

ARCHIVAL REPORT OF NHCA ACTIVITY

February 25, 1996 - February 22, 1997

Elliott H. Berger, Historian

Sue Bergeson, Executive Director

This document summarizes key activities for the time period commencing just subsequent to the 1996 Annual Conference (held in San Francisco, CA) and concluding just subsequent to the activities of the 1997 Annual Conference (held in Orlando, FL). However, since it was initially prepared in July/August 1997, following the conclusion of the fiscal year on June 30, 1997, financial data through the end of the fiscal year are included. The report contains the following sections:

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Executive Council, Committee Chairs, and Liaisons

At the 1996 Annual Conference in San Francisco, CA, the following individuals were installed as officers and members of the NHCA Executive Council, Committee Chairs, and Liaisons:

Executive Council

President	Dennis Driscoll
President Elect	Mary McDaniel
Vice President	Richard Danielson
Secretary	Theresa Schulz
Treasurer	Steven Hacker
Member Delegate	Randy Tubbs
PSO Delegate	Myrna Stephens
Commercial Delegate	Jim Kvikstad
Associate Delegate	Gary Roehl
Past President	Barbara Garrett

Committee Chairs

Bylaws	Kirsten McCall
Ethical Practice	Buddy Young
Legislation	Cindy Bloyer

Membership	Carolyn Cary
Nominations	Mary McDaniel
Program	Larry Royster
Public Relations	Michael Dyer
Steering	Barbara Garrett
Publications	Lee Hager

Ad Hoc Committee Chairs

Audiometric Baseline Revision	Julia Doswell Royster
Mobile Hearing Testing Guidelines	Mary McDaniel
Employment Criteria for Hearing-Critical Jobs	Sandra MacLean
OHC Training Guidelines	Marianne Towell
Employee Education & Motivational Techniques	Barbara McCabe

Liaisons / Task Forces

AAO/HNS Subcommittee on Noise	Bill Clark
ANSI S12	John Franks
ANSI S12/WG 34 (Methodology of HCPs)	Christine Dixon- Ernst
ASA Noise Coalition	Alice Suter
Task Force on HPD Effectiveness	Larry Royster

Larry Royster was appointed in July 1996 as the Program Chair to assist Vice President Danielson, who had been unable to fulfill his role in organizing the Conference. During the 1997 Conference, Danielson resigned. Theresa Schulz was appointed to serve his remaining term as Vice President for 1997/98, and in turn Jim Kvikstad was appointed Secretary. Marty Layne resigned after eight years of much-appreciated service as editor of the *Spectrum* and was replaced by Lee Hager. Michael Dyer was appointed to fill Hager's position as Public Relations Chair.

Management Firm Activities

In the fall of 1996 ED Lee Wiensch resigned from EDI to become a full-time mother. Joan Geiger was appointed the new ED, assisted by John Rosetto. This personnel change resulted in a significant degradation of services. Following discussions with EDI, a new Executive Director, Sue Bergeson, was appointed directly following the annual conference. John Rosetto was removed from the account, with immediate efforts instituted to locate a replacement.

C. Summer Executive Council Meeting

A July, 1996 meeting of the Executive Council at the Milwaukee Athletic Club, Milwaukee featured the following discussion and action:

Meeting began with a proposed 96/97 budget deficit of \$12,305. Income generating suggestions included membership campaign, raising dues, increasing registration fees for the conference, and increasing affiliate fees. Cost saving suggestions included redesign of *Spectrum* to save pages, hosting leadership development breakfast or dessert party in lieu of luncheon.

Decision was made to host President's reception instead of Leadership Development luncheon, both to save money, and since luncheon had not been achieving its goals. The position of NHCA Historian was formally created and added to the Policy Manual, but not added to the bylaws at this time.

Document retention/archiving standards were established. They consist of:

Retention of full run of all printed materials for 3 yrs. (includes newsletters, conference binders).

After 3 yrs., 3 copies are retained indefinitely, but extras may be discarded.

Retention of one of each promotional item indefinitely (e.g. mugs, t-shirts).

