



American Academy of Health Physics  
American Board of Health Physics

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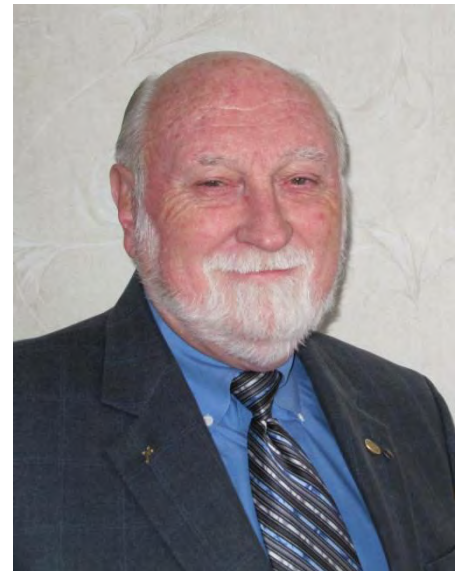
## STATE OF THE ACADEMY ADDRESS

*Ray Johnson*

*President of the American Academy of Health Physics*

As my term of office draws to a close I am mindful of the honor entrusted in me to serve as Academy President. While having this privilege I have come to realize that most of the work of the Academy is carried out by our Executive Secretary and Program Director, Nancy Johnson, as well as dedicated committee chairs and members.

The mission of the Academy is to promote excellence in radiation safety through a well-recognized professional certification program, the development and support of professional standards, and a program for continuing professional growth through education and the sharing of experience. This mission was ably implemented this year by the ABHP with Govind Rao, as Chair, and the hard work of Part I Panel Chair, William Rhodes, Part 2 Panel Chair, Wayne Gaul, and the devoted commitment of their panel members. We owe much to the considerable work of these panel members who prepared and graded the 2013 examinations, as well as the coordination efforts of Nancy Johnson, who processed 306 applications this year. We are also indebted to Janine Katanic for her outstanding work as Chair of the Academy's Examination Site Committee and the members of her committee.



One of my goals this year has been to encourage committee chairs to give assignments to their committee members and provide them opportunities to be engaged. I believe each committee member should be actively engaged, not only for sharing the workload of the committee but also for the value of learning more of the committee's and the Academy's functions in preparation for further leadership roles. When someone volunteers for a committee they should expect opportunities for active involvement. In March I sent a note to each committee chair and member to encourage dialogue and delegation of committee functions. I will be asking each committee chair in their report for the Executive Committee in February 2014 to describe how they have involved their committee members this year.

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Our Treasurer Alex Boerner, reports that the Academy finances are in great shape. Our intermediate and long

term securities increased in value by \$111,859 (19%) over the past year. As of the last report in May, we had \$811,169 in cash and investments. Our long term investments are far above the requirement of 150% of our current budget for this year of \$222,000. Clearly our investment manager, Neal Abravenal with Wells Fargo Advisors, LLC, and our Finance Committee under Drew Thatcher has done very well for us this year.

We are fortunate to have the services of Kyle Kleinhans as Editor and Harry Anagnostopoulos as Associate Editor to produce very timely and informative articles for *CHP News* and *CHP Corner* this year. Kyle has sent me several friendly reminders to prepare this President's Message. Kyle has also served as Academy Parliamentarian this year and has done a careful review of all Standard Operating Procedures and web accessibility.

President-elect, Edgar Bailey has done very well to obtain able candidates for Academy committees, now approved by the Executive Committee to begin their terms in 2014 (see the attached roster of the Executive Committee and committees). Our Nominations Committee Chair, Gary Kephart and his committee have identified candidates for Academy and ABHP positions for 2014 as shown in the attached roster, see page 18.

Fortunately, two of our committees have had no requirements for action so far this year; Professional Standards and Ethics under Ruth McBurney and Appeals under Cheryl Olson. The Title Protection and Professional Recognition Committee under Charles Kent has responded to a member's concern about recognition of the term CHP associated with the Academy's certification program. The Executive Committee decided not to approve a proposal for website changes to address this concern. The Title Protection Committee has engaged in the renewal process for the CHP title and logo protection.

One of our more active committees, Continuing Education under Jim Willison, has organized several excellent all-day courses at both the midyear and annual meetings of the HPS. This committee has also continued to evaluate numerous requests for CHP training credits. An interesting proposal was brought to this committee concerning the award of credits for reading technical articles in the HPS Newsletter. The Executive Committee will discuss this proposal at its February meeting.

I began this message on the state of the Academy with a tribute to Nancy Johnson, our Executive Secretary and Program Director. I am confident that her stalwart support behind the scenes will guarantee the future success of Academy Programs. In February I will turn the reins over to incoming President Edgar Bailey in whom I also have great confidence. In closing, I thank all of the Academy members for the time you have devoted to the work of the Academy. I am also humbled by the trust of those who have supported my role as President over the past year and I thank you for this honor and opportunity. Blessings to all of you.

#### **ABHP EXAM APPLICATION REMINDER**

Stop procrastinating! Applications to take either part of the 2014 ABHP examination must be filed with the Secretariat, and postmarked no later than 15 January 2014. Application information may be found at <http://www.hps1.org/aahp/boardweb/forms.html>.

**CALL FOR NOMINATIONS**  
**2013 Joyce P. Davis Memorial Award**

*Ruth E. McBurney*  
*Chair, Professional Standards and Ethics Committee*

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. In her honor, the AAHP provides this award in recognition of those Certified Health Physicists that maintain high professional standards and ethics in their careers.

