

2009 ANNUAL REPORT

40

BOARD OF CERTIFIED SAFETY PROFESSIONALS

Advancing the safety, health and environmental professional since 1969

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“Without continual growth and progress, such words as improvement, achievement, and success have no meaning.”

~ BENJAMIN FRANKLIN

LETTER FROM THE BOARD PRESIDENTS



Bradley Giles, CSP, P.E.
President



Rick Callor, CSP, STS
President

BCSP CELEBRATED IT'S 40TH ANNIVERSARY IN 2009.

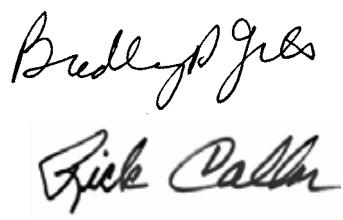
Even after four decades, BCSP continues to grow and prosper. The performance of our certifications in 2009 showed growth from modest to phenomenal in four of the certifications. The CSP certification had an increase of 6% for new certificants, which was countered by a rise in retiring CSPs. One of the issues facing our discipline is the aging of our certificants. Our demographics indicate over 40% of current CSPs will be eligible for retirement in the next 5 years. Combined with the growth for the CCHEST certifications that exceeded forecasts, the organization is reporting a profitable year.

As you may know, BCSP purchased full ownership in CCHEST from our joint venture partner at the end of 2008. This was the first year of operation on a stand-alone basis. We are happy to report OHST/ CLCS and CHST had remarkable growth, and the STS was unparalleled. The economy influenced many in the workplace to continue their professional development and pursue a quality certification to differentiate themselves in employment opportunities. Also in 2009, groups of industry professionals were utilized to complete a role delineation for the new STS Mining and the revalidation of the STS Construction, both to be deployed in the third quarter of 2010.

We continue development of a new certification management system. The staff and vendor have been working diligently for the last year to develop the unique software, with scheduled deployment during the third quarter of 2010. The new system will provide better service for our applicants, candidates and certificants.

To manage the business of BCSP and facilitate growth of the organization, a new Executive Director and Business Development Director were selected through nationwide searches. A new Marketing Manager and Communications Specialist were also added to the staff. The increase in candidates and certificants created a need for additional staff to support the organization; three new customer service professionals were hired, which provided growth opportunities for others. We have a very robust and competent group of professionals on staff.

The staff and your Board will continue to do everything possible in providing a value added experience for the more than 20,000 individuals represented by the BCSP family of certifications.



THE ONLY THING CONSTANT IN THIS WORLD IS CHANGE.

2009 was a year of change and growth for BCSP from new examinations to a new website to finding myself a part of a new family.

Before I arrived, the staff was already working hard on making our certifications even more valuable, useful and current. Role delineation studies were complete for the Safety Fundamentals examination, Comprehensive Practice examination and Safety Trained Supervisors in Mining examination, as well as revalidation for Safety Trained Supervisors in Construction examination. Also, GSP and OHST credentialing programs were expanded and the recertification quiz program had a record year for participants.

Always looking toward the future, we have created a task force to look at a new organizational model allowing for the creation of new certifications and adding existing certifications for us to manage. This past year was our first serious foray into electronic publishing with the newsletter morphing into an online-only publication and other electronic press releases and communication. Hand in hand with the launch of new, easily navigated for both BCSP and CCHEST, our social media presence was strengthened with a Twitter account, Facebook Business Page and Group and a LinkedIn group. In fact, our LinkedIn group has already reached more than 1,000 members.

The 2009 Salary Search Engine was implemented on the new website with much fanfare. The information contained is unique to our constituents and has provided a value-added service no one can match. An updated version will be available in 2010 with plans to make the survey and its results an annual occurrence.

A year of change and growth... all for the betterment of our credential holders, applicants and partners was at the forefront throughout 2009. It is our goal to strive for professional excellence through all of our various endeavors. 2010 will present new and exciting challenges for BCSP, myself and the staff. I look forward to meeting them.



Thomas Adams, LHD, CAE
Executive Director

A handwritten signature in black ink, appearing to read "Thomas Adams".

