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**AMERICAN ACADEMY OF HEALTH PHYSICS
EXECUTIVE COMMITTEE**

Minutes of the July 19-20 2003 Annual Meeting

San Diego, California

1.0 Howard Dickson called the meeting to order.

2.0 Howard Dickson welcomed members and guests.

Attendees:

Howard Dickson	President
Tom Buhl	President-Elect
Frasier Bronson	President-Elect-Elect
Jim Tarpinian	Past-President
Kathy Shingleton	Secretary
Ken Eger	Treasurer
Ed Bailey	Director, Chair ABHP
Regis Greenwood	Director, Parliamentarian
Les Aldrich	Director
Nancy Johnson	Program Director
John Serabian (Saturday)	ABHP Vice Chair
Jim Willison (Saturday)	ABHP Parliamentarian
Tom Essig (Sunday)	Finance Committee Chair
Steve Rima (Saturday)	CHP News Editor
Kyle Kleinhans	CHP News Editor
Earl Fordham (Saturday)	CRCPD
George Vargo (Sunday)	CESB Board of Directors
Al Tschaeche (Saturday)	Guest
Otto Raabe (Saturday)	Guest

3.0 Discussion and approval of agenda
(Howard Dickson)

The agenda was approved as amended. Two items were added to the agenda: A suggestion by Al Tschaeche to study a large population in Taiwan that has been exposed to a Co-60 source and a complaint concerning the CHP Seal.

4.0 Approval of minutes of the January 2003 Meeting

The meeting minutes were accepted as presented.

5.0 Reports of 2003 Officers

5.1 President's Report (Howard Dickson)

Howard followed up on action items from the San Antonio meeting.

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Howard also reported that his focus for this year is on:

- ✓ Financial stability—managing budgets in a down market and establishing contract authority (11.1);
- ✓ Developing the AAHP web site;
- ✓ Resolving issues regarding the Council of Engineering and Scientific Specialty Boards (CESB) requirement for public input in the ABHP (See Section 11.2).

Howard reported that he had worked with various committees, notably the:

- ✓ Nominations Committee, noting that he had clarified with Johnafred Thomas that a breakdown of voting details are not needed by the AAHP Executive Committee.
- ✓ Finance Committee, noting that he had planned on attending the June 5, 2003 meeting but was unable to, but that Tom Essig did a ‘masterful’ job.
- ✓ Ad hoc Committee on Title Protection, noting that he had worked with Aaron Tripler, AIHA.

Howard also worked with Tom Buhl, incoming AAHP President-Elect, on the selection of new committee members and chairs.

Howard interfaced with the Secretariat; the always-dependable Nancy Johnson handled day-to-day affairs with efficiency and professionalism. Howard thanked Nancy for her continued support.

Howard attended the NRC public meeting on May 20, 2003 in Rockville MD. The purpose of the meeting was to discuss the proposed rule to amend 10 CFR Part 35 to revise requirements for recognition of specialty boards (e.g., Specialty Board on Nuclear Pharmacy; Certified Board of Nuclear Cardiology; American Board of Radiology; American Osteopathic Board of Nuclear Medicine, American Board of Nuclear Medicine; American Board of Medical Physics; plus the American Board of Health Physics.)

5.2 President-Elect’s Report (Tom Buhl)

Tom discussed the President-elect’s report that was distributed with the Agenda packet. He noted that the two bylaw revisions passed with large majority. The bylaw revisions are summarized as follows:

- ✓ Provision requiring that all AAHP contracts be signed by the Academy President and co-signed by the President-Elect, except for those contracts identified by the Executive Committee to be handled directly by the Executive Secretary.
- ✓ Provision allowing electronic balloting in AAHP elections and by the AAHP Executive Committee.

5.2.1 2004 Committee Appointments (Tom Buhl)

Tom developed a draft Standard Operating Procedure (SOP No. 4.5) governing contract signature authority.

Tom developed a slate of candidates for committees. Tom noted that almost all of the people who were added to committees had marked their dues envelopes indicating they’d like to serve. Tom also contacted committee chairs for their ideas and nominated some people he knew would do a good job. There is one opening on the Exam Site Selection committee—Tom will appoint a person to fill that opening.

