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PRESIDENT'S MESSAGE Richard J. Vetter, Ph.D., CHP

Health physics practice has changed dramatically over the years. Our predecessors were much more hands on than many of us are today, sometimes even making their own equipment to characterize and measure radiation fields. Then, as now, typical health physicists drove nice cars, lived in comfortable homes, played golf or fished on weekends, sent some kids through school, had the love and respect of family, friends and colleagues and felt a sense of accomplishment in their professional lives. But they didn't spend hours each day at a desk interacting with a computer or texting responses to emails while walking down the corridor to the next management meeting or worry so much about regulations or accreditation activities. They just did what they were trained to do, i.e., practice health physics. The rest was common sense and how they chose to conduct themselves professionally.



Today health physics is a little different. Many times we feel controlled by executives, accreditation organizations, government agencies, auditors and others. We must be cognizant of monthly goals and metrics and are made to feel partially responsible for the bottom line. And we have higher expectations of each other (letters and reports that took weeks to exchange are now expected to be reciprocated in hours). But whether we work for academia, government, industry, medicine, or research we have great opportunities to demonstrate our expertise and value during our interactions with customers and bosses. So we

must maintain our special talents regardless of changes that occur in the systems in which we operate and the regulations that govern the quality of our results.

And that gets to the purposes of the Academy, to advance the profession, encourage the highest standards of professional ethics and integrity, enhance communications among certified health physicists, provide certified health physicists with a voice in and opportunities to support the activities of the American Board of Health Physics and provide a voice in the selection of Board members. On behalf of the Academy I take great pleasure in reporting some of the activities designed to accomplish these purposes. I also want to acknowledge the outstanding work by the Board and its associated groups. My colleagues on the committees of the Academy and the Board and those who serve as special appointees are dedicated volunteers who spend countless hours working to assure health physicists in the United States are trained and qualified upon

certification. All members of the Academy Executive Committee and its committees

IN THIS ISSUE	
ANNUAL MEETING MINUTES.....	3
OFFICER REPORTS.....	3
COMMITTEE REPORTS.....	5
REPORT OF THE ABHP.....	8
AAHP SPECIAL SESSION.....	11
JOYCE P. DAVIS CALL FOR NOMINATIONS.....	12
2009 CHP SALARY SURVEY.....	19

and of the Board and its committees and working groups

and all administrative appointees are incredibly accomplished individuals who also appreciate our strength when we come together as a team to make important decisions that impact our professions. I am eternally grateful to them all. I want to especially thank our past president, Nancy Kirner, for her outstanding leadership and for an excellent 2009 Academy Special Session on “Why Society Needs Health Physics: Biological Effects and Challenges.” She set the bar incredibly high with world renowned speakers, a standard that will be difficult to surpass next year. During the Academy luncheon Nancy presented Scott Medling with the 2009 AAHP National Service Award for his exceptional service to the Academy during her term of office. Also during the luncheon, Ed Tupin read the citation for the William A McAdams Outstanding Service Award presented posthumously to Michael S. Terpilak.

I am also grateful to Secretary Dan Mantooth who completes his term in January. Secretary is a demanding position, and Dan has been outstanding at recording our activities, keeping us on track and completing the many behind-the-scene activities so important to the Academy.

Through the outstanding work of the Continuing Education Committee, chaired by Jim Willison, the Academy offered two 8-hour courses on Saturday before the annual meeting. The Committee participated in the recording of two Continuing Education lectures and two PEP courses at the annual meeting, is evaluating them for viewing on the HPS website, and is developing a protocol to determine how CEUs will be awarded for electronic courses. At the time of the annual meeting the Committee had already received more than 100 requests for evaluation of CEUs associated with various continuing education activities. The Committee has developed an electronic application process to facilitate review of future requests.

Under the leadership of April Chance the Exam Site Selection Committee arranged for eight exam sites across the country to make it possible for people to take the exam without having to attend the 2009 HPS annual meeting.

Finance Chair Ed Bailey had the dubious pleasure of reporting that expenses were in line with receipts as expected but that, like virtually all investment accounts around the world, the Academy investments sustained unrealized losses due to the decline in the stock market. Luckily the Academy’s portfolio, as well as our individual retirement accounts, is looking much better now that the stock market is recovering.

Jay Maisler chaired the Professional Development Committee which posted on the Academy website

“Guidance for Health Physicists Serving as Expert or Fact Witness” and completed the draft brochure “Why Become a CHP.” The Committee continues to work with the AAPM Professional Development Council Task Group that is developing a document of RSO qualifications for medical facilities.

The Professional Standards & Ethics Committee chaired by Paul Rohwer has received no complaints so far in 2009. However, Greg Hall and the Appeals Committee received and evaluated one appeal of the 2008 certification exam results. After their evaluation they concluded that the ABHP did not deviate from its policies and procedures and that the results of the exam should stand.

Others that I would like to thank for their support include Parliamentarian Steve Rima; ABMP Liaisons Dean Broga, Mike Erdman and Mike Sheetz; CRCPD Liaison Earl Fordham, HPS Liaison Elizabeth Brackett and NRRPT Liaison Dave Tucker (and his stand-in, Eddie Benfield). And a simple thanks are not enough for some people who work many hours to help make the Academy a success, i.e. Cheryl Olson, Chair of the American Board of Health Physics, Newsletter Editor Kyle Kleinhans, and Webmaster Scott Medling. They each put in many hours to make the Academy the successful organization that it is. The Executive Committee approved reappointment of each for another 3-year term and appointed Jim Willison as Associate Webmaster. Finally, a special thank you to our Program Director, Nancy Johnson, who makes things happen on a daily basis and keeps the Academy operating while the rest of us work our own full-time jobs.

Some of my own Academy activities have included presenting the John Villforth Lecture at the 41st CRCPD meeting in Columbus, coordinating the review of five draft NCRP reports by members of the Executive Committee, monitoring legislation in Pennsylvania on licensure of medical health physicists, encouraging study of the IRPA “Guiding Principles for Radiation Protection Professionals on Stakeholder Engagement,” and exploring participation of the Academy in development of a database of certified medical physics that would include CHPs and would be used by CRCPD to confirm certification status of physicists who applied for licensure in states that require licensure of medical physicists. Leading the Academy is a very rewarding activity made so by the many interactions with intelligent, dedicated professionals who serve on the Executive Committee and its many committees. I am eternally grateful for the opportunity.

Finally, look for some new things in the near future. The

website is being restructured into a new, more modern format more consistent with the look of the HPS website. Nothing is being removed (except CEC course listings over 5 years old); it is simply being made friendlier.

Webmaster Scott Medling tells me that we will be able to access the old

page through a link from the new web page for a few months to allow time for people, who are accustomed to the old method of 'drilling down', to get used to the new page

format. Watch for an announcement of the new URL. And, Paul Stansbury will be your new President as of the HPS Midyear Meeting in Albuquerque. Give him your full support as he implements his agenda. I'm sure that he would like to hear your ideas on how the Academy can better serve its members.

Best regards.

AMERICAN ACADEMY OF HEALTH PHYSICS EXECUTIVE COMMITTEE

Minutes of July 11 - 12, 2009 Minneapolis, Minnesota

Note that the unabridged AAHP Executive Committee Meeting minutes from the July 11 – 12, 2009, will be available on the AAHP website (<http://www.hps1.org/aaHP/membersonly/>) after the conclusion of the January 2010 AAHP Executive Committee Meeting.

1.0 Call to Order

President Richard Vetter called the meeting to order at 1:06 p.m. local time on July 11, 2009, and welcomed those present.

2.0 Welcome to Members and Guests

Executive Committee Members:

Ed Bailey – Past Treasurer
 Mike Bollenbacher - Director
 Earl Fordham – CRCPD Liaison
 Nancy Johnson - Program Director
 Ray Johnson – Treasurer
 Ken Kasper - Director
 Nancy Kirner – Past-President
 Ken Krieger – Secretary-Elect
 Jay Maisler – Director-Elect
 Dan Mantooth – Secretary
 David Myers – Past-Parliamentarian
 Cheryl Olson – ABHP Chair
 Steve Rima – Parliamentarian
 Kathy Shingleton – President-Elect Designate
 Paul Stansbury – President-Elect
 Richard Vetter -President

Committee Chairs:

Greg Hall - Appeals Chair
 April Chance - Exam Site Selection Chair
 Jim Willison - Continuing Education Chair
 Tom Buhl - Title Protection/Professional Recognition
 Chair

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 2009 Meeting

Secretary Dan Mantooth had provided a draft of the meeting minutes from the Executive Committee meeting held in January 2009.