Computer files backup up weekly and copies maintained at off-site location.
Working and archival files maintained in orderly manner in locked storage area.
A Silent Auction was established for the Conference.
Conference registration fees increased to \$395 for full member early registration, and others were increased accordingly.

From 10/95 to 7/96 NHCA received 55 requests for membership info; 12 requests (22%) joined.

Dues were increased from \$75 to \$95 for members, \$210 to \$225 for PSOs, \$550 to \$635 for Commercial Members, and \$45 to \$65 for Associates.

D. Membership and Directory

The 1995 Membership Directory and 1995 PSO Directories were published and distributed in August 1995; the Executive Council later decided to refrain from printing a 1996 directory to save funds. The next directory will be published in the summer of 1997.

Total paid members for 1997 were 652. This figure includes all 1996 members who renewed and all new members through July 1997. (All approved member applications after September 30 are placed in the 1998 membership year.) The count also does not include any new Associate Members that will join by virtue of attending the 1997 Regional Seminar. These individuals become members on January 1, 1998.

E. Excellence Seminar/Regional Meeting

The 7th Annual Excellence in Hearing Conservation Seminar was held on September 26, 1996 at the Embassy Suites Kansas City Airport in Kansas City, Missouri. There were six affiliates (E-A-R/Cabot Safety Corp., Impact Health Services, Inc., James Anderson & Associates, Quest Technologies, Software Resources & Marketing, Inc., and Tremetrics), approximately 48 paid attendees, and eight presenters on the following topics:

Jeffrey Morrill OSHA: Its Current Status and How It Came To Be Cynthia Bloyer
 Current Legislative Activity: Changes That May Affect Your HCP Elliott Berger
 New Developments in Hearing Protection Devices William Clark The Effects
of Noise on Hearing Barbara Garrett Practical Advice on Mobile Hearing Testing
Dennis Driscoll Noise Measurement and Control Donald Gasaway Employee
Education and Motivation Theresa Schulz Hearing Conservation Program
Management Issues

Registration fees were \$130 for members, \$170 for non-members (which included an Associate membership for one year), \$50 for students, and \$550 for affiliates. The meeting produced a profit of \$4,297 with the non-member fee for becoming an associate member credited to the associate dues, line item 32000 (34 registrants x \$40 = \$1360). As of 6/25/97 the retention of new associates from the 1995 Charlotte Excellence Seminar was 24% (8 renewals out of 34 associates).

F. Fall Executive Council Meeting

The November, 1996 meeting of the Executive Council was held at Table Mountain Inn, Golden, CO. Significant items were:

Myrna Stephens and Bill Clark to prepare 1997 NIOSH Grant Applications

The format of the minutes of the meeting was once again discussed. Minutes are important and lengthy, and we often revisit just how lengthy and detailed we wish them to be. The decision was to summarize as much as possible but to still keep details.

Staff activity showed 2700 hours worked between January and September.

ED to prepare notebooks for new Council members based on the new format provided by last year's Steering Committee.

Following much discussion at this meeting and prior one, decision was made to allow off-site vendors to exhibit at annual conference, i.e. van displays in parking lot.

Because of inactivity by the Vice President, the President appointed Larry Royster as the Program Chair. Larry presented a complete and well developed program to the Council.

Decision was made for first time to sell the Conference tote bag to a sponsor, i.e. their name on one side and NHCA on other. Aearo Company stepped up to the plate.

Targeted membership recruiting campaigns were planned for Military Audiology, AIHA Noise Committee, and CAOHC Course Directors.

The Practical Guidelines Series is doing well and drafts of 4 - 6 were presented for review.