It is time to start thinking about those individuals in the Academy, who possess the great qualities of high professional standards and ethics, so they may be recognized at next year's meeting. I encourage you to nominate a deserving member of AAHP for this prestigious award. Any member of the Academy can make nominations. 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 the 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.

Selection criteria are presented in AAHP Standard Operating Procedure 2.7.2, which can be found on the AAHP web site in the Members Only Section; AAHP Library. The criteria for selection now includes the following: the candidate should be evaluated for excellence and distinction in his or her professional practice of health physics by having demonstrated open and honest communications, accepting and honoring agreements, including but not limited to service to the AAHP. Professional service may include scientific achievement, health physics education, and health physics administration. This award focuses more on professional work in health physics, whereas the William McAdams Award focuses more on service to the AAHP and the Board.

The previous recipients of the award are:

- John J. Kelly,
- James E. Tarpinian,
- Carol D. Berger,
- Howard W. Dickson, and
- Frazier Bronson.

Nominations should include a brief biographical resume of the nominee's career, a description of their service to the profession and the AAHP, a nomination letter, and at least three reference letters in support of the nomination from AAHP members. Nominations, consisting of a nomination letter and current resume of the nominee, must be submitted to the AAHP Nominating Committee (the 2014 Chair will be Dale Thomas, e-mail [dale.thomas@moellerinc.com](mailto:dale.thomas@moellerinc.com)) on or before March 1st, 2014.

The Selection Committee for this distinguished award is comprised of the AAHP Professional Standards and Ethics Committee 2014 Chair (Tim Taulbee), the Past President of the AAHP, and the Past Chairman of the ABHP.

The award will be presented at the AAHP Awards Luncheon during the 59th Health Physics Society in Baltimore, Maryland, in July 2014.

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**AMERICAN ACADEMY OF HEALTH PHYSICS  
EXECUTIVE COMMITTEE**

Minutes of July 7, 2013  
Madison, Wisconsin

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**1.0 Call to Order**

The meeting of the Executive Committee (EC) of the American Academy of Health Physics was called to order on July 7, 2013 in Madison, WI, by President Johnson at 8:30 am.

**2.0 Welcome to Members and Guests**

**AAHP Position or Affiliation:**

- Ray Johnson – President
- John Frazier – Past-president
- Ed Bailey – President-elect
- Alex Boerner – Treasurer
- Jeff Brunette – Secretary
- Drew Thatcher – Director and Past Treasurer, Finance Committee Chair
- Gloria Mei – Director
- Daniel Mantooth - Director
- Kyle Kleinhans – Director and Parliamentarian/ *CHP News* - *CHP Corner* editor
- Govind Rao - ABHP Chair
- Jim Willison – Assistant Webmaster/Continuing Education Committee Chair
- Gary Kephart – Nominating Committee Chair
- Ruth McBurney – Professional Standards & Ethics Committee Chair
- Vickie Morris – Title Protection/Professional Recognition Committee Chair
- Earl Fordham – CRCPD liaison
- Nancy Johnson – Secretariat-Program Director/AAHP Executive Secretary
- Robert Miltenberger – President-elect Designate
- Alan Jackson – Secretary-elect Designate
- Andy Miller – HPS Board liaison
- Edwin Benefield – NRRPT representative
- Ken Kase – IRPA

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

The agenda was approved as amended.

### **4.0 Approval of Minutes of January 27, 2013 Meeting**

The minutes from the January 27, 2013, Executive Committee meeting were accepted as revised.

### **5.0 Reports of 2013 Officers**

#### **5.1 President (Ray Johnson)**

Highlights of report are as follows:

- Prepared President's message to Academy.
- Worked with Nancy Johnson and John Frazier to prepare a message for the first monthly broadcast e-mail to Academy members.
- Reviewed letter prepared by N. Johnson and sent to individual claiming accreditation with the ABHP though they had not yet taken the exam.
- Sent note to committee members encouraging active involvement in committee tasks and awareness of the applicable Good Things to Know documents.
- Approved the re-application for trademark protection.
- Reviewed and forwarded comments to the NCRP on the draft report "Decision Making for Late-Phase Recovery from Nuclear or Radiological Incidents".
- Reviewed SOP 1.1.1. No revisions were necessary.
- Organized program and speakers for the 2014 Special AAHP Session: "New Frontiers in Radiation Risk Communications".
- Developed materials for the July 6, 2013 AAHP course.

#### **5.2 President-elect (Ed Bailey)**

Highlights of the report are as follows:

- Reviewed SOP 1.2.1 rev 3 and 6.2.1 rev1. No changes were necessary.
- Developed recommendations for Committee Chairs for 2014 and presented the appointments to the EC.

#### **5.3 Past President (John Frazier)**

Highlights of the report are as follows:

- Prepared and sent thank you letters to the 2012 exam site proctors.
- Prepared a statement to be included with the first AAHP broadcast e-mail.
- Participated in discussions about materials needed for re-application of CHP trademark protection.
- Reviewed SOP 1.1.2 rev 1 and Past President's Good Things to Know. No changes were necessary.
- Worked with HPS Secretariat and invited speakers for the AAHP Special Session on July 9, 2013.

