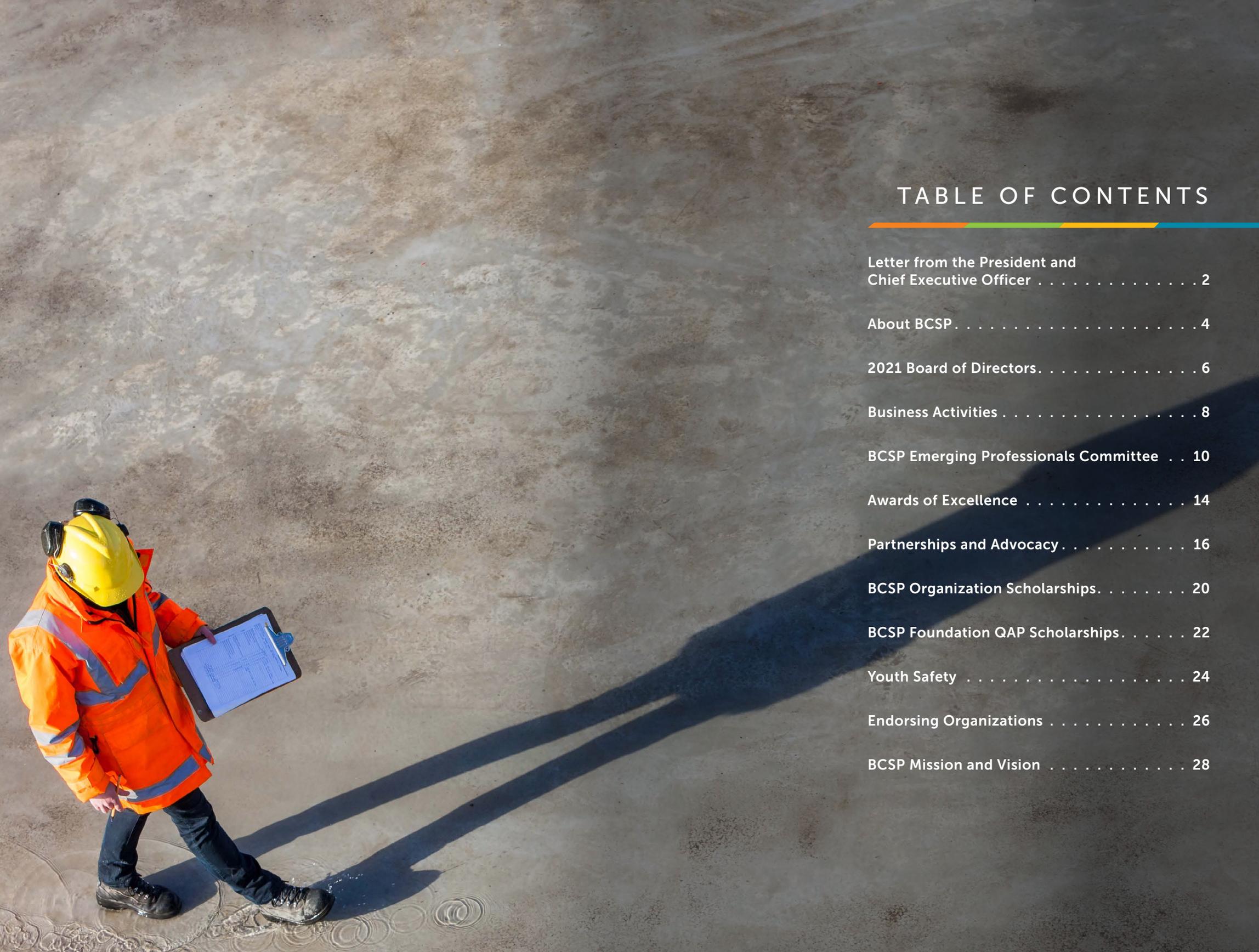


ANNUAL REPORT

2021



**BCSP** | Board of Certified<sup>®</sup>  
Safety Professionals



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# LETTER FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

BCSP has built a reputation as the gold standard in safety credentialing for more than 50 years. We are proud of our history and our position as a leader in the Safety, Health, and Environmental (SH&E) profession. We hold this foundation paramount as we lead the way into the future.

