Fueling Volunteer Power

Focus at 2003 Leadership Conference

Nearly 150 of ASSE’s volunteer leaders turned out for the 2003 Leadership Conference: Fueling Volunteer Power. The annual event features sessions designed to provide tools to help volunteers better perform their Society leadership positions and more effectively manage their resources. Sessions dedicated to presidents/presidents-elect; secretaries; treasurers; chapter leaders; and practice specialty leaders were held. Roundtables covered various topics, including educational activities, funding strategies, member participation, needs assessments, and recruitment and retention. Other workshops covered topics such as website and newsletter development, generational synergy, governmental affairs, student section development, long-range planning and public relations.

Keynote Address

Carl Koetter, founder of Koetter Training Resources LLC, delivered the keynote address, “Leadership Secrets for Encouraging Volunteer Power.” He asked, “What motivates volunteers?” Belonging to a group and earning peer recognition topped the list, but Koetter says the number-one motivator is feedback. Volunteers simply want to know whether they’ve done a good job. That said, Koetter shared the secrets of effective volunteer leadership.

A few key points separate a leader from a manager. Koetter suggests that a true leader directs his/her team from the front instead of pushing blindly from behind.

Smart leaders set SMART goals—specific, measurable, agreed upon, reachable and timely. A goal may be to lose weight, but a SMART goal is to lose 10 pounds by Dec. 31—progress can be measured daily or weekly, the participant has agreed to the goal, and it is reachable and timely. Leaders also launch their goal by putting it in writing. Koetter says, “Only five percent of people set goals. Less than 50 percent of those people write it down.” After the goal has been set, a leader provides his/her team with constructive feedback that is specific, immediate and sincere. Koetter also

Secrets of True Empowerment

• Enhance confidence and self-esteem in followers.
• Be an empathetic listener.
• Seek help in solving problems. Ask, “What needs to be done?”
• Offer support and resources without taking responsibility for solutions.
• Celebrate early success.
A Letter from the VP, Council on Member & Region Affairs

Who’s Minding the Store?

Customer care should be paramount in any business. The customer care function within ASSE belongs to the Council on Member and Region Affairs (CoMRA). The customer is you, the individual member.

What is CoMRA’s purpose? “The Council is responsible for planning, organizing and managing Society resources to provide programs, procedures and operational support for healthy and effective regions, areas, chapters and sections.” The focus of this council is to ensure the best possible value for the membership through the various levels of governance in which they may be involved.

CoMRA is comprised of the Society senior vice president and the eight regional vice presidents. The ASSE president and president-elect are ex-officio members of the Council. Functions for which CoMRA is responsible include:
• membership recruitment, admission and retention;
• administration, operation and support of regions, areas, chapters, sections and student sections;
• personal member services;
• chapter and regional awards and honors programs.

To ensure the successful accomplishment of these functions, committees and task forces have been established. They include Admissions Committee; Leadership Conference Task Force; Student Activities Task Force; regional operating committees; common interest groups; and Women in Safety Engineering.

CoMRA also provides resources for its various functions. Those resources include member recruitment, admissions, reclassification and retention information; “Member-Get-a-Member” campaign; and student member recruitment. Additional resources include various brochures about the Society and the profession to facilitate recruitment efforts, as well as the availability of a tabletop exhibit booth that can be used at chapter, area or region PDCs, state safety conferences and similar events.

In addition, various resources are available for chapters to help ensure their success. CoMRA has developed model chapter, section and student section bylaws to guide the governance of their operations. An additional resource is the Chapter Administration Guide. For those chapters that “go the extra mile,” we have the Chapter Stars Recognition Program. To facilitate communication, we have chapter reports online. To prepare the various chapter officers for their responsibilities, an annual leadership conference is conducted. Information and resources are provided covering a wide array of subjects relevant to management of chapters, sections and practice specialties.

The staff members that support CoMRA are:
- Terry Wilkinson, Ph.D., CSP, director, member/region affairs
- Carla Rea, CAE, manager, chapter services
- Donielle Barney, manager, membership development
- Jennifer McCann, manager, membership development
- Jill Burgos, chapter coordinator
- Jackie Dixon, membership administrator
- Dolores Kopp, administrative assistant
- Geri Golonka, administrative assistant

The staff and volunteers of CoMRA are here to support the “grassroots” efforts of the chapters, sections, student sections, areas and regions. We welcome your thoughts, ideas and concerns. Help us help you make a difference. ■

Jack H. Dobson Jr., CSP
Vice President, Council on Member & Region Affairs

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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.
Fueling Volunteer Power
(continued from page 1)

described how to coach volunteers for performance improvement using another acronym: PRICE.
- Pinpoint the problem.
- Record. Where the team does stand versus where the team should stand.
- Involve teammates. Ask what can be done to improve.
- Coach. Praise, reprimand, goal-set and redirect.
- Evaluate.

