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Chair's Corner

Happy summer!

Do you remember what it felt like when you were a kid and school let out? The months that laid before you seemed full of possibilities.

I remember my first job after graduating from college. I was in a training class and the instructor mentioned some ‘tidbits’ that I will always remember. One of them was – ‘make change your friend – it is constant’! Those words have been my lifesaver as I realize how much has changed over the past 30 years, how much will change in the next 30, and how many possibilities there were and are!

That’s what it feels like at IHMM as we count down to our 30th anniversary celebration this August. The excitement builds as we reflect on the changes that have taken place over the last three decades. Certainly, there have been changes in how business is conducted. There has been an unprecedented need for greater public protection in all of the areas we work in – environmental, safety, industrial hygiene, and transportation just to name a few.

Greater regulatory challenges have brought increased accountability, and IHMM has been steadfast in meeting the needs of our 16,000+ certified professionals around the world since 1984.

So, in the spirit of thirty years of service, we’re hosting a symposium at the AHMP Conference in New Orleans, The Pillars of Change. We’ll revisit some of the challenges that brought us to the forefront of our industry and we’ll look ahead to how we can be ready for what the future holds.

And after that, we’re having a party—New Orleans style!

You’ve been an important part of our history, and we want you to be part of our future. Join us on August 26 for this unique learning and networking opportunity. Be sure to stick around after the symposium for a celebration as we toast our past successes and our future possibilities. Plus, you’ll get a sneak peek at our dynamic new logo that reflects our growing profession.

The symposium/celebration is free, but registration is required. Visit http://www.ihmmanniversary.org/events to reserve your place! You can show your support for IHMM by visiting our anniversary web site and signing our guest book.

We hope that you can come and celebrate the changes of past, present, and future with IHMM in New Orleans!

Laissez les bons temps rouler!

Allison A. King, CHMM
Chair, IHMM Board of Directors
IHMM Message from IHMM’s Executive Director

Now Is The Time!

Certified Hazardous Material Practitioners (CHMP) are professionals experienced in handling hazardous materials in a wide variety of specialties, such as environmental protection, emergency response, safety, transportation, security, and cleanup of contaminated sites. The CHMP credential is accredited by the American National Standards Institute (ANSI/ISO/IEC 17024) and the Council of Engineering & Scientific Specialty Boards (CESB) – just like the CHMM! The CHMP Blueprint focusing on hands-on or workplace experience as a practitioner governs the CHMP credential.

The CHMP credential is ready to take off, and you need to know about it. We need you to tell your colleagues, staff, and network that the CHMP will boost their career, validate their achievement, and recognize their commitment to public safety and the environment. CHMPs are working for you as technicians, shipping personnel, first responders and other members of your HAZMAT team. You see, CHMPs qualify for the credential based on experience: either five years – PERIOD – or 3 years with a 2-year degree. Potential CHMPs are working for you now – help them get recognized.

IHMM has positioned the CHMP credential through its public sector outreach activity and credential management programs:

- The Troop Talent Act (S.700/H.R. 1796) is proposed federal legislation that aims to ease the transition of service members from active duty to the civilian workforce. This bill aligns specialty skills acquired during military service and training with civilian credentials or licenses required for employment following service. The Troop Talent Act will match veterans’ skills with growth industries. This bill is now part of the National Defense Authorization Act for FY2014 and is the law. IHMM published an article in the ICE Digest describing this development.

- The Credentialing Improvement for Troop Talent (CREDIT) Act (S.2341) was introduced on 15 May 2014. Under this bill, the government will assist military personnel financially in obtaining credentials while they are still on active duty — by providing financial assistance (the fees of credentialing) from the existing military Tuition Assistance programs in place for military personnel, only if the credential they seek meets the ANSI 17024 standard.

- The new CHMM Recertification Handbook now incorporates the approved mentoring policy. What better way to encourage your Practitioner colleagues, staff, and network than by getting the benefit of a mentor and mentee relationship and IHMM-recognized Credential Maintenance Points (CMPs) for this activity?

The Federal Government understands that credentials can bring appropriate recognition to military experience, the Federal Government is willing to pay for credentials for military personnel, and IHMM certificants get credit for helping their fellow professionals get credentials. The table is set; help get a colleague get a credential. Now is the time!
Andrea P. Schuessler, CHMM, confirmed as Chair of the Nominating Committee

Congratulations to Andrea P. Schuessler, CHMM, on her confirmation as Nominating Committee Chair by the IHMM Board of Directors. Ms. Schuessler will serve a three-year term as Chair, beginning 1 July 2014.

Ms. Schuessler earned her CHMM credential in 1988 and has been an active member on various IHMM committees including being on the IHMM Board of Directors for two terms (eight years); a member of the Nominating Committee from June 2009 to present; as well as being on the Marketing Committee since 2010. In 1995 she was made a Fellow of the Institute.

Ms. Schuessler has more than 25 years of experience as a Chemist and Senior Project Manager for QA, EHS, laboratory and facility compliance auditing, and facility and lab decommissioning. Ms. Schuessler worked at Tidewater, Inc. where she managed over 3 million square feet of facility decommissioning for BRAC, including research labs, hospitals, and pathology museum spaces. Her problem solving and strategy skills include evaluation of potential chemical, biological and radiological contamination. She currently works for Melwood as Quality, Environmental, Safety & Health Manager for BASOPS programs. She graduated from University of Buffalo with a B.S. in Chemistry and an M.E. in Science Education.

Ms. Schuessler’s first order of business will be to appoint one new committee member to the Nominating Committee, effective July 2014. The Nominating Committee’s mission is to assure proper conduct of the nominating and election process for IHMM Directors.

IHMM’s Nominating Committee will call for IHMM Board of Directors candidates in July. Submissions are required the third week of August. The Committee will recommend candidates for the Board’s consideration in late September or early October. The Board-approved slate of candidates will then be published by IHMM in early November and electronic voting will be conducted to fill open positions. The voting and elections will close in late November. The newly elected directors will be announced in mid-December. The Nominating Committee will continue to ensure that the IHMM Board of Directors Nominating and Election Process and the IHMM Board of Directors Composition and Responsibilities tenets are followed throughout the IHMM Board of Directors election process.

On behalf of the IHMM Board of Directors and the IHMM Staff, welcome! Your service to the Nominating committee and the CHMM credential is greatly appreciated!

Management System Manual Revisions Approved by IHMM Board of Directors, Effective Date 1 September 2014

The IHMM Board of Directors has approved revisions to the Management System Manual (MSM) on 27 June 2014.

The purpose of the IHMM Management System Manual is to document the policies and procedures of IHMM and to align them with the accreditation requirements of ANSI/ISO/IEC 17024. The Management System Manual is a formal description of how work performed by the Institute is accomplished and
serves to assure consistency and accuracy among employees in the conduct of IHMM business. As the work of the IHMM is fluid, policies and procedures will require periodic updates. The MSM can be downloaded from IHMM’s website at www.ihmm.org.

There were several key revisions made to the MSM and they include:

- Added a new section on security of remote item writing
- Added Certified Dangerous Good Professional credential designation and requirements
- Changes made to IHMM staff responsibilities
- Added new IHMM recertification policy and clarified other requirements
- Revised CHMM eligibility requirements
- Revised the candidate application process
- Deleted eligibility requirements for the HMMT program [program currently being revised]
- Added new IHMM policy regarding annual certification maintenance fee and recertification fee
- Changed IHMM’s refund policy
- Clarified IHMM’s late fees policy
- Changed Surveillance section

IHMM conducts on an annual basis an internal audit of its compliance with the implementation of its policies and procedures. Key operational and administrative functions are reviewed by an independent third party who possesses sufficient knowledge of the procedures being reviewed to form an assessment about the accuracy and effectiveness of the policies and procedures implemented by IHMM personnel. (Institute of Hazardous Materials Management (IHMM) Management System Manual, P.1)

New CHMM Recertification Handbook Approved, Effective Date 1 September 2014

The new CHMM Recertification Handbook has been approved by the IHMM Board of Directors on 15 May 2014.

The CHMM Recertification Committee reviews Request(s) for Evaluation (RFEs), and evaluates activities that may be claimed for recertification credit in accordance with IHMM’s policies and procedures. As a result of these reviews, the CHMM Recertification Committee periodically amends the CHMM Recertification Handbook.

These revisions include changes that are the result of inquiries and RFEs made by the Executive Office, CHMM Recertification Committee members, and/or certificants. The new Recertification Handbook will be published posted on the IHMM website. CHMMs whose credentials expire after 1 September 2014 should reference the CHMM Recertification Handbook (April 2014) during the recertification process.

Examples of some of the modifications made to the handbook are highlighted below:

- “Mentoring” added as a qualifying activity
- “Participation in official training or exercise drills” added as a qualifying activity
- Added an IHMM policy allowing a “grace period” of six months to submit a recertification application. After the six months “grace period” the individual shall be decertified and is required to apply for and re-take the certification examination.
- Clarified the communication methods for recertification notifications
• Provided additional information on Inactive Status and Retired Statuses

“The Recertification Program was developed to ensure that CHMMs remain competent in the field of hazardous materials management and related areas, and to encourage certificants to continuously enhance their knowledge, skills, and abilities,” stated Denny L. Carlson, CHMM, IHMM Board Director and previous Chair of the CHMM Recertification Committee. “IHMM requires that the CHMM certification be renewed every five years to ensure currency, and it is expected that the CHMM Recertification Handbook be amended as conditions warrant.”

Immediately following this announcement, the CHMP Committee approved the following changes:

If you have questions regarding the policies or procedures in the CHMM Recertification Handbook, please contact M. Patricia Buley, Sr. Manager, Credentials at pbuley@ihmm.org.

New CHMP Blueprint

In order to maintain the relevancy of the Certified Hazardous Materials Practitioner (CHMP), IHMM has updated the blueprint for the CHMP credential. This new blueprint governs the competency requirements for the CHMP credential. Specifically, the blueprint provides the outline of topics for the CHMP examination. Examination questions are developed from the blueprint, and applicants should base their examination study on the blueprint.

All CHMP examinations starting on 1 April 2014 have been based on the new blueprint, regardless of when an applicant applied for the CHMP certification and/or registered to sit for the CHMP examination.

The new CHMP Blueprint is based upon the “Job Analysis Revalidation Report” for the Certified Hazardous Materials Practitioner that documents a review of the competency requirements for the CHMP credential. The Job Analysis Revalidation Report is available from IHMM upon request. The CHMP Examination and Recertification Committees are now working to develop a new CHMP test form, beginning with the reclassification of exam items in the CHMP item bank to match this new CHMP exam blueprint.

“The revised CHMP blueprint ensures to the public that a CHMP certificant is consistent with best practices and other current developments in the field,” says Brenda S. Mahan, CHMP and Treasurer and Secretary of the IHMM Board of Directors.