Like it did for many organizations and individuals, the year 2020 altered our perspective in various areas. It reinforced how quickly things can change and how important it is to be adaptable. Through all the uncertainty, our primary focus was on our mission and ensuring we meet the needs of our stakeholders globally.

With that at the top of mind, the year 2021 was critical in laying the foundation for the future. We hired a chief executive officer to foster a positive culture and lead the organization forward with new strategies and collaborative ideas. We developed a two-year strategic plan built around three pillars:

advancing the industry, supporting our credential holders, and furthering our mission through strategic partnerships.

We developed our new core values—**B**e respectful, **C**reate a positive culture, **S**erve as leaders, and **P**rotect others – to coalesce and crystalize our commitment to a shared vision. Together, those four values inform how we interact, both inside and outside our organization, and how we provide the best resources to advance safety.

We laid the groundwork for many projects coming to fruition in 2022. As we keep an eye toward supporting our credential holders throughout their career journeys, we are proud to undertake projects like our Emerging Professionals Committee—engaging with the next generation of safety practitioners and identifying their needs. We are also proud to offer events like the Global Learning Summit, an initiative to provide world-class professional development at an affordable price through a virtual format.



A stylized, handwritten signature in black ink.

**JOAQUIN M. DIAZ**  
CSP, CHST, OHST, CIH, QEP  
*President (2021)*

We continued to broaden our global footprint, expanding professional growth and development opportunities in India, the Middle East, and Africa. We signed a Memorandum of Understanding with the Jordan Engineers Association, engaged in a partnership opportunity with the Kuwait Society of Engineers, and participated in the Saudi International Conference for Industrial Safety and Loss Prevention.

Through international recruitment, we bolstered our Ambassador program to provide local representation and develop meaningful relationships worldwide. We are grateful for their important contributions and advocacy for the value of safety certification.



A stylized, handwritten signature in black ink.

**CHRISTY UDEN**  
CAE, IOM  
*Chief Executive Officer*

We have an exciting path ahead, producing innovative solutions that serve our BCSP credential holders and the overall safety community. BCSP's commitment to delivering excellence extends beyond examination; we are here to support you throughout your credentialing journey.

# ABOUT BCSP

Since 1969, the Board of Certified Safety Professionals (BCSP) has been setting and certifying the technical competency criteria for safety, health, and environmental practitioners.

In that time, many joined us as pioneers, improving safety practice by meeting the challenge of achieving and maintaining quality, accredited safety certification—The Gold Standard.



As BCSP begins the second half of our first century as an organization, what we have built has rewarded us with many new and exciting opportunities to advance safety. As we head into the future, we will ensure no one is left behind. BCSP will continue to create the path forward.

# 2021 BOARD OF DIRECTORS

The BCSP-elected Board of Directors is comprised of members who represent a cross section of the safety profession and the public. Directors may be chosen among nominations from BCSP's endorsing organizations or at-large. At least one member is a Public Director not involved with the safety profession who represents public interests. All Directors volunteer their time and services to attend semi-annual board meetings, participate in committee meetings and activities, review certification-related initiatives, and oversee other BCSP matters.



