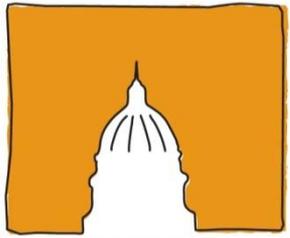
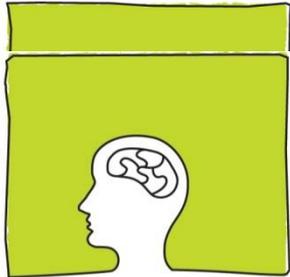
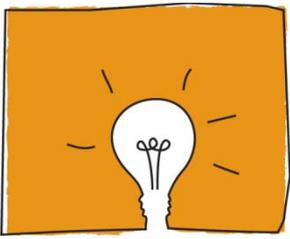


Challenges & Strategies for Industrial Hygiene

Harry Beaulieu, PhD, CIH, CSP
Industrial Hygiene Resources
Boise, Idaho
AIHA-Treasurer



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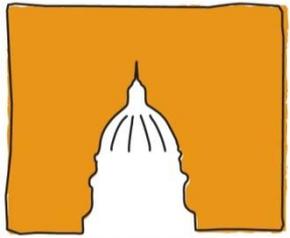
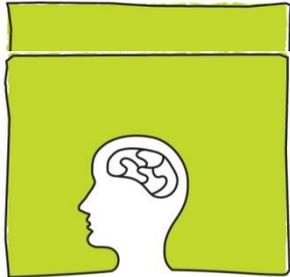
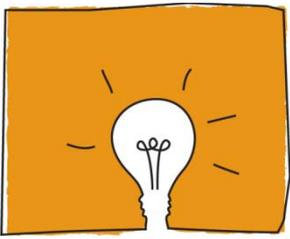
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Our Mission

Creating knowledge to protect worker health



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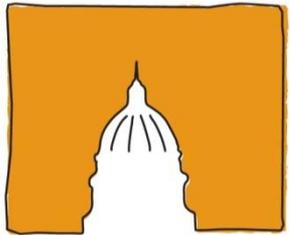
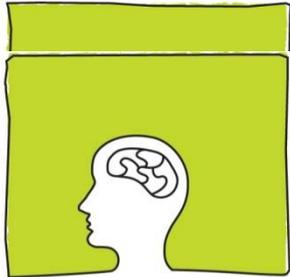
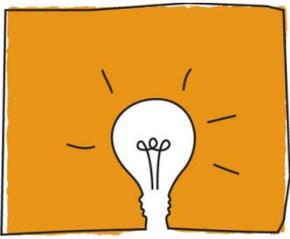
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Our Vision 2020

Elimination of Workplace Illnesses



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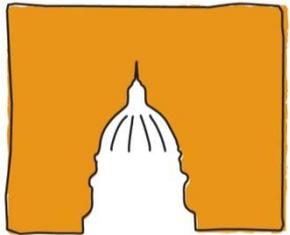
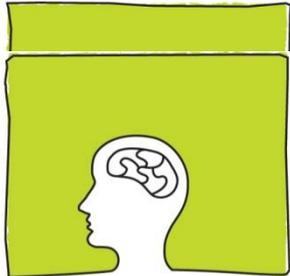
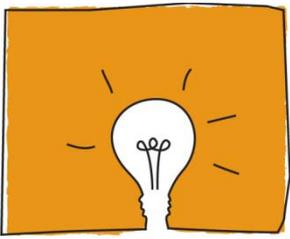
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Our Values

- We prevent illnesses and injuries
- We advocate and develop science-based policy and practice
- We respect workers and communities
- We support employers and employees
- We respect our members



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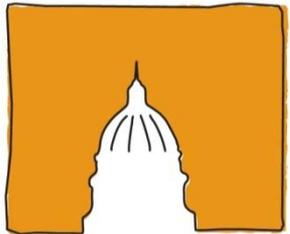
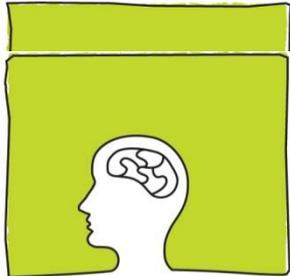
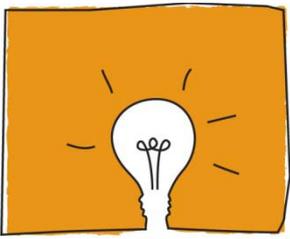
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2011–2015 Strategic Goals

- Professional Community (~10,000 members)
- Advocacy, Influence, and Value (Government Affairs)
- Information, Learning, and Knowledge (AIHCE, PCIH, Distance Learning & international outreach)



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Supporting the IH Profession with Conferences

PCIH 2011 – Navigating New Opportunities

Baltimore, Maryland | November 5-8, 2011

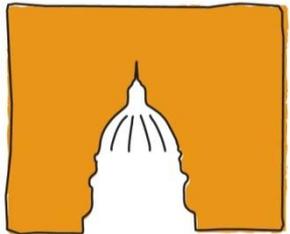
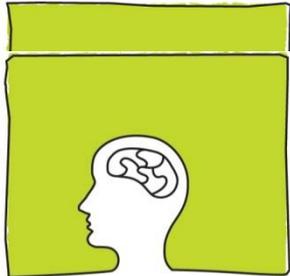
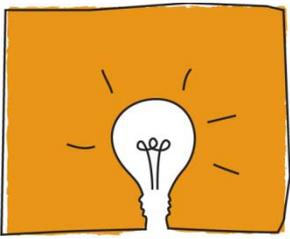
& the ***Future Leaders Institute***

