



# N · E · W · S

## PRESIDENT'S MESSAGE

**Jim Bogard**

December is the last month that I am privileged to be the Academy's President, and I'm allowed this opportunity to look back at our progress in 2006 and forward to hot topics for 2007. I'd like to thank other members of the Executive Committee, standing Committee Chairs and appointees of the Academy for their unfailing support during 2006. Some of these who deserve special acknowledgment include Scott Medling, who juggles periodic reactor outages with regular maintenance and improvements to our website; Kyle Kleinhans, who patiently nudges Newsletter contributors (especially me) to get their articles in on time; and, of course, our Program Director Nancy Johnson, who makes the Academy run day to day with administrative efficiency and practical advice. January brings a change of leadership in Ed Maher, who takes the gavel at the Executive Committee's meeting in Knoxville. Please support Ed next year by volunteering to serve on the Academy's Committees or by saying 'Yes' if asked to help on some special project or task. Leaving the Executive Committee in January are Director Brian Methé, Past-Secretary Gary Kephart, ABHP Chair Jim Willison, and Past-President Frazier Bronson. New members are Director Ken Kasper, Treasurer Ed Bailey, incoming ABHP Chair Shawn Googins and President-Elect Nancy Kirner.

I hope you were at the HPS Annual Meeting in Providence and attended the Academy's Special Session, "Radiation Measurement Instrumentation for HPs – Looking Back at the Past and Looking Forward to the

Future." But, if you missed this excellent session organized by Frazier Bronson, 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.

Certificates and plaques were given to acknowledge outgoing members of our Board, Panel and Committee members at the Awards Luncheon in Providence. The Joyce P. Davis Memorial Award recipient this year was Carol Berger. The Award was presented to Carol at a later meeting of the HPS Baltimore-Washington Chapter. You can learn more about this Award and its past recipients by clicking the link under **William A. McAdams Outstanding Service Award** on our website.

Part of the Academy's primary role of supporting the ABHP involves its representation



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of AAHP diplomates in appointing new Board members. Please join me in welcoming new ABHP member Kent Lambert.

We provide input to several professional organizations whose interests dovetail with ours, recommending liaison members who serve on their boards. We recently recommended diplomate Dean Broga to serve as a member of the American Board of Medical Physics, replacing outgoing ABMP member David Steidley.

Academy membership has been steady for the last four years, with just over 1300 active CHPs. There were also 183 Emeritus members in 2006. Our investments are sound, and our net worth (which has increased a little each year) is about three times our annual budget - and we never quite spend the approved budget. See Paul Stansbury's article on page 13 of this CHP News for additional information.

Perhaps the most visible accomplishment of the Executive Committee this past year was the approval and publication on the website of revised Bylaws, Standard Operating Procedures, Committee Charters and Good Things to Know About My Job (GTTK). This is the culmination of an effort begun and championed by Frazier Bronson during his term as President. Bylaws are available in the public section of our website, and the other documents can be accessed in the 'Members Only' area.

Some ongoing initiatives of interest to members include website redesign, participation in the InterSociety Forum on Resource Sharing, status reporting of title protection efforts, strategic planning, and response to recent changes in 10CFR35 criteria for recognition of specialty boards.

An *ad-hoc* committee chaired by Ed Maher is reviewing our current website design and considering changes that might improve organization, presentation or accessibility. We believe that the efforts of this committee will ultimately result in a better look and feel for website users. See Ed Maher's article on page 11 of this CHP News for additional information.

The InterSociety Forum on Resource Sharing includes representatives from the AAHP, HPS, AIHA, AAPM, ACR, NRRPT, OAS, SNM, ANS and CRCPD. 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 CEC opportunities for academy members, and encouraging collaborative efforts with the other societies in developing certification standards. Ed Maher represented the Academy as a recent Forum meeting and provides more detail on page 4 of the attached minutes.

The Title Protection/Professional Recognition Committee is creating a summary of its activities (including current efforts, states where favorable legislation has been passed, legislative language in those states, and states that have not acted favorably on proposed legislation) as part of its regular reporting to the Executive Committee. Our goal is to provide this information to the membership on the website so that members can have access to current information about the status of title protection and professional recognition efforts in their states.

Members' responses to a questionnaire issued by the *ad-hoc* Strategic Planning Committee are being evaluated for presentation to the Executive Committee in Knoxville. Recommendations from the survey will be used to revise the Academy's Strategic Plan and will help us decide the best use of our resources.

Recent changes were made by the Nuclear Regulatory Commission in their criteria for accepting certification by specialty boards (like ABHP) for meeting certain RSO requirements under 10CFR35. This issue is being addressed by ABHP Chair Jim Willison, with support from the Academy's Professional Development Committee.

This is just a short summary of the Executive Committee's current and planned activities. It's been an honor and a pleasure to be your President. I look forward to seeing everyone in Knoxville for the 2007 Midyear Topical Meeting on Decontamination, Decommissioning, and Environmental Cleanup.



**Minutes of the  
AAHP EXECUTIVE COMMITTEE  
WESTIN HOTEL, PROVIDENCE, RHODE ISLAND  
JUNE 24 - 25, 2006**

**1.0 Call to Order**

The Executive Committee of the American Academy of Health Physics was called to order on June 24, 2006, in Providence, Rhode Island, by President James Bogard at 1:10 pm.

**2.0 Welcome to Members and Guests**

**Executive Committee Members/Liaisons:**

Frazier Bronson	AAHP Past-President
Earl Fordham	CRCPD Liaison
Shawn Googins	ABHP Vice Chair
Nancy Johnson	Program Director
Nancy Kirner	AAHP President-Elect
	Designate
Kyle Kleinhans	Newsletter Editor
Edward Maher	AAHP President-Elect
Scott Medling	Webmaster
Brian Methé	Director
Robert Miltenberger	Secretary
David Myers	Director and Parliamentarian
Paul Stansbury	Treasurer
Jim Willison	ABHP Chair
James Yusko	Director

**Committee Chairs**

Robert Gallagher	Appeals Committee
Carl Paperiello	Nominating Committee

**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 2006 Meeting**

Secretary Robert Miltenberger had provided a draft of the meeting minutes from the Executive Committee meeting held in January 2006 in Scottsdale, AZ.