There was some difficulty in replacing the Chair of Continuing Education Committee. This is an important committee because it is a significant moneymaker that the AAHP relies on and the chair position takes a lot of effort; experience is an important factor in the success of the committee. Tom is proposing extending Jeff Kotsch’s chairmanship by one year to take advantage of his experience in running the committee.

Similarly, Tom would like to reappoint Carol Berger to the Professional Standards and Ethics Committee because she has a number of issues that are currently in process.

5.3 Past President's Report (Jim Tarpinian)

Jim Tarpinian discussed the Past-President's report that was distributed with the Agenda packet. Jim noted that his efforts since the midyear meeting were focused on development of the AAHP Special Session for Academy Day to be held during the 2003 ARSCE in San Diego. The topic of the Special Session will be Medical Health Physics, which Jim coordinated with the Medical Physics session (Karen Langley). The current chair of the NCRP is speaking during the joint session.

Jim is continuing to work on a Strategic Plan for the AAHP and the ABHP. He is hosting a brainstorming session to be held on Monday, July 21, the purpose of which is to identify who the internal and external customers are, design a questionnaire for each set of customers to determine the focus of next year(s), and design a process for conducting the survey. Jim invited all to attend.

5.4 Secretary (Kathy Shingleton)

Kathy briefly reviewed the Secretary's report (minutes from the January 2003 meeting and ballot results) that was distributed with the Agenda packet. The election results were as follows:

President-Elect: Frazier Bronson
 Secretary: Gary Kephart
 Director: Brian Methé

5.5 Treasurer's Report (Ken Eger)

Ken Eger reviewed the Treasurer's report that was distributed with the Agenda packet.

Ken noted that the fair-market value of AAHP short-intermediate- and long-term funds has decreased (as has the national market indices). The April 30, 2003 value of AAHP funds is \$488,623 as opposed to a December 31, 2002 value of \$508,744. We're doing relatively poorly, but not as poorly as the national markets.

The Treasurer and Finance Committee developed a method for evaluating the performance of the financial advisor and identified appropriate actions.

A motion was made to accept the above reports (Les Aldrich/Jim Tarpinian) and was carried unanimously.

6.0 Committee Correspondence and Reports (Howard Dickson)

6.1 Appeals Committee (Tom LaVake)

There were no appeals this past year no action was necessary by the Appeals Committee.

6.2 Continuing Education Committee (Jeff Kotsch)

Courses have been well attended and extra space had to be added to some courses. The fee of \$175 for all-day courses doesn't seem to be negatively affecting attendance.

6.3 Exam Site Selection Committee (Larry Hoffman)

There were 15 exam sites this year, but we had difficulty getting proctors in only Massachusetts and Texas. Nancy used e-mail and managed to find volunteers.

6.4 Finance Committee (Tom Essig)

The Finance Committee report was distributed in the Agenda packet. Tom Essig reviewed the Finance Committee report, including the budget for next year.

The Finance Committee developed a draft SOP 2.4.1, *Metrics for Assessment of the Performance of the AAHP Investment Manager* to judge the performance of the investment advisor and define actions to be taken by the Finance Committee if certain criteria are met. Tom noted there is more tolerance for not making money in an 'up' market than there is for losing money in a 'down' market. There was support for the AAHP to not to try to 'micro-manage' the advisor, and to acknowledge that no advisor will consistently beat the market.

6.5 ABHP Nominating Committee (Johnafred Thomas)

The ABHP Nominating Committee report was distributed in the Agenda packet. The Nominating Committee developed slates of candidates for the AAHP Executive Committee, the Joyce P. Davis Memorial Award, and the two 5-year positions available on the ABHP Board of Directors.

The Executive Committee selected Jerry Hiatt and Shawn Googins to fill the two positions on the ABHP Board.

6.6 Professional Development Committee (Armin Ansari)

The Professional Development Committee report was distributed in the Agenda packet.

