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PRESIDENT'S MESSAGE

Jim Tarpinian

other programs that will

I joined HPS President, John Frazier, earlier this year in a letter of appeal to Department of Energy Secretary, Spencer Abraham. We brought to Mr. Abraham's attention the results of the recent study by the Nuclear Energy Institute (NEI) on projected shortages in filling employment positions in radiation safety and related nuclear safety disciplines. We also included a copy of the HPS Position Paper on the pending human capital crisis in radiation safety. Our appeal was that the DOE should significantly increase funding for scholarships and academic programs in radiation safety to help ensure that the nation's need for radiation safety professionals is adequately addressed. We implored the Secretary to consider this a matter of urgency before more programs in health physics and related fields close due to the lack of students.

I would like to take this opportunity to appeal to you to consider ways that you can help attract and support students into the remaining programs. One of the most significant ways of attracting students into a course of study is to offer financial support for those who enter the program. Many of our AAHP members are graduates of programs that offered scholarships and other forms of financial aid. And so I urge you to contribute heavily to the college of your choice to fund scholarships, endowments, faculty appointments and

help attract students. If you are fortunate enough to have access to students, please consider being a mentor. If your employer has the means, please try to create positions for interns. There are so many ways you can help avert this growing problem in our field. The positions that are coming available in industry and government are going to be filled by someone. I believe it is important to the public health and safety that these positions are filled with properly trained and qualified health physicists.

This field has provided us with wonderful employment opportunities. We owe a significant debt of gratitude to our teachers and to our academic programs. It's time to give something back. Do what you are able.

Jim Tarpinian, CHP
President, AAHP

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**AMERICAN ACADEMY OF HEALTH PHYSICS
EXECUTIVE COMMITTEE**

**Minutes of Meeting of June 15-16, 2002
Tampa, FL**

Call to Order

President-Elect Howard Dickson called the meeting to order at 1:05 p.m.

Welcome to Members and Guests

President-Elect Howard Dickson welcomed members and guests in attendance; attendees are listed below:

Les Aldrich, Director
Lee Booth, Past President
Liz Brackett, Director, Past-Secretary
Dale Denham, Director
Howard Dickson, President-Elect
Tom Essig, Treasurer
Kathy Pryor, Director, Chair ABHP
Nancy Johnson, Program Director
Regis Greenwood, Guest, Acting Parliamentarian
Ruth McBurney, AAHP/CRCPD Liaison
Kyle Kleinhans, Asst. Editor, *CHP News*
George Vargo, Guest, CESB Representative
Kathy Shingleton, Secretary (Sunday)
Scott Medling, Webmaster (Sunday)

1.0 Call to Order

The meeting was called to order at 1:05 p.m. on Saturday, June 15 by President-Elect Howard Dickson. Due to an unavoidable work commitment, President Jim Tarpinian was unable to attend the meeting. Also, Secretary Kathy Shingleton was unable to attend the meeting on Saturday due to work commitments. Nancy Johnson agreed to take the Minutes for the Saturday meeting in Kathy's absence.

The following Executive Committee members, Committee Chairs, and guests were present:

2.0 Welcome to Members and Guests

Howard Dickson welcomed everyone to the meeting and pointed out the exit route if needed.

3.0 Discussion and Approval of Agenda

Howard Dickson announced that there would be a break in the afternoon so that people could register for the HPS meeting.

Les Aldrich moved, Dale Denham seconded, that the agenda be approved. The motion carried.

4.0 Approval of Minutes of February 2002 Meeting*

The following changes to the distributed minutes were suggested:

Page 9, item 7.7, delete (Did we nominate John Kelly? Frasier Bronson?)

Page 11, item 7.9, delete (Future business??)

Page 18, item 12.4, change the question mark at the end of the first paragraph to a period.

Tom Essig moved, Dale Denham seconded, that the amended minutes be approved. The motion carried.

Howard Dickson updated the Action Item list with input on Jim Tarpinian's assigned action items.

Dale Denham moved, Tom Essig seconded, that the re-amended minutes be approved. The motion carried.

5.0 Reports of 2002 Officers

5.1 President - Jim Tarpinian

Jim Tarpinian's report was distributed with the Agenda book prior to the meeting. His report was reviewed by Howard Dickson.

5.2 President-Elect – Howard Dickson

5.2.1 2003 Committee Appointments

Howard Dickson reported that his main task was to make committee appointments and noted that it is a time-consuming task. The typical action is to pick someone on the committee from the next class to arise to the Chair position. He wasn't always able to do so. However, all of the new Chairs have served on the committee. Howard has resumes on all of the recommended committee members except for Carl Paperiello and could attest to the capabilities of Carl and others. Lee Booth asked Howard if he used the list of volunteers taken from the dues invoices. Howard did use the listing, but generally leaned to personal knowledge. One of the nominations was unknown to Howard and was taken from the volunteer list.