5.0 Reports of 2009 Officers

5.1 President's Report (Rich Vetter)

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

- ✓ Delegated review of the following draft NCRP Reports to members of AAHP leadership, consolidated

comments of reviewers and submitted comments to NCRP on behalf of AAHP:

- “Uncertainties in Internal Radiation Dose Assessment”; comments provided by Elizabeth Brackett.
- “Self-Assessment of Radiation Safety Programs”; comments provided by Dan Mantooh, Scott Schofield and Michael Sheetz.
- “Principles and Practices of Radiation Dose Reconstruction”; comments provided by Cheryl Olson and Elizabeth Brackett.
- ✓ Corresponded with Keith Dinger, HPS Government Relations Liaison, supporting the HPS “Plan of Action” to address a California legislative effort assigning responsibility for public protection from radiation and radioactive materials to Nuclear Engineers. Scott Medling reported that we have been in communication with author of legislation. wording will be changed to clarify description of Nuclear Engineers and Radiation Protection.
- ✓ Based on nominations by Nancy Kirner, President of AAHP at the time of the nomination, and Dr. Tom Tenforde, President of NCRP, Rich was invited by the Conference of Radiation Control Program Directors to present the John Villforth Lecture at the 41st Conference on Radiation Control held in Columbus, Ohio on May 18, 2009. The subject of his presentation was "Communicating Risk with the Patient."
- ✓ Referred issue of potential requirements for medical health physics licensure in State of Pennsylvania to Tom Buhl, Chair of the Title Protection and Professional Recognition Committee.

5.2 President-Elect (Paul Stansbury)

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

- ✓ Provided the list of individuals nominated for appointment to AAHP committees.
 - Jay Maisler requested not to serve due to his election as Academy EC director position.
 - Paul Rohwer requested to be relieved as Chair of the Professional Standards & Ethics Committee but agreed to remain as a member of the committee. Ruth McBurney agreed to Chair this Committee.
- ✓ Contacted each committee chair to ascertain the following information:
 - That the chair continues to be willing to serve,
 - Performance of committee members
 - Identify members that should be considered for reappointment.
- ✓ Reported that Scottie Walker is only recommended for

a 2 year appointment to the Continuing Education Committee (instead of 3) to reduce the number of committee members ending their terms in 2012.

5.3 Past President (Nancy Kirner)

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

- ✓ Continued work on the Academy Special Session, on the HPS Program for July 14, 2009. The topic is “Why Society Needs Health Physics: Biological Effects and Challenges.”
- ✓ Sent attached write-up on the Special Session to the CHP News Editor, Kyle Kleinhans.
- ✓ Reviewed SOP 1.1.2, Rev 0, and it needs no revision. Minor changes were made to the Past-President’s GTTK document. Recommended choosing a special session topic in an area of personal expertise, as it would be easier to find knowledgeable speakers

5.4 Secretary (Dan Mantooh)

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

- ✓ Finalized the minutes of the 2009 Midyear in San Antonio, incorporating EC comments
- ✓ Provided a summary of the meeting minutes to Kyle Kleinhans for incorporation into the June CHP News.
- ✓ Notified the EC of the election results for President-Elect Designate (Kathy Shingleton), Secretary-Elect (Ken Krieger) and Director (Jay Maisler).
- ✓ Reported that the review of GTTK 6.2.4, normally required at the annual had been completed in January.

5.5 Treasurer (Ray Johnson)

Ray reported the following:

- ✓ Reported that the fair market value of intermediate and long term investments totaled \$501,533 as of May 31, 2009. This represents an increase in value of \$30,384 since November 30, 2008. Ray provided a table for EC consideration showing the performance of these funds.
- ✓ Provided the results from evaluation of AAHP Investment Manager in accordance with the requirements of SOP 2.4.1. The performance of the long term investments results in the Investment Manager receiving a “yellow” rating for the quarters ending Feb. 28, 2009 and May 31, 2009. The performance of the intermediate term investments results in the Investment Manager receiving a “red” for the quarter ending Feb. 28, 2009 and a “green” for the quarter ending May 31, 2009. The next evaluation is due on August 31, 2009.

- ✓ Provided a statement of cash and investment balances as of May 31, 2009. The fair market value of the Academy's long-term funds is in excess of the 150% (168%) of the annual budget requirement in the investment policy. As of May 31, 2009 it was at 168%. Likewise the sum of the short-term and intermediate-term funds is in excess of 100% of the annual budget requirement at 111 %.

5.6 Parliamentarian (Steve Rima)

Steve reported that he had made sure that the official copy of bylaws and SOPs were maintained up-to-date.

6.0 Committee Correspondence and Reports

6.1 Appeals Committee (Greg Hall)

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

- ✓ The Committee evaluated an appeal of the 2008 examination results and found no evidence of ABHP deviation from its policy and procedures, and
- ✓ Assisted the Task Group of the HPS and AAHP in reviewing and providing comments on the draft Final Report on Education Content Standard Review.

Nancy Kirner thanked the committee for taking on the extra task of assisting on the Final Report on Education Content Standard Review.

6.2 Continuing Education Committee (Jim Willison)

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

- ✓ Since the beginning of 2009, 114 requests for evaluation have been received by the committee. The new e-mail address has helped in the processing of applications, although approximately half of the submittals are still received by mail or fax at the Secretariat's office. The new website for the ABHP contains a web form to allow easier submittal of materials whenever we get that turned on.
- ✓ Three AAHP 8-hr courses were arranged for the Minneapolis meeting. Unfortunately, one of the instructors had to withdraw due to work activities. The committee attempted to locate a replacement instructor and topic but was unsuccessful. HAZWOPER course and an Alpha Spectroscopy course were being held.
- ✓ Discussions with HPS ad hoc committee on innovative approaches to continuing education are

proceeding. At least two Continuing Education Lectures and two PEP courses from the Minneapolis meeting were being recorded. These will be made available on the HPS website for later viewing. Live webcast format will not be occurring soon due to limitations on band width at convention venues.

- ✓ Proposed a change to SOP 2.2.2 regarding a disconnect between scientific meetings and short courses or seminars. Provided suggested wording to clarify this issue.
- ✓ Nancy Kirner commented that the Oakland summer school would not qualify according to the proposed definition. Jim responded that summer schools are under a different criterion for CEUs.
- ✓ Provided an e-mail listing several issues regarding electronic presentations. Those discussed include:
 - Should there be a time limit on video presentations (timeliness)?
 - Should we offer full credit or something less for web-based lectures?
 - Should we tie credits granted to a user fee to offset the cost of the service?
 - Should there be a credit limit for recertification on the number of credits from web-based activities?
 - Related to the 3rd bullet, how do we handle "free" webcasts as is being planned for the 2009 meeting?

Nancy Johnson thanked Jim for his and the committee's efforts in developing the electronic application submittal process. Rich Vetter expressed the Academy's appreciation as well.

6.3 Exam Site Selection Committee (April Chance)

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

- ✓ The Exam Site Committee began the formal process of site selection on March 23, 2009. Overall, the site selection process was successful and fifteen sites, two more than in 2008, were secured. Individuals from Arlington, TX, Amarillo, TX, Boston, MA, and Tiverton, Ontario, directly contacted the committee Chairperson to host an exam for local candidates. The Boston and Tiverton sites were added to the 2009 roster. The Arlington, TX and Amarillo, TX sites did not have a sufficient number of candidates. These sites will be contacted again in 2010.
- ✓ The committee's biggest challenge this year includes: The number of previous proctors attending the annual meeting reduced the numbers of local

proctors?

- ✓ April provided the following list of local exam sites for 2009:

Aiken, SC	Oak Ridge, TN
Boston, MA	Richland, WA
Boulder, CO	San Antonio, TX
Gaithersburg, MD	San Francisco, CA
Idaho Falls, ID	St Louis, MO
Las Vegas, NV	Tiverton, Ontario
Los Alamos, NM	Upton, NY

6.4 Finance Committee

The Finance Committee met on March 31, 2009, in the offices of Burk and Associates, Inc. (BAI), 1313 Dolley Madison Boulevard, McLean, Virginia.

- ✓ Developed the AAHP Proposed Budget for FY 2009/2010 based upon consideration of the Budget Request Worksheets submitted by the AAHP Officers and Committee Chairs. Provided a copy of the proposed budget to the EC for consideration
- ✓ The Finance Committee recommendation of the performance bonus for BAI was discussed separately as the proposed budget did not include that amount. Did not get responses from individuals prior to the budget meeting. Typically issue is discussed in Executive Session,
- ✓ The Proposed Budget for FY 2009/2010 projects receipts of \$175,700 and Disbursements of \$219,917.
- ✓ Ed described several changes that had been made to the appearance of the budget, explaining that the budget actually consists of 2 parts; the operating budget and performance of the AAHP investments.
- ✓ Provided a detailed discussion on the history and evolution of the scoring system. Ray Johnson commented that even though the investment manager rated “red” for 2 quarters, overall our investments are now doing better.