#### 5.4 Secretary (Jeff Brunette)

No report was submitted, but noted:

- Minutes of the January 2013 EC meeting were prepared and finalized.
- SOPs 1.2.1 and 1.4.2 were reviewed. No changes were necessary.
- SOP 6.2.4, Good Things to Know for Secretary, was reviewed and suggested changes to align Executive Session minute duties with past practice were presented.
- Winners of the AAHP election were received from the Secretariat and reported to the EC and to CHP Corner
  - o President-elect Designate – Robert Miltenberger
  - o Secretary-elect – Alan Jackson
  - o Director-elect – Louise Buker
- The EC discussed the proposed changes to SOPs 6.2.4 and 6.2.7 (GTTK documents for the Secretary and Parliamentarian) and directed them to make the changes they recommend.

#### 5.5 Treasurer (Drew Thatcher)

Highlights of the report are as follows:

- Participated in May 2013 Finance Committee meeting.
- Monitored status of long-term and intermediate-term securities and reviewed performance of the AAHP investment manager. Investments increased in value 19% over the May 31, 2012 – May 31, 2013 time period.
- Reviewed budget and expenses for the year.

Treasurer Boerner indicates that we are being well served by our investment manager. The investment manager indicates that future investment outlook appears to be better than he forecasted in the past year. No investment policy changes are needed at this time.

#### 5.6 Parliamentarian (Kyle Kleinhans)

Highlights of the report are as follows:

- Contacted AAHP officers, committee chairs, and others reminding of the need to review SOPs and to request Word copies of the documents. Noted that the Word version of the Webmaster GTTK document, SOP 6.2.14 was not available and proposes that the Webmaster provide a copy.
- Collected minutes of Executive Session from past Parliamentarians. Noted that only six out of the past 14 Executive Session minutes were available and proposes that a folder be developed for the web site that only the President, Parliamentarian, and Secretary can access.
- Reviewed SOPs 3.2.1 and 3.4.3. No changes were needed.
- Reviewed SOP 3.2.2 and submitted revisions to the document for approval.
- Noted that SOP 1.1.2 is not numbered in accordance with SOP 3.2.1. Therefore he proposes renumbering the SOP to 1.3.1.
- Noted that the responsibility for recording Executive Session minutes within SOP 6.2.4. GTTK Secretary is not aligned with the current and past practice and recommends revising the SOP and the SOP 6.2.7 GTTK Parliamentarian to include the responsibility.

## **6.0 Committee Correspondence and Reports**

### **6.1 Appeals Committee** (Cheryl Olson)

Highlights of the report are as follows:

- Responded to requests from potential candidates interested in sitting for exams and forwarded to the ABHP.

### **6.2 Continuing Education Committee** (Jim Willison)

Highlights of the report are as follows:

- Approximately 150 requests for Continuing Education (CE) credit evaluations were dispositioned in the first half of 2013.
- Arranged for three AAHP courses at the Madison annual meeting. No courses have been set up yet for the Baton Rouge mid-year meeting.
- Reviewed SOPs 2.2.2, 6.1.2, and 6.2.10. No changes are needed.

J. Willison reviewed attendance at the AAHP course in Madison. He also noted the need for two courses for the Baton Rouge midyear meeting and three courses for the Baltimore meeting. The topic of the midyear meeting is nuclear power.

### **6.3 Exam Site Committee** (Janine Katanic)

Highlights of the report are as follows:

- The Committee made arrangements for 16 examination sites in addition to the Madison HPS meeting site.
- Recommended revisions to SOP 2.3.1 to include a review to ensure that forms are properly filled out and discuss reviewing proctor names to ensure that proctors are plenary or emeritus CHPs.
- Recommended revision of SOP 6.1.3 to correct inconsistencies between the committee name and membership.
- Requests that letters of appreciation be sent to 2013 exam proctors and those instrumental to setting up exam sites.

### **6.4 Finance Committee** (Drew Thatcher)

Highlights of the report are as follows:

- Meeting held in May 2013.
- Reviewed current year budget status and 2013-2014 budget requests.
- Reviewed Investment Manager's report and suggestions.
- Recommended revision of SOP 2.4.1.

### **6.5 Nominating Committee** (Gary Kephart)

Highlights of the report are as follows:

- Reviewed SOP 2.5.1. No changes are needed.
- Reviewed SOP 1.2.1 and noted an inconsistency in terminology regarding the ABMP leadership positions. Glenn Sturchio is working on clarifications with the ABMP and will communicate outcomes to the Academy President elect.
- Identified 3 candidates to fill two vacancies on the ABHP beginning in January 2014.
- Submitted CHP Corner call for nominations article.

**6.6 Professional Development Committee** (Thomas Johnson)

No report submitted.

**6.7 Professional Standards & Ethics Committee** (Ruth McBurney)

Highlights of the report are as follows:

- There were no allegations of violations of the standards of professional responsibility since the February, 2012 meeting. There were no allegations of violations of Standards of Professional Responsibility since the January, 2013 meeting.
- The Committee received no nominations for the Joyce P. Davis Memorial Award. An article soliciting nominations for the award was submitted for publication in the CHP Corner.
- The Committee also prepared a CHP Corner article regarding activities of the Committee.

Suggested changes to the Committee charter have been sent to the Parliamentarian.