As part of the revalidation process, IHMM confirmed eligibility requirements. To qualify for the CHMP examination, applicants must have:

At least 5 years of relevant experience with responsibilities directly related to the handling of hazardous materials and/or waste in the workplace; OR

An Associate Level degree in an applied science or related field, such as in hazardous materials management, environmental science, environmental management, physical or life science or environmental technology from an accredited college or university, plus 3 years of relevant experience as described above.
Applying for an IHMM Credential

IHMM has improved the application process.

Whether you are a new applicant looking for information on how to apply, or a certificant who would like to explain the process to prospective applicants, the guidelines below will be beneficial.

1. Create a candidate profile at www.ihmm.org. The login button can be found in the top right corner of the website.
2. Click ‘Complete a Form’ to view a list on online applications forms. Open the form corresponding to the credential you are interested in.
3. Once you have completed the application, you will be directed to the payment page. The application fee is $175*. Applicants can either pay by credit card online or have a check sent to IHMM’s office.
4. If the applicant also plans to pay for the exam by check, then payment for both items can be combined into one check.
5. Once payment has been processed, the applicant will receive their login information to the test registration site, Webassessor.
6. Applicants have 12 months from the date their application was approved to sit for the exam. Failure to sit for an exam within this window will result in an expired application and the applicant will have to re-start the process at step 2.
7. The applicant will be able to search available exam locations, dates, and times and self-register. The final step in registering for an exam is an exam fee of $360*.
8. Applicants may reschedule via the website as long as they do so at least 72 hours prior to their scheduled exam time. Failure to do so will result in a $100 rescheduling fee.
9. Results will be emailed to the applicant within three weeks of the exam date.
10. Those who are successful will be notified of any outstanding supporting documents required (copies are acceptable). The required documents for each credential can be found under Applicants in the section corresponding to your desired examination.
11. Once all documents have been received, they will become certified and a Welcome Packet mailed.
12. Those who are unsuccessful on the exam will be given a breakdown report to assist them in studying to retake the exam.
13. An applicant has 12 months from their most recent exam date to retake the exam. After 3 total failures, the applicant is required to wait one year and must re-apply starting at step 2.
14. For the first and second retakes (sittings 2 & 3), the applicant must fill out the Retake Form found under ‘Complete a Form’.
15. Once this form is approved, the applicant will once again receive their login information to the test registration website as well as a coupon code to reduce the exam price from $360* to $150*.

If you have any additional questions regarding the application process, please take a look at the Candidate Handbook and/or contact the Certification Manager at mbridner@ihmm.org.
IHMM’s Newest Certification: CDGP

In February, IHMM announced the launch of its newest credential, the Certified Dangerous Good Professional (CDGP). Creation of the credential was a joint effort between IHMM and the Dangerous Goods Trainers Association (DGTA). Allison King and Colleen Tieman, chairwomen of IHMM and DGTA respectively, are both thrilled about the launch of this credential.

"The international scope of this credential sets the credential and its certificants apart," said Allison.

"The Dangerous Goods Trainers Association (DGTA) partnership with IHMM enabled our vision of creating global standards for Dangerous Goods professionals," stated Colleen Tieman. "We believe this recognized standard is a necessary step in promoting and improving safety in the transportation and security of dangerous goods."

The CDGP examination requires a minimum of five years of relevant experience in the field of dangerous goods transportation. Candidates must also demonstrate through experience and examination that they have the knowledge and skills appropriate for dealing with the transportation and security of dangerous goods using the following regulations:

- UN Recommendation on the Transport of Dangerous Goods – Model Regulation
- International Civil Aviation Organization's Technical Instructions (ICAO TI)
- International Maritime Organization's Dangerous Goods Code (IMDGCode)

IHMM and DGTA would like to thank everyone involved in creating the new credential, especially those who sat for the field test as well as the volunteers of the CDGP Examination committee.

IHMM would like to congratulate the first class of CDGPs:

- Maria Adamkiewicz
- Michael Alston
- Carla Andrews
- Mats Backstrom
- Harold Baird
- Michelle Baker
- Brigette Bartko
- Joyce Beerbower
- Kimberly Belser
- James Boehringer
- Paul Bomgardner
- Jeremiah Brown
- Paul Burgess
- Lulu Cohen
- David Creighton
- John D’Aloia
- Haldis Fearn
- Frederick Frank, Jr.
- Carolyn Geile
- Jerry Green
- Catherine Griffith
- Jacqueline Hardt
- David Hoppy
- Steven Hunt
- Barbara Konrad
- Diane Krause Hale
- Linda Lawhorn
- James Leonard
- Earnest Marcel
- Travis McEwen
- Holly Meaders
- Vivian Montgomery
- LGena Prevatt
- Carrie Ramirez
- Sam Rogers
- Robert Richard
- David Rivers
- William Sanders
- James Shimko
- Lorenz Spangler
- Kiley Taylor
- Leo Traverse
- Emilia Ugwu
- George Vassallo
- Wim Verkuringen
- William Withrow
- Edward Zdunek
Those interested in obtaining this new international credential should check out the CDGP page at [www.ihmm.org](http://www.ihmm.org) or contact the Certification Manager, Madison Bridner, at [mbridner@ihmm.org](mailto:mbridner@ihmm.org)

### Suspension of the HMMT Program

IHMM’s student program, the Hazardous Materials Manager in Training (HMMT) has been suspended. Having a student program is important to IHMM, and the Institute is evaluating options to restructure the program. At this time, there is no set date when the program will be available again. HMMT applicants already in the system may continue.

### Recertification by Exam

Recertification by exam is an alternate recertification option for certificants who were unable to accrue the required number of CMPs over their five-year cycle. A certificant who wishes to recertify by taking the exam must:

- Submit the Recertification by Exam Application in the fifth year of their recertification cycle. Failure to submit the application prior to the certificant’s expiration date will lead to decertification. Furthermore, applications submitted prior to the fifth year will be denied.
- Be current on their annual certification maintenance fees (ACMF). Applications will not be approved unless the certificant’s annual fees are current.

Once a certificant’s application to recertify by exam has been approved, an email will be sent with the login information to the test registration site, Webassessor. The exam fee is the same for certificants and it is for applicants, $360*. Certificants have from day one of their fifth year to six months past their expiration date to pass the examination. One retake is permitted in this time frame.

Results will be emailed to the certificant within three weeks of their exam date. Should the candidate fail, a breakdown report will be provided to aid and focus studying efforts. Candidates who pass will be issued their new certificate and letter of compliance.

*For any additional questions regarding recertification by exam, feel free to contact Madison Bridner, Certification Manager at [mbridner@ihmm.org](mailto:mbridner@ihmm.org).

*Fees are subject to change

### CHMM Spotlight (30th Anniversary Special Edition): Homage to the First Group of CHMMs!

IHMM is celebrating its milestone 30th anniversary! Our organization, founded in 1984, has been protecting the environment and the public’s health, safety and security through the administration of credentials recognizing professionals demonstrating a high level of knowledge, expertise, and excellence in the management of hazardous materials.
Dr. John Frick, CHMM (Ret.), was one of the four original founders of IHMM and of the Certified Hazardous Materials Manager (CHMM) credential and retired from his position as Executive Director on 2 January 2009. “As an original co-founder of IHMM, the focus was on building an organization that defined the profession and provided recognition to qualified workers in the hazardous materials field. We dedicated ourselves to building an organization based on honesty, integrity and fairness”, stated Dr. Frick.

IHMM would like to thank and honor several of the first group of Certified Hazardous Materials Managers (CHMMs) for their significant contributions in making our world a safer place for the public and for future generations, and for their continued personal commitment and support they have provided to IHMM. We are delighted to recognize and share with you interviews conducted with several CHMMs who after 30 years are in good standing with their credential and remain active in the field:
IHMM: How did you find out about the CHMM credential?

[Kim Anderson] I was contacted by a professional association that described the credential.

[Ron Burstein] I originally found out about the CHMM Certification program in a trade journal.

[George Campbell] I found out about the CHMM credential as I went through the process to become a Hazards Control Manager.

[John Coniglio] Going back many years and events makes it difficult to have exact "recall". I believe I came upon the credential through professional journals. With the environmental "Boom" on-going there was a need for credentialed personnel and the CHMM was filling the void.

[Michael Erbaugh] I was working as a contractor for the EPA and thought it would be a good idea to have the professional certification. My degree is in Public Health and Safety and not an engineering degree. I had read about it in one of my professional magazines and decided to pursue it.

[Paul Errico] I found out about the CHMM credential through a business associate in the Hazardous Materials field. He told me there was a new certification for the field of hazardous materials; I researched it and decided to sit for the exam. As you know my ID is a three digit number, which amazes people at IHMM when I call for information.

[Gail Finkelstein] It was so long ago! The CHMM credential was just developing when I first heard about it. And there weren’t many of us in the field. Actually, there wasn’t an environmental field at that time. We were trying to figure out what "Hazardous Materials" meant, and what Industrial Hygiene was. The CERCLA legislation was still in its infancy, the Department of Transportation had Hazardous Materials regulations, and there were some water regulations, but not much else. I searched for other people with similar responsibilities. I must have made a good contact, because one day I received a letter inviting me to be part of a new certification, and to contribute questions to the first entrance exam.

[Jim Hanson] I cannot recall that far back exactly how I found out about the CHMM. I have re-invented myself career-wise at least five times in that time period, all within the realm of CHMM activities.

[Ken Manchen] I attended the HazTech conference in Philadelphia in the summer of 1984. I noticed in the conference brochure that they were offering a hazardous materials certification exam. I asked my boss if I could register for the exam. I told him I wanted to test myself against others in the field. He said by all means so I registered and took the exam. It was personally administered by Hal Gordon.

[Dennis Sasseville] A former colleague who was also involved in hazardous waste management issues told me of the early stages of the CHMM initiative and encouraged me to participate in its launching.

[Ron Schaible] I believe I learned of it through newsletters or other direct correspondence or in publications from allied organizations.

[Jim Wood] During my last active duty assignment (1980 - 1982), I was assigned to Environmental and Safety Division of the U.S. Army Toxic and Hazardous Materials Agency (USATHAMA). I was a staff Sanitary Engineer (the official active duty Army destination for an Environmental Engineer) supporting the demilitarization of lethal chemical warfare agents and installation restoration (i.e., remediation) efforts at various Army installations. That experience provided me with a great deal of insight into the management of hazardous materials, and in addition to pursuing licensure as a Professional Engineer (P.E.) which I obtained in January 1983. I then became interested in obtaining an additional specialty certification in hazardous materials management. The primary specialty credentials at that time (related
to hazardous materials management) were the Certified Industrial Hygienist (CIH) and the Certified Safety Professional (CSP). Both of those credentials were widely recognized at the time (and are still widely recognized), but somewhat narrow in their focus and because I was not working as an Industrial Hygienist or as a Safety Engineer, those credentials really were not a "good fit" for me personally. I was looking for a credential that was more "broad based", and I stumbled upon the Certified Hazard Control Manager (CHCM) credential. That seemed to be a "closer fit" for my background and experience, so I applied and was awarded the CHCM credential. A few months after my certification as a CHCM, I received information from the Academy of Certified Hazard Control Managers about this new Certified Hazardous Materials Manager (CHMM) credential. That seemed to be a "much better fit" for my background and experience, so I applied and became certified as a CHMM.

