



# American Academy of Health Physics American Board of Health Physics

# N · E · W · S

## PRESIDENT'S MESSAGE **Ed Maher, ScD, CHP**

I have been privileged to be the Academy's President over the past year, and would like to take time to reflect back on what has been accomplished and what still needs to be done in 2008. First and foremost I'd like to thank other members of the Executive Committee, standing Committee Chairs, Committee Members, as well as the Appointees and Liaisons to the Academy for their steadfast support and hard work during 2007.

This is also one of my last opportunities to publicly thank and praise so many of you who have supported me and the pursuit of my goals. At the top of my list is our Program Director Nancy Johnson, who is the "wizard" behind the curtain that ensures the Academy serves its membership with such efficiency and personal warmth. I would also like to make especial acknowledgments to our Webmaster Scott Medling and to our Newsletter Editor Kyle Kleinhans, who both serve the Academy with complete dedication and professionalism, and who rarely get the praise they so deserve.

January brings a change of leadership as Nancy Kirner, who takes the gavel at the Executive Committee's meeting in Oakland. I've had the privilege of knowing and working with Nancy on ABHP and HPS Board issues for many years and I know she will be a superb Academy President. Please support Nancy in the upcoming year by serving on the Academy's Committees or by saying 'Yes' if she asks for help, whatever the reason. Leaving the Executive Committee in January are Director Jim Yusko, Past



Treasurer Paul Stansbury, ABHP Chair Shawn Googins, and Past-President Jim Bogard. Thank you one and all for your faithful service. The new members being welcomed are Director Steve Rima, Secretary-Elect Dan Mantooth, incoming ABHP Chair Jim Tarpinian and AAHP President-Elect Dick Vetter.

The Bylaws change that was passed this year will modify the definitions in Appendix 1 of the Bylaws of a Certified Health Physicist (CHP). The Bylaw change clarifies the requirement that CHPs must fulfill their recertification renewal process in order to represent themselves as CHPs. This is an important step forward and recognizes that the title "CHP" is contingent upon certification renewal and the obtainment of sufficient continuing education credits approved by the ABHP.

I hope you were at the HPS Annual Meeting in Portland and attended the Academy's Special Session, "Health Physics Education: Status of Academic Programs, Student Recruitment, Funding and Accreditation." If you were not able to attend this excellent session organized by Past-President Jim Bogard, you can still see the visuals by pointing your web browser to the link under the **AAHP Public Library** heading on the Academy's website.

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**2007 CHP SALARY SURVEY.....16**

Certificates and plaques were given to acknowledge outgoing members of our Board, Panel and Committee members at the Awards Luncheon in Portland. The **William A. McAdams Outstanding Service Award** recipient this year was Kathy Pryor. Kathy has been a standout contributor to the Board, Exam Panels, Academy and HPS for many years. She is most deserving and an inexhaustible leader in so many areas of our profession. The **Joyce P. Davis Memorial Award** was not awarded this year. We have so many deserving members in the Academy that could have been nominated for either of these awards. Please consider nominating a deserving individual before March 1<sup>st</sup> of each year. This would be the best way to thank those individuals who give so much of their precious time and energy for the betterment of us all. I urge you to learn more about these Awards and its past recipients by clicking the link under **William A. McAdams Outstanding Service Award** on our website.

Speaking about personal recognition and awards, I'm pleased to report to you that the Executive Committee approved a motion at the Portland Annual Meeting that establishes an AAHP National Service Award to person(s) (including non-CHPs) who makes worthy and substantial contribution(s) to the Academy. The award recipient(s) would be selected by the current AAHP President and presented at the AAHP Luncheon during the Annual Meeting week. The AAHP Parliamentarian is drafting the Rule that establishes this National Service Award and the award should be in-place in time for the 2008 Annual Meeting.

Academy membership increased slightly last year, with just over 1300 active CHPs. There were also 186 Emeritus members in 2007. I would like to acknowledge the efforts of Jim Willison who has been busy researching the "CHP archives" to update the contact information on Inactive, Nonactive and Emeritus members. The Academy's investments remained very sound during the recent tumultuous market and more than three times our annual budget. See Treasurer Ed Bailey's article in this CHP News for additional information.

One of the Executive Committee's ongoing initiatives is to redesign and update our website. In January 2008, the

Academy will 'roll out" one or more website redesigns that are intended to improve organization, presentation or accessibility which will ultimately result in a better look and feel for website users. We are looking for an "eye popping" website design that facilitates interaction between Academy membership and especially among AAHP Committee Members so that more Academy work can be completed and coordinated without the need for face-to-face meetings. Our first website was groundbreaking at the time and the envy of others. Now it's time once again to make the AAHP website the "talk of the town" while building on the functionality of the present website.

The Academy continues to support and participate in the InterSociety Forum on Resource Sharing. Its purpose is to explore opportunities for sharing resources to foster mutual interests for: funding K-12 science curricula; graduate student sponsorships; post-graduate RSO training and qualifications and certification standards for radiation safety specialties. This benefits the Academy by enhancing the pipeline for future radiation protection specialists, creating more continuing education opportunities for academy members, and encouraging collaborative efforts with the other societies in developing certification standards. I encourage future Academy Presidents to give their complete support to the Forum's goals and objectives.

Finally, I call your attention to the recently approved AAHP Strategic Plan. Paul Stansbury and his ad hoc committee just did a terrific job in aligning the Strategic Plan with the membership's needs. The Plan was developed from a survey compiled from the respondents from 250 randomly selected diplomates that were polled about the benefits of Academy membership and desired Academy future activities. Please check out the Strategic Plan on the Academy's Website!

This is just a short summary of the Executive Committee's current and planned activities. It's been an absolute honor and a pleasure to be your President. I look forward to seeing everyone in Oakland for the 2008 Midyear Topical Meeting.

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**ABHP APPLICATION REMINDER:** Complete applications to take either part of the 2008 ABHP examination must be filed with the Executive Secretary postmarked no later than **January 15, 2008**.  
More information can be found at: [www.hps1.org/aahp/abhp/prospect.htm](http://www.hps1.org/aahp/abhp/prospect.htm)

## AMERICAN ACADEMY OF HEALTH PHYSICS EXECUTIVE COMMITTEE

### Minutes of July 7-8, 2007 Portland, OR

#### **1.0 Call to Order**

President Ed Maher called the meeting to order at 1:00 p.m. local time on July 7, 2007, and welcomed those present.