6.5 Nominating Committee (Kathy Pryor)

Earl Fordham presented the report for the Nominating Committee Chair:

- ✓ Names and resumes for candidates to be considered for 2 open ABHP positions were provided. The four individuals have indicated their willingness to serve and were selected according to AAHP procedures.
- ✓ The candidates are Michael Brooks, Drew Thatcher, George MacDurmon, and Rob Forrest.
- ✓ SOP-2.5.1, Nominating Committee, was reviewed and does not require revision at this time.
- ✓ SOP-6.2.16, GTTK document for the Nominating Committee Chair, was also reviewed and does not require revision.

6.6 Professional Development Committee (Jay Maisler)

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

- ✓ “Guidance for Health Physicists Serving as Expert or Fact Witness,” was approved by the Executive Committee in Pittsburgh, last year, is posted on the Academy’s website.
- ✓ With regard to SQ/P-002 revision on qualifications for Healthcare RSOs, former PDC member, Kevin Buckley serves as the liaison with the AAPM Professional Development Council Task Group charged with developing a document on RSO qualifications for medical facilities. The document must include the training and experience required for medical physicists to serve as RSOs in all types of healthcare facilities, from private offices to small community hospitals to large, broad scope institutions such as large medical/academic facilities. The requirements must reflect the existing training and experience regulations in 10 CFR 35.
- ✓ The PDC is submitting the brochure on “Why Become a CHP” to the Executive Committee for review, comments, and/or approval. Revisions to the brochure were suggested by Kathy Shingleton and Nancy Johnson, and Ray Johnson. Comments from the EC were solicited by Jay to be received by the end of August.
- ✓ The PDC has completed reviews of SOPs 2.6.1, 2.6.2, and 2.6.3. Recommended changes to SOP 2.6.1 and 2.6.2 were provided for EC consideration.
- ✓ The PDC is actively working on recommendations for improving the aged ABHP/AAHP booth. In addition to material condition of the booth and outdated displays, recommendations for publications and brochures are being developed.
- ✓ Jay will work with incoming chair Mike Davidson to review and revise the committee’s GTTK document.

6.7 Professional Standards & Ethics Committee (Paul Rohwer)

The Professional Standards & Ethics committee submitted a written report which had been included in the meeting packet, but no members of the Committee were present to discuss the report:

- ✓ There were no complaints referred to our committee by the Executive Committee during this reporting period.
- ✓ There were no nominees for the Joyce P. Davis Memorial Award for 2009.

6.8 Title Protection/Professional Recognition Committee (Tom Buhl)

Tom reported the following:

- ✓ The “Tripartite Agreement” with the AAHP, Health Physics Society, and the American Industrial Hygiene Association, was renewed in December 2008. This agreement provides for the AAHP to participate in the program to obtain title protection and professional recognition for CHPs that is being conducted under the lead of the AIHA.
- ✓ This year draft legislation was prepared and sent to individual members of the Wisconsin, Nevada, and Connecticut Legislatures. Unfortunately, no sponsor was located for this proposed legislation.
- ✓ We are still waiting to hear the results of the sunrise review of our proposed legislation undertaken by the Hawaii State Auditors office and subsequent legislative activity.
- ✓ The GTTK is being revised to include the status of title protection in the annual report.
- ✓ A draft SOP is being prepared to include maintaining trademark registration from the USPCO by December 2012.

6.9 Liaisons’ Reports

6.9.1 ABMP (Dean Broga/Michael Erdman/ Michael Sheetz)

The committee was not represented but provided the following written report:

- ✓ The ABMP continues working to resolve its issues with the NRC regarding RSO eligibility for its Medical Health Physics Diplomates. Issues presently being addressed:
 - the meaning and the use of “and/or” in 10CFR 20 Part 35.50 (a)(2)(ii), if the “and/or” clause means either/or then 2 years of supervision by an AU should be comparable to supervision by a medical physicist.
 - Does 35.50 (a)(2)(ii)(A) limit supervision to only those physicist approved after the dates posted on the NRC web site or to anyone holding certification by that board. This issue is of concern to any board whose diplomats may be supervising candidates for certification.
- ✓ The Board continues to evaluate the impact of the CARE Bill on its diplomats and the Boards need to be accredited by an entity which accredits accrediting bodies.
- ✓ Next year orals and exams will be given at the AAPM meeting in Philadelphia.
- ✓ Three new Diplomates passed the ABMP orals this year.

6.9.2 CRCPD (Earl Fordham)

Earl discussed the following:

- ✓ Earl thanked Rich Vetter for presenting at the CRCPD in May.
- ✓ The Chair of the Conference of Radiation Control Program Directors (CRCPD) is now Dr. Adela Salame-Alfie (NY). She took over from John Winston in May. The Conference has five departments or Councils. The five Councils are Healing Arts, Environmental, Homeland Defense/Emergency Response, General and Suggested State Regulations for Control of Radioactive Materials.
- ✓ Each Council, headed by a CRCPD Board member, has several “working” groups within the Council. These groups are set up with members, advisors, resource individuals and peer reviewers. The working groups are looking for volunteers to assist them in the completion of their assignment (or charges).
- ✓ Examples of organizations involved in CRCPD working groups include AAPM, ACR and SNM. Each of these organizations brings expertise to the table. CRCPD is looking to the Academy to assist in some of the current challenges: brachytherapy, IMRT, Homeland Security concerns, and the development of new regulations in most areas (especially in light of the NRC beginning efforts to look at the primary dose standard here in the United States).
- ✓ In the AAHP January minutes, there was an open item where Rich Vetter was to discuss with Tom Buhl how to prevent miscommunications with the states over title protection. Earl offered his assistance in communicating with the state directors of radiation control programs.

Rich thanked Earl for his efforts

6.9.3 Health Physics Society (Liz Brackett)

No written report was received from the HPS Liaison.

6.9.4 NRRPT (Dave Tucker)

Ed Benfield reported the following:

- ✓ Dave Biella, NRRPT Chair, met with CDC to develop a list of names that could be called on in case of radiological emergency. They are working with the Medical Reserve Corps (MRC) to create a database for the south, to pre-identify and prequalify radiological professionals for response. The effort is still in the planning stages. Armin Ansari will meet with NRRPT to provide vision of where the effort will go. Funding is limited as most CDC funding

- focused on pandemic infections.
- ✓ Mr. Biella attended the CRPA meeting in Montreal. NRRPT has been registering professionals in Canada since 2006. They have developed contacts and increased NRRPT presence in that country. The plan is to attend the CRPA for the next 3 years at least.
- ✓ The HPS N-13 Committee asked for representative from NRRPT. Dwayne Brown will be that representative; others invited from DHS and AAPM to provide representatives.
- ✓ There may be a shortage of technical help for commercial outages due to the upswing of Department of Energy hiring in response to “stimulus package” funding.
- ✓ Ed mentioned the RP 2020 Initiative which is focused on two year programs graduating 20-25 people each for hiring into commercial operations. These programs would fill positions requiring junior RCT qualifications. Cheryl Olson reported that the State of Wisconsin provides funding for internships for individuals gaining experience at no cost to the utility. Ken Krieger reported a similar initiative is happening in Texas.

Rich Vetter expressed appreciation to the NRRPT and their efforts.

7.0 Reports from the Editor & Webmaster

7.1 Newsletter Editor (Kyle Kleinhans)

Kyle was not present, but provided the following report:

- ✓ Performed the required annual review in accordance with SOP 3.3.1, CHP News Editor. No revision is needed.
- ✓ Reported that the number of articles submitted continue to exceed the space available for the CHP Corner. Expressed thanks to the Executive Committee and Committee Chairs that have submitted articles.
- ✓ Provided a detailed list of articles published in the CHP News and CHP Corner.

7.2 Webmaster (Scott Medling)

Scott was present and provided the following:

- ✓ Website activity has been static.
- ✓ When 2008 CHP exam results were posted, 80% of the candidates received results from the website, while 20% never figured out how to do it.