Les Aldrich commented that Jeff Kotsch is only extended as Chair for 1 year; Les was extended for 3 years each time and recommended it for the Continuing Education Committee. Lee Booth commented that he believes we need to get more people involved in the committees.

Dale Denham moved, Kathy Pryor seconded, that we accept the recommendations of committee member appointments provided by Howard Dickson.

Tom Essig asked for additional information about the nomination for the Professional Development Chair Chair, Armin Ansari. Howard Dickson commented that he was a current committee member and was willing to serve.

The motion carried.

Les Aldrich moved, Kathy Pryor seconded, that Jeff Kotsch's term on the Continuing Education Committee be extended through 2005 if he is willing to do so.

Lee Booth questioned the intent of reappointing him to the committee for 3 more years. It was pointed out that the next President-Elect could reappoint him.

The voting resulted in a tie; Howard Dickson cast the tie-breaking vote against the motion. Motion defeated.

5.3 Past President's Report - Lee Booth

Lee Booth's primary effort this year was to develop the AAHP Special Session for Tampa. The topic is Accidents and Lessons Learned. He has an excellent group of presenters and he is expecting a good session. Lee also participated in some activities relative to 10 CFR Part 35 issues.

5.4 Secretary – Kathy Shingleton

Kathy Shingleton's report was distributed and Howard Dickson read the results of the recent Academy election. Nancy Johnson and Jim Tarpinian had contacted all of the candidates and informed them of the results prior to the meeting.

5.5 Treasurer's Report - Tom Essig*

Tom Essig reviewed his report that was distributed with the Agenda packet. The Intermediate-term and Long-term funds did lose value; however, if you compare these numbers to the NASDAQ and S&P, our losses were significantly less.

Dale Denham moved, Les Aldrich seconded, that the Officers reports be accepted. The motion carried.

6.0 Committee Correspondence and Reports

6.1 Appeals Committee – Terry Johnson

No report received; no action was necessary by the Appeals Committee.

6.2 Continuing Education Committee – Jeff Kotsch

Jeff's report was distributed with the Agenda packet.

6.3 Exam Site Selection Committee – Dan Burnfield

Nancy Johnson reported that there are 16 exam sites this year.

6.4 Finance Committee – Tom Essig

Tom Essig reported that the Finance Committee met in McLean at the Secretariat Offices on May 10th. The following issues were discussed at the meeting and are included in his written report. Tom pointed out that the final financial review by Walpert & Wolpoff, LLP was included in the agenda book.

6.4.1 Review of Budget Requests for FY02/03

We reviewed the current income and expenses to help us develop suggested budgets for the next fiscal year. The budget requests were equivalent to last years in order to maintain our current level activities. Therefore, the Finance Committee is recommending an increase in active CHP fees to \$70, effective with the 2003 invoices. Tom Essig reviewed the fee structures of other organizations and if we raise our fees to \$70, we would still be within the middle range of fees for these organizations. Tom noted that it has been 5 years since we raised our fees.

The Finance Committee is also proposing an increase in the CEC fees from \$150 to \$175. The last time these fees were raised was also 5 years ago.

6.4.1.1 CSI Contract Payments

Tom Essig reported that our FY01-02 budget did not contain enough funds to cover the last payment of the contract with CSI for the Re-engineering of the Part II exam. The Finance Committee recommends that the extra payment be made from the FY02-03 Finance Contingency fund.

Tom Essig reviewed the proposed budget for FY02-03. The proposed budget reflects a decrease in receipts and a stationary disbursement compared to the FY 01-02 budget.

6.4.2 Development of Performance Benchmarks for Financial Advisor

The Finance Committee was charged with developing a performance benchmark. Tom Essig has requested performance records from our Financial Advisor for the past several years. The Advisor noted that we should be looking to him for good performance, but not necessarily the top performance, because of our duties to protect our funds. More importantly, the Advisor stressed the importance of his protecting against losses in down markets. The Finance Committee has been pleased with his responsiveness and performance. Another task for the Finance Committee is to consider what standards we want to set for the performance. Howard Dickson applauds the Financial Advisor's performance—during the down times, we have done well.

6.4.3 Renewal of Financial Support to the ABMP

The Finance Committee discussed renewal of financial support to the ABMP and felt that the ABMP is going to exist with or without our support and that it was to our benefit to have input to their process. The Finance Committee recommends the continuation of the \$1000 support for FY02-03.

Howard Dickson placed the recommendations regarding the Maintenance Fee and Course Fee increases and the proposed budget on the Agenda under item 12.5 and the ABMP financial support issue under 11.4. Kathy Pryor will discuss the CSI Contract under her report in 8.0.

6.5 Nominating Committee – Jerry Martin*

Jerry Martin, who was unable to attend the meeting, provided a written report that was distributed with the Agenda book. Lee Booth commented that the Executive Committee usually doesn't receive the Committee's internal balloting results.

Action Item—Howard Dickson will consult with the incoming Nomination Committee Chair regarding the practice of providing the Executive Committee with the Nominating Committee's internal balloting results.