IHMM: What was it about the CHMM credential that you found beneficial to pursue 30 years ago?

[Kim Anderson] The CHMM was relevant to the scope and nature of the work practices in which I was engaged.

[Ron Burstein] What attracted my attention was I would be able to receive certification based on my credentials in the FIRST year of existence. I was also attracted by the organization's focus on hazardous materials. RCRA was just recently enacted and this was an opportunity to be certified in a relatively new area.

[George Campbell] I have always had an interest in environmental science. When I was working to obtain my MBA, I took a course in environmental law from one of the lawyers working with Governor Brown to establish many of the California environmental laws. This put me on a path to help my company meet environmental regulations. The CHMM credential was a natural course of action to validate my work and my knowledge and skills for my employer.

[John Coniglio] The CHMM was giving credibility to practitioners and engineers in the field, one that like safety, everyone seemed/seems to think they can jump into without technical understanding, etc. The CHMM at the time was addressing the issue.

[Michael Erbaugh] The CHMM credential is a non-engineering professional certification and I thought it would be a good fit for my background and experience.

[Paul Errico] Prior to the CHMM credential in 1984, Hazardous Materials and Environmental Health and Safety professionals struggled to prove their knowledge due to lack of certification. Once the credential became available, it opened so many doors and I seized the opportunity. It amazes me how far the credential has come since its inception 30 years ago to where it is now, widely accepted by industries and recognized by federal and state agencies.

[Gail Finkelstein] If you're reading this, you're probably like me. I have always had hard time describing what I do all day to anyone outside this field. The CHMM credential helped give credibility to the field, defined an area of expertise, and legitimized it.

[Jim Hanson] The focus on hazardous materials, as broad as that can be, was still more defined than other safety and health certifications.

[Ken Manchen] The environmental movement began in the 1970s. The EPA was created. The Clean Air Act, the Clean Water Act, the Safe Drinking Water Act, and the Toxic Substances Control Act were all enacted. After earning a degree in environmental science and engineering (primarily design of industrial wastewater treatment systems), I landed my dream job with one of the world's largest industrial
manufacturers (Eaton Corporation) in 1978. I was the first environmental person ever hired by Eaton. There was a continuous stream of new environmental requirements and responsibilities. I was enjoying the constant challenges in this new field. When I noticed a test designed for people like me I jumped at the opportunity. We were the high tech growth field of the 1980s and I wanted to see how I measured up. It was an exam offered at the right time in the right place.

[Dennis Sasseville] In the early 1980s there was no specific credible credential in the hazardous materials management field. Regulatory agencies and companies requiring professional services often defaulted to accepting P.E. as evidence of competency, even if the P.E. was in a totally non-applicable specialty like electric engineering! Clearly the need was there.

[Ron Schaible] It was a new credential that not only embraced my long-standing responsibilities in occupational health and safety but also the environmental aspects of hazardous materials and environment issues in general; hazardous wastes in particular.

[Jim Wood] The CHMM credential seemed to be the "best fit" for my background and experience. In addition to the P.E. license, the CIH and CSP credentials were the most prestigious certifications 30 years ago (and are still very prestigious certifications), but neither of those certifications was a "good fit" for my personal background and experience. The new CHCM credential (and subsequently the CHMM credential) appeared to be more appropriate certifications for my background and experience. I feel that I made the right choice. The evolution of the CHMM credential over the past 30 years have given that credential "name recognition" comparable with that of the CIH and CSP credentials. That type of "name recognition" has been very beneficial to me personally over the years. Along with my P.E. license, my CHMM credential provides me with instant professional credibility when I first meet new clients. The CHMM credential is widely recognized throughout the hazardous materials and environmental management communities.

IHMM: How did you begin your career and what motivated you to pursue your career in this field?

[Kim Anderson] After completing my Bachelors of Science in Chemistry and Biological Science, I was accepted into dental school. While touring the medical center where the dental school was located, I found a former high school friend who had enrolled at the school of health. After a visit, I switched from a career in dentistry to environmental, safety, health and toxicology.

[Ron Burstein] I graduated with a Chemical Engineering Degree in 1971 and was in the top 25% of my class. A recession was in place, and only the top student had gotten a job. Instead of worrying, I decided to enroll in a graduate program in Environmental Engineering. This was a brand new field but had gotten my interest. The Environmental Protection Agency was in its infancy and recruited heavily at local technical colleges. During my first graduate semester, I was interviewed and hired to work as an Air Pollution Control Engineer in the New York City Department of Air Resources. I began my career in the environmental sector in February 1972, and thereafter, completed my master's degree. (An interesting aspect to my degree is that Environmental Engineering was so new that my degree was granted by the Civil Engineering Department).

[George Campbell] I began my career working as a Public Health Physicist for the State of Kansas. For part of my career there, I was in charge of environmental monitoring, including pre-sampling areas downwind of the reactor that was to be built in Nebraska and subsequently I spent most of my career working in the field of Environmental, Health and Safety.
[John Coniglio] I had an Associate's Degree in Civil Technology and was completing my Bachelor of Science in Industrial Technology in 1973. Jobs were sparse in the construction field and I was introduced to the "Insurance" element who were hiring degreed personnel to provide account reviews and technical support to clients, many working within the environmental area and all having safety related concerns. This availability of work, the safety course work I had taken which interested me and the fact I was just married after graduating "nudged" me into the career.

[Michael Erbaugh] I saw a video on Crescent City, Illinois when I was in the Army as a Medic at the end of Viet Nam and was stationed at White Sands Missile Range. During missile fueling and defueling, I always thought it was interesting to watch the techs dress out. When I did my tour the GI Bill paid for my degrees. While in college, I had the chance to join a spill team and the rest is history.

[Paul Errico] In 1981, I put my Engineering Degree from the U.S. Merchant Marine Academy to use as a plant engineer for ITT's Advanced Technology Center and Semi-conductor Facility in Shelton, Connecticut. Shortly after joining ITT, I was asked to take over the Environmental Health and Safety Director Position, which peaked my interest due to the nature of the work and the types of hazardous materials that were used back then in the semi-conductor industry (saline, arsenic, arsine and phosphine).

Just a few years prior in the early to mid-1970s, we didn't have any legislation that would guide our industry, protect employees from chemical exposure or protect the environment from illegal disposal of hazardous materials/waste. For years our industry pushed for legislation, but there were no RCRA, HMTA or TSCA standards/regulations until 1975-1976. Hazard Communication did not appear until 1987 followed by HAZWOPER in 1989.

With the laws in place it became easier for me to work with companies and help them to protect employees from chemical exposure, work safely with hazardous materials and protect the environment, but there was still a long road ahead of us. I was able to develop programs for such disciplines as general/construction industries, healthcare, higher education institutions, fire service, law enforcement, research and development facilities, and the legal profession.

This career choice was right for me in that I am motivated by results, reduction in worker exposure, mishandling of chemicals and hazardous waste, and the education of fire and police services on protecting themselves when responding to a HazMat incident.

[Jim Hanson] My first career job was as the first Safety Specialist for Oklahoma State University. My perception was that workplaces had many hazards that humans could be harmed by injury or illness, or death, and if I could make a difference and help prevent those things from occurring, then that would be a life well lived.

[Ken Manchen] I earned a degree in Civil Engineering but wasn't ready to begin work. I wasn't sure I would be happy designing buildings, roads or bridges. I instead decided to pursue a master's degree in a new civil engineering related field that was being offered by Rice University titled, "Environmental Science and Engineering". It changed my life and prepared me for my life's work. I studied chemistry and microbiology, and learned how to design industrial wastewater treatment systems. I conducted laboratory research, wrote a thesis and earned my master's degree. My goal was to work for a major global business. I also wanted to pursue an MBA. I found a way to do both when I accepted a job with Eaton Corporation. I worked during the day and took MBA courses at a local college at night. Thankfully it all worked as planned. I knew a better understanding of business would help me be effective in industry.
[Gail Finkelstein] I worked in the chemical lab, when one day my boss called me in and asked me if I knew what "Hazardous Materials" were? Did I know what "Industrial Hygiene" meant? We spent about 20 minutes guessing, and I went back to work. About six weeks later he called me back and said, "Congratulations on your new job. When you figure out what it is, let the rest of us know." The field has been growing, expanding, changing ever since. It’s fascinating and challenging. There's always something new to learn, new to try. No two days are ever the same. I've never complained that I was bored, and important work is being done. We all live in this world, and we want to keep it happy and healthy.

[Dennis Sasseville] I began as a water quality researcher with a specialty in geochemistry. Thereafter, I moved into environmental consulting about the time RCRA and CERCLA were coming on the scene and there was a rapidly expanding need for sound hazardous materials management practices of all types.

The professional field was just developing and essentially wide open for those interested in making a difference.

[Ron Schaible] My career originated in the casualty insurance loss control arena performing risk evaluation and risk improvement activities. I then transitioned into increasing positions of health and safety responsibilities in various manufacturing organizations. My responsibilities subsequently expanded into global Environment Health and Safety (EH&S) governance with a multi-national company. I subsequently entered the field of EH&S and forensic consulting with my current employer.

[Jim Wood] I attended the University of Missouri-Rolla [currently the Missouri University of Science & Technology (Missouri S&T)] on an Army ROTC (Reserve Officers Training Corps) scholarship. As part of my ROTC scholarship, I incurred a 4-year active duty service obligation. Upon receiving my Bachelors of Science in Chemical Engineering, I was commissioned as a U.S. Army Medical Service Corps Sanitary Engineer (basically an Environmental Engineer). Upon completing my basic officer training (January-March 1977) and follow-up environmental science course (March-May 1977), I was assigned to the U.S. Army Environmental Hygiene Agency (USAEHA) located in the Edgewood Area of Aberdeen Proving Ground (APG), Maryland (June 1977 - May 1980), and subsequently to the U.S. Army Toxic and Hazardous Materials Agency (USATHAMA) that is also located in the Edgewood Area of APG (May 1980 - August 1982). I found the air quality and hazardous materials management fields (associated with my two active duty assignments) to be very interesting and professionally rewarding. I remained in the U.S. Army Reserves and held several Sanitary Engineer positions until my retirement (as a Lieutenant Colonel) from the reserves in August 2000. Upon leaving active duty in August 1982, I accepted a Department of the Army (DA) civilian position at USAEHA. I remained with USAEHA (and its successor organization, the U.S. Army Center for Health Promotion and Preventive Medicine (USACHPPM)] until my retirement from Federal service in February 2009. As I was retiring from Federal service, USACHPPM was transitioning into the U.S. Army Public Health Command (USAPHC). In March 2009, I accepted a part-time appointment with USAPHC through the Department of Energy (DOE) Oak Ridge Institute of Science and Education (ORISE) Knowledge Preservation Program, and have remained with USAPHC since that time. I still find my chosen career path to be enjoyable as I have transitioned to a part-time status.