8.0 Report of the American Board of Health Physics (Cheryl Olson)

Cheryl summarized her written report which had been

distributed at the meeting. Of particular interest, Cheryl mentioned the following:

- ✓ Reviewed/approved candidate’s applications to sit for Part I and/or Part II of the certification exam.
- ✓ Presented a nominee for the McAdams Award.
- ✓ Prepared the 2009 Certification exam.
- ✓ Selected new ABHP officers for 2010: Jack Higginbotham Chair, Sharon Dossett, Secretary, Nora Nicholson, Vice Chair, and Kent Lambert Parliamentarian.
- ✓ Anticipate more travel requests for panel members due to economic down turn.
- ✓ Continued leading effort to get ANSI certification of our certification process, under the leadership of Jim Tarpinian. There are issues with currently certified individuals meeting current ANSI requirements and also the cost of certification. ANSI has assured the ABHP that that they would make sure we are ready before starting the certification process. Jim anticipates we will be prepared to request certification by 2012.
- ✓ Worked on a draft procedure on continuity of operations. There is currently a procedure in case of exam compromised but the revision will include a matrix of responses to various scenarios.
- ✓ Worked a procedure change on determining reciprocity for other certifying bodies.
- ✓ Disagreed with an individual candidate over the definition of professional experience. The Board is taking action to revise the prospectus to provide more guidance to potential candidates on determining professional experience. Cheryl will provide an article to the Newsletter further clarifying this issue.

9.0 Report of the Secretariat (Nancy Johnson)

Nancy Johnson, Secretariat Program Director, provided detailed data on the certification exam process, including:

- ✓ Numbers of applicants; numbers of candidates, and passing rates.
- ✓ Reported on the following activities of the Secretariat:
 - Processed 251 applications for the 2009 examination.
 - Notified all candidates about their applications approval/disapproval.
 - Coordinated 2009 exam sites with the Exam Site Committee.
 - Mailed final exam packets to candidates.
 - Mailed 2009 exams and materials to proctors at 16 sites.
 - Processed Recertification Applications.

- Processed Continuing Education Course Approval applications.
- Coordinated 2009 Officers Ballot 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 2009-10 budget.
- Prepared and distributed Agenda Packets for the ABHP and AAHP meetings.
- Prepared certificates of appreciation and plaques for distribution at the 2009 Awards Luncheon.
- Provided current address and membership information for the AAHP, ABHP, and associated committees.

10.0 Old Business

10.1 Review of January 2009 Open Action Items (Rich Vetter)

Rich reported that both items are complete:

- ✓ Revise SOP 6.2.2 to include reading of names of recently deceased CHPs.
- ✓ Discussion with Tom Buhl for ways to prevent miscommunication regarding Title Protection.

10.2 Review of July 2008 Open Action Items (Rich Vetter)

Rich reported that the PS&E Committee prepared the requested summary report.

10.3 Review of January 2008 Open Action Items (Tom Buhl)

Tom reported that the action to revise SOP to include maintaining Trademark Registration has been extended until January 2010.

10.4 Review of July 2007 Open Action Items

10.4.1 The action item to initiate discussion with other organizations on the Healthcare RSO SQ/P has been complete. (Jay Maisler)

10.4.2 The action item to develop a brochure on the benefits of certification has been complete. (Jay Maisler)

10.4.3 The action item to develop a position paper on what students should know about radiological sciences has been complete. (Ad hoc Committee)

10.4.4 The action item to maintain a list of other society courses for consideration of CECs has been complete. (Jim Willison)

10.5 Review of June 2006 Open Action Items

10.5.1 The action item to review SOP 2.6.1 and recommend changes to include other stakeholders has been complete. (Jay Maisler)

10.5.2 The action item to get the GTTK and SOP as needed to reflect the requirement for including he status of Title Protection in the annual report has been extended until January 2010. (Tom Buhl)

10.5.3 The action item to edit the website embosser order form to include a rubber stamp as an option has been complete. (Scott Medling)

10.5.4 The action item for the Professional Development Committee to revisit the question of explicit review periodicity in existing and future SQ/P documents and make recommendations to the Executive Committee has been complete. (Jay Maisler)

11.0 New Business

11.1 IRPA Guiding Principles for Radiation Protection Professionals On Stakeholder Engagement (Rich Vetter)

The following discussion was held during Session 1 of the EC on July 11, 2009. C. Rick Jones provided a discussion on this topic.

A session on stakeholder engagement was held at the Madrid IRPA meeting in 2004. The Commissioner challenged members to incorporate these concepts into each organization's code of ethics.

At the Buenos Aires meeting, case studies were reviewed which identified features of successful stakeholder activities. In the Spring of 2008, the final document *Guiding Principles for Radiation Protection Professionals on Stakeholder Engagement*, was sent to societies and presented at the 2008 meeting.

Rick said that IRPA expects associate societies to present their efforts to implement the document by 2012. These would include endorse the document, use the document in course of daily business, write up case studies and share these experiences to more effectively utilize the methodology.

Rick asked for AAHP cooperation to endorse the document to their membership, and to assist in documenting case studies (will be a website). The goal is to see US societies show leadership in this effort.

Cheryl Olson suggested that the field should be a domain of practice and proposed an amendment to Section AAHP 11.3 of our by laws to encourage CHPs to seek

opportunities for positive engagement with Stakeholders. The exam preparation guide will be revised to provide a discussion of Stakeholder Involvement.

11.2 Qualified Medical Physicists Registry (Rich Vetter)

Rich provided a detailed description of this issue in the agenda package. The concerns consist of the following;

- ✓ The AAPM is encouraging states to license medical physicists including medical health physicists. To be licensed, one must hold a graduate degree and be certified by one of the following bodies: ABR ABMP CCPM, ABSNM and ABHP.
- ✓ Some states are forming or suggesting a board be developed to decide licensing qualifications. There is no assurance that CHP would continue to be a qualifying certification under this approach.
- ✓ ABHP is responding to the sponsors of this bill expressing our concerns.
- ✓ Cheryl compared the skill set required by AAPM and what we test on in the area of medical physics to identify any gaps.
- ✓ AAPM suggested CRCPD create a database of medical physicists already certified but it did not include ABHP certification. Rich has talked to Ruth McBurney CRCPD President. Proposed we take initiative to get CHPs on the list.
- ✓ Paul Stansbury suggested we approach the ABMP as we have a better relationship with that body.
- ✓ Ruth McBurney explained that the AAPM requested the CRCPD create a registry of qualified medical physicists.
- ✓ Purpose is to make the process of verifying board certification by states easier.
- ✓ Ruth suggested Rich contact Melissa Martin to further communications.
- ✓

11.3 Policy change on QA review of draft exams Section (Cheryl Olson)

Current Policy says the board chair with assistance of two board members shall review the final revisions of the exam prior to giving the exam. Revise text to make policy and procedure agree and add flexibility.

11.7 HPS Salary Survey (Paul Stansbury)

Paul Stansbury suggested that AAHP assign the salary survey to an existing standing committee to formalize the process and add continuity.

11.8 Reappointment of the CHP News Editor, Associate Editor and Webmaster (Rich Vetter)

The AAHP EC supposed to review the appointments for CHP News Editor, Associate Editor, and Webmaster every three years.

11.12 AAHP Special Session Update (Nancy Kirner)

- ✓ Past President Nancy Kirner provided a write-up of her planned Special Session
- ✓ Nancy reported that we have internationally renowned speakers for the session including: Dr. Ken Kase, Dr. Ken Mossman, Dr. Gayle Woloschak, Dr. Sally Amundson, Dr. Gordon Livingston, and Dr. Steven Bailey.
- ✓ Nancy requested additional funding for the Special Session in the amount of \$1500 to cover travel costs for some speakers.

11.7 January 2010 Meeting Date

The meeting in Albuquerque will be Saturday January 24, 2009, from 8:00 am to 5:00 pm. A motion to adjourn and reconvene the Executive Committee at the Albuquerque mid-year meeting was approved.

12.0 Adjournment

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

Kyle Kleinhans, CHP
 Work: 865-241-1024
 FAX: 865-241-4266
 E-mail: klink17@tds.net OR krp@y12.doe.gov

Harry Anagnostopoulos, CHP
 Work: 702-295-3489
 FAX: 702-295-2025
 E-mail: H.Anagnostopoulos@NV.DOE.GOV

ABHP APPLICATION REMINDER: Complete applications to take either part of the 2010 ABHP examination must be filed with the Secretariat, postmarked no later than 15 January 2010. Application information may be found at

<http://www.hps1.org/aahp/boardweb/forms.html> .

**AAHP Special Session on:
“Why Society Needs Health Physics: Biological Effects and Challenges.”**

Nancy P. Kirner, CHP

The American Academy of Health Physics sponsored a special session with several invited speakers on the broad topic of "Why Society Needs Health Physics: Biological Effects and Challenges" at the 54th Annual Meeting of the Health Physics Society in Minneapolis, Minnesota. As the immediate Past-President of the Academy, I chaired the session and was assisted by Thomas S. Tenforde, Ph.D., Executive Director, National Council on Radiation Protection (NCRP), and Jim Willison, CHP, Chair of the Academy Continuing Education Committee.