#### **2.0 Welcome to Members and Guests**

##### **Executive Committee Members:**

Ed Bailey – Treasurer  
 Jim Bogard – Past-President  
 Earl Fordham – CRCPD Liaison  
 Shawn Googins – ABHP Chair  
 Nancy Johnson - Program Director  
 Ken Kasper – Director  
 Nancy Kirner – President-Elect  
 Ed Maher - AAHP President  
 Dan Mantooth – Secretary Designate  
 Scott Medling – Web Master  
 Robert Miltenberger - Secretary  
 David Myers – Director and Parliamentarian  
 Richard Vetter – President-Elect Designate  
 James Yusko – Director

##### **Committee Chairs:**

Tom Buhl – Title Protection/Professional Recognition  
 Sarah Hoover – Continuing Education  
 Jay Maisler – Professional Development  
 Carl Paperiello – Nominating

#### **2.1 Announcements**

The Parliamentarian verified that there was a quorum.

#### **3.0 Discussion and Approval of Agenda**

The meeting agenda and handout packet had been distributed electronically to the Executive Committee in advance of the meeting.

#### **4.0 Approval of Minutes of January 2007 Meeting**

Secretary Robert Miltenberger had provided a draft of the meeting minutes from the Executive Committee meeting

held in January 2007 in Knoxville, TN.

#### **5.0 Reports of 2007 Officers**

##### **5.1 President's Report (Ed Maher)**

Ed summarized his written report which had been included in the meeting packet. Of particular interest, Ed mentioned the following:

- ✓ The President's GTTK document was revised to include the Awards and Recurring Committee due Dates list. Ed and Dave reminded all that it is their job to revise their GTTK document by the mid-year Executive Committee meeting.
- ✓ The Bylaws change, approved by the Executive Committee was balloted and approved by the membership. This change modified the definition of a Certified Health Physicist and clarified the requirement that a CHP must fulfill their recertification renewal process in order to represent themselves as a CHP.
- ✓ Ed prepared the ballot letter for the Academy Elections.
- ✓ The LexisNexis contract was signed. The salary survey is to be open to members but non-members need to go through LexisNexis. The current practice of placing the salary survey on the open section of the website may need to be rethought. Currently, anyone can access this section (member or not).
- ✓ The redesign of the AAHP-ABHP website was discussed with Brett Burk. One respondent's ideas from the December CHP Corner article were forwarded to Brett Burk for evaluation. Money (~\$4,000) was added to the budget regarding website design.
- ✓ The President's report was written and submitted.
- ✓ There was a day long meeting of the InterSociety Forum for Resource Sharing and Education on May 17 that I attended along with Nancy Johnson. The representatives from the organizations gathered to discuss:

- Working with NSTA and AAPT to increase the awareness of health/medical physics careers among secondary school students
- Joint Science Teacher Workshops
- Funding of undergraduate and graduate programs in health and medical physics, nuclear engineering and industrial hygiene
- 4-H science adventure camps; and,
- Numerous other collaborative efforts with like-minded Societies.

### **5.2 President-Elect (Nancy Kirner)**

Nancy summarized her written report which had been included in the meeting packet. Of particular interest, Nancy mentioned the following:

- ✓ Spent significant time working on AAHP Committee assignments.
- ✓ The largest part of the report was a reply to Susan Echaore-David, author of the book "Career Opportunities in Science". This book was being revised for a second publication and Ms. Echaore-David was seeking information regarding career opportunities as a Health Physicist. This book has an audience of high school students.

### **5.3 Past President (Jim Bogard)**

Jim summarized his written report which had been included in the meeting packet. Of particular interest, Jim mentioned the following:

- ✓ The motion passed at the January, 2007 meeting in Knoxville giving LexisNexis Academic and Library Solutions (LNALS) access to the **CHP Salary Survey** information posted on our website was different than LexisNexis' original request for access to "all editions/updates of *CHP News*." The decision was made by the Executive Committee to give LexisNexus access to the web page they wanted.
- ✓ After the LexisNexus contract was signed, provided them with instructions for obtaining the most recent CHP Salary survey results
- ✓ Wrote a letter to Zach Wamp, member of the House Appropriations Subcommittee on Energy and Water Development expressing concern about the Department of Energy's proposed FY-2008 budget that would eliminate funding authorized by the Energy Policy Act of 2005 for academic training of Health Physicists. The decision to send this letter to Congressman Wamp was prompted by a request from Keith Dinger, HPS Government Relations Liaison. Congressman Wamp responded that he would do his very best and encourage all of his colleagues to push the amount up as far as possible.

- ✓ Reminded everyone of the July 10<sup>th</sup> all-day special session on health physics education. The focus in the morning session is how to recruit and retain professionals in the face of job opportunities that can pay more money. The afternoon session deals with funding of education programs by DOE and other Governmental agencies.

### **5.4 Secretary (Bob Miltenberger)**

Bob summarized his written report which had been included in the meeting packet. Of particular interest, Bob mentioned the following:

- ✓ Finalized the Knoxville Executive Committee Meeting Minutes.
- ✓ Finalized the Knoxville Executive Session of the Executive Committee minutes.
- ✓ Made modifications to both the Secretary GTTK and SOP documents to address how to handle Executive Session minutes.
- ✓ Summarized the balloting for officers and Bylaw vote.

### **5.5 Treasurer (Ed Bailey)**

Ed summarized his written report which had been included in the meeting packet. Of particular interest, Ed mentioned the following:

- ✓ Attended the May 2007 Finance Committee meeting.
- ✓ The proposed FY 07-08 Budget is \$233,095 which is a projected \$64,445 deficit. However, the actual deficit is expected to be significantly less based on prior year's experience. When the budget is discussed in detail under New Agenda topics, an estimate of the actual change in budget will be presented.
- ✓ The fair market value of intermediate and long-term funds totals \$624,879 as of February 28, 2007. This represents an increase of \$57,897 (10.2%) from February 28, 2006.
- ✓ The investment strategy matches the requirements of the SOP.
- ✓ The long-term fund and intermediate-term fund performance is rated favorable (green) for the quarter ending February 28, 2007 as it has been for the 4 preceding quarters. The next evaluation is due to be conducted July 15, 2007.
- ✓ As approved by the Executive Committee, the Treasurer has directed that Burk and Associates prepare formal financial statements as of February 28 and August 31. These coincide with that Academy's fiscal year, which ends August 31 and

has quarters that end November 30, February 28 and May 31.