Koetter says, “Everybody has a bucket. And, also, everybody has a ladle. You can ladle things into a person’s bucket or you can ladle things out. Any time you ladle out of the bucket you’re criticizing, ignoring the person. It’s your main job to be the Chief Bucket Filler; to ladle in constructive feedback.”

He concluded by challenging the audience to understand the need for change. “We choose misery every day instead of choosing the unknown.”

Opening Session
The opening session also featured a synopsis from each of the council vice presidents. The forum provided attendees with a cohesive representation of the Society, which showed how the councils intersect to form the overall Society. The session also provided the VPs an opportunity to address general questions about their councils and the issues they currently face. ASSE Executive Director Fred Fortman closed the session with an overview of the staff structure.

Building Team ASSE Locally
The conference also featured breakout sessions under the umbrella title, Building Team ASSE Locally, which was segmented into several sessions: practice specialties, small chapters, medium chapters and large chapters. These roundtable sessions shared recruitment techniques and discussed strategies to promote involvement.

Leadership Tracks
Afternoon sessions focused on specific officers: presidents and presidents-elect; secretaries; treasurers; other chapter leaders; and practice specialty leaders. These sessions allowed attendees to learn from the experiences of veteran officers, and meet others who face similar challenges to discuss potential solutions.

For example, in the presidents/presidents-elect session, moderators Darryl C. Hill, CSP, and Diana Pressman, CSP, based discussion on a list of objectives created by attendees. Topics included: succession planning, improving meeting turnout, empowering the board, getting members more involved, and avoiding burnout. Past experiences of some provided useful advice for those new to their leadership role. To get more members involved, Pressman suggested creating the expectation for new members to get involved; not to ask “would you be interested in participating on a committee?” but instead, ask, “which committee would you be interested in participating on?”

The topic of getting your company on-board with your ASSE volunteer activities sparked another helpful suggestion by an attendee: Invite your boss to a meeting to give him/her a firsthand look at the value of the meetings.

Team ASSE: Local to National
The Friday afternoon general session provided President-Elect Gene Barfield, CSP, the opportunity to introduce himself to local Society leadership. A native of Louisiana, Barfield used one of that state’s most-known dishes to help him discuss Team ASSE. According to Barfield, the chapter membership is like jambalaya: it includes 60 to 75 percent “belongers,” 10 to 15 percent “do-somethings,” five to 10 percent “doers,” and two percent “leaders”—all with different personalities. Understanding these personalities is important, Barfield stressed, because it will help leaders to understand what motivates them.

Roundtables
The second day of the conference opened with dynamic roundtable sessions including a segment called Ask the Board, led by 2003-04 Society President Skipper Kendrick, CSP.

Other popular sessions included Funding Strategies: Increasing Your Bottom Line; How to Attract New Members; Involving Members: What’s In It for Me?; Membership Needs Assessment; and Practice Specialties as Resources.

Volunteer leaders continue to be the driving force behind all ASSE activity; attendees gained new insight to take home to strengthen their chapter and help build a more powerful Society.
Tips on Membership Recruiting & Retention

Interview with Gene Barfield

An ASSE member since 1981, a professional member of the Society’s Acadiana Chapter and Society Fellow, Gene Barfield, CSP, has a wealth of safety knowledge and an extensive professional network. To date, Barfield has sponsored 542 new members. Society Update spoke with Barfield about what member recruitment means to him and to the Society.

Q: In your opinion, why is member recruitment so important to ASSE and the SH&E profession?

A: New members breathe life into the Society. And, a larger society provides more power to the Society and to the profession. In fact, ASSE members only account for about one-quarter, or maybe one-third of the safety profession.

Q: Describe the process you use to approach potential members and encourage them to join.

A: There’s no magic formula. I just have a desire to increase my personal networking pool of professionals and I put in a lot of hard work.

