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PRESIDENT'S MESSAGE Nancy Kirner, CHP

First, a heartfelt thank you for letting me be your President in 2008. Second, a sincere thank you to all who have served the Academy in its many functions. These functions are all explained in the minutes of the Pittsburgh meeting which are included in this issue of the CHP News.

Please read these minutes to find out what has been happening in the committees and elsewhere to support our members, prospective members, and the process of certification. In many ways I have felt like the conductor of an orchestra: an orchestra made up of incredibly talented people who work very well together.

In this, my last opportunity to address you as President, I will depart from the recent tradition of reiterating accomplishments (which are all provided in the minutes of the Pittsburgh meeting) by sharing my personal opinion of the health of the Academy and certification. When I sought office, my primary goal was to make certification more valuable. That is still my goal, as there continues to be much to do. This belief is reinforced by what I've heard at the recent 12th International Congress of the International Radiation Protection Association (IRPA) in Buenos Aires, Argentina. Many of the recurring needs expressed during the meeting are values encouraged or met by the Academy. Among these are encouraging initial training and education in professional health physics; recognizing expertise in the practice of health physics; and continuing and enhancing a strong safety culture. It is against these international needs that I share the following



personal views of the State of the Academy.

Regarding the encouragement of initial training and education in health physics: the Academy's Executive Committee (EC) had a lively debate at its last meeting in response to a specific proposal about teaching secondary school level radiation science. The proposal was sound, and the need is great. But, after much debate on the role

of the Academy, the EC believes that its best course of action is to participate in activities such as the Inter-Society Forum for Resource Sharing, as a subject-matter resource to organizations such as the national Science Teachers Association and Physics Teachers Association. It bothered many of us that we could not, rather should not, directly fill the need for education

and training so essential to having a full pipeline of qualified candidates for future certification. Our focus should be to determine and maintain competence in the field of professional health physics.

To that end, the American Board of Health Physics is the key to the vitality of the Academy now and into the future.

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It is through the many hours of voluntary service by the Board and, in particular, its Part I and Part II Panels of Examiners, that the didactic and performance standards of the profession are recognized, defined, refined, and upheld.

Through its examination programs it institutionalizes the yardstick to measure how well society is preparing candidates. In Washington State, where I live, there is a great outcry that public school teachers are now teaching to “meet the exam”, not the overall needs of the student. The same thing happens in the profession of health physics. Students study to pass the exam. Nothing new here, but WE have the responsibility of ensuring that our yardsticks for performance are what is needed to perform in the field of professional health physics. The Board does this through its evaluation of the domains of practice and question rubrics. Let me assure you that the Board is alive and well!

Much has been said in the IRPA meeting about the need for recognized technical experts. IRPA has issued the following definitions regarding technical experts:

Radiation Protection Expert (RPE) is a person:

1. *having education and/or experience equivalent to a graduate or masters degree from an accredited college or university in radiation protection, radiation safety, biology, chemistry, engineering, physics or a closely related physical or biological science; and*
2. *who has acquired competence in radiation protection, by virtue of special studies, training and practical experience. Such special studies and training must have been sufficient in the above sciences to provide the understanding, ability and competency to (1) anticipate and recognize the interactions of radiation with matter and to understand the effects of radiation on people, animals and the environment; (2) evaluate, on the basis of training and experience and with the aid of quantitative measurement techniques, the magnitude of radiological factors in terms of their ability to impair human health and well-being and damage to the environment; (3) develop and implement, on the basis of training and experience, methods to prevent, eliminate, control, or reduce radiation exposure to workers, patients, the public and the environment.*

(A) In most countries the competence of radiation protection experts needs to be recognized by the competent authority in order for these professionals to be eligible to undertake certain defined radiation protection responsibilities. The process of recognition may involve formal certification, accreditation, registration, etc.

The Board and the EC are, even while I write this, working through a request for additional information received from the U.S. Nuclear Regulatory Commission regarding automatic recognition of CHPs under 10 CFR 35. This has been a long campaign spanning several AAHP Presidential terms. We will do our best to convince our national authority of our capabilities and the impacts of their decisions.

Academy members need to have our certification recognized, not only throughout the United States, but also throughout the world as a brand that can be trusted. To this end, the Board received the clear direction to work toward accreditation by ANSI under the ISO/IEC 17024 standard. As we attain global recognition of our credentials and titles, we must also guard against cheapening its meaning by implied or explicit reciprocities of unequal worth. On the other hand, we must equally guard against exclusivity to the point that our credential becomes elitist beyond utility.

Many discussions at IRPA have mentioned the expanding uses of radiation in medicine and the dawning of the “nuclear renaissance.” There is a need to continue and enhance a strong radiation protection culture, as part of a larger strong safety culture. A definition of culture that appears to fit in this context is “the sum total of the learned behavior of a group of people that is generally considered to be the tradition of that people and that is transmitted from generation to generation.” (<http://www.tamu.edu/classes/cosc/choudhury/culture.html>) Health Physics Society President Dick Toohey has recently written of the need for a strong safety culture. Putting this into an Academy context, we need to maintain our professional standards and teach ethical behavior by example. Providing meaningful and timely educational programs for our members is but one facet of maintaining professional standards. I will not elaborate further other than to emphasize that, as credentialed professionals, we carry the burden of leadership in the area of passing our radiation protection culture both within our work organizations and to the next generation of CHPs.

My year as Academy President is nearing completion. It has been both an honor and a privilege to serve you. As I prepare to pass my baton to the Academy’s new President, Richard Vetter, I am confident that the orchestra and its leader will perform well. I am equally grateful that Nancy Johnson is performing as our First Chair and Concert Mistress. Thank you all for the beautiful music in 2008!

**AMERICAN ACADEMY OF HEALTH PHYSICS
EXECUTIVE COMMITTEE**

**Minutes of July 12 - 13, 2008
Pittsburgh, Pennsylvania**

Note that the unabridged AAHP Executive Committee Meeting minutes from the July 12-13, 2008 will be available on the AAHP website (<http://www.hpsl.org/aahp/membersonly/>) after the conclusion of the January 2009 AAHP Executive Committee Meeting.

1.0 Call to Order

President Nancy Kirner called the meeting to order at 1:00 p.m. local time on July 12, 2008, and welcomed those present.