- ✓ There was significant comment regarding if the Executive Committee was actually reviewing/adopting a budget or developing/adopting a financial plan when reviewing the Treasurer's report and proposed "Budget". The problem is that the committees request money assuming the worst case financial conditions while the actual values are generally better. Furthermore, the income to the Academy, from long and intermediate term investments is not factored in to the reports that are presented at the annual meeting. Although the practice of projecting income from the long and intermediate investment accounts had been done in the past, Tom Buhl stated that the practice had been modified about five or six years ago to show the operating budget and investment income separately for operational clarity. The topic will be discussed more in the Budget discussion under New Business. The issue is how can the Executive Committee authorize, as good stewards of the Academy resources, a negative budget which is 50% of the cash on hand value.

### **5.6 Parliamentarian (Dave Myers)**

Dave summarized his written report which had been included in the meeting packet. Of particular interest, Dave mentioned the following:

- ✓ The GTTK documents for the President-Elect, President, Treasurer, Secretary and Parliamentarian were submitted to the Webmaster for inclusion on the AAHP website.
- ✓ The Electronic Balloting procedure was formatted, given the number 3.4.3 and submitted to the Webmaster for inclusion on the AAHP website. This procedure had been approved by the Executive Committee at the Knoxville Meeting.
- ✓ A listing of AAHP courses that have been given at the annual meetings since 1988 was prepared and provided to Scott Medling.
- ✓ Prepared and submitted to the Executive Committee a proposed revision of the Bylaws clarifying how an Inactive CHP may represent themselves.
- ✓ Drafted the revision to Parliamentarian GTTK SOP 6.2.7 to include the responsibility to submit a list of the topics and presenters from the AAHP Special Sessions at the HPS annual meetings to the Webmaster and request inclusion on the AAHP Website.
- ✓ Reviewed SOPs 3.2.1 and 3.2.2 and determined that no changes are needed.

## **6.0 Committee Correspondence and Reports**

### **6.1 Appeals Committee (Bob Cherry)**

The Appeals Committee submitted an informal report to Nancy Johnson reporting that there was no activity since the last Executive Committee meeting.

### **6.2 Continuing Education Committee (Sarah Hoover)**

The Continuing Education committee did not submit a written report. The following verbal report was given:

- ✓ The SOP for Continuing Educating Committee needs to be finalized and sent to Scott Medling.
- ✓ The request for CECs is very cumbersome and needs to be more automated taking advantage of electronic medium.
- ✓ Will be speaking with NRRPT on authorizing courses.

The AAHP sponsored three all-day courses on July 7<sup>th</sup>. The courses were:

- ✓ AAHP 1 - Eight-hour OSHA Hazardous Waste Operations Refresher Training
- ✓ AAHP 2 - Emergency Dose Assessment
- ✓ AAHP 3 - Homeland Security Instrumentation for the Health Physicist

In addition, there was a Tuesday, July 10, 2007 Special Session on Health Physics Education.

### **6.3 Exam Site Selection Committee (Dawn Banghart)**

Dawn summarized her written report which had been included in the meeting packet. Of particular interest, Dawn mentioned the following:

- ✓ The overall site selection process was successful and fifteen sites, three more than 2006, were secured.
- ✓ Burnt Hills New York and Omaha Nebraska contacted the committee directly requesting to host the exam.
- ✓ This year, the exam will be offered at Kincardine, Ontario.
- ✓ Due to new security requirements at the traditional site and problems with long-term sustainability with the local chapter, this could be the last year that the exam is offered at Columbus Ohio.
- ✓ There was also an overture from Mexico requesting that the ABHP Exam be given in Mexico. However, after the first request, there was no response from the requester when follow-up information was requested by the AAHP.

### **6.4 Finance Committee (Paul Stansbury)**

Paul did not attend the meeting and the presentation was made by Ed Bailey. Ed summarized Paul's written report which had been included in the meeting packet. Of particular interest, Ed mentioned the following:

- ✓ The annual meeting was held on May 4, 2007.
- ✓ The Statement of Cash and Investment Balances was reported as:
  - Short Term Funds - \$125,852
  - Intermediate Funds - \$ 123,707
  - Ratio (Short Term to Intermediate) – 1.09 (Investment Policy Goal -1)
  - Long Term Funds - \$347,089
  - Ratio (Long Term to Short plus Intermediate Term) – 1.63
  - (Investment Policy Goal - 1.5)
- ✓ The Executive Session of the Finance Committee determined that a one-time bonus should be added to the budget Burk and Associates. This bonus was for \$3,300 and was in addition to the cost of living increase of \$2,120 that was awarded.
- ✓ The FY08 has a budget deficit of \$65,500. This was done because:
  - Historic predictions of sizeable shortfalls have not been realized.
  - Investments are likely to perform better than initially projected thus making a limited cost overrun tolerable.
- ✓ The Finance Committee also wishes to point out that the Board's budget requested \$2,800 in the Budget to investigate Board accreditation with the International Standards Organization. This is not included and would require Executive Committee approval to be added to the budget.
- ✓ The Finance Committee concurred that the investment advisor is doing very well for the Academy.

### **6.5 Nominating Committee (Carl Paperiello)**

The Nominating committee did not submit a written report. The following verbal report was given:

- ✓ A slate of candidates for AAHP vacancies was submitted in January.
- ✓ Those selected were notified and those who were unsuccessful were notified and thanked for their participation.
- ✓ The SOP and GTTK documents need to be revised to reflect current experiences.
- ✓ Using the CHP Corner to call for nominations was not very successful. Direct contact with people seems to be the only way to get candidates.
- ✓ Carl asked the Executive Committee members if

they have any recommendations for officers. He would be happy to contact people who the Executive Committee recommended.

- ✓ ABHP recommended two candidates for fulfilling a board member term 2008-2012:
  - Jack Higginbotham
  - Sharon Dossett

The Nominating Committee voted to support the Board's recommendation .

Carl offered a Lessons Learned that just broadcasting a call for nominations gains you little to no nominations. Getting people to volunteer is much better handled in person.

#### **6.6 Professional Development Committee (Jay Maisler)**

Jay summarized his written report which had been included in the meeting packet. Of particular interest, Jay mentioned the following:

- ✓ Efforts will be initiated following the Annual HPS meeting to discuss SQ/P revisions on qualifications for Healthcare RSOs with the AAPM, ACR and SNM.
- ✓ Work has begun to develop a SQ/P for CHPs serving as expert witnesses. This document is anticipated by the end of 2007. Ed Bailey offered to have Barbara Hamrick review the text.
- ✓ Two other topics remain on the agenda: Developing a Brochure on "Why Become a CHP" and review of the quality of PEP classes in coordination with the Continuing Education Committee.

