The Ins & Outs of ASSE’s Practice Specialties

While some Society members believe that joining a practice specialty means getting newsletters and the chance to vote for an administrator, Donald S. Jones, P.E., CSP, Vice President, Council on Practices and Standards, says, “There is so much [that practice specialties] offer. Our challenge is making sure members are aware of the benefits and why it is so important that they join.”

ASSE’s 13 practice specialties supplement ASSE’s broad-based general activities with focused, individualized programs. Becoming a member allows you to participate in a nationwide network of safety professionals who have an interest in your area of practice and also have experience solving the types of safety/health problems you may encounter. Furthermore, practice specialty membership provides direct information on important topics and opportunities for service and leadership.

Getting Back to Basics

As an organization evolves, it can be easy to lose sight of the original goal. There comes a time when it makes sense to stop and get back to the basics that made you successful in the first place. For CoPS and the practice specialties, this means looking to documents such as the Society Bylaws, Society Operating Guide, Code of Conduct and Strategic Plan. This understanding, coupled with effective implementation, will allow CoPS to bring more value to the Society and the membership as a whole.

“The greatest strength [of the practice specialties] is probably our diverse collection of SH&E experience and skills. As a member of CoPS, I never cease to be amazed at the depth and breadth of our members’ skills. In fact, I cannot recall one instance of us not being able to answer a question or get somebody to the right person who can,” says Jones. “However, we need to work on our communications—getting the message out about the benefits and services we provide.”

Building Stronger Relations with Chapters & Regions

Jones explains that effectively disseminating technical knowledge and expertise to the membership is the first step to building stronger relationships with chapters, regions and areas. “Some of the current efforts involve establishing CoPS regional contacts who participate in regional conferences, as well as providing practice specialty speakers for regional PDCs. Also, CoPS chapter chairs are being established to improve communication.”
A Letter from the VP, Council on Practices & Standards

What CoPS Means to ASSE

The SH&E profession is in an incredible state of change—from international economic globalization to the ever-expanding list of functions now handled by SH&E professionals each day. This is why I am excited about the Council on Practices and Standards (CoPS). As Vice President of CoPS, I am convinced that our group will play a key role, not only in the future of ASSE, but in that of the SH&E profession as well.

CoPS oversees two important functions: the Society’s 13 practice specialties and the Standards Development Committee (SDC). These functions work together to support the practice of the profession. In the minds of many members—both in and out of leadership positions—the practice specialties are key to the future success of the Society, particularly as the need to affiliate with specific SH&E disciplines gains importance. SDC oversees not only the Society’s standards-development committees, but also works with ASSE representatives to protect the organization’s interests on other committees developing national voluntary consensus standards.

CoPS is also responsible for Goal 5 of ASSE’s strategic plan: “Gather, encourage and participate in development of the body of knowledge relevant to the profession.” In response to a rapidly changing marketplace, CoPS is actively identifying and implementing new ways to meet your business, career development and technical standards needs. We provide knowledge-, skill- and contact-based resources for ASSE members, the Society and the profession. In an effort to meet today’s business challenges, the practice specialties are now providing greater value to their members and our profession. These groups supplement ASSE’s broad-based general activities with focused, individualized programs. They offer referrals to experts; provide convenient contact with peers in your specialty; regularly publish technical information and news; help chapters with educational programming; participate in chapter and regional conferences; and serve as a technical resource to the entire Society.

We hope that each member will choose to join at least one practice specialty. Currently, we have nearly 18,000 total practice specialty memberships—a strong indicator of member interest in obtaining leading-edge information about specific industries and disciplines within the SH&E profession. I invite all of you to become more involved. Please send your questions, comments or ideas about CoPS via e-mail to Tim Fisher, ASSE’s director of practices and standards, at tfisher@asse.org, or to Rennie Heath, ASSE’s manager of practice specialties, at rheath@asse.org.

Donald S. Jones, P.E., CSP
Vice President, Council on Practices & Standards

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Mission Statement
To provide communications covering all Society activities, services, benefits, position statements, actions of the Board of Directors, House of Delegates, bylaws changes and related activities of interest to members of the American Society of Safety Engineers.

Further, Society Update is a vehicle to recognize individual members, chapters, regions, areas, divisions and the profession. The newsletter also provides a forum for commentary by Society membership on areas of interest and concern in all Society operations. Opinions and conclusions expressed in this publication are the authors’ and do not necessarily reflect the opinions of Society Update or ASSE. All members and units of the Society are encouraged to submit news, pictures and comments to Society Update for publication.
FAQ: Practice Specialties

One primary responsibility of CoPS is managing and overseeing the Society’s 13 practice specialties. Following are answers to some frequently asked questions about the practice specialties.

Q: Do I have to be a member of the Society to be in a practice specialty?
A: Yes. Membership in the practice specialties is only open to current members of ASSE.

Q: Can I join a practice specialty if I do not work in that area, but have a professional interest?
A: Yes. Practice specialties are open to all current ASSE members. You may also join more than one practice specialty. Many members hold multiple memberships.

Q: Are practice specialties the same as the old divisions?
A: Yes.

Q: If I join the Society, do I automatically get practice specialty membership?
A: No. Each practice specialty membership costs $15.

Q: How do practice specialties fit into ASSE overall?
A: The practice specialties represent the technical arm of the Society. In addition to publishing newsletters, the goal of the practice specialties in the overall ASSE Strategic Plan is to gather, encourage and participate in the development of the body of knowledge relevant to the SH&E profession. The practice specialties identify and develop technical resources and work jointly with the Council on Professional Affairs, the Council on Member and Region Affairs, and the Council on Professional Development on various projects.

Q: How can I participate in a practice specialty?
A: Once you join a practice specialty, the administrator and/or assistant administrator will communicate with you to determine your specific interests. Those who want to be more active may choose to participate in the practice specialty’s advisory committee. Several practice specialties also have subcommittees (e.g., the Environmental Practice Specialty has subcommittees that cover areas such as water, air and emergency response).

Another good way to participate is to write an article for the practice specialty’s newsletter. The practice specialties are always looking for quality articles.

Q: Can I submit an article for a newsletter if I am not a member of the practice specialty?
A: Yes. Anyone may submit an article to any of the practice specialty newsletters.

Q: If I do not join a practice specialty, can I subscribe to receive the newsletters?
A: No. Only practice specialty members receive the newsletter.