The Executive Committee, less Liz Brackett who excluded herself from the room, balloted the nominees for the ABHP. Liz Brackett was selected as the incoming ABHP member effective 2003.

Recessed at 2:35; reconvened at 3:00 p.m.

6.6 Professional Development Committee – Carolyn Owen

Tom Essig requested support from the Executive Committee to staff the AAHP Booth for the next few days.

Nancy Johnson noted that the Professional Development Committee has been very busy.

6.7 Professional Standards & Ethics Committee – Otto Raabe

No member of the committee was available (on Saturday). Dale Denham pointed out that there is a new award this year—the Joyce P. Davis Memorial Award, and John Kelly is the recipient. Dale received a nice note from Joyce’s sister who expressed her appreciation for the establishment of this award.

Otto Raabe joined the meeting on Sunday and reported there were no professional ethics infractions to be dealt with this year. The Professional Standards & Ethics Committee is largely working on developing SOPs.

Otto Raabe noted the need to use the formal nomination process for the Joyce P. Davis Memorial Award. This is a new award and needs to be advertised.

Action Item—Write up an article for the CHP corner advertising the Joyce P. Davis Memorial Award (Otto Raabe-by October 15). Kyle Kleinhans will include the information in the CHP Corner.

Dale Denham moved, Les Aldrich seconded, to accept the Committee’s report. The motion carried unanimously.

6.8 Ad Hoc Committee on Public Member

Kathy Pryor noted that our continued accreditation by the CESB requires us to have a public member on the ABHP. There is an ad hoc committee to establish how we will go about this. Kathy agreed to serve as Chair of the ad hoc committee and continue to work

on this project.

Les Aldrich moved, Kathy Pryor seconded, that all the committee reports be accepted. The motion carried.

7.0 Member Communications

7.1 Newsletter –Steve Rima/Kyle Kleinhans, editors

Kyle Kleinhans thanked everyone who submitted articles for the *CHP News* and Corner. The deadline for receipt of the minutes and any committee or officers reports for the December issue of the *CHP News* is October 15th.

7.2 Web Page – Scott Medling, Web Master

Scott Medling reported that 58 members have received embossers. Consultants are listed on the web; an e-mail will go out requesting consultants to list their specialty areas. Users will be able to select consultants by specialty area, or see what the specialty areas of a specific individual are.

Les Aldrich moved, Kathy Pryor seconded, that the committee report be accepted. The motion carried.

8.0 Report of the American Board of Health Physics – Kathy Pryor

Kathy Pryor distributed an amended report based on updates stemming from the Board meeting yesterday and this morning.

The exam will be given on Monday. Kent Lambert chaired the Part I Exam Panel and Sharon Dossett chaired the Part II Exam Panel. The Board Chair and several other CHPs reviewed the final Part II exam. The Board extended thanks to everyone who helped with the exams.

The ad hoc Part II Exam Panel will meet on Sunday. They are behind schedule on the development of questions. The Panel is about

one and a half years behind their target dates. The Board voted to delay any full implementation of the re-engineered exam until the 2005 exam. This will allow them to take incremental steps in the development and implementation of the exam and to develop a transition plan. For the 2003 exam, some of the already developed items will be incorporated into core and/or specialty questions. These will go through the same QA processes as currently done. There will be a poster presentation on Monday afternoon on the re-engineered Part II exam.

Last year, the Board took the results of the Job Task Analysis and developed a new set of eight domains of practices. These were used for the 2002 Part II exam; however, it was noted that there were too many domains and the domains were unwieldy. Therefore, the Board combined and re-identified the domains, resulting in 5 domains. The Board has an action to rewrite the descriptors for each of these domains for the fall Board meeting. The Board affirmed that these domains also apply to Part I.

The Board voted to close the Part II exam bank, effective with the 2003 exam. This means that the candidates will not be allowed to retain their set of exam questions. Changes will need to be made to the Procedures Manual.

The Board discussed the validation of new Part I questions. Currently, there is no “field testing” of new questions. They are exploring the possibility of placing up to 15 new (non-scored) questions on the Part I exam so that they can be validated. There is an action to contact the other members of the CESB to determine how they validate new exam questions.

The Board approved Part I Panel replacements and officers. They were not able to vote on new Part II Panel members—this will be handled by e-mail ballot this summer. Board officers for next year are: Ed Bailey, Chair; John Serabian, Vice Chair; Mary Birch, Secretary; Jim Willison, Parliamentarian.

The Board submitted a budget for FY02-03, which included a request for support of the ad hoc Part II Panel. Payment of the CSI Contract was also discussed. The CSI contract is calendar based, not performance based. Since we are behind schedule, it is of concern that we will be paying them for items at least one and a half years before they are delivered. Jim Tarpinian and Kathy Pryor have been discussing the payment issue with Jim Hecht, CSI, in an attempt to delay some of the payments until the work is performed. Kathy recommends that we develop new milestones for the project and attempt to develop a new payment schedule with Jim Hecht.