2.0 Welcome to Members and Guests

Executive Committee Members:

Harry Anagnostopoulos - Assoc Newsletter Editor
Ed Bailey – Treasurer
Mike Bollenbacher - Director designate
Earl Fordham – CRCPD Liaison
Nancy Johnson - Program Director
Nancy Kirner – President
Ed Maher - Past-President
Dan Mantooth – Secretary
David Myers – Director and Parliamentarian
Cheryl Olson – ABHP Chair
Paul Stansbury - President Elect Designate
Jim Tarpinian - ABHP Chair
Richard Vetter -President-Elect

Committee Chairs:

Jay Maisler – Professional Development

3.0 Discussion and Approval of Agenda

The meeting agenda and handout packet had been distributed electronically to the Executive Committee in advance of the meeting.

4.0 Approval of Minutes of January 2008 Meeting

Secretary Dan Mantooth had provided a draft of the meeting minutes from the Executive Committee meeting held in January 2008 in Oakland, CA.

5.0 Reports of 2008 Officers

5.1 President's Report (Nancy Kirner)

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

- ✓ The EC generally was in favor of a Letter of Support to Senator Taniguchi to be delivered in person. The letter was delivered by other means.
- ✓ Nancy requested photos of CHPs in action for CHP Corner.
- ✓ A discussion was held on changes, if any, to Burk and Associates business practices to ensure security of critical records. The ABHP dealt well with this issue for their needs, breach of security, loss of electronic media. Hard copy of 4-5 years worth of exams would minimize impact. The ABHP is preparing emergency exams I & II under existing rules. Jim Tarpinian will draft procedures on how to invoke the emergency procedures. The AAHP has a concern on having a duplicate record of CHPs should the main database be lost. Nancy Johnson says Jim Willison is very close to resolving this issue. Also, each year the entire database goes to Webmaster, but this not required by current procedure.
- ✓ Dave Myers reminded the EC that the issue arose from comments by Gary Kephart on the strategic plan. Jim Tarpinian said that we will have to address the issue according to efforts to adhere to the new ISO 17024 standard.
- ✓ Individual qualification records for sitting for the exams are paper files maintained by Secretariat.
- ✓ President Kirner said there are 3 tiers to certification: 1) Actions of the Board 2) members of the Academy, 3) Exam qualifications.
- ✓ Nancy Johnson said that there appears to be a need for the AAHP/ABHP database to be routinely backed up and sent to a predetermined location.

- ✓ Dave Myers asked if there is offsite storage for records. Nancy Johnson replied that they are close to DC which is a target, suggested that some other region be used to store backup.
- ✓ Ed Maher suggested an ad hoc committee to study the issue and recommend actions.
- ✓ The existing ad hoc committee consisting of President Kirner, Dave Myers, Jim Tarpinian, and Nancy Johnson will address the issue of backup and storage of the AAHP membership database.

5.2 President-Elect (Rich Vetter)

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

- ✓ Passed out a revised President Elect Report.
- ✓ Added “No Revisions Needed” to SOP 1.2.1 as per procedure.
- ✓ Submitted proposed new members and chairs of AAHP Standing Committees for EC approval.

5.3 Past President (Ed Maher)

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

- ✓ Ed was requested by Dick Burk to continue as a member of the HPS/AAHP ad hoc Committee on Educational Benchmarks for the Intersociety Forum for Resource Sharing. This ad hoc committee is developing a position paper on what levels of radiological health and protection information should be introduced at various secondary school grade levels. Lisa Bosworth has chaired two committee conference calls in attempting to reach a consensus on this issue. A summary of the proceedings and challenges that this ad hoc committee is undertaking was attached with the officer report. One of the issues is that physics is not introduced until junior level in high school, and there are questions regarding what grade level information about our profession should be introduced. Greg Hall, appeals committee, picked up the leadership on this issue. Ed emphasized the importance of this effort and its relationship to Paul Stansbury’s proposal to increase active recruitment of health physicists. Ed queried whether the effort should remain with Appeals or go to Continuing Education Committee. President Kirner prefers leaving it where it is since action is being taken.
- ✓ Rich Vetter mentioned that there is an effort by an organization headed by Dr. Leon Lederman, the former head of Fermi Lab, who is pushing physics education in the Freshman year of high school, and as early as 4th grade for some topics. He is “...one of the

main proponents of the "Physics First" movement. Also known as "Right-side Up Science" and "Biology Last," this movement seeks to rearrange the current high school science curriculum so that physics precedes chemistry and biology.”

- ✓ President Kirner formed an ad hoc committee on science education chaired by Greg Hall, with members Nick Panzarino and Penny Shamblin.
- ✓ Developed about 80% of the webpage designs (50 pages) for the new AAHP Website and transmitted them to Brett Burk and Ruedi Birenheide for inclusion in the demonstration website. In parallel, Jim Willison has been developing web pages for the ABHP and doing some of the coding. The on-line version of the new website is expected to be ready before the end of the calendar year. A final report of all website design activities, including future recommendations, will be submitted to the Executive Committee at the 2009 Midyear Meeting in San Antonio, Texas. Ed emphasized that the EC needs to review the website and provide input and feedback to him.
- ✓ Developed the final speaker list for the AAHP Special Session at the Annual Meeting in Pittsburgh. The proposed title of the session is “Radiological Accidents and Incidents: Lessons Learned?” The final program for the Special Session is included in the agenda package and attached to this officer report. We had a last minute substitution of speakers when Harold Denton experienced medical problems. Bill Dornsife has graciously agreed to replace Harold in the program and speak on the lessons learned by the State regulators during the TMI accident. Joe Ring is unable to attend and is sending his Deputy to present his paper.

5.4 Secretary (Dan Mantoath)

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

- ✓ Reported the final election results from the Secretariat:
- ✓ President-Elect – Paul Stansbury
- ✓ Treasurer – Raymond Johnson
- ✓ Director – Michael Bollenbacher
- ✓ Forwarded January 2008 EC meeting minutes and election results to CHP Corner.
- ✓ Reviewed SOPs 1.4.1 and 1.4.2 per procedure.
- ✓ Dan did not identify any specific issues regarding records retention practices, but wondered if we were in compliance. Nancy read the procedure on record retention, but was also unsure as to compliance.

- ✓ Ed Bailey suggested that we have a joint ad hoc committee to address both the AAHP and ABHP records needs.
- ✓ President Kirner recommended that having Jim Tarpinian on both will achieve this end.