Q: If I join the Consultants Practice Specialty, will I automatically be listed in the ASSE Directory of Safety Consultants?
A: Yes. With the current revision of this directory, each member of the Consultants Practice Specialty is eligible for inclusion. However, as in the previous printed version, there will be a distinction for “currently practicing consultants” in order to make the directory more useful.

Q: What are the benefits of joining a practice specialty?
A: In addition to receiving a specific practice specialty newsletter three times a year plus the electronic “Best of the Best” newsletter each June, opportunities abound to network with ASSE members who have similar interests and experience. Membership benefits also provide:

• technical questions and answers (TQA)—a quarterly online bulletin;
• opportunity to run for office within your practice specialty;
• opportunities to meet with specialists who have similar interests;
• supplementary, specialized educational opportunities;
• recognition and awards.

Q: Can you give me some more details on networking? What specific opportunities are there?
A: Contact the administrator of your practice specialty; s/he will be able to help you initiate your outreach. Contact one of the practice specialty officers; all officers are listed on the practice specialties section of the ASSE website—www.asse.org. The best opportunity for face-to-face networking, of course, is the annual PDC. Also, contact your local chapter about local and regional PDCs.

For more information on practice specialties, visit www.asse.org, and click on Practice Specialties, or contact Rennie Heath, manager of practice specialties, at rheath@asse.org; or Tim Fisher, director of practices and standards, at tfisher@asse.org.
Keith E. Vidal, P.E.

ASSE’s SDC Chair Shares Some Thoughts on the Standards Development Process

Initials, my interest in standards development (SD) was due to my vocation as an engineering consultant—I needed to be familiar with standards that I dealt with in my work. In the late 1980s, I became involved in SD with ASTM, specifically Committee F-13 on Traction and Safety for Footwear, largely due to my involvement in slip, trip and fall cases. After getting involved in SD, I was convinced that consensus standards were necessary in our society and play a huge role in making the world a safer place.

When I started my firm, I believed that 90 percent of all accidents that caused serious injuries could be prevented with proactive safety policies and training. This is where standards, which are essentially standardized practices, come in to play. I became heavily involved in promulgating voluntary consensus standards with ASTM and eventually with ASSE, ANSI and OSHA. I view this involvement as my contribution to making the world a safer place. Coincidentally, it adds to my credibility as a consultant and enables me to keep abreast of the most current research and advancements in safety aspects that I would otherwise likely read about several years down the road. The process is slow—and as a result can be discouraging—but I have learned to be patient and persistent because I have realized that like all good things, progress comes in small steps.

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The Consensus Process: How Does a Standard Become a Standard?

ASSE supports the voluntary development, promotion and use of consensus standards, and assists in developing and maintaining such standards within the limits of its charter and resources. ASSE is a secretariat of several standards utilizing ANSI procedures. One of the most important aspects of standards development is the need to reach consensus about the language of the standard. The following basic statements are used to create a standard:

1) The potential secretariat goes through various administrative and procedural steps to register the project with ANSI.
2) The initial formulation of a proposed standard should involve as many interested parties as is feasible.
3) Once the proposed standard has been formulated, it should be given the widest circulation among persons affected by its provisions.
4) Care should be taken that all comments on a proposed standard are considered and proper weight given to them.
5) The standards-making body, public or private, should make a determination that a voluntary standard is not contrary to the public interest, is technically adequate, and is not inconsistent with law or public policy.
6) After the committee approves the document, it can then be distributed for public review by interested stakeholders.
7) After all of the committee and public comments have been resolved, the standard can be submitted to ANSI for final approval.
8) Following final approval by ANSI, the standard can be published and used.

SU: What is the primary function of the SDC? What are your responsibilities as chair of the committee?

KV: SDC’s primary function is to oversee all of ASSE’s involvement in SD activities. Its primary purpose is to foster the development of ASSE’s role in safety standards. To fulfill this objective, the SDC identifies and appoints individuals to represent ASSE on various SD committees; identifies standards and committees that are important to ASSE’s commitment to being the premier SH&E organization; monitors standards being developed by various entities, primarily through ASSE members who serve on SD committees; attempts to identify areas where standards may be needed and initiates ASSE’s involvement; and seeks opportunities to promote U.S. standards on an international level.

As Chair of the SDC, I facilitate cogent and professional exchanges between members of the SDC, CoPS and ASSE’s Board of Directors, as well as the general public and safety community regarding safety standards. I see myself more as an administrator, and the members of the committee as the think tank of the Society in terms of SD. The SDC is made up of a maximum of seven persons who represent a good balance of interests. We currently have an outstanding group of individuals. They are Richard R. Bourlon, CSP, ALCM; Thomas F. Bresnahan, CSP; Steven Di Pilla, ARM; Jack H. Dobson Jr., CSP; Laurie A. Rudolph; Ronald D. Schable, PE; CSP; CIH; and Donald S. Jones, PE., CSP (Ex-Officio).

SU: Explain the key steps involved in developing a voluntary national consensus standard.

KV: ASSE is an ANSI-accredited standards developer, meaning that the Society acts as the secretariat and administers throughout the process. In general, the first step is to identify a need for a standard. If a need is determined, the next step is to publicly announce the initiation of the project by way of the Project Initiation Notification System. This gives interested parties a chance to voice their concerns as to whether there is a need for a standard. The secretariat then identifies and contacts potential committee members, keeping in mind the need for a balanced committee in terms of membership interests.

Once the committee has been formed, meetings are scheduled and the long task of drafting the standard begins. The draft will
Interview with Keith Vidal

(continued from page 4)

probably go through several iterations before it is finally voted on at the subcommittee level, then the main committee levels. All of the requirements for the process are defined in ANSI’s Procedures for the Development and Coordination of American National Standards.

SU: Why is ASSE’s involvement in this area important? Why should members view it as a “member benefit”?

KV: Whether we like standards or not, they shape our society and the world we work and live in. ASSE’s members have decided that a part of the Society’s goal is to establish, promote and recognize standards of professional practice in protecting people, property and the environment. ASSE is the leading safety organization with a diverse membership that has expertise in all realms of safety. It is becoming known as a significant safety resource, and our positions and input are sought by legislators, regulators and the media, as well as internationally when it comes to SH&E-related issues.