**5.0 Reports of 2006 Officers**

**5.1 President's Report (Jim Bogard)**

Jim summarized his written report which had been included in the agenda package. Jim highlighted the following topics:

- ✓ The SOPs and Charter are posted on the web. The Bylaws are waiting for certification at this meeting prior to posting.
- ✓ In Scottsdale, there was an incomplete candidate roster for the spring elections. He assisted the Chair of the Nominating Committee in completing that roster.
- ✓ The NRRPT survey had comments that needed to be communicated to Christine Donahue for review regarding how those comments might effect diplomats. This was done.
- ✓ LexisNexis requests use of our salary survey data.

**5.2 President-Elect (Ed Maher)**

Ed summarized his written report which had been included in the agenda package. Ed highlighted the following topics:

**5.2.1 Appointment Nominations**

Ed reported that all people on the list of candidates have responded as willing to serve. The list is complete except for Joe Alvarez who announced his need to resign at the June 24 Executive Committee meeting Continuing Education Committee report. All nominations for chair are for one year while the nominations for regular appointee terms are for the years 2007 to 2009.

Note: Dawn Banghart and Carl Paperiello have a one year extension added to their term of office in the List of Appointees below.

List of Appointees recommended by the President-Elect. (Names marked with asterisk are nominated as committee Chairs.)

Committee	Nominee	Alternate
Appeals	Robert Cherry *	Gregory Hall
	Nicholas Panzarino	Steven Dewey
Continuing Education	Joseph Alvarez *	NA
	Louise Buker	Scottie Walker
	David Hearnberger	Scott Nickelson
Exam Site	Dawn Banghart *	Matt Arno

Committee	Nominee	Alternate
Nominating	Carl Paperiello*	Steven Brown
	Steven King	Mark Miller
	Keith Anderson	Michael Erdman
Professional Development	Jay Maisler *	Cindy Bloom
	Tom Johnson	Paul Szalinski
Professional Standards & Ethics	Edward Christman	Joseph Demers
	Paul Rohwer *	Cheryl Olson
	Karen Barcal	David Harrison

**5.2.3 Intersociety Forum on Resource Sharing**

Ed attended the meeting held on April 6, 2006. It was a very good meeting. The coordination of the meeting is done on a rotating basis. Currently the HPS is coordinating the effort. The mutual interest items are:

- ✓ Integrating good radiation science into K-12 curricula
- ✓ Collaborating on efforts of mutual interest and funding students in undergraduate and graduate programs in Medical Physics, Health Physics, Industrial Hygiene and Nuclear Engineering
- ✓ Cooperating in post-graduate training for individuals who will serve as Radiation Safety Officers
- ✓ Collaborating in the Specifications of qualification and certification standards for radiation safety specialties for medical and industrial applications.

The American College of Radiology was annoyed with AAHP efforts at writing the standards for qualifications without a larger input from other interested organizations. Ed proposed that we would add others to assist in finalizing the standard. Also, Ed believed that we should continue to attend and support this effort since we are trying to address common concerns.

Ed recommends that a budget of \$1,200 be added to the Academy budget baseline to cover the costs of attending future meetings of the Intersociety Forum on Resource Sharing.

**5.2.4 Joyce P. Davis Award**

Ed was concerned about the timing regarding the nomination of candidates and selection of the winner of the Joyce P. Davis Award. Ed recommends that we add the AAHP Awards to the Action Item list of the Executive Committee and have the activity formally tracked by the Executive Committee.

**5.3 Past President (Frazier Bronson)**

Frazier summarized his written report which had been included in the agenda package. Frazier highlighted the following topics:

- ✓ Spent significant time getting a clean copy of the Bylaws with the assistance of Jim Yusko.
- ✓ A last minute issue related to the bylaws revision was a request for changes specifically prohibiting non-active members from identifying themselves as CHPs. Frazier objected to and voted against these changes on the grounds that the proposed wording was an incomplete proposal and that the wording would create conflicts in the related wording of several bylaws sections.
- ✓ A reformatting of the GTTK documents was completed.
- ✓ Assured that we had the final SOPs.
- ✓ Spent much time working the Academy Special Session.
- ✓ Participated on McAdams Award committee and expressed pleasure that William C. (Bill) Reinig was to receive it.
- ✓ No action on the certification mark. Still waiting on response from U.S. Patent and Trademark Office.
- ✓ Sent suggested tactic on 10CFR35 to ABHP Chair
- ✓ Congratulated Secretary Miltenberger for timely release of Minutes.

**5.4 Secretary (Bob Miltenberger)**

Bob summarized his written report which had been included in the agenda package. Bob acknowledged Frazier’s praise for the quick distribution of draft minutes and recommendation that the draft final minutes should have been distributed to the Executive Committee prior to submission to the CHP Corner. Also Bob committed to monitoring the Action Item due dates and distributing notices prior to the due dates to the person assigned to the task. The election and voting on the Bylaws results were presented as follows:

The membership has voted and elected the following as their officers:

- President-Elect Designate: Nancy Kirner
- Treasurer: Edgar Bailey
- Director: Ken Kasper

Furthermore the membership voted to ratify the proposed Bylaws changes.

### 5.5 Treasurer (Paul Stansbury)

Paul summarized his written report which had been included in the agenda package. Paul highlighted the following topics:

- ✓ We have increased our funds by \$60K this past fiscal year (3/31/05 to 3/31/06)
- ✓ The treasurer is trying to revise the report generation process to align with fiscal year and not calendar year (current process). The Treasurer will direct Burk and Associates to issue February 28 and August 31 financial statements. These would mark the mid-point and end of the fiscal year and assist in understanding where we are in the fiscal year. This is an internal process and requires no Executive Committee action. The material is for information only.

