Lynn O’Donnell Announces Retirement

Lynn C. O’Donnell, CIH, who has served as Executive Director for the American Board of Industrial Hygiene (ABIH) since 1991, announced her plan to retire by June 2014. “It has been an honor to serve ABIH, our Diplomates and the professional IH community” stated Ms. O’Donnell. “ABIH is stronger today than ever before and I believe it’s poised for even greater things in the future. It’s been my privilege to work with many colleagues over the years and I look forward to maintaining those friendships in this next chapter of my life.”

Ms. O’Donnell has provided exceptional, passionate leadership to the industrial hygiene profession throughout her 22 years as Executive Director. “As a Certified Industrial Hygienist (CIH), I am extremely impressed by and grateful for Lynn’s continued enhancement of the CIH as a premier professional certification” stated Mark Finn, ABIH Chair. A Board Executive Director Search Committee has been established to guide the selection of a new leader, allowing adequate time for a smooth transition.

Ms. O’Donnell served as a member of the ABIH Board of Directors from 1983-1989 and became the second Executive Director in 1991. Lydia Renton, Past Board Chair noted “Lynn has been the pillar of ABIH for many years. When CIHs think of ABIH, they think of Lynn. She is a role model for the integrity and gold standard accreditation that we know as the

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We are happy to announce that during its recent meeting, the National Commission for Certifying Agencies (NCCA) accredited ABIH’s CIH certification for a five-year period, expiring September 30, 2018.

NCCA is the accrediting body of the Institute for Credentialing Excellence. Since 1987, the NCCA has been accrediting certifying programs to the highest standards of practice in the professional certification industry. There are approximately 300 NCCA-accredited programs offering individual certifications in a wide range of professions and occupations including nurses, financial professionals, respiratory therapists, counselors, emergency technicians, crane operators and more.

The ABIH received NCCA accreditation by demonstrating CIH program compliance with the NCCA’s Standards for the Accreditation of Certification Programs.

“This prestigious recognition was achieved following NCCA’s thorough review and assessment of our systems” reported Tracy Parsons, CIH, Administrative Program Manager at ABIH. “The application and review process took about a year, but was well worth it. The accreditation demonstrates that the ABIH continues its role as a premier certification program. This provides intrinsic value to the CIH in the form of credibility and integrity, both of which are important in attracting and retaining clients. It’s also great news for employers, workers and the general public who rely on ABIH to provide a high quality certification program.”

The CIH program is also accredited by ANSI (to ISO/ANSI 17024) and is one of a handful of occupational hygiene certifications recognized by the International Occupational Health Organization. Previously, ABIH has been accredited by CESB but this was discontinued in favor of pursuing the more rigorous NCCA accreditation, which is consistent with our desire to maintain the CIH as the premier global certification for the occupational hygiene profession.
CIH Value Story Contest – Results!

Earlier this year, ABIH ran a contest asking CIHs to submit their “value story”, i.e., a vignette on how the CIH had benefited their career. More than 120 CIHs responded and the entries were excellent. We originally thought that we would pick the top 25 entries (for the Amazon gift card and chance at the iPad Mini); however, it proved to be too difficult of a task. There were so many common themes and well-written stories that it would be folly to say that one was better than another. So we changed the rules – ALL entries received a $10 Amazon gift card and all entries were then eligible to win the iPad Mini (via a random drawing), which was won by Allene ‘Scotty’ Butler. We would like to thank all who participated.

Many of the stories had value themes that will be familiar to CIHs. For example:

- Positive impacts to worker health
- Hiring and advancement opportunities
- Increased economic rewards
- Professional credibility & confidence

Other stories brought forward value themes that were less direct but more personal:

- Increased personal confidence
- Serving as a role model for others

For the review team, reading all the value stories was a humbling experience. Many of the value stories were powerful, meaningful and even emotional. After a career of IH work, it is easy to get a bit jaded. Many of these value stories took us back to our roots and our “reason for being”.