The fact that ASSE is secretariat for seven ANSI standards and has representation on more than 40 other standards committees makes the Society a major player in the SD arena. Members can call on the Society when they have questions or concerns about what standards apply to a given situation. This is a huge benefit to professionals who are not jacks-of-all-trades, but want to be thorough and assured that the safety concerns in their work environments are addressed appropriately. ASSE’s continued involvement in standards ensures that the Society is ahead of the curve, and can provide complete, accurate, up-to-date safety-related information when called on.

SU: What are some hot topics in the SD arena at this time?

KV: The mold issue is going to be a hot one. The ASTM E50 Committee on Environmental Assessment recently started a project on mold remediation. ASSE has a representative on this committee (Laurie Rudolph), and we look forward to hearing more on this in the future.

International standardization will also continue to be a significant issue for SH&E professionals. With regard to ASSE, our efforts to revise Z87.1 (Eye and Face Protection) and Z117.1 (Confined Spaces) should be coming to fruition early this year. These are important standards that directly impact our members and should generate a great deal of interest.

SU: There has been some discussion of adding “technical reports” to ASSE’s portfolio of SD activities. Explain what these are and discuss why their addition would be beneficial.

KV: Without question, there is a significant increasing emphasis being placed on technical reports in a wide variety of venues. ASSE believes it is important to have an established mechanism for the registration of such technical reports. This is particularly important in areas of developing technology that may eventually be covered by national or international standards, however, the only documentation or science available justifies such a report.

Accredited standards developers such as ASSE have the option of developing technical reports. These reports are generally informational in nature, or they can give methods for application of an American National Standard. It is important to remember that all material contained in a report that has been registered with ANSI is informational in nature. Technical reports may include, for example, reports of technical research, tutorials, factual data obtained from a survey conducted among standards developers and/or national bodies, or information on the “state of the art” in relation to standards of national or international bodies on a particular subject.

SDC believes such reports serve an important purpose, but the committee agrees that technical reports may not be used as a way to circumvent the regular consensus process for approval of an American National Standard. At its November 2002 meeting, the committee agreed to adopt technical reports for our activities, but only after review and approval by the SDC. Basically, we like the idea as long as proper oversight is administered.

Emerging Trends & Issues

“Working in the chemical industry, I have little doubt that our members will become more involved in security-related issues,” Jones says. “This is especially true for those working in industries perceived to be threatened by unknown entities. All industries are susceptible to such attacks, but the focus seems to be on areas such as aviation, nuclear power plants and chemical plants.”

Jones also states that members must expand their knowledge base in many different areas of the profession. Learning the business of safety and how it impacts an organization’s bottom line is critical. “I think the leadership of the Society is sensitive to these issues, which is why the Council on Professional Development recently launched its Executive Program in Safety Management.”

Furthermore, it is critical for future growth as a profession and as a professional society that CoPS stay involved in standards-development activities. Jones explains that with the globalization of the economy, there is an increasing reliance on standards for both trade and SH&E management at work. National consensus standards reflect the opinions of SH&E professionals who work at all levels of the public and private sectors, as well as insight from the end user. This balanced insight enables standards to be crafted in a way that not only benefits and protects users of the standard, but also furthers the interests of the businesses which have been created to meet user demand. According to Jones, there is no better way to influence such activities than to be a standards-developing organization.

Looking Ahead

“We need to look at standards of practice. Data from our members indicates that we need more technical materials available on our website. We have already expanded somewhat into this area including mold remediation for commercial buildings and SH&E staffing and auditing. The list is endless and we are always looking for ideas. We encourage members to send their ideas to the Standards Development Committee for review.”

American Society of Safety Engineers
The Z117 and Z87 standards have been revised following recently completed public review periods. Both will be published this year. Society Update recently interviewed Edward V. Grund Jr., P.E., CSP, Z117 standard committee chair, and Dan Torgersen, Z87 standard committee vice-chair, to provide an overview of each standard and their revisions.

Z117 Q&A: Interview with Ed Grund, committee chair
SU: Briefly describe your role as chair of this standards committee.
EG: The chair directs the standard revision process in conjunction with the secretariat (ASSE), and facilitates the actual committee debate regarding the standard’s content and change. The chair must be able to determine the committee resources and special talent, and use them effectively to achieve the revision objective. The standard’s scope remains the same. It provides minimum safety requirements to be followed while entering, exiting and working in confined spaces.

SU: What are the major revisions to the standard?
EG: There were no major revisions as such that change concepts, significant requirements, etc. The 1995 standard was in relatively good shape. However, almost all sections, such as atmospheric testing and monitoring, experienced beneficial content improvements. Emergency response and the appendices (numerous guidance forms/exhibits) received added emphasis. The 2003 revision will be about one-third larger in content.

SU: What are some of the significant comments the committee received/addressed as a result of the public review period?
EG: Comments involved ventilation, respiratory protection, space monitoring, vertical rescue, non-permit-required confined spaces, etc. No public comments were deemed to be major or required the committee to reconvene for significant debate.

SU: To provide readers with a context for the importance of the standard, can you give some statistics on issues related to confined spaces? For example, what activities cause the greatest number of fatal injuries due to unsafe procedures concerning confined spaces?
EG: Atmospheric conditions (oxygen deficiency, hydrogen sulfide and methane) and engulfment continue to be the leading sources of confined space fatalities with the manufacturing, agriculture and construction industries accounting for more than half of the total. From October 2001 to September 2002, there were more than 1,000 OSHA citations and $1 million in penalties for violations of the federal confined space standard. Repair and maintenance activities are involved in the most fatal accidents, with failed rescue attempts (death of rescuer) ranking high as well. Tanks, vats, pits and sewers are the most prevalent type of space.

SU: What role do voluntary national consensus standards play in safety?
EG: Consensus standards provide for continuous improvement. They help avoid the worry of “Is it enforceable (legal)?” and bring together talent that exceeds the resources and patience of the government. [Consensus standards allow companies to] operate closer to the state-of-the-art.

Z87 Q&A: Interview with Dan Torgersen, committee vice-chair
SU: Briefly describe your role as vice-chair of this committee.
DT: My role as vice chair was made easier because the chair (Tod Turriff) is an active guy; he ran the meetings, and established the agendas and methodologies. While I participated in response, formulation and discussion, I was in what is supposed to be the vice-chair role—support. I was also quite involved in activities that were not specifically a vice-chair activity—participating in editing committees or task groups, and in formulating, reviewing and approving responses to committee votes or to public review votes.