### 5.6 Parliamentarian (Dave Myers)

Dave summarized his written report which had been included in the agenda package. Dave highlighted the following topics:

- ✓ The issue of “non-active CHPs” needs to be addressed.
- ✓ There was concern regarding how the Bylaws were submitted for voting. It was recommended that a red-line strikeout version be used to show the membership what was changed instead of providing a text summary of the changes (a summary was done on this ballot due to the extensive nature of the wording and numbering changes). Scott Medling quickly provided a red-line strikeout version of the Bylaw changes for the official ballot. It was recommended that Scott submit a change to SOP 3.4.2 to make this standard procedure for future ballots.
- ✓ Sent GTTK documents to Scott Medling for posting on the AAHP website.

## 6.0 Committee Correspondence and Reports

### 6.1 Appeals Committee (Robert Gallagher)

The Appeals Committee needs to submit an amendment to its SOP 2.1.1, ‘Review of Appeals,’ so that the President of the AAHP and Chair of the ABHP are notified when an appeal is received by the Committee (*i.e.* not through the Program Director).

### 6.2 Continuing Education Committee (Joe Alvarez)

Joe summarized his written report which had been included in the agenda package. Joe highlighted the following topics:

- ✓ The IRPA meeting in Argentina wants to give Continuing Education Credits for courses that will be given there. Abel Gonzales is working this effort with Joe Alvarez.
- ✓ About 130 people are attending the three classes offered during this weekend (6/24-25/06).
- ✓ The current chair of the Continuing Education Committee, Joe Alvarez, is stepping down from the CEC for personal reasons. Roy Craft and Sarah B Hoover have done a good job and are being considered to replace Mr. Alvarez.
- ✓ One mid-year meeting course topic and presenter have been identified: Grant Ceffalo and Gary Kephart giving a course on Heat Stress and the use of PPE

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

There were all the normal sites for exams except in Schenectady NY. This was believed to be because of the proximity of the annual meeting to this normal test site location. Consequently, a sufficient number of proctors could not be found so the site was dropped this year. Also, the Committee moved the Chicago exam site from Argonne to Urbana. See the article by Dawn on page 10 of this CHP News.

### 6.4 Finance Committee (Paul Stansbury)

Paul summarized his written report which had been included in the agenda package. Paul highlighted the following topics:

- ✓ Had meeting April 28, 2006 and reviewed Waldport and Wolof, LLP report. Everything is in order regarding the way our money is being managed.
- ✓ The Financial Policy was brought into alignment by including all resources held by Burk and Associates. These funds were not included in the prior report thus making the finances look out of phase with the Financial Policy.
- ✓ 68% of the ABHP budget is travel (for information only)
- ✓ There is no IRS trigger level on how much money a non-profit has or makes -- only how it spends its money.
- ✓ The Executive Committee has not specified how the monies placed in the contingency fund can be dispersed. The finance committee has identified a path forward as stated in the motion below. The discussion by the Executive Committee identified two paths forward. The first was to allow the motion listed below as a short-term solution to handle situations that might arise between now and

when the second solution, modify the SOP, is presented to the Executive Council at the January 2007 meeting.

- ✓ Finance Committee received a request to add a budget line for attendance at the Intersociety Committee Meeting.
- ✓ Proposed a 3.6 % cost of living increase to Burk & Associates plus \$3,300 as a performance bonus.
- ✓ The Finance Committee is proposing a method of addressing the 350 “non-active” members on the rolls.
- ✓ The projected budget deficit is \$47K. The Finance Committee believes that since most people don’t spend the money allocated, the budget should be approved as provided. Carl Paperiello expressed concern that most budgets are increasing and income is flat line. Therefore a long-term budget planning strategy of allowing budget deficits will eventually lead to dipping into the capital. Paul Stansbury commented that this would be true only if annual dues were not raised and cost controls were not applied.

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

- ✓ In January 2006, there still was a need for another candidate for the office of president-elect and a nominee for the Joyce Davis award. A request has been submitted for the August 2006 HPS Newsletter to call for nominations for AAHP positions. In addition, a Newsletter notice in December needs to go out for the Joyce Davis Award. Frazier Bronson stated that the GTTK document should contain a schedule for the Nominating Committee Chair.
- ✓ The ABHP has submitted two names for the ABHP Board Member – Kent Lambert and Sharon Dossett. However, the nominating committee has not provided a formal recommendation to the Executive Committee.

#### **6.6 Professional Standards & Ethics Committee (Charlie Meinhold)**

The Executive Committee’s only comment was to create the Action Item listed below to address the issue of PS&EC Executive Sessions as identified in the written report.

#### **6.7 Title Protection/Professional Recognition Committee (Tom Buhl)**

The discussion of the Executive Committee regarding this written report centered on the difficulty of the Executive Committee to track ongoing legislative

actions from year to year. Consequently, the action items listed below were generated in an effort to assist the Executive Committee in following the progress of Title Protection as it winds its way through various legislative bodies.

#### **6.8 Ad Hoc Committee on Strategic Planning (Paul Stansbury)**

- ✓ Analysis of the 12 item questionnaire that was distributed to some diplomates has taken longer than expected so the report is not ready for this meeting. The report will be completed for the January 2007 meeting.
- ✓ In an effort to begin the process of Strategic Planning, the Treasurer performed a Cost Center Analysis of budget. The ABHP uses most of the budget. Continuing Education generates income but also uses a reasonable fraction of the budget. Finally about one third of the budget is related to administrative costs. The Treasurer then analyzed the information to determine, at a first glance, if expenditures lined up with goals. The analysis indicates a first cut at assessing whether we are prioritizing our expenditures correctly. The data are for information only and possible future use. Considerable discussion ensued about volunteer hour effort and should it be included in the assessment. Bob Miltenberger pointed out that the volunteer hour effort for the ABHP component had been assessed prior to this. Jim Willison reported that the typical Part II Panel member spends between 100 to 200 hours on exam preparation and the Part II Panel Chair spends upwards of 1000 hours on generating the Part II exam. David Myers has agreed to speak with others to build a case for creating the information so that we know where our resources (including volunteer labor) are centered.

