2010 Message from the Board of Directors’ Chair

I am pleased to report another year of successes and some innovations. The largest success in 2010 was the significant increase in membership. We’re up to 627! ISHM certified 98 new CSHMs, and even with the loss of 17 who were made inactive for not submitting their dues, we’ve reached a total of 491 CSHMs. 61 new ASHMs were approved, totaling 133 and 3 CSHM-Rs (retired) re-newed. Much of the increase is due to the efforts of our Secretary and of the Executive Director who have been contacting schools, the military and other organizations in an effort to increase brand recognition.

The ISHM Board of Directors and Committee members are also continually busy with their Committee projects:

COC Committee:
- Drafting changes to COC requirements to include current training trends, such as webinars.

Examination Committee
- The CSHM exam has been revised and the psychometrician assisted standard setting process increased the cut score. Although the CSHM Exam is available online at United States ACT testing sites, we have been unsuccessful in locating a reasonably priced international testing service. If you know of any, please email us.
- We could use your assistance in composing an exam for the new certification for the experienced safety managers who lack the educational requirement. When you have a couple spare minutes, jot down some questions with answers and email them to manager@ishm.org. Earn 1 COC point per 5 submitted exam questions. Question guidelines are on the website.

Executive Committee:
- Reviewed and approved a balanced budget for 2011. Even though activity in the Office has increased significantly, the Executive Director declined a salary increase. The Executive Assistant has been assigned a full time position.

Nominating Committee
- New Nominating Committee was formed to allow current members to run for re-election. Tom Slavin agreed to chair the committee. Stan McAlister and I will assist in reviewing nominations and preparing the slate.
• Consider nominating yourself by contacting manager@ishm.org; nominations are due April, 2011, elections will be held in June, 2011 to fill three 6-year Board of Directors positions. You qualify if.....
  o you would like to impact the direction of the organization during this exciting time of growth and recognition,
  o are able to dedicate a couple hours to research and thought weekly (plus or minus),
  o are interested in promoting the organization in articles or at conferences, speaking or manning the ISHM booth,
  o are a CSHM in good standing (dues and COCs current) and
  o enjoy travel and meeting new people.

Professional Standards Committee

• The Committee was approached with requests to extend the 6-year ASHM status for candidates who are not yet prepared to sit for the CSHM exam. What’s your opinion, should they be granted leniency?
• Various avenues are being explored for developing a certification for professionals without a degree, including adopting the National Safety and Management Society CST certificate and refining it for CESB accreditation.

Professional Development Committee:
• ISHM name change to Board of Safety and Health Managers (BSHM) has been postponed a year because of expected budgetary demands for the process.
• Logo has been altered to a simpler graphic design for easier duplication
• Website has been re-designed. Visit www.ishm.org resources and job postings. Refer your employer or headhunter to the website if they are unfamiliar with the CSHM certification.

If you’d like to be involved, but don’t want to sit on the Board, we welcome your assistance on a Committee project.

I feel it is imperative that the CSHM gains increased recognition among human resources professionals and aim to recruit a HR organization member for a Public Member position on the ISHM Board of Directors

I would like to hear your thoughts. Send an email to chair@ishm.org. Stop by the ISHM booth # 569 at the ASSE Conference in Chicago, June 2011 and # 2819 at the NSC Conference and Expo in Philadelphia. Fall 2011.

Yours Faithfully,

Aušrinė Karaitis, Chair

Institute for Safety and Health Management

chair@ishm.
2010 Message from the Executive Director

2010 was a year of challenges, growth and opportunities. As with every individual and organization the struggling economy had an impact on us.

Due to the increased volume of applications and the ongoing initiatives to spread the word about ISHM we brought onboard an Executive Assistant to help us with the workload. Jolene has proven to be a tremendous asset. She and the Office Manager, Joyce, presented me with a clear edict. Stay out of the way and we will make sure everything is done on time.

Accreditation is the key to a viable certification. The requirements to obtain and maintain accreditation of the CSHM are extensive and detailed. The governing body looks at every aspect of our organization including an indepth review of finances and every document ISHM uses in the certification process. One of the most important elements is the examination that professionals must successfully pass before they can be certified. One of the mandates of accreditation is to review, update, and verify the examination at regular intervals not to exceed five years. In 2010 we undertook this expensive and time consuming task.