#### **6.7 Professional Standards & Ethics Committee (Paul Rohwer)**

The written report had been included in the meeting packet. The key issue from this committee was that there will be no Joyce P. Davis Memorial Award this year. The Committee plans to nominate a candidate next year.

#### **6.8 Title Protection Committee (Tom Buhl)**

Tom summarized his written report which had been included in the meeting packet. Of particular interest, Tom mentioned the following:

- ✓ The AIHA has decided to eliminate some of the titles that they initially wanted protected. This has temporarily somewhat slowed the effort. The AIHA has 19 states that provide title protection. The CSP has 9 states that provide title protection. Currently, AAHP has one.

- ✓ Currently, Georgia has passed the requested legislation including AAHP.
- ✓ Members of four State legislatures (Connecticut, Virginia, Nevada and Wisconsin) were approached during the past winter to identify sponsors for title protection/professional recognition legislation. To date, one state has expressed interest.
- ✓ A CHP Corner article has been prepared and was published in the July issue.
- ✓ The Title Protection/Professional Recognition Committee is meeting the week of July 9 to discuss further action. More local involvement is required at the Chapter level to testify when legislation is introduced.

#### **6.9 Ad Hoc Trademark Committee (Frazier Bronson)**

Frazier summarized his written report which had been included in the meeting packet. Of particular interest, Frazier mentioned the following:

- ✓ "Certified Health Physicist" was rejected for some minor technical matters in the application. Resubmitting with the corrections should result in successful registration.
- ✓ "CHP design" logo on pin was also rejected for some minor technical matters in the wording of the application and in the drawing (photo) of the pin. Resubmitting with the corrections should result in successful registration.
- ✓ "CHP" initials was rejected because the evidence of use we submitted (business cards with CHP following a name) would be perceived by the public as being an educational degree. Currently, no documents have been found with evidence of the initials used in commerce in a manner other than following a name. Frazier suggests that diplomats add "CM [in superscript]" after CHP to notify the reader that this is a special use of the mark other than as a title, to build the case for a resubmission.

#### **6.10 Liaisons' Reports**

##### **6.10.1 ABMP – No report**

##### **6.10.2 CRCPD (Earl Fordham)**

Ruth McBurney, CHP, is the new executive director.

**6.10.3 Health Physics Society (Kathy Shingleton)**

The HPS Board is meeting on July 8 and there was no information to pass to the Executive Committee at this time .

**6.10.4 NRRPT (David Biela)**

David summarized his written report which had been included in the meeting packet. Of particular interest, David mentioned the following:

- ✓ David will be transitioning in as Chairman of the NRRPT in January 2008.
- ✓ The NRRPT is sending representation to the Candu Owner's Group Meeting in Toronto – August 27 to 29, 2007
- ✓ The NRRPT is pursuing RRPT recognition by the DOE in the next revision of the DOE RadCon Manual
- ✓ The NRRPT is looking into records retention and is seeking guidance regarding how long they need to keep testing information
- ✓ The NRRPT has begun working with high school counselors to develop PowerPoint presentations and handouts for high school students. These handouts are designed to inform the student of future opportunities in the area of radiation protection.
- ✓ The NRRPT is interesting in assisting with information dissemination. Their newsletter is not blessed with too many articles.
- ✓ The NRRPT is not looking at on-line testing because of cost.
- ✓ The NRRPT is looking at ISO certification. They don't think they can meet all the requirements but will try to meet as many as they can.
- ✓ The total number of registered technicians is about 4,600 individuals with about 1,300 active technicians.

**7.0 Reports from the Editor & Webmaster****7.1 Newsletter Editor (Kyle Kleinhans)**

The written report had been included in the meeting packet, the highlights included:

- ✓ More articles are being generated than can be used. This is a very good thing. Thanks to all who have contributed. As a result of this, the CHP Corner was expanded to 2 pages from February to June 2007.
- ✓ The periodic reminder notification to individuals with commitments due has been very useful to those who submit articles.

## 7.2 Webmaster (Scott Medling)

Scott summarized his written report which was distributed at the meeting. Of particular interest, Scott mentioned the following:

- ✓ General hits in the website are down.
- ✓ Exam website hits are increasing.
- ✓ Getting forms was increased.
- ✓ The salary survey for 2006 is up and ready for viewing.
- ✓ Part II questions for the 2007 exam were balloted using the website.
- ✓ The website also has the inventory of historical exam questions.
- ✓ AAHP elections and Bylaw voting was done electronically.
- ✓ SOP 2.4.2 was reviewed and no changes were identified.

Nancy Kirner expressed thanks to Scott Medling for all the behind the scenes work that he does on the website.

## 8.0 Report of the American Board of Health Physics (Shawn Googins)

Shawn summarized his written report which had been included in the meeting packet. Of particular interest, Shawn mentioned the following:

### 8.1 Participated in 10CFR35 issue related activities:

- ✓ A review of the credentials for certification identified that 2005 was the first year that the Board could certify that a CHP met the new 10CFR35 requirements to be an RSO at medical institutions. This means that people certified before this year had participated in the alternative qualification path. What this means is that 53 of our roughly 1300 CHPs meet the new requirements.
- ✓ Worked on the e-mail campaign, jointly sponsored by the AAHP and ABHP, to get support for the public rulemaking petition by the American Association of Physicists in Medicine AAPM-RPM-35-20.
- ✓ On behalf of the AAHP and ABHP, attended a Brainstorming session with representatives from the HPS, ABR, ACMP, AAPM, ASTRO, Washington University, etc. to discuss strategy for addressing concerns with training and education requirements in 10CFR35.
- ✓ 10CFR35, AAPM-PRM-35-20, Comment Summary, there were 166 responses:
  - 164 supported the proposal;
  - 1 opposed the proposal; and,
  - 1 was unclear
  - 156 responses were from individuals and 10 responses were from groups

- 130 responses identified themselves as CHPs
- 22 identified themselves as RSOs
- 21 identified themselves as a member of ABR
- 12 identified themselves as a member of ABMP

The Board is waiting for a response to AAPM-RPM-35-20. They are expecting a written response in several months.

As a general comment, an e-mail campaign with a short turn-around time garners a better response than a request in the CHP Corner.