#### **6.9 Liaisons**

##### **6.9.1 ABMP (King/Steidley/St. Germain)**

Frazier Bronson reported that the AAHP liaison to the ABMP needs to be replaced this year. The following action item was generated.

##### **6.9.2 CRCPD (Earl Fordham)**

Thom Kerr, Executive Director of CRCPD, has announced his resignation. Earl is to work with Scott Medling to get a call for resumes to fill that position. Pierce O’Kelley is the new chair of the CRCPD, May 06-07. Finally, while Title Protection is an important issue, there is concern by the Board that endorsement of any Title Protection efforts might constitute “lobbying”,

an activity that the CRCPD is not allowed to participate in. The Executive Committee thought that their endorsement could be made without overtones of "lobbying". However, the general sense was that it would be good to let the Board members get comfortable in their positions before pressing this issue.

## **7.0 Reports from the Editor & Webmaster**

### **7.1 Newsletter Editor** (Kyle Kleinhans)

More articles are being generated than can be used. This is a very good thing. Thanks to all who have contributed.

### **7.2 Webmaster** (Scott Medling)

Scott summarized his written report which had been included in the agenda package. Scott highlighted the following topics:

- ✓ Newsletter readership is down. This is thought to be due to formatting issues associated with how the information is presented on the Web.
- ✓ There has been a decrease in people looking at exam solutions
- ✓ Use of exam preparation is up.
- ✓ People are checking the website to see if they passed the CHP exam.
- ✓ 2006 salary survey is currently being collected.
- ✓ Use of Web Page to ballot ABHP questions continues but new security systems have been added. Also panels have been encouraged to encrypt their data.
- ✓ Electronic balloting was used for AAHP elections and Bylaws. If e-mail addresses were returned as non-deliverable, written communications were sent to each academy member by postal service.
- ✓ With electronic balloting, there is no teller committee. With e-mail, the voter is notified of how they voted and were asked to verify the accuracy of the information. (This is an automated process that does not require the Webmaster to know details of individual ballots.)

Scott also proposed a change to SOP 3.4.2 that aligns the procedure with how electronic balloting is actually performed.

## **8.0 Report of the American Board of Health Physics**

(Jim Willison)

- ✓ The Board met June 23 and 24.
- ✓ The Part II Panel met in Scottsdale and a write-up of that meeting and question development session will appear in the October Newsletter.

- ✓ The Part II exam will be administered on June 26 from 12:30 to 6:30 pm.
- ✓ The part I exam will be administered between 8 and 11 am on June 26, 2006.
- ✓ A passing-point workshop is required every three years, or when a significant number of changes occurs to the part I exam. A passing point workshop will be held from 2 to 5 pm on June 26. Prior to this, the last passing point workshop was held in 2003.
- ✓ The three people who did the final review of this year's Part II exam were Kathy Pryor, Bob Cherry and Eric Goldin. This review team gets 8 CECs for their efforts.
- ✓ The 2006 William McAdams Award recipient is Bill Reinig. Due to an illness in Bill's family, Ken Crase will be accepting the award on Bill's behalf.
- ✓ The ABHP used to be listed on 10CFR35 as a recognized Board for the acceptance of Certification as meeting the requirements to be an RSO. In the recent changes, the list was moved to a web site and the educational requirements were placed in the regulation. The problem with the regulation's wording is you could not back fit your qualifications with the words in the new regulation. The ABHP petitioned the NRC and the NRC agreed to allow people getting ABHP certification after January 2006 to be listed. The problem is academic requirements. Jim Willison looked at the years 2000 to 2004 first half of the alphabet. Of the 230 people who were certified during that period, he examined about 100 records, two people who were certified did not meet the NRC educational requirements. This implies that about 95 to 98% of the people who are certified in recent years meet the current educational requirements. The expectation is that if one were to look earlier in the process, the percent meeting the NRC academic requirements would decrease because the ABHP academic exception provision wasn't removed from the application process until 1997. Consequently, only people who had been granted the exception prior to 1997 and passed one part of the exam were still eligible to sit for the exam. Jim Willison has prepared a draft letter to the NRC to address the issue. Fundamentally, the letter, if accepted by the NRC, would require a CHP seeking to be a hospital RSO and using ABHP certification as the means to demonstrate qualification to be an RSO would need to independently prove that they met the NRC educational requirements. This letter is draft and has not been sent. There is word from the NRC that the

other certifying bodies are having similar problems and the NRC is considering a generic fix to the problem. Jim stated that if there is no action by the end of summer that the draft letter will be sent. In more recent developments, discussions with NRC personnel, suggested that Boards could take one of three actions:

- Do a review of files and the Board write a letter stating that the individual meets the educational requirements.
  - Review candidate applications for each year and disqualify years when some one in the group did not meet the requirements. The negative side to this approach is that if one person in a year doesn't meet the academic qualifications all people in the group would be disqualified.
  - Submit an exemption request. The ABHP believes that their draft letter constitutes following this approach.
- ✓ The following new Officers for the Panels and Board (terms beginning 1 January 2007) were announced:
- Part I Panel
    - Rob Forrest – Chair
    - Anthony Huffert - Vice Chair
    - Jay Tarzia – new member, term ending 2010
    - Bill Rhodes– new member, term ending 2010
    - Jim Willison– new member, term ending 2010
  - Part II Panel
    - Gus Potter – Part II Panel Chair
    - Pat LaFrate- Part II Vice Chair
    - Bob Burkhart – Full term member
    - Jeff Chapman– Full term member
    - Ken Krieger– Full term member
    - Robert May– Full term member
    - Andy Miller– Full term member
    - Dennis Quinn– Full term member
    - Hans Oldewage– Full term member
    - Sunita Kamboj - Term extended for 1 year to (2007)
    - Timothy Paul - Term extended for 1 year to (2007)
  - Board Officers
    - Shawn Googins - Chair
    - Jim Tarpinian – Vice Chair
    - Jack Higgenbotham - Secretary
    - Cheryl Olson - Parliamentarian

## 9.0 Report of the Secretariat (Nancy Johnson)

Nancy summarized her written report which had been included in the agenda package. Nancy highlighted the following topics:

- ✓ There were 268 examination applications processed.
- ✓ The number of applications have been stable for the last few years (since 2002).
- ✓ There were about 200 recertification applications processed.
- ✓ Requests for Continuing education credits were processed.
- ✓ Budget requests and finance committee information was coordinated.
- ✓ Plaques for awards luncheon were prepared.

