

2020





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# LETTER FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

The emergence of COVID-19 presented an enormous challenge to safety professionals and the importance of safety, health, and environmental (SH&E) practice. The pandemic was experienced throughout our community. It highlighted the enormity of our responsibility. It emphasized why recognition of safety practice, and support of safety practitioners' development and goals, are central to BCSP.

Taking an active role in uplifting safety practitioners this year, BCSP completed examCORE for all our certifications, providing a new source for building the knowledge and skills industry leaders and subject matter experts have identified as essential.

Building the profession, the BCSP Foundation launched the Youth Safety Institute to protect young workers and introduce them to the SH&E field. Safety offers the purpose-driven work this generation seeks, and BCSP is committed to promoting SH&E as a field that is top-of-mind when considering career paths.

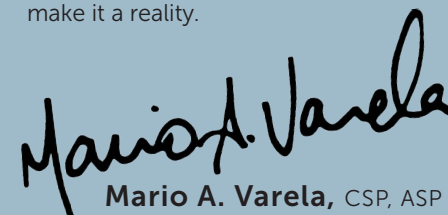
SH&E students and academic institutions received \$193,352 in total funding from BCSP and the BCSP Foundation in 2020, supporting Qualified Academic Program's (QAP) student scholarships; QAPs' Accreditation Board for Engineering and Technology (ABET) accreditation; and American Society of Safety Professionals (ASSP), American Industrial Hygiene Foundation (AIHF), and Associated General Contractors of America (AGC) scholarships.

Safety practitioners in the field report that certification provides them important recognition. Expanding career opportunities, BCSP and the BCSP Foundation hosted our first Virtual Career Fair, connecting BCSP credential holders and industry employers. The accomplishments of BCSP credential holders proved valuable to employers seeking safety practitioners. One metric for recognition and value was demonstrated in the salary survey conducted by BCSP and the National Safety Council (NSC), which revealed once more a salary benefit greater than \$20,000 for certified safety practitioners compared to those without certification.

What matters most is what we do as safety professionals, and BCSP was proud to join NSC's SAFER Task Force to ensure the safety of employees during the pandemic. SAFER, the Safe Actions for Employee Returns initiative, is an effort aimed at helping employers prioritize safety as work environments adapt post-quarantine.

Joining our list of partners in 2020 were the National Association of Women in Construction (NAWIC) and the American Conference of Governmental Industrial Hygienists (ACGIH). Working with NAWIC will strengthen SH&E practice through greater diversity, contributing new insights to safety practice that equally protect men and women's well-being. BCSP and ACGIH will unify safety practitioners' individual professional development with certification standards that improve the profession.

We are strongest when safety practitioners are recognized for the knowledge and skills required to ensure workplace safety, where the creation of a safety culture allows everyone to thrive. While BCSP credentials represent this, BCSP credential holders make it a reality.

  
**Mario A. Varela**, CSP, ASP  
President

  
**Christy Uden**, CAE, IOM  
Chief Executive Officer

# 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.



# 2020 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.



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CSP



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CSP, SMS

# 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

APPLICATION FEES  
\$1,130,870

EXAMINATION FEES  
\$3,129,567

RENEWAL FEES  
\$8,445,243

TRAINING CURRICULUM FEES  
\$1,384,462

OTHER INCOME  
\$589,943

## EXPENSES

CERTIFICATION MAINTENANCE  
\$2,958,113

GENERAL/ADMINISTRATIVE  
\$2,120,890

APPLICATIONS  
\$2,329,980

TRAINING CURRICULUM FEES  
\$2,422,578

EXAMINATIONS/TESTING  
\$3,023,17

## CREDENTIALS

	ACTIVE CREDENTIALS			NEW CREDENTIALS		
	2018	2019	2020	2018	2019	2020
CSP®	18,803	19,787	20,634	1,834	1,601	1,599
SMS®	1,144	1,352	1,458	206	251	161
ASP®	5,603	6,071	6,318	1,662	1,666	1,412
OHST®	2,024	2,056	2,016	191	178	112
CHST®	6,990	8,048	8,708	1,140	1,320	1,017
STS®	2,773	2,784	2,589	402	335	207
STSC®	7,797	7,789	7,379	911	983	694
CIT	726	884	930	59	196	106
GSP®	3,643	5,586	6,530	1,220	2,494	1,827
TSP	143	470	833	143	363	538
TOTALS				TOTALS		
				49,646	54,869	57,395
				7,768	9,387	7,673