Two Standards were published last year: SQ/P-001, *Qualifications for University Radiation Safety Officer*, and SQ/P-002, *Qualifications for Health Care Facility Radiation Safety Officer*. Howard Dickson thanked the Professional Development Committee for their hard, successful work.

6.7 Professional Standards and Ethics Committee (Carol Berger)

No action/issues; a committee report was not submitted.

6.8 Ad hoc Committee on Title Protection and Legislation (Ken Fleming)

A committee report was not submitted.

6.8.1 Dickson Meeting with Aaron Tripler from AIHA

Howard noted that the AIHA is focusing on professional recognition vs. title protection.

Howard indicated that we should proceed slowly and carefully in the arena of licensure, as there is a concern that we're looking out for CHPs and not for HPs who are not CHPs, or the profession of Health

Physics. Title protection is viewed as far more important than licensure.

Ed Bailey noted there's a downside to NOT having title protection—in dealing with state governments, licensed people (e.g., the IHs) get paid more than the non-licensed people (e.g., HPs). Howard Dickson noted another downside is that a different group can (in this vacuum) establish themselves as the authority in the radiological area.

A motion was made to accept the above reports (Jim Tarpinian/Ed Bailey) and was carried unanimously.

7.0 Member Communications

7.1 Change in Editor Position (Steve Rima/Kyle Kleinhans)

Steve Rima elected to retire as Editor of the CHP News and Corner. Kyle Kleinhans was nominated as the new Editor of the CHP News and Corner.

7.1.1 CHP News Format

There was a discussion expressing concern that the CHP News had lost some of its focus/usefulness. The editors agreed, noting it was easier to pull teeth than to get people to submit material. Suggestions for improving the situation included:

- ✓ Have the Academy determine a theme for the upcoming year, make writing assignments, and use the CHP Corner as a vehicle for relaying a year-long message. (The editors noted that input was difficult to come by even when writing assignments were made.)
- ✓ Have the editors contact each of the ABHP Chairs and offer them the opportunity to use the CHP Corner to let the membership know what's going on. (It was noted that the ABHP Chairs usually have an overwhelming amount of work on their plates.)

7.2 Web Page (Scott Medling, Web Master)

There was no report from the Webmaster.

8.0 Report of the American Board of Health Physics (Ed Bailey)

Ed Bailey thanked the Academy for taking a lot of effort off the shoulders of the ABHP. He reported the following actions of the AHBP:

8.1.1 Part I and II exams

Part I and II will be administered Monday, July 21, 2003. Ed noted the Part II reengineering effort was stopped last year and the exam bank has been closed, resulting in objections from some people. Ed pointed out that all the questions developed over the past 25 years are still available for study purposes.

Ed Bailey thanked the “three (four) wise men/women” who helped review the test prior to its issuance (Jim Tarpinian, Kathy Pryor, and Dave Myers/Kathy Shingleton)

8.1.2 Changes to the ABHP Policy Manual

Several changes to policy manual were proposed, as noted in the Motions, below.

The ABHP developed and adopted a style manual that will be used for the exam. The Board is contemplating putting the existing procedures into the new style (without changing content). Howard Dickson noted that the AAHP ‘cares in a positive way’ (i.e., are supportive of the effort.)

8.1.3 McAdams award recipient

Herman Cember is the 2003 McAdams award recipient.

8.1.4 ABHP Elections

The ABHP selected the following individuals to fill the specified positions:

- ✓ John Serabian—Chair of ABHP (2004)
- ✓ Mary Birch – Vice Chair (2004)
- ✓ Jim Willison—Secretary
- ✓ Liz Brackett--Parliamentarian

A motion was made to accept the above reports (Jim Tarpinian/Les Aldrich) and was carried unanimously.

9.0 Report from the AAHP Liaisons

9.1 ABMP (Ken Miller/Dave Steidley/ Jean St.Germain)

No report was submitted or presented.