Beginning with this issue of The Advisor and over the next several issues, we will be sharing most if not all of these value stories.

Lynn O’Donnell Announces Retirement

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‘CIH’.” Ms. O’Donnell has worked tirelessly to champion both the industrial hygiene profession and the CIH. Notably during her tenure, ABIH achieved ANSI/ISO and other accreditations, transitioned to a computer based examination that is offered internationally, streamlined application and certification maintenance processes, and increased the number of CIHs from under 3900 to 6700!

Previously in her career, Ms. O’Donnell served as a Director on the American Industrial Hygiene Association Board and as a Councilor for the American Academy of Industrial Hygiene. “She has served as a role model and informal mentor, particularly for women in our profession,” stated Nicole Greeson, ABIH Vice-Chair. Among her many accomplishments, Ms. O’Donnell is an AIHA Fellow, and recipient of the ACGIH Bloomfield and AIHA Alice Hamilton awards. Ms. O’Donnell may be retiring, but as ABIH Director David Roskelley, states “After more than 25 years of outstanding contributions to the success of ABIH, Lynn’s legacy of dedication and service to the profession will last for years to come.”
Allene H. Butler, CIH, Butler Health and Safety, Inc.

I am really glad that I have my CIH because I believe that it has been the major factor in my success. Having the CIH enabled me to get a wanted promotion, and be retained when others without the credential were laid off. Working toward the CIH gave me a leg up on the job, and working to maintain the CIH has helped me keep my skills at a high level. Most of all, the CIH is my proof of being a professional in a less than well-known profession.

I got into (fell into, really) industrial hygiene through the laboratory. I was hired by the California State Health Department in 1973 as a result of the passage of the California bill for a state plan for OSHA. At the time I had never heard of industrial hygiene, or OSHA, or anything much in the way of safety. After about a year in the Lab, I was selected for a pilot program concerning the California Carcinogen laws, and sent into the field for the first time. I loved it. After three years, I was able to apply to transfer into the field portion of the program. I had to wait until the Supervising IH changed hands and the new one was willing to hire women for the field…since then I have never looked back.

In the beginnings of the Cal/OSHA program the demand for field IHs was such that a number of people were hired as “junior” IHs with no experience. As a lateral transfer, I was expected to help train the new group. I really had minimal field experience at the time so I needed to educate myself enough to stay ahead of them. Working toward the CIH credential, with its broad scope was one of the tools I used. I went first for the ‘chemical aspects’ credential, since it was what I knew, but the core exam was field based and took a great deal of study and thought. So after the first one, I went for the comprehensive practice. In Cal/OSHA to be a senior IH or higher, you must have either a PE (yes, really) or a CIH. With my two CIHs, I was soon promoted to the supervisory level. Another value of the credential is credibility; very useful when testifying for in administrative law hearings. I left the state job after several years to take a job in private industry, a job that I believe I would not have gotten but for the CIH. During the course of my career, because of the CIH, I completed continuing education courses that I could not have sold to management but for the CIH. In the latter part of my career, the ‘fashion’ in manufacturing was do more with less or ‘lean’. My credentials made me a more valuable employee than others with similar experience but no CIH. And lastly, my experiences with the CIH credential lead me to pursue credentials in allied fields: the CSP in safety and the CHMM in the environmental field. Possessing the CIH made the application for and the process of obtaining these ancillary credentials so much easier.
Starting in January, 2014, ABIH will be adding a new way to earn CM credit in Category 7. Called IH Related Exams, Diplomates will be able to claim CM credit for exams that did not previously qualify for CM credit. This includes many professional certifications (e.g., Certified Hazardous Materials Practitioner and Certified Laser Safety Officer) as well as many other non-certification exams used for licensing and registration (e.g., AIHA Registries). We here at ABIH believe that these types of exams are active demonstrations of technical knowledge and are in alignment with the purpose of the CM program – the ongoing technical advancement of the Diplomate.