IHMM: What "value" does the CHMM credential hold for you?

[Kim Anderson] It has augmented my education (M.S. and Ph.D.) to show that I am competent in all areas of environmental health and safety.

[Ron Burstein] The CHMM credential focused on hazardous materials management, as compared to the PE, which is in Chemical Engineering, and the BCEE, which originally was in Air Pollution Control (Waste was added later as a Specialty Certification).
[George Campbell] To me it demonstrates that I am qualified to lead and review work with hazardous materials. I was privileged to work with William "Smiley" McMillan on the Academy National Recertification Board and I have served several terms on the AHMP Awards Committee. One of my greatest honors was to be named a Fellow of IHMM in 2009.

[John Coniglio] I think sometimes we, especially in the safety and environmental field, make too much of certifications. It seems we are always trying to validate our profession, work and value. In reality, the CHMM, CSP, certainly P.E. (Licensure) remain the lynch pins of "knowledge credibility" and that separates us from the pack, a pack that in my opinion has too many UN-qualified people jumping in and supported by employers and clients who just fill positions. Those that are serious about the safety and environmental aspects of their business have a starting basis to validate the candidate's knowledge.

[Ron Schaible] I perceive the CHMM as being a rapidly recognized credential behind the more mature CIH and CSP designations, which I also possess. Any legitimate and respected credential applicable to one's professional pursuits can add credibility to one's stature and career.

[Michael Erbaugh] Currently I work as an ISO 14001 and BS 18001 Certification Auditor. It allows the company clients to feel confident about my skill while auditing them. Some of my clients have their CHMM and it's a common bond during the audits.

[Paul Errico] I believe that industry and federal/state agencies have come to realize that the CHMM credential is not a textbook certification, but rather one based heavily on experience and real life situations. Attaining it has helped strengthen my credentials and gained a trust among my peers in that I am called upon often to answer a specific question and/or assist in handling an issue they may have regarding hazardous materials or the environment. I will be the first to admit I don't have all the answers, but I always use my experience and background to offer valuable ideas, suggestions or resources on where to go and whom to contact.

[Jim Hanson] My CHMM demonstrates a commitment to knowledge, professionalism, and experience. The result is the ability to judge situations as to compliance with standards or, perhaps, more importantly, with an understanding of the intent of a standard.

[Ken Manchen] The CHMM credential provided me with the confidence of knowing I was qualified in my field. I was doing so many things. I was working in so many different areas with so many different specialists (chemists, geologists, hydro-geologists, biologists, etc.) in a constantly changing field. The CHMM credential bonded us all together and demonstrated we all knew the basics required to function in our field.

IHMM: How has the CHMM credential helped your career over the course of 30 years?

[Ron Burstein] Because of the eventual recognition of the CHMM certification by the public as someone who has knowledge of hazardous materials, it has enhanced my series of overall certifications.

[George Campbell] To maintain the credential I had to stay current with environmental regulations and the current state of environmental science. The credential helped me to stay on top of what is required by regulators as well as giving me the knowledge to affect environmental laws and regulations.

[John Coniglio] The CHMM credential helped most as a consultant working for many clients doing clean up and related environmental projects. As a company owner, it was important to us to have and maintain proper certification and credentials to display our knowledge maintain our field knowledge and show our competence in a competitive field.
[**Michael Erbaugh**] It's a vehicle for a professional certification for a non-engineering degree.

[**Paul Errico**] Over the past 30 years, we've seen changes for the better by way of new environmental and safety legislation and the recognition of CHMM as critical certification both within and outside of the industry. Those changes have given me the opportunity to work with disciplines and agencies that require a certain level of experience and knowledge. The most relevant example of this was when I wanted to obtain a HazMat Technician certification with the state, but needed to take a lengthy course (over 100 hours) and then sit for the exam. Based on my credentials, along with numerous certifications, the state fire academy allowed me to challenge the exam, which I did successfully. This aided me in attaining certifications as a responder and/or instructor in such areas as terrorism response and awareness, assistance in industrial/criminal environmental/hazardous materials investigations, teaching OSHA and EPA law and USDOT HazMat courses at two local universities, and a becoming a HazMat instructor for various industries and police/fire services.

[**Jim Hanson**] It is hard to say, I have never been employed where the CHMM was required. On the other hand, my CHMM designation may have influenced other professionals who have selected me for committee roles, consultant activities, bank loans on contractor work, etc.

[**Ken Manchen**] The CHMM credential helped me network with fellow hazardous materials professionals all over the country and later the world. I have been fortunate to have been able to visit India three times with fellow CHMMs to help train Indian environmental professionals. It was an unexpected benefit that I never envisioned when taking that test in Philadelphia in 1984. Also the many good friends and talented people I have had a chance to network with has been a blessing.

[**Dennis Sasseville**] The CHMM has been a solid and widely respected credential among practicing professionals in government, industry and consulting. It provides evidence of professional knowledge and competency.

[**Ron Schaible**] I cannot differentiate the value of one certification over another, except to say that I view them as complimentary and all are applicable to my professional pursuits.

[**Jim Wood**] In addition to myself, there were other engineers and scientists in my organization that held the CHMM credential. Over the years, all of the CHMMs were assigned as Project Engineers/Project Managers on the "more complex" and "high profile" projects. Our demonstrated abilities to successfully manage those types of projects led to increased responsibilities and promotions to a higher Civil Service grade (e.g., GS-13). During 1990, the USAEHA selected me as one of two individuals that year to receive the "Master Consultant" designation. When reviewing candidates for the "Master Consultant" designation, the panel considered: (1) Education (i.e., graduate degree); (2) Experience (e.g., technical complexity and importance of work experience); (3) Professional Certification (e.g., P.E., CIH, CSP, CHMM, etc.); and (4) Publications & Technical Paper Presentations. At the time that my packet was presented to the Master Consultant Panel, I was a GS-13 Environmental Engineer. Selected "Master Consultants" received a "desk audit" from our Civilian Personnel Office (CPO) to determine whether they were performing duties "above the grade level" of their assigned positions. As a result of that "desk audit", the CPO evaluator determined that I was performing duties comparable to the GS-14 level. My position was then reclassified as a GS-14 Environmental Engineer position, and I was promoted. Based on those considerations, I feel that my CHMM credential was instrumental in allowing me to be selected as one of USA EHA's "Master Consultants" (and my associated promotion to GS-14).
IHMM: What have been your biggest challenges that you encountered in the field of Hazardous Materials and/or Environmental, Health and Safety in your efforts to enhance and ensure protection to the public?

[Kim Anderson] Since the early 1970s, we've seen and experienced many, many regulations being promulgated. Specific regulations were poorly conceived and have been very slow in evolving to afford the proper protection of workers and the environment.

[Ron Burstein] When I first began my career in environmental, Safety, Health Environment (SHE) was seen as a necessary evil in order to avoid enforcement. Over the years, management accepted it more as a necessity as part of doing business. Now it is a core value, and sustainability is seen as a means to enhance business. Although environmental management is universally accepted, SHE professionals must continually "sell" all levels on how to best comply with rules and regulations. A "top-notch" SHE professional will be able to implement compliance programs in a way to minimize economic impacts and even reduce costs where possible.

[George Campbell] One of my earliest challenges was leading an effort in the 80's to develop and get approved a part b application. In ES&H I testified before Congress to get some unnecessary proposed legislation stopped and I helped to write several radiation protection regulations. One of my biggest challenges was to function as a duty officer and EOC manager during emergencies including 911.

[John Coniglio] The CHMM credential helped most as a consultant working for many clients doing clean up and related environmental projects. As a company owner, it was important to us to have and maintain proper certification and credentials to display our knowledge maintain our field knowledge and show our competence in a competitive field.

[Michael Erbaugh] PEs have always had a leg up because of their certification. The CHMM allowed us a starting point to be seen as professionals in our field. Some states now allow us to sign off on documents that before had been limited to PEs.

[Paul Errico] Definitely the greatest challenge I've encountered was gaining acceptance within the industry and proving my worth when put in certain situations or posed with challenging issues. The toughest time period was not during the lack of legislation, as I mentioned previously, but in the 1980s when federal cutbacks affected OSHA and we began to see an increase in worker chemical exposures and accidents. This latter span of time was a test for those of us in our field in that we had to step up and convince the corporations and legislature that worker safety is paramount. The HazMat professionals as a whole eventually succeeded in our quest to be heard and we began to see a reduction in worker accidents and exposures.

[Jim Hanson] Aligning my solutions and recommendations to solve problems with those of administrators who have little, if any, formal education concerning losses due to improperly managed risks.

[Ken Manchen] The biggest challenge has been in getting business people to listen and understand the benefits of good environmental, health and safety and sustainability (EHS&S) practices. The gut reaction of many is to distrust environmental activities that don't add to the immediate bottom line. Getting their engagement has been the key to success. Another challenge has been staying on top of the constant changes in and evolution of the field. It was once all about air, water, hazardous waste and remediation. Now for me it is more about sustainability, greenhouse gases, and understanding/complying with global regulations and international (ISO) standards.
[Dennis Sasseville] The single largest challenge has been the lack of the public understanding of science-based principles and the concept of actively managing the risks that face us. Too often "chemophobia," "toxic everything," and "not in my back yard" seem to take over public policy and decision-making.

[Ron Schaible] Developing and promoting programs that have a demonstrable cost-benefit consistent with the organization's business goals and objectives; doing "more" with "less" (budgets and staff); distributing EH&S competencies globally in a consistent and quality manner to business unit EH&S staff; performing EH&S program assessments while balancing "best practices" versus "country regulatory issues"; balancing family life and work/travel and strengthen family ties so they can weather the inevitable stresses of extended work commitments and business travel. "If Mommy isn't happy, then no one is happy!" Stated differently, learn to effectively delegate some responsibilities.

[Jim Wood] Throughout my career, I've worked on several challenging projects and programs. However, I would probably have to say some of my biggest challenges have related to "communications". Two "communications" challenges that come to mind involved my support to the Army's Chemical Agent Stockpile Elimination Program [with the Army's Program Manager for Chemical Demilitarization (PMCD) having overall responsibility for that program] and the Army's PERSHING Missile Motor Elmination Program (with the Army's PERSHING Project Manager's Office (PPMO) having overall responsibility for that program).