## 10.0 Old Business

### 10.1 ABHP Policy Manual Changes (Jim Willison)

Jim Willison brought before the Executive Committee proposed policy changes which closed Action Item 9.1.a. Jim Willison reported that the ABHP Board approved the change. This is a process for re-instatement. Frazier Bronson objects to the proposed wording because nowhere does the AAHP or the ABHP authorize use of the term “Active Certified Health Physicist”. There was extensive discussion and no resolution seemed imminent. Consequently, the following motions were made

### 10.2 NRC 10CFR35 Education Requirements

(Jim Willison/Christine Donahue/Frazier Bronson)

#### Pursuit of test case option proposed by Ron Zelac

The issue of the test cases, identified in the past-president's report, is not strictly addressed by the closure statement. However, the Board intends to use a test case approach if other professional society efforts fail in the effort to change the NRC academic qualifications to allow people certified prior to the passage of the current regulation to be grandfathered as meeting the academic requirement. The ABHP would then send a letter to the NRC asking for the same privilege. There was extensive discussion about whether the draft letter in the agenda package should be sent now and not wait to see how other professional societies fare. The general sense of the Executive Committee was that the letter should be sent to the Director of the Office of Materials Program now.

Jim Willison committed to sending the letter by the end of summer under any circumstances.

### **10.3 Website Embosser Order Form to Include Rubber Stamp** (Scott Medling)

Frazier suggested that we just added text on how to order the stamp instead of automating the process. Scott agreed to look at completing the automated form and getting some text instructions to the Webpage shortly.

### **10.4 Recommend Replacement HPS Liaison** (Ed Maher)

Ed responded that Kathy Shingleton has agreed to fill the HPS Liaison roll.

### **10.5 Report on EC Electronic Ballot on Nominating Committee Report** (Nancy Johnson)

The following is the report on Electronic balloting results as submitted by Nancy:

AAHP Electronic Ballot  
Committee Members:

- ✓ Stephen Brown, CHP 2007
- ✓ Kyle Kleinhans, CHP 2008
- ✓ Daniel Burnfield, CHP 2008
- ✓ L. Max Scott, CHP 2008
- ✓ William P. Fitzgerald, CHP 2006
- ✓ Kathryn H. Pryor, CHP 2007
- ✓ Jeffrey M. Hoffman, CHP 2006
- ✓ Shawn Googins, ABHP Vice Chair, 2006

## **11.0 New Business**

### **11.1 Replacement ABHP Members** (Carl Paperiello)

The Board submitted two nominations to fill the need for a replacement to the ABHP Board. The Nominations Committee did not fulfill their role in the selection prioritization process. Consequently, the Executive Committee has enacted executive privilege to choose the best candidate. The nominations are Kent Lambert and Sharon Dossett. Carl concurs with the qualifications. Both members have expressed strong interest in serving. There is no technical need identified by the Board that one candidate should serve over the other.

### **11.2 LexisNexis Request for Use of Salary Survey Results** (Jim Bogard)

LexisNexis is a research organization that is seeking a non-exclusive agreement that would allow them to make our salary survey data available to their clients. The benefits are exposure for the AAHP and the possibility of some royalties.

### **11.3 Review of Appeals Committee SOP** (Frazier Bronson/Robert Gallagher)

The past-president noted that this year there was an appeal. The procedure required notification process that was inconsistent with the process identified in the Bylaws.

### **11.4 Status of Required Annual Review of SOPs**

There was confusion over whose responsibility it was, if anyone's, to remind people that they need to 1) review (and propose revisions if necessary to) the SOPs they are responsible for prior to the summer meeting and 2) include the required status report regarding the adequacy of each of their SOPs in their annual report. Consequently, Jim Bogard agreed to research the issue and remind the responsible person of their role in the process.

### **11.5 AAHP Special Session Update** (Frazier Bronson)

The effort was a lot of work but resulted in 18 speakers. The topic covers the history and future of instrumentation. The morning session covers field instrument while the afternoon session will cover analytical lab instruments. Ron Kathren was also selected for a G. William Morgan Lectureship. Since that paid for his expenses to come to the meeting, and since he was the only speaker to require financial assistance, there was no cost to this Special Session

### **11.6 Web Site Review** (Ed Maher)

Ed developed a plan for the re-design. Scott Medling has agreed to be the technical advisor and Ed Maher the contract administrator. The plan consists of five separate steps:

- ✓ Contact the webmaster (Scott Medling) to solicit his ideas and to ascertain his level of involvement in the Website redesign;
- ✓ Solicit suggestions and concept ideas from the Academy membership via a CHP Corner article and Website notice;
- ✓ Request the Secretariat (B. Burk) to conduct a search of Website Design consultants who would be well suited to redesign the Academy Website. Preference will be given to consultants the Secretariat has used in the past, or who already have a financial relationship with the Secretariat;
- ✓ Select and consolidate Website redesign inputs, suggestions and concepts into a draft request for proposal (RFP) that will be sent to one or more Website Design consultants recommended by the Secretariat;

- ✓ Provide one or more Website design proposals to the AAHP Executive Committee for approval, selection and funding authorization prior to the AAHP Executive Committee Mid-Year 2007 meeting.