This new way to earn CM credit is targeted to those exams which are typically standalone, meaning that the exam is offered independently from any other activity like a class or pre-exam workshop. These standalone exams are often associated with certification or certificate-based programs; however, ABIH will allow any type of exam as long as it meets our acceptance criteria.

To be acceptable for CM credit, an exam must be at least 1 hour in long and at least 50% of the exam content must align to at least one of the IH Rubrics or the IH Job Analysis. In addition, the exam must be offered by the organization responsible for overseeing exam development and administration.

Exams offered in conjunction with a class or pre-exam activity would continue to be claimed in Category 4 – Education. As an example, if you take a preparation workshop for the Chemical Hygiene Officer certification and it includes a practice exam, all of that time would be claimed in Category 4. When you decide to actually sit for the CHO certification (i.e. the real test) and you pass the exam, that activity can be claimed in Category 7 – IH Related Exams.

CM credit currently offered in Category 7 for Other Professional Certifications will continue as it is through the end of 2014 and then be transitioned into the IH-Related Exams. All professional certifications eligible for CM credit today will be continue to be eligible for CM credit under the new program rules for IH-Related Exams.
I/T’s Coming and We Can’t Stop I/T!

I/T’s coming – new Information Technology for ABIH! In 2014, ABIH will release a new online system designed for Diplomates, Applicants and Examinees. The new system means less work and greater confidence due to improvements such as:

- 24/7 accessibility from smart devices
- Activity entry as the events occur, building your information over time
- Real-time monitoring of status, allowing you to make informed decisions on whether to attend an event
- Increased ease of use by integrating the rules and the forms
- Reduced errors due to pick lists and automated calculations
- Cloud storage of records associated with a specific activity or event

When the system is eventually launched, ABIH Diplomates will have the option of switching to the new online system or continuing to use the Excel or paper versions of the CM Worksheet (at least through the end of their current CM cycles).

There is nothing that you as a Diplomate or Applicant need to do at this time. We are excited about the new system and wanted to give you a sneak peak at what to expect from ABIH in 2014.

CIH Value Story

Babu Thomas, CIH, Consultant.

I came to this great country with a Masters degree in Chemistry from a foreign university after spending about 15 years teaching the subject in three different countries. Although finding a job wasn’t that hard, finding some kind recognition and credibility especially among my peers wasn’t that easy because they were not fully aware of what a foreign degree entailed. In addition when you talk with a foreign accent, the listener might take it as a weak point and treats you in a different manner sometimes not giving you all the respect you deserve. The main thing I accomplished having the CIH accreditation was the elimination of these above mentioned experiences with peers and customers. Handing out my business card with the extension “CIH” after my name always increased my credibility and put my self-confidence at a much higher end.

Annual Fees

Fee notices for annual fees were sent out via email approximately a month ago. The 2014 fees are $125 (same as 2013) and must be paid prior to January 15, 2014 in order to avoid the late fee.

Payments are accepted online (log into My Account at the ABIH web site) or you can mail a check to ABIH. If you mail a check, be sure to include a copy of your invoice which can be printed from the ABIH web site.

If you did not get the original email of if you need assistance, please contact Pam Trim at ptrim@abih.org
Roger Smith, CIH, ABIH Certification Applications Manager, represented ABIH at the recent AIHA 2013 Asia Pacific OH Conference + Exhibition in Singapore. Roger’s role was to expand awareness for the CIH credential in markets outside of the US.

“I was honored to represent ABIH at this conference” reported Roger. “One aspect of the ABIH strategy is to increase our presence internationally because that is where we believe some of the greatest occupational health and safety challenges will appear in the coming decades. Thus, there will be a demand for qualified occupational hygiene practitioners like CIH’s.”

Roger met with potential applicants at the conference, to explain the benefits of becoming a CIH and the requirements to attain this premier certification.