The PMCD designed and constructed the following high temperature incineration facilities to destroy the Army's stockpile of chemical weapons: Anniston Chemical Demilitarization Facility (ANCDF) (Anniston, Alabama); Pine Bluff Chemical Demilitarization Facility (PBCDF) (Pine Bluff, Arkansas); Tooele Chemical Demilitarization Facility (TOCDF) (Tooele, Utah); Umatilla Chemical Demilitarization Facility (UMCDF) (Hermiston, Oregon); and Johnston Atoll Chemical Agent Destruction Facility (JACADS) [located on Johnston Island (approx. 800 miles west of Hawaii)]. Each of these facilities required Resource Conservation and Recovery Act (RCRA) permits as hazardous waste incinerators. Detailed atmospheric dispersion modeling was required to support the health risk assessment portion of the permit application to demonstrate to the regulators (and the general public) that these lethal chemical warfare agents/munitions could be safely incinerated. At times the permitting process took several years. In the case of the ANCDF, the Army spent 10 years obtaining the necessary RCRA permit before it could begin incinerating the stockpile of chemical weapons stored at Anniston Army Depot. The PMCD also designed and constructed the following two neutralization facilities to destroy bulk quantities (i.e., ton containers) of chemical agent: Aberdeen Chemical Demilitarization Facility (ABCDF) (located at APG, Maryland) [ton containers of blister agent, distilled mustard (HD)] and Newport Chemical Demilitarization Facility (NECDF) (located in Newport, Indiana) (ton containers of nerve agent, VX). Although the permitting associated with ABCDF and NECDF were simpler (since they were not hazardous waste incinerators), the general public had concerns about the off-site transport and disposal of the neutralized chemical agents (especially at NECDF). Despite PMCD's efforts to satisfy Federal and State regulators (as part of the permitting process); institute environmental compliance auditing programs at the various chemical demilitarization facilities (i.e., I was the Team Leader for the initial environmental compliance audit at the JACADS facility); and implement an ISO 14001-conformant EMS at each chemical agent demilitarization facility (i.e., I was the Team Leader for the initial EMS conformance audit at PBCDF, ANCDF, UMCDF, TOCDF, NECDF, ABCDF and JACADS), the general public continued to express concerns about the incineration/neutralization of the various chemical warfare agents/munitions. Public meetings were probably the biggest continuing challenge. In my opinion, developing effective "risk communication" skills is critical for anyone involved in the hazardous materials and/or environmental management fields who must interact with the general public.
Serving as the USAEHA Task Force Leader providing permitting support to the PPMO on the PERSHING Missile Motor Elimination Program involved different types of "communications" challenges. The Intermediate-range Nuclear Forces (INF) Treaty between the United States and the former Soviet Union involved bilateral elimination of the "delivery systems" (i.e., missile motors) for specified categories of intermediate-range nuclear missiles. The nuclear warheads were NOT destroyed. They were retained by both countries. The INF Treaty specified the destruction of the missile motors (i.e., the "delivery system" for those missiles to be fired). The majority of the U.S. intermediate-range missile motors to be eliminated (via static firing) were associated with the various PERSHING missiles. The INF Treaty specified both the U.S. and Soviet locations where the missile motors would be destroyed. One of the U.S. sites was Pueblo Army Depot (PUDA), Colorado. Before the Army could eliminate the PERSHING missile motors at the PUDA site, air emissions permits had to be obtained from the Colorado regulators. In addition, to predictive atmospheric dispersion modeling (to obtain the permit), I designed an ambient air monitoring network around the static fire site to collect background air quality data (and ambient air quality data during each static fire event). While the Colorado regulators were eventually satisfied with our monitoring efforts (and even agreed to eliminate the HCl monitoring after several months of monitoring data indicated no detectable ambient HCl levels), an unexpected "challenge" involved getting the on-site Soviet verification team to understand WHY the Army was collecting this air monitoring data during the static firing events. They had difficulty in understanding (conceptually) how the State of Colorado could impose any monitoring requirements on something to which the U.S. Government had committed in an international treaty. I was on-site at PUDA when the first PERSHING missile motor was static fired at that site. The Colorado air permit conditions were met; the ambient air monitoring network collected data without problems; and the on-site Soviet verification team was satisfied (both the static firing event and the "data collection" efforts). This experience showed how critical "cross-cultural communication" skills can be. As we become more international in our hazardous materials and environmental management efforts, I feel that these "cross-cultural communication" skills will become even more critical. We not only must be able to provide a sound technical explanation, but when dealing with someone for another culture, we must be able to understand their perspective and be able to explain things in a context that will be understandable to them.

**IHMM: Thank for volunteering on the original CHMM Examinations Committee. How long did you volunteer on the committee? Do you recall what the first action items that you worked on were? Who was the chair of the CHMM Examinations Committee back then?**

[Dennis Sasseville] I attended one of the first meetings held in Maryland to launch the CHMM program and the associated credential. I volunteered for the first committee that created the CHMM exam structure and contributed candidate questions.

**IHMM: What types of skills or training are required for an Environmental Health and Safety Training Specialist? The profession encompasses a range of topics and how does one specialize in a particular area?**

[Kim Anderson] With the common use of electronic media, training development specialists MUST NOT only be competent in technical areas but also in the latest electronic media tools and practices.

There are so many challenges yet one sticks out then and now- air contaminants, within industrial operations and certainly on environmental sites and cleanups remain a challenge in getting testing done to support the protective equipment needed. With over 100,000 occupational disease deaths estimated each year, we need to get companies and certainly individuals tuned into the need to quantify and use appropriate Personal Protective Equipment (PPE) when engineering controls do not work. The 9/11 response will continue to display the results of chronic toxicity to air contaminants and lack of appropriate PPE.
IHMM: How do you keep current in your field?

[Kim Anderson] I participate in various webinars, teach at universities, present at technical meetings and occasionally attend national meetings. I also remain active in various professional committees.

[Ron Burstein] Staying current in any professional field means participating in conferences and seminars, continually reading relevant trade journals, etc. to stay abreast the ever changing regulations and techno A "top-notch" SHE professional will also stay abreast of the business and company in which it participates. Being a chemical engineer allows me to better understand the business I work in, to better administer environmental programs.

[George Campbell] I have kept current by attending the annual AHMP conferences and trainings, being involved in local meetings and courses, and by following regulatory updates.

[John Coniglio] I have never stopped taking classes, attending seminars, attending conferences when possible and writing a book; General Industry, Safety Basics⁷, thesis and dissertation. I have taken numerous on-line courses, the best way given a busy travel schedule, most accredited some which did not obtain accreditation but yet were extremely good from a learning perspective.

[Michael Erbaugh] I kept current through continued education, meeting, and seminars.

[Paul Errico] I try to stay current by attending specific seminars, taking courses, keeping up-to-date on new technologies and reviewing professional papers written by those who have been working in this field longer than me.

[Gail Finkelstein] Networking! And of course a lot of reading. It's common that there's only one Environmental Professional at a site, or maybe a few, each with different expertise. Where do we go with questions? How do get new ideas, learn from others' successes and difficulties? Water, waste, air and SARA committees in our communities are invaluable resources for us.

[Jim Hanson] For starters, I only try to keep current on niches in which I have found employment. I do this by reading standards once or twice and the preamble four or five times. I tend to teach a lot of courses, so preparing to instruct demands attention to reviewing current information.

[Ken Manchen] Continuing education is critical. I always have more continuing education credits than I need for recertification. I attend conferences, view webinars and serve on boards. The field changes fast and I do my best to keep up-to-date.

[Dennis Sasseville] I migrated from technical consulting to compliance auditing to management systems (ISO et al). So today I largely focus on helping organizations develop customized EHS and sustainability management systems that fit their direction and vision. In addition to maintaining my CHMM credential, I am a certified ISO 14001 Lead Auditor.

[Ron Schaible] By diligent pursuit of maintenance of certification activities through continued full time employment, only attending professional development conferences that bestow maintenance of certification points in support of my specific professional designations, university teaching on an adjunct basis, volunteer service on committees of Standards Development Organizations (e.g., ANSI, CAOHC, etc.) as a representative of ASSE or AIHA, etc.
[Jim Wood] I attempt to keep current in fields of hazardous materials and environmental management through a combination of self-study (i.e., subscriptions to various professional journals and publications); continuing education short courses; and professional conference attendance. Prior to my retirement from Federal service, I typically attended the Joint Services Environmental Management (JSEM) Conference [sponsored by the National Defense Industrial Association (NDIA)] each year. Since transitioning to my part-time status, it has not been feasible to attend that conference on an annual basis. I last attended the NDIA JSEM Conference during 2010. I was a co-author on a technical paper that was presented at one of the conference sessions that year. The continuing professional competency (CPC) portion of my biennial P.E. license renewal requires the completion 24 professional development hours (PDHs) of CPC short courses. In addition to satisfying the CPC requirement for my P.E. license renewal [and a portion of my Certification Maintenance Points (CMPs) for my CHMM recertification]; those CPC short courses also help me remain current in my field.

IHMM: What best practices would you like to share in the field of Hazardous Materials and Environmental Management?

[Kim Anderson] One best practice I would like to share is the use of worker injury/illness facilitators to expedite the proper and efficient evaluation and treatment of workplace injuries or illnesses.

[Ron Burstein] Although I can discuss many best practices in environmental compliance and sustainability, and specifically in air and wastewater, the greatest best practices which also reduce operating costs all relate to hazardous and non-hazardous waste. Even in today’s time, I have found that this is the area that most everyone lacks complete knowledge. It requires an understanding of, what I developed and call, the "5W" Program (equates to "5S"). One needs to understand the "What, Where, Who, When and Why" of any waste BEFORE one can begin to reduce waste and cost. Only after the "5W's" have been fully understood can true waste management and minimization begin. As part of this "5W" program, one needs to assess not only how waste is being managed "in-house" but also how it is being managed "offsite".

[George Campbell] Plan the use of your knowledge and equipment using the mantra that we will leave the earth in better shape than it was when we entered the workforce.

[John Coniglio] Best practices that I would like to share, more realistically inspire, include waste elimination where owners of properties demo instead of re-use structures, often times less than 20 years old. Perhaps this is the result of the construction of non-inspiring "box-stores" but is a waste of materials. Additionally, waste encouraged through today’s marketing where it is cheaper to throw out a device than repair; in other words, $150 bulbs for projectors repair to a printer etc. There is so much environmental waste in this area.

[Paul Errico] In conclusion, regarding best practices for those up and coming in the field of hazardous materials, I’d like to pass along this advice I received from someone I held in high regard at the beginning of my career, and still do today: listen carefully; ask the right questions; think through the 4 Ws – What (happened), When (did it happen), Where (did it happen) and Why (did happen); and KNOW WHEN TO WALK AWAY!