When I meet someone new I ask them about their occupation. If it sounds safety-related, I ask whether they are a member of ASSE. If not, I begin the selling process of benefits of membership. I call back the next day or so and invite them to a meeting or, if they are out of my area, I let them know where a meeting is being conducted near them. I also try to call the membership chair or president of the closest chapter and give them their name. Then, I contact the prospective member and go into my “telemarketing” mode.

I also recruit a lot of members when we start forming a new section or chapter in a new location. People like to be a part of a new organization since they have some ownership in its formation.

Q: Why is recruitment so important to you personally? What have you gained?

A: We must grow our Society and our profession or we will die out as a species. You get more than you put into the process. New members have a connection to you; they see you as a person who can help them grow and call you for guidance. It’s uplifting to say the least, but you quickly learn that some members you recruit are a powerful source of information, experience and have a fresh look at the situation of safety, which you can learn from and become more effective as a result.

Q: How can ASSE encourage more members to get involved in recruiting?

A: Remove the blinders of the profession. Too many times we look at a person and determine that they are not worthy of membership since they have limited skills and education. When I got into safety I was a speech pathologist and an audiologist and I knew nothing. Thank goodness someone helped steer me in the right direction. Now, I have a CSP and other safety certifications because someone asked me to join ASSE and to help form a new chapter in our town.

Q: What is involved with sponsoring a new member? What process do you use when relating to new members?

A: My definition of a sponsor is not just putting your name on an application. You need to take ownership in that person to make sure they know the benefits of ASSE.”

Recruiting & Retaining Members

To increase your member base and its involvement in the chapter, begin by identifying the value of the membership. List prospective members—peers, coworkers, students. Ask current members why they joined and use their responses as selling points to potential members. Make a cheat-sheet of the top 10 reasons to belong, along with upcoming chapter events. Pass the sheet along to the membership committee.

Keep a record of prospective members in a searchable database. E-mail and faxes can also be used to increase awareness and interest in your chapter. List upcoming events with contact information and highlight member benefits on your chapter website. Follow up with prospects and mention previous contacts and personal benefits.

Counter any objections with empathy. If paying membership dues is an issue, reply, “I felt the same way, but I found that my ASSE membership has actually saved me money.”
In the next year, the American workforce will be faced with a first in its short history. This nation will have five distinct generations fully employed. Consider the impact of such a phenomenon. “Twenty-somethings” will be working with those who have been on Medicare for more than 10 years. Perceived differences in work ethic, work style, motivations, social values. Are you beginning to see a possible conflict?

Defining the Generations
Before addressing a possible strategy for bridging the gap, we must first define the generations: Pre-Boomers, born between 1934 and 1945; Boomers, between 1946 and 1959; Cuspers, between 1960 and 1968; Busters, between 1969 and 1978; and Netsters, between 1979 and 1984. You may have heard of other terms such as Traditionalists or Silents to refer to Pre-Boomers, and Generation X and Generation Y for Busters and Netsters. However, the generational breakdown presented here is much more telling for the purposes of collaboration and bridging the gap. Although the Cusper generation is not regularly addressed in much of the literature, it is, in fact, the generation that could presently help to resolve potential collisions in the workplace, as it is the only generation that has experienced both sides of the extremes in viewpoints.

Encouraging Collaboration: Reality Check
The generations differ in so many areas that it can be a challenge to get them to work collaboratively on any endeavor—whether it’s a company assignment or a chapter meeting. Yet, there is a way to help them to see one another for who they really are. Companies and chapters have to go about the business of becoming “generational mix managers.” They will need to make a purposeful effort to close the gap and help people of all ages to appreciate the unique contributions of all generations.

One effective technique to start the generational conversation is to conduct a “reality check.” This check consists of several major elements. All participants are grouped by generation. Each generation is charged with two main tasks: 1) name its generation’s characteristics; and 2) name the characteristics of other generations. Healthy discussion and an informal debriefing are crucial fundamentals that ensure success. The most important aspect of the reality check is a safe, playful environment where all are comfortable sharing their thoughts and ideas. All participants should feel free of judgment or the feeling that others want to change them.

The generational groups meet concurrently to accomplish their tasks. They elect a note-taker and a reporter who will share their findings with the entire group. When they have completed their goals, each generation shares the information in a particular order. The characteristics of the other generations are reported first, followed by the self-characteristics. This helps the other generations to decipher the perceptions more readily. A facilitator should encourage discussion throughout in order to ensure that all views and perspectives become apparent.