Dr. Kenneth Kase, President of the International Radiation Protection Association and Past-President of the Health Physics Society, began the session by summarizing the recently released National Council on Radiation Protection and Measurements report (NCRP Report No. 160), "Ionizing Radiation Exposure of the Population of the United States." In addition to re-counting the per capita average doses from terrestrial, cosmic, industrial, and medical sources of ionizing radiation, Dr. Kase, noted that the report identified a greater than six-fold increase in diagnostic medical exposures.

Past-HPS President Kenneth Mossman then discussed some of the challenges in communicating risk that the profession of health physics faces. His presentation, "Building Bridges in Health Physics," cautioned us to remember limitations of epidemiology saying, "Absence of Evidence is not Evidence of Absence." His recommendations included using a systems approach to biology and urged that risk assessment be uncoupled from risk management.

Dr. Gayle Woloschak, Professor in the Department of Radiology and Cell and Molecular Biology at Northwestern University, presented "Long-term Animal Studies: Past and New Results Related to Low Dose and Low-Dose Rate Exposures." This informative and densely packed lecture summarized what we know and have yet to learn from essentially all the radiation dose-effect studies at the organism level (mostly mouse and dog) performed to date. If you think that is an exaggeration, you probably did not hear her paper. Dr.

Woloschak's laboratory is fast becoming the repository with coordinated database for historical tissue samples and results from animal studies dating back to the 1950's.

Dr. Sally Amundson, Associate Professor of Radiation Oncology at Columbia University Medical Center and Director of the Center for Radiological Research, then reported on radiation effects at the molecular level in her presentation, "Gene Expression and Network Activation following Bystander and Low Dose Radiation Exposures." She explained that she and her co-workers were looking at gene expression to gain insight into signal transduction and the molecular mechanisms underlying various cellular responses to ionizing radiation. Among other findings, she reported that there appear to be different cellular and genomic responses operating at low dose rates compared to high dose rates. Biological response to low- compared to high-dose rate exposures is not merely a distinction of degree of response, but rather there is an entirely different signaling pathway that is triggered.

Dr. Gordon Livingston, Technical Director of the Cytogenetics Biodosimetry Laboratory, part of REAC/TS, at Oak Ridge National Laboratory. His talk, "Sensitivity of Human Lymphocytes to Low-Dose Radiation," instructed us on how human lymphocytes can be used to estimate acute dose and the utility of that approach compared to other biological markers of dose. Joe Sorcic, a student at Colorado State University, discussed a potential method of expressing high dose intakes in cases such as the 2006 Po-210 poisoning incident, in terms of multiples of ALI or DAC in his presentation entitled, "Applicability of Annual Limit on Intake/Derived Air Concentration for High Dose Deterministic Effects."

In the Department of Pharmacology at Southern Alabama University, there has been considerable study ongoing by Dr. Steven Bailey and Dr. June Ayling in the area of chemical radiation protectants. Dr. Bailey's presentation, "Prophylaxis of Damage from Ionizing and Ultraviolet Radiation by the Natural Folate, 5-Methyltetrahydrofolic Acid," reported that this natural

folate (not the drugstore variety of folic acid) appeared to be non-toxic at high levels, yet protective against both ionizing and UV radiation damage, if ingested orally 90 minutes pre-exposure. Clinical trials are needed to determine if these studies on small animals also work to the benefit of humans.

My personal reaction to hearing about this research on chemical protectants leads me to question whether there may be a way of minimizing potential, although not demonstrable, cellular changes from some diagnostic, higher-dose procedures such as cardiac catheterization and computerized tomography. Is ALARA just about reducing dose or do we have an obligation also to minimize risk? Can chemical protectants be useful on this “other side of ALARA?”

The afternoon session was designed to look at the biological effects and challenges at the organism level, against the backdrop of NCRP Report No. 160. To that end, Dr. Thomas Tenforde compared and contrasted two pie charts: one for the 1980’s average per capita dose to

the population of the United States and the other for the just-published values from NCRP Report No.160. The difference in contribution from medical sources was dramatically portrayed in these side-by-side graphics.

Call for Nominations 2010 Joyce P. Davis Memorial Award

The American Academy of Health Physics (AAHP) 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. Exemplary professional service to the AAHP or the American Board of Health Physics.

Please take the time to nominate a deserving colleague.

Dr. Tenforde then introduced Dr. Daniel Strom, member of the Radiological Science and Engineering Group at Pacific Northwest National Laboratory. Dr. Strom then reviewed the state of knowledge about the health effects of ionizing radiation for humans in his presentation, “Health Effects of Ionizing Radiation.” Dr. Janet Johnson, Consultant to TetraTech, summarized the state of our knowledge and conflicting messages about health effects from radon exposure.

The session then gained an international flavor, with two reports from the International Atomic Energy Agency (IAEA), both were presented by Dr. John Hunt. The first was written by Dr. Rodolfo Cruz-Suarez, Group Leader for Laboratory Services Group, describing how the IAEA was improving its dosimetry capabilities and the state of occupational radiation protection in Latin America. Lastly, Dr. John Hunt, reported on, “The IAEA Pu-240 Incident, Clean-Up and Lessons Learnt.” This case study resulted from a broken quartz vial of aged plutonium standard solution, the result of radiolytic hydrogen build-up. Communication issues related to public information and technical challenges provided a practical example of “**Why Society Needs Health Physics.**”

No nominations were received for this prestigious award in 2009. 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 P. Kelly, James E. Tarpinian, Carol D. Berger, and Howard W. Dickson. The award will be presented at the AAHP Awards Luncheon during the 55th Health Physics Society Annual Meeting in Salt Lake City, UT, June 27-July 1, 2010. 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 (2010 Chair, Kathryn H. Pryor, (kathy.pryor@pnl.gov) on or before 1 March 2010.

AMERICAN ACADEMY OF HEALTH PHYSICS

Voting Members of the Executive Committee - 2010

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

PRESIDENT

Paul S. Stansbury ('11)
7313 Columbia River Rd
Pasco, WA 99301
(509) 375-6937 Work
(509) 375-2019 FAX
paul.stansbury@pnl.gov

PRESIDENT-ELECT

Kathleen Shingleton ('12)
LLNL, L-384
PO Box 808
Livermore, CA 94551-0808
(925) 422-5172
Shingleton2@llnl.gov

PAST PRESIDENT

Richard J. Vetter ('10)
Mayo Clinic/Radiation Safety
200 1st St SW, MS 828
Rochester, MN 55905
(507) 284-4408 Work
rvetter@mayo.edu

SECRETARY

Kenneth Krieger ('12)
IRIS LLC
904 University Oaks Blvd, Apt 135
College Station, TX 77840-3513
(512) 413-2335
kvkrieger@netzero.net

TREASURER

Raymond H. Johnson, Jr. ('11)
Dade Moeller & Associates
481 N. Frederick Ave, Suite 302
Gaithersburg, MD 20877-2472
(301) 990-6006 Work
(301) 990-9878 FAX
ray.johnson@moellerinc.com

DIRECTOR & PAST-SECRETARY

Daniel Mantooth ('10)
3400 Clearwater Ct.
West Richland, WA 99353
(509) 946-0410 x326 Work
(509) 628-9006 Home
DSM99354@charter.net

DIRECTOR

Michael K. Bollenbacher ('11)
Auxier & Associates
9821 Cogdill Rd, Suite 1
Knoxville, TN 37932
(865) 675-3669 Work
(865) 675-3677 FAX
mikeb@auxier.com

DIRECTOR

Jay Maisler ('12)
16802 Woburn Lane
Lutz, FL 33549
(813) 962-1800
jmaisler@enercon.com

DIRECTOR

Steven D. Rima ('10)
3202 Primrose Court
Grand Junction, CO 81506
(970) 243-2861 Work
(970) 256-7356 FAX
sdrima@mactec.com

ABHP CHAIR, EX-OFFICIO MEMBER

Jack F. Higginbotham ('12)
Oregon State University
Radiation Center
Corvallis, OR 97331
Work (541) 737-7068
Fax (541) 737-0480
Jack.higginbotham@oregonstate.edu

AMERICAN ACADEMY OF HEALTH PHYSICS

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

AAHP Appointed Positions - 2010

PROGRAM DIRECTOR

Nancy Johnson
American Academy of Health Physics
1313 Dolley Madison Blvd, Suite 402
McLean, VA 22101
(703) 790-1745 x25 Work
(703) 790-2672 FAX
njohnson@burkinc.com

NEWSLETTER EDITOR

Kyle Kleinhans
Colchester Ridge Road
Knoxville, TN 37922
(865) 241-1024 Work
(865) 241-4266 FAX
(865) 474-9238 Home
klink17@tds.net
krp@y12.doe.gov

WEBMASTER

E. Scott Medling
Southern California Edison
P.O. Box 128
San Clemente, CA 92674-0128
(949) 368-7492 Work
(949) 203-2274 FAX
Scott.medling@sce.com