In addition, Lydia Renton, CIH, ROH and a current ABIH Director holding the Past Chair position, was the key note speaker at the Conference closing session. Her presentation, Certification – A Professional Success Story, described how certification factored into her career development and professional advancement.

ABIH was proud to be both a Bronze Sponsor of the Conference and an Exhibitor.

CIH Value Story

Larry J. Newport, CIH, Frito Lay

Achieving my CIH certification directly impacted my career immediately. I was working as a consultant when I obtained my CIH. I was instantly recognized as an expert by clients without having to “prove” myself. I not only started to have an increase in business, but also noticed client interest in me as a potential employee. I received a raise and a cash bonus. Within a year I was hired in a regional role for a global company. I increased my salary by 20% and increased my job responsibilities. While working at my new role, one site I was visiting had an unannounced OSHA inspection. I introduced myself to the inspector as a CIH and found I had instant credibility with the inspector. He worked with us throughout the inspection and we had a mutually beneficial experience. With respect to employment, I find I have now gone from seeking opportunities to opportunities finding me. One aspect of my job is to call customers to help them interpret the safety data sheets we provide. I have been asked multiple times to apply for positions their company had opened based on the CIH credential. Recently, I was asked to apply for a job and was told by the hiring manager that there were initially 38 applicants. I was selected as one of the top two candidates because of my CIH (I have recently learned the other candidate was also a CIH. None of the other candidates were CIHs). It should also be noted this was not for an Industrial Hygiene position but rather an Occupational Health and Safety position. The CIH has given me professional confidence and instant credibility. As an individual with low self-esteem, this has been huge towards my ability to obtain Corporate/Regional positions as a 38 year old professional. I recommend to anyone I meet with an interest in Industrial Hygiene to consider preparing and sitting for the CIH. It has been a tremendous asset for me personally and professionally.
The Diplomate Pulse

In the July issue of The Advisor, we asked for your input on the perceived value of you CIH credential as your career progressed. Here are the answers from those who responded.

Although the data set is somewhat small (n=20), it is consistent with what you might expect. Early on in a career, the CIH credential retains its value because the person is just getting started in the IH profession. The credential gives near-instant credibility and recognition. Over time, the CIH credential seems to hold its value quite well but not too surprisingly, it loses value for some career-mature CIHs. Most likely, these are the CIHs who have branched out into other professional areas where the CIH credential isn’t as useful or recognized.

Perceived CIH Value
Based on Years of Certification

![Bar chart showing perceived CIH value based on years of certification]

Got 30 more seconds? Here’s a new question.

A new way to earn CM credit is coming: CM Points for Exams.
How likely are you to take advantage of this method?

https://docs.google.com/forms/d/1rXSDTq_p_sd1cZpW2ZMMcehnY7pi_UJWc5xytG6RO_A/viewform

Submissions are anonymous. Final results will be published in the next ABIH Newsletter.
Ethics Training – Do You Still Need It?

In 2010, ABIH began requiring two hours of ethics training for Applicants, Re-applicants, and CIHs recertifying by CM worksheet.

What exactly is “ethics training”? Today, acceptable ethics training is considered to be any subject matter that aligns with the ABIH Code of Ethics or the Joint Industrial Hygiene Associations Member Ethical Principles. That probably didn’t help so let’s say it more colloquially.

Just about any content that deals with professional behavior in the workplace would be acceptable for ethics training. Appropriate subject matter includes: business conflicts, workplace relationships, technical judgment that compromises the values of an organization, integrity, professional conduct, confidentiality of sensitive information (e.g. HIPPA, human subject protection during research projects, employee medical records), conflict of interest, and intellectual property rights/plagiarism. The training may not have the word “ethics” in the course title so it may be easily overlooked.