At the conclusion of the reality check, a few central areas will require attention. They involve the opposite work ethics that require speed versus patience, dealing with authority issues, management expectations, motivations and, most importantly, common ground. This session has the power to change the word diversity into the word commonality and will encourage participants to look for areas of natural synergy versus differences. It will help them to develop new and creative ways of two-way mentoring and approach problem-solving in new and innovative ways. It will change the tone of the American workplace and volunteering as we know it.

10 Ways to Increase Membership Participation

1) Set a goal and let members know.
   • Set membership goals for the next three years.
   • Publish goals in the newsletter.

2) Track progress of members and attendees.
   • Assign responsibilities.
   • Report progress in the newsletter.

3) Use incentives:
   • For members to invite guests to meetings.
   • For members to recruit new members.

4) Invite members and guests to meetings.
   • Have each board member invite five existing members.
   • Have each board member invite at least one nonmember.

5) Continually review meeting logistics—such as time, day, cost and speakers.
   • Meet at a different time or in a different city.
   • Survey members to determine preferred meeting logistics.

6) Ask members and guests feel welcome.
   • Ask a group of members to serve as greeters.
   • Pair a greeter with a guest for the entire meeting.

7) Communicate.

8) Send e-mail to convey new information to members.

9) Ask members to attend and join committees.
   • Invite five new members to join a committee.
   • Ask five existing members to write an article for the newsletter.

10) Believe in the many benefits that ASSE involvement brings.
The Face of Membership: Is Chapter Leadership Important?

By Carla Rea, CAE, ASSE manager, chapter services

Organizations that are competing for the same volunteer hours. Since time is the currency of today and one of our most precious commodities, chapters, regions and the national Society need to ensure that volunteer time is honored and well-utilized. Most importantly, chapters and all levels must make sure that volunteer efforts on behalf of ASSE are recognized, and that members are thanked for their work and donation of time. A “thank you” is the most reasonable gift in the world and promises the highest return on your investment.

How vital is chapter succession planning, leadership and volunteerism to ASSE? Consider these facts. There are between 1,500 and 2,000 active leaders in the Society at the chapter, area, regional and national levels. This comprises five to seven percent of total membership. To evaluate how crucial this seemingly small percentage is, you must consider that the average meeting participation rate at the chapter level is 15 to 20 percent of total chapter membership. This means that 35 to 48 percent of those who attend or participate in meetings are filling chapter leadership roles. These roles vary in workload and demands. This seven percent of our membership population is the face of the membership to prospective and new members. What is your chapter doing to ensure that it is positioned for the future?

Many are born with a natural gift to lead. These people are described as charismatic or dynamic. But today’s leadership is not limited to a top-down structure—it runs in a complete circle—top-down, lateral and bottom-up. In other words, the 21st century marketplace and association experience is compelling and active when 360-degree leadership is exercised by as many people as possible. The proactive chapter looks for every opportunity to nurture and grow new leaders of varying race, creed, gender and generation. And, instead of criticizing those who question the status quo, they welcome contrary individuals into the leadership team in order to achieve a balance for their membership. Vital chapters create a safe environment where all members feel welcome to voice their opinions without repercussions and can develop transferable skills that will benefit their careers.

As a member, you should expect quality time to network and benefit from local professional development opportunities; however, you should also expect to be given an opportunity to develop your own skills as you give back to the Society. ASSE needs active, engaged members who are willing to make the effort necessary to point chapters in the right direction. That means you! Think of how much more you can get out of your membership if you participate in whatever capacity you have available, no matter how limited. A small effort from a large percentage of chapter membership can produce a great result.

Volunteering opportunities are abundant. The competition for hours involves not only the employer, but also the myriad of needy, worthy organizations that are competing for the same volunteer hours. Since time is the currency of today and one of our most precious commodities, chapters, regions and the national Society need to ensure that volunteer time is honored and well-utilized. Most importantly, chapters and all levels must make sure that volunteer efforts on behalf of ASSE are recognized, and that members are thanked for their work and donation of time. A “thank you” is the most reasonable gift in the world and promises the highest return on your investment.
Members in the News

Dallas Safety Professionals Establish Scholarship Fund

Supporting occupational safety and health education in Texas, Oklahoma and Arkansas, the Society’s Dallas-based Southwest Chapter, along with the ASSE Foundation have joined together to establish a college scholarship fund for occupational safety, health and environmental college students.