AAHP Appointees (ABMP) – 2010

Dean W. Broga (1/07 - 12/09)
Medical College of Virginia
Virginia Commonwealth University
Envir Health & Safety, Box 980112
Richmond, VA 23298-0112
(804) 828-5877 Work
broga@hsc.vcu.edu

Michael C. Erdman (1/09 – 12/11)
Hershey Medical Center
Health Physics MC H141
Hershey, PA 17033
(717) 531-4222
merdman@psu.edu

Michael Sheetz (1/08 – 12/10)
6945 Rosewood St
Pittsburgh, PA 15208
(412) 624-2728
sheetz@radsafe.pitt.edu

AAHP Liaisons – 2010

CRCPD:

Earl Fordham
Washington Dept of Health
Office of Radiation Protection
309 Bradley Blvd, Suite 201
Richland, WA 99352
(509) 946-0234 Work
(509) 946-0876 FAX
earl.fordham@gmail.com

HPS:

Elizabeth Brackett
64 Sutton Drive
Vernon, CT 06066
(860) 872-2137 Work
ebrackett@mjwcorp.com

NRRPT:

Dave Tucker
Senior Health Physicist
Health Physics Department
Nuclear Research Building
1280 Main St W
Hamilton, N/A L8S 4K1
Canada
(905) 525-9140 x24099
tuckerdm@mcmaster.ca

AMERICAN ACADEMY OF HEALTH PHYSICS

AAHP Committee Listing - 2010

Appeals

Gregory Hall, Chair ('10)
655 Cedar Ridge Dr
Idaho Falls, ID 83404
(208) 533-0380
gregory.hall@icp.doe.gov

Nicholas Panzarino ('12)
Penny Shamblin ('11)

Continuing Education

James S. Willison, Chair ('11)
2131 Centennial Avenue, SE
Aiken, SC 29803
(803) 502-9852
jim.willison@wsms.com

Louise Buker ('12)
James Cherniak ('10)
Joseph Greco ('11)
Joel Rabovsky ('12)
Scottie Walker ('11)

Exam Site

April Chance, Chair ('10)
675 McDonnell Blvd
St Louis, MO 63134
(314) 654-7960
april.chance@covidien.com

Jason Flora ('11)
John Gough ('10)
Jack Higginbotham ('11)

Finance

Raymond Johnson, Chair ('11)
481 N Frederick Ave, Suite 302
Gaithersburg, MD 20877-2472
(301) 990-6006
ray.johnson@moellerinc.com

Daniel Mantooth ('10)
Jack Higginbotham ('10)

Nominating

Kathryn Pryor, Chair ('11)
Battelle PNW, MS J2-38
PO Box 999
Richland, WA 99352
(509) 371-7888
kathy.pryor@pnl.gov

Morgan Cox ('11)
John Hageman ('10)
Earl Fordham ('11)
Steven King ('12)
Kyle Kleinhans ('11)
Glenn Sturchio ('10)
Bruce Zibung ('12)
Nora Nichelson (ABHP Vice Chair) ('10)

AMERICAN ACADEMY OF HEALTH PHYSICS

AAHP Committee Listing - 2010

Professional Development

Michael Davidson, Chair ('10)
460 Lymington Rd
Severna Park, MD 21146-3548
(410) 521-5454
mdavidson@chesnuc.com

Cindy Bloom ('11)
Andrew Karam ('12)
Thomas Johnson ('12)
Jeffrey Vollmer ('11)
Wei-Hsung Wang ('12)
Kevin Buckley (ad hoc AAPM Liaison) ('10)

Professional Standards & Ethics

Ruth McBurney, Chair ('10)
5305 Riverplace Blvd
Austin, TX 78730
(502) 382-7869
rmcburney@crcpd.org

Nancy Kirner ('12)
Jack Fix ('11)
Paul Rohwer ('12)
Cheryl Olson ('10)

Title Protection/Professional Recognition

Tom Buhl, Chair ('11)
1877 Brillante Lane
Santa Fe, NM 87505
(505) 471-0121
tombuhl@comcast.net

Kathleen Dinnel-Jones ('12)
Barbara Hamrick ('11)
Judson Kenoyer ('10)
Debra McBaugh ('10)
Bernard Olsen ('11)

AMERICAN BOARD OF HEALTH PHYSICS – 2010

CHAIR

Jack F. Higginbotham ('10)
Oregon State University
Radiation Center
Corvallis, OR 97331
(541) 737-7068 Work
Jack.higginbotham@oregonstate.edu

VICE CHAIR

Nora Nicholson ('10)
NAPS/Dominion Power
PO Box 402
Mineral, VA 23117
(540) 894-2071 Work
Nora.nicholson@dom.com

SECRETARY

Sharon Dossett ('13)
5940 Goldstone Drive
Grove City, OH 43123
(614) 424-4961 Work
dossetts@battelle.org

PARLIAMENTAIRIAN

Kent Lambert ('11)
300 Glenside Road
Millville, NJ 08332
(215) 255-7860 Work
Kent.lambert@drexel.edu

MEMBER

Robert Forrest ('14)
8 Cameron Court
Exton, PA, 19341
(215) 898-2109 Work
rforrest@ehrs.upenn.edu

MEMBER

George MacDurmon ('14)
3409 Fox Hill Terrace
Edmond, OK 73034
(405) 271-6121 Work
George-macdurmon@ouhsc.edu

MEMBER

Cheryl L. Olson ('10)
411 Maple Street
Casco, WI 54205
(920) 388-8638 Work
cheryl_1_olson@msn.com
cheryl.l.olson@dom.com

MEMBER

Govind R. Rao ('13)
420 Sundown Rd
Knoxville, TN 37934
(865) 576-1182 Work
zga@ornl.gov

PROGRAM DIRECTOR

Nancy Johnson
American Academy of Health Physics
1313 Dolley Madison Blvd, Suite 402
McLean, VA 22101
(703) 790-1745 x25 Work
(703) 790-2672 FAX
njohnson@burkinc.com

AMERICAN BOARD OF HEALTH PHYSICS - 2010

PART 1 PANEL OF EXAMINERS

Michael Stabin, Chair
Vanderbilt Univ, Dept of Radiology
1161 21st Avenue South
Nashville, TN 37232
(615) 343-0068
michael.g.stabin@vanderbilt.edu

Jackson Ellis, Vice Chair
Dade Moeller & Associates
3525 Walton Way Extension
Augusta, GA 30909
(803) 736-1725
jellis@moellerinc.com

Jerry R. Hensley, Jr., Past Chair
1408 Musgrave Drive
Roseville, CA 95747
(916) 474-5589
radtype@aol.com

PART 2 PANEL OF EXAMINERS

David W. Burkett, Chair
2028 Preakness Place
Lebanon, TN 37087
(615) 873-6682
david.burkett@va.gov

Daniel I. Menchaca, Vice Chair
PO Box 2818
College Station, TX 77841
(979) 845-0063
d-i-menchaca@tamu.edu

Mark A. Miller, Past Chair
PO Box 451
Fairview, TN 37062
(615) 343-8220 Work
andy.miller@vanderbilt.edu

MEMBERS

Cheryl Antonio, ('13)
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THE 2009 CHP SALARY SURVEY

Gary Lautenschlager

Introduction

The 2009 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).

The HPS salary survey results will be reported 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.

data from five survey respondents were excluded from the data analysis because they indicated that they earned more than \$178,750 per year.

Of 59 respondents who reported receiving a significant (10% or more) salary increase upon attaining ABHP certification: 29% received this increase from their current employer, 29% from a promotion with their current employer, 32% received this increase from a new employer, and 10% 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.

statistical validity, results were 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 were not given.

Tables and Figure

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, Table 4 – All CHPs >15 Years Experience, and Table 10 – All CHPs as Professional Staff are included as Figures 1, 2, 3, and 4 respectively.