Paul Ziemer is the William McAdams award recipient

this year. He is very deserving of this award.

The Board hopes to have a web-based questionnaire for feedback on the exam and candidate statistics for this year’s exam.

The ABMP and the ABR approached the Board about a consolidated position on recommended changes to the 10 CFR Part 35 training and experience requirements for RSOs.

The Board discussed alternatives to the Passing Point Workshop. Dick Toohey, Part I Past Chair, will report back on these alternatives at the fall Board meeting. The next Passing Point Workshop isn’t necessary until 2004.

Kathy Pryor presented the Policy Manual Changes approved by the Board that need Executive Committee approval. Change #1: Item D.4: Insert after ‘Examinations’ the words “(Test Questions and Stock Solutions)”; Change ‘Part II examinations’ to ‘Graded Part II Answer Sheets’; change ‘Written Reports’ to ‘Radiation Protection Reports (Part II Applications)’; and change ‘(See Gooden Recommendations)’ to ‘Shred reports after approval of application’.

Kathy Pryor moved, Dale Denham seconded, that the changes to section D.4 be approved. The motion carried.

Change #2: amend Section I, H.4 to add the following subparagraph:

Each year following the presentation of the award, the Committee Chair shall forward the nomination, supporting materials, and other records associated with the selection of the honoree to the Program Director for archiving.

Kathy Pryor moved, Liz Brackett seconded, that the change to Section I, H.4. be approved. The motion carried.

Kathy Pryor completed her report. Discussion followed. Lee Booth asked if CESB was requiring us to validate new questions in the manner that was presented by the Part I Panel. Kathy responded no, but the CESB is a source of information on how other organizations handle these issues. Les also questioned the Part I validation proposal. Lee asked if this is also going to apply to the Part II questions. Kathy responded that this whole process is still under development and consideration.

Howard Dickson asked for more information on

the CSI Contract. Have we done any assessment as to why we are not proceeding in a more timely manner on the development of the re-engineered exam? Kathy Pryor reported that the Board is working on clarifying the schedule expectations and improving participation by the less-active panel members. Howard asked if we expect to receive any performance from CSI after the contract is over and all of the payments are made, even if the deliverables have not been made. Howard suggested that the Secretariat should assist on the contract review.

Howard Dickson expressed concern that the Board notify the candidates about the decision to close the Part II exam bank as soon as possible.

Les Aldrich moved, Dale Denham seconded, that the Board Report be accepted. The motion carried.

9.0 Reports from AAHP Liaisons

9.1 ABMP – Ken Miller/Dave Steidley

Not present at the meeting; no report received.

9.2 CRCPD – Ruth McBurney

Ruth McBurney asked if we had any comments to take back to the CRCPD. At their last meeting, a lot of emphasis was placed on Homeland Security. They are experiencing a serious resource deficit. The AAPM usually provides training in conjunction with the CRCPD at their meeting and the CRCPD is approaching the HPS to see if they would like to also participate. The CRCPD is considering combining their liaisons to the AAHP and HPS; this person should be a CHP.

The CRCPD is interested in the implementation of Part 35. The states are waiting to see what additional rulemaking happens in relation to training.

9.3 HPS – Ed Maher

Ed Maher reported that he had an action item to ask Keith Dinger to keep the AAHP in mind while dealing with Capitol Associates. Ed spoke with Keith who has agreed to look out for issues relevant to CHPs; however, we need to be aware that there can be

financial needs to pursue some of these issues with Capitol Associates. Howard Dickson expressed his concern about the Academy getting involved in the lobbying arena. Also, we are operating a deficit budget for the second or third year, and there is concern that we do not have the funds necessary for this type of activity. Ed confirmed that the issue of certification of RSOs is closed.

9.4 NRRPT - Paula Trinoskey

Paula was unable to attend the meeting. There was no report at this time.

10.0 Report of the Secretariat – Nancy Johnson

Nancy Johnson submitted a written report with the Agenda packets. She reviewed the report that included a list of her AAHP and ABHP activities since the meeting in February, an update on the number of exam candidates and exam sites this year, and an update on Academy membership statistics. Roster Changes: Howard Dickson's phone numbers and email address changed as follows:

Home (925)960-1731; Work (703)418-3224; FAX (703)418-0428;

email: hwdickson@egginc.com

Executive Session

A brief executive session was held.

11.0 Old Business

11.1 Academy Logo Update – Tarpinian/Denham

Dale Denham provided a final logo that was reviewed by the Executive Committee electronically prior to this meeting.

Dale Denham moved, Kathy Pryor seconded, that the Academy logo submitted by Dale Denham be approved. The motion carried.

11.2 Strategic Plan Review*

This issue was postponed until the winter meeting.