This summer, the Southwest Chapter donated $11,113 to ASSEF to help support this fund. The chapter plans to raise additional funds for the Foundation through a birthday donation program, whereby each chapter member makes a donation each year on his/her birthday, with the amount based on his/her age. Beginning next year, the Southwest Chapter Scholarship Fund will award a $1,000 annual scholarship to a college undergraduate studying in the field of occupational safety, health and the environment.

The Southwest Chapter is part of ASSE’s Region III, which consists of 15 chapters and eight student sections throughout Arkansas, Oklahoma and Texas. Formed in 1937, the chapter has nearly 500 members.

Attention Student Members

Students: As ASSE members, did you know that you automatically have free access to PS Online? This site features full-text and PDF versions of all Professional Safety articles from 2000 to present. Searchable by keyword and issue date, you can use the site to perform research or to learn more about the latest SH&E practices and techniques from experts in the field. To access the site, visit www.professionalsafety.org, and click on the PS Online link.

In Memoriam

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

- Thomas H. Appert, Moorestown, NJ; 55 years of service
- Alfred B. Barnes, Pleasant Hill, CA; 47 years of service
- John A. Dahmer, Milwaukee, WI; 16 years of service
- William E. Gerhart, Bradenton, FL; 34 years of service
- Leroy J. Hebert, Brandon, MS; 9 years of service
- Albert T. High, Ankeny, IA; 10 years of service
- Gordon L. Leach, Aurora, IL; 18 years of service
- Michael A. Leone, San Rafael, CA; 8 years of service
- Louis J. Major, Miami Beach, FL; 35 years of service
- Michael R. McCombs, Boise, ID; 22 years of service
- Vincent F. Phelan, Chico, CA; 28 years of service
- Walter J. Stimpfel, Pequannock, NJ; 23 years of service
- Jeffrey T. Taylor, Placerville, CA; 16 years of service
Members in the News

ASSE Honor Roll

ASSE's Honor Roll appears in each issue of Society Update, twice a year in Professional Safety and monthly online.

President's Council • Members who have sponsored 30 or more new members since May 1, 1981.

Acadiana: Gene Barfield (542)
Alaska: Kenneth M. Burns (64)
Arizona: Jitendra C. Patel (68), David L. Bellmont (35), William C. Ray (38)
Ark-La-Tex: Ray A. Tabor (83)
Bakersfield: Frank V. Malquist (35)
Bayou: Herbert A. Theriot (39)
Central Florida: Thomas C. Atts (31)
Central Illinois: Edmund T. Dornier (72), Trefb W. Schultz (75)
Central Indiana: Jessie L. McDaniel (48), Earl H. Blair (35)
Central New York: Robert N. Andre (39)
Central Pennsylvania: Mark S. McGahan (113)
Central Texas: Delmar T. Tally (58)
Chesapeake: Jeffrey D. Meddin (53)
Coastal Bend: Braxton D. Routh (132)
Colonial Virginia: H.D. Garrett (62)
Colorado: Stephen J. Force (42)
Columbia-Willamette: Fred R. Caron (61)
Connecticut Valley: Frank Teti (44)
Delmarva: Michael A. LeCompte (58)
Eastern Carolina: Oscar A. Paredes (36)
Fort Worth: James “Skipper” Kendrick (167)
Georgia: James E. Roughton (48)
Golden Circle: Nick R. Nanney (39)
Gr. Baton Rouge: Alex T. Babin (36)
Gr. Detroit: Debra A. Taylor (43), Danyl C. Hill (91), Thomas L. Bradburn (33), Frank M. Cleary (76)
Gr. Tidewater: Charles R. Adams (34), G. Dwight Blankenbaker (41), John W. Dickens (48)
Gulf Coast: Donnie G. Willmann (63), Michael W. Thompson (41), Danny R. Pack (65), James G. Jeter (31), Noel N. Tietjens (64)
Hawaii: John C. Ramos (38)
Hawkeye: Gary A. Higbee (51)
Heart of America: Kathleen S. Zents (37), Robert Semonick (53)
Kitty Hawk: Warren K. Brown (42)
Kuwait: Ujjwal R. Kohli (48)
Lansing: Larry A. Brown (30)
Los Angeles: John A. O’Toole (87)
Lwr. Columbia Basin: Richard A. Spivey (35)
Metropolitan: James C. Bifulco (52)
Middle East: Don E. Evans (60)
Middle Tennessee: Harold F. Polston (54)
Midnight Sun: Joe S. Adams II (46)
Mississippi: Dennis K. Blackledge (47)
Mobile: Frank C. Daniels (69)
National Capital: Richard L. Holdcraft (40)
New Jersey: JoAnn V. West (49)
Nicolet: Al D. Nelson (37)
Northeast Tennessee: Wilson S. Robinson (40)
Northern California: Melanie K. Javens (41)
Northeastern Illinois: Rene E. Hilgemann (45), Thomas Chorinski (65)
Orange County: Arthur D. Shenoi (42)
Paso del Norte: Helmut W. Paschold (69)
Philadelphia: Alan K. Smith (37), William T. McGrath (108)
Puget Sound: W.B. Kelley (52)
Quad Cities: Michael W. Smeaton (38)
Sacramento: Jack Kastorff (106)
Savannah: Miles M. Pinckney (30)
Southern Missisippi: Johnnie L. Campbell (33), John S. Fleming (52)
St. Louis: Arthur C. Hardy (53)
Stateline: Edward P. French (238)
Tarheel: Carlyle H. Hill (31)
Tulsa: Wayne D. Jones (57)
West Florida: Fred F. Fleming (54)
Wisconsin: Jack H. Dobson Jr. (39)