**6.8 Title Protection Committee** (Daniel Mantooth)

Highlights of the report are as follows:

- Reviewed draft NCRP report.
- Reviewed inquiry regarding the access and visibility of the CHP and Academy related web information. Review is on-going.
- Participated in trademark renewal process for the CHP title and logo. Renewal efforts continue.

The stylized logo trademark has been approved, but the “certified health physicist” title trademark renewal is still in progress.

**6.9 Liaisons and Representatives**

**6.9.1 ABMP** (Amir Huda / Michael Erdman / Michael Sheetz)

Highlights of the report are as follows:

- ABMP bylaws were amended to allow for timely board appointments and actions.
- CE credits for renewal were reduced from 150 to 125 to be consistent with requirements of other certifying bodies.
- Exam results and upcoming exam schedules were reviewed.

**6.9.2 CRCPD** (Earl Fordham, presented by Ruth McBurney)

No report was submitted. The following is a summary of oral report presented:

- The CRCPD is investigating new ways to provide training for state regulatory staff such as offering recorded presentations through the CRDPD web site.
- The new CRCPD Chair is Joe Klinger (IL).
- The CRCPD is working with the CDC on an agreement to train event response personnel to conduct operations such as population monitoring, etc. They are issuing sub-awards to state rad programs, public health departments, HPS chapters and other professional organizations.
- The CRCPD has entered into an agreement with the NNSA to assist with disposition of unwanted sources through the SCATR. She also noted that the Clive, UT disposal site will accept sources for 1 year at a 50% price reduction.)



- As a response to issues noted following the Fukushima incident, the CRPCD has set up a committee to share environmental data across states in the future.

The next CRPCD conference will be on May 14, 2014 in Atlanta, Georgia.

### **6.9.3 HPS** (Andy Miller)

No report was submitted. The following oral report was given:

- The HPS requests that the AAHP consider offering continuing education credits for reading articles such as REACT articles, etc. that the HPS may offer on their web site. However, the AAHP already has a mechanism for approval of self-study so action is not required. This issue is discussed later as new business item 11.6.

### **6.9.4 NRRPT** (Dave Tucker, presented by Ed Benfield)

No report was submitted. The following is a summary of the oral report given:

- Passing rate for the past exam was 80%.
- The NRRPT continues to revise the exam and exam procedures.
- The NRRPT is expanding their social media presence.
- The NRRPT has established a regulations and standards committee.
- Discussed outreach efforts including potential involvement with the NCRP regarding the shrinking workforce. President Elect-designate Miltenberger suggested that the NRRPT consider involvement with the development of the ANSI N3.1 standard (qualification of individuals).

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

### **7.1 CHP News - CHP Corner Editor** (Kyle Kleinhans)

Highlights of the report are as follows:

- Summarized CHP Corner and CHP News articles posted.
- Reviewed SOP 3.3.1 and SOP 6.1.9. No changes were needed.

### **7.2 Webmaster** (Scott Medling, presented by Jim Willison)

No report was submitted. Oral report summary:

- MS Word copies of SOPs, GTTKs, and other documents were added to the web site.
- The web site list of active CHPs was updated through 2013.

## **8.0 Report of the American Board of Health Physics** (Govind Rao)

Highlights of the report are as follows:

- Recognized Panel Chairs and Vice Chairs.
- Adopted new protocol last year to separate the Part 2 exam questions writing and exam development process. Exam development from the exam bank questions will be conducted in January. The Part 2 panel will meet at the annual meeting and will write exam bank questions during that meeting.
- The Board is developing a job task analysis surveys for current CHPs and will discuss at the November meeting.
- CESB granted accreditation until the changes to mandatory accreditation requirements go into effect on December 2015. These requirements include increasing the number of continuing education credits to 80 over 4 years.

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

Nancy Johnson submitted a written report and highlighted the following actions she accomplished:

- Processed 306 exam applications for 2013 examination.
- Coordinated 2013 exam sites with Exam Site Committee.
- Sent out recertification notifications and processed recertification applications.
- Coordinated 2013 officer ballot with Webmaster and Secretary.
- Prepared and distributed budget requests.
- Met with Finance Committee to prepare proposed 2013-2014 budget.
- Prepared certificates of appreciation and plaques for distribution at 2013 awards luncheon.

## **10.0 Old Business**

### **10.1 Review of January 2013 Action Items**

#### **10.1.1 Verify SOPs and GTTKs are Up-To-Date (Jay Maisler/Kyle Kleinhans/Nancy Johnson)**

With the exception of SOP 2.8.1, all SOPs and GTTK documents are up to date on the web through the beginning of this EC meeting. N. Johnson stated that she would forward SOP 2.8.1 to K. Kleinhans and uploaded to the web site.

#### **10.1.2 Contact Chapters re: legislature support of Title Protection (Dave Kent)**

No action since the last meeting. Chapters will be contacted recommending contacting legislatures to support AIHA recommended title protection legislation. It was suggested to utilize the broadcast e-mail capabilities to reach out to these groups.

#### **10.1.3 Upload Correspondence Files to Website (Scott Medling)**

Completed.

## **11.0 New Business**

### **11.1 Appointment of new committee members (see agenda item 5.2) (Ray Johnson)**

Approved.

### **11.2 Budget Approval (see agenda item 5.5) (Alex Boerner)**

The EC recommended that Finance Committee and Treasurer communicate with committee chairs requesting what effect sequestration will have on travel and other funding needs and on income. The budget was approved.