9.2 CRCPD (Earl Fordham)

Conference of Radiation Control Program Directors, Inc (CRCPD)—Earl Fordham introduced himself, noting he’s also the liaison to the HPS. The CRCPD is considering sponsoring a “Radiation Professional Day” to try to raise awareness of the profession. The CRCPD would appreciate the support of the Academy and HPS when their plans come closer to fruition (sometime in the next several years).

9.3 HPS (Ed Maher)

No report was submitted or presented.

9.4 NRRPT (Dave Kent)

No report was submitted or presented.

A motion was made to accept the liaison’s reports (Ed Bailey/Jim Tarpinian) and was carried unanimously.

10.0 Report of the Secretariat (Nancy Johnson)

Nancy Johnson submitted a written report and rosters with the Agenda packets. She asked for any roster updates. The number of applicants this year was about the same as last year. Ed Bailey noted that the number of applicants is consistent with historical trends, if the 90’s are not included. George Vargo noted that the AAHP trend is consistent with those in other professional organizations.

A motion was made to accept the Secretariat’s report (Les Aldrich/Jim Tarpinian) and was carried unanimously.

Executive Session

There was no executive session.

11.0 Old Business

11.1 Draft SOP on Contract Signature Authority (Tom Buhl)

Tom Buhl provided a draft SOP No. 4.5 on Contract Signature Authority.

11.2 Update on CESB Public Input Requirement (Ed Bailey)

The following notes reflect the discussion regarding the CESB requirement for public input.

If strategic planning initiative showed that input from the public was sought and acted upon, it would be deemed as fulfilling the requirement for public input. Strategic planning committee is addressing the issue.

Jim Tarpinian discussed the Peter F. Drucker process of developing a strategic plan. The process includes identifying internal and external customers (e.g., currently certified and uncertified individuals.) No changes in Policy manuals are needed, and the method results in documentation of the process and verification of the domains of practice.

Certification carries with it an implied warranty to the public; therefore we have to provide some way to be accountable to the public. It is probably in the AAHP's best interest to maintain some relationship with the CESB.

George Vargo noted that some combination of Accreditation Guideline 3 and 4 would resolve the issues raised by CESB. He noted there must be some formal method of soliciting the public's input. (The 'public' may be anyone who is not a CHP, but is generally considered to be a 'stakeholder'.)

11.3 Update on Possible Letter to CA Consumer Protection Bureau re: McDougall misrepresentation as CHP (Howard Dickson/Jim Tarpinian)

Jim Tarpinian sent a letter to McDougall asking him to not identify himself as a CHP (as he is not

certified). McDougall stated that he has not so identified himself as a CHP (although he is using a bogus license number that implies he is certified). Jim spent a fair amount of time chasing down his numerous misrepresentations and is filling out a CA Consumer Affair Complaint form. The wisdom of the Executive Committee was to let the issue drop after submitting the complaint form since McDougall is not a credible threat to AAHP.

11.4 Draft SOP for Electronic Balloting by Executive Committee

This SOP was not assigned to anyone at the last meeting, and therefore was not completed. Upon further discussion, the Executive Committee agreed that an SOP was not needed at this time as the bylaws contained what was necessary to conduct business.

12.0 New Business

12.1 Agenda for Open Meeting

The AAHP approved the agenda for the open meeting.

12.2 Study of Taiwanese population (Al Tschaeche)

Al described a situation in Taiwan where there was a relatively large population exposed to elevated doses from a Co-60 source. Since DOE has a low dose effects research program, he suggested that the AAHP write a letter to the DOE encouraging their study of this issue. See motion, below.

12.3 CHP Seal (Otto Rabbe)

Otto has had a bad experience with the official CHP seal that he purchased. Some letters in the seal are 'squished' together to the point where the words are not legible (there is no space between some letters). Otto has contacted the company repeatedly until the company finally indicated they would send him a new seal, but he has not received it, as of this meeting. Others who have received seals have not had the same problem.

12.4 2004 Special Session Topics

Howard Dickson asked for ideas for special session topics. Absent other suggestions, Howard plans on developing a session focused on the role of the CHP in addressing terrorism. Kathy Shingleton agreed to work with Howard to develop the agenda.