## COMBINED EXAM FORMS

	CSP®	SMS®	ASP®	OHST®	CHST®	STS®	STSC®	CIT
Number of Candidates	1,991	221	1,857	161	1,411	389	1,223	132
Mean Score	110.1	115.2	104.9	112.3	112.7	59.2	59.3	57.7
Pass Rate	76.89%	72.85%	70.60%	70.18%	72.67%	53.47%	56.91%	81.06%
Standard Deviation	14.8	14.9	16.6	19.0	19.5	9.1	10.2	6.4
Standard Error of Measurement	5.64	5.41	5.75	5.54	5.71	3.94	4.08	3.84
Reliability	0.86	0.87	0.87	0.86	0.91	0.81	0.84	0.84

# BUSINESS ACTIVITIES (CONTINUED)

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.

## RECERTIFICATION CYCLES

	DUE TO REPORT	INVALID RECERT
CSP®	3,333	151
ASP®	779	38
OHST®	437	49
CHST®	859	94
STS®	437	84
STSC®	1,760	371
CIT	201	29
TOTALS		
	7,806	816

# PHEW! WHAT A YEAR

Face masks, N95, respirators, PPE, social distancing, quarantine, essential business—2020 thrust the safety profession into the spotlight, highlighting the importance of the safety professional in every industry and strengthening our mission of advancing the profession and protecting people.

How many illnesses were prevented due to the swift actions of safety professionals across the globe in response to the COVID-19 pandemic? How many lives were saved? In 2020, BCSP certificants and safety professionals were required to navigate an array of new challenges—working remotely, returning to work in a safe and compliant manner, ensuring proper use of PPE, increased training and employee compliance, social distancing, mental health issues, etc.

According to a May 2020 article in EHS Today, 54 percent of U.S. employees were worried about workplace exposure to COVID-19, but 71 percent of those people felt confident their employers would enact the proper safety measures to make the workplace safe. That's the importance of safety professionals.

Utilizing the proper protocols to not only allow the worker to perform their job safely, but also giving the worker confidence to know they are performing their work safely.

There's a saying in sports that the best referee or umpire is one whose name you don't know. That's also applicable to the safety profession. It's a thankless job at times, and people tend to only notice when things go wrong. But the prevention of harm and injury is the ultimate goal, and every day a person gets to return home safely to their family without hearing our names is a good day.

The lessons we learned in 2020 will continue to affect our workplaces for years to come. Our workplaces may never return to what they were before the pandemic, but we know the safety profession is an adaptive one.

Through continuing education and certifications like the ones offered by BCSP, we can use the new information and continue to make our workplaces safe.

—Brandon Mohaupt  
Copy Writer, BCSP



# 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 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 beneficiary will have demonstrated an exceptional life-long commitment to the SH&E industry.

## LIFETIME ACHIEVEMENT AWARD



CSP

### • THOMAS CECICH •

Thomas Cecich has been a safety professional for 48 years beginning in 1972 as a graduate assistant at the Industrial Extension Service at North Carolina State University. Currently, Cecich is President of TFC & Associates, a global safety, health, and environmental management consulting firm. He also serves as a strategic board advisor for Avetta, LLC., a global provider of technology-based supply chain risk management solutions. He has presented hundreds of courses, seminars, and webinars, including at conferences on five continents.

Cecich earned his bachelor's degree from the University of Miami and his master's degree from North Carolina State University, both in Industrial Engineering. He is a Certified Safety Professional (CSP) and a Certified Industrial Hygienist (CIH). He is also a Clinical Assistant Professor of Environmental Health Sciences at the Tulane University School of Public Health and Tropical Medicine where he has taught graduate courses in the Financial Aspects of Safety and Health. He was recognized by Industrial Safety and Hygiene News (ISHN) as one of the Safety Power 101—the 101 individuals who most influence the field of occupational safety and health in the United States.



CSP

### • TRICIA KAGERER •

#### CSP AWARD OF EXCELLENCE

Tricia Kagerer is the EVP of Risk Management for Jordan Foster Construction, a large construction organization that performs civil, multi-family, and general contracting across Texas. She leads the risk management, safety, and leadership teams. She holds a master's degree in Dispute Resolution from Southern Methodist University in Dallas, Texas, and her Bachelor of Science in Business Administration and Bachelor of Arts in Communication—Public Relations from Regis University in Denver, Colorado.