- 8.2 Prepared the 2007 Exam. Shawn acknowledged the outstanding efforts of Gus Potter and Rob Forrest (Panel Chairs).
- 8.3 The Board took a close look at descriptive, multiple choice and calculational questions. Long term, there does not appear to be any difference in pass rate from year to year irrespective of the number of descriptive or calculational questions. For the past 10 years, there has been about 300 points available to the candidates from descriptive questions and about 350 points available from calculational questions.
- 8.4 The Part II Panel can recycle up to 75% of prior questions from the closed (since 2003) question bank.
- 8.5 Shawn coordinated and participated in the “wise person” review of the 2007 Part II ABHP exam. The other participants were Robert Cherry and Kathryn Pryor. Shawn thanks Bob and Kathy for their participation.
- 8.6 The Part I questions, thrown out due to potentially being compromised, have been reworked and reintroduced into the bank. After the potentially compromised questions were removed, there was an initial decline in the performance (pass rate) on the exam. Recently, the performance has begun to increase. The Board interprets the increased pass rate as a better wording of the questions.
- 8.7 Began investigating the possibility of online automated testing for Part I exam. The company currently being examined is KRYTERION. The idea is that the Part I exam could be administered at something like a Sylvan Learning center under proctored conditions. The Board has established an Ad Hoc committee to investigate this option further. Currently the AMA, ABIH, AIHA, CSP, ABR and other medical institutes are using this approach. The Board expects to be able to discuss this better after their Fall Meeting.
- 8.8 Gathered information related to ISO/ANSI

- certification of our CHP exam Process. The key points are:
- ✓ Twenty eight countries are implementing this standard.
  - ✓ The CSP is accredited to this standard and the AIHA has submitted a full application.
  - ✓ There is an initial fee of \$12,000 to \$15,000 to cover the site visit, application review and report.
  - ✓ There is an annual maintenance fee of \$2,500 to \$15,000 scaled to the revenue of the certifying body. (We would be at the lower end of the scale.)
  - ✓ A pre-evaluation is available at a cost of \$1,250 per day plus expenses. (ABHP evaluation is estimated to be between \$2,500 and \$3000).
  - ✓ The ANSI certification appears to deal with documentation, security and many other attributes. The CESB accreditation is mainly concerned with fairness to all candidates (do all candidates get the same information regarding the exam, are there written procedures, is the grading process fair and are the results kept confidential).
  - ✓ The ABHP has submitted a budget request of \$2,500 to conduct the pre-evaluation.

At this time, the ABHP suggests we the AAHP Executive Committee discuss this potential course of action (pursuing ISO/ANSI certification), authorize the \$2,500 expenditure for determining how close we are to ISO/ANSI accreditation but continue maintaining accreditation with the CESB. After the ISO/ANSI evaluation, the Executive Committee could determine if the ISO/ANSI path is a realistic alternative to CESB.

Additional Financial Analysis CESB vs.  
ISO/ANSI Pathway:

- CESB - \$5,000 annual cost with 5 year cycle cost of \$25,000
- ISO/ANSI
- Pre-evaluation \$2,500
- Initial Fee ~\$13,000
- Annual fee \$2,500 (years 2,3,4,5) - \$10,000
- Three year site visit \$2,500 to \$3,000
- Approximate 5 year cycle cost \$26,000 - \$30,000

Major benefits are wider base for recognition, increased visibility internationally, and expand AAHP certification credentials.

- 8.9 Coordinated with HPS to make them aware of the HPS being classified as a “Significantly Affected Organization” for Health and Human Services ethics considerations. This is a conflict of interest issue. The potential impact is that people working for HHS related facilities may not be eligible for participation in HPS, AAHP or ABHP activities. The HPS is working to have the HPS removed from the list of Significantly Affected Organization.
- 8.10 The CHP exam will be conducted on Monday, July 9<sup>th</sup>. The Part I exam will be administered between the hours of 8:00 am until 11:00 am. The Part II exam will be administered between the hours of 12:30 pm until 6:30 pm. The candidate statistics are:
- 112 candidates are sitting for Part I.
  - 90 candidates are sitting for Part II.
  - 39 candidates are sitting for both Parts.
- By comparison to the candidates who actually sat for the 2006 exam, this year, there is one more person scheduled to take Part I and 6 fewer persons scheduled to take Part II.
- 8.11 The 2007 William McAdams Award recipient is Kathy Pryor. There were 18 nominations using the e-mail call for nominations.
- 8.12 The following new Officers for the Panels and Board (terms beginning 1 January 2008 were announced:
- Part I Panel
    - Anthony Huffert – Chair
    - Jerry Hensley - Vice Chair
    - New members with terms ending in 2011:
      - Beth Hilt
      - Mike Stabin
      - Scott Nichelson
  - Part II Panel
    - Pat LaFrate – Part II Panel Chair
    - Mark “Andy” Miller- Part II Vice Chair
    - New members with terms ending in 2011:
      - Kelly Ausbrooks
      - Joseph Guido
      - Gregory Jones
  - Board Officers
    - Herman Cember
    - Toshide Ushino
    - Govind Rao
- Part II Panel Members extended with new terms ending in 2011:
- Herman Cember
  - Toshide Ushino
  - Govind Rao
- Board Officers
  - Jim Tarpinian - Chair
  - Kent Lambert – Vice Chair
  - Trish Milligan - Secretary
  - Cheryl Olson – Parliamentarian

## **9.0 Report of the Secretariat (Nancy Johnson)**

Nancy summarized her written report which had been included in the meeting packet. Of particular interest, Nancy mentioned the following:

- ✓ There were 294 applications processed.
- ✓ Notified all candidates about their applications approval/disapproval.
- ✓ Coordinated 2007 exam sites with the Exam Site Committee.
- ✓ Mailed final exam packets to candidates.
- ✓ Mailed 2007 exams and materials to proctors at 15 sites.
- ✓ Processed Recertification Applications.
- ✓ Processed Continuing Education Course Approval applications.
- ✓ Coordinated 2007 Bylaws and Officers Ballots with Webmaster and Secretary.
- ✓ Sent notification to all due for recertification this year.
- ✓ Prepared and distributed Budget Requests.
- ✓ Met with Finance Committee to prepare the proposed 2007-08 budget.
- ✓ Attended InterSociety Forum as an AAHP Representative.
- ✓ Prepared and distributed Agenda Packets for the ABHP and AAHP meetings.
- ✓ Prepared certificates of appreciation and plaques for distribution at the 2007 Awards Luncheon.

## 10.0 Old Business

### 10.1 ABHP/AAHP Website Redesign (Ed Maher)

About a year ago, a facelift project was initiated for the AAHP website. From the December Newsletter article, two comments were received. These comments were given to Brett Burk who will subcontract the task of redoing the AAHP website. The goals are to make it more user friendly and more functional for the committees. For example, the continuing education committee could authorize courses and the course list be automatically updated. Procedure reviews and SQ/Ps could be placed there for review and comment. There is \$4,000 in the budget to complete this activity.