5.5 Treasurer (Ed Bailey)

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

- ✓ Conducted reviews and rated the performance of both the AAHP investments and the Financial Manager for the periods ending February 29, 2008 and May 31, 2008.
 - The fair market value of intermediate and long-term funds totaled \$669,647 as of May 31, 2008.
 - This represented a decrease in value of \$7,818 (-1.15%) from November 30, 2007. This total is slightly greater than last year at the same time (0.2%).
 - The performance of the financial manager is rated “green”
 - The fair market value for AAHP long term funds exceeds the investment policy requirement of 150% (221%). The value of short and intermediate term funds exceeds the investment policy requirement of 100% (132%).
 - In compliance with policy on classes of investments.
- ✓ Prepared revisions to SOP 2.4.3.
- ✓ BurkInc bonus will not exceed 5% of the Contract.
- ✓ The total investment portfolio lost \$57,000 due to market conditions.

5.6 Parliamentarian (Dave Myers)

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

- ✓ The final version of SOP 1.1.2 on Academy Service Awards that was approved at the meeting in Oakland was included with the written report.
- ✓ Noted that review of the GTTK documents is required before Mid-year meeting, but a good idea anytime.
- ✓ President Kirner asked to make sure that the SOP for the President is on the website. Dave Myers stated that he would send the new SOP for the President as well as the others that have been reviewed/approved during the past couple of Executive Committee meetings to the webmaster, Scott Medling.

6.0 Committee Correspondence and Reports

6.1 Appeals Committee (Bob Cherry)

No written report was submitted by the Appeals Committee.

6.2 Continuing Education Committee (Sarah Hoover)

The Continuing Education committee did not submit a written report. President Kirner asked Nancy Johnson to report on the status of the committee. This committee has a lot of responsibility, and has not been very active. Nancy Johnson will work with Committee Chair-elect to involve him with the current chair to revitalize the committee. Nancy Johnson reported that three courses were offered by the AAHP with over 120+ enrolled on Saturday July 12, 2008.

6.3 Exam Site Selection Committee (Larry Sanders)

The Exam Site Selection Committee did not submit a written report. President Kirner reported that the list of exam sites appears in the Report for the Secretariat. Jim Tarpinian mentioned that there was discussion at the ABHP meeting on involvement with the exam site selection committee. They decided to maintain the separation between the two organizations (a recent issue with the CCSB), and that ABHP should not be involved in exam site selection.

6.4 Finance Committee (Ed Bailey)

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

- ✓ The finance committee developed the proposed budget for FY 08-09. The budget was discussed in New Business, Section 11.
- ✓ Continuing trend of more proposed expenditures than income.
- ✓ Finance Committee reviewed the performance of securities held by the AAHP compared with market performance and concluded that the performance is very good.
- ✓ Changes to SOP 2.4.3 Financial Operations Details will be addressed in New Business.

6.5 Nominating Committee (Kathy Pryor)

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

- ✓ The ABHP has two vacancies to be filled for terms beginning in January 2009. The Nominating Committee has submitted a slate of four (4) candidates to the EC for consideration, and provided

the rankings of candidates from the ABHP for information. Candidates were also solicited from the CRCPD and the ABMP. The candidates were:

- * Sharon Dossett * Govind Rao
- * Drew Thatcher * Arthur Desrosiers

- ✓ An ad hoc selection committee was formed to find suitable candidates for a replacement position on the American Board of Medical Physics. Mike Sheetz's name was submitted to the AAHP for EC approval.

6.6 Professional Development Committee (Jay Maisler)

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

- ✓ The PDC met by conference calls through January. Worked on SQ/P for CHP Expert Witness.
- ✓ SQ/P 002 for Qualifications for RSOs in Health Care Facilities - PDC member Kevin Buckley is working with AAMP to draft the standard. They expect a draft in December.
- ✓ The committee is developing a draft on "Why Become a CHP". Some discussion on budget to develop the brochure.
- ✓ The committee is looking at quality of PEP classes. They will be working with Jim Willison, Continuing Education Committee Chairman-elect.
- ✓ Jay asked for volunteers to man the AAHP booth.
- ✓ There was much discussion on evaluating quality of PEP courses. An issue was raised on the difficulty identifying criteria for quality. Also, other courses are credited besides PEP. Action Item was closed pending consideration of the issue.
- ✓ Jim Tarpinian stated that we may be forced to have criteria for continuing education credits at some point.
- ✓ Rich Vetter provided an analogy to continuing education within the medical community.
- ✓ Continued discussion on SQ/P 002 and proposed motion ensued.
- ✓ Jay is going to get input from the PDC and invite Rich Vetter to attend their meeting.

6.7 Professional Standards & Ethics Committee (Paul Rohwer)

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

- ✓ The Committee had no recommendations on the question from the EC regarding how to deal with criminal records.

- ✓ Ed Maher clarified the question as whether a criminal record should be considered when approving individuals for certification. Also, should actions be taken for certified people who commit felonies?
- ✓ Jim Tarpinian said the issue was discussed at the ABHP meeting. There is still no decision but the ABHP is willing to follow the AAHP recommendation.
- ✓ Dave Myers mentioned that this is a one case issue. Further consideration may not be a good use of the Academy's time.
- ✓ President Kirner suggested the committee be requested to document their efforts and forego further effort on the issue.
- ✓ Rich Vetter recommended the committee document their efforts and handle future issues on a case by case basis; i.e. what actions to take.
- ✓ Rich and Dave's opinion was supported by Jim Tarpinian. Jim volunteered to work with the committee to identify actions to take for future cases.

6.8 Title Protection/Professional Recognition Committee (Tom Buhl)

The Title Protection/Professional Recognition Committee submitted a written report which had been included in the meeting packet, but no members of the Committee were present to discuss the report:

- ✓ Howard Dickson requested that he be the HPS liaison with the AAHP Title Protection/Recognition Committee. Some discussion on whether this required EC approval. Dave Myers said that it does not require official approval. Unanimous agreement was reached among Executive Committee members on appointing Howard as the HPS Liaison to the Title Protection/Recognition Committee.
- ✓ A bill to protect the titles of CHP and CIH was submitted for "sunrise review" for consideration during the next legislative session of the Hawaii legislature. The bill was introduced by Senator Taniguchi and is a study bill. No real impact as yet.

6.9 Liaisons' Reports

6.9.1 ABMP (Dean Broga/ Michael Sheetz/Jean St. Germain)

No written report was submitted.