[Jim Hanson] My current interest lies in Decontamination of Victims of Mass Casualty Events at Healthcare Facilities. For the past 8 years, since OSHA came out with their Best Practices Guidance information in 2005, I have been assisting hospitals throughout the State of Oklahoma with their decontamination programs and procedures. We have developed a program that actually meets the intent of NIMS for a state-wide response. As such, we have developed several practical response activities that are ahead of their time, i.e., no one else does certain activities the way we do and the only reason we do them is to save our First Receivers lives. Where this applies to most industrial applications...
is: some believe if workers become contaminated on the job, once they get to the hospital, they will be treated without delay. Unless the hospital is well prepared for decontamination, delays will occur, and hospital/employee contamination may also occur. Local industries need to work with the hospitals in their community to assure the process is well thought out, preparations are intact, and liabilities are minimized.

[Ken Manchen] Don't avoid new challenges. Embrace new areas as they emerge. The challenges of the past are not always the ones that will challenge us in the future. Also try to see issues from others' perspective. When giving presentations and trying to get buy-in be sure to explain things in a way your audience will understand (and that addresses their concerns). Often you must be an interrupter as well as an expert. Don't compromise on the important things but recognize every business has a limited amount of money to spend and has to make choices. My MBA has been invaluable and one can be for you as well.

[Dennis Sasseville] I confess that I definitely see the world through management systems eyes. Nothing can quite compete with a well-tailored systems approach.

[Ron Schaible] Learn how to write clearly and succinctly! Always try to relate Environment Health and Safety (EH&S) initiative to business goals, especially quality program initiatives, productivity metrics and impact on profitability. Use "leading" indicators, for example, training metrics- what training is required vs. percent of worker population that has received the training; EH&S opportunities identified and corrected; EH&S program assessments (not "audits") to gauge EH&S performance, not "lagging" indicators such as injury frequency, severity, lost workdays, OSHA recordable injuries, workers' compensation costs and regulatory fines/citations. Avoid adherence to strict regulatory compliance to the exclusion of all else. Obviously regulatory compliance is important, but it should be "springboard" or platform from which "best in class" practices should emerge, especially when one is tasked with global governance. In addition, develop a trusted network of peers for advice and counsel. It can get lonely out there!

[Jim Wood] Over the past 30 years, I've seen numerous innovations in the hazardous materials and environmental management fields. An emphasis on "pollution prevention best practices" through new technologies; for example, the transition to digital photography/x-rays replacing the need for the chemicals formerly required for the development of photographs and x-rays. Also, the tracking of hazardous materials inventory using bar codes/hand-held scanners and product substitutions such as using less toxic chemicals in various processes have allowed for better accountability of hazardous materials and reduced the amounts of hazardous waste generated. Correspondingly, those types of "best practices" have reduced both the potential for regulatory noncompliance and the associated potential risks to human health and the environment.

I would also consider the transition from "compliance-based" programs for hazardous materials and environmental management to "systems-based" programs to be a "best practice". Implementing an environmental management system (EMS) based on the ISO 14001, "Environmental Management Systems -- Requirements and Guidelines for Use" and/or an occupational health and safety management system (OH&S) based on OHSAS 18001, "Occupational Health and Safety Management Systems -- Requirements" provides a systemized approach to implement (and institutionalize through standardized procedures) processes that are less dependent upon specific individuals. Too often throughout my career, I've seen organizations with highly effective hazardous materials and environmental management programs "go to hell in a hand basket" when a certain individual departs or retires because there was no "system" in place. Those organization's hazardous materials and/or environmental management program(s) were almost entirely dependent on the dedicated efforts of the individual that departed or retired. Adopting more of a "systems approach" allows those programs to more effectively function following periods of personnel turnover, downsizing and/or retirement.
our workforce ages (especially in the Federal Government), a great deal of institutional knowledge continues to be lost as senior employees retire. Having those senior employees document critical process procedures (prior to their retirement) helps to preserve that type of institutional knowledge. Similarly, as budgets tighten, staffing levels tend to be reduced across the board (to include hazardous materials and/or environmental management personnel). Have good systemic processes in place usually tend to minimize possible "incidents" that are often associated with reduced staffing levels (e.g., insufficient numbers of inspectors).

IHMM: How do you expect the profession to change over the next 5 to 10 years?

[Kim Anderson] I've often said throughout my career that those who possess a wide set of skills including both environmental and occupational safety and health practices will be in greatest demand and have the best job security and upward mobility. With downsizing of the staff in many private and public sector employers, this diversity of skills will be most important.

[Ron Burstein] Although environmental sustainability will continue to strengthen as a core value in all businesses over the next 5-10 years, I have found that most are "goal-oriented" activities driven from "top". To make a true enhancement to the business, the goals should be "bottom up". What I mean by this is that the business must tell the "top" what is reasonable economically that will enhance business performance, not just be programs to meet overly aggressive goals from the top.

[George Campbell] I expect that we will need to become more intense protectors of the environment as more natural resources such as oil and gas are retrieved from within the U.S. to make us less dependent on foreign countries. I also think we will need to gain more expertise in the disposal of solar panels and their support equipment as more of the older panels reach their useful lifetime.

[John Coniglio] I believe to conserve resources, perhaps have a positive impact on climate concerns. We will find the way to economically re-market products, making it much easier and economical to re-use as opposed to "trash" and replace.

[Michael Erbaugh] Now that the field of Environmental Engineers exists, the CHMM will still be a certification for those not taking the PE. I do wish that we had not gotten rid of the Levels of Certification (i.e. Master).

[Paul Errico] We are seeing a lot of new technological advances in this industry, but still have a great deal of work ahead of us in our efforts to eliminate and/or better control worker exposures. Over the next decade I, along with my peers, hope to see tighter controls with regards to handling hazardous materials and environmental contamination.

[Gail Finkelstein] Sustainability! It's linking "Environmental" with all aspects of industry and the community. In the past, we were on the periphery – important, but not central to the operation of the site. Now, sustainability is a basic component of many parts of the organization, and we are linked to all of them.

[Jim Hanson] The one thing that stands out in my mind to answer such a broad question is: the need for more professionals will continue more prolifically in the safety, hazardous materials, and industrial hygiene fields of expertise. Those entering the field will find much in the way of gainful employment. I am in the twilight of my career so best wishes to those entering the field; go make a difference!
[Ken Manchen] The profession will continue to change. I think sustainability and greenhouse gas challenges will increase. I see increased challenges in oil & gas exploration. Like it or not we are sure to see more drilling in hard to reach and ecologically sensitive areas. I see also exciting challenges in alternative energy development. I see challenges in global manufacturing and distribution. Environmental regulations are increasing worldwide. Companies will undoubtedly be held more accountable for responsible procurement and hazardous substance content. Laws like the US SEC conflict minerals declaration rule that requires responsible sourcing of minerals may well foreshadow further attempts to regulate global business. Hold on as we are in for an exciting ride.

[Ron Schaible] The aging of our profession should create opportunity for professional growth and job enlargement for persons with demonstrated experience and appropriate credentials that can set them apart from other job seekers. The decrease in our manufacturing base may be offset by the expansion of manufacturing globally, and the opportunities for EH&S professionals to rise to positions of global governance.

[Jim Wood] Over the next 5 to 10 years, I would expect the profession to continue for leverage [of] new and emerging technologies. Personnel involved in hazardous materials and/or environmental management will probably need to become even more familiar with the basics of robotics, process controllers, and numerous modeling applications. Also, I would certainly expect the field of hazardous materials/environmental management personnel to be using more sophisticated hand-held devices such as enhanced smart phones/tablets with more powerful applications to better analyze and manage hazardous materials, and to have access to extensive databases on: toxicology; Material Safety Data Sheets (MSDSs); regulatory standards; best management practices; risk management models; health risk assessment models; and translation functions to retrieve non-English language information. Considering the information technological advances during the past 10 years, it’s somewhat difficult to predict the advances that may actually occur over the next 10 years.

I would also expect to see changes in some of our hazardous materials management strategies. Specifically, I would expect to see increased emphasis placed on managing hazards associated with "emerging contaminants" in addition to our existing strategies of managing hazards associated with known hazardous materials and chemicals of concern. I would also expect to see similar changes in our environmental management strategies. Specifically, I would expect to see increased emphasis being placed on the management and reduction of "greenhouse gas emissions" as we attempt to avoid projected adverse impacts associated with global climate change. Most likely, some of those strategies would be similar to approaches that have been taken over the past several years to more effectively manage and reduce ozone-depleting substances that threatened to significantly degrade the earth’s stratospheric ozone layer.

These personal accounts of how these CHMMs obtained their certification, of how having the CHMM certification helped garner credibility in the evolving field of hazardous materials management over the course of 30 years and how the certification itself "came to define and legitimize an area of expertise" (in the words of Gail Finkelstein) is an invaluable gift. IHMM is grateful for the best practices they have shared and for their commitment to public service.

The first class of CHMMs also includes other individuals who are active, retired or are no longer certified. We want to thank them as well for their vital contributions to the field of hazardous materials, environmental health and safety and other related fields.

If you are interested in being interviewed for the IHMM Today Spotlight, please contact M. Patricia Buley, Sr. Manager, Credentials at pbuley@ihmm.org.
Recertification Helpful Tips

Greeting Certificants! Here we are again at newsletter time with some helpful tips on the importance of filling out your Recertification Application completely and grouping activities.

Why fill out the Recertification Application completely?

The key to making sure an activity claim gets the appropriate CMP credit is to make sure you have ALL the information for each claim listed on the application form. IHMM requires that all of the information in an activity claim is complete and correct to be able to award CMP credit.


To receive 20 CMPs of credit, ensure that you provide IHMM the following key information:

- How many days of the conference you attended or hours per day - IHMM does not know if you were present for one-day or attended only a portion of the one-day conference, or attended all five-days of the conference.

To give credit for a claim, IHMM needs to know if you attended all 5 days of the conference for at least 5 hours per day. That way IHMM can review the claim and verify that yes, 5 x 4 = 20 (5 CMP/day, and 20 CMP maximum/per conference), so 20 CMPs is the correct claim for the activity.

One item to remember is that not everyone performs the same activity the same way, so IHMM needs more than just the name and year of activity to award credit.

For example; some folks may take their "8-hour Bob Smith safety course" in four 2 hour chunks, others online in eight 1-hour sessions, and still others in one 8-hour classroom setting.

Without YOU telling IHMM, we'll never know...and we want to know, we NEED to know, for EVERY claim, to make sure you get ALL the CMPs you've earned!

- If the application does not contain the 200 minimum CMPs without that incomplete/ineligible claim, IHMM is required to reject the application.
- All rejected applications are required to complete a separate form (Application for Recertification RESUBMISSION) to provide all the clarified/additional information needed to complete review of that claim and your application package.

This is why we at IHMM work with you to obtain the information essential to award CMP credit, and why it is so important to provide IHMM all the required information.