**JOAQUIN M. DIAZ**  
**PRESIDENT**

CSP, CHST, OHST, CIH, QEP



**LESLIE STOCKEL**  
**VICE PRESIDENT**

CSP, SMS



**V. RAYMOND (RAY) FERRARA**  
**TREASURER**

CFP



**MARIO A. VARELA**  
**PAST PRESIDENT**

CSP, ASP



**TERESA A. COLE**

CSP



**ASHOK GARLAPATI**

CSP, FASSP, CFIOH, QEP



**JAY R. HARF**

PhD, CSP



**BRUCE D. HOLLCROFT**

CSP, ARM, CHMM



**PATRICIA A. KAGERER**

CSP, CPCU, ARM, CRIS



**BRUCE K. LYON**

CSP, SMS, PE, ARM, CHMM



**REGINA MCMICHAEL**

CSP, CIT



**DONALD A. ROBINSON**

PhD, CSP, PE

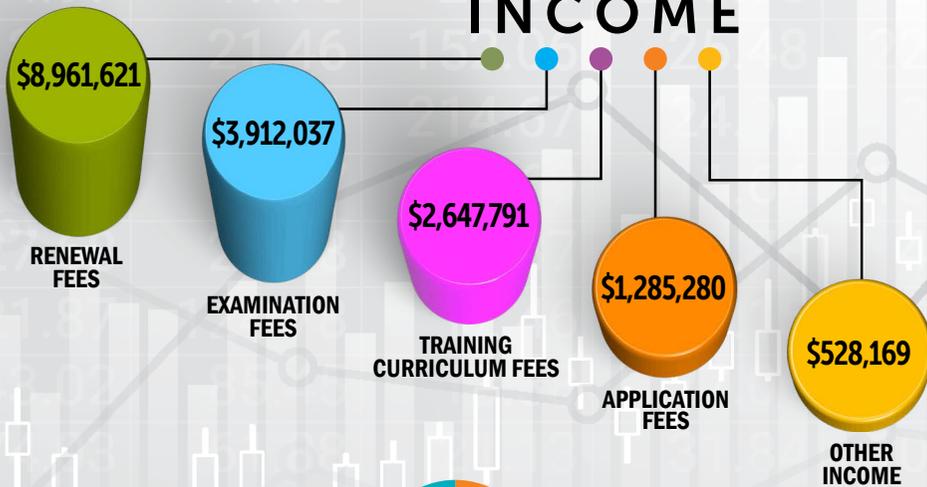
Directors

Officers

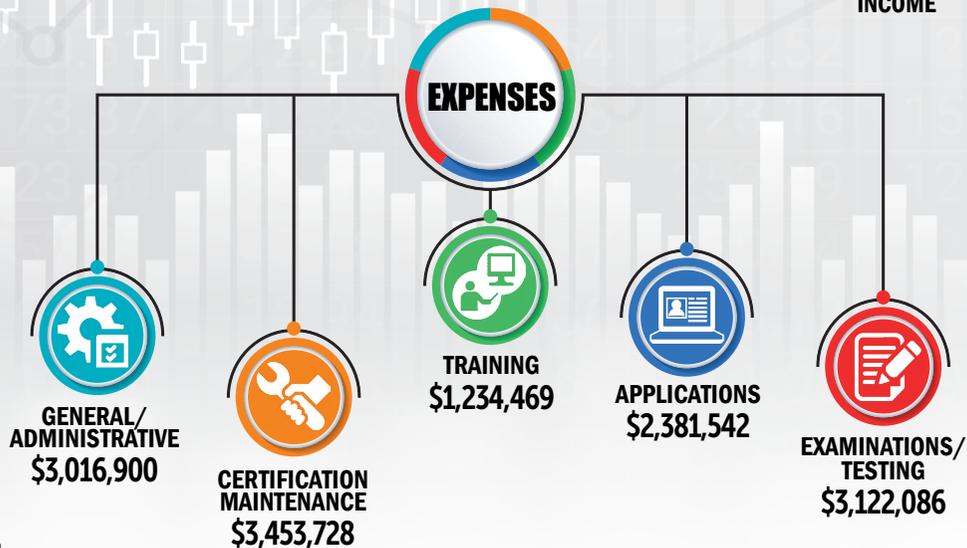
# BUSINESS ACTIVITIES

BCSP has five sources of operational income: application fees covering application and evaluation processing costs; examination fees covering basic costs for registration, exam delivery, reporting of results, and analysis of exam performance; renewal fees covering governance, exam development and maintenance, facilities, equipment, supplies, and other support services and expenses; training curriculum fees; and other miscellaneous income including the sale of eligibility extensions, self-assessments, etc.

## INCOME



## EXPENSES



# CREDENTIALS

	ACTIVE CREDENTIALS			NEW CREDENTIALS		
	2019	2020	2021	2019	2020	2021
<b>CSP</b>	19,787	20,634	21,747	1,601	1,599	2,050
<b>SMS</b>	1,352	1,458	1,598	251	161	201
<b>ASP</b>	6,071	6,318	6,807	1,666	1,412	1,749
<b>OHST</b>	2,056	2,016	1,976	178	112	132
<b>CHST</b>	8,048	8,708	9,352	1,320	1,017	1,280
<b>STS</b>	2,784	2,589	2,254	335	207	281
<b>STSC</b>	7,789	7,379	6,719	983	694	843
<b>CIT</b>	884	930	981	196	106	120
<b>GSP</b>	5,586	6,530	6,932	2,494	1,827	1,553
<b>TSP</b>	470	833	796	363	538	314
<b>TOTALS</b>	<b>54,827</b>	<b>57,395</b>	<b>59,162</b>	<b>9,387</b>	<b>7,673</b>	<b>8,523</b>