6.9.2 CRCPD (Earl Fordham)

No written report was submitted, but Earl discussed the following:

- ✓ Electronic backup for AAHP records could be maintained on the CRCPD server. Earl will check on capacity.
- ✓ Earl asked if action pictures have to be CHPs. Ed Maher said that it was desirable but not necessary.
- ✓ Earl reported CRCPD groups are drafting suggested state regulations for the control of radioactive materials and sources, including x-ray. Additional work will be needed after Congress passes bills that may add credentialing sought by many industry groups. Once bills are signed into law, these CRCPD groups will draft regulations to incorporate the requirements embodied in the statutes.

6.9.3 Health Physics Society (Kathy Shingleton)

No written report was received from the HPS Liaison.

6.9.4 NRRPT (Dave Kent)

No written report was received from the NRRPT Liaison.

7.0 Reports from the Editor & Webmaster

7.1 Newsletter Editor (Harry Anagnostopoulos for Kyle Kleinhans)

The written report from the Newsletter Editor had been included in the meeting packet. The assistant editor, Harry Anagnostopoulos attended for Kyle Kleinhans. Harry reported that Kyle did not provide any additional information beyond that in the written report.

7.2 Webmaster (Scott Medling)

No written report was submitted by the Webmaster.

8.0 Report of the American Board of Health Physics (Jim Tarpinian)

Jim summarized his written report which had been distributed at the meeting. Of particular interest, Jim mentioned the following:

- ✓ Some exam applications required Board Chair involvement. Two candidates applied for early admission to the exam (without 2 yrs experience). Each had BS/MS in Physics, which by itself, would not qualify the candidate for early admission to the exam. Each was in a PhD program that had offered at least 20 credits applicable to health physics. They were allowed to take the exam based on the additional credits.
- ✓ Dave Myers asked how the Panel chooses the individuals for wise person review. Jim replied that some folks just have the knack. Also look for individuals with a diversity of experience. The goal is to have an exam that provides, within acceptable

tolerance, a balance between calculation and experience-based questions.

- ✓ Kent Lambert chaired the McAdams Award Committee that selected Jim Willison as this year's recipient.
- ✓ Jim wrote an article for CHP News on future of accreditation. Process has two elements:
 - 1) Socializing the concept with constituents: Jim just started the process with the article. Jim suggested that we further socialize the accreditation by discussing the elements of the article at the Academy business meeting that is open to the membership. This discussion was added to the [Academy] agenda.
 - 2) Looking at roles and responsibilities of the Academy and the Board. Accreditation actually bridges the responsibilities of both organizations. Jim asked how we can set up a small committee to move forward with the process.
- ✓ President Kirner said she could do this with an ad hoc committee. Jim Tarpinian expanded on the responsibilities for the committee.
 - 1) ANSI has license to evaluate and grant registration to the ISO/IEC 17024 standard and presents a course presenting requirements for those pursuing accreditation. Jim proposed that someone attend. Nancy Johnson volunteered as one individual. Jim proposed the second person be an Academy member.
 - 2) The ad hoc committee should review the contracts with Burk Inc. and the testing service with the goal to update and develop performance criteria for the two organizations.
- ✓ President Kirner mentioned that the Laboratory Accreditation Committee was trying to meet the requirements of ISO/IEC 17025 and asked if anyone new how they were progressing.
- ✓ Jim Tarpinian and President Kirner had some discussion about the relative merits of having the Academy leading the effort of accreditation. Both stressed the need to keep the relative responsibilities clearly defined which is a necessity for either CESB or ISO accreditation.
- ✓ Nancy Johnson suggested that the ad hoc committee include an individual that also has knowledge of ABHP operations.
- ✓ Jim Tarpinian said his interest was to insure the Academy had the opportunity to take the leadership role but the process will move forward. President Kirner mentioned that the Academy would support the effort if not lead it.

- ✓ Paul Stansbury suggested a person be appointed by the Academy to provide continuity through the entire process. President Kirner suggested Frazier Bronson, former ABHP chair. Some discussion but no consensus on Frazier's participation.
- ✓ President Kirner suggested Jim Tarpinian look at the Academy roster and select a liaison. Jim suggested his action from Oakland be rescinded based on the path forward identified at this meeting.
- ✓ Jim reported on new Panel Officer and members starting January 2009.
New ABHP Officers:
 - Chair: Cheryl Olson;
 - Vice Chair: Trish Milligan;
 - Secretary: Nora Nicholson;
 - Parliamentarian: Kent Lambert
 Part I Panel Members:
 - Chair: Jerry Hensley;
 - Vice Chair: Mike Stabin;
 - Members: Nicolas Bates, Cynthia Flannery, and David Medich.
 Part II Panel Members:
 - Chair: Mark A. Miller;
 - Vice Chair: David Burkett;
 - Members: John Buddenbaum (approved for additional term), Benny Hooda, Glen Sturchio, Pat LaFrate (1 year term extension).
- ✓ Proposed a change to Policy Manual Section 1.8 dealing with the length of time that nominations for the McAdams Award should be considered; i.e. candidates that are not successful are still excellent candidates for subsequent years. Proposed the following language:
The committee will consider nominations received for up to 3 years prior to the next award year.

9.0 Report of the Secretariat (Nancy Johnson)

Nancy summarized her written report which had been included in the meeting packet. She highlighted changes in individual contact information on the rosters.

10.0 Old Business

10.1 SOP 1.1.2 Academy Service Award (Dave Myers)

Dave presented the clean copy of the procedure approved at the January meeting.

10.2 NRC Response to Petition for Rulemaking 10CFR35-20 (Nancy Kirner)

Nancy presented the e-mail thread from the NRC recognizing that the Riddenour petition to the rule making had merit. NRC will take it under advisement that they left

certain groups off.

There was some discussion as to what does the Academy do, since the comment period is closed, Lynn Fairbent was suggested as someone who might provide input to the NRC on behalf of the Academy.

President Kirner committed to call Lynn and Keith Dinger on the subject.

10.3 AAHP Web Site Redesign Demonstration (Ed Maher)

Ed presented an overview of the new AAHP Website Design. He encouraged all members to review the website at <http://www.aaHPnet.org/> and provide comments.

Jim Tarpinian presented an overview of the ABHP website for comparison.

Earl Fordham mentioned that HPS is using website to collect statistics. Kelly Classic is the point of contact.

10.4 Auto-Proctored Part I Exam (Jim Tarpinian)

Ad hoc committee looked at an auto-proctored exam (i.e. Sylvan Center). Consensus is there are not enough people taking the exam to justify the substantial cost. Jim closed the action item to evaluate the issue.