Asia Pacific OH & EHS

Singapore, October 11-13, 2012

AIHCE 2012 – Redefining our Future

Indianapolis June 16-21, 2012



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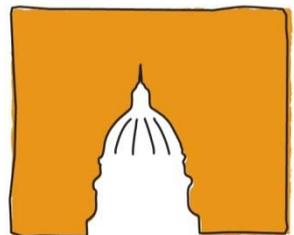
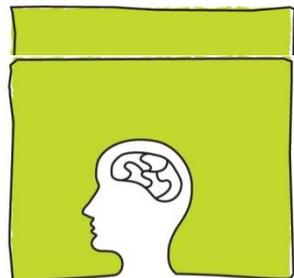
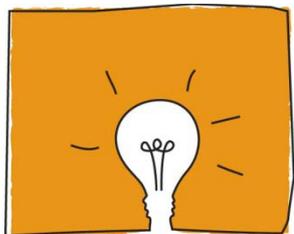
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Professional Issues Facing the IH Profession

- Membership
- Creating identity, demonstrating and delivery of value
- Core competencies
- International outreach
- Laboratory Accreditation
- Finance



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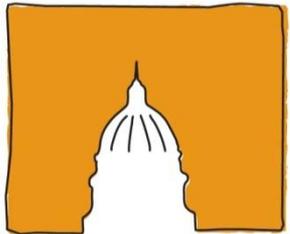
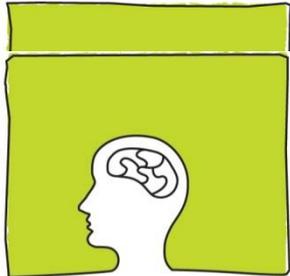
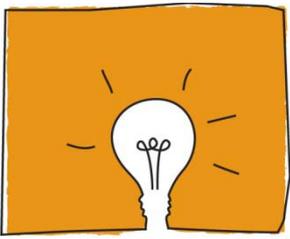
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Facts: Membership Challenges

- ↓ Membership slowly declining over the past decade
- ↓ Decline in the number of “pure” IHs entering the field
- ↓ Few companies pay individual membership dues
- ↓ Conversion of students to full members is low
- ↓ Aging membership



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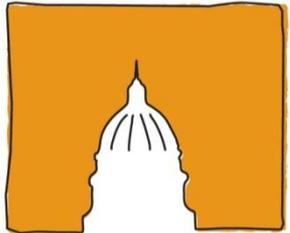
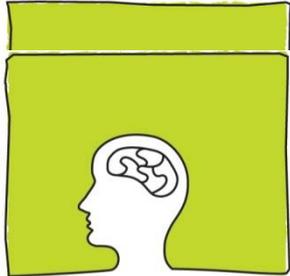
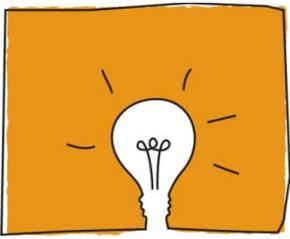
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AIHA Trends

- 70% male and 30% female
- Average age is 47 years
- Years of professional experience
 - Average = 19 years
 - 25 years or more = 28%
 - 20 – 24 years = 18%
 - 15 – 19 years = 20%
 - 11 – 14 years = 14%
 - 10 or fewer years = 20%
- 75% of AIHA members are 40 years old or older (71% in ASSE)



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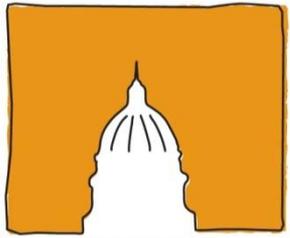
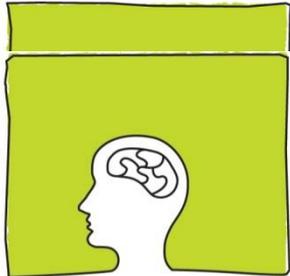
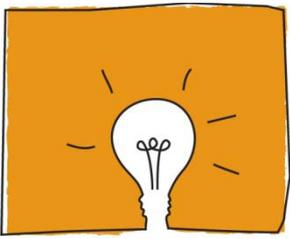
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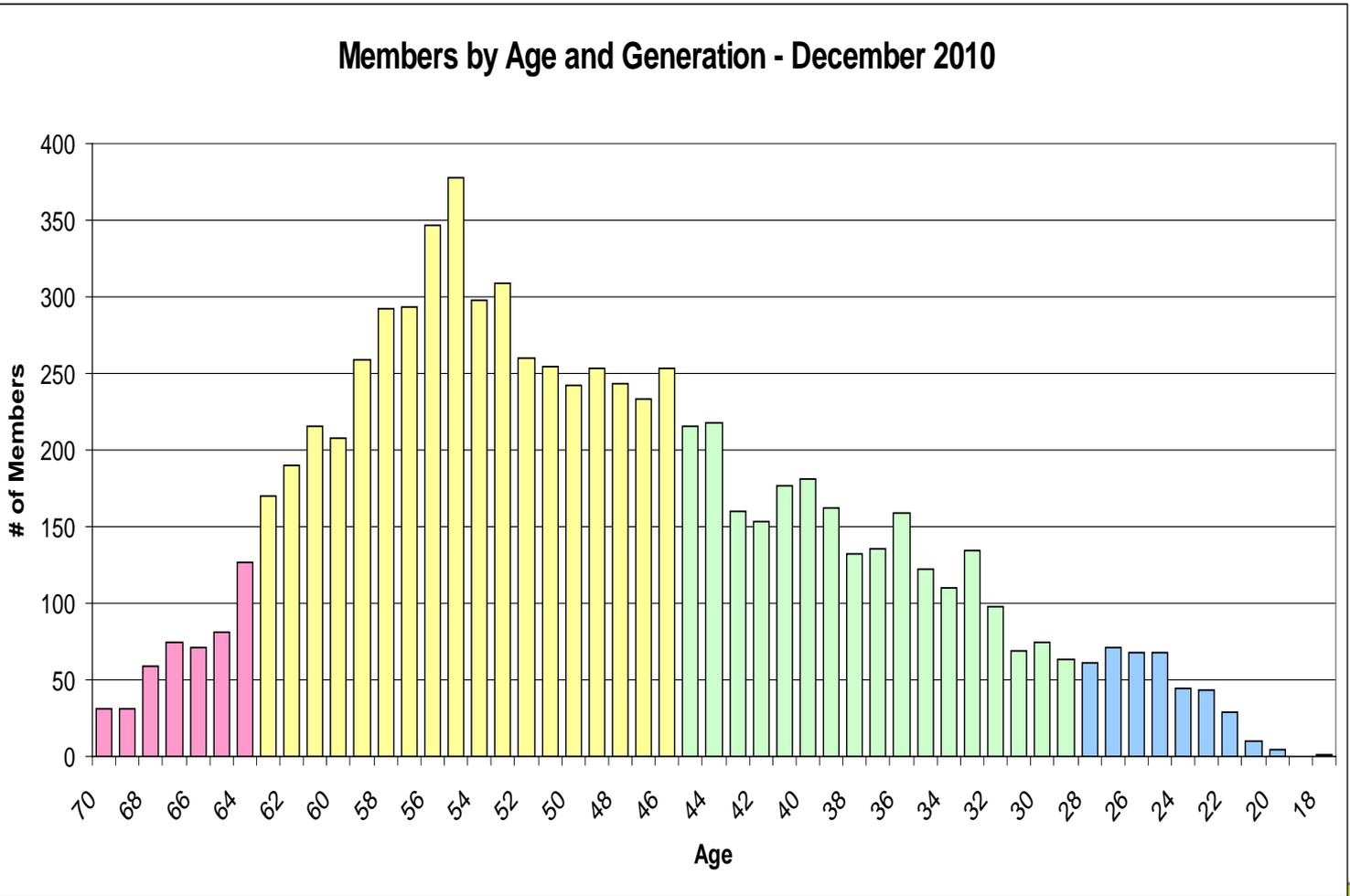
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Membership by Age