12.5 Academic Accreditation (Howard Dickson)

Howard Dickson noted that academic accreditation is a topic that may warrant further discussion and suggested it be included in a future AAHP agenda. Ken Eger agreed to champion this issue for the

Executive Committee and be willing to discuss it at a future meeting.

12.6 Executive Committee Midyear Meeting (February 10, 2004, Augusta, GA)

The next AAHP meeting will be held on Tuesday, February 10, 2004. The meeting typically takes all day.

A motion was made (Les Aldrich/Regis Greenwood) to adjourn the meeting. 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

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NOTE: Term expires at the end of the year indicated

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THE 2003 CHP SALARY SURVEY

Gary Lautenschlager

Introduction

The 2003 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: chpsalariesurvey@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 minimize skewing the results, data from six survey respondents were excluded from the data

analysis because they indicated that they earned \$174,499 or more per year.

Of 60 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 28% received this increase from their current employer, 48% from a promotion with their current employer, 17% received this increase from a new employer, 3% from part-time consulting, and 3% 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	282	\$97,039	\$93,750	\$173,750	\$46,250	\$22,085

Table 2: CHPs by Education and Field

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	16	\$92,656	\$91,250	\$121,250	\$66,250	\$91,250
Bachelors Other Field	29	\$94,353	\$93,750	\$173,750	\$61,250	\$23,353
Masters Health Physics	139	\$96,556	\$93,750	\$161,250	\$46,250	\$21,758
Masters Other Field	23	\$96,902	\$96,250	\$146,250	\$63,750	\$19,206
Masters Nuclear Engineering	17	\$96,250	\$96,250	\$123,750	\$61,250	\$19,605
Ph.D. Health Physics	19	\$97,434	\$88,750	\$153,750	\$56,250	\$28,129
Ph.D. Other Field	23	\$106,793	\$111,250	\$163,750	\$53,750	\$28,752

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

Education & 6-15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs 6-15 yrs Experience	68	\$86,875	\$86,250	\$148,750	\$53,750	\$16,985
Masters Health Physics	39	\$87,532	\$83,750	\$148,750	\$53,750	\$18,081

Table 4: CHPs by Education and >15 Years Experience

Education & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs >15 yrs Experience	208	\$100,252	\$96,250	\$173,750	\$46,250	\$22,578
Bachelors Health Physics	13	\$93,750	\$91,250	\$121,250	\$66,250	\$14,577
Bachelors Other Field	27	\$96,157	\$96,250	\$173,750	\$61,250	\$23,199
Masters Health Physics	97	\$99,987	\$98,750	\$161,250	\$46,250	\$21,875
Masters Other Field	18	\$100,000	\$97,500	\$146,250	\$66,250	\$19,727
Masters Nuclear Engineering	13	\$95,673	\$91,250	\$123,750	\$61,250	\$21,364
Ph.D. Health Physics	10	\$106,250	\$102,500	\$153,750	\$56,250	\$33,520
Ph.D. Other Field	18	\$112,917	\$115,000	\$163,750	\$58,750	\$27,759

Table 5: CHPs by U.S. Regions*

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	35	\$95,107	\$91,250	\$151,250	\$53,750	\$22,281

Midwest	35	\$95,250	\$88,750	\$163,750	\$58,750	\$28,031
South	114	\$94,430	\$91,250	\$161,250	\$53,750	\$19,337
West	97	\$102,693	\$98,750	\$173,750	\$61,250	\$20,345

*- 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: CHPs by Education and NRRPT

Education & NRRPT	Count	Average	Median	Max	Min	Std Dev
Bachelors Other Field	11	\$86,477	\$88,750	\$108,750	\$68,750	\$13,850
Masters Health Physics	9	\$99,861	\$88,750	\$161,250	\$61,250	\$32,575