See page 11 of this CHP News for Ed's article requesting input.

### 11.7 Non-active Member Issues (Paul Stansbury)

The Finance Committee identified the group of Non-active members as a group that needs special work to encourage participation. The Executive Committee notes that for non-active members to become active again, they would have to meet the other requirements for recertification:

- ✓ have 64 CECs during the four year period, and
- ✓ practiced professional health physics at least an average of 25% of full-time.

- ✓ Dues for the 4 years for recertification must be current (limited liability of \$300)

### 11.8 Recognition Special Service Academy Members

Should there be a special recognition at an Awards Luncheon for people who spend a lot of time performing service to the Society but who are otherwise unrecognized.

### 11.9 January 2007 Meeting Date

The next meeting is January 21, 2007 in Knoxville, Tennessee. This will be an all-day meeting.

### 12.0 Adjournment

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**ABHP APPLICATION REMINDER:** Complete applications to take either part of the 2007 ABHP examination must be filed with the Executive Secretary postmarked no later than **January 15, 2007**. More information can be found at: [www.hps1.org/aahp/abhp/prospect.htm#](http://www.hps1.org/aahp/abhp/prospect.htm#)

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### Exam Site Committee Activities Dawn Banghart, Chair

On a yearly basis, 11 remote exam locations are supported due to the commitment of CHPs from around the country. Without their overwhelmingly positive response there would be no remote exam locations. These locations provide candidates exam access close to home in all regions of the United States without the whirling bustle of the annual meeting. In addition to providing remote exam facilities, CHPs help with the exam at the annual meeting, which typically requires many volunteers. This year in Providence, 15 CHPs valiantly provided assistance.

I would like to thank all the exam site committee members and Nancy Johnson of the Secretariat for their hard work in coordinating this year's exam sites. Most of all, I would like to thank this year's exam site volunteers. Special acknowledgements are in parentheses.

Gaithersburg, MD: Jim Tracy, Tom O'Brien, and Tim Mengers

Columbus, OH: Leonard Davis, Robert Friedman (Deidra Tose arranged for the room and food; Tina Amstein and Michelle Nash helped with security escorting.)

Golden, CO: Keith Anderson, Ted Borst

Idaho Falls, ID: Gregory Hall, Larry Burke, Norm Rohrig, and Mike McKenzie-Carter

Las Vegas, NV: Terry Vaughn, Walter Wegst

Los Alamos, NM: David Lee, Gerry Schlapper

Oak Ridge, TN: Art Palmer and Mark McHugh

Providence, RI: John Salladay, Jim Yusko, Jim Tarpinian, Bernie Olsen, Ron Carter, Victor Evdokimof, Mark Walsh, Karen Barcal, Joe Ring, Jim Williamson, Cheryl Olson, Vince Chase, Gene Reimer, Don Haes, John Laferriere

Richland, WA: Cheryl Antonio, Don Bihl

San Antonio, TX: William Roach and Noel Montgomery. (Also, Bob Cherry and EARTH TECH.)

San Francisco, CA: Dawn Banghart, Quang Le (Facility and food arrangements made by Robert Lorenz and Russell Gray of Pacific Gas and Electric Company.)

Urbana, IL: David Scherer and Kay Foster (The facility was supplied by the Univ. of Illinois.)

**NEEDED: A Few Good Spiders for Our Web**  
**Ed Maher, President Elect**

One of the first tasks that AAHP President (Jim Bogard) gave me when I joined the Executive Committee was to form a task group for redesigning the AAHP-ABHP Web Site ([www.AAHP-ABHP.org](http://www.AAHP-ABHP.org)). To that end, I have launched a process that will eventually lead to a comprehensive redesign of the AAHP-ABHP website. One of the objectives of that process plan, which was approved by the Academy Executive Committee at Providence, was to solicit suggestions and concept ideas from the Academy membership via a CHP Corner Article. Hence, I need a few good spiders to help us identify needed or recommended changes to our web.

Specifically, I'm asking all interested Academy members to take a hard look at our website and tell us:

1. What current web information and features should remain on the website;
2. What website information and features should be deleted or reduced;
3. What other websites should we be providing links to;
4. What new features or links would you like to see on the website; and
5. What Academy member services and support should the new website provide.

In addition to revisions to the website content, we would also be interested in hearing your suggestions on the new website's format, layout and design. This can be done two ways: 1) provide us text descriptions and/or graphical representations of your ideas or 2) provide us links to other organizations' web sites that you believe we should emulate or will help us develop our own ideas.

Once the membership's needs and suggestions have been harvested and consolidated, it is the Academy's intention to request the assistance of the Secretariat and HPS News Editor to help us conduct a search for website design consultants who would be well suited to redesign the Academy website. We would also welcome proposals or expressions of interest from any Academy member who has advanced web site design capabilities and is interested in doing the actual redesign of the website.

It is my goal to provide one or more website design proposals to the AAHP Executive Committee for approval, selection and funding authorization prior to the AAHP Annual Executive Committee Annual Meeting.

Please send all comments and suggestions to the AAHP-ABHP Webmaster, Scott Medling at [medling@hps1.org](mailto:medling@hps1.org) or to Ed Maher at [edward.f.maher@verizon.net](mailto:edward.f.maher@verizon.net). Your input would be most appreciated!

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

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. 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 and should be submitted to the Nominating Committee (Chair Carl Paperiello, [drcjp1@aol.com](mailto:drcjp1@aol.com)) on or before 10 February 2006.

The Selection Committee for this distinguished award is comprised of the AAHP's Professional Standards and Ethics Committee (Paul Rohwer, 2007 Chair), the past president of the AAHP, and the past chairman of the ABHP. Selection criteria can be found in AAHP Standard Operating Procedure SOP 2.7.2, Rev 1, which can be found on the AAHP web site. The award will be presented at the AAHP luncheon during the annual Health Physics Society meeting in Portland, Oregon.