Members by Age and Generation - December 2010



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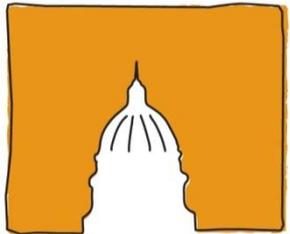
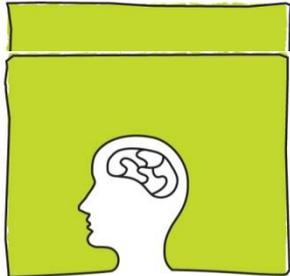
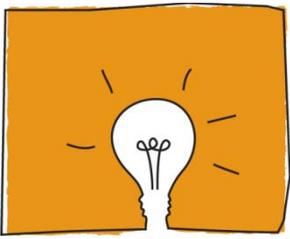
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Changing the Membership Model

- Goals

- Attract and retain young IH professionals (Future Leaders Institute)
- Expand membership base by targeting ESH generalists and allied health/affiliate professionals
- Increase member value by identifying and developing specific additional benefits for each membership class



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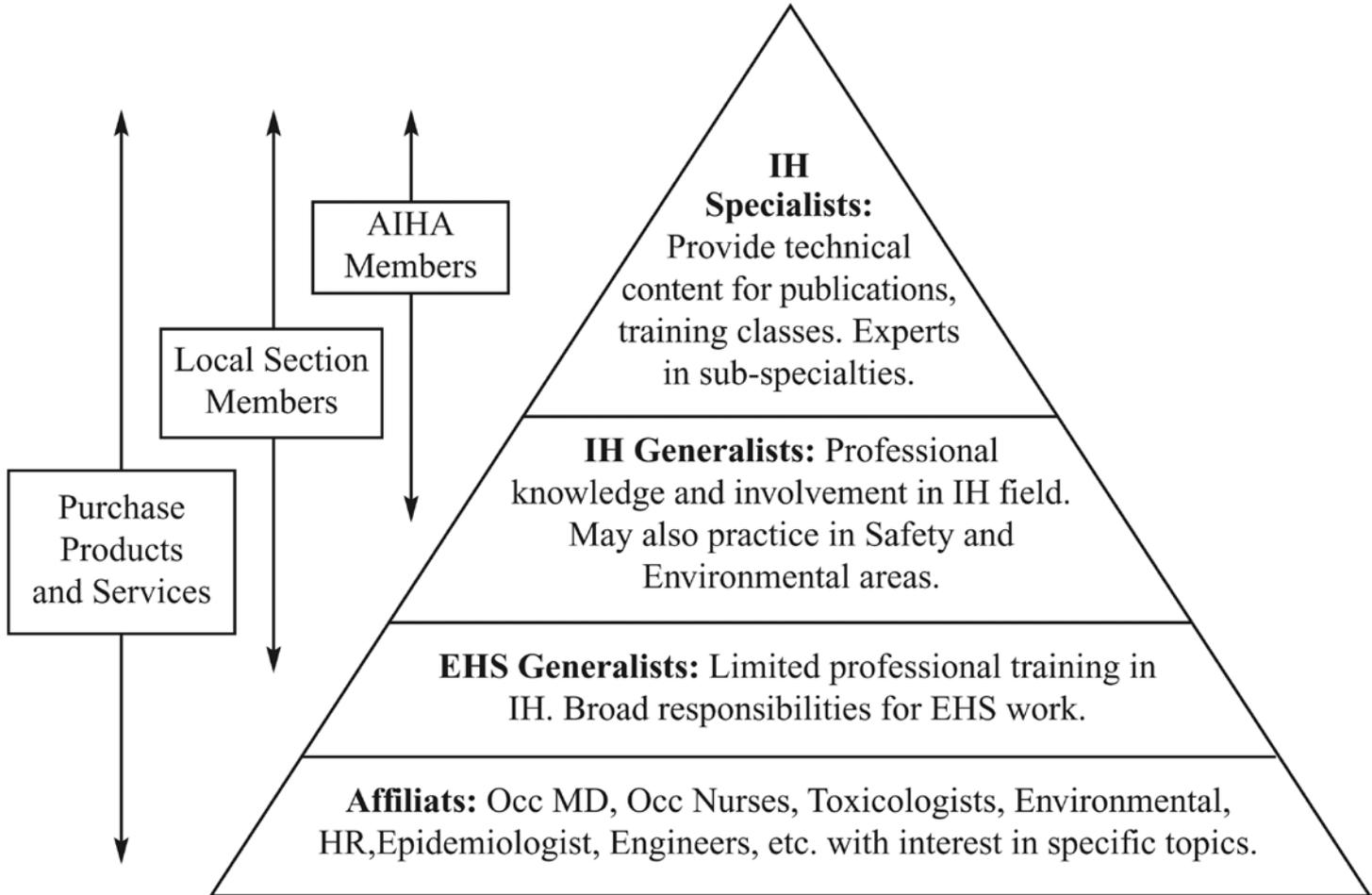
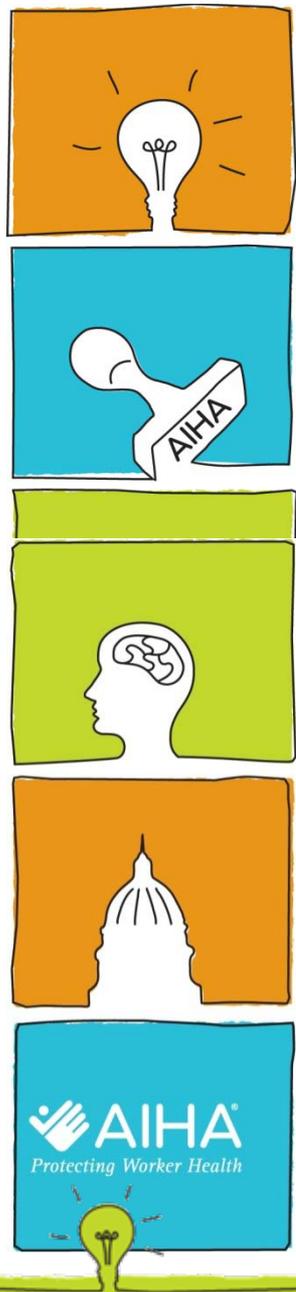
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Membership Model