10.5 Transmittal of SOP 1.4.2 to Parliamentarian (Bob Miltenberger)

Bob has not submitted the revised version SOP 1.4.2 to Dave Myers, Parliamentarian. The Executive Committee approved the revision to SOP 1.4.2 at the Portland meeting. The revision relates how to handle the storage and distribution of Executive Session minutes. Dave Myers will remind Bob to submit the SOP for his records and so that it can be posted on the AAHP website.

10.6 SQ/P on CHP Expert Witness (Jay Maisler)

Jay introduced the document and provided an overview of its contents.

- ✓ Discussion on Motion.
 - Rich Vetter asked if the Professional Development Committee had asked for outside input to the document.
 - Jay said they had received input from attorneys and others.
 - Ed Bailey suggested that members of the AAHP that had actually served as expert witnesses be asked for input.
 - Jay indicated that he didn't share Rich's concern.
 - Ed Bailey asked if the document should be issued as a journal article.

- Dave Myers suggested that an announcement on the location of the document be placed in the CHP Corner.

10.7 Revisions to SOP 2.5.1, Rev 2 (Kathy Pryor)

A new revision of SOP 2.5.1 was submitted after the agenda package was issued.

- ✓ Dave Myers offered the opinion that most changes were formatting in nature.
- ✓ President Kirner said there is a substantive change on page 5 of the SOP, Section 3.2.8.2 dealing with the ranking of the candidates.
- ✓ Some discussion of other changes, overall strengthening the procedure.

10.8 Creation of GTTK Document for Nominating Committee (Kathy Pryor)

This is revision 1 of an original GTTK document prepared by Frazier Bronson and submitted on January 22, 2006. No comments other than pleasure that this revision is finally complete

10.9 Position Paper on Radiation Science Knowledge (Ed Maher)

Ed summarized the issue and reported that Lisa Bosworth was leading the charge on this effort. The Academy is re-engaged with the process.

10.10 List of Intersociety Members offering CECs (Sarah Hoover)

The Executive council reassigned the responsibility of producing the list to Jim Willison.

10.11 Professional Certification, Recognition and Reciprocity with UK (Jay Maisler)

The ABHP has assumed responsibility for this issue. Resolution will require negotiations/discussions between the various certification bodies. Shawn Googins is chair of the ad hoc committee addressing the issue.

10.12 Review HPS Committee Report Format for Adoption (Nancy Johnson)

HPS does not have a standard report format. Nancy provided several examples of reports. Ed Maher mentioned that there should be a form to contain suggested motions. Nancy committed to provide the requested forms by the next meeting.

Some discussion occurred after the vote on whether the use of the format needs to be required by SOP.

10.13 Report on Executive Committee Electronic Ballots (Nancy Johnson)

Nancy's report on the electronic balloting process and recent results were included in the agenda package. The selection of an AAHP representative to the ABMP was determined by electronic balloting March, 2008. A motion

to approve Michael Sheetz as representative to the ABMP was made by President Kirner and seconded by Ed Maher. Ten affirmative votes were received (six are required) affirming the appointment.

11.0 New Business

11.1 Appointment of New Committee Members (Rich Vetter)

Rich explained how he arrived at the list of proposed committee members.

11.2 Budget Approval (Ed Bailey)

Ed provided a detailed overview of the proposed budget. Ed explained how, once again, the proposed expenditures will exceed the expected income, and that, historically, this has seldom been the case. Ed explained the amended budget figures to account for the approved Burk and Associates, Inc. contract performance bonus amount.

There was some further discussion on the apparent shortfall indicated by the amended budget. Ed Maher asked if we are also providing some support to the CESP and the ABMP. Ed Bailey verified a total amount of \$6000 was budgeted for both organizations.

11.3 Is there a need for Policy re: Availability of Academy Course Materials (Nancy Kirner)

There is no policy covering availability of old course materials. The Academy can't sell these without copyrighting. Ed Maher suggested and those present agreed that distribution of old materials should be up to the author and not involve the Academy. No action was taken on this issue.

11.4 AAHP Ballot Material Consistency (Nancy Kirner)

President Kirner mentioned that the ballot materials submitted by candidates are inconsistent with regard to volume of material, e.g., number of pages. Nancy Kirner will take the action to arrive at a consistent format. Possible models are the materials that Ed Bailey and Kathy Pryor submitted his for HPS consideration.

11.5 Discuss Active Recruitment of New HPs (Paul Stansbury)

- ✓ Paul provided the background and justification for his proposal.
- ✓ Rich Vetter mentioned that, while he is sympathetic to the proposal, it is outside the mission of the Academy.
- ✓ Ed Maher agreed that it is outside the mission and provided a lengthy explanation of the efforts of the Intersociety Forum for Resource Sharing (HPS,

AAHP, NRRPT, ABHP, CRCPD, etc.). Ed believes Academy involvement to the Intersociety Forum should be at the Presidential level.

- ✓ Ed Maher suggested that Paul Stansbury could be that person with appropriate Presidential approval from the Academy.
- ✓ Much discussion followed on how to provide input into school curriculum. Ray Johnson suggested providing support to State and local projects.
- ✓ Dave Myers suggested we use the HPS Liaison to offer support to Paul's concept.
- ✓ President Kirner summarized that we are in agreement with Paul's suggestion, but it is not the primary responsibility of the Academy. The Academy is willing to provide support to the Intersociety Forum for Resource Sharing in this effort.

11.6 Changes to SOP 2.4.3, Rev. 1

- ✓ The Finance Committee submitted revisions to SOP 2.4.3, Rev. 1, *Financial Operations Details*, for

consideration and approval by the Executive Committee.

- ✓ Dave Myers asked if there is a benefit to adding specific dollar amounts to an SOP.
- ✓ Ed Bailey cited many examples of SOPs where this is done.
- ✓ Paul Stansbury (the original author) did not want to put in a percentage.
- ✓ Ed Bailey offered the COLA accounts for inflation/cost of living. Also the percentage is not prescriptive, rather a guideline

11.7 January 2009 Meeting Date

The meeting in San Antonio will be Saturday January 31, 2009, from 8:00 am to 5:00 pm. A motion to adjourn and reconvene the Executive Committee at the San Antonio mid-year meeting was approved.