Where do you find Ethics training? There are several ways to meet the Ethics training requirement and for most, it would occur in one of these three sources:

- Internal courses provided by your organization or company
- A standalone Ethics course provided by a 3rd party
- Ethics content embedded in a 3rd party course or conference

The internal courses are fairly clear. Either your organization offers them or they do not.

Some 3rd party courses are available online and free (see the July 2013 Advisor for examples) while others are commercial and require a fee. You can find both types by looking in the CM Events Database for courses that were approved as of 2011. Although the database is no longer being maintained, it will give you an idea of some of the ethics events that have been previously approved and perhaps, a good lead on where to find the most current version. If all else fails, feel free to contact ABIH and we will help you.

Ethics content can also often be found as embedded material in a course or conference. Sometimes, it’s a two hour lecture that is part of another event, e.g., a college level academic class on Environmental Justice or an IH exam preparation class. In some situations, it may be a lecture, roundtable or discussion that’s offered during a conference, sometimes at Local Section meetings but also often at the national conferences like AIHA or ASSE. These ethics-specific sessions also can be claimed for ethics credit in the ABIH system.

It’s always important to remember that you will need a proof of completion record for these ethic sessions. Applicants and Examinees would need something like a Certificate or Attendance Roster. Diplomates are allowed to use any of the acceptable methods listed in Category 4 “Records”.

Know of a great ethics course that is generally available? Let us know and we will share it with your colleagues.
Mentoring & CM Credit

Category 7 on the CM worksheet is our “other” section, which means that the activity didn’t logically fit under any of the other categories on the worksheet. One area often underutilized in Category 7 is mentoring. It’s a great way to support the IH profession and also earn CM credit.

ABIH allows 1 CM point per year for each Mentee with a cap of 5 points per CM cycle. Mentoring must be pre-approved from ABIH which means that the program meets the following criteria:

1. Your relationship (to the Mentee) cannot be part of your regular job responsibilities.
2. You must meet at least 6 hours per year and keep track of mentoring time.
3. Your mentoring scope must include but is not limited to the IH rubrics.
4. There is an overall mentoring Program Coordinator who:
   • Administers and documents the mentoring program (e.g. objectives, training, etc.)
   • Formally evaluates mentoring activity
   • Provides evidence (e.g., certificate or letter) of mentoring program completion

Usually, it’s the 4th bullet point that causes difficulty because it requires that the mentoring effort be a formal, rather than an informal activity. This might suggest that only big organizations can do this but that’s not correct; you can still participate! Look to your professional associations (like AIHA). Many offer mentoring opportunities and these programs have already been pre-approved by ABIH.

For more information on mentoring, visit the ABIH web site or contact Tracy Parsons at tparsons@abih.org

ABIH Store – Logo Items and More

Looking for a great way to display the fact that you’re a CIH? Check out our logo items in the ABIH Store. It’s a hidden little gem on the ABIH web site that is too often overlooked. Of course you’ll find the professional certification Seal or Stamp but you can also purchase CIH lapel pins, ABIH logo shirts, hats and sweatshirts, along with many other items. These are high quality items at great prices.
### Key Dates

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### Actions & Reports

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<td>• V. Chad Hansen, Fort Collins, CO</td>
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<td>• Jacqueline A Robertson, Wayne NJ</td>
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ABIH Staff & Office Hours

The ABIH Staff is always pleased to work with you on any questions you may have about ABIH and its certification programs. Feel free to contact any one of the Staff listed on our web site at http://www.abih.org/about-abih/staff.

ABIH hours of operation are 8:00-4:30 (EST), Monday-Friday with the exception of the following U.S. holidays when the office is closed: New Year’s Day (January 1), Memorial Day (May 27), Independence Day (July 4), Labor Day (Sept 2), Thanksgiving (Nov 28-29) and Christmas (Dec 23-25).

If you have any comments about this Newsletter, please contact Tracy Parsons at tparsons@abih.org.

The ABIH Newsletter is published three times per year. Current and back copies are available at http://www.abih.org/about-abih/newsletters