Table 7: Masters Health Physics and Primary Employer

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Consulting Firm	9	\$100,139	\$96,250	\$146,250	\$71,250	\$24,015
Commercial	16	\$100,938	\$93,750	\$161,250	\$71,250	\$26,800
Federal Government	25	\$100,250	\$96,250	\$148,750	\$71,250	\$21,102
Government Contractors	18	\$93,750	\$91,250	\$118,750	\$81,250	\$10,880
Medical	9	\$89,306	\$83,750	\$126,250	\$58,750	\$22,283
National Laboratory	20	\$109,125	\$105,000	\$161,250	\$78,750	\$23,031
Nuclear Power Facility	12	\$98,958	\$98,750	\$128,750	\$71,250	\$19,290
University	20	\$87,500	\$87,500	\$123,750	\$53,750	\$20,302

Table 8: All CHPs by Other Certifications

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
PE	12	\$107,708	\$113,750	\$146,250	\$46,250	\$27,125
NRRPT	42	\$93,036	\$90,000	\$161,250	\$61,250	\$21,093
Other	23	\$101,250	\$98,750	\$156,250	\$56,250	\$20,282

Table 9: Masters Health Physics and Primary Job Responsibility

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	22	\$105,114	\$101,250	\$161,250	\$73,750	\$23,385
Applied Health Physics	47	\$90,399	\$86,250	\$151,250	\$46,250	\$22,465
Environmental	11	\$88,977	\$83,750	\$121,250	\$71,250	\$17,337
Radiological Assessment	10	\$104,750	\$102,500	\$156,250	\$73,750	\$20,989
Regulations/Standards	13	\$99,135	\$91,250	\$143,750	\$81,250	\$18,592

Table 10: All CHPs by Primary Job Responsibility

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	36	\$104,375	\$101,250	\$161,250	\$73,750	\$22,131
Medical Physics CHPs	10	\$106,500	\$101,250	\$163,750	\$58,750	\$33,962
Regulations, Standards	21	\$93,750	\$86,250	\$143,750	\$53,750	\$19,875
Applied Health Physics	95	\$90,276	\$88,750	\$151,250	\$46,250	\$20,568
Dosimetry	13	\$93,365	\$93,750	\$116,250	\$68,750	\$14,247
Reactors, Power	23	\$100,272	\$96,250	\$146,250	\$68,750	\$19,623
Radiological Assessment	24	\$107,083	\$102,500	\$156,250	\$61,250	\$25,256
Environmental	19	\$92,171	\$91,250	\$123,750	\$71,250	\$16,546

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	130	\$95,154	\$92,500	\$163,750	\$46,250	\$20,231
Masters Health Physics	59	\$95,487	\$93,750	\$148,750	\$46,250	\$19,244
Masters Other Field	10	\$95,000	\$93,750	\$118,750	\$63,750	\$18,153
Ph.D. Health Physics	10	\$86,750	\$85,000	\$111,250	\$61,250	\$17,111

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	75	\$97,750	\$93,750	\$161,250	\$58,750	\$20,193
Masters Health Physics	38	\$96,184	\$93,750	\$161,250	\$58,750	\$22,612

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	60	\$94,208	\$91,250	\$153,750	\$53,750	\$22,268
Masters Health Physics	33	\$92,159	\$88,750	\$131,250	\$53,750	\$19,722

All Full-Time CHPs



Acknowledgements

Thank you to all whom 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. Scott Medling has included safeguards to protect your privacy.

Call for AAHP Nominations

Johnafred Thomas

The American Academy of Health Physics (AAHP) Nominating Committee needs your assistance in finding good nominees interested in serving as AAHP officers. We are seeking nominees for President-Elect, Treasurer, and Director. Nominees must be current Plenary Members of the AAHP (active or emeritus). The elected candidates will take office at the 2004 Health Physics Society (HPS) Midyear Meeting and serve a three-year term of office.

Please contact any member of the Nominating Committee (Johnafred Thomas, Bob Feinberg, Larry McKay, Steve Gebers, Joel Lubenau, John Serabian, Jerry Hunt, Dave Meyers, Carl Paperiello) by phone, fax, or email to volunteer or to nominate someone. Contact information for these individuals can be found in the HPS Membership Handbook or at the AAHP website

(<http://www.hps1.org/aahp/members/members.htm>).