### 10.2 Revision of Parliamentarian GTTK Document (David Myers)

The proposed revision to GTTK SOP 6.2.7, "GTTK document for Parliamentarian" with proposed marked-up revisions was included in the agenda package. This change requires that the Parliamentarian update the AAHP list of courses provided and presenters to the Web master. No action required. This is an information topic.

## 11.0 New Business

### 11.1 Budget Approval (Paul Stansbury/Ed Bailey)

The proposed FY 07-08 Budget is \$236,095 which is a projected \$64,445 deficit. However, the actual deficit is expected to be significantly less based on prior year's experience.

### 11.2 Replacement ABHP Member (Carl Paperiello)

The Board and Nominating Committee recommend that Jack Higginbotham be the Board Replacement. It was noted that no resumes were distributed and the qualifications of each candidate were verbally presented by Shawn Googins. Also, Jack was serving a shortened term vacated by Liz Brackett. The other candidate's resume, Sharon Dossett, was reviewed verbally. After review of candidate qualifications the Executive Committee voted.

### 11.3 InterSociety Meeting on Resource Sharing (Ed Maher)

Ed Maher discussed that mostly foreign students take physical science studies. The question is how to increase US participation in the physical sciences. The National Science Foundation determined that children make up their mind on science related careers by junior high school.

The teacher's association asked the InterSociety what we thought students should know about radiation science and health at grades 6, 9 and 12.

A second issue discussed at the InterSociety meeting was continuing education courses given by professional societies who participate in the InterSociety activities.

The CRCPD G-55 Committee Report was presented for information only. The G-55 committee responded to a request by the CRCPD Board of Directors to develop a guidance document for refresher/continuing education training for state radiation program personnel. The G-55 Committee made the following recommendation:

- ✓ A continuing education program is for personnel who have already completed specific state requirements for initial training.
- ✓ Training content should include a minimum of two different **technical** areas related to job responsibilities, or as directed by a supervisor.
- ✓ Continuing education training required for radiation program staff should be a minimum of 36 continuing education units (CEC) for each three year period after meeting initial qualifications.

- ✓ Recognize documentation of successful completion of courses that have been evaluated by a CEC granting organization.
- ✓ To meet CEC recommendations, documentation to determine the acceptability for in-house training should include the following:
  - Dates of training
  - Contact hours
  - Course outline/agenda
  - Learning objectives
  - Instructor qualifications
  - Identification of training provider
  - Documentation of successful completion of training
- ✓ Recognize on-the-job training (OJT) activities when documented as in-house training.
- ✓ Recognize successful completion of job related **technical** coursework from accredited institutions.
- ✓ With the acknowledgement that some CEC granting organizations have varying hours per CEC, the recommendation is to recognize that one contact hour should equal one CEC.

#### **11.4 ACMUI Meeting (Joint session with ABHP)**

(Kent Lambert/Shawn Googins)

Kent Lambert provided a statement regarding the ABHP concern's over the NRC regulations. The ABHP contends that there should be no distinction between CHPs certified at different dates.

The Advisory Committee on the Medical Uses of Isotopes (ACMUI) expressed concern about the NRC's "overly burdensome and impractical implementation of the

administrative process associated with the T&E requirements" in 10CFR35. Some of the issues identified were:

- ✓ individual professional liability for individuals signing the preceptor statements
- ✓ the requirement of a second, duplicative attestation from an individual preceptor.
- ✓ Licensing authorities (NRC regions and Agreement States) are requiring facilities to verify the details of the assertions made in the preceptor statement.
- ✓ Practical problems confronting both the applicant and the potential preceptor:
  - Institutions do not permit staff to comment on the work related skills of former employees other than to verify dates of employment;
  - Institutions are coming under pressure to provide preceptor statements for Board Certified individuals. To do this, the institution is relying on the Board Certifying institution. The group believes this to be duplicative.
- ✓ Recognition of Board Certifying groups is not universal. Some have specific dates when an acceptable process is in place. Proving an equivalent process is burdensome and unnecessary .

#### **11.5 January 2008 Meeting Date**

The Academy January 2008 Meeting Date is January 27, 2008 from 8:00 am to 5:00 pm. A motion to adjourn and reconvene the Executive Committee at the Oakland mid-year meeting was approved.

#### **12.0 Adjournment**

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**ABHP APPLICATION REMINDER:** Complete applications to take either part of the 2008 ABHP examination must be filed with the Executive Secretary postmarked no later than **January 15, 2008**. More information can be found at: [www.hps1.org/aahp/abhp/prospect.htm](http://www.hps1.org/aahp/abhp/prospect.htm)

Address contributions for *CHP News* and "CHP Corner" to:

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**2008 Call for Nominations****Joyce P. Davis Memorial Award**

*Paul Rohwer, Chair, Professional Standards and Ethics Committee*

The American Academy of Health Physics (AAHP) has established the Joyce P. Davis Memorial Award in recognition of her dedication to the advancement of health physics and her humanitarian efforts to uphold the ethics of the profession. The recipient of this award should demonstrate excellence in professional achievement as well as being admired for ethical behavior and interpersonal skills.

The eligibility requirements are:

1. A member of AAHP for at least 10 years,
2. A champion of professional standards and ethics, and
3. Has provided exemplary professional service to the AAHP or the American board of Health Physics (ABHP).

Any member of the Academy can make nominations for the award. Selection criteria are presented in AAHP Standard Operating Procedure 2.7.2, Rev 1, which can be found on the AAHP web site. The previous recipients of the award are John J. Kelly, James E. Tarpinian, and Carol D. Berger. The award will be presented at the AAHP luncheon during the 53rd Health Physics Society Annual Meeting in Pittsburgh, PA, July 13-17, 2008. Nominations should include a brief biographical resume of the nominee's career and service to the profession and AAHP, a nomination letter, and at least three reference letters in support of the nomination from AAHP members. Nominations must be submitted to the AAHP Nominating Committee (2008 Chair Kathryn Pryor, [kathy.pryor@pnl.gov](mailto:kathy.pryor@pnl.gov)) on or before 10 February 2008.