## CERTIFICATION EXAMS TAKEN

	ASP	CHST	CIT	CSP	OHST	SMS	STS	STSC
Number of Candidates	2,300	1,861	216	2,613	189	313	487	1,425
Mean Score	122.9	124.5	64.1	129.1	123.9	122.4	66.9	65.8
Pass Rate	76.04%	68.78%	70.83%	78.42%	67.19%	75.40%	57.70%	59.16%
Standard Deviation	16.4	21.9	8.1	15.3	16.5	23.0	9.0	10.5
Standard Error of Measurement	6.6	6.9	4.5	6.6	6.4	5.8	4.3	4.4
Reliability	0.83	0.91	0.68	0.81	0.85	0.92	0.75	0.82

## RECERTIFICATION CYCLES

### FAILED TO RECERTIFY

ASP	228
CHST	358
CIT	26
CSP	342
OHST	54
SMS	*
STS	311
STSC	883
<b>TOTALS</b>	<b>2,202</b>

\*First SMS recertification cycle is 06/30/2017-06/30/2023.

BCSP maintains high standards for its certifications and designations. Applicants must meet certain academic and professional experience requirements to be considered. After achieving the certification, they must submit recertification worksheets every five years to prove continued growth.



# BCSP EMERGING PROFESSIONALS COMMITTEE

The Emerging Professionals Committee is committed to advancing the mission of the Board of Certified Safety Professionals and the BCSP Foundation. Committee members serve to provide industry insight and conduct outreach and advocacy in communicating the perspectives and interests of emerging professionals and trends facing the industry. The insights of emerging professionals are helping pave the way to advancements in the EHS industry and contributing to the future of BCSP.



**ANTHONY DOHMANN CSP, ASP, CHST**  
**CHAIR OF THE COMMITTEE**

Anthony Dohmann is a dynamic safety professional with over 12 years of experience in the residential, commercial, heavy civil, and pharmaceutical industries. Anthony has designed and implemented safety programs that have changed the culture of several companies that recognize safety as a core value. Anthony is a Certified Safety Professional (CSP), Associate Safety Professional (ASP), and Construction Health and Safety Technician (CHST).



**JAIRUS MOORE GSP**

Jairus Moore is a safety investigator for the Federal Motor Carrier Safety Administration. He has a diverse educational background that includes an associate degree in Specialized Technology in HVAC from Triangle Tech of Pittsburgh, and a Bachelor of Science in Safety Management and Master of Arts in Criminal Justice from Slippery Rock University. Upon completing time in the U.S. Army as a field artillery officer, Jairus decided to pursue a Ph.D. in Instructional Leadership and Management at Robert Morris University, which will be completed in 2024. Jairus is passionate about the health and safety of others and takes pride in helping others understand how they can be safe all around.



**JORDAN GEIBIG GSP, STSC**

Jordan Geibig is a proud graduate from Slippery Rock University, (go Rock!) She is originally from Johnstown, Pennsylvania and now lives in Virginia. Jordan has been working in the construction industry for three years and is a safety professional for M.C. Dean, Inc. She works within the Engineering & Construction Division on Mission Critical Data Center construction projects in the DC/MD/VA area. Jordan is a Graduate Safety Practitioner (GSP) and a Safety Trained Supervisor Construction (STSC).



**NADIA HASAN GSP**

Nadia is originally from Massachusetts. She attained her Bachelor of Science in Occupational Safety and Applied Sciences in 2020 from Keene State College. While in college, Nadia was an EHS intern at a manufacturing plant in New Hampshire. Upon earning her degree, Nadia began her role as an EMC/EHS professional at Indiana University. She has grown in the past two years at Indiana University and loves working for an amazing organization in BCSP's home state. Nadia is excited to grow with this committee and further the future for emerging safety professionals.



**JOSHUA YATES GSP**

Joshua Yates graduated from Oklahoma State University with a Bachelor of Science in Fire Protection and Safety Engineering Technology. He currently works for Phillips 66 in Borger, Texas as a health and safety specialist. Joshua also volunteers as a HAZMAT team lieutenant, wildland firefighter, and drone pilot. His hobbies are carpentry, spending time outdoors, fishing, hunting, hiking, and DIY landscaping projects. Safety has been the most rewarding job he has had and will ever have. To wake up each day and be able to help someone will always be his motivation. Joshua and his high school sweetheart welcomed their first child in May.