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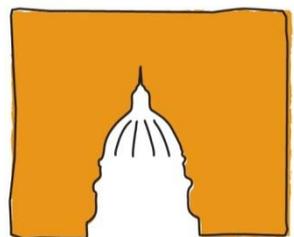
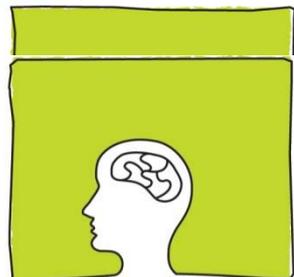
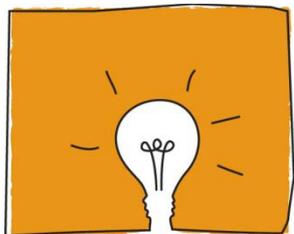
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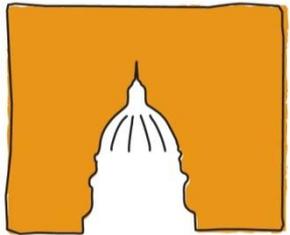
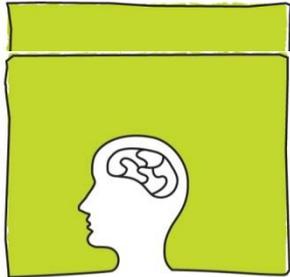
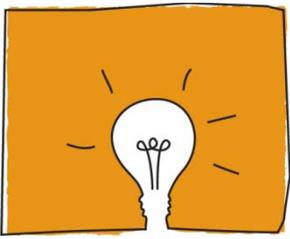
STEM Education



- IH Capacity and US Education
 - K-12 education lags behind other developed nations
 - Students inadequately prepared in math and science
 - 78% of HS students do not meet readiness benchmarks for college level classes in math, science, reading, and English
 - Fewer college students are receiving degrees in science or engineering
 - National Academy Science, “Rising Above the Gathering Storm, Revisited”.
- Importance to AIHA
 - Who will be IHs in the future?
 - Where can we find qualified candidates?
 - How will they learn about IH?
 - What will happen to existing academic programs?

The American Industrial Hygiene Foundation

- The mission is to advance the profession by awarding scholarships for students in industrial hygiene and related disciplines
- AIHF has distributed over \$1,077,000 in scholarship to over 45 schools and 397 students
- Raises money through
 - Annual Fun Run/Walk at AIHce
 - Conference pin at AIHce
 - Annual Fund Solicitation
 - Donations from individuals, corporations, and local sections



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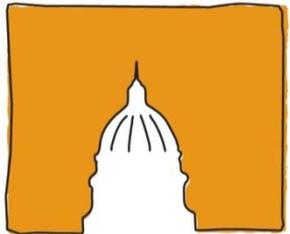
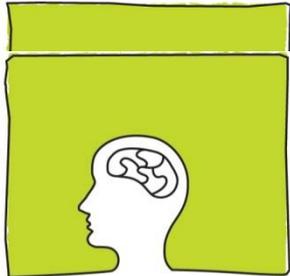
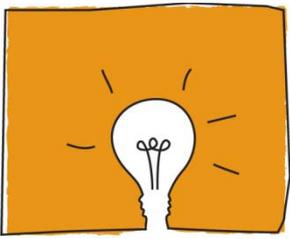
Academy of Industrial Hygiene



ACADEMY
OF
INDUSTRIAL HYGIENE

Strategic Priorities:

1. Build a sense of community among professional IH's
2. Define and raise the level of core competencies
3. Build wide recognition of the need for and value of high quality IH practice
4. Advance the professional practice of IH