11.3 10 CFR Part 35 Update*

Ed Maher reported that he had received a response from the NRC to his letter denying our request for ABHP certification as meeting RSO requirements. Kathy Pryor was approached by the ABR, ABMP and the ABSNM, to join in a concerted effort to provide NRC with a proposal recognizing certification by various boards and/or other possible criteria as meeting the requirements for RSOs. The Board has agreed to participate in this effort. There will be a meeting of the subcommittee of the Advisory Committee on the Medical Use of Isotopes on Training Experience Requirements in Rockville, MD on June 21st. Ruth McBurney clarified that one of the reasons that this meeting is occurring is that the new regulations have eliminated certification by most boards as meeting the requirements.

Dale Denham moved, Lee Booth seconded, that we send Shawn Googins to the meeting on June 21st. The motion carried.

Recessed at 5:05 p.m. Will reconvene at 9:00 a.m. Sunday.

The meeting was reconvened at 9:00 a.m. Sunday and called to order by Howard Dickson.

11.4 ABMP Issues

Lee Booth began the discussion of Jim Tarpinian's draft letter to the ABMP noting that it is unlikely that the ABMP will extend reciprocity to the ABHP certification. Kathy Pryor noted that the ABMP already extends reciprocity to Part I of the ABHP exam (and the ABHP just agreed to extend reciprocity to the ABMP Part I exam at yesterday's meeting), but neither organization was willing to extend full reciprocity to the other organization. Lee suggested deleting #3 from the letter as #3 might be the show-stopper.

Regis Greenwood asked what the long-term goal of the letter is (long-term absorption of the ABMP into the ABHP?) and suggested that the letter be modified to include (or not exclude) this eventuality.

Lee Booth suggested that support for other Boards might not be consistent with the goal or intent of the AAHP, and if we're going to continue with financial support of the ABMP, we should enact a bylaw change that provides for that, and we should extend support to other organizations as well. Regis had an alternate view, stating that the AAHP's support of

the ABHP was not exclusive, and that our highest goal is to support the continued study of health physics.

Kathy Pryor stated that the ABHP was going to prepare the appropriate procedure and policy manual changes to address recognition of the ABMP Part I exam as meeting the requirement to pass Part I of the ABHP exam. These changes would be discussed at the Fall Board Meeting. The associated Policy Manual changes would be presented to the Executive Committee at the San Antonio meeting in January.. Dale Denham and Lee Booth suggested that action by the AAHP at this time might be premature.

Kathy Pryor moved, Dale Denham seconded, to have Jim Tarpinian redraft the letter to the ABMP to remove the specificity from the draft letter but to generally express a spirit of cooperation. The motion carried.

The Finance Committee recommended that we continue support to the ABMP at the level of \$1,000. Dale Denham moved, Tom Essig seconded, that the AAHP pay the \$1K and include it as part of the 5-year commitment. Kathy Pryor suggested that the money be provided on a 1-year basis, and redecided on a year-by-year basis. The motion failed.

Kathy Pryor moved, Tom Essig seconded, to provide \$1K to the ABMP this year and to reconsider the contribution for future years on a year-by-year basis (or until formalized in a change to bylaws). The motion passed with one nay vote.

11.5 Proposed ByLaws Revisions – Tarpinian

Dale Denham moved, Tom Essig seconded,) to approve the bylaw change (adding a public member to the ABHP) (including fixing the typos noted below). The motion passed unanimously.

Typos: p. 3, 3rd bullet in Section II, Purpose (need space between "ofcommon" and the 6th bullet, delete the "a" in "CHPSa")

ACTION: Ballot the proposed AAHP bylaw change. (Nancy Johnson/Kathy Shingleton)

ACTION: Make AAHP bylaws available on the web. (Scott Medling)

11.6 Revision of SOP 4.5 re: Use of CHP Designation – Greenwood

11.7 SOP re:Email Ballot Process - Greenwood

11.8 SOP re:Parliamentarian Position - Greenwood

Regis Greenwood noted that no comments were received on the draft revisions.

ACTION: Provide AAHP SOPs to Regis Greenwood and Scott Medling. (Nancy Johnson, by Sept 1)

ACTION: Make AAHP SOPs available on the web. (Scott Medling, by Nov 1)

ACTION: Include in the President's letter / dues envelope a statement asking for e-mail addresses to enhance timely, efficient communications. (Nancy Johnson, Jim Tarpinian, by July 1)

12.0 New Business

12.1 Agenda for Open Meeting*

Add to the agenda: CHP Corner (Kyle Kleinhans). George Vargo was identified as potential presenter for the issue of adding a public member to the ABHP.

Tom Essig moved, Liz Brackett seconded,) to approve the amended agenda for the Open Meeting. The motion passed unanimously.

12.2 Contract Signature Authority

Regis noted that the Bylaws are silent on the issue of contract signature authority, but the AAHP President has administrative authority and therefore presumably can sign contracts for the Academy.

Dale Denham moved, Liz Brackett seconded,) to draft a bylaws change to specifically provide for programmatic contract signature authority and develop the supporting SOP. Two AAHP Officers shall sign programmatic contracts; one of the signatures must be of the President or the President-elect. (Note: The executive committee may delegate signature authority to the Secretariat for certain specified contract types.) The motion passed unanimously.