**RAYNA BROWN CSP, CIH**

Rayna Brown received her Bachelor of Science in Occupational Safety and Health and a Master of Science in Industrial Hygiene from the University of Central Missouri. Rayna has worked in heavy civil construction, manufacturing, and the electrical utility sectors. In addition to her professional experience, Rayna is double certified with both the Certified Safety Professional (CSP) and Certified Industrial Hygienist (CIH) credentials. In addition to her full-time work in the industry, Rayna serves as an adjunct instructor at the University of Central Missouri, teaching courses in Risk Management to graduate and undergraduate students. Rayna's professional interests include risk assessment, identification, and control within complex industrial environments. Additional interests include implementing Diversity, Equity, and Inclusion programs, advancing the EHS profession through awareness by the next generation, and the application of continuous improvement initiatives. Rayna is active in the local Mid-America AIHA and ASSP chapters within her region and recently participated in the AIHA Future Leaders Program.



**MIKE SUTTON  
Public Committee Member**

Mike Sutton is the President and Chief Executive Officer for Habitat for Humanity of Pinellas and West Pasco counties, Florida. As CEO, Mike provides leadership and oversees the continued delivery of the Habitat for Humanity mission of partnering with people in need to build and renovate decent, affordable housing in Pinellas and West Pasco counties. He is responsible for building and growing community partnerships, directing staff and volunteers, overseeing fundraising efforts, and maintaining a high level of quality for all Habitat programs.

Mike holds a Bachelor of Arts from the University of South Florida. He has received his Certificate in Fundraising Management through Indiana University's Center on Philanthropy. In 2010, Mike was honored as an "Up & Comer" by the Tampa Bay Business Journal. In 2022, he was recognized for the second consecutive year on the Tampa Bay Business Journal's Power 100 list, which highlights influential business leaders in the region.

# Awards of Excellence

In 2012, BCSP created the Awards of Excellence program to celebrate achievements of excellence in safety for those individuals that hold a ASP, CSP, OHST, CHST, STS, or STSC. The recipients are selected based on their participation/performance within seven categories including: technical expertise, voluntary contribution, mentoring program, honors/awards for innovations in new SH&E procedures, personal achievements related to the SH&E profession, personal summary, and endorsements from superiors, associates, or clients. The Lifetime Achievement Award is the highest BCSP award and is bestowed upon an individual selected by the BCSP Board of Directors. The recipient will have demonstrated an exceptional life-long commitment to the SH&E industry.



**SANJAY JAISWAL**  
**CSP AWARD OF EXCELLENCE**

**Sanjay Jaiswal, CSP, CIH, CIT, SMS** is a Safety Specialist at the Kuwait Oil Company and has over 31 years of experience in SH&E management and consultancy in the midstream and downstream oil and gas industries and projects. A BCSP Mentor, he is a former Executive Committee Member for the ASSP Kuwait Chapter and administrator of ASSP's Global Operations Practice Specialty. He is a past recipient the ASSP Region IX Safety Professional of the Year award.



**RASIM QURESHI**  
**ASP AWARD OF EXCELLENCE**

**Rasim Qureshi, P.Eng (Alberta), CSP, ASP, CFPS, CCPSC** is a professional chemical engineer with over 24 years of industrial experience in chemicals/petrochemicals, oil refineries, and EPC. He has worked in some of the biggest companies, from North America to the Middle East and Southeast Asia, currently serving as the HSSE Support Manager for Qatar Petrochemicals. He is a past recipient of the Manufacturing Excellence Award from Engro Chemicals and a key contributor in business development, recruiting, and connecting across industries.



**DAVID R. JONES**  
**CHST AWARD OF EXCELLENCE**

**David R. Jones, SMS, CHST, STSC** has worked on the World Trade Center rebuild, Hurricane Sandy recovery efforts, and highway, railroad, and airport projects in his 25 years as a safety professional. He is currently the Director of Environmental Health & Safety at Flatiron Construction Corporation and collaborates with other contractors on the Hampton Roads Bridge Tunnel project. He led his company into a partnership with OSHA and was named the Chesapeake Region Safety Conference Safety Professional of the Year in 2013.