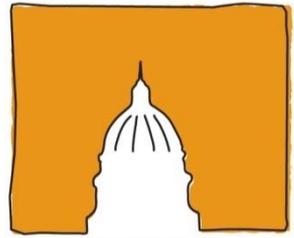
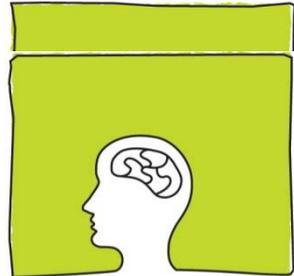
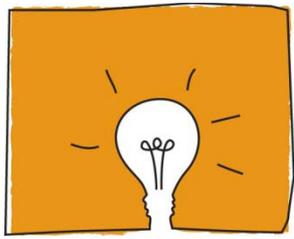
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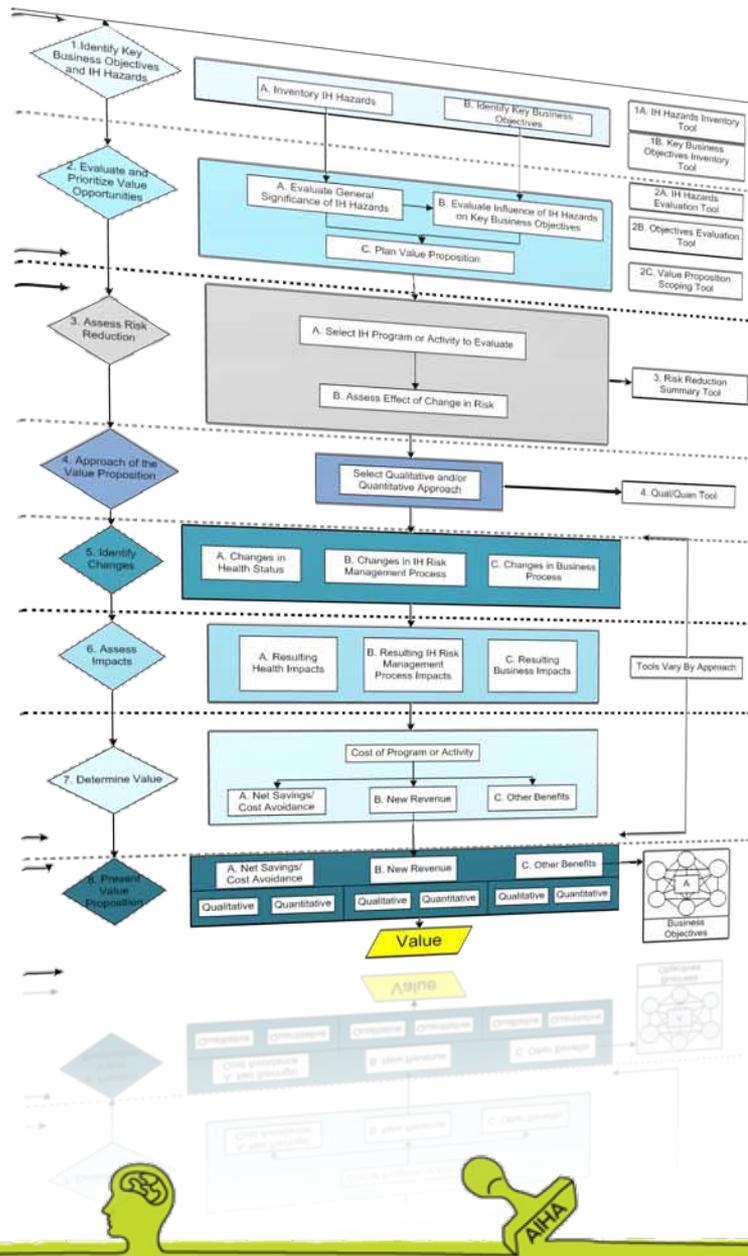
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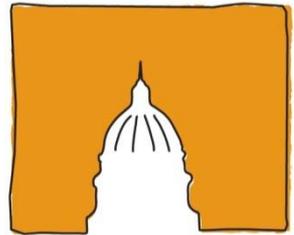
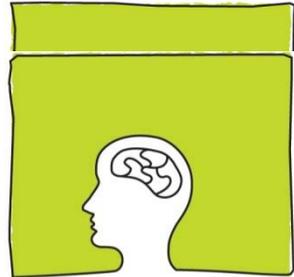
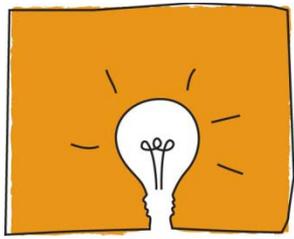
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AIHA Value Strategy





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Registry Programs



AIHA[®]
Registry
Programs
LLC

Registry programs provide a mechanism for participants to demonstrate their excellence through an established quality system and sound practices via the standards of the Registry Programs Board.

- **Asbestos Analysts Registry**

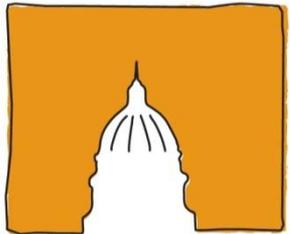
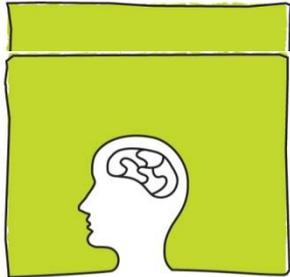
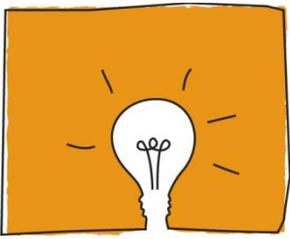
- An online listing of approved organizations and their affiliated analysts.
- The AAR maintains minimum standards of conduct for the quality control procedures and practices of field fiber-counting operations.

- **XRF Field Measurement Registry**

- Registration of organizations and their affiliated operators performing *in situ* XRF measurements of lead containing surface coatings (paint).

Registry EHS Specialty Credentials

- Hazard Communication & MSDS Authoring competency
- Professional judgement in exposure assessment
- Real-time detection of potential exposures
- Financial & non-financial value assessment
- IH chemistry



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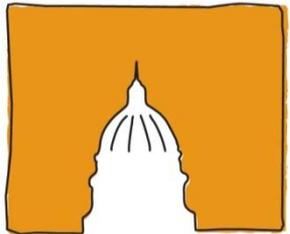
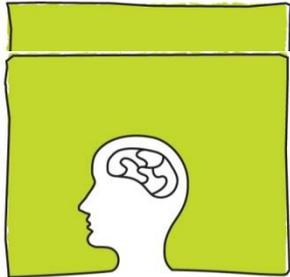
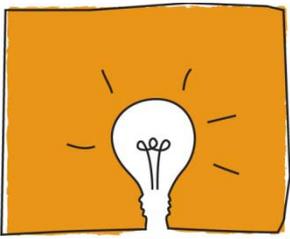
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Core Competencies

- Led by the Academy (Gayla McCluskey)
- Objectives
 - Develop a comprehensive document outlining career pathways for practitioners.
 - Provide guidance on career pathways for continuous improvement of professional practice.
 - Expand scope of Academy to include all certified OH professionals
- Success Factors
 - More new members (sustainable over time)
 - Recognition of this document
 - Better-trained practitioners
 - Products to enhance core competencies
 - Special educational opportunities (certificates, etc.)