Marty Layne resigned as editor of *Spectrum*

G. Member Dues, and Affiliate and Exhibition Fees

Dues invoices for the 1997 membership year were mailed in December, 1996. Dues amounts were as follows:

Member	\$95	Commercial Member	\$635
Associate	\$65	PSO	\$225
Student	\$25		

Affiliate fees for the 1996 Conference were \$1400 for commercial affiliates (3 free attendees, double exhibit space) and \$800 for non-profits (2 free attendees). Exhibition fees were:

Commercial Members	\$350
Non-NHCA Commercial Members	\$695
PSO Members	\$450

H. Annual Conference

The 22nd Annual Hearing Conservation Conference was held February 20 - 22, 1997 at the Grosvenor Resort at Walt Disney World Village in Orlando, Florida. There were approximately 179 paid registrants, and 231 total participants. There were 14 affiliates of which 6 were not for profit (np) [AIHA(np), ASHA(np), Boeing, CAOHC(np), Central Institute for the Deaf(np), E-A-R/Aearo, House Ear Institute(np), Impact Health Services, Inc., JAA, NIOSH(np), Quest Technologies, Software Resources & Marketing, Inc., Willson Safety, and 3M], and a total of 29 companies were represented in the exhibit hall. Sponsors were solicited for various events and elements of the conference in addition to the normal solicitation for luncheon and break support. Three companies participated as sponsors with a total of \$3,500 in support. The meeting resulted in a profit of \$30,789, which was \$7,024 over budget. The extra profits were due in part to maintaining expenses and Larry Royster's excellent efforts in coming in under budget on speaker reimbursement expenses.

Thirty-four presenters participated in the program. The four workshops covered:

- Hearing Protector “Stuff”
- Calibration Issues for Sound Measurement
- The New ANSI S3.44 Standard and an Update on ANSI S12.13
- Educate and Motivate Hearing Conservation Through All the Stages of Life

Forum topics included Sound Survey Options, Let's Hear from the End Users, Feedback Forum/Ask Your Peers, and The New NIOSH Criteria Document and MSHA's Proposed Noise Rule: Implications and Perspectives. The featured luncheon speaker was Mead Killion on "Dead Haircells Can't Talk" and platform lectures covered the broad topics of The Lighter Side of Hearing Conservation, Hearing Conservation Program Implementation Process-PPG Industries, Glass Operations, Analysis of MSHA's New Proposed Noise Regulation, The Assessment of Hearing Protector Performance in Impulsive Noise, What Affects STS Rates?, Complaints About Mysterious Low-Frequency Hum, Industrial Community Noise, An Update on CAOHC Activities, Has the HCP Worked?, Hearing Critical Situations, Localization and Hearing Protection, and Industrial Hearing Conservation and Cerebellopontine Angle Tumors. There were eighteen poster presentations and five offerings at the Film Theater during the conference.

Instead of a Leadership Luncheon, the Council decided to host a President's Reception on Wednesday evening following the Council Meeting, from 8:30 - 10:00 PM in the Presidential Suite. A total of 47 members accepted the invitation with 11 declining. Informal presentations were made by the President and various members of the Council. The intention was to convert from a program of leadership enticement to one of thanks and team building.

The following **awards** were presented at the Conference:

Outstanding Lecture Award	Donald C. Gasaway
Michael Beall Threadgill Award	John Franks

Outstanding Hearing Conservationist Award Donald C. Gasaway
Golden Lobe Award Michael Nillson, Kim Tum Suden
Media Award Jim Ryan

Kimberly Tum Suden, an NHCA member and an employee of Disney World coordinated the children's poster contest. All elementary schools in Orange County were sent letters but only two responded, with a total of 22 posters entered. A surprise guest, Mickey Mouse, attended the awards ceremony.

A Friday evening Gala event took place at the Adventurer's Club on Pleasure Island. The price was included in the registration fees. The actual cost to NHCA was \$11,270.

I. Annual Business Meeting

During the NHCA Business Meeting, President Dennis Driscoll outlined the following accomplishments and highlights from the past year:

Three new NHCA brochures were introduced at this Conference. They were prepared by the Public Relations Committee. The brochure titles were:

#4 - A Practical Guide to Complying with OSHA's Hearing Conservation Amendment

#5 - A Practical Guide to Noise and Hearing in the Farming Community

#6 - A Practical Guide to Hearing Loss Prevention for Musicians

Web site established

Treasurer reported that 66% of NHCA income is from the Conference, 25% from dues, 7% from the Excellence Seminar, and 2% from advertising and sponsorship.