12.0 Adjournment

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ABHP APPLICATION REMINDER: Complete applications to take either part of the 2009 ABHP examination must be filed with the Executive Secretary postmarked no later than **January 15, 2009**. More information can be found at: www.hps1.org/aaahp/abhp/prospect.htm

Part 2 Panel of Examiners Activities

Pat LaFrate, Chair

At the time of this writing (mid-October), the 2008 ABHP Part 2 Exam has been graded by the question grading groups and currently the Panel Chair is compiling all the candidates' scores for Board review. Part 2 Exam grading typically starts at the end of August and continues through October with the goal of finalizing candidate results before the Fall ABHP Board meeting scheduled in late November. Grading of the exam is an ABHP Procedure Manual driven process which takes a lot of time and effort by the Panel and the Board. The exam grading process works like this: Each exam question grading group consists of a group leader (an ABHP Board or experienced panel member) and two graders. The group leader is assigned additional duties of comparing the grading results for their question. There are fourteen grading groups in all, one for each exam question. After each grader grades their assigned question, the grading group leader enters each graders' scores into an Excel spreadsheet. The spreadsheet calculates the average score for each candidate and the standard deviation between the graders. Conditional formatting is used in the spreadsheet to identify transcription errors between different question parts and erroneous entries by the graders. The grading group leader then identifies any significant differences between the graders for each part of the question. There are two main reasons for differences in scoring between graders: transcription errors and differences of opinion between the graders. Once the grading group leader has compiled a list of the candidates where significant differences exist, they transmit the list to the other two question graders. Once discrepancies are resolved each group leader forwards their group's scoring spreadsheet to the Panel Chair. The Panel Chair then prepares a report of the results of the examination grading process to the ABHP Board. This report (an Excel spreadsheet) contains a statistical tabulation of the examination results in sufficient detail to enable the Board to evaluate the performance of each individual question and to determine the pooled standard deviation necessary to determine the minimum passing score. The results of the examination are then presented at the Fall ABHP Board Meeting by the Panel Chair. Following review and discussion of the results, the Board votes to confirm all candidates who have successfully completed both parts of the examination as eligible for certification.

The 2008 ABHP Part 2 Panel consists of Andy Miller (Vice Chair), Camille Abboud, Kelly Ausbrooks, Jack Buddenbaum, David Burkett, Bob Burkhart, Herman Cember, Jeffrey Chapman, Wayne Gaul, Joe Guido, Willie

Harris, Bennie Hooda, Greg Jones, Kenneth Krieger, Robert May, David McLaughlin, Daniel Menchaca, Ron Mlekodaj, Hans Oldewage, Gus Potter (Past Chair), Dennis Quinn, Govind Rao, Glen Sturchio, Casper Sun, Krzysztof Szornel, Johnafred Thomas, David Tucker, and Toshihide Ushino. My hat is off to all these individuals! They put in a lot of time and effort during this process which supports both the candidates and the existing CHPs. I would also like to express my gratitude to the ABHP Board including Jim Tarpinian (Chair), Shawn Googins, Patricia Milligan, Nora Nicholson, Kent Lambert, Cheryl Olson, Jerry Hiatt, and Jack Higginbotham. Their grading assistance and expert advice throughout the grading process was invaluable. Thanks also to Nancy Johnson, AAHP Program Director, for her enormous effort compiling all the grader packets and getting them to all the correct board and panel members in a timely manner. Finally, I would like to thank the many past Part 2 Panel Chairs. Through their past effort, much of my work was considerably less arduous and clearly defined.

ABHP Meeting

Jim Tarpinian, ABHP Chair

The American Board of Health Physics (ABHP) held its summer meeting 11-12 July 2008 in Pittsburgh, Pennsylvania. The Board discussed the exam preparation process for the 2008 examination and issues affecting certification. I want to express my gratitude to all the Part I and Part II panel members and especially Part I Panel Chair Anthony Huffert and Part II Panel Chair Pat LaFrate for all their hard work for this year's certification exams. I would also like to acknowledge the 2008 Board officers Vice Chair Kent Lambert, Secretary Trish Milligan, Parliamentarian Cheryl Olson, and members Jerry Hiatt, Jack Higginbotham, and Nora Nicholson for all their contributions to exam preparation and input and contributions to the board operations. I would like to give you a status of some ongoing initiatives on which the Board has been working.

As you may recall, last year the Board appointed an *ad hoc* committee to investigate the possibility for future automated online proctored testing (e.g. Sylvan) for the Part I exam. After investigating the options, the committee concluded that it would be cost prohibitive because we do not have enough "volume" to offer the exam at a reasonable price.

The Board also continued its activities to investigate ISO certification of the Board under ANSI/ISO/IEC 17024 "Accreditation of Bodies Operating Certification of

Persons” I wrote an article for the June issue of the *CHP News* discussing our intent to proceed with preparations for this accreditation and invited your comments. So far, I have had none. In this global economy the international recognition of our certification will increase the ABHP certification’s value for CHP’s working overseas and may aid in reciprocity with similarly accredited certifications. At its meeting, the Board elected officers for the upcoming 2008 calendar year for the Board and Panels. The new officers are: ABHP Chair Cheryl Olson, Vice Chair Trish Milligan, Secretary Nora Nicholson, Parliamentarian Kent Lambert; Part I Panel of Examiners Chair Jerry Hensley, Vice Chair Michael Stabin; Part II Panel of Examiners Chair Andy Miller and Vice Chair David Burkett. The Board also selected new members of the Part I and Part II panels and would like to note that new members are often recruited from the list of volunteers generated when CHPs check the volunteer check boxes on their annual maintenance fee submissions. New Part I panel members are Nick Bates, Cynthia Flannery, and David Medich. New Part II panel members are John Buddenbaum (reappointed), Benny Hooda, and Glenn Sturchio. Thank you to all Part I and Part II panel members for all their significant contributions this year.

I discussed all of the above during my report to the Executive Committee of the AAHP on June 13. One of the Executive Committee’s jobs is to elect new ABHP Board members. I am pleased to report that the new members joining the Board in 2009 are Govind Rao and Sharon Dossett. Please welcome and congratulate our new officers, board members and officers.

2009 Call for Nominations
Joyce P. Davis Memorial Award
Paul Rohwer, Chair, Professional Standards and Ethics Committee

The American Academy of Health Physics (AAHP) established the Joyce P. Davis Memorial Award in recognition of her dedication to the advancement of health physics and her humanitarian efforts to uphold the ethics of the profession. The recipient of this award should demonstrate excellence in professional achievement as well as being admired for ethical behavior and interpersonal skills.