ACTION: Draft a Bylaw change to provide for contract signature authority and draft an SOP to provide supporting detail. (Liz Brackett)

12.3 ANS/RPSD Certification for MCNP Shielding

It was decided that this issue was probably not appropriate for the larger organization. Kathy Pryor will respond by e-mail to the individual who brought up the issue.

12.4 San Diego Special Session

Liz Brackett suggested establishing Wednesday as the AAHP meeting day at future annual meetings. Noting that there may be times when changes would be needed, the Executive Committee supported the idea.

12.5 Executive Committee Midwinter Meeting (January 19-22, 2003, San Antonio)

12.6 Finance Committee (Tom Essig)

Tom Essig moved Dale Dehnam seconded, to increase the annual dues for AAHP members (excluding Emeritus members) from \$60/y to \$70/y, commencing with the 2003 dues mailing. The motion was defeated with one 'aye' vote.

Discussion: The AAHP dues are on the lower side of dues charged by other professional organizations. The increase is needed to cover existing obligations as funds generated from exam fees are declining. The Finance Committee considered raising the fee for taking the exam, but concluded that it could be counter-productive (i.e., the number of applicants are already diminishing and providing further impediments by increasing the exam fee is not likely to help the situation.)

The proposed budget presumes that the Executive Committee will approve the proposed dues increase.

Scott Medling moved, Lee Booth seconded,) to increase the annual dues for AAHP members

(excluding Emeritus members) from \$60/y to \$75/y, commencing with the 2003 dues mailing. The motion was carried with one 'nay' vote.

Tom Essig moved, Kathy Pryor seconded,) to increase the AAHP 8-hr Continuing Education Course fees from \$150/course to \$175/course, commencing with the 2003 courses.

Les Aldrich pointed out that the fees for these courses was increased by 25% 5-years ago and this increase would result in a total 46% increase over the five-year period. Kathy Pryor pointed out that the proposed fees are still on the lower side of what other organizations charge. Dale Denham thought the fee would be appropriate at \$200. Nancy Johnson identified many of the costs that are increasing (e.g., AV).

The motion was carried. (Aye votes: Lee Booth, Tom Essig, Kathy Shingleton, Liz Brackett, Kathy Pryor) (Nay votes: Dale Denham, Les Aldrich).

Tom Essig moved, Les Aldrich seconded,) to approve the budget as presented by the Finance Committee for FY 2003 (commencing Sept 2002). The presented budget included the proposed increases of \$70/y dues and \$175/8-h course fee.

Discussion: We are knowingly budgeting a deficit. The gain from the increased dues does not show up as much of an increase in this year's budget because of how the fiscal year splits. The gain will be realized in future years.

The motion was carried unanimously.

12.7 Next meeting (Howard Dickson)

The next AAHP meeting will be held January 21 (Tuesday) at the midyear meeting in San Antonio.

13.0 Adjournment

A motion was made by Les Aldrich moved, Liz Brackett seconded,) that we adjourn until Jan 21, 2003. The motion was carried unanimously.

REMINDER

Applications for the Certification Exam must be postmarked by January 15th. Application materials may be obtained from the Academy web page:

www.aahp-abhp.org

or from the Secretariat, 703-790-1745.

Address contributions for *CHP News* and “CHP Corner” to:

Steve Rima, CHP, CSP – Editor

Work: 970-243-2861

Fax: 970-256-7356

sdrima@mactec.com

or

Kyle Kleinhans, CHP – Associate Editor

Work: 865-241-8380

Fax: 865-241-8381

Kkleinhans.hp85@gtalumni.org

Articles, Letters to the Editor, etc. are welcome. Contributions may be in the form of electronic files (MS Word or WordPerfect), text files, or hard copy.

THE 2002 CHP SALARY SURVEY

Gary Lautenschlager

Introduction

The 2002 Certified Health Physicist (CHP) survey data was collected by having CHPs submit their responses to survey questions on a web- based data entry form. As was done last year, data was collected in coordination with a salary survey of the entire Health Physics Society (HPS).

Chris Graham and Andy King will report the HPS salary survey results separately in the Health Physics Newsletter.

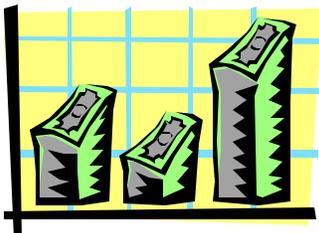
The survey was also available in hardcopy form for those who preferred to fax or mail their responses.

Questions about this survey should be directed to Gary Lautenschlager, via email at: chpsalarysurvey@yahoo.com

Data Analysis

The salary ranges marked by CHPs on the completed survey forms were rounded to the midpoints of those ranges before statistical analyses were performed. For example, if a CHP marked the salary range \$50,000 to \$52,499; their salary was rounded to the midpoint value of \$51,250.

Responses from CHPs who were either part time or retired were not analyzed, since the data did not appear to allow meaningful comparisons to be made.