Executive Council Meetings at Annual Conference

Significant items were:

Driscoll proposed to CAOHC that they should buy the printing rights of the Practical Guides. They have tentatively agreed to \$5000 for seven guides.

Due to the President's extensive use of the phone, the decision was made to explore a Presidential phone card.

Dennis Driscoll found a web master who contributes his time at bargain prices, Brad Whitlock. Much work is planned for the web site. Management of the site was turned over to the Public Relations Committee with E. Berger as an assistant.

A new award was established for the Outstanding Poster (\$150).

It was planned to hold an CAOHA OHC refresher course in conjunction with the Orlando Conference. This failed to materialize, so planning was deferred to host such a course for the 1998 Conference.

A new series of Professional Guides was established as opposed to the Practical Guidelines. The first document to become part of this series will be the guidelines on revising baseline audiograms.

Lee Hager was appointed to replace Marty Layne as the editor of the *Spectrum*.

Publications

NHCA published four regular issues of the *Spectrum* and two supplements (a Resources guide and a Conference program) during this time period under editor Marty Layne.

A new document was developed by Elliott Berger and Barbara Garrett in conjunction with the Noise Committee of AIHA, in the fall of 1996 entitled, *Noise and Hearing Conservation - References for Good Practice*. This document was distributed free to all conference attendees, and a portion was posted on the NHCA home page. The intention was to also include it in the summer 1997 *Spectrum Supplement/Resource Guide*.

Position Statements/Regulatory Involvement

NHCA decided to participate in the Coalition to Protect Workers' Hearing to develop a response to the MSHA proposed rule on noise.

A decision was made to draft a letter for the President's signature in support of the Quiet Communities Act of 1997, a bill brought to Congress by Representative Nita Lowey. The Act would re-fund the EPA's Office of Noise Abatement and Control and make funds available for review and possible revision of the EPA's rule on labeling of hearing protection devices.

The Council also voted to send a letter to the National Highway Traffic Safety Administration about the auditory hazards created by automobile air bags.

All Council members who were Federal employees abstained from the above actions because of Federal ethical requirements for government employees.

M. Changes to Bylaws

Bylaws changes were sent for vote in January, but due to errors at EDI they were worded in a confusing and incorrect manner. Nevertheless they were approved as written. The Council then moved to amend the already-approved bylaws so they would read correctly without the need for another formal membership ballot. The changes in the bylaws were:

Article III, Membership, Section 2.a, Member: Membership is more clearly defined to be the "equivalent of a graduate or professional degree by virtue of experience."

Article V, Officers, Section 2.a, Eligibility: Clarifies that each of the representatives of the Commercial and PSO members can be officers of NHCA, even if they wouldn't individually qualify as a full member.

Article VI, Executive Council, Section 1, Composition: The number of Delegates was increased from three to four. The Associate Delegate was added to the Council as an appointed, non-voting position.

Article X, Committees, Section 2, Appointment of Chairpersons: Changes the authority for appointing Committee Chairs from the President to the President Elect, and specifies that it must be accomplished prior to the annual meeting.

Article X, Committees, Section 4.b, Committee on Nominations: Adds responsibility for nominations for Threadgill and OHC awards to this committee.

Article X, Committees, Section 4.,e, Steering Committee: Increases the size of the committee from Chair and three members, to Chair and at least three members.

N. Slate of Candidates for January 1997 Ballot

President Elect	Merlyn Lubiens, Myrna Stephens
Secretary	James Kvikstad, Theresa Schulz
PSO Delegate	Michael Nilsson (unopposed)
Commercial Delegate	Tim Bailey, Russ Hannula

O. Year-End Financial Statement

The financial statements (see attached) for the 7/1/96 - 6/30/97 fiscal year reflect a net profit of approximately \$18,615. This was primarily due to: 1) management of expenses; and 2) a very successful and profitable conference.

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