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

Readers are cautioned that for

To avoid skewing the results,

Figure 1: Histogram of Table 1 Data

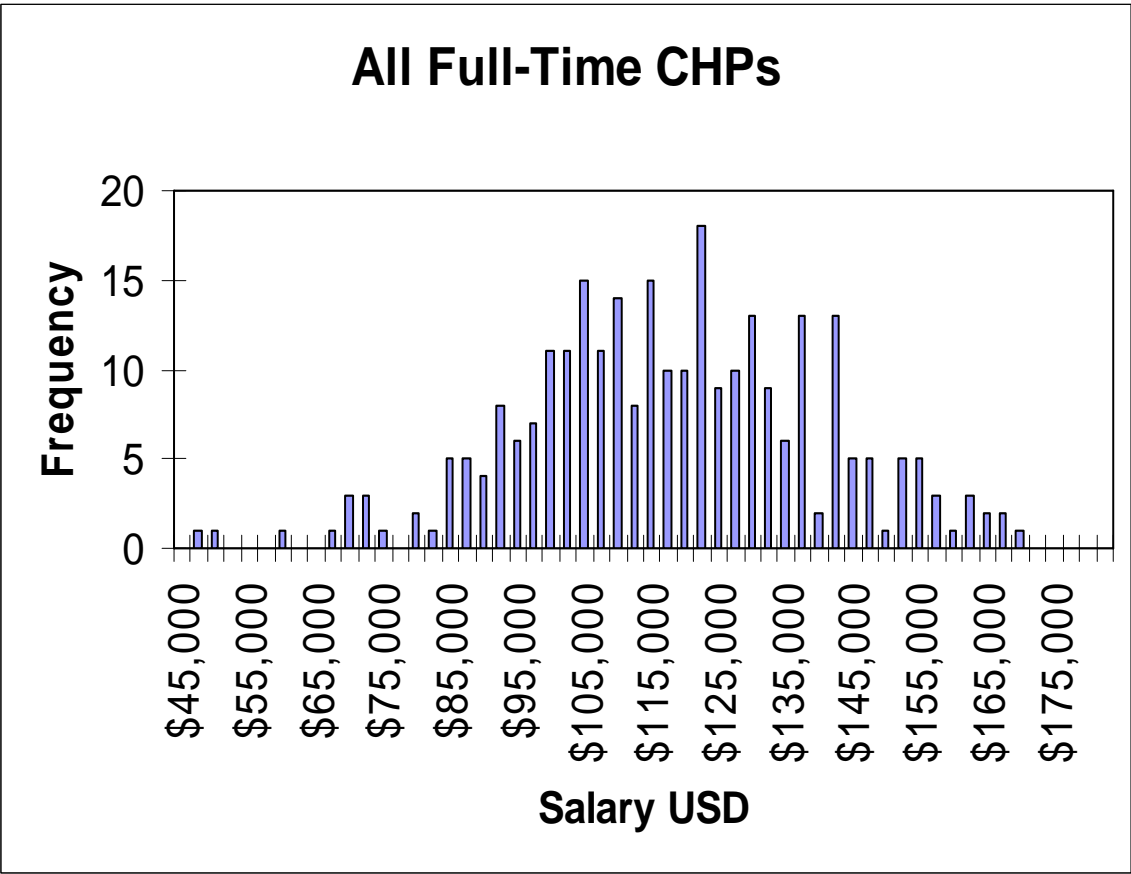


Table 1: All CHPs

	Count	Average	Median	Max	Min	Std Dev
CHPs	280	\$116,723	\$116,250	\$168,750	\$46,250	\$22,207

Table 2: CHPs by Education

	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	10	\$125,000	\$118,750	\$166,250	\$101,250	\$19,445
Bachelors Other Field	34	\$110,368	\$106,250	\$156,250	\$68,750	\$19,246
Masters Health Physics	124	\$118,508	\$121,250	\$166,250	\$58,750	\$21,022
Masters Other Field	31	\$111,089	\$111,250	\$161,250	\$71,250	\$22,903
Masters Nuclear Engineering	19	\$115,329	\$111,250	\$148,750	\$68,750	\$22,271
Ph.D. Other Field	17	\$117,132	\$121,250	\$151,250	\$46,250	\$29,500
Ph.D. Health Physics	20	\$121,875	\$118,750	\$153,750	\$93,750	\$19,123
Ph.D. Nuclear Engineering	10	\$122,500	\$120,000	\$168,750	\$86,250	\$25,583

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

	Count	Average	Median	Max	Min	Std Dev
All CHPs	49	\$105,893	\$106,250	\$143,750	\$58,750	\$17,463
Masters Health Physics	25	\$104,050	\$103,750	\$133,750	\$58,750	\$18,768

Table 4: CHPs by Education and >15 Years Experience

	Count	Average	Median	Max	Min	Std Dev
All CHPs	228	\$119,090	\$120,000	\$168,750	\$46,250	\$22,397
Bachelors Other Field	29	\$111,422	\$106,250	\$156,250	\$68,750	\$20,604
Masters Health Physics	99	\$122,159	\$123,750	\$166,250	\$66,250	\$20,040
Masters Nuclear Engineering	14	\$117,143	\$112,500	\$146,250	\$68,750	\$21,786
Masters Other Field	27	\$112,824	\$113,750	\$161,250	\$71,250	\$22,830
Ph.D. Health Physics	15	\$126,417	\$121,250	\$153,750	\$96,250	\$19,718
Ph.D. Other Field	15	\$119,250	\$126,250	\$151,250	\$46,250	\$30,358

Table 5: CHPs by U.S. Regions*

	Count	Average	Median	Max	Min	Std Dev
Northeast	44	\$116,477	\$117,500	\$168,750	\$46,250	\$28,072
Midwest	42	\$113,452	\$111,250	\$153,750	\$71,250	\$18,021
South	92	\$117,853	\$116,250	\$166,250	\$58,750	\$22,894
West	78	\$117,660	\$118,750	\$158,750	\$48,750	\$19,292

*- 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

	Count	Average	Median	Max	Min	Std Dev
Federal Government	19	\$129,408	\$128,750	\$163,750	\$86,250	\$18,254
Medical	13	\$118,942	\$123,750	\$166,250	\$81,250	\$23,639
University	17	\$107,574	\$113,750	\$141,250	\$58,750	\$25,282
National Laboratory	18	\$117,361	\$120,000	\$141,250	\$68,750	\$16,297
Government Contractors	21	\$115,893	\$113,750	\$153,750	\$86,250	\$17,253
Nuclear Power Utility	13	\$122,212	\$121,250	\$158,750	\$83,750	\$19,433

Table 7: All CHPs by Other Certifications

	Count	Average	Median	Max	Min	Std Dev
NRRPT	45	\$110,306	\$113,750	\$156,250	\$46,250	\$23,933
PE	13	\$126,250	\$133,750	\$168,750	\$48,750	\$30,906
Other	43	\$117,180	\$121,250	\$161,250	\$46,250	\$23,023

Table 8: Masters Health Physics and Primary Job Responsibility

	Count	Average	Median	Max	Min	Std Dev
Administration	10	\$126,500	\$127,500	\$153,750	\$98,750	\$17,418
Applied Health Physics	42	\$116,369	\$120,000	\$163,750	\$58,750	\$22,127
Environmental	15	\$111,583	\$113,750	\$153,750	\$83,750	\$19,269
Power Reactor	11	\$126,932	\$121,250	\$163,750	\$83,750	\$23,825

Table 9: All CHPs by Primary Job Responsibility

	Count	Average	Median	Max	Min	Std Dev
Administration	17	\$115,221	\$113,750	\$153,750	\$71,250	\$20,786
Applied Health Physics	89	\$114,958	\$116,250	\$163,750	\$58,750	\$21,756
Dosimetry	19	\$122,303	\$121,250	\$151,250	\$101,250	\$14,051
Environmental	23	\$112,120	\$113,750	\$153,750	\$48,750	\$23,289
Radiological Assessment	28	\$121,071	\$121,250	\$153,750	\$86,250	\$20,905
Regulations/Standards	20	\$118,125	\$115,000	\$166,250	\$46,250	\$27,385
Power Reactor	27	\$122,269	\$116,250	\$163,750	\$83,750	\$22,978
Medical Health Physics	15	\$115,750	\$118,750	\$166,250	\$83,750	\$23,265

Table 10: CHPs as Professional Staff (All CHPs in this category and by Education)

	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	151	\$113,171	\$113,750	\$163,750	\$46,250	\$21,076
Bachelors Other Field	25	\$109,850	\$106,250	\$156,250	\$68,750	\$18,765
Masters Health Physics	59	\$115,403	\$116,250	\$163,750	\$68,750	\$19,993
Masters Other Field	17	\$113,162	\$111,250	\$161,250	\$88,750	\$19,376
Masters Nuclear Engineering	15	\$115,583	\$111,250	\$148,750	\$68,750	\$22,844
Ph.D. Health Physics	10	\$118,000	\$116,250	\$151,250	\$93,750	\$16,161

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

	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	52	\$121,779	\$122,500	\$161,250	\$71,250	\$19,854
Masters Health Physics	29	\$122,629	\$123,750	\$158,750	\$83,750	\$17,798

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

	Count	Average	Median	Max	Min	Std Dev
All CHPs RPM/RSO	22	\$128,409	\$128,750	\$163,750	\$88,750	\$20,935
All CHPs University RSO	19	\$99,934	\$98,750	\$143,750	\$58,750	\$21,219
All CHPs Medical RSO	12	\$124,167	\$126,250	\$166,250	\$81,250	\$22,382
All CHPs University/Med RSO	12	\$119,167	\$113,750	\$153,750	\$91,250	\$19,709