To avoid skewing the results, data from three survey respondents were excluded from the data analysis because they indicated that they earned \$174,499 or more per year.

Of 62 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 19% received this increase from their current employer, 23% from a promotion with their current employer, 53% received this increase from a new employer, and 5% did not specify.

CHP salaries by region are also presented in this report.

Data Presentation

In an effort to make the results of the survey interesting and useful, CHPs were subcategorized in several ways by education, primary job responsibility, years of experience, and combinations of these subcategories.

Readers are cautioned that for statistical validity, results were usually given only if there were 10 or more CHPs within that subcategory. Data presented for one subcategory of CHPs may not be possible for another subcategory. However, some exceptions were made for general interest.

The subcategories in the tables may also change from year to year, depending on the number of responses received. Every effort was made to keep the subcategories consistent with previous surveys, but if there were an insufficient number of CHPs the results were not given.

Tables and Figures

Tables show results for full-time CHPs who received health, vacation, and retirement benefits from their primary employer unless otherwise noted.

Histograms of the data shown in Table 1- All CHPs and Table 2 - Masters Health Physics are included as Figure 1 and Figure 2, respectively.

All of the following tables are for fulltime CHPs with health, vacation, and retirement benefits

Table 1: All CHPs

All CHPs	Count	Average	Median	Max	Min	Std Dev
CHPs	268	\$91,194	\$88,750	\$166,250	\$38,750	\$20,652

Table 2: CHPs by Education and Field

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	22	\$96,023	\$88,750	\$166,250	\$73,750	\$19,924
Bachelors Other Field	21	\$85,060	\$88,750	\$108,750	\$48,750	\$14,612
Masters Health Physics	141	\$91,427	\$88,750	\$153,750	\$51,250	\$20,340
Masters Other Field	19	\$89,276	\$86,250	\$116,250	\$61,250	\$16,532
Masters Nuclear Engineering	14	\$85,179	\$88,750	\$118,750	\$38,750	\$23,282
Ph.D. Health Physics	15	\$89,750	\$86,250	\$141,250	\$48,250	\$23,751
Ph.D. Other Field	24	\$96,042	\$98,750	\$143,750	\$43,750	\$24,846

Table 3: CHPs by Education and 6-15 Years Experience

Edu & 6-15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs 6-15 yrs Experience	76	\$81,086	\$81,250	\$131,250	\$43,750	\$14,890
Masters Health Physics	41	\$82,043	\$78,750	\$131,250	\$51,250	\$15,707

Table 4: CHPs by Education and >15 Years Experience

Edu & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs >15 yrs Experience	185	\$95,588	\$93,750	\$166,250	\$38,750	\$21,420
Bachelors Health Physics	16	\$100,781	\$100,000	\$166,250	\$76,250	\$21,413
Bachelors Other Field	16	\$87,188	\$90,000	\$108,750	\$48,750	\$15,299
Masters Health Physics	99	\$95,391	\$91,250	\$153,750	\$58,750	\$20,905
Masters Other Field	10	\$97,000	\$97,500	\$116,250	\$71,250	\$16,075
Masters Nuclear Engineering	10	\$91,000	\$93,750	\$118,750	\$38,750	\$24,536
Ph.D. Other Field	20	\$97,250	\$100,000	\$143,750	\$43,750	\$26,906

Table 5: CHPs by U.S. Regions*

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	37	\$88,615	\$88,750	\$131,250	\$46,250	\$18,938
Midwest	43	\$87,936	\$81,250	\$151,250	\$48,750	\$22,676
South	87	\$90,043	\$88,750	\$151,250	\$56,250	\$17,032
West	113	\$95,781	\$95,000	\$166,250	\$43,750	\$21,620

Table 6: CHPs by Education and NRRPT

Education & NRRPT	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	9	\$88,194	\$86,250	\$108,750	\$76,250	\$9,665
Bachelors Other Field	12	\$87,917	\$90,000	\$108,750	\$68,750	\$12,216
Masters Health Physics	17	\$88,456	\$83,750	\$128,750	\$61,250	\$17,340

*- The four major regions of the United States as defined by the U.S. Census Bureau for which data are presented represent groups of States as follows:

Northeast. Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont.

Midwest. Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin.

South. Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia.

West. Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

Table 7: Masters Health Physics and Primary Employer

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Consulting Firm	13	\$101,058	\$93,750	\$148,750	\$66,250	\$21,758
Commercial	16	\$96,406	\$88,750	\$151,250	\$73,750	\$23,760

Federal Government	24	\$91,563	\$90,000	\$133,750	\$68,750	\$16,848
Government Contractors	23	\$101,902	\$103,750	\$146,250	\$63,750	\$21,149
National Laboratory	18	\$98,333	\$91,250	\$153,750	\$71,250	\$20,459
Nuclear Power Facility	15	\$85,417	\$81,250	\$116,250	\$71,250	\$11,521
University	21	\$78,393	\$76,250	\$103,750	\$56,250	\$15,006