SU: What prompted the revisions to this standard, which was originally drafted in 1989 and reaffirmed in 1998?
DT: The standard’s scope has not changed since at least 1989. It covers eye and face protection that would be used in occupational or educational environments. ANSI requires review at least every five years. [The committee is] required to review the standard and determine whether it wants to withdraw, reaffirm or revise. The need for revision was prompted by several things. One is that today, there are new materials in the marketplace that did not exist in 1989. The standard was, of course, reaffirmed in 1998, not because it was felt that the 1989 was appropriate in 1998, but simply because if nothing is done to revise, reaffirm or withdraw, ANSI will administratively withdraw a standard. We were in the midst of revision in 1998 and we knew that it would not be ready by 1999, when ANSI would have to administratively withdraw the standard. So, we reaffirmed knowing that it was a stop-gap measure.

SU: What are the major revisions to the standard?
DT: The draft standard establishes two levels of impact: basic impact and high impact. The method of classification—whether it is for spectacle eyewear, goggles or welding helmets—is simply their ability to pass two different tests. The basic test is a much lower impact energy than the high impact.

SU: What are some of the significant comments the committee received/addressed as a result of the public review period?
DT: A few comments had to do with the impact classification. Others were about minimum thickness, inquiries about what test is used to determine whether goggles are splash protection; and a few talked about adequacy of design for retention of lenses.

SU: To provide readers with a context for the importance of the standard, can you provide some statistics on issues related to eye and face protection? For example, in what industries are eye and face protection most critical? During what activities do eye and face protection most critical? Some industries would be automotive, construction, manufacturing, and mining. Some activities would be those requiring a high level of eye protection such as welding, arc welding, and soldering.

DT: In general, eye injuries are not occurring in epidemic proportions, but they are frequent and serious enough to need some level of protection. Most injuries occur to nonwearers—those wearing no eye protection whatsoever. A large number of eye injuries are sports-related, but this standard does not cover sports-related eye protection. ■
Group to Advise OSHA on Ergonomics

Committee Includes Three ASSE Members

Few topics in safety have been the subject of more debate—or controversy—than ergonomics. And while few would argue that ergonomics—or rather, the lack of it—doesn’t play a role in many work-related injuries, that’s about as far as the agreement goes.

Nowhere was this divide more evident than in the events surrounding OSHA’s foray into ergonomics rulemaking. Employee groups lauded the rule, while business groups called for it to be overturned. Professional groups took a middle-of-the-road approach, pleased to see the agency taking some official action in response to ergonomic hazards, yet uncertain whether the specifics of the standard would achieve the ultimate goal of reducing work-related musculoskeletal injuries. Ultimately, the standard was rescinded by Congress.

Faced with a tough road to new rulemaking, OSHA chose, instead, to introduce a nonregulatory approach to ergonomics, one feature of which is the National Advisory Committee on Ergonomics (NACE). This 15-member group represents industry, academia and labor, as well as the medical and legal professions. It held its inaugural meeting last month in Washington, DC.

Diverse Membership Faces Difficult Task
Three members of the committee—Carter J. Kerk, James L. Koskan and J. Dan McCausland—are ASSE members. Kerk was recently appointed chair of the committee by OSHA Administrator John Henshaw.

In selecting the committee, OSHA set out to bring together professionals with diverse backgrounds—and these Society members certainly fit that bill (see profiles). OSHA has set the following goals for the group:

• Examine information related to various industry or task-specific guidelines.
• Identify research gaps in existing research on ergonomics in the workplace.
• Discuss outreach and assistance methods to communicate the value of ergonomics.
• Increase communication among stakeholders.

Not easy challenges given the divergent opinions surrounding ergonomics. “The key component in this debate is value,” Koskan says. “Ergonomic controls bring real value to an organization—in terms of improved efficiency, higher output, less disruption of workflow, fewer injuries and reduced injury costs. However, if recommendations for ergonomic controls do not address value broadly, the chance that industry will embrace them is reduced.” He adds, “A key for this committee is to advance the concept of ergonomic value from a broad perspective.” McCausland would like to see the group develop a “good short list of key ergonomics issues—primarily related to hazard prevention, process development and practical programs.”

A Nonregulatory Approach to Ergonomics
The question everyone is asking about OSHA’s new course on ergonomics is: Can it work? “In my experience, nonregulatory approaches are always superior to efforts made simply to achieve compliance—when they are properly focused and nurtured to provide the desired results,” McCausland says. “Self-initiated programs, focused on achieving specific goals, are very powerful activities. The real strength of a voluntary approach, which clearly holds true in the case of ergonomics, is that companies develop processes and programs with no regulatory obligation to do so. As a result, they willingly and significantly invest themselves and their people in the effort.”

(continued on page 9)
Elward S. Gardner of St. Martinville, LA, was recently named outstanding fall graduate of the University of Louisiana (UL) at Lafayette. An industrial technology major, he was selected from among nine top graduates from each of the university’s academic colleges—Gardner from the College of Engineering. Having maintained a 3.91 GPA over the course of his education, he was named to the dean’s list every semester. Gardner is also a Louisiana Alliance for Minority Participation (LAMP) Scholar; LAMP is a five-year program helping traditionally underserved students achieve a high level of success. In addition, he was awarded the Acadiana Flow Measurement Society scholarship, is a Phi Kappa Phi honoree and received the UL Lafayette Black Faculty and Professional Staff Award for Academic Excellence.

In addition to ASSE, Gardner is a member of the National Assn. of Industrial Technology. He is a Vietnam veteran in American Legion Post 419 in St. Martinville. Gardner plans to pursue a career in technology or safety, and may eventually pursue a graduate degree.
Members in the News

A Focus on Best Practices

One of the initial outcomes of the new strategy has been the development of industry-specific guidelines—with nursing home guidelines now available, and those for retail grocery stores and poultry processing expected soon. The committee is likely to play some role in the development of future guidelines—a task that will surely be benefitted by the breadth of experience its members bring to the table.