ABOUT BCSP, THE BOARD AND OUR MEMBERSHIP ORGANIZATIONS

BCSP

The Board of Certified Safety Professionals (BCSP) began as a peer certification board. BCSP is recognized as the leader in high-quality credentialing for safety, health, and environmental (SH&E) practitioners. Its sole purpose is to certify practitioners in the safety profession. BCSP establishes standards for and verifies competency in professional safety practice and evaluates certificants for compliance with re-certification requirements. BCSP also offers para-professional SH&E certifications which provide additional career paths for safety practitioners. Since 1969, over 30,000 individuals have achieved the CSP, OHST, CHST, or STS credential. Currently, over 12,000 hold the CSP and 7,500 retain a para-professional credential. BCSP is an accredited, non-profit corporation chartered in Illinois, with headquarters in Savoy.

THE BOARD

The BCSP elected Board of Directors is comprised of members who represent a cross-section of the safety profession and the public. Six are chosen among nominations from BCSP's membership organizations. 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 candidate application materials to determine eligibility, and oversee other BCSP matters.

MEMBERSHIP ORGANIZATIONS

BCSP's seven membership organizations have no direct role in BCSP governance and policies, and do not provide any funding or financial support. However, they do help ensure a wide range of industries and disciplines are represented through nominees for the BCSP Board of Directors.



Current BCSP membership organizations and their inception are as follows:

American Industrial Hygiene Association <i>AIHA</i>	1974
American Society of Safety Engineers <i>ASSE</i>	1974
System Safety of Safety Engineers <i>SSS</i>	1977
Society of Fire Protection Engineers <i>SFPE</i>	1984
Institute of Industrial Engineers <i>ISE</i>	1994
National Safety Council <i>NSC</i>	1994
National Fire Protection Association <i>NFPA</i>	2007

BCSP BOARD OF DIRECTORS



Bradley Giles, CSP, P.E.
President



M. E. Greer, CSP, OHST



Samuel J. Guarardo, MA, CSP
Vice President



Edward “Ed” J. Jones, CSP, CFSP, ALCM



Linda M. Tapp, CSP, ALCM
Secretary/Treasurer



Emory E. Knowles III, CSP, CIH



Paul S. Adams, Ph.D, CSP, P.E., CPE
Past President



David B. West, CSP, CHMM, P.E.



Margaret M. Carroll, CSP, P.E.



Frank K. Reilly, Ph.D., CFA
(Public Director)



David F. Coble, CSP

CCHEST REDEFINED

The Council on Certification of Health, Environment and Safety Technologists (CCHEST) became fully operational with its first written examination in late 1986. Over the years, CCHEST was recognized as the leader in high-quality, third-party accredited health, safety, and environmental credentialing for technologists, technicians, supervisors, and workers.

In January, CCHEST became a division wholly owned by the Board of Certified Safety Professionals. As 2009 comes to a close, CCHEST had a record year for applications with continued growth across all of the para-professional certifications.

A brand new publication, Safety Trained Supervisor Certification Program: How to use STS in your Company, was created to help companies walk through the process of setting up a Safety Trained Supervisor Certification Program featuring examples, schedules, budgets and references.

Safety Trained Supervisor Certification Program

HOW TO USE STS IN YOUR COMPANY



New companies who joined the STS Sponsorship Program:

Allied Pacific Builders

Abhe and Svoboda Inc

Bovis Lend Lease

DPR Construction

C Pyramid Enterprise

Frontier Construction Inc

Hensel Phelps

Harper Construction Company

Hydro-Klean

R.M.P. Safety Services

Stevens Painton

S M Stoller

Companies that support the CHST Certification Program:

Archer Western

Babcock and Wilcox

Flatiron

Washington Closure Hanford

Swinerton

Skanska

WG & Yates

Hensel Phelps

Harper Construction

CCHEST BOARD OF DIRECTORS



Rick Callor, CSP, STS
President



Carl Heinlein, CSP, OHST, ARM, CSHM



Jessica Bohan, CSP, OHST
Vice President



Don Eshebly, Ed.D.
(Public Director)



Gustavo J. Garcia, CSP, OHST, CHST
Secretary/Treasurer



Kevin Moorehead, CHST
Past President



Since we work side by side on a daily basis, the consolidation of CCHEST and BCSP has been an easy transition for us with tremendous benefits to our candidates and credential holders.