### **11.3 Replacement of ABHP Members (see agenda item 6.5) (Gary Kephart)**

Accept the nominations of Bob May and Jay Tarzia for the ABHP Board of Directors.

### **11.4 FACOSH Proposal on Professional Certification (Ray Johnson)**

This discussion was informational and no action was required.

**11.5 SEO Proposal (see agenda items 5.1, 6.8) (Dave Kent/Ray Johnson)**

After discussion regarding the goals of the project and the target audience for the AAHP web site, the proposal to fund a search engine optimization project was denied.

**11.6 SOP 6.2.14 Word File Needed (see agenda item 5.6) (Kyle Kleinhans)**

A copy of SOP 6.2.14 will be obtained and uploaded to the web.

**11.7 Executive Session Minutes (see agenda item 5.6) (Kyle Kleinhans/Jeff Brunette)**

A secured storage location will be established on the web for storage of Executive Session minutes.

**11.8 Renumbering of SOP 1.1.2 (see agenda item 5.6) (Kyle Kleinhans)**

SOP 1.1.2. will be renumbered to 1.3.1. and uploaded to the web site.

**11.9 Changes to SOP 6.2.4 (see agenda item 5.6) (Kyle Kleinhans/Jeff Brunette)**

SOPs 6.2.4. and 6.2.7. (GTTK documents) will be revised.

**11.10 Review/approve SOP 2.3.1 (see agenda item 6.3) (Janine Katanic)**

Approved.

**11.11 Review/approve SOP 6.3.1 (see agenda item 6.3) (Janine Katanic)**

Approved.

**11.12 Letters of Appreciation to Proctors (see agenda item 6.3) (Janine Katanic)**

Ray Johnson will send letters of appreciation to exam proctors.

**11.13 Changes to SOP 2.4.1 (see agenda item 6.4) (Drew Thatcher)**

Approved with minor revision.

**11.14 Consideration of TP/PR Additional Budget Request (see agenda 6.8) (Dave Kent)**

This item is identical to item 11.5 above.

**11.15 Discussion on CECs (Ray Johnson)**

The CESB is changing their requirements for accreditation of certifying entities. In the future they will be increasing the continuing education credit requirements for renewal of certification. The EC discussion of the issue resulted in the appointment of an ad hoc committee to investigate accreditation issues. Specifically the ad hoc committee will be charged with determining the reason for the CESB changes, investigate the value of certification with the CESB versus other accreditation agencies, and propose actions based upon their findings including actions to take if we revise the AAHP continuing education requirements. The ad hoc committee will be chaired by J. Willison. G. Mei, D. Mantooth, and Nora Nicholson were appointed to serve on the ad hoc committee. The ad hoc committee will

report back to the EC at the winter meeting.

**11.16 HPS request to offer CEC credits for self-study (reading articles ...)** (Andy Miller)

The issue was tabled because a process for obtaining credits for self-study already exists.

**11.17 IRPA Working Group on Certification Processes** (Ken Kase)

Ken Kase discussed efforts by IRPA in developing guidance documents on how radiation protection societies can establish certification processes within their countries. Kent Lambert with the Chair of the IRPA Working Group in developing the guidance based upon the processes used by AAHP/ABHP and other IRPA-member societies.

**11.18 2014 Special Session Update** (Ray Johnson)

Special session topic for the 2014 Baltimore meeting will be “New Frontiers in Radiation Risk Communications”.

**11.19 Academy Open Meeting Agenda** (Nancy Johnson)

Agenda was reviewed.

**11.20 February 2014 Meeting Date**

Date for the annual meeting in Baton Rouge, LA is February 9-12, 2014

Meeting date/time for the EC will be February 9, 2014, at 8:30 am.

**12.0 Adjournment**

A motion was made to adjourn the meeting until February 9, 2014, in Baton Rouge, LA.

## THE 2013 CHP SALARY SURVEY

*By Gary Lauten*

### Introduction

The 2013 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 conjunction 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 Lauten, via email: [chpsalarysurvey@yahoo.com](mailto:chpsalarysurvey@yahoo.com)



### Data Analysis

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

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

To minimize skewing the results, data from three survey respondents were excluded from the data analysis because they indicated that they earned less than \$58,750 or more than \$203,750 per year.

Of 70 respondents who reported receiving a significant (10% or more) salary increase upon attaining ABHP certification: 27% received this increase from their current employer, 24% from a promotion with their current employer, 46% received this increase from a new employer, and 3% did not answer.

CHP salaries by region are also presented in this report.

### Data Presentation

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

Readers are advised that for 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 less than 10 CHPs the results were not given.

### Tables and Figures

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

A histogram of the data shown in Table 1- All CHPs is included as Figure 1 and 2.