CSP, ASP

### • UMAIR SHAHAB SHAHID •

#### ASP AWARD OF EXCELLENCE

Umair Shahab Shahid is a professional chemical engineer with more than 13 years of experience in the chemicals/petrochemicals, mining, and oil and gas industries. Shahid graduated in 2007 from the University of Engineering and Technology, Lahore, Pakistan, and joined Engro Corporation in 2008 as a graduate trainee engineer on a petrochemical complex installation and commissioning project. Currently, Shahid is studying to earn a master's in Safety and Risk Management from Liverpool John Moores University.



CSP, ASP, OHST

### • STEVEN MERCER •

#### OHST AWARD OF EXCELLENCE

Steven Mercer has over 25 years of experience in general and construction industries. Mercer serves as a Marathon Petroleum HES Professional and is an integral part of MPLX SWBU West Texas Mid-Stream Business Division which provides the company with cryogenic gas plants, compressor stations, meter stations, and pipeline. Mercer received his bachelor's in Occupational Safety and Health from Columbia Southern University in July of 2020 graduating Magna Cum Laude.



CSP, CHST, CUSP

### • JORDAN HOLLINGSWORTH •

#### CHST AWARD OF EXCELLENCE

Jordan Hollingsworth joined the Safety Management Group (SMG) in February 2008. Hollingsworth leads a staff of safety professionals and contributes to creating expanded solutions designed to meet clients' unique and evolving needs. He holds a master's degree in Occupational Safety and Health from Indiana State University and most recently completed the Executive Program through Indiana University's Kelley School of Business.



CHST, STS, CRIS

### • SONDRA LAVOIE •

#### STS AWARD OF EXCELLENCE

Sondra Lavoie is a Risk Control Specialist for PayneWest Insurance in the Pacific Northwest. She received her Bachelor of Science in Occupational Safety and Health from Columbia Southern University and has spent the previous 12 years in safety and risk management. She transitioned into safety in 2008 and focused her safety acumen and commitment to excellence by returning to school at the age of 40 and working full-time as a safety consultant in the construction industry, all while raising her daughter with her husband.

# BCSP ORGANIZATION SCHOLARSHIPS

The BCSP Foundation funded scholarships that were recently awarded to outstanding SH&E students through the American Industrial Hygiene Foundation (AIHF), the American Society of Safety Professionals (ASSP) Foundation, and the Association of General Contractors (AGC) of America.

The BCSP Foundation provides scholarships to SH&E students in ABET/AABI accredited Qualified Academic Programs (QAPs), grants for student research, and funding for SH&E innovation.



**SAMANTHA HACKNEY**  
*Millersville University*  
**ASSP BCSP Scholarship**



**RYAN WENZINGER**  
*University of Findlay*  
**ASSP BCSP Scholarship**



**BENJAMIN KARSTING**  
*University of Nebraska-Lincoln*  
**AGC BCSP Scholarship**



**ALEXANDER WILSON**  
*Pittsburg State University*  
**AGC BCSP Scholarship**



**GRANT ERLANDSON**  
*Colorado State University*  
**AIHF BCSP Scholarship**



**GEORGE COOKSEY**  
*Air Force Institute of Technology*  
**AIHF BCSP Scholarship**

# BCSP FOUNDATION QAP SCHOLARSHIPS

Every year, the BCSP Foundation offers scholarships to students of Qualified Academic Programs (QAP) holding accreditation from the Accreditation Board for Engineering and Technology (ABET) or Aviation Accreditation Board International (AABI).

In 2020, BCSP provided \$193,352 in total funding to QAP student scholarships, QAPs' accreditation, and American Society of Safety Professionals (ASSP), American Industrial Hygiene Foundation (AIHF), and Associated General Contractors of America (AGC) scholarships.

The BCSP Foundation is proud to award such an amazing group of students and future safety professionals. These scholarship recipients are determined to make great changes and positive impacts in the safety industry.