Table 8: All CHPs by Other Certifications

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
PE	9	\$90,694	\$96,250	\$133,750	\$43,750	\$26,480
NRRPT	48	\$87,708	\$87,500	\$128,750	\$43,750	\$14,981
Other	23	\$98,859	\$93,750	\$153,750	\$76,250	\$19,357

Table 9: Masters Health Physics and Primary Job Responsibility

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	20	\$97,250	\$97,250	\$131,250	\$68,750	\$18,126
Applied Health Physics	48	\$91,042	\$86,250	\$146,250	\$56,250	\$20,801
Dosimetry	11	\$84,205	\$81,250	\$111,250	\$58,750	\$15,605
Environmental	13	\$93,365	\$88,750	\$123,750	\$66,250	\$20,838
Regulations/Standards	13	\$89,519	\$91,250	\$121,250	\$51,250	\$18,607
Reactors, Power	9	\$86,250	\$83,750	\$98,750	\$71,250	\$8,660

Table 10: All CHPs by Primary Job Responsibility

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	28	\$98,571	\$97,500	\$141,250	\$68,750	\$17,755
Medical Physics CHPs	9	\$99,028	\$98,750	\$131,250	\$76,250	\$20,404
Regulations, Standards	18	\$89,583	\$92,500	\$121,250	\$46,250	\$22,977
Applied Health Physics	80	\$88,656	\$86,250	\$146,250	\$38,750	\$20,386
Dosimetry	22	\$87,841	\$86,250	\$151,250	\$48,750	\$20,782
Reactors, Power	23	\$91,685	\$86,250	\$113,750	\$71,250	\$12,650
Radiological Assessment	20	\$94,750	\$90,000	\$153,750	\$61,250	\$26,735
Environmental	27	\$91,898	\$91,250	\$123,750	\$58,750	\$18,818

Table 11: CHPs as Professional Staff (All CHPs in this category and by Education)

CHPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	145	\$86,698	\$86,250	\$133,750	\$38,750	\$18,116
Masters Health Physics	69	\$86,395	\$83,750	\$133,750	\$51,250	\$16,466
Masters Other Field	10	\$93,000	\$96,250	\$116,250	\$61,250	\$20,448
Ph.D. Health Physics	10	\$78,250	\$80,000	\$98,750	\$48,750	\$15,626

Table 12: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)

CHPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	54	\$96,296	\$91,250	\$153,750	\$66,250	\$20,721
Masters Health Physics	29	\$97,629	\$91,250	\$153,750	\$66,250	\$25,900

Table 13: CHPs as RPM/RSO (All CHPs in this category and by Education)

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	56	\$92,054	\$88,750	\$141,250	\$56,250	\$18,440
Masters Health Physics	35	\$90,893	\$88,750	\$131,250	\$56,250	\$17,958

Figure 1: Histogram of Table 1 Data

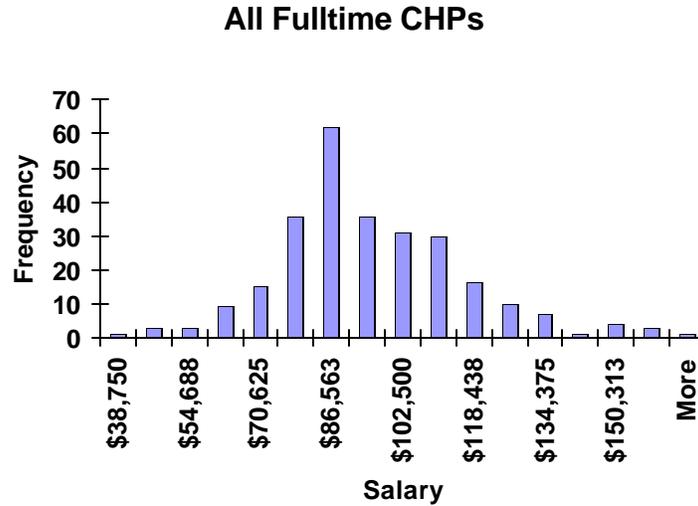
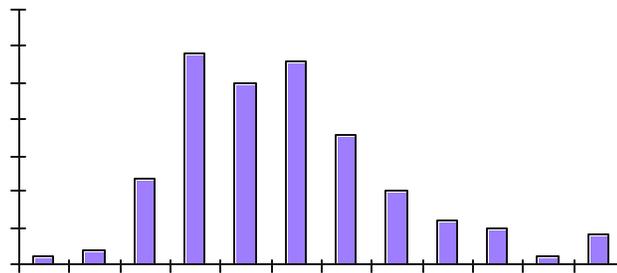


Figure 2: Histogram of Table 2 Data, Masters Health Physics CHPs



Acknowledgements

Thank you to all who participated in this survey. Your participation benefits the entire health physics community. If you did not participate this year, please plan to do so next year. The more CHPs that take the survey, the better the results. Confidentiality is maintained throughout, and Scott Medling has built in safeguards to protect your privacy.

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