President’s Circle • Members who have sponsored 4 or more new members since April 1, 2003.

Bluegrass: Brent R. Charlton (7)
Central Texas: Leslie G. Home (5)
Delmarva: Joseph J. Pavero (5)
Egypt: Said M. Khalifa (6)
Fort Worth: James “Skipper” Kendrick (5)
Kuwait: Srinivas Amugoth (4)
San Diego: James J. Skryja (4)
St. Louis: Douglas L. Mueller (5)
Worcester County: Holly J. Colt (4)

President’s Club • Members who have sponsored 2-3 new members since April 1, 2003.

Acadiana: Gene Barfield
Arkansas: David A. Nigus
Bakersfield: Michael F. Jaurena
Bluegrass: Gary S. Minton, John T. Dowdell
Cape Canaveral: Kathleen M. Brenna
Central Illinois: Kathy J. Mueller
Central Indiana: Bruce V. Guiliani
Central New York: Henry L. Hedges
Central Ohio: Joseph E. Hammond
Colorado: Timothy N. Timmons, Daniel H. McClain, Wendy M. Johnson, Frank E. McDaniel, Patricia M. Ennis
Columbia-Willamette: Timothy J. McDonald
Eastern New York: Marcel Rhode
Egypt: Ahmed A. Abdelmotaal
Four Corners: Tom J. Hudson
Georgia: Larry R. Hudson, Charles A. Badeau, James E. Roughton
Gold Coast: Gregory S. Thompson
Great Plains: Alvin Harding
Gr. Boston: David T. Crowley
Gr. Detroit: Katherine A. Glodich
Gr. San Jose: Aaron W. Zude
Gulf Coast: Sondra L. Lewis
Heart of America: Gregory D. Richardson
Kuwait: Manda N. Muny, Dinesh Gopinath, Rajender Dahya
Long Island: Carmon L. Morales
Low Country: Jane E. Lyons
Metropolitan: Mark Waznys, Carl J. Schnee, Alan M. Aroonoff, Ralph D. Short
Middle East: Mazen A. Al Modian
Middle Tennessee: Harold F. Polston
National Capital: Zenon M. Dankewych
North Carolina: Wendy W. Laing, James M. Jackson
North Florida: Stephen J. Brown
Northern California: Melanie K. Javens
Orange County: Sharon D. Llewellyn
Sacramento: Jack Kastorff
Southern Mississippi: Ronald G. Ross
Southern Nevada: Wayne E. Matheny, Christer J. Backlund
Tulsa: Rioja E. Medina
Valley Coastal: Steven E. Nyblom
West Florida: David J. Cook
West Michigan: Eric R. Longman
West Tennessee: William J. Coradini
Wyoming Centennial: B. Baxter Halay
Create a Scholarship Fund Through ASSEF

The ASSE Foundation can help your chapter establish a named scholarship fund, which can help provide national recognition. As a bonus, the Foundation takes care of the administrative details, while you—the donor—advise on how the chapter’s money should be spent.