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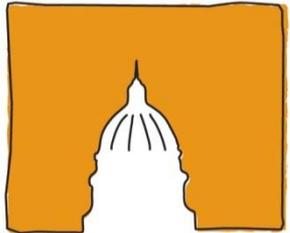
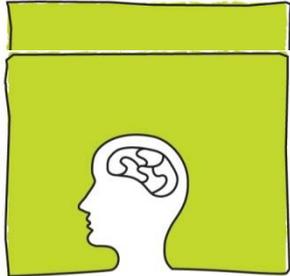
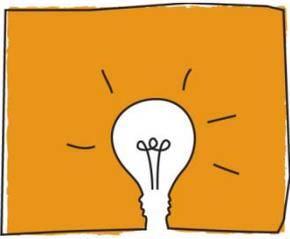
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International Outreach

- BCID (Board Committee for International Development) formed to coordinate various aspects of international work
- International Affairs Committee work
- Asia-Pacific Conference in Singapore October 11-14, 2011
- AIHA at work internationally
 - Teaching FIH courses
 - Finding opportunities for lab accreditation
 - International standards efforts
 - Global Connections online community



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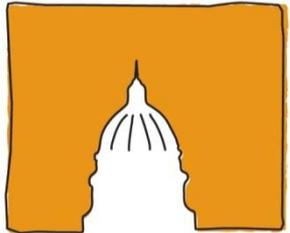
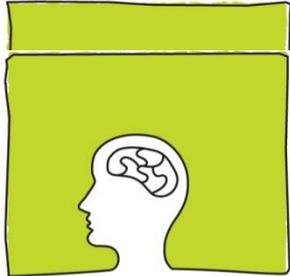
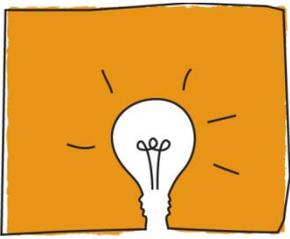
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International Outreach

- Led by Alan Liebowitz and Charles Redinger
- Objectives
 - Dissemination of technical knowledge, education, and training
 - Participation in international standards development
 - Defining, retaining, and expanding international membership
 - Supporting members operating abroad
- Success Factors
 - Membership growth
 - Launch of Multinational Leadership Advisory Group
 - Launch of Asia-Pacific Conference



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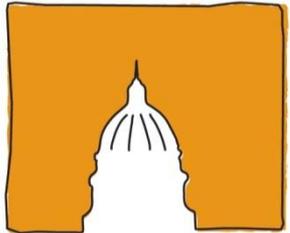
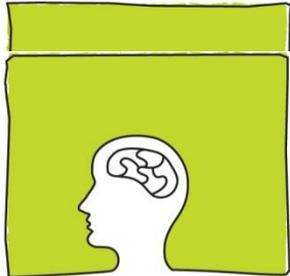
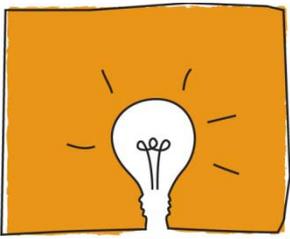
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Laboratory Quality Assurance Programs

- 3 LLCs created in 2009:
 - AIHA Laboratory Accreditation Programs (IH, Lead, Env Micro, Food)
 - AIHA Proficiency Testing Programs, LLC (AIHA-PAT Programs, LLC)
 - AIHA Registry Programs, LLC
- Purpose: to allow the business of LQAP to operate more efficiently and to quickly respond to opportunities by offering innovative products and services.



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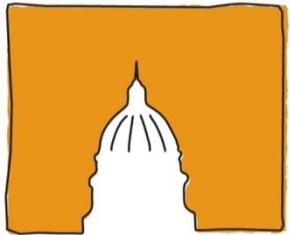
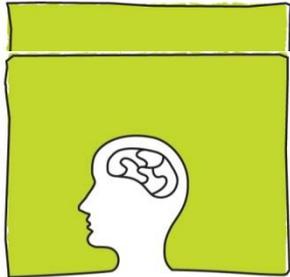
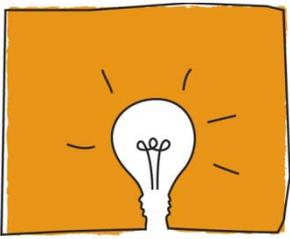
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What's new in Lab Accred?

Trend: Federal agencies such as the Consumer Product Safety Commission are specifying requirements for testing laboratories (e.g., must be accredited by an organization that has International Laboratory Accreditation Cooperation Mutual Recognition Arrangement status).

- Inter American Accreditation Cooperation (IAAC) voted affirmatively that AIHA Laboratory Accreditation Programs, LLC be a signatory of the IAAC Multi Lateral Arrangement which means that the AIHA-LAP LLC has finally attained international recognition under the ILAC Mutual Recognition Arrangement (MRA).