How to group similar activities

The most important place to "show your work" is in a grouped item activity claim.

When grouping your identical recurring activities (which are the ONLY claim types eligible for grouping in one block), make sure to include a breakdown of each course’s information in the "Description of the Activity" block.
Without All of the requested information being provided on the application form, IHMM cannot:

- Determine if the course was taken during your 5-year cycle;
- Determine if the course was the same number of hours/CMPs you claimed; and
- Determine how much CMP credit is appropriate for the claim.

Make sure to enter all required information to receive the credit you earned.

Keeping that in mind, let's look at an example on how to group a common claim, the HAZWOPER refresher.

EXAMPLE- The information layout for EACH grouped activity claimed block should look something like this (but with your relevant information):

Name/Title:
of the degree received, course/class taken, conference attended, leadership position, or award received.
HAZWOPER 8 Hour Refresher

Provider/Sponsor Name AND Location:
(city, state/province)
WCA Compound, c/o Dr. Henry Pym, Ph.D.
1800 Palos Verdes Drive
Los Palos Verde, CA 90006

Activity Start Date:
10/06/2007

Activity End Date:
10/10/2011

Description of the Activity
Include the relevance to the CHMM Examination Blueprint.

Training in The HAZWOPER standard covers 5 specific areas of operations, including:

- **Clean-up operations required by a governmental body**, whether Federal, state local or other involving hazardous substances that is conducted at uncontrolled hazardous waste sites.
- **Corrective actions involving clean-up operations at sites covered by the Resource Conservation and Recovery Act of 1976 (RCRA) as amended (42 U.S.C. 6901 etseq)**;
- **Voluntary clean-up operations at sites** recognized by Federal, state, local or other governmental bodies as uncontrolled hazardous waste sites;
- **Operations involving hazardous waste that are conducted at treatment, storage, disposal (TSD) facilities regulated by 40 CFR Parts 264 and 265 pursuant to RCRA**; or by agencies under agreement with U.S EPA to implement RCRA regulations; and
- **Emergency response operations for releases of, or substantial threats of releases of, hazardous substances without regard to the location of the hazard.**
An IHMM Roadmap to a Smooth and Simple Recertification Application Process for all Certificants

One of the goals of IHMM Recertification Department is to help provide all Certificants the most simple and efficient Road to Recertification from start to finish.

The Recertification Department has noticed from recent calls and emails a few common items cropping up that are preventing some Certificants from having a smooth and pleasant recertification experience. We would like to share them with you, to keep you “on course” during your Recertification process.

The Recertification Application process is similar to taking a long trip to a new destination by car. A little preparation before you begin can save you a lot of difficulty on the road.

The first step on the Road to Recertification is to prepare for your ride in advance. You can do this by periodically updating your candidate record, at least twice a year.

1. Make sure you have checked to verify that you are able to log in successfully to your candidate record [hyperlink to IHMM LOGIN] so you can access your record and make any necessary updates or changes.

2. Verify that your contact information is updated and current REGULARLY. If you don't have the correct information [your full name, current e-mail, preferred mailing address, and primary and secondary phone numbers] listed, it is most likely you will not be able to receive notifications and reminders regarding your account.

3. Check the Certificant Status section of your candidate record’s Home page. It will tell you when your credential is due to expire and the status of your Annual Fees (which MUST be current for your Recertification Application to be reviewed) in one place.
The second step along the Road to Recertification is to ready your maps. Have ready access to records and details of your employment and professional development activities. It is also extremely helpful to have access to copies of the application instructions, the recertification handbook that pertains to your credential, and the blueprint for easy reference while completing your online form.

The next step along the Road to Recertification is to study the route. Being familiar with the recertification application, and how to use it, is critical in preventing a "wrong turn" that could potentially cause your application to become hung-up and delayed.

1) Check your candidate record periodically to make sure your Annual Fees have been processed, to keep tabs on your Expiration Date, and to observe the status of any payments or forms submitted.

2) Make sure you know your tabs on the "Complete a Form" page.

   a. New Forms Tab- This is where the application form is located. You should only ever click on a form in this tab ONCE. If you click on a form in this tab more than once, you are making a new application EACH TIME...creating multiple applications. Creating more than one "New" application can cause even a properly completed and submitted application to hang in the system and not be recognized properly in the review queue.

   b. In-Process Forms Tab- This is where a form you have pressed "Save for Later" on goes. If you have entered data, and saved to the form, the "In-Process Forms" tab is where that FILLED form will go. You’ll want to look in this tab FIRST if you have saved a form to verify that the data has been saved.

Completed Forms Tab- Once you have filled out your application form, saved, AND submitted it THIS tab is where your form should be stored. Check this tab to ensure your Application has made it to the destination. If not, contact IHMM’s Recertification Department for assistance. Now for the last, and most important, step on a smooth Road to Recertification. If you get lost, don’t be afraid to ask for directions. The recertification process has many parts, some of which can be complex and even confusing at times. It's okay to ask for help, in fact, we hope you do!

REMEMBER, it is ALWAYS better to ask for help if something seems not to be working correctly than to try to “make” something work, which might create potential technical difficulties that can delay the timely submission and review of your application.

IHMM hopes you’ve found some helpful tips in this review, and wishes you a smooth and simple recertification journey.

Please contact Jim Drosdak, Recertification Assistant at jdrosdak@ihmm.org should you have any questions.

Frequently Asked Questions Regarding Recertification Audits

You have gotten everything together from your five year cycle and submitted your recertification application. Sometime later, you receive an email – your application has been selected for auditing. Many certificants are intimidated by this process, but in truth an audit can be a smooth and expeditious process. After all, an audit is really at its core just a normal review of your application supported by
appropriate documentation. For those certificants who went through the recertification process before 2009, back when IHMM used a paper application and documentation was required for all applications, being audited is very similar. With organized materials, the audit portion of your application review can add as little as fifteen minutes to the process! That said, there are some peculiarities to the audit process that it may be helpful to understand before diving in. We answer a lot of questions about the audit process, and based on some common themes, we would like to share a few of them here.

What kinds of documentation do I need to submit for my claims?

The specific audit documentation requirements are outlined on the tables appearing on pages 12-17, near the end of the Recertification Handbook. Some common themes, however, are that documents should have your name, relevant dates, and contact hours. Think of it as “proof” or “evidence.” For example, for a conference you attended, you could combine a registration confirmation email with a conference schedule highlighting the activities you participated in, and copies of any relevant sign-in sheets.

I lost my documentation for one of my claims. What can I do?

In this day and age, much of what you do has an electronic paper trail of one kind or another. See if you can find emails or other documents that corroborate your claim. Try calling a relevant contact person if your activity had a provider. If you can’t document your claim, you can’t be awarded credit for it, so make sure all of your options are exhausted, especially if it is a large claim worth many Certification Maintenance Points (CMPs) necessary to get you above the 200 CMP minimum for recertification.

I simply can’t document one or more of my claims, and now I don’t have 200 CMPs in claims. Am I going to lose my credential?

We want you to recertify your credential as much as you do! In the event that you realize that you can’t document 200 CMPs of your original claims, we will allow you to supplement your application with additional eligible claims with documentation. Many certificants don’t realize how many kinds of activities and achievements are actually claimable. Check the Recertification Handbook – there are almost always a number of activities that have been overlooked!

What are some tips for speeding up my audit?

So glad you asked! Here are a few tips to help get your audit processed as quickly and efficiently as possible:

- **Organize your audit documentation to match your application.** When we review your documentation, we match documents to claim items. By submitting your audit documents in the same order as your claims, it is more readily apparent to us which document corresponds with which claim. This is especially important if you have many similar claims! Remember, you can review your submitted application in the “Completed Forms” tab after clicking “Complete a Form” in the left column of your certificant home page after logging in.
- **Submit your documentation by email attachment or fax, if possible.** By submitting your documentation by email (ten pages of documents per email) or fax, you ensure that we get the documents immediately. You can call the IHMM staff person you sent the documents to and verify that they went through. This eliminates the uncertainties, wait times, and expenses associated with mail or courier services.
- **Redact your documents!** We will never ask for your Social Security Number in the recertification process. We take the security of your personal information very seriously,
and we expressly do not wish to solicit any sensitive information that is not relevant to our audit.

- **If you don’t know, ask!** We are here to help you with this process. If at any point in assembling your audit documents you are unsure about something, don’t hesitate to call or email us!

*Please contact Morgan Hyson, Recertification Coordinator, if you have any questions regarding audits or the recertification process at mhyson@ihmm.org.*

## Added Value of your CHMM Credential

Have you ever bought something you really wanted and used a credit card that got you some kind of reward as a bonus? Cash back, travel miles, points toward catalog merchandise, coupons, or free samples?

Those of us who have seen redemption programs come and go may even remember “Green Stamps,” or getting a free glass or plate with a gas fill-up, or a movie ticket. All of those programs have at least a little something in common with your CHMM credential: Added value, getting more than you thought you could, for something you’re already doing.

In addition to the acknowledgement by several state and federal agencies, companies, and industries your CHMM credential brings, it can be worth even more to you than you realize.

Not only is the CHMM credential acknowledged and respected by government and industry, it is also recognized by other credentialing bodies as a valuable and worthy credential that compliments their own.

Some organizations accept the CHMM credential for credit towards or in place of their recertification requirements. This issue, we’ll feature the Board of Certified Safety Professionals (BCSP):

We reached out to BCSP to get the full scoop on what the CHMM can do for you with their credentials. We’d like to thank BCSP for their time and assistance in answering our questions and for providing us the details on the two most commonly asked questions regarding both the CSP & CHMM credentials.

**IHMM: How does a certificant align their CHMM & CSP cycle?** We know they need a copy of the Letter of Compliance, but is there anything else we can do for or tell them to make the process easier on their and your side?

**BCSP:** BCSP has created a policy to align the recertification cycles of an individual’s multiple certifications. This policy allows BCSP recertification cycles to be met by submitting the most recent, official letter of compliance from IHMM in place of a BCSP Recertification Worksheet. Individuals who hold BCSP’s CET certification must also accrue and report three BCSP recertification points in teaching and/or developing SH&E course(s) on the CET Recertification Multiple Certification Training Form.

The official letter of compliance from IHMM must be on letterhead, state that the CHMM recertification cycle requirements have been met, and list the dates of the next recertification cycle. Once this letter is accepted as meeting BCSP recertification requirements, the BCSP recertification cycle year will be adjusted to match that of the CHMM cycle. BCSP recertification cycles begin on January 1 and end on December 31.
If the appropriate letter of compliance cannot be obtained and submitted before the BCSP recertification deadline, a BCSP Recertification Worksheet must be submitted to meet the BCSP recertification requirements. Even if a certificant submits an official letter of compliance from IHMM in place of a BCSP Recertification Worksheet, the certificant is still subject to the possibility of an audit. If audited, the certificant is required to submit all supporting documentation along with either a BCSP Recertification Worksheet or the IHMM Recertification Assessment Form in order to meet the audit requirements. If the certificant was also audited on their most recent IHMM Recertification cycle, then BCSP will accept proof of meeting the IHMM audit as proof of meeting a BCSP audit.