Barbara Patterson
CCHEST Customer Service Manager



Rick Cook, CSP, CHST



Roger Brauer, CSP, P.E., CPE
Executive Director
1996-2009



Thomas Adams, LHD, CAE
Executive Director
2009

A CHANGE IN LEADERSHIP

After nearly 30 years of involvement with BCSP, safety practice and professionalism, Dr. Roger Brauer, CSP, P.E., CPE ended his service as BCSP's Executive Director. Thomas L. Adams, LHD, CAE became the new Executive Director on September 1, 2009 with Dr. Brauer, remaining with the organization in an of counsel capacity until his formal retirement in August 2010 from BCSP.

During his tenure in the Executive Office from 1996-2009, Dr. Brauer oversaw the growth of the Certified Safety Professional® (CSP®) credential as a qualification for employment, the development of the Career Guide to the Safety Profession – a joint publication with the ASSE Foundation, and national recognition of BCSP by the National Commission for Certifying Agencies and the Council of Engineering and Scientific Specialty Boards. Under his leadership, the CSP became one of the first five certifications anywhere in any field to achieve accreditation under ANSI/ISO/IEC 17024. Before assuming the role of Executive Director, Dr. Brauer served as Technical Director for BCSP from November 1990 through March 1996. Previous to his joining the BCSP staff, he served as a volunteer Director on the Board for seven years and was a team leader at the U.S. Army Construction Engineering Research Laboratory in Champaign, IL for 19 years and an adjunct Professor in Safety Engineering at the University of Illinois for 20 years. In 2003, Dr. Brauer was inducted into the Safety and Health Hall of Fame.

Thomas Adams, CAE, was selected as Dr. Brauer's successor by the BCSP Board of Directors after a national search

for a leader. Mr. Adams most recently served as the CEO of the Association of Clinical Research Professionals (ACRP), in Washington, D.C., a 21,000 member association. While there, Mr. Adams helped grow the membership by 7,000 members, increased the operating budget from four to ten million dollars and grew staff from 14 to 37 over a seven year period. In 2006, he negotiated the acquisition of the American Academy of Pharmaceutical Physicians and Investigators, a membership medical society that is a subsidiary of ACRP. Mr. Adams helped create a new subsidiary, the Academy of Clinical Research Professionals, to conduct certification activity of the association and directed the association's global growth by establishing alliances and partnerships with organizations and businesses in Europe, Southeast Asia, Australia, India, China, Middle East and Africa. He has held the CAE, Certified Association Executive, since 1986.

In October, the Board of Directors engaged in a dynamic strategic thinking activity which in turn created the Organizational Task Force exploring a new organizational model.

The Board approved an initiative to begin conversations with BCRSP to establish a collaborative plan for BCSP paraprofessional certifications in Canada.

In December, the CSP was re-accredited by NCCA.

Eddie Greer, CSP, OHST joined the BCSP staff in December as its first Director of Development.



CELEBRATING 40 YEARS

From its' early steps in the late 1960s, BCSP has passed several milestones. The original Board of Directors established the professional, educational and examination standards. As the profession has grown, BCSP has made strides to meet and exceed the principles needed for high quality, beneficial and recognizable certifications. With each passing year, new additions and advancements have been initiated.

The first examination leading to the CSP was offered in October 1972. At that time, candidates needed to have a bachelor's degree and ten years of professional safety experience or eighteen years experience without a degree and to pass one examination containing 300 questions. In 1978, BCSP achieved the originally planned two-examination model in which the first covered basic safety and a second covered comprehensive applied safety practices. Today, the minimum educational qualifications are a bachelor's degree in any field or an associate's degree in safety and health. In 2006, the GSP designation was created to recognize graduates of accredited safety degree programs and to help them on their path to the CSP.

In 2009, the GSP Program expanded to include the BS in Environmental Science-Safety degree from the University of Houston – Clear Lake. In addition, GSP's interested in knowing when they will be eligible to take the Comprehensive Practice Examination can complete the online GSP Application Update Forms which allows BCSP to determine their eligibility date.