“As one of the business representatives, I deal with the realities of implementing new ideas—and the frustrations of less-than-desired results,” explains Koskan. “Variables that affect safety performance are extremely difficult to predict, much less control. Hopefully that experience will be of value.” McCausland hopes that the wide-ranging representation will lead to synergistic results. “Solutions from one industry that may be transferable to others would be a wonderful result,” he says.

And, while it’s well known that what works in one company won’t necessarily work in another, elements of success can be identified—even in ergonomics. “The meatpacking guidelines issued in 1990 still contain some of the best foundation elements needed for successful programs,” McCausland says. “I distill it to three things—management commitment, employee involvement and comprehensive program design that addresses the particular application.”

Getting a company to understand the value of ergonomics initiatives is also important, Koskan says. “Any initiative must be tied to value in terms of company goals. Any process that is grounded only in regulatory requirements, gimmicks or promotions will be ineffective in solving root-process problems,” he explains, adding that broad-based involvement is critical. “To address value, an organization must tap into the on-the-floor-experts—the people doing the job.”

In Memoriam

The Society remembers the following members who passed away in recent months. Our thoughts are with their families, friends and colleagues.

Walter W. Baese, Milford, OH
Kenneth H. Beach, York, PA
Leon R. Becker, Fort Lauderdale, FL
Joe E. Bridges, Columbus, GA
Nelson J. Chanfrau, Rutherford, NJ
Howard H. Cochran, Amarillo, TX
J. P. Cunliffe, Newport Beach, CA
James E. Daugherty, Canton, OH
Robert A. Dickmeyer, Woodville, TX
Amnette M. Fine, Scottsdale, AZ
Stephen J. Furse, Eugene, OR
Ohrville A. Hodges, Wadsworth, TX
Fred J. James, Houston, TX
J.D. Jenkins, Bellingham, WA
Gerald H. Johnson, Sahuarita, AZ
Robert L. Johnson, Charlotte, NC
Burell E. Jones, Broken Arrow, OK
Robert K. Jones, Houston, TX
Esther B. Jorgensen, Yakima, WA
John J. Johnson, Santa Barbara, CA
Thomas V. Keane, Southampton, PA
Arthur L. Keever, Lawrenceville, GA
Herbert E. Kendrick, Las Vegas, NV
George W. Kilgore, Rogersville, MO
Willard R. Kleckner, Homosassa Springs, FL
Winfield S. Kline, Cathedral City, CA
John J. Knoph, St. Louis, MO
Clarence A. Koch, Pearland, TX
James J. Kolchin, El Cajon, CA
Talmud Kramer, Ventura, CA
Edward J. Kulisek, Montgomery, TX
E.O. Kumler, Medina, OH
Robert A. La Fleur, Riverview, FL
Donald O. Lailhen, Barre, VT
Karl F. Langhorst, Duncannville, TX
A.P. Lapish, Sun City Center, FL
James A. Lastrapes, Spanaway, WA
Richard V. Letting, Daubia, GA
Fay M. Linden, M inneapolis, MN
George J. Linehan, St. Louis, MO
William W. Liston, Bartlesville, OK
George Litterick, Calgary, Alberta
Edward H. Locke, Lake Oswego, OR
William W. Long, Paden City, WV
Frederick Lonke, Englewood, FL
Francis C. Loos, Houston, TX
Frank L. Lucas, Twins Harte, CA
Roy M. Lufkin, Roseburg, OR
John C. Mader, Los Angeles, CA
Salvatore C. Maieli, Forest Hills, NY
Joseph L. Malone, Nottingham, England
John J. M. Marron, Old Bridge, NJ
Rinaldo A. Martiello, Corpus Christi, TX
Dale M. Matthews, Long Beach, CA
George G. McBride, Crofton, MD
James A. McCamant, Louisville, KY
Joseph F. McCuligan, Port St. Lucie, FL
John W. McNeen, M ount Holly, NJ
Hugh A. Millar, Mohawk, NY
Manley B. M onsen, St. Paul, MN
Sam Monson, Los Angeles, CA
George H. Moore Jr., St. Petersburg, FL
C.A. Morrow, Amarillo, TX
Allan Morton, West Hollywood, CA
Cyril F. Mower, Milford, CT
Robert M. Neary, Fort Pierce, FL
Thomas J. Nielson, Joliet, IL
William Nerviani, St. Louis, MO
Robert T. Newport, Milwaukee, WI
Joseph E. Nichols, Richmond, VA
Nick Nicklas, Aliquippa, PA
Herbert Nolen, Austin, TX
John P. Nowak, Fort Mill, SC
Sidney E. Nunyes, West on, Ontario
John J. O’Toole Jr., Southold, NY
G. Walter Oelschlaeger, Bellevue, WA
Roy E. Page, San Antonio, TX
Grace S. Palagonia, Northport, NY
Louis N. Panise, Brooklyn, NY
Gene R. Payton, Youngstown, OH
Clinton L. Pendleton, South Berwick, ME
Glen E. Petersen, Seattle, WA
John F. Peterson, Chesapeake, VA
Elmer C. Peterson, Brainerd, MN
E. Petrie, Huntington, WV
William J. Phelan, Racine, WI
Marion E. Phelps, Chula Vista, CA
Jean N. Flyer, Lexington, NC
Anders Poulsen, Beaumont, TX
Guy H. Quick, Godfrey, IL
Harry R. Rauber, Covington, LA
Judith L. Reschke, Beaverton, OR
John A. Rathwell, Springfield, VA
Robert O. Short, Salisbury, MD
William R. Shortridge, Calgary, Alberta
John V. Skendall, Geshaw, PA
Joe A. Sneed, Richland, WA
James C. Spraggins, LaPorte, TX
Paul E. Stitham, Berwyn, PA
James F. Sullivan, Fort Lauderdale, FL
John R. Winklemann, St. Louis, MO
Donald W. Winters, Monterey City, CA

Ergonomics Committee

(continued from page 7)

Koskan also sees it as a way to give employers some flexibility in determining the right fix for their given exposures. “The targeted, voluntary approach provides a variety of avenues for OSHA to pursue in working with individual industries…”

Herbold Joins Diamond B

Paul E. Herbold Jr., a professional member of the Puget Sound Chapter, recently joined Diamond B Constructors as corporate safety director. Based in Bellingham, WA, Diamond B operates both as a general contractor specializing in heavy mechanical work, particularly petrochemical, and as a subcontractor for commercial plumbing and HVAC.