Once the Recertification audit requirements are met, BCSP will align the recertification cycle to the most recent IHMM recertification cycle as stated above.

All BCSP certificants are subject to BCSP recertification rules and procedures, even if they hold multiple certifications. If a certificant fails to report or meet recertification requirements, then the certification(s) will become invalid as stated in the Recertification Guide.

**IHMM: What credit does a CHMM get toward the CSP credential for having their CHMM credential?**

**BCSP:** Attaining the CHMM for the first time as a CSP does grant a CSP 15 points toward their 25 point recertification requirement.

So to review; the main benefits are the ability to synchronize your recertification cycles reducing the number of things to remember or track, and 15 out of 25 points for the first time you attain your CHMM credential. Not bad for a credential you just acquired or already have.

For additional questions on CSP credentials, please contact a BCSP Certification Advisor at bosp@bcsp.org or +1 217-359-9263.

Look for additional installments of Added Value of your CHMM credential in upcoming newsletters.

Have a great summer!

*Please contact Jim Drosdak if you have any questions about the recertification process at jdrosdak@ihmm.org.*

**What goes inside your Certification or Recertification Packet?**

Congratulations on your successful certification/recertification. Now that you have been approved, you will be receiving your Letter of Compliance and certificate in the mail. Along with those two items, you will receive

**IHMM Pocket Folder** – This folder contains your letter of compliance and certificate, along with the other items to be described. The IHMM pocket folder provides you with a short bio of our organization and informs you that we are accredited by the Council of Engineering and Scientific Specialty Boards (CESB) and the American National Standards Institute (ANSI).
**Letter of Compliance** – The compliance letter for your credential indicates the recertification cycle you were approved for and also explains how to maintain your credential to your next expiration date. Most importantly, your compliance letter expresses our thanks for your continued relationship with IHMM.

**Certificate** – The certificate displays your name, the type of credential you hold, your credential number, the date that you became certified, and the date your credential expires.

**Frame Order Forms** – Certificants can use this form to order frames to display their certificates. There are four styles of frames that can be purchased.

**Stamps & Seals order form** – These can be purchased to let non-credential holders know that you are certified. They can be used on both legal and personal documents.

**Certification Program pamphlet, with pass it on sticker.** This pamphlet is something, we encourage you to pass on to people who work with hazardous materials but do not hold an IHMM credential.

**IHMM 2014 Fee structure change** – Describes a change in IHMM’s fee structure. Effective January 1, 2014, you no longer need to pay the $175 recertification fee. The annual fee and the recertification fee have been combined into a single annual fee to be paid throughout the 5 year cycle, eliminating the need for certificants to pay two fees in their year of recertification.

**Maintaining Credential packet** – This packet contains important information on how to maintain your CHMM or CHMP credential. The packet goes over how to stay in good standing with your credential and annual certification maintenance fees. It also explains what a certification maintenance point (CMP) is and how many are needed in order to recertify.

**CDGP information flyer** – This flyer is about our newest credential. The Certified Dangerous Goods Professional (CDGP) recognizes expertise for dealing with the safe and secure transportation of dangerous goods internationally under the modal regulations published by committees of the United Nations Corporations.

**Certificant spotlight interview excerpts** from our IHMM Today Newsletter.

*Please contact Rosetta Wilson, Administrative Assistant for questions regarding your credential packet at rosetta@ihmm.org.*

**Professional Conferences and Trade Shows**

IHMM attends conferences and participates with technical and promotional materials to expand the endorsements of our certification credentials and to advocate and position credentials offered by IHMM within public and private sector organizations. IHMM has attended or will be attending and/or exhibiting at the following conferences that are of interest to the hazardous materials/dangerous goods professional communities:

- The Council of Engineering and Scientific Specialty Boards (CESB) held its annual meeting March 11-12, 2014. IHMM Staff attended this meeting to participate as Director on the CESB Board and to discuss best practices with various credentialing organizations.
• The COSTHA Annual Forum was held April 6-9, 2014 at the Hilton DeSoto Hotel in Savannah, GA. Visit [http://www.costha.com/page/2014-annual-forum-32.html](http://www.costha.com/page/2014-annual-forum-32.html) for more information. IHMM exhibited and provided information on all IHMM credentials.

• IHMM was invited by the New England Chapter of ACHMM to provide information to attendees of their Essentials of Hazardous Materials Management (EHMM) Course, May 6, 2014. Jeff Greenwald traveled to Triumvirate Environmental in Somerville, MA to present IHMM credentials to attendees of the EHMM course.

• IHMM will be attending the forthcoming Air & Waste Management Conference on June 24-26, 2014 to present a paper on "Accreditation and Credential Management Practices for Hazardous Materials/Dangerous Goods Professionals." This paper presents best practices for accredited credentials, the processes of IHMM accreditation and the organization's international recognition.

• IHMM will host our 30th Anniversary Celebration Symposium on August 26, 2014 from 4:00 p.m. – 8:00 p.m. at the New Orleans Hyatt Regency in New Orleans, LA.

• The AHMP 2014 National Conference will be held August 24-27, 2014 at the New Orleans Hyatt Regency in New Orleans, LA. AHMP’s 2014 Call for Abstracts is Now Open. Visit [http://ahmp.confex.com/ahmp/2014/cfp.cgi](http://ahmp.confex.com/ahmp/2014/cfp.cgi) to submit an abstract or download the brochure for more information.

• The DGAC Conference & Dangerous Goods Transportation Exposition will be held on November 3-5, 2014 at the Sheraton Hotel, Charlotte, NC. Visit [http://www.dgac.org/2014-conference-information](http://www.dgac.org/2014-conference-information) for more information.

### IHMM Announces Change in Certification Fee Structure for 2014

The Institute of Hazardous Materials Management (IHMM) announces a new fee structure for the Certified Hazardous Materials Manager (CHMM), Certified Hazardous Materials Practitioner (CHMP) and Certified Dangerous Goods Professional (CDGP) credentials effective 1 January 2014.

This new fee structure is designed to allow current certificants to budget credential costs more efficiently, reducing barriers to recertification, as it eliminates the recertification fee paid once every five years. This will result in an even distribution of the Annual Certification Maintenance fee over the five year recertification cycle and eliminates the need for certificants to pay two fees in their year of recertification. These fee changes are based on industry standards for credentials within the EHS & S professions and our goal to make the demands of certification and recertification as minimal as possible.

The change in fee structure will also affect new CHMM, CHMP and CDGP applicants and certificants, streamlining the steps for new certificants to be awarded their credential by eliminating the first year Annual Certification Maintenance Fee (ACMF).
Effective immediately, the retake fee for the examination will decrease from $300 to $150 for those new applicants that choose to retake the exam. This is not applicable to current certificants that choose to recertify by examination. Those that choose to recertify by examination will be responsible for the new examination fee structure.

There will be no change in fees for the Hazardous Materials Manager-in-Training (HMMT) designation.

The new fee structure will be effective 1 January 2014 for:

1. All applicants that apply for the CHMM, CHMP or CDGP examination
2. Approved applicants who register to sit for the CHMM, CHMP or CDGP examination regardless of when they applied
3. Certificants who submit payment for their Annual Certification Maintenance Fee (ACMF)
4. Certificants who submit their recertification application regardless of credential expiration date

Fee Comparison: Current certificants (second five year certification cycle and beyond):

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<tr>
<th></th>
<th>Annual Fee (ACMF)</th>
<th>Recertification fee</th>
<th>5-year total</th>
<th>Increase/year (over 5 years)</th>
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<tr>
<td>NEW FEES as of 1 Jan 2014</td>
<td>$140</td>
<td>$0</td>
<td>$700</td>
<td>$10</td>
</tr>
<tr>
<td>FEES thru 31 Dec 2013</td>
<td>$95</td>
<td>$175</td>
<td>$650</td>
<td></td>
</tr>
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</table>

Fee Comparison: New applicants and new certificants (first five year recertification cycle):

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<thead>
<tr>
<th></th>
<th>Application fee</th>
<th>Exam fee</th>
<th>First Year Annual Fee (ACMF)</th>
<th>ACMF (year 2 and beyond)</th>
<th>Recert fee</th>
<th>5-year total</th>
<th>Increase/year (over 5 years)</th>
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</thead>
<tbody>
<tr>
<td>NEW FEES as of 1 Jan 2014</td>
<td>$175</td>
<td>$360</td>
<td>$0</td>
<td>$140</td>
<td>$0</td>
<td>$1095</td>
<td>$4</td>
</tr>
<tr>
<td>FEES thru 31 Dec 2013</td>
<td>$125</td>
<td>$300</td>
<td>$95</td>
<td>$95</td>
<td>$175</td>
<td>$1075</td>
<td></td>
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Please contact us at info@ihmm.org should you have any questions.

**IHMM Staff Announcements**

Please join IHMM in welcoming W. Morgan Hyson as IHMM’s new Recertification Coordinator. Morgan is taking over the position to process and approve recertification applications that opened when Patricia Buley was promoted to Senior Manager, Credentials in December.

Morgan is a native of Bethesda, Maryland, right in IHMM’s backyard. After a brief stint pursuing film production at Ithaca College in upstate New York, Morgan returned to Maryland, attaining a double major degree in Psychology and Criminal Justice at the University of Maryland, College Park while working part-time in the field of public safety as a Police Aide. After graduating, Morgan decided to put his research and professional writing
abilities to good use at a well-known litigation firm in downtown Bethesda for several years as a paralegal. He now plans to use his skill set and grow professionally in the field of non-profit association operations at IHMM. His interests include archery, weekend trips to the Shenandoah Valley, and attempting to follow entirely too many TV shows at any given time.

Kathleen Butler is a senior communications and facilitation consultant with more than 20 years of association communications, marketing and strategic branding experience. Kathleen’s experience includes strategic communications, social media community building, web content curation/management, event planning and branding.

M. Patricia Buley, Senior Manager, Credentials will now oversee the certification processes and operations in addition to the recertification functions and will continue to manage active status with accreditation bodies, and support certification analysis and audit services.

Visit http://www.ihmm.org/about-ihmm/meet-our-staff for who to contact at IHMM in the event you have questions or comments on IHMM activities.

Welcome to the LinkedIn Group for IHMM!

LinkedIn is a powerful tool for professionals to remain connected and make new contacts within their industry. The IHMM LinkedIn group now has more than 5,400 members representing a broad range of HAZMAT and EHS related fields. Our members work all over the world and include CHMMs, CHMPs, and non-credential holders alike. Join IHMM’s LinkedIn group today to keep up with conferences, job postings, IHMM news, and our most popular discussions.