**AMERICAN ACADEMY OF HEALTH PHYSICS****Voting Members of the Executive Committee - 2007**

**NOTE: Term expires at the end of the year indicated.**

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**NOTE: Term expires at the end of the year indicated.**

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## THE 2007 CHP SALARY SURVEY

*Gary Lautenschlager*

### Introduction

The 2007 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 in previous years, 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: [chpsalarysurvey@yahoo.com](mailto: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 two survey respondents were excluded from the data analysis because they indicated that they earned more than \$178,750 per year.

Of 96 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 30% received this increase from their current employer, 22% from a promotion with their current employer, 42% received this increase from a new employer, 2% received this increase from part-time consulting, and 4% did not answer.

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 are 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.

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 are 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, Table 2 - Masters Health Physics, and Table 4 - All CHPs >15 Years Experience are included as Figures 1, 2, and 3 respectively.

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

**Table 1: All CHPs**

All CHPs	Count	Average	Median	Max	Min	Std Dev
CHPs	367	\$108,583	\$106,250	\$175,000	\$48,750	\$22,683

**Table 2: CHPs by Education and Field**

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	19	\$106,908	\$103,750	\$131,250	\$83,750	\$13,485
Bachelors Other Field	46	\$101,902	\$101,250	\$141,250	\$71,250	\$15,894
Masters Health Physics	168	\$109,040	\$106,250	\$175,000	\$56,250	\$22,832
Masters Other Field	35	\$109,393	\$106,250	\$173,750	\$63,750	\$24,241
Masters Nuclear Engineering	22	\$109,091	\$98,750	\$146,250	\$76,250	\$21,867
Ph.D. Nuclear Engineering	15	\$112,250	\$106,250	\$171,250	\$66,250	\$28,657
Ph.D. Other Field	25	\$111,950	\$108,750	\$168,750	\$58,750	\$30,186
Ph.D. Health Physics	26	\$111,442	\$106,250	\$168,750	\$76,250	\$21,794

**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	74	\$100,574	\$98,750	\$151,250	\$56,250	\$19,428
Masters Health Physics	37	\$101,250	\$98,750	\$151,250	\$56,250	\$20,858
Ph.D. Health Physics	12	\$97,917	\$98,750	\$121,250	\$76,250	\$14,590

**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	288	\$110,673	\$108,750	\$175,000	\$48,750	\$22,705
Bachelors Health Physics	15	\$107,750	\$111,250	\$131,250	\$83,750	\$14,663
Bachelors Other Field	41	\$102,774	\$101,250	\$141,250	\$71,250	\$15,691
Masters Health Physics	131	\$111,240	\$111,250	\$175,000	\$61,250	\$22,957
Masters Nuclear Engineering	16	\$112,344	\$108,750	\$146,250	\$76,250	\$21,698
Masters Other Field	32	\$108,438	\$103,750	\$173,750	\$63,750	\$24,706
Ph.D. Health Physics	14	\$123,036	\$122,500	\$168,750	\$96,250	\$20,485
Ph.D. Other Field	19	\$115,855	\$113,750	\$168,750	\$58,750	\$30,746

**Table 5: CHPs by U.S. Regions\***

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	48	\$109,688	\$103,750	\$168,750	\$58,750	\$26,731
Midwest	49	\$103,240	\$98,750	\$171,250	\$66,250	\$20,181
South	127	\$107,795	\$106,250	\$175,000	\$61,250	\$22,933
West	103	\$109,600	\$108,750	\$156,250	\$48,750	\$19,414

\*- 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 6: Masters Health Physics and Primary Employer**

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal Government	28	\$116,875	\$117,500	\$153,750	\$81,250	\$16,024
Medical	17	\$108,603	\$103,750	\$161,250	\$56,250	\$25,685
Consultant	15	\$110,917	\$103,750	\$151,250	\$81,250	\$21,168
University	22	\$94,091	\$91,250	\$133,750	\$61,250	\$21,716
National Laboratory	19	\$114,145	\$108,750	\$148,750	\$93,750	\$15,729
Government Contractors	23	\$109,130	\$103,750	\$175,000	\$78,750	\$22,289
Nuclear Power Utility	13	\$114,327	\$111,250	\$163,750	\$81,250	\$24,477
Other Commercial	12	\$123,333	\$115,000	\$173,750	\$86,250	\$29,073

**Table 7: All CHPs by Other Certifications**

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
ABIH	15	\$124,667	\$121,250	\$175,000	\$96,250	\$24,796
ABR	10	\$117,000	\$116,250	\$168,750	\$91,250	\$24,096
NRRPT	66	\$105,606	\$101,250	\$166,250	\$48,750	\$23,613
PE	18	\$111,250	\$107,500	\$153,750	\$48,750	\$26,830
Other	38	\$115,888	\$116,250	\$175,000	\$56,250	\$29,387

**Table 8: Masters Health Physics and Primary Job Responsibility**

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	25	\$105,350	\$103,750	\$148,750	\$71,250	\$21,625
Applied Health Physics	47	\$109,894	\$103,750	\$175,000	\$61,250	\$24,124
Environmental	14	\$98,929	\$98,750	\$143,750	\$61,250	\$22,155
Radiological Assessment	12	\$115,625	\$118,750	\$143,750	\$88,750	\$18,863
Regulations/Standards	16	\$110,313	\$117,500	\$141,250	\$58,750	\$23,942
Power Reactor	12	\$120,208	\$115,000	\$163,750	\$93,750	\$22,448
Medical Health Physics	15	\$105,583	\$103,750	\$161,250	\$56,250	\$27,910

**Table 9: All CHPs by Primary Job Responsibility**

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	36	\$108,819	\$105,000	\$168,750	\$71,250	\$24,608
Applied Health Physics	102	\$107,243	\$103,750	\$175,000	\$61,250	\$21,881
Dosimetry	30	\$110,583	\$108,750	\$151,250	\$83,750	\$16,634
Environmental	31	\$101,492	\$98,750	\$156,250	\$48,750	\$23,034
Radiological Assessment	37	\$107,736	\$106,250	\$166,250	\$76,250	\$24,112
Regulations/Standards	30	\$109,750	\$110,000	\$148,750	\$58,750	\$21,602
Power Reactor	24	\$119,688	\$116,250	\$173,750	\$93,750	\$22,285
Medical Health Physics	27	\$112,454	\$111,250	\$171,250	\$56,250	\$27,877