**Robert Rules!  
David Myers, Parliamentarian**

Just before I joined the Executive Committee of the AAHP at the mid-year meeting in Scottsdale last January, Frazier Bronson (then President of the AAHP) asked me if I would serve as Parliamentarian. Although I had never been an official parliamentarian for any organization, I had certainly attended many meeting where Robert’s Rules of Order were more-or-less (or even less) followed. Although I realized I would have to do some studying before beginning my official duties, I told Frazier I would give it my best shot. It seemed like it would be a lot easier than studying for the certification exam.

In preparation for my new assignment, I went to my local library and checked out a copy of Robert’s Rules of Order. I perused the 700+ page document, trying to figure out how to distill all the rules into a format that might be useful at AAHP Board meetings. I realized that I would have to develop a summary sheet of the actions that were most likely to come up. (I have since discovered that the HPS Board of Directors also has developed such a summary sheet.)

The most important process, of course, deals with making, discussing, amending, and voting on motions and I focused my summary sheet on this process. However, I also encountered the use of the term “Point of Privilege.” It is what one says to obtain the floor immediately to reply to a personal affront or to call attention to a nuisance or an emergency. I hoped that it would not come up at an AAHP meeting, but I was prepared if it did.

In general, my first Executive Committee meeting ran very smoothly as Frazier Bronson and the other Committee Members are experienced hands at running meetings. However, at one point during the meeting, several motions were made in quick succession to the point where I was getting “motion sickness”. I intervened and suggested that we stop and remain motionless (so to speak) until we could get the process back on track.

I also became aware that there were procedural questions that weren’t readily answered by my summary sheet and in the process discovered another resource. It is the Official Website of Roberts Rules of Order at [www.robertsrules.com](http://www.robertsrules.com). One can get a quick response to

essentially any procedural question, such as, “Can the President make a motion” which in these days of electronic balloting is a useful tool. (The answer is yes, although it is not traditionally done).

I also learned that the Parliamentarian is the official custodian of all AAHP procedural documents including the By-laws, Standing Committee Charters, Standard Operating Procedures (SOPs) and “Good Things To Know About My Job” (GTTK). Based on a major effort by Jim Bogard (then president-elect) who chaired an ad hoc committee, all of these documents were brought up to date during this past year.

Fortunately, Scott Medling, the AAHP Webmaster, has posted all of these revised documents on the AAHP website [www.hps1.org](http://www.hps1.org). The By-laws are available for anyone to review, but the other procedural documents are available on the members only website (I.D. and password required). The website is a good source of specific information if you are considering running for or have been elected to an AAHP office and it contains a lot of other good information about Academy operations and activities. Check it out when you have a moment.

**Academy Officers For 2007  
Jim Bogard, President**

The AAHP Executive Committee convened at the Health Physics Society’s 51<sup>st</sup> Annual Meeting in Providence at the end of June and validated the results of spring balloting for officers. Members were again able to vote electronically in these elections, and the great majority of you did so. Just over 400 votes were cast, or about 26% of Active and Emeritus CHPs.

I am pleased to report that your new officers in 2007 are:  
 President Elect ..... Nancy Kirner  
 Treasurer ..... Ed Bailey  
 Director ..... Ken Kasper

Nancy, Ed and Ken will assume office in January at the HPS Midyear Topical Meeting in Knoxville.

I would like to thank all the candidates who stood for election to the Executive Committee. Agreeing to be on the ballot is an expression of your commitment to the Academy. Congratulations Nancy, Ed and Ken. I look forward to working with you in 2007.

**The State of AAHP Finances**  
**Paul Stansbury, AAHP Treasurer**

*Note from the CHP News Editor: This article was prepared and submitted in August, but due to an overwhelming number of articles, could not be published until the December CHP News. My apologies for some of the information appearing stale - KyleKleinhans*

**Asset Growth is Good; Investment Goal Exceeded**

The fair market value of the Academy’s intermediate- and long-term funds totaled \$ 578,515 as of March 30, 2006. This represents an increase of \$ 70,216 (13.8 %) from March 30, 2005. The Academy’s investment policy says that the Academy should have securities equivalent to 2.5 times its annual budget. The FY 2007 budget, approved by the Executive Committee, has total expenses of almost \$ 229,000, yielding an assets to expenses ratio of 2.53. In addition, the Academy had ~ \$ 170,000 in cash and short-term securities as of March, some of which will remain by the time FY 2007 income starts to be realized. The Academy has met (or exceeded) its investment goals.

**FY 2007 Budget**

The budget, adopted by the Executive Committee in Providence has ~ \$229,000 for expenses, including \$ 6,000 in contingency funds. New this year are:

- ✓ An \$ 8,000 line item for the Title Protection Committee
- ✓ An additional \$ 1,200 in the President’s budget to support travel of the President or his representative to the Intersociety Forum on Resource Sharing (Ask Ed Maher if you’d like more info on this activity.)
- ✓ A \$ 3,300 one time bonus for Burk and Associates, Inc. in recognition of the outstanding support provided to the Academy and to the Board. This bonus is in addition to the \$2,700 (3.6%) cost of living increase in the BAI contract.