Getting Started
The process begins with a $2,500 gift. The Foundation will invest the funds in your chapter’s name and, over time, you can make additional payments. A financial goal and timeframe must be decided at the time the fund is established. Then, when the balance reaches $5,800, your chapter can name the award and issue its first scholarship under the Foundation’s scholarship cycle, according to the ASSEF Donor-Advised Policy.

Establishing Award Criteria
The Foundation will help develop the chapter’s award criteria. Your chapter will need to determine the name of the award; the amount of the annual award (a minimum of $1,000); the type of degree program; the type of student—undergraduate or graduate; and any geographical restrictions.

Determining Award Winners
The Foundation has a Scholarship Selection Committee chaired by Carter Kerk, Ph.D., P.E., CSP, CPE. Kerk is an associate professor at the South Dakota School of Mines & Technology. The committee consists of four ASSE members. This team reviews each application, the award criteria and ranks applicants accordingly.

Foundation Scholarship Cycle
The ASSE Foundation’s scholarship cycle runs as follows:

- Aug. 1: Chapter criteria approval due to ASSEF.
- Sept. 1: Award announcement.
- Dec. 1: Application deadline for students.
- Jan. 1 to Mar. 31: Committee review.
- April 1: Winners announced.
- June 15: Awards announced and presented at ASSE’s PDC.

Scholarships Funded Via ASSEF

The following ASSE regions and chapters have established a scholarship fund with the ASSE Foundation. You don’t have to be wealthy, just committed to students and the SH&E profession.

- Columbia-Willamette Chapter
- Craters of the Moon Chapter
- Georgia Chapter (Endowed)
- Gold Country Section & Region II (Endowed)
- Gr. Baton Rouge Chapter (Endowed)
- Gr. Boston Chapter
- New England Area Chapters
- Northeastern Illinois Chapter (Endowed)
- Region IV
- Southwest Chapter

*To endow a $1,000 annual award, a $23,000 fund balance is necessary. To endow a $1,500 award, $31,800 is necessary. To endow a $2,000 award, $40,700 is necessary.

Service Fee
For awards under $5,000, the annual fee is $300. For awards $5,000 and over, the fee is six percent of the annual award. This covers advertising, scholarship selection, mailing costs and publicity via the ASSE website, newsletters and public relations department. The fee is charged to the fund when an award is issued.

Publicity
Press releases are issued at the time the first gift is presented and annually when the award is issued. Releases are sent to local trade press to be featured in your local paper. In addition, your chapter’s name and the award information are included on the ASSEF website, in newsletters including The Advocate and Society Update, and distributed to more than 150 schools with safety degree programs. Your chapter’s award will also be featured during the State of the Foundation speech at the House of Delegates meeting at ASSE’s annual conference.

For more information, contact Mary Goranson, ASSE Foundation Manager, at (847) 768-3412, or via e-mail at mgoranson@asse.org.

CNA Foundation Donates to ASSEF

Focusing on occupational safety, health and environmental research and educational programs to help reduce workplace injuries, the Chicago-based CNA Foundation recently donated $2,500 to the ASSEF. The donation was presented in June during ASSE’s annual conference in Denver.

The donation will help support the ASSEF’s college scholarships, research projects and professional development grants in the field of occupational safety, health and the environment.

CNA is the country’s fourth largest commercial insurance writer, the ninth largest property and casualty company, and the 51st largest life insurance company. CNA’s insurance products include standard commercial lines, specialty lines, surety, reinsurance, marine and other property and casualty coverage. CNA services include risk management, information services, underwriting, risk control and claims administration.

For more information visit www.asse.org/foundat.htm or call ASSE’s Customer Service Dept. at (847) 699-2929.
ASSEF Announces 2003-04 Scholarships

ASSE Foundation has announced that more than $70,000 in scholarships is available for college students working toward SH&E degrees. This year’s undergraduate and graduate scholarship programs range from workplace diversity and construction safety to regional and memorial safety scholarships.