Herbold is a graduate of Western Washington University with more than 25 years’ professional safety experience. He has earned an excellent reputation throughout the contractor community and area industrial customers for his energy, enthusiasm, professionalism and ability to dramatically reduce accidents, injuries and related workers’ compensation costs.
Teeple's Publishes Book on Homeland Defense

Joseph M. Teeple, a member of the Society's Puget Sound Chapter and vice president of We're Into Safety, recently published a book on homeland defense. Entitled Building Corporate Castles, the book provides managers, security and safety personnel with tools to protect their facilities and workers from terrorist acts. It is a guide for businesses to develop anti-terrorism and defense plans for their corporations while explaining the intricacies of weapons of mass destruction in layperson's terms.

Teeple has more than 25 years' experience in the safety, health and environmental fields. He was director of the OSHA Training Institute Education Center in Denver and is an OSHA outreach trainer. He has conducted audits, evaluated safety programs and has developed training materials that are used both nationally and internationally.

While working for the Dept. of Defense, Teeple wrote one of the first computer-assisted instruction courses used by the U.S. military and, more recently developed the first web-based 10-hour course to be approved for use by OSHA. He worked on human factors engineering programs, which applied ergonomics principles to combat weapon systems, and is well-versed in homeland defense issues, as well as with safety and health matters.

A native of Detroit, Teeple earned a B.S. in Business from Cameron (OK) University and an M.B.A. from the University of Wisconsin. In addition to his ASSE membership, Teeple is a certified government safety officer.

Recruitment Campaign Winner

Michael Warren, Midland, TX, has won the member-get-a-member campaign, "Spread the Word, See the World." Warren recruited five new members for the Society and won a $5,000 vacation to anywhere in the world. Look for details regarding the next member-get-a-member campaign, coming this spring.

Long Service Recognition

ASSE recognizes the following members with anniversary dates from May 2001 to February 2003. Thank you for your many years of dedication service to the Society. Members are listed by name and chapter affiliation.

50 Years

- John D. Benson, Sacramento
- Roger H. Bumham, Granite State
- Leonard J. Dunnman, Jr., Louisville
- John H. Hast, National Capital
- Harvey C. King, Hawaii
- David V. MacCollum, Southern Arizona
- Harold L. Polston, Middle Tennessee
- Norman D. Reece, Gr. Boston
- John W. Sammis, Philadelphia
- Robert F. Schoof, Wisconsin
- Frank F. Shropshire, Jr., West Florida
- Donald Stepherson, Northwest
- James B. Vaughan, Southwest
- Herman L. White, Philadelphia

40 Years

- C.C. Anderson, Gr. Chicago
- W.D. Brown, Southwest
- Kenneth W. Carr, Jr., National Capital
- Lawrence L. Derker, Metropolitan
- Hal E. Draper, Gulf Coast
- W.J. Forbes, North Florida
- George W. Garo, New Jersey
- Edward V. Grundy, Jr., West Florida
- Paul E. Grundman, Delmarva
- Robert E. Hague, Gr. Calumet
- Jos J. Hillen, International
- Willmar H. Hoxie, Gr. Boston
- Roy J. Johnson, Mckinley
- Bobby F. King, San Francisco
- Roy H. Kinslow, Southwest
- James T. Knorpp, Fort Worth
- Atsushi Koshimizu, International

- R.G. Lonsford, Gr. Baton Rouge
- James E. McCarthy, San Diego
- C. Patrick Meagher, Georgia
- Roger W. M. Ueler, Nicolet
- Thomas J. Murchie, Central Valley
- John E. Murphy, Metropolitan
- Jack B. O'Neill, Central Texas
- Yitzhaq J. Ravid, International
- Gary Robinson, Gold Coast
- Braxton D. Routh, Coastal Bend
- Neil R. Ruebsamen, Great Plains
- Anton J. Ruzich, Gr. Detroit
- Charles H. Shontz, Louisville
- Lyell R. Swift, Gr. Chicago
- M.B. Travis, Great Plains
- D.A. Weaver, Pikes Peak
- Daniel T. Williams Jr., Georgia
- Arthur E. W Iselgel, M. Mississippi

50 Years (continued from page 8)

Columbia-Wilmette: Chris A. Carlson, Al S. Klassius
- Fort Worth: James "Skipper" Kendrick, Jr.
- Georgia: James E. Roughton
- Golden Circle: Nick R. Nanney
- Great Plains: Barbara Frostad
- Gr. Boston: Keith R. Barrows
- Gr. Chicago: Robert A. Riley, Robert J. Kraill
- Gr. San Joaquin: Tyler Q. Nguyen
- Gr. Tidewater: John B. Rasmussen, John W. Dickens
- Gulf Coast: Teddy L. Jenkins, Michael K. Betts, Lonnie P. Pena, Charles B. Rouse, Michael Navaez
- International: Felix E.K. Nakpodia
- Kuwait: Manda N. Murthy, Gasipatari Ashok, Rajeev L. Pandey
- Long Beach: Daniel M. Gibboney, Frank E. Wente
- Los Angeles: John A. O'Toole, Jay W. Preston
- Louisville: Jonathan K. Whitley
- M. metropolitan: John D. Trapani, Barbara J. Athey, Frank C. Zakrocki
- New Mexico: Frank E. Perez, Peter J. Selde
- North Carolina: Eugene F. Whitley
- Northeast Iowa: M. Lyons, J. Nelson
- Northeastern Pennsylvania: Robert H. Jones, Jr., Donald E. Newell
- Northwest: Thomas Choinski
- Orange County: Sharon D. Llewellyn, Phillip A. Combest, Christopher A. Gaylord
- Permian Basin: Sharon E. Callaway
- Puget Sound: Stewart D. Adams
- Quad Cities: Richard Stutzki, Donna A. May
- Sacramento: Trina L. Caton
- San Francisco: David G. Bascom, Michael K. McCrary, M. arilu G. Perfetto
- Savannah: E. Stewart Martini
- Snake River: Eamens J. Happier
- South Florida: Colleen Dalton, Stephen M. Gottlieb
- Southern Nevada: Oviedo V. Elwell, Wayne E. Matherly
- Southwestern Ohio: Patrick J. Cook
- St. Louis: Charles C. Patton
- Tarheel: Kevin F. Grifflon, Charles W. Cunard
- Tennessee Valley: M. Isichia S. Voss
- Three Rivers: Kent Harvey, John G. Feller
- Tulsa: Stephen A. Boone
- Valley Coastal: David A. Watts
- Western Pennsylvania: Richard A. Schultz
- Western Wyoming: Michael A. Mckinney
- Wichita: Scott D. Anderson
- Worcester County: Michael A. Alberts