**CLINT WOLFLEY**  
**STSC AWARD OF EXCELLENCE**

**Clint Wolfley, CSP, CHST, STSC** has 16 years of experience in the SH&E industry. He currently serves as UCOR's Safety Systems and Services Manager, having led the company to the VPP Star of Excellence Award four straight years. A former National Safety Council Rising Star Award winner, he previously served as BCSP's Executive Director of Business Development. He also worked for AECOM at the Hanford site in Washington and for Sellafeld Sites in the United Kingdom.

## Lifetime Achievement Award



**JAMES "SKIPPER" KENDRICK**

**James "Skipper" Kendrick, CSP, CIT, FASSP** is President of Kendrick Global Enterprises, LLC, a consulting firm specializing in leadership, management systems, safety, education, and training processes. Retired from Textron, Inc., as the Global Director of EHS Training, he also served as Corporate Manager of Safety and Industrial Hygiene for Bell Helicopter. He is experienced in the aerospace, manufacturing, maritime, and construction industries in addition to being an expert witness.

In 2019, Kendrick was inducted into the inaugural class of the ASSP Region III Safety Hall of Fame. In 2009, he was recognized by ASSP as the Edgar Monsanto Queeny Safety Professional of the Year and by Bongarde as the National Safety Trainer of the Year.

Kendrick has served ASSP at various levels, rising to President and Chairman of the Board in 2003-2004. He is the author of ASSP's original Certificate in Safety Management program and has over 34 years developing, facilitating, and conducting a wide variety of professional development and educational programs for the Society. An instructor for the University of Texas at Arlington's Region VI OSHA Education Center and UTA's Environmental Training Institute, he is also a former adjunct graduate instructor in safety management systems for Southeast Oklahoma State University.

# PARTNERSHIPS & ADVOCACY

Achieving BCSP's vision of a safer world through SH&E leadership requires engagement and collaboration with a variety of industry influencers and key stakeholders. Below is a synopsis of the partnerships and advocacy that BCSP has made a priority to work with in the public, private, and not-for-profit sectors in 2021—advancing the safety profession and raising awareness of the important role that certification plays in creating safer and healthier workplaces.

## GOVERNMENT AFFAIRS & ADVOCACY

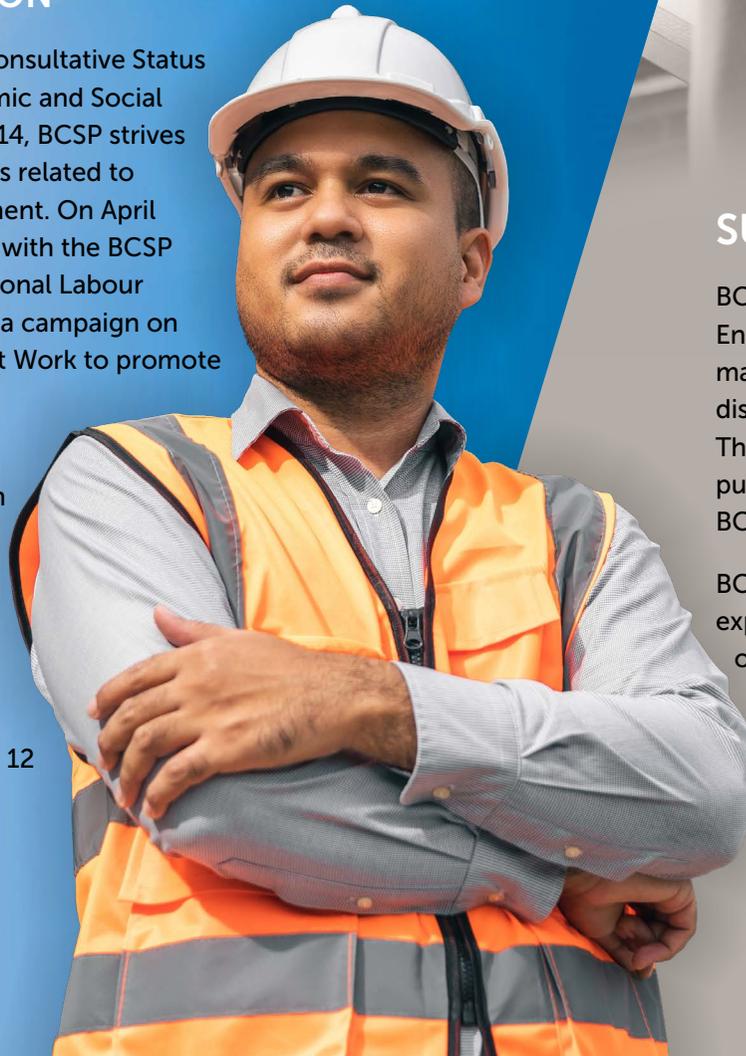
BCSP, the BCSP Foundation, and the Occupational Safety and Health Administration (OSHA) renewed their collaborative relationship to foster stronger safety and health practices and programs, improving American workplaces. Originally signed February 1, 2018, the renewed OSHA, BCSP, and BCSP Foundation Alliance will continue with an emphasis on developing effective training, educational webinars, professional safety and health certifications, safety and health programs, and fall protection. The signatories will collaborate on, share, and disseminate safety and health information such as occupational safety and health laws, standards, and the rights and responsibilities of workers and employers. BCSP credential holders are encouraged to build relationships with OSHA's Regional and Area Offices to address health and safety issues relevant to their respective industries.