In the early days of certification, BCSP relied on the extensive validation study of safety and health practices funded by

the National Institute for Occupational Safety and Health (NIOSH) to determine the subjects covered and the distribution of questions among subjects. In the early 1980s, BCSP began conducting its own validation studies for all of the CSP examinations through job analysis studies and validation surveys of practitioners. In 1999, BCSP completed the most comprehensive study of professional safety practice since the NIOSH study. The last major change for examinations occurred in 1997 when all exams became computer-based eliminating the need for paper and pencil examinations. BCSP continues validation studies to update and upgrade all of their examinations.

The formation of CCHEST in 1985 by BCSP and the American Board of Industrial Hygiene (ABIH) produced the para-professional certifications. The first certification was the OHST with the CLCS named as an alternate title in 2008. In 1993, the CHST certification was added along with the STS in 1994. In late

A screenshot of the BCSP website homepage. The header includes the BCSP logo, navigation links for HOME, CERTIFICATIONS, CAREER PATH, FAQ, DIRECTORIES, SOCIAL MEDIA, and a search bar. The main content area features two large boxes: 'GSP Designation' (with a photo of a graduate) and 'ASP/CSP Certification' (with a photo of four professionals). Below these are three smaller boxes: 'Contact Information Update Form', 'Pay Annual Renewal Fees Online', and 'BCSP Career Center' (with a photo of a person), and 'FYI For Your Information' (with a yellow background).

OUR COMMITMENT TO SAFETY

As BCSP moves forward, it will continue to focus on providing high-quality certifications which assist individuals involved in safety, health and the environmental practice and add value for those holding it.

2008, BCSP purchased ABIH's interests in CCHEST. Currently, CCHEST operates as a division of BCSP.

Through the years, technology has changed the face of the safety industry. From computer-based testing to improved communication tools, BCSP has embraced the opportunities for increased productivity and accuracy in our examinations and interaction with credential holders and those in process.

At the beginning of the 2009, BCSP and CCHEST implemented a new phone system providing improved technology and capabilities for the future. The system includes new caller menus to help customers quickly reach the support they need.

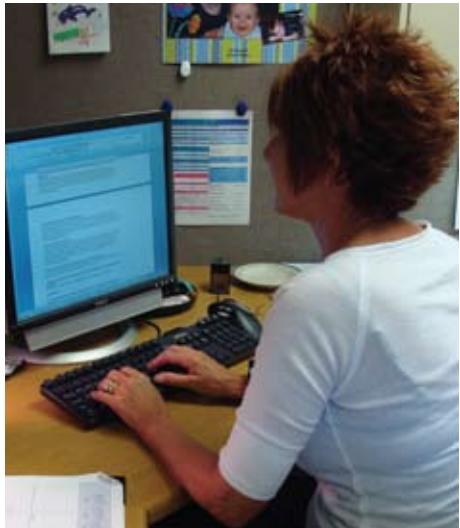
The most visible accomplishment of BCSP over the last year was the launch of the new website at the end of July and the CCHEST website at the end of December. BCSP's first webpage was in 1998 with the first CCHEST website in 2003. The new websites feature easy navigation and expanded content. In conjunction with the websites, BCSPs kicked off a social media

presence. BCSP is involved in the four major social networks – Twitter, LinkedIn, YouTube and Facebook. These online communities help foster communication and should be viewed as another avenue for BCSP to reach existing and potential credential holders. With little promotion, the LinkedIn BCSP group has over 1,000 members with new requests to join coming in on a daily basis.

With the new website came bonus features which could not be considered on the previous website such as the BCSP Blog and the interactive Salary Search Engine. The strategy with the BCSP blog is to "humanize" BCSP with photos/videos of our employees at events both in-house and at various conferences and to provide detailed information for readers such as "how a passing score is set" and "common problems on COC sheets." The Salary Search Engine provides compensation information gathered from survey information received voluntarily from credential and designation holders. This high value content allows users to compare data from a range of parameters including gender and state. Additionally, other breakdowns are also on the survey such as education, employer type and years in professional safety practice.