We were fortunate to have 13 CSHM’s volunteer to serve on the ‘expert panel’. Current questions were reviewed and new questions introduced to the process. All of this was done under the close supervision of a PhD psychometrician who concluded the exercise with a standard setting process to establish the exam passing score. The resultant passing mark for the current exam is higher than for the previous exam but we are confident that it accurately depicts the minimum a prospective CSHM must know.

For the future we need an entire team effort to increase the brand recognition of ISHM. Since we are a relatively new organization it will take time and effort to achieve the same level of recognition as other certifying agencies.

The entire staff of ISHM looks forward to working with all of you in the coming years. It is always a treat to speak with the safety professionals who make up ISHM so please call sometime.

[Signature]
About the Institute for Safety and Health Management

The Institute for Safety and Health Management is the credentialing organization founded by the National Safety Management Society (NSMS), to promote the establishment of professional standards. The ISHM Board of Directors ensures the organization exists to promote the establishment of standards for the profession and recognizes safety and risk management professionals who, through demonstrated professional experience and the passing of a comprehensive exam, have met ISHM's requirements for mastering the safety management body of knowledge. See our bylaws.

ISHM Philosophy

The Institute promotes the advancement of safety and health management through the application of management principles and the integration of safety and health into all levels and activities of management.

The safety manager needs to be a true member of the management team. As an adviser to management, the safety manager must be qualified to assist managers in better discharging their safety leadership responsibilities, to design safety operational systems, and to assist employees in recognizing their responsibilities to work safely. This is accomplished two ways:

- Through either the prediction of management systems deficiencies before errors occur, or
- The identification and correction of management systems deficiencies by professional analysis of accidental incidents (performance errors).

Effective safety managers posses a clear understanding of key functions and activities of management - at all levels in an organization. Safety manager must work knowledgeably and effectively with all managers toward improvement of the total management system.

Code of Professional Conduct

The following represents the standards of professional conduct for individuals practicing safety and health management. Safety and Health Managers shall:

- Maintain competency in the practice of their profession
- Be truthful and impartial when addressing safety and health issues
- Practice their profession following recognized scientific and management principles
- Guide affected parties regarding recognized safety and health practices
- Maintain confidentiality when involved in the exercise of safety and health management activities
• Avoid circumstances where a compromise of professional judgment or conflict of interest may arise
• Perform services only in their areas of competence
• Act responsibly to uphold the integrity of the profession

BOARD OF DIRECTORS

Section 1 - General Powers
The affairs of this corporation shall be governed by its Board of Directors, herein called the Board, who shall constitute the membership of said corporation.

Section 2 - Number and Tenure
The number of Directors on the Board shall be no less than six. The maximum number shall be determined by the Board depending upon requirements of national accreditation bodies to which ISHM belongs. The maximum number of consecutive terms, full or fractional, any one Director may serve on the Board shall be limited to two. A full term shall be six years with at least two Directors elected every two years.

Section 3 - Qualifications
Each Director of the Corporation shall hold a valid certificate as a Certified Safety and Health Manager except that one or more members appointed by the Board to represent the Public shall not be required to be a Certified Safety and Health Manager.

Section 4 – Selection of Board Members
Directors for a six-year term, or fraction thereof, shall be from the following sources:
A. Board members shall be comprised of qualified CSHM members representing the public, certificants, regulators, and educators. A voting member representing the public is exempt from the certification requirement. (Revised 12/04)

B. Board members shall affirm that their activities as a member of the Board of Directors does not, and will not, provide a conflict of interest with the purposes of the Board as described in Article I, section 2 above, nor will they represent or advocate any outside interest seeking to compromise the integrity of ISHM or its certification. (Revised 12/04)

C. Every odd numbered year the Board shall oversee an election by the membership of qualified candidates for open or expired positions.

D. The ISHM membership shall nominate qualified members of said membership as candidates for any expired Director positions. The membership shall submit Board positions prior to July 1 of the election year.

E. Any vacant positions may be filled by the Board between scheduled elections.
Certification Numbers

The certification activity for 2010 is listed in the Chair report which begins this document.

Financial Statement

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