## UNITED NATIONS & INTERNATIONAL LABOUR ORGANIZATION

As an Organization in Special Consultative Status with the United Nations Economic and Social Council (UN ECOSOC) since 2014, BCSP strives to support ECOSOC on all issues related to safety, health, and the environment. On April 28, 2021, BCSP, in coordination with the BCSP Foundation, joined the International Labour Organization's (ILO) social media campaign on World Day for Safety & Health at Work to promote a healthy and safe workplace.

In further support of the campaign, the BCSP Foundation hosted a Virtual Career Fair, providing an opportunity for 630 safety professionals from all over the world to take part in professional development seminars and explore employment opportunities with 12 participating employers.



## SUCCESS THROUGH COLLABORATION

BCSP signed a Memorandum of Understanding (MOU) with the Jordan Engineers Association (JEA) in 2021. BCSP will support JEA with subject matter experts (SMEs), exhibit at JEA events, and offer an application fee discount to those who attend JEA event sessions pertaining to BCSP. The organizations will align research to contribute to scientific SH&E publications. JEA will provide marketing and media efforts in support of BCSP and promote BCSP certification to its members.

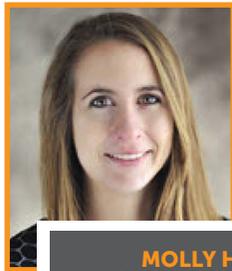
BCSP and YellowBird Holdings, Inc. will use their collaborative efforts, expertise, technologies, and resources to streamline YellowBird's on-boarding processes, benefiting BCSP credential holders. BCSP credential holders are recognized for the achievement of certifications and designations in the safety, health, and environmental (SH&E) profession. The YellowBird network recognizes the importance of certification and connects those who would like to hire safety practitioners with those who are seeking new opportunities as SH&E professionals.

# BCSP ORGANIZATION SCHOLARSHIPS

BCSP awards scholarships each year to outstanding SH&E students through the American Industrial Hygiene Foundation (AIHF), the American Society of Safety Professionals (ASSP), and the Association of General Contractors (AGC) of America. Scholarships went to these seven deserving recipients in 2021.



**ELLIE BERRETH**  
Montana Technological University  
AGC BCSP Scholarship



**MOLLY HISCHKE**  
Colorado State University  
AIHF BCSP Scholarship



**JAMES SEIDEL**  
Colorado State University  
AIHF BCSP Scholarship



**PRESTON GRABEN**  
Auburn University  
ASSP BCSP Scholarship



**MATT FORBUS**  
Kansas State University  
AGC BCSP Scholarship



**MOLLY JOCHEM**  
Indiana State University  
ASSP BCSP Scholarship

“

Scholarships like this one make the goals of many students, including myself, achievable. It will enable me to complete my education so that I may move into the workforce and assist the company that I will be working for in improving their safety programs and processes.



**KENZIE LANG**  
Ohio State University  
AGC BCSP Scholarship

# BCSP FOUNDATION QAP SCHOLARSHIPS

In 2021, the BCSP Foundation awarded \$170,000 in scholarships to 34 students from 20 Qualified Academic Programs (QAPs) accredited by the Accreditation Board of Engineering and Technology (ABET). In addition, the BCSP Foundation granted \$14,900 to three universities in support of their efforts to maintain ABET accreditation. The BCSP Foundation is honored to support emerging safety professionals on their journey to a long, rewarding career in safety.