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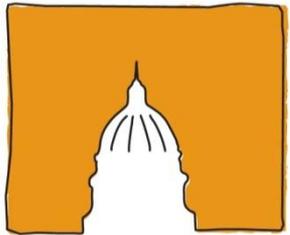
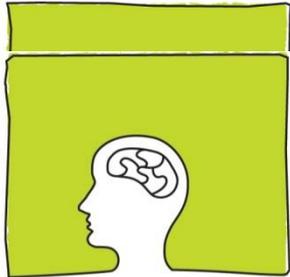
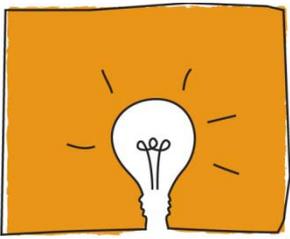
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Volunteer Groups

- Over 45 Volunteer Groups to choose from!
- Types of volunteer groups:
 - Technical Committees
 - Working Groups
 - Special Interest Groups
- Two levels of membership:
 - Full member
 - Corresponding member



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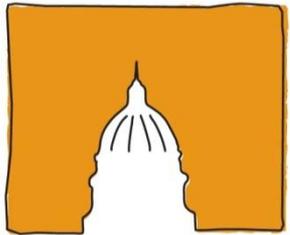
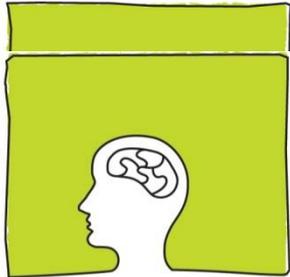
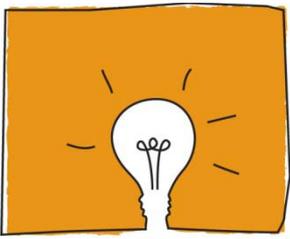
CREDIBILITY

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Volunteer Opportunities

- Volunteer Project Examples:
 - Write books, guidelines, white papers, and distance learning courses
 - Review and comment on state and federal bills related to Industrial Hygiene
 - Work on professional development courses and round tables sponsored by a committee.



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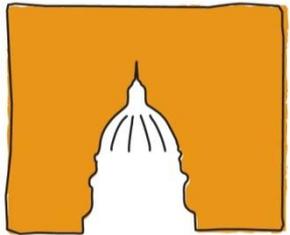
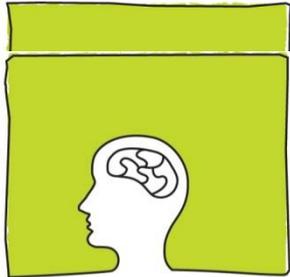
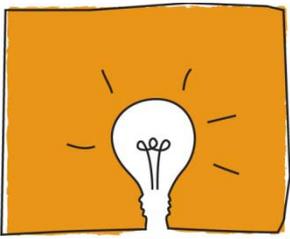
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AIHA Standards

- AIHA is an ANSI member and accredited standards developer for:
 - ANSI/AIHA Z9 Accredited Standards Committee (ASC) – Health and Safety Standards for Industrial Ventilation Systems
 - ANSI/AIHA ASC Z88 – Respiratory Protection Standards
 - ANSI/AIHA ASC Z10 – Occupational Health and Safety Management Systems Standard
- AIHA Standards Council
 - Mission is to increase involvement in national and international standards development activities
 - Consists of AIHA representatives to Standards committees and groups
 - AIHA Standards Strategy enables AIHA to engage more effectively in developing and influencing consensus standards



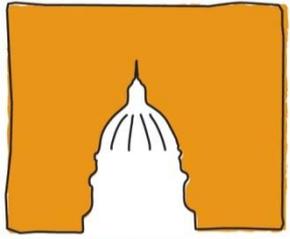
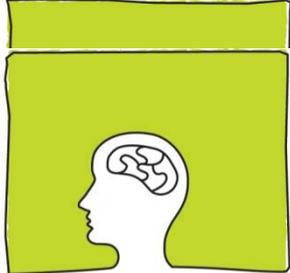
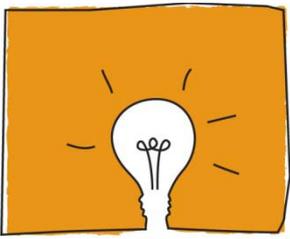
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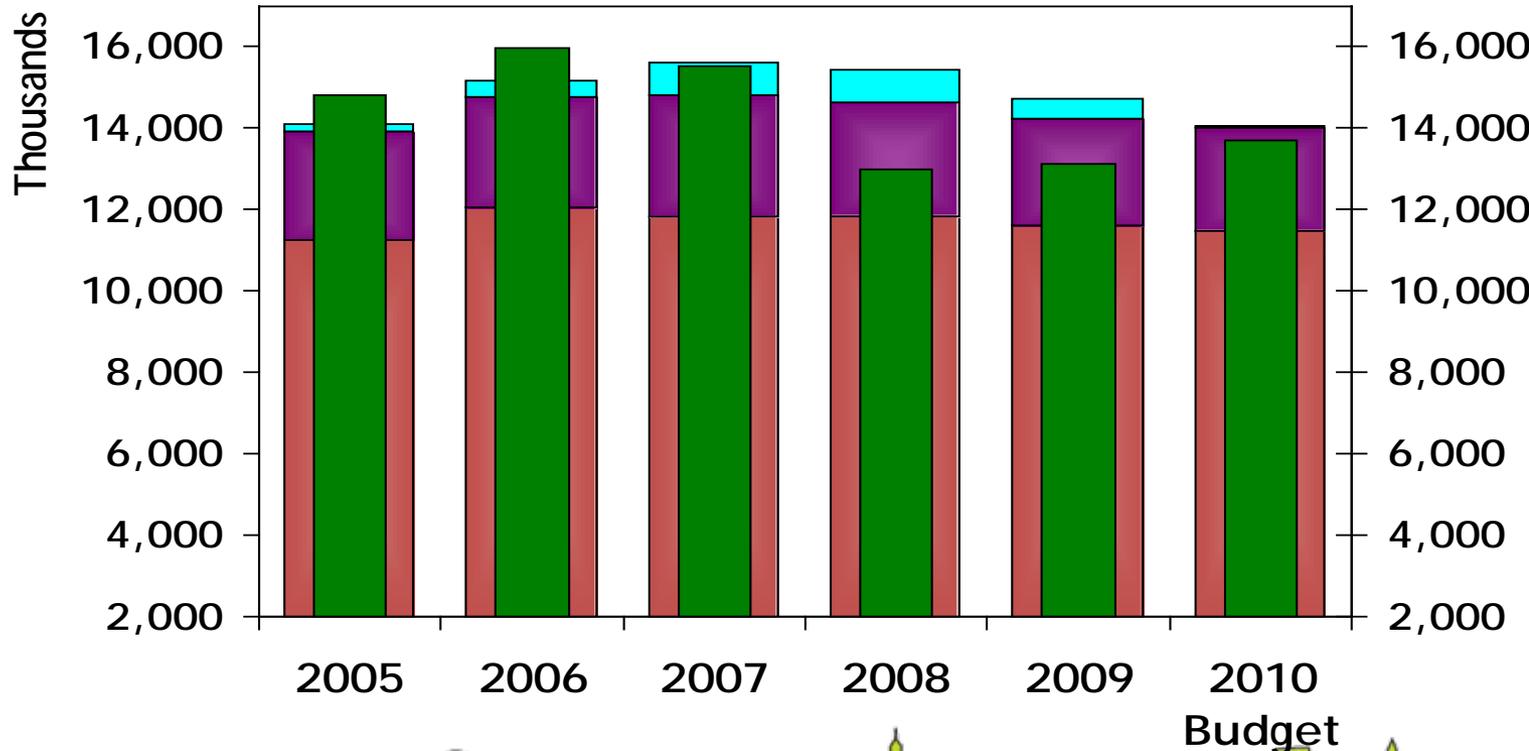
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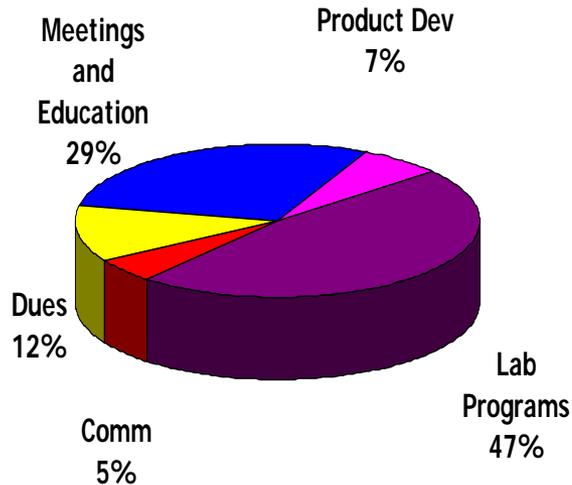
6 year Review of Revenues and Expenses