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	247	\$129,266	\$126,250	\$203,750	\$58,750	\$28,054

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

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	16	\$129,688	\$123,750	\$181,250	\$98,750	\$19,555
Bachelors Other Field	31	\$119,637	\$121,250	\$153,750	\$78,750	\$20,510
Masters Health Physics	106	\$130,731	\$131,250	\$203,750	\$58,750	\$29,254
Masters Other Field	22	\$127,614	\$126,250	\$196,250	\$71,250	\$30,146
Masters Nuclear Engineering	16	\$125,000	\$121,250	\$171,250	\$88,750	\$27,809
Ph.D. Health Physics	22	\$138,864	\$131,250	\$201,250	\$96,250	\$27,897
Ph.D. Nuclear Engineering	14	\$133,571	\$121,250	\$203,750	\$76,250	\$37,551

**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	26	\$112,981	\$111,250	\$166,250	\$76,250	\$19,922
Masters Health Physics	14	\$109,286	\$107,500	\$136,250	\$86,250	\$15,354

**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	219	\$131,159	\$128,750	\$203,750	\$58,750	\$28,117
Bachelors Health Physics	15	\$129,083	\$121,250	\$181,250	\$98,750	\$20,086
Bachelors Other Field	30	\$120,167	\$122,500	\$153,750	\$78,750	\$20,644
Masters Health Physics	90	\$134,000	\$133,750	\$203,750	\$58,750	\$29,177
Masters Nuclear Engineering	13	\$129,519	\$123,750	\$171,250	\$88,750	\$28,657
Masters Other Field	19	\$126,908	\$123,750	\$196,250	\$71,250	\$30,332
Ph.D. Health Physics	22	\$138,864	\$131,250	\$201,250	\$96,250	\$27,897
Ph.D. Other Field	10	\$128,500	\$131,250	\$191,250	\$71,250	\$35,968

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

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	43	\$130,901	\$126,250	\$201,250	\$83,750	\$29,376
Midwest	33	\$120,189	\$116,250	\$176,250	\$76,250	\$24,375
South	74	\$126,453	\$123,750	\$201,250	\$63,750	\$26,935
West	68	\$131,949	\$131,250	\$203,750	\$71,250	\$24,246

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

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

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

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

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

**Table 6: Masters Health Physics and Primary Employer**

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal Government	15	\$132,917	\$136,250	\$156,250	\$88,750	\$21,101
University	13	\$109,327	\$101,250	\$171,250	\$63,750	\$32,995
National Laboratory	25	\$131,950	\$128,750	\$203,750	\$86,250	\$24,891
Other Commercial	14	\$144,286	\$135,000	\$201,250	\$91,250	\$38,345

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

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
ABIH	11	\$135,568	\$136,250	\$196,250	\$71,250	\$30,230
NRRPT	46	\$125,815	\$121,250	\$203,750	\$73,750	\$24,846
PE	10	\$134,500	\$126,250	\$186,250	\$91,250	\$29,227
Other	35	\$126,036	\$128,750	\$203,750	\$71,250	\$27,078

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

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	14	\$142,857	\$141,250	\$198,750	\$108,750	\$22,968
Applied Health Physics	31	\$126,492	\$121,250	\$203,750	\$63,750	\$32,726
Dosimetry	13	\$131,250	\$128,750	\$166,250	\$91,250	\$22,032

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

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Accelerator Health Physics	10	\$124,500	\$128,750	\$163,750	\$91,250	\$26,222
Administration	23	\$137,880	\$136,250	\$198,750	\$76,250	\$26,985
Applied Health Physics	74	\$124,662	\$121,250	\$203,750	\$63,750	\$28,146
Dosimetry	26	\$130,096	\$128,750	\$166,250	\$78,750	\$22,139
Emergency Preparedness	11	\$132,159	\$128,750	\$171,250	\$88,750	\$23,272
Environmental	17	\$132,721	\$128,750	\$201,250	\$58,750	\$37,113
Medical Health Physics	14	\$132,857	\$131,250	\$181,250	\$71,250	\$34,287
Power Reactor	18	\$132,778	\$125,000	\$188,750	\$106,250	\$23,673
Regulations/Standards	14	\$136,071	\$140,000	\$181,250	\$83,750	\$24,287

**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	124	\$124,153	\$123,750	\$203,750	\$58,750	\$24,404
Bachelors Other Field	19	\$120,197	\$123,750	\$153,750	\$78,750	\$22,225
Masters Health Physics	53	\$126,675	\$126,250	\$201,250	\$58,750	\$27,275
Masters Other Field	12	\$121,042	\$121,250	\$148,750	\$96,250	\$16,701
Masters Nuclear Engineering	10	\$119,000	\$121,250	\$156,250	\$88,750	\$23,525