The ASSE Foundation’s 2003-04 scholarships are for students pursuing a degree in safety engineering, safety management, occupational health nursing, occupational medicine, risk management, ergonomics, industrial hygiene, fire safety, environmental safety, environmental health or other safety-related fields. Scholarships are open to student members of ASSE, unless otherwise specified. Undergraduates must have a GPA of at least 3.0 out of 4.0, be currently enrolled in 12 or more semester hours, and have completed at least 60 semester hours. Graduates must have a GPA of at least 3.5 out of 4.0, be currently enrolled in nine or more semester hours, and have an overall undergraduate GPA of 3.0 out of 4.0.

This year, the ASSE Foundation is offering two new scholarships, each awarding $3,000 to an undergraduate: the Liberty Mutual Scholarship for SH&E students, and the Bechtel Foundation Scholarship for safety and health for students with an emphasis in construction safety. Various awards from $3,000 to $5,000 for undergraduate and diversity scholarships are available through the United Parcel Service Foundation Scholarship Program. The Ford Motor Co. Scholarship Fund will also award one graduate and three undergraduate scholarships, each $3,375, to women pursuing an SH&E degree.

The Foundation will also award several other undergraduate scholarships, including a $5,000 Marsh Risk Consulting Scholarship, a $2,000 Edwin P. Granberry Distinguished Service Award Scholarship and a $1,000 America Responds Memorial Scholarship, which honors the ASSE members lost in the September 2001 attacks.

Honoring a dedicated safety educator and ASSE member who passed away in 1999, the James P. Kohn Memorial Scholarship program will award one $2,000 scholarship for students pursuing a graduate degree in occupational safety and health. The Thompson Scholarship for Women in Safety is a $1,000 graduate scholarship available to both ASSE members and non-members. The Gulf Coast Past Presidents’ Scholarship will offer a $1,000 award for part- or full-time undergraduates in the safety field.

ASSE chapter and regional scholarships are also available for graduates and undergraduates. These include the $2,500 Northeastern Illinois Chapter Scholarship for students in northeastern Illinois and Wisconsin, and the $1,000 Gold Country Section & Region II Scholarship for students residing in ASSE Region II (Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah and Wyoming). The Region IV—Edwin P. Granberry Jr. Scholarship is a $1,000 scholarship for SH&E undergraduates residing in ASSE Region IV (Alabama, Florida, Georgia, Louisiana, Mississippi, Puerto Rico and the U.S. Virgin Islands).

The $1,000 Georgia Chapter of ASSE Annual Scholarship is for students pursuing an undergraduate SH&E degree at a college or university in Georgia, and the $1,000 Greater Baton Rouge Chapter—Don Jones Excellence in Safety Scholarship for SH&E undergraduates pursuing a degree at Southeastern Louisiana University, Hammond.

For scholarship applications and guidelines, visit www.asse.org/foundat.htm under scholarship program; or call ASSE’s Customer Service Dept. at (847) 699-2929. The Foundation is accepting scholarship applications until Dec. 1, 2003. Recipients will be posted on the Foundation’s website in April 2004.

Kraemer Named to ASSE Foundation Board of Trustees

David Kraemer, Ph.D., was recently named to the ASSE Foundation’s Board of Trustees. Kraemer currently serves as chair of the Dept. of Occupational Safety and Health at Murray State (KY) University, where he is also the director of the Occupational Safety and Health Training Center. In addition, he serves as project director of NIOSH’s training project grant.

Currently a member of ASSE’s Council on Professional Development and a member of the Society’s Purchase Area Chapter, Kraemer was the 1995-96 recipient of the Louisville Chapter’s Distinguished Service Award. He has served as a NIOSH site visit evaluator since 1993, and as an ASAC/ABET program evaluator for ASSE and ABET since 1997.

Kraemer earned a Ph.D. in Health Education/Occupational Safety and Health, in addition to M.S. and B.S. degrees, from Southern Illinois University (SIU) in Carbondale. He previously served as staff assistant for the SIU Safety Center, and as assistant professor in the occupational safety master’s/undergraduate program at the University of Wisconsin-Stout. Kraemer has spoken internationally on safety and health topics at the Ministry of Labor of the Peoples Republic of China and has consulted at the Technological Institute of Costa Rica as part of an Academic Specialist Program.

A recipient of the American Academy of Safety Education’s Fellow Award, Kraemer is a member and the current president-elect of the Academy. He is also a member of the Academic Advisory Committee for the Semiconductor Environmental Safety and Health Assn. and a member of the National Safety Council Press Editorial Advisory Board. Kraemer is a member of the Board of Directors for the Kentucky Safety and Health Network.