The eligibility requirements are:

1. A member of AAHP for at least 10 years,
2. A champion of professional standards and ethics, and
3. Exemplary professional service to the AAHP or the American Board of Health Physics.

Any member of the Academy can make nominations for the award. Selection criteria are presented in AAHP Standard Operating Procedure 2.7.2, Rev. 1, which can be found on the AAHP web site. The previous recipients of the award are John P. Kelly, James E. Tarpinian, Carol D. Berger, and Howard W. Dickson. The award will be presented at the AAHP Awards Luncheon during the 54th Health Physics Society Annual Meeting in Minneapolis, MN, July 12-16, 2009. Nominations should include a brief biographical resume of the nominee’s career and service to the profession and AAHP, a nomination letter, and at least three reference letters in support of the nomination from AAHP members. Nominations must be submitted to the AAHP Nominating Committee (2009 Chair, Kathryn H. Pryor, kathy.pryor@pnl.gov) on or before 8 February 2009.

ABHP APPLICATION REMINDER: Complete applications to take either part of the 2009 ABHP examination must be filed with the Executive Secretary postmarked no later than **January 15, 2009**. More information can be found at: www.hps1.org/aahp/abhp/prospect.htm

AMERICAN ACADEMY OF HEALTH PHYSICS

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

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

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THE 2008 CHP SALARY SURVEY

Gary Lautenschlager

Introduction

The 2008 Certified Health Physicist (CHP) survey data was collected by having CHPs submit their responses to survey questions on a web-based data entry form. As was done in previous years, data was collected in coordination with a salary survey of the entire Health Physics Society (HPS).

Jack Crawford will report the HPS salary survey results separately in the Health Physics Newsletter.

The survey was also available in hardcopy form for those who preferred to fax or mail their responses.

Questions about this survey should be directed to Gary Lautenschlager, via email: chpsalariesurvey@yahoo.com

Data Analysis

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

Responses from CHPs who were either part time or retired were not analyzed, since the data did

not appear to allow meaningful comparisons to be made.

To avoid skewing the results, data from two survey respondents were excluded from the data analysis because they indicated that they earned more than \$178,750 per year.



Of 52 respondents who reported receiving a significant (10 % or more) salary increase upon attaining ABHP certification: 25% received this increase from their current employer, 23% from a promotion with their current employer, 42% received this increase from a new employer, 2% received this increase from part-time consulting, and 8% did not answer.

CHP salaries by region are also presented in this report.

Data Presentation

In an effort to make the results of the survey interesting and useful,

CHPs were subcategorized in several ways by education, primary job responsibility, years of experience, and combinations of these subcategories.

Readers are cautioned that for statistical validity, results were given only if there were 10 or more CHPs within that subcategory. Data presented for one subcategory of CHPs may not be possible for another subcategory.

The subcategories in the tables may also change from year to year, depending on the number of responses received. Every effort was made to keep the subcategories consistent with previous surveys, but if there were an insufficient number of CHPs the results were not given.

Tables and Figure

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

Histogram of the data shown in Table 1 - All CHPs is included as Figure 1.

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

Table 1: All CHPs

All CHPs	Count	Average	Median	Max	Min	Std Dev
CHPs	230	\$113,076	\$111,250	\$163,750	\$48,750	\$21,479

Table 2: CHPs by Education and Field

Education	Count	Average	Median	Max	Min	Std Dev
Bachelors Health Physics	11	\$117,841	\$118,750	\$133,750	\$101,250	\$11,952
Bachelors Other Field	27	\$104,583	\$101,250	\$151,250	\$73,750	\$19,278
Masters Health Physics	111	\$114,336	\$111,250	\$163,750	\$61,250	\$21,149
Masters Other Field	19	\$109,803	\$111,250	\$143,750	\$83,750	\$15,350
Masters Nuclear Engineering	14	\$110,000	\$110,000	\$138,750	\$81,250	\$19,752
Ph.D. Other Field	15	\$117,083	\$116,250	\$163,750	\$63,750	\$31,505
Ph.D. Health Physics	19	\$120,724	\$113,750	\$153,750	\$86,250	\$22,339

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

Edu & 6-15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs 6-15 yrs Experience	44	\$104,091	\$101,250	\$156,250	\$61,250	\$20,886
Masters Health Physics	28	\$104,107	\$102,500	\$151,250	\$61,250	\$21,308

Table 4: CHPs by Education and >15 Years Experience

Edu & >15 Yrs Experience	Count	Average	Median	Max	Min	Std Dev
All CHPs >15 yrs Experience	178	\$115,098	\$113,750	\$163,750	\$48,750	\$21,078
Bachelors Health Physics	10	\$119,500	\$121,250	\$133,750	\$101,250	\$11,183
Bachelors Other Field	24	\$106,042	\$103,750	\$151,250	\$73,750	\$19,890
Masters Health Physics	80	\$117,969	\$118,750	\$163,750	\$63,750	\$19,903
Masters Nuclear Engineering	12	\$113,958	\$117,500	\$138,750	\$81,250	\$18,354
Masters Other Field	19	\$109,803	\$111,250	\$143,750	\$83,750	\$15,350
Ph.D. Health Physics	11	\$129,886	\$126,250	\$153,750	\$96,250	\$21,458
Ph.D. Other Field	11	\$112,841	\$111,250	\$163,750	\$63,750	\$32,582

Table 5: CHPs by U.S. Regions*

CHPs by Region	Count	Average	Median	Max	Min	Std Dev
Northeast	29	\$109,526	\$106,250	\$163,750	\$66,250	\$23,765
Midwest	37	\$104,020	\$101,250	\$153,750	\$68,750	\$19,327
South	82	\$113,598	\$110,000	\$156,250	\$63,750	\$19,854
West	56	\$116,518	\$116,250	\$153,750	\$48,750	\$18,499

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

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

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

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

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

Table 6: Masters Health Physics and Primary Employer

Masters Health Physics & Primary Employer	Count	Average	Median	Max	Min	Std Dev
Federal Government	16	\$121,875	\$122,500	\$143,750	\$101,250	\$11,199
Medical	14	\$116,786	\$120,000	\$141,250	\$83,750	\$17,186
University	15	\$97,750	\$93,750	\$138,750	\$61,250	\$22,436
National Laboratory	21	\$113,869	\$111,250	\$153,750	\$66,250	\$20,924
Government Contractors	13	\$116,827	\$123,750	\$148,750	\$83,750	\$21,702
Nuclear Power Utility	12	\$114,375	\$107,500	\$156,250	\$96,250	\$16,792