American Society of Safety Engineers 10
Grant Enhances OR-OSHA Resources Library

Columbia-Willamette Chapter Donates $10,000

Oregon OSHA’s Resource Center and Video Library is home to more than 13,000 books and 900 videos on safety topics, and is visited by tens of thousands of customers. As it was becoming too difficult for the Resource Center to keep pace, ASSE came to the rescue. Thanks to a $10,000 grant provided by ASSE’s Columbia-Willamette Chapter, the Resource Center was able to purchase equipment to help streamline its procedures. Additionally, safety videos have been barcoded, improving circulation speed and accuracy, and a new scanner has improved storage and retrieval of archived data. Acquisitions made possible by this grant fit perfectly into the overall efforts of Oregon’s Dept. of Consumer & Business Services to make resources and services more accessible to employers and workers in Oregon. “This gift from the Columbia-Willamette Chapter has been a crucial factor in our ability to reach the public, especially through the new online system,” says Marilyn Schuster, manager of standards and technical resources for Oregon OSHA. “We’re sincerely grateful.”

For more information, visit www.orosh.org or call (503) 378-3272.

Chesapeake Chapter Announces Scholarship

The Chesapeake Chapter has announced a new scholarship program at Catonsville Community College of Baltimore County. The program, partially funded by a NIOSH grant, is the only safety and occupational health program in Maryland. Program participants can earn a Certificate in Occupational Safety and Health Technology or an AA degree in Applied Sciences.

Several chapter members have matriculated through the program and several members are current program instructors. For more information, contact Kevin Penharlow (410) 694-5723 or kpenharl@ciena.com.

Society Elections

Election 2003 is upon us. Look for candidate bios in the February issue of Professional Safety. Don’t forget to cast your vote for new officers between March 1 and April 1.

Columbia-Willamette Explains How to Control Workers’ Comp Costs

On Jan. 16, 2003, the Mt. St. Helens Section of ASSE’s Columbia-Willamette Chapter conducted a four-hour workshop entitled, “Controlling Accident and Workers’ Comp Costs.” First, chapter members Bill Wood, CHST, and Gene Patrick, CSP, ARM, led the group in “Analyzing Indirect Costs,” which defined indirect costs and how they can affect a company’s bottom line. Participants learned how to determine a ratio of indirect to direct costs. The objective is returning the injured person to work as soon as possible.

The second part of the workshop was instructed by Chuck Holmquist, risk manager for the Washington State Dept. of Labor and Industries, who led the group through the “Claims Coordinator” procedures.
2003 PDC to Run June 22-25, Denver

This isn’t your father’s PDC!

Okay, so maybe that phrase seems a bit trite, given its overuse in advertising. But it certainly applies to this year’s Professional Development Conference and Exposition. The 2003 PDC will feature the most diverse program to date—including more than 150 education sessions, top-notch speakers, pre- and post-conference seminars, chapter events, and an exciting package of technical tours, special events and guest tours. Add to that a wide range of new offerings—from key issues roundtables to an orientation for new members and first-time attendees, a special student education track and expo education—and you have an unprecedented continuing education event.

Topic-Oriented Tracks & Great Educational Value

This year’s program will feature 14 topic-oriented tracks, as well as the fundamentals of SH&E track designed for beginning professionals. The tracks are: safety management; technical/engineering and standards; regulatory and legal issues; career/ personal development; international safety and health; ergonomics; risk management/insurance; human behavior; construction/mining; environment and hazardous waste; transportation; industrial hygiene and healthcare; training and education; and emergency response.

Attendees can earn up to 1.7 CEUs for the conference (with the Wednesday luncheon)—and up to an additional 4.2 CEUs for pre- and post-conference seminars. Complete program information is available at www.asse.org, where you can also register to attend. Watch for the final conference brochure in the mail later this month.

At the Podium

Once again, the PDC will feature several high-profile speakers for its general and plenary sessions.

Monday, June 23, General Session

Howard Putnam. The former CEO of Southwest Airlines will share his experiences as the leader of an organization that values business success and is recognized worldwide for its safety reputation.

Monday, June 23, Plenary Session

John Henshaw. As head of OSHA, Henshaw will share his views on the agency’s initiatives and efforts for advancing workplace safety and health.

Tuesday, June 24, General & Plenary Sessions

Andrew J. Razeghi. During the morning session, Razeghi will focus on the need for SH&E professionals to “sell the competitive advantage of safety.” In the afternoon, he’ll focus on helping attendees to “think differently about safety.”

Wednesday, June 25, Conference Luncheon

Bruce Wilkinson. An experienced safety professional will share a humorous but important message designed to help attendees get the most from the conference.

Technical Tours Add Depth to PDC

This year’s conference features four technical tours: Lockheed Martin Space Systems; National Renewable Energy Lab; Coors Brewing Co.; and United Airlines Flight Training Center. These tours are designed to help participants see safety in action in a variety of real-world settings. For complete information, visit www.asse.org or watch for your final conference brochure in the mail later this month.

New Attendee/Member Orientation

Many of us can remember freshman orientation in college. A bunch of 18-year-olds wandering around, not sure where to go or what to do, and certainly not sure who to ask. First-timers to the PDC often have a similar experience, so the conference committee has developed a “New Member/New PDC Attendee” orientation session, which will be held Sunday, June 22. It will be a great opportunity to learn more about the benefits of ASSE membership, the Society’s practice specialties and the nuances of attending the conference. You’ll also be able to meet and network with other first-time attendees and ASSE member leaders.
American Society of Safety Engineers

Sunday Forum Promotes Safety Via Education

The Academics Practice Specialty is sponsoring a pre-PDC event Sunday, June 22, 2003, to promote and share information that positively impacts the educating of future safety and health professionals. Topics will include nontraditional students and programs, distance-learning programs in the real world and a student’s perspective.

“This is an opportunity for academics to get together and share tools and tricks of the trade that will be beneficial to the profession,” says Michael O’Toole, event coordinator. “Issues such as course development, case study usage, course and student assessment and textbook selection are discussed throughout the sessions, both formally and informally.”