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

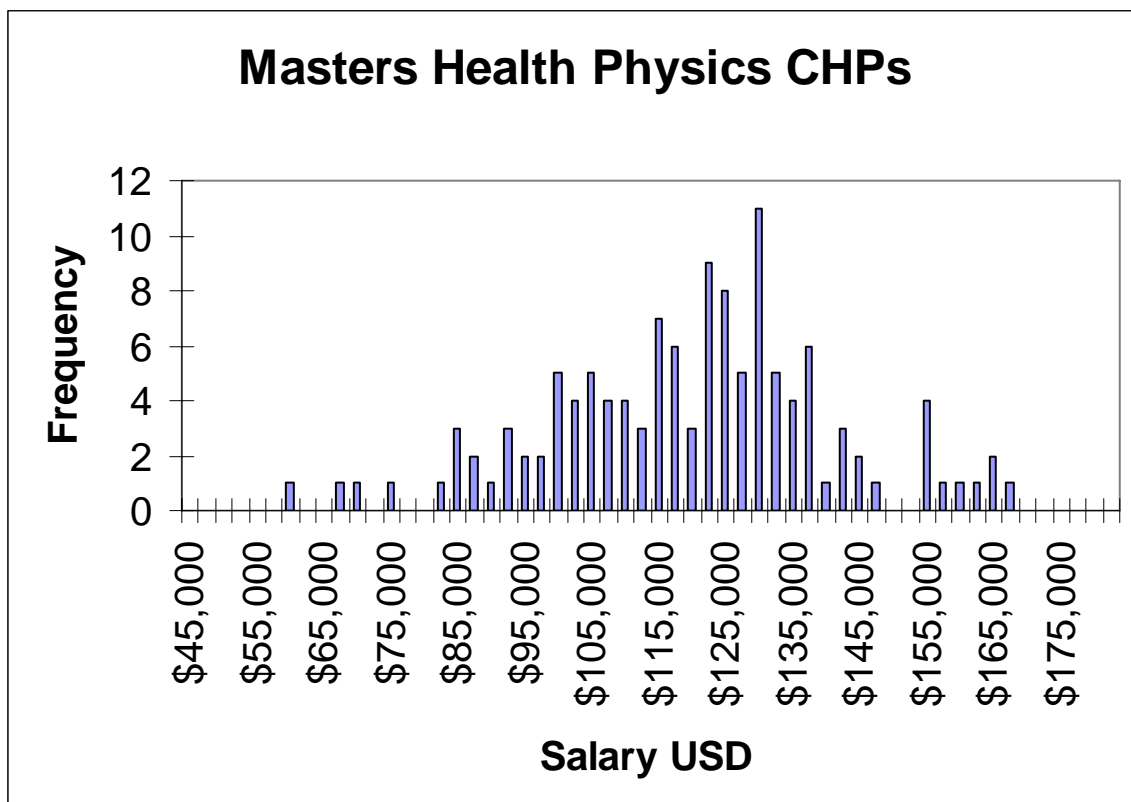


Figure 3: Histogram of Table 4 Data, all CHPs with > 15 years experience

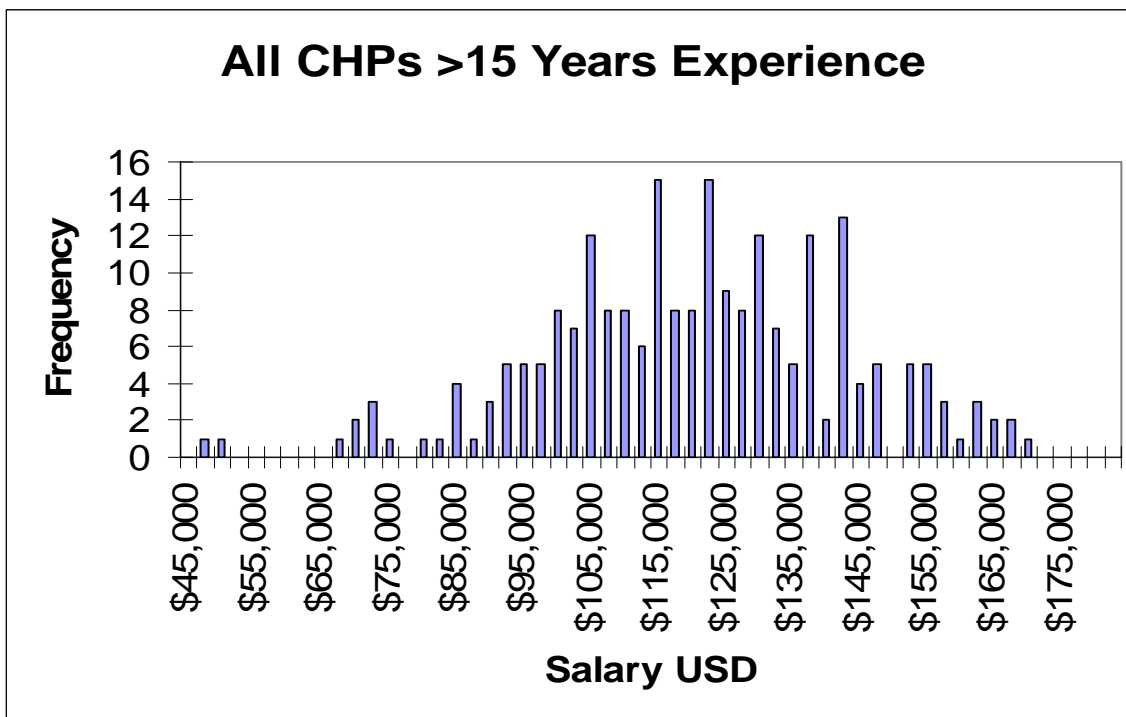
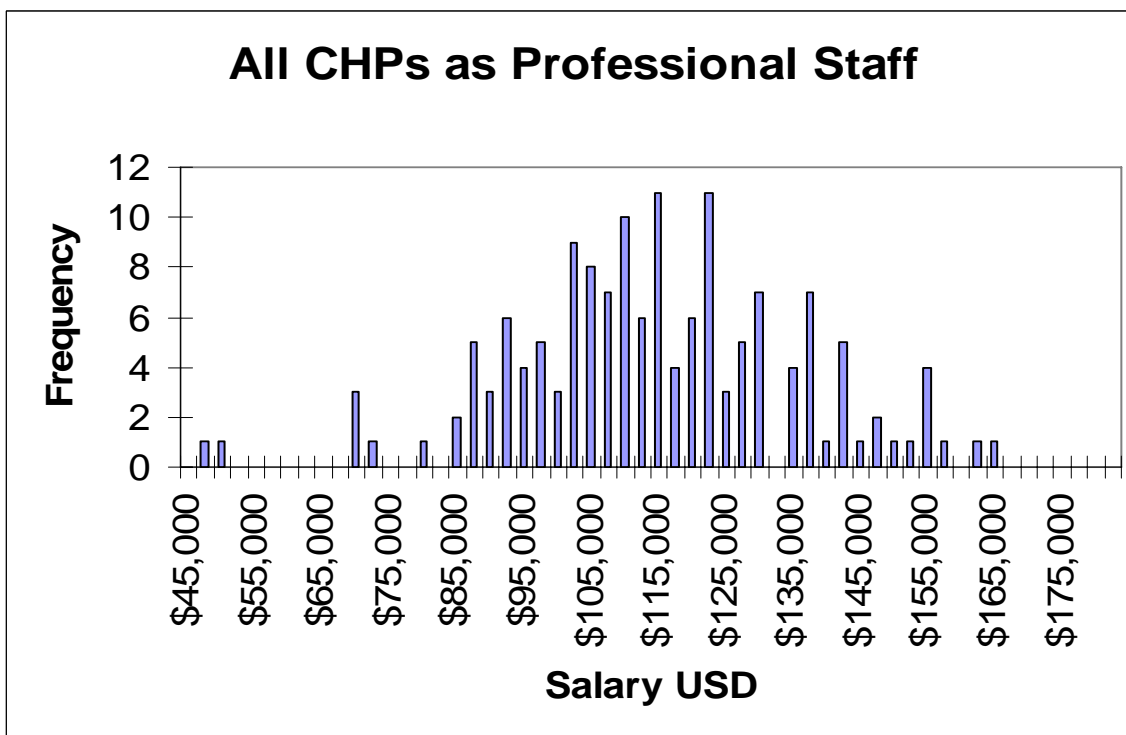


Figure 4: Histogram of Table 10 Data, All CHPs as Professional Staff



Acknowledgements

Thank you for participating in this survey. Your confidential data benefits the entire health physics community, and is never shared such that it would be possible to identify individual participants.