**ALEC TROLLAN**  
*University of Utah*



**CHADWICK BURDICK**  
*University of Toledo*



**HARRISON PUDIWITR**  
*University of Central Missouri*



**BRYCEN WOLFE**  
*Fairmont State University*



**CHRISTIAN LUMAJ**  
*University of Michigan*



**IAN FRASER**  
*Utah State University*



**CHAD PETERSON**  
*Embry-Riddle Aeronautical  
University-Daytona Beach*



**DANIELLE BERRY**  
*Marshall University*



**JENNIFER NOBLE**  
*University of Central Missouri*



**JEREMY BITTLEBRUN**  
*Indiana University of Pennsylvania*



**MALLORY PICARD**  
*Southeastern Louisiana University*



**NATHAN FRANK**  
*University of Cincinnati*



**JESSICA AYALA**  
*Oakland University*



**MARK FARMER**  
*Central Washington University*



**REED STEINER**  
*Indiana State University*



**KARLY ST. AUBIN**  
*Oakland University*



**MELINA EAKER**  
*Murray State University*



**ROBERT GANTT**  
*University of Findlay*



**KATELYN CRAFT**  
*Colorado State University*



**MOLLY MANNION**  
*Grand Valley State University*



**SAMANTHA HACKNEY**  
*Millersville University of Pennsylvania*



**KYLE DEHAR**  
*Montana Tech—University of Montana*



**MORGHAN BUERKY**  
*University of Central Missouri*



**TRACEY STRATTON**  
*West Virginia University*



**LOGAN FORSYTHE**  
*Murray State University*



**NATHAN FRANK**  
*University of Cincinnati*



**ZACHARY SCHNELL**  
*East Carolina 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 it a priority to work with in the public, private, and not-for-profit sectors in 2020—advancing the safety profession and raising awareness of the important role that certification plays in creating safer and healthier workplaces.



## GOVERNMENT AFFAIRS & ADVOCACY

BCSP is proud to support U.S. military members and veterans in attaining accredited safety and health certifications, helping to increase their professional capacity and putting them on a path to future civilian employment. BCSP signed an agreement with the Army Credentialing Assistance Program which allows U.S. Army service members to apply for, study for, achieve, and maintain BCSP certifications at no personal cost.

## SUCCESS THROUGH COLLABORATION

BCSP increased engagement with the NASA Safety Center (NSC) by recognizing its safety curriculum, the NASA Safety and Mission Assurance Technical Excellence Program (STEP), as a BCSP Qualified Equivalent Program (QEP).

BCSP was proud to join the National Safety Council SAFER Task Force to ensure the safety of employees during the pandemic. This initiative focused on developing a multifaceted plan aimed to guide employers through the process of safely resuming traditional operations during and post-pandemic.



BCSP and the National Association of Women in Construction (NAWIC) formed a collaborative partnership to protect construction workers and promote diversity and inclusion within the safety profession.

BCSP and the American Conference of Governmental Industrial Hygienists (ACGIH) signed a partnership to improve occupational safety and health practice globally.



## 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 holds the distinction as a source of expert information with special competence on issues pertaining to safety, health, and environmental practice for ECOSOC and its members.

In September 2020, BCSP attended a high-level virtual meeting of the 73rd General Assembly on Women Leaders of Generational Equality to explore ways to increase diversity within the safety profession.

On April 28, BCSP joined the International Labour Organization's (ILO) social media campaign on World Day for Safety & Health At Work to promote healthy and safe workplaces.





# YOUNG SAFETY PROFESSIONAL OUTREACH

BCSP, in concert with the BCSP Foundation, amplified its educational outreach efforts to support future safety leaders by creating the Youth Safety Outreach Guide. This educational magazine aims to raise awareness and inform youth about safety and health in the workplace. This guide features personal stories and tips on how to identify hazards and mitigate risk.

To increase awareness about career opportunities in SH&E, BCSP and the BCSP Foundation sponsored the Junior Achievement JobSparks event in Indianapolis, Indiana. This event allowed BCSP to educate approximately 10,248 students and 400 teachers across 67 schools about the critical role that safety professionals play in every industry.

Additionally, BCSP joined the national social media event #KeepTeenWorkersSafe created by OSHA in an effort to spread awareness to youth, educators, parents, supervisors, and employers about the importance of workplace safety. The campaign was a success as it had over 7,311 views on social media.

At the collegiate level, BCSP staff presented to approximately 10 Qualified Academic Programs (QAPs) on the value of accredited safety certifications. BCSP also increased the number of university programs participating in the QAP initiative by 13 percent over 2020, creating a clear pathway to professional safety practice for students studying SH&E at 78 programs across the country. BCSP awarded the Graduate Safety Professional (GSP) designation to 1,832 graduates from QAP Programs.

# 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!

## ENDORISING ORGANIZATIONS

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.



# VISION

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



© BOARD OF CERTIFIED SAFETY PROFESSIONALS

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