The event will also discuss methods for recruiting new students into safety and health. According to O’Toole, “[It is difficult to] attract students to a profession that does not appear brightly on the career ‘radar screen.’ [Academicians must] be able to provide up-to-date course materials that meet the needs of future employers.”

Furthermore, he speculates that the math and science requirements may intimidate some students, however, there is as much of a need for human relations/organizational/management skills as there are engineering and math skills. “Most employers are telling us that in addition to solid technical knowledge, they are looking for individuals who can communicate effectively, relate to the needs of both the organization and employees, and participate as a team member.”

Nontraditional students, O’Toole explains, are “the safety professionals who had no formal educational background prior to being placed into the role. In other cases, employees are seeking alternatives to their current career and see the value and security a position in safety holds.” For more information, contact Rennie Heath at rheath@asse.org or Michael O’Toole at MO2L@calumet.purdue.edu.

Human Error Focus of ASSE’s Latest Symposium

Join Us in Atlanta, March 13-14

To err is human. All too often, however, management systems and equipment/process designs simply don’t take that fact of life into account. This only compounds the resulting problems, particularly when safety is involved. Helping SH&E professionals to better understand the causes, impact and control of human error is the focus of ASSE’s Human Error in Occupational Safety Symposium, slated to run March 13-14 at the Wyndham Peachtree Conference Center in Atlanta.

“Human error occurs, often not because humans are stupid or clumsy, but usually because we, in management systems and in our designs, have trapped them into error,” explains Dan Petersen, Ed.D., P.E., CSP, who will deliver a general session presentation entitled, “Understanding Human Error: It’s Safety’s Next Frontier.” Other featured speakers include Donald A. Norman, Ph.D., the author of The Design of Everyday Things, and James R. Chiles, known for his research on disasters and near disasters and author of Inviting Disaster: Lessons from the Edge of Technology.

Throughout the two-day symposium, attendees will learn how the lack of synergy between humans, equipment, materials and technology can produce loss, as well as how to identify error-provoking systems and cultural influences on error. For more information—including details on the early registration discount—call ASSE’s Customer Service Dept. at (847) 699-2929 or visit www.asse.org.
DaimlerChrysler Supports ASSEF

Over four years, The DaimlerChrysler Corp. Fund has donated $100,000 to the ASSE Foundation (ASSEF). In January, the corporation contributed an additional $25,000 to the Foundation.

“The donation will help students pursue their dreams and academic studies in occupational safety and health, support several key research projects and assist in developing accredited college degree programs, critical towards meeting the growing demand of safety professionals,” says ASSEF Chair Karl A. Jacobson.

The corporation fund supports programs that “demonstrate leadership, innovation, being a model of effective change, organizational self-sufficiency, empowered people, involved employees, teamwork, continuous improvement and results.”

This year, the Foundation will award nearly $50,000 in scholarships and professional development grants for students pursuing a degree in safety engineering, safety management, occupational health nursing, occupational medicine, risk management, ergonomics, industrial hygiene, fire safety, environmental safety, health or other safety-related fields. To be considered, applicants must be an ASSE member or student member; undergraduate students must have a GPA of at least 3.2 on a four-point scale, must have completed at least 60 semester hours and must be currently enrolled for 12 semester hours. Graduate students must have a GPA of at least 3.5 on a four-point scale and be enrolled for at least nine semester hours.

There are currently 18 ASSEF undergraduate awards and three graduate awards in addition to the research and professional development grants that are also available.

“This is a testament to the fact that our members recognize that continued education, mentoring new students, research and professional development contributes directly to everyone’s improved quality of life as the recipients of these grants and scholarships move into positions where they are responsible for the workplace safety of their fellow employees and friends,” Jacobson says. “We applaud DaimlerChrysler for continuing to step up to the plate to help make a difference.”

For more information, visit www.asse.org under ASSE Foundation.

Liberty Mutual Offers Fellowship Program

The ASSE Foundation has announced that Liberty Mutual Research Institute for Safety, in Hopkinton, MA, will offer two fellowships during summer 2003. The program is designed to encourage safety research and to help familiarize students, faculty and other researchers with current projects and up-to-date research models and applications to expand the body of knowledge. The program also aims to expand and stimulate the understanding of safety research and to provide a forum for linking SH&E professionals, industry needs and quality research programs. Lastly, the program is expected to lay the groundwork for students and faculty to pursue applied safety/health research projects of their choice.

Candidates must be U.S. citizens and must possess a Ph.D. or be working toward a master’s or Ph.D. Preference will be granted to applicants who hold appointments or are enrolled in a department with an ABET-accredited safety program. The fellows will spend four to six weeks during summer 2003 at the research institute.

After the program, each fellow will write either an 800-word article for the ASSE Foundation’s Advocate or an article for Professional Safety explaining the results of the safety research project and an outline for a grant proposal (to an outside agency) for continuing the research as an ongoing Liberty Mutual Research Institute for Safety project if appropriate.

Final candidate selection will be determined by five members of the Research Subcommittee and two members from the ASSE Foundation Board of Trustees. The committee will obtain comments regarding the scientific merit of each fellowship proposal from peer reviewers at the Liberty Mutual Research Institute for Safety who are unaffiliated with the proposed work. The committee will favor applied safety/health research projects that have broad, mainstream appeal to ASSE’s general membership.

Ford Motor Co. Advocates Women in Safety

Ford Motor Co. has donated $15,000 to the ASSE Foundation (ASSEF) to enhance the scholarship program for women pursuing a degree in occupational safety and health.

Ford has contributed a total of $45,000 over the past three years. “We rely on partnerships with organizations like ASSEF to enhance our efforts to adopt programs and processes that protect the well-being of our employees and their families,” says Ford’s Director of Healthcare Management Dr. Vincent Kerr.

“We also believe that there are great opportunities for women in the business of occupational safety and we want to provide help where we can for those who decide to enter this field.”

“Each year, the need to assist students grows and, at the same time, the demand for qualified occupational safety, health and environmental professionals continues to spiral upwards,” says ASSE Foundation Chair Karl A. Jacobson.

For a list of colleges that offer programs in this area and are recognized by the American Council on Education and ABET check the “College and University Directory” at www.asse.org under Careers in Safety.