**Table 10: 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	195	\$105,532	\$103,750	\$168,750	\$48,750	\$19,493
Bachelors Other Field	33	\$102,462	\$101,250	\$131,250	\$71,250	\$15,221
Masters Health Physics	77	\$106,964	\$106,250	\$153,750	\$56,250	\$20,817
Masters Other Field	13	\$106,827	\$106,250	\$138,750	\$91,250	\$14,690
Masters Nuclear Engineering	16	\$105,625	\$97,500	\$136,250	\$76,250	\$21,026
Ph.D. Health Physics	15	\$103,917	\$106,250	\$123,750	\$76,250	\$14,407
Ph.D. Nuclear Engineering	11	\$108,523	\$106,250	\$136,250	\$81,250	\$18,857
Ph.D. Other Field	16	\$107,656	\$101,250	\$168,750	\$58,750	\$27,943

**Table 11: 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	70	\$111,464	\$108,750	\$173,750	\$61,250	\$22,327
Masters Health Physics	40	\$109,813	\$107,500	\$173,750	\$61,250	\$21,258

**Table 12: All CHPs as Facility Manager, RPM/RSO, University RSO**

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs as Facility Manager	11	\$129,659	\$123,750	\$173,750	\$101,250	\$24,245
All CHPs RPM/RSO	31	\$118,831	\$118,750	\$168,750	\$71,250	\$24,174
All CHPs University RSO	27	\$94,491	\$91,250	\$148,750	\$61,250	\$22,063
All CHPs Medical RSO	13	\$104,327	\$98,750	\$161,250	\$76,250	\$20,082
All CHPs University/Med RSO	11	\$113,750	\$103,750	\$168,750	\$81,250	\$27,681

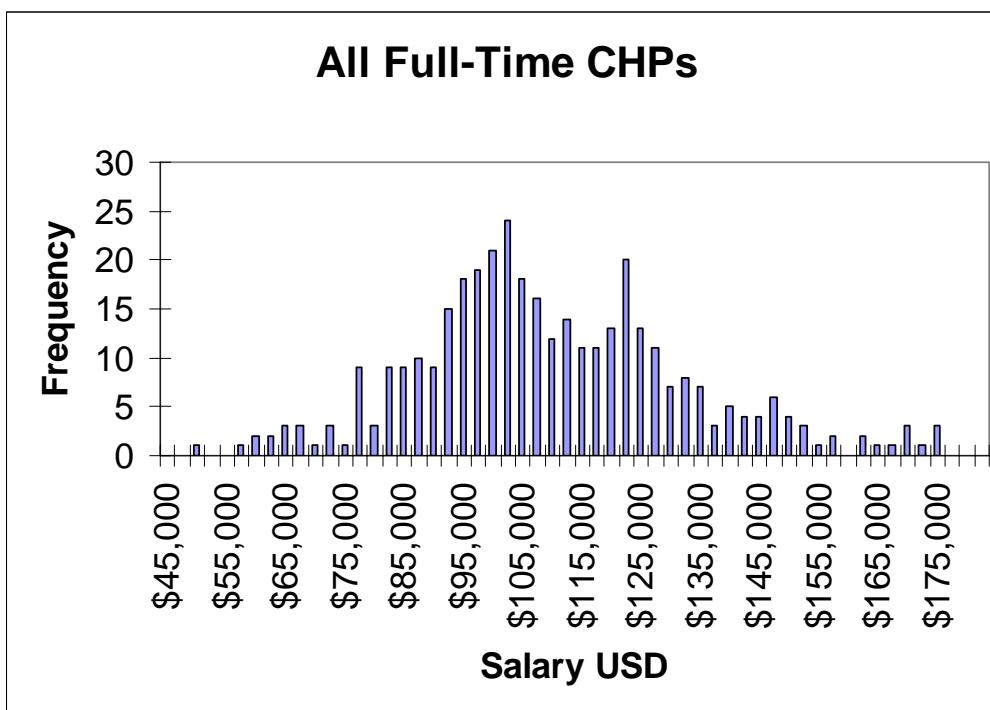
**Figure 1: Histogram of Table 1 Data, All Full-Time CHPs**

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

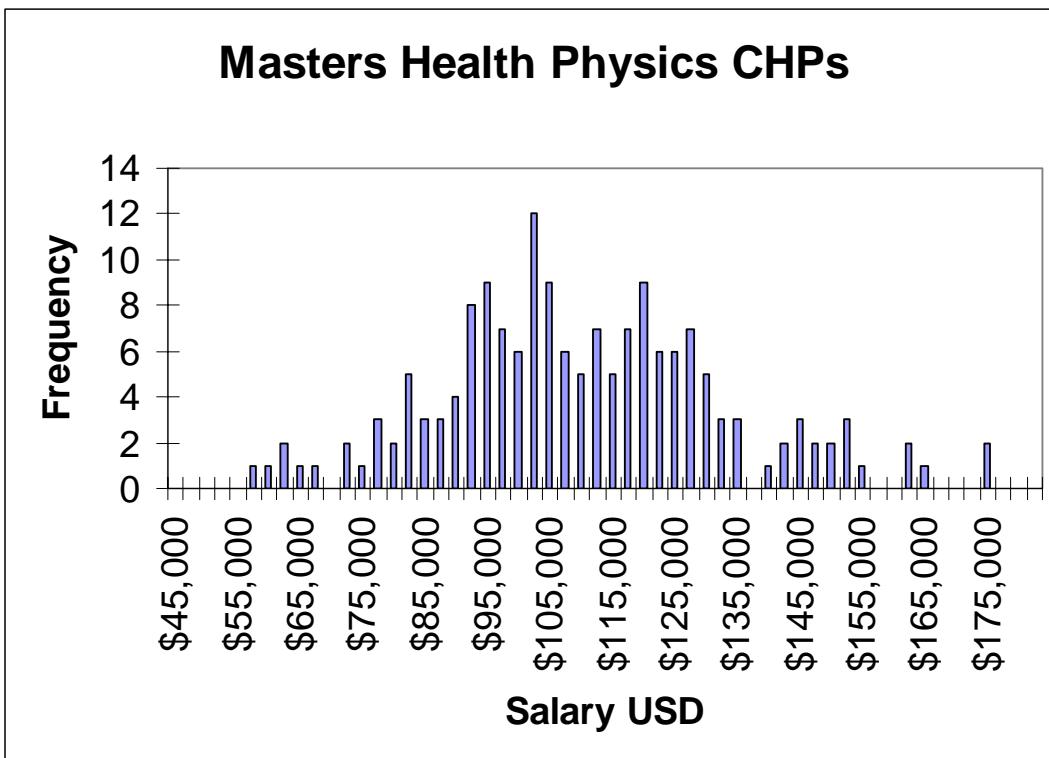


Figure 3: Histogram of Table 4 Data, all CHPs with > 15 years experience