Direct Exp G & A IRAT Revenue

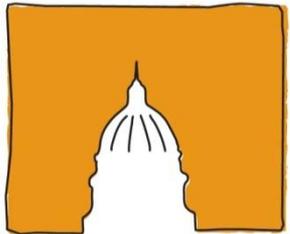
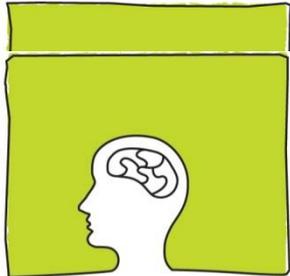
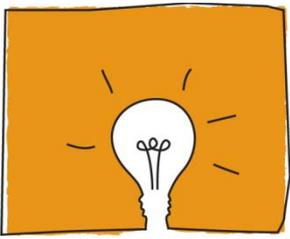
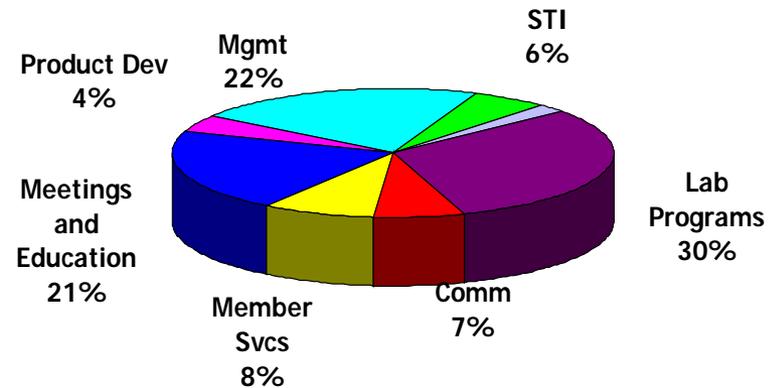


Products and Services

2011 Revenue
By Source



2011 Expense
By Source



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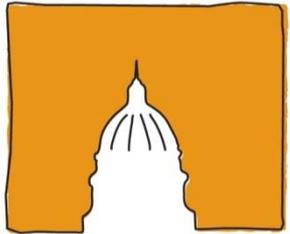
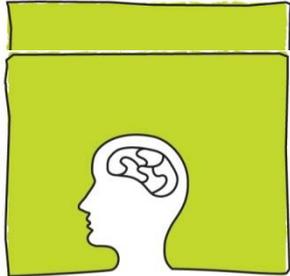
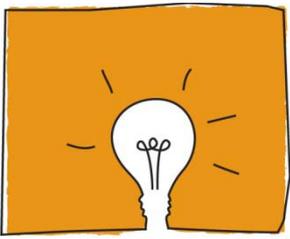
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Financial Issues

- Effects of economic downturn impacting all operations
- Investment return fairly flat in 2011
- Budget for 2011 expected loss from operations of \$300,000
- For 2011 and future years, it will be difficult to break even; AIHA will have to realign services being offered



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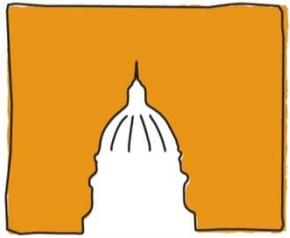
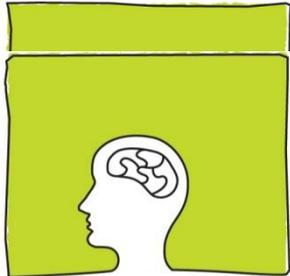
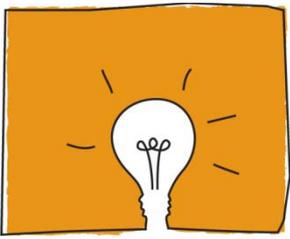
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Thank you & questions?



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