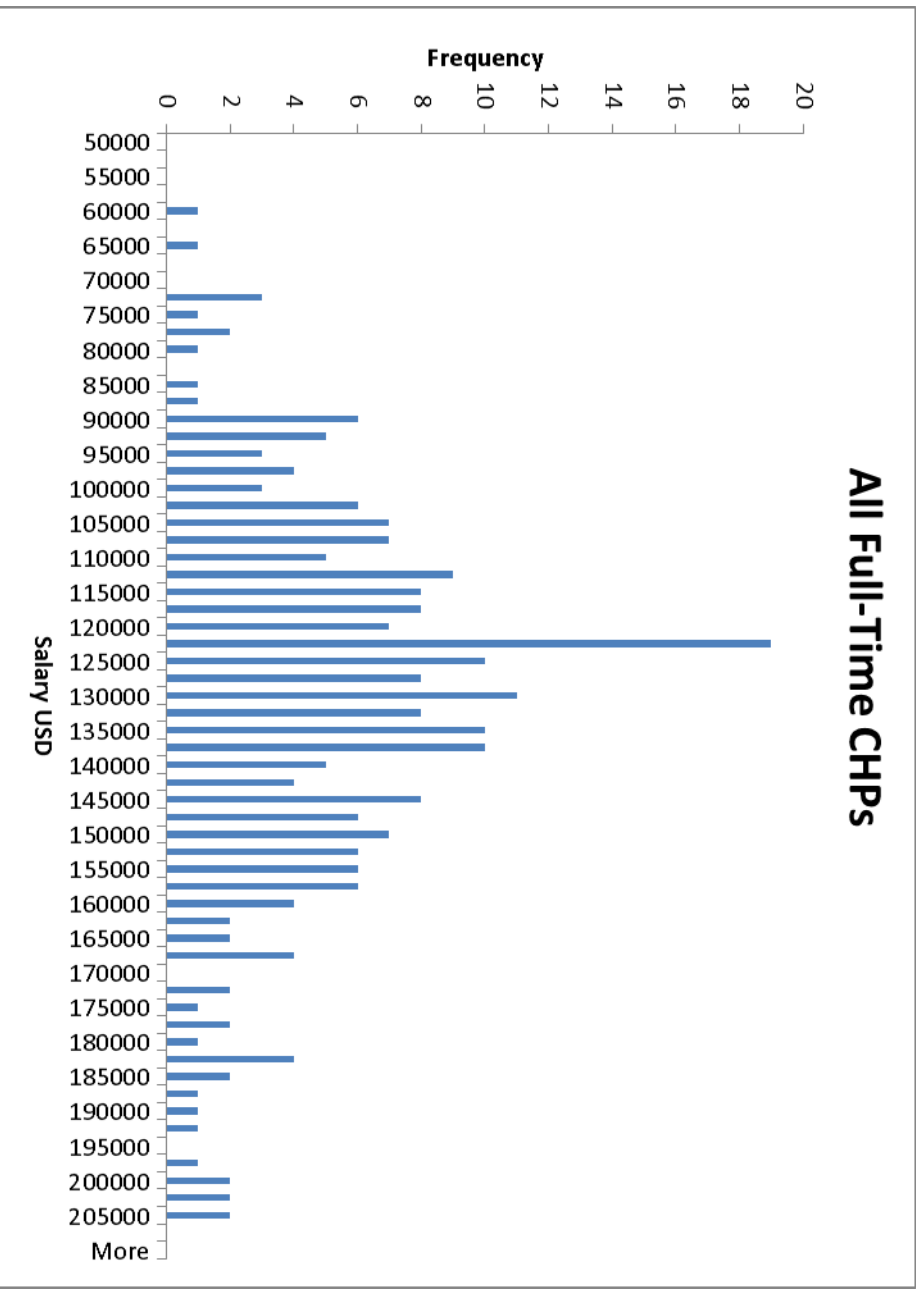
**Table 11: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)**

CHPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	54	\$138,426	\$136,250	\$203,750	\$76,250	\$27,291
Masters Health Physics	23	\$138,641	\$136,250	\$203,750	\$88,750	\$26,495

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

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs RPM/RSO	19	\$132,171	\$133,750	\$196,250	\$98,750	\$27,351
All CHPs University RSO	12	\$100,208	\$106,250	\$136,250	\$63,750	\$23,943
All CHPs Medical RSO	10	\$137,500	\$121,250	\$183,750	\$106,250	\$30,670
All CHPs University-Med RSO	11	\$140,795	\$133,750	\$181,250	\$88,750	\$30,017

**Figure 1: Histogram of Table 1 Data, all CHPs**



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.



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2804 Misty Shore Lane  
Pflugerville, TX 78660  
(512)934-2357  
edbaileychp@msn.com

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Robert Miltenberger ('16)  
Sandia National Lab, Bldg. 1090  
PO Box 5800, MS 1103  
Albuquerque, NM 87185-1103  
(505)845-0904  
rpmilte@sandia.gov

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Raymond H. Johnson, Jr. ('14)  
Radiation Safety Counseling Institute  
16440 Emory Lane  
Rockville, MD 20853  
(301)370-8573  
ray@radiationcounseling.org

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Alan Jackson ('16)  
1705 David Court  
Ann Arbor, MI 48105  
(313)916-2739  
AlanJ@rad.hfh.edu

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Alex J. Boerner ('15)  
10605 Eagle View Dr  
Knoxville, TN 37922  
(865)574-0951  
alex.boerner@orau.org

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Jeffrey J. Brunette ('14)  
516 18<sup>th</sup> St SE  
Rochester, MN 55904  
(507)266-9792  
brunette.jeffrey@mayo.edu

### **DIRECTOR**

Louise Buker ('16)  
6678 Old Station Drive  
West Chester, OH 45069  
(513)758-1645  
lbuker@oraucoc.org

### **DIRECTOR**

Kyle Kleinhans ('14)  
9025 Colchester Ridge Road  
Knoxville, TN 37922  
(865)241-1024 Work  
(865)919-8525 Mobile  
Klink17@tds.net

### **DIRECTOR**

Dan Mantooth ('15)  
144 Montana Ave  
Oak Ridge, TN 37830  
(865)-220-7188  
(509)528-7826 Mobile  
dsm37830@att.net

### **ABHP CHAIR, EX-OFFICIO MEMBER**

Nora Nicholson ('14)  
NAPS/Dominion Power  
PO Box 402  
Mineral, VA 23117  
(540)894-2071  
nora.nicholson@dom.com