Providing an invaluable service to applicants and credential holders alike, the Customer Service department continues to create communication opportunities and to expedite applications through the system. For both BCSP and CCHEST credential holders, simple online forms for updating information, contacting customer service with specific questions or information requests became available in 2009 and have increased productivity.





Since 1969, more than 30,000 individuals have achieved the CSP, OHST, CHST or STS credential. Currently, over 12,000 hold the CSP and 7,500 retain a para-professional credential. Every day new safety professionals start the credentialing process. As BCSP moves forward, it will continue to focus on providing high-quality certifications, which assist individuals involved in safety, health and environmental practice and adding value for those holding them.

CERTIFICATION ACTIVITY

	2009	2008	2007
New CSP Current CSP	715 12,243	703 11,879	520 11,344
New ASP Current ASP	582 979	654 1,004	471 950
New GSP Current GSP	234 724	113 634	403 521
New CSP-Retired Current CSP-Retired	83 743	89 742	64 745
New OHST/CLCS Current OHST/CLCS	135 534	132 1,440	128 1,387
New CHST Current CHST	322 1,456	221 1,181	135 1,011
New STS Current STS	1,350 4,424	1,018 3,405	878 2,747



Our customer service staff is a dedicated team that aims to exceed our customers' expectations as they assist them through the certification process.

Christy Uden
Customer Service Manager



There are more than 300 safety, health, environmental, and ergonomic designations in the United States. Of these, only 13 are nationally accredited through the National Commission for Certifying Agencies or the American National Standards Institute. National accreditation has become the metric for acceptance of a certification by global government agencies. Accreditation standards cover fairness in testing, audited financial disclosure, independence in governance, validated examination content, non-discrimination of candidates, and many other criteria. Accreditation helps ensure credibility.

National and international accreditation standards for peer certifications require examination content be validated

periodically against the professional practice the examination intends to measure. The last content validity research project was completed in 2008. The next validation study is scheduled for 2015.

The minimum passing scores rely on a modified Angoff criterion reference procedure to ensure 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 2009 follows. BCSP's examination reliability is acceptable for high-quality certification examinations, according to good psychometric practices.

CERTIFICATION HIGHLIGHTS...

New Safety Fundamentals and Comprehensive Practice examinations

Safety Trained Supervisors in the mining industry role delineation study

Safety Trained Supervisors in the construction industry revalidation

Growing participation in the online recertification quiz program

Expansion of the OHST credentialing program as a capstone to safety-related degree programs

**SAFETY FUNDAMENTALS EXAMINATION**

Number of Candidates (All Forms):	872
Mean Score (All Forms):	64.2%
Candidate Passing Rate (All Forms):	66.7%
Standard Deviation:	6.51
Standard Error of Measurement:	5.7
Internal Reliability [KR(20)]:	0.88
Decision Consistency [K2(x,t)]:	0.90

**COMPREHENSIVE PRACTICE EXAMINATION**

Number of Candidates (All Forms):	1,028
Mean Score (All Forms):	60.3%
Candidate Passing Rate (All Forms):	70.3%
Standard Deviation:	14.18
Standard Error of Measurement:	5.88
Internal Reliability [KR(20)]:	0.82
Decision Consistency [K2(x,t)]:	0.86

**OHST EXAMINATION**

Number of Candidates:	237
Mean Score:	62.0%
Candidate Passing Rate:	63.7%
Standard Deviation:	17.81
Standard Error of Measurement:	5.82
Internal Reliability [KR(20)]:	0.89
Decision Consistency [K2(x,t)]:	0.91

**CLCS EXAMINATION**

Number of Candidates:	9
<i>Exam candidates are too few for statistical information.</i>	

**CHST EXAMINATION**

Number of Candidates:	466
Mean Score:	68.8%
Candidate Passing Rate:	69.5%
Standard Deviation:	14.33
Standard Error of Measurement:	5.41
Internal Reliability [KR(20)]:	0.86
Decision Consistency [K2(x,t)]:	0.87