Table 7: All CHPs by Other Certifications

All CHPs by Other Certifications	Count	Average	Median	Max	Min	Std Dev
NRRPT	32	\$114,609	\$110,000	\$156,250	\$48,750	\$24,516
PE	11	\$106,705	\$111,250	\$141,250	\$48,750	\$26,311
Other	26	\$119,712	\$118,750	\$163,750	\$63,750	\$25,250

Table 8: Masters Health Physics and Primary Job Responsibility

Masters Health Physics & Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	12	\$123,125	\$123,750	\$153,750	\$96,250	\$18,157
Applied Health Physics	28	\$110,089	\$110,000	\$163,750	\$61,250	\$23,169
Environmental	11	\$113,977	\$111,250	\$141,250	\$98,750	\$13,060
Regulations/Standards	10	\$111,000	\$112,500	\$133,750	\$71,250	\$19,736
Power Reactor	11	\$119,432	\$108,750	\$161,250	\$96,250	\$22,110
Medical Health Physics	13	\$120,481	\$126,250	\$151,250	\$83,750	\$19,984

Table 9: All CHPs by Primary Job Responsibility

Primary Job Responsibility	Count	Average	Median	Max	Min	Std Dev
Administration	18	\$119,028	\$121,250	\$153,750	\$88,750	\$20,326
Applied Health Physics	66	\$111,250	\$111,250	\$163,750	\$61,250	\$22,399
Dosimetry	12	\$112,708	\$112,500	\$143,750	\$66,250	\$19,437
Environmental	18	\$112,500	\$110,000	\$151,250	\$48,750	\$23,125
Radiological Assessment	19	\$109,145	\$111,250	\$141,250	\$81,250	\$18,205
Regulations/Standards	19	\$112,697	\$108,750	\$153,750	\$71,250	\$19,726
Power Reactor	21	\$115,655	\$108,750	\$161,250	\$86,250	\$20,385
Medical Health Physics	20	\$119,625	\$122,500	\$151,250	\$83,750	\$18,836

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

CHPs as Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	115	\$109,467	\$108,750	\$163,750	\$48,750	\$19,906
Bachelors Other Field	16	\$103,906	\$103,750	\$143,750	\$73,750	\$18,674
Masters Health Physics	49	\$110,179	\$106,250	\$163,750	\$66,250	\$19,791
Ph.D. Other Field	10	\$118,000	\$117,500	\$156,250	\$68,750	\$27,840

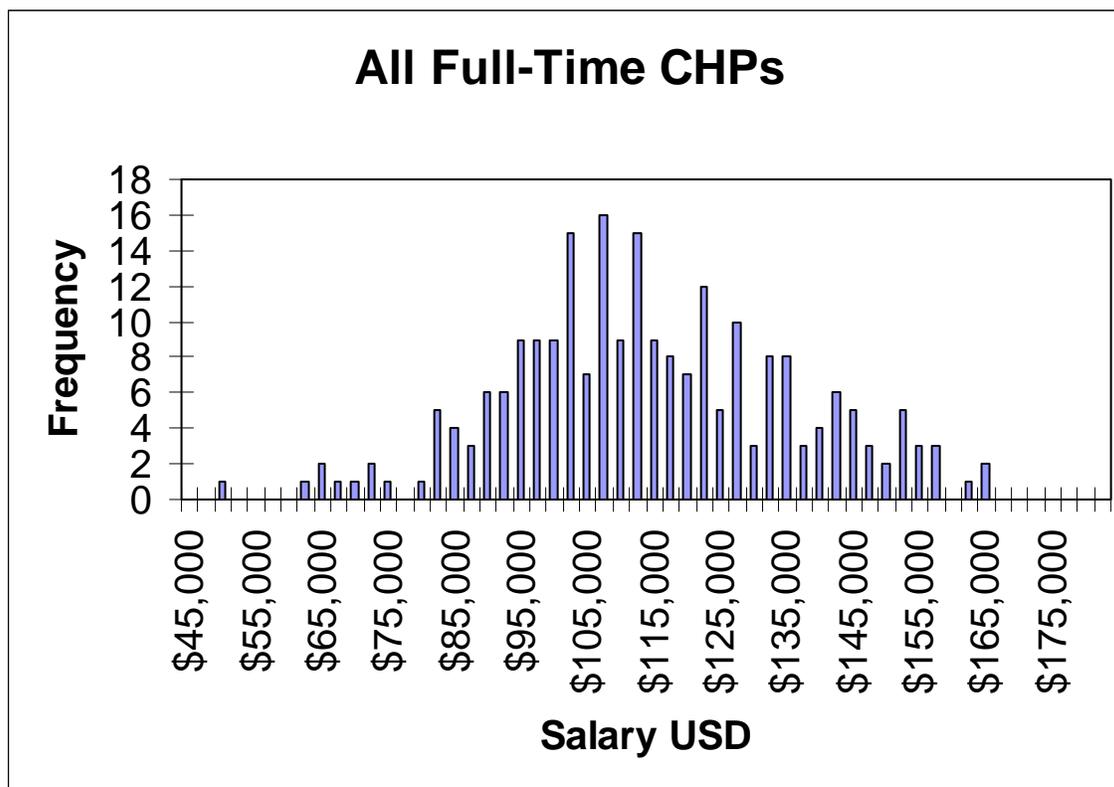
Table 11: CHPs as Supervisor of Professional Staff (All CHPs in this category and by Education)

CHPs as Supervisor of Professional Staff	Count	Average	Median	Max	Min	Std Dev
All CHPs in this Category	50	\$121,000	\$120,000	\$161,250	\$83,750	\$18,107
Masters Health Physics	28	\$121,518	\$120,000	\$161,250	\$98,750	\$15,521

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

CHPs as RPM/RSO	Count	Average	Median	Max	Min	Std Dev
All CHPs RPM/RSO	15	\$120,083	\$121,250	\$163,750	\$88,750	\$20,197
All CHPs University RSO	17	\$89,632	\$93,750	\$113,750	\$61,250	\$15,760
All CHPs Medical RSO	13	\$120,288	\$126,250	\$153,750	\$91,250	\$17,456
All CHPs University/Med RSO	11	\$112,159	\$106,250	\$153,750	\$93,750	\$20,624

Figure 1: Histogram of Table 1 Data



Acknowledgements

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