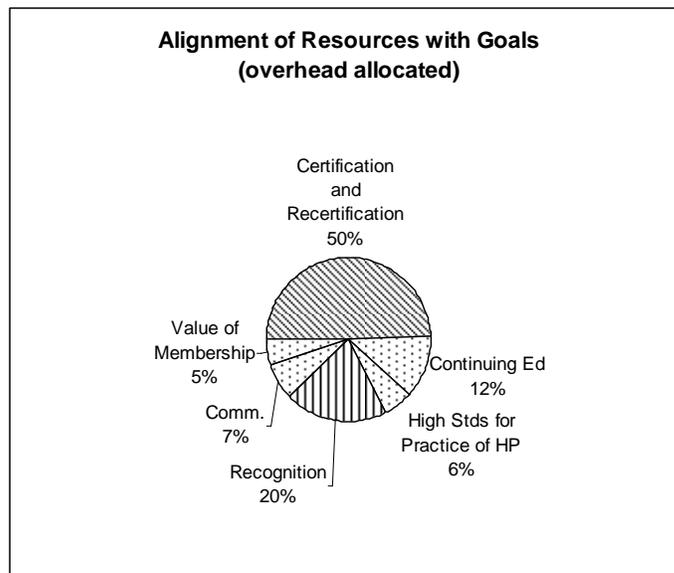
The budget projects only \$180,400 in income in FY 2007 but this does not mean the Academy will experience a deficit in excess of \$ 48,000. The income includes no revenue from the growth of assets. As mentioned above, the Academy realized asset growth of over \$ 70,000 last year. Also, the Finance Committee and Executive Committee note that over the past many years, the officers and committees of the Academy and the Board, collectively spend less than is budgeted for them. It is the Finance Committee’s belief that there

will be no real deficit—the value of the Academy’s assets will continue to grow in FY 2007.

The complete budget is posted on the Members Only section of the Academy’s website. Should you have questions, don’t hesitate to email [paul.stansbury@pnl.gov](mailto:paul.stansbury@pnl.gov).

**Alignment of Funds with the Goals in Academy’s Strategic Plan**

As part of the Academy’s work to revise its strategic plan, the Treasurer did an analysis of the spending of funds binned by the Academy’s 6 Strategic Goals. The full text of those overarching goals can be found on the Academy’s website. Also, in the Members Only section is the full report of this special strategic analysis. (The Treasurer received very few comments from the Executive Committee on his analysis, leading himself to believe that either his report was perceptively brilliant, or that the rest of the Executive Committee thought his report was so ephemeral that they didn’t want to hurt his feelings with criticism.) The graph below summarizes the results. Caution is advised. The results are good to one significant figure at best.



# AMERICAN ACADEMY OF HEALTH PHYSICS

## Voting Members of the Executive Committee - 2006

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

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## THE 2006 CHP SALARY SURVEY

Gary Lautenschlager, CHP

### Introduction

The 2006 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](mailto: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 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 36 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 19% received this increase from their current employer, 25% from a promotion with their current employer, and 56% received this increase from a new employer.

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

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

**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	139	\$105,216	\$101,250	\$175,008	\$48,750	\$23,488

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

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Other Field	16	\$98,281	\$100,000	\$133,750	\$68,750	\$14,697
Masters Health Physics	66	\$105,758	\$102,500	\$173,750	\$58,750	\$22,512
Masters Other Field	12	\$109,583	\$107,500	\$148,750	\$83,750	\$18,535
Masters Nuclear Engineering	12	\$98,125	\$96,250	\$131,250	\$53,750	\$24,590
Ph.D. Health Physics	12	\$107,813	\$101,250	\$175,008	\$73,750	\$33,386

**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	33	\$97,992	\$96,250	\$136,250	\$73,750	\$15,480
Masters Health Physics	15	\$97,583	\$91,250	\$101,250	\$73,750	\$8,246

**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	104	\$107,560	\$105,000	\$175,008	\$48,750	\$24,417
Bachelors Other Field	15	\$92,500	\$95,000	\$103,750	\$68,750	\$10,417
Masters Health Physics	50	\$107,300	\$106,250	\$173,750	\$58,750	\$23,041
Masters Other Field	11	\$109,659	\$106,250	\$148,750	\$83,750	\$19,438

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

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	17	\$108,456	\$108,750	\$151,250	\$53,750	\$24,652
Midwest	18	\$101,528	\$95,000	\$173,750	\$78,750	\$23,198
South	51	\$102,917	\$101,250	\$158,750	\$58,750	\$22,526
West	45	\$104,583	\$101,250	\$166,250	\$48,750	\$19,779

\*- 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 HP & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal Government	14	\$108,571	\$107,500	\$151,250	\$78,750	\$19,842
Government Contractors	14	\$105,536	\$102,500	\$158,750	\$73,750	\$21,515
National Laboratory	10	\$108,750	\$103,750	\$166,250	\$86,250	\$22,730

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

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	25	\$101,550	\$98,750	\$151,250	\$48,750	\$22,654
Other	21	\$106,607	\$101,250	\$166,250	\$63,750	\$27,149

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

Masters HP & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Applied Health Physics	24	\$100,000	\$101,250	\$151,250	\$58,750	\$20,041

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

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	14	\$109,197	\$105,000	\$175,008	\$53,750	\$33,383
Applied Health Physics	46	\$99,348	\$98,750	\$158,750	\$58,750	\$20,008
Dosimetry	11	\$105,795	\$106,250	\$118,750	\$96,250	\$6,307
Radiological Assessment	14	\$115,536	\$107,500	\$166,250	\$73,750	\$28,613
Environmental	13	\$97,788	\$101,250	\$136,250	\$48,750	\$21,712

**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	79	\$102,516	\$101,250	\$156,250	\$48,750	\$19,302
Bachelors Other Field	12	\$94,792	\$95,000	\$111,250	\$68,750	\$12,857
Masters Health Physics	34	\$101,618	\$101,250	\$151,250	\$68,750	\$16,459

**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	17	\$112,574	\$101,250	\$173,750	\$81,250	\$28,327
Masters Health Physics	11	\$116,023	\$106,250	\$173,750	\$81,250	\$31,553

**Table 12: All CHPs as RPM/RSO and University RSO**

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs RPM/RSO	18	\$115,209	\$110,000	\$175,008	\$83,750	\$23,313
All CHPs University RSO	12	\$85,417	\$86,250	\$123,750	\$53,750	\$21,007

**Table 13: All CHPs with vacation and health benefits but no retirement benefits**

All CHPs no Retirement Benefit	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	15	\$112,417	\$106,250	\$168,750	\$81,250	\$24,419