**STS-CONSTRUCTION EXAMINATION**

Number of Candidates:	1,169
Mean Score:	80.3%
Candidate Passing Rate:	93.7%
Standard Deviation:	5.94
Standard Error of Measurement:	3.49
Internal Reliability [KR(20)]:	0.65
Decision Consistency [K2(x,t)]:	0.89

**STS-GENERAL INDUSTRY EXAMINATION**

Number of Candidates:	221
Mean Score:	77.9%
Candidate Passing Rate:	96.4%
Standard Deviation:	6.18
Standard Error of Measurement:	3.33
Internal Reliability [KR(20)]:	0.71
Decision Consistency [K2(x,t)]:	0.93

**STS-PETROCHEMICAL EXAMINATION**

Number of Candidates:	9
<i>Exam candidates are too few for statistical information.</i>	

Certified Safety
Professional®Construction
Health and Safety
Technician®Occupational Health and Safety
Technologist® / Certified Loss
Control SpecialistSafety Trained
Supervisor

BCSP RECORDS CONTINUAL GROWTH

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 eligibility extensions, self-assessment examinations, etc.

The Board and staff continually strive to improve customer service and increase certification value, while minimizing expenses. The charts below show how income and expenses are distributed in general.

The complete 2009 audited financial statement will be available for viewing by May 3, 2010.

APPLICATIONS

Applicants must meet academic and professional safety experience requirements in order to qualify for several of our certifications. Each have different minimum academic qualifications and a minimum amount of professional safety experience. Individuals apply only once. During 2009, BCSP received exceptional numbers.

APPLICATIONS PER CERTIFICATION

CSP	925
OHST/CLS	306
CHST	502
STS	1,575

BCSP INCOME

Renewal Fees	\$2,280,409
Examination Fees	\$1,236,792
Application Fees	\$411,110
Miscellaneous	\$406,130

BCSP EXPENSES

Applications	\$894,975
Examinations/Testing	\$1,085,858
Certification Maintenance	\$773,885
General/Administrative:	\$574,980



CSPS REPORTING IN 2009

Individuals holding the CSP certification must be recertified every five years by gaining 25 points through ten activity categories in the Continuance 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 processed during 2009.

Number of CSPs whose COC cycle ended 12/31/08 1,973

Number of CSPs failing to meet COC requirements 102

CSPs reporting in 2009 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	9.74	32.39	98
2. Safety Organization/Division Membership	4.69	15.60	98
3. Professional Service	1.63	5.41	35
4. Professional Publications, Papers, Technical Presentations, and Patents	0.39	1.29	25
5. Writing Examination Items	0	0	0
6. Professional Development Conference Attendance	4.77	15.87	82
7. Continuing Education Courses/Seminars	7.17	23.85	89
8. College/University Courses	0.59	1.96	4
9. Advanced Degrees	0.75	2.49	3
10. Certification/Registration Examinations	0.34	1.13	6
AVERAGE POINTS EARNED	30.07		

BCSP SCHOLARSHIP AWARD

CCHEST In 2009, CCHEST, with a \$20,000 donation, created an annual \$1,000 scholarship available to graduate and undergraduate students pursuing degrees in occupational safety, health and the environment (SH&E) or a closely related field. The 2009 scholarship was named after Patrick J. Conroy, OHST, CHST, past CCHEST program director and board member. This is in addition to a donation for \$6,000 in 2008, toward a new BCSP Scholarship Fund within the ASSE Foundation. The overall goal for the funds is to ensure one or more endowed scholarships is awarded annually. The initial donation from BCSP was applied toward the new BCSP-Glenn Daviet Scholarship, named in honor of Glenn D. Daviet, CSP, CPCU, ARM, ALCM. The names of the scholarships will change each year.



BCSP – Michael Orn Scholarship

Recipient: Jon R. Hamill
University: Southeastern Oklahoma State University
Degree Program: Occupational Safety & Health
Amount: \$1000

CCHEST – Patrick J. Conroy Scholarship

Recipient: Joshua B. Ball
University: Southeastern Oklahoma State University
Degree Program: Occupational Safety & Health / Psychology
Amount: \$1000



BOARD OF CERTIFIED SAFETY PROFESSIONALS
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