**CAMBRY ADAMS**  
Utah State University



**DANIEL BERMAN**  
East Carolina University



**ASIA BLANTON**  
Murray State University



**MELISSA BLEVENS**  
Colorado State University



**JOSH BROWN**  
Purdue University at West Lafayette



**MORGHAN BUERKY**  
University of Central Missouri



**TIMOTHY BURNETT**  
Montana Tech of the University of Montana



**DAVID CAPUTO**  
University of Michigan



**MARION CHUMO**  
University of Central Missouri



**CHANDLER COTTAM**  
University of Utah



**ANGELA CROSBY**  
University of Toledo



**RILEY DUNCAN**  
University of North Alabama



**JAMES ELLIS**  
Marshall University



**SAMANTHA EWENS**  
University of Wisconsin-Whitewater



**JESSIE GLENN**  
University of Central Missouri



**ADA JESUTHASAN**  
University of Cincinnati



**RYAN LARONDE**  
Oklahoma State University



**EMILY MCCOMSEY**  
Millersville University of Pennsylvania



**SAM MENZIE**  
Grand Valley State University



**NATHAN MILLARD**  
Indiana State University



**DARRIN MILLER**  
Tulane University



**DALTON NAPPE**  
University of Central Missouri



**CARA O'DONNELL**  
Montana Tech of the University of Montana



**MICHAEL OWEN**  
West Virginia University



**SYDNEY RALEIGH**  
Indiana University of Pennsylvania



**HALEY RITCHIE**  
University of Findlay



**JOSEPH SCHOPP**  
Southeastern Louisiana University



**HUNTER SHAW**  
Murray State University



**KEITH SUE**  
Oakland University



**LINA SYLEJMANI**  
University of Houston-Clear Lake



**SAMANTHA VEGA**  
University of Illinois-Chicago



**ABBI WILLIAMS**  
Purdue University at West Lafayette



**LAYNE WILLIS**  
Montana Tech of the University of Montana



**BRYCEN WOLFE**  
Fairmont State University

# YOUTH SAFETY



In September 2021, BCSP and the BCSP Foundation joined forces with Central Indiana Junior Achievement to raise awareness about safety, health, and environmental (SH&E) careers among youth through their Junior Achievement's JobSparks event. This event allowed BCSP to share the importance of safety professionals in every industry to nearly 11,000 students and more than 500 teachers across 69 schools.

Additionally, BCSP and the BCSP Foundation unveiled the demo for JumpStart to Safety—an online platform that educates young workers about hazards in the workplace.

At the collegiate level, BCSP increased the number of university programs participating in the Qualified Academic Program (QAP) initiative by 12, creating a clear pathway for emerging professionals to earn their CSP. BCSP awarded the Graduate Safety Professional (GSP) - a designation available to graduates of those QAPs - to 1,784 graduates.



# ENDORISING ORGANIZATIONS



BCSP's eight endorsing organizations ensure a wide range of industries and disciplines are represented through nominees for the BCSP Board of Directors.\* We are proud to have such strong partnerships in the safety, health, and environmental industry. Our work and efforts in advancing the profession are aided greatly by these organizations.

**We are stronger together than we are alone!**

**1974 — AMERICAN SOCIETY OF SAFETY PROFESSIONALS**

**1974 — AMERICAN INDUSTRIAL HYGIENE ASSOCIATION**

**1977 — INTERNATIONAL SYSTEM SAFETY SOCIETY**

**1984 — SOCIETY OF FIRE PROTECTION ENGINEERS**

**1994 — NATIONAL SAFETY COUNCIL**

**1994 — INSTITUTE OF INDUSTRIAL AND SYSTEMS ENGINEERS**

**2007 — NATIONAL FIRE PROTECTION ASSOCIATION**

**2012 — NATIONAL ENVIRONMENTAL, SAFETY AND HEALTH TRAINING ASSOCIATION**

*\*BCSP endorsing organizations have no direct role in BCSP governance and policies, and do not provide any funding or financial support.*

# Mission

We inspire and develop leaders in safety, health, and environmental practice through globally accredited certification; enhancing careers, advancing the profession, protecting people.



A safer world through safety, health, and environmental leadership.

# Vision



© BOARD OF CERTIFIED SAFETY PROFESSIONALS

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