# AMERICAN ACADEMY OF HEALTH PHYSICS – 2014

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Nancy Johnson  
 American Academy of Health Physics  
 1313 Dolley Madison Blvd, Ste. 402  
 McLean, VA 22101  
 (703)790-1745 ext. 25 Work  
 (703)790-2672 FAX  
[njohnson@burkinc.com](mailto:njohnson@burkinc.com)

### NEWSLETTER EDITOR

Kyle Kleinhans, Editor  
 9025 Colchester Ridge Road  
 Knoxville, TN 37922  
 (865)241-1024 Work  
 (865)919-8525 Mobile  
[Klink17@tds.net](mailto:Klink17@tds.net)

### ASSISTANT EDITOR

Harry Anagnostopoulos  
 916 Swan Ct  
 Limerick, PA 19468  
 (610)337-5322  
 (610)337-5320  
[anaghw.business@yahoo.com](mailto:anaghw.business@yahoo.com)

### WEBMASTER

E. Scott Medling  
[medling@hps1.org](mailto:medling@hps1.org)

### ASSISTANT WEBMASTER

James S. Willison  
 URS Professional Solutions  
 2131 Centennial Avenue, SE  
 Aiken, SC 29803  
 (803) 502-9852  
[jim.willison@urs-ps.com](mailto:jim.willison@urs-ps.com)

## AAHP APPOINTEES

### ABMP:

Michael C. Erdman (1/09 through 12/14)  
 Hershey Medical Center  
 Health Physics MC H141  
 Hershey, PA 17033  
 (717)531-4222  
[merdman@psu.edu](mailto:merdman@psu.edu)

Michael Sheetz (1/11 through 12/13)  
 6945 Rosewood St  
 Pittsburgh, PA 15208  
 (412)624-2728  
[msheetz@pitt.edu](mailto:msheetz@pitt.edu)

Amir Huda (1/13 through 12/15)  
 (599)278-8427  
[ahuda@csufresno.edu](mailto:ahuda@csufresno.edu)

## AAHP LIAISONS:

### 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](mailto:earl.fordham@gmail.com)

### HPS:

Mark (Andy) Miller  
 7105 Pleasant Grove Court  
 Fairview, TN 37062  
 (615) 557-8178  
[amiller@hps.org](mailto:amiller@hps.org)

### NRRPT:

Dave Tucker, CHP MSc RRPT  
 CRPA(R)  
 Senior Health Physicist  
 Health Physics Department  
 Nuclear Research Building  
 McMaster University  
 Ph: (905) 525-9140 X 24099  
[tuckerdm@mcmaster.ca](mailto:tuckerdm@mcmaster.ca)

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Cheryl Olson, Chair ('14)  
411 Maple Street  
Casco, WI 54205  
(920)388-8638  
cheryl.l.olson@dom.com

### Continuing Education .....

James S. Willison, Chair ('14)  
URS Professional Solutions  
2131 Centennial Avenue, SE  
Aiken, SC 29803  
(803) 502-9852  
jim.willison@urs-ps.com  
aahpcec@burkinc.com

### Exam Site .....

Todd Baker, Chair ('14)  
101 North Haven Dr.  
Chapel Hill, NC 27516  
(919)541-4307  
Baker.todd@epa.gov

### Finance .....

Alex Boerner ('15)  
10605 Eagle View Dr  
Knoxville, TN 37922  
(865)574-0951  
alex.boerner@orau.org

### Nominating .....

Dale Thomas, Chair ('15)  
14520 #1 Miller Rd  
St. Hedwig, TX 78152  
(210)275-5737  
Dale.thomas@moellerinc.com

### Professional Development .....

Maya Keller, Chair ('15)  
367 Bridgewater Dr  
Newport News, VA 23603  
mayafaye@hotmail.com

### Professional Standards & Ethics .....

Tim Taulbee, Chair ('16)  
5305 Riverplace Blvd  
Austin, TX 78730  
(502)382-7869  
rmcburney@crupd.org

### Title Protection/Professional Recognition

Vicki Morris, Chair ('15)  
11962 Stone Quarry Ct  
Cincinnati, OH 45251  
(513)558-4110  
Vicki.morris@uc.edu

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PO Box 402  
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(540)894-2071  
nora.nicholson@dom.com

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6426 Myston Lane  
Huntersville, NC 28078  
(980)875-3204  
plafrate@nc.rr.com

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17108 Trophy Dr  
Edmond, OK 73012  
(405)271-6121  
george-macdurmon@ouhsc.edu

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8501 Fort Hamilton Pkwy #1A  
Brooklyn, NY 11209  
(585)734-6863  
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Philip.karam@nypd.org

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1701 Middleton Place  
Virginia Beach, VA 23456  
(757)269-7632  
(757)718-4397 cell  
may@jlab.org

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7105 Pleasant Grove Court  
Fairview, TN 37062  
(615) 557-8178  
amiller@hps.org

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508 Owl Court SE  
Albuquerque, NM 87123  
(505)844-2750  
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Radiation Safety & Control Services  
91 Portsmouth Ave  
Stratham, NH 03885  
(603)778-2871  
jptarzia@radsafety.com

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Nancy Johnson  
American Board of Health Physics  
1313 Dolley Madison Blvd, Ste 402  
McLean, VA 22101  
(703)790-1745 ext 25  
njohnson@burkinc.com

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(703)858-4898  
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(865)241-2865  
Paul.jones@npo.doe.gov

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karancurk@hotmail.com

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(920)983-8661  
rwachp@yahoo.com

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