

ARCHIVAL REPORT OF NHCA ACTIVITY

March 26, 1995 - February 24, 1996

Elliott H. Berger, Historian

Lee-Ann Wiensch, Executive Director

This document summarizes key activities for the time period commencing just subsequent to the 1995 Annual Conference (held in Cincinnati, OH) and concluding just subsequent to the activities of the 1996 Annual Conference (held in San Francisco, CA). However, since it was prepared in July 1996, following the conclusion of the fiscal year on June 30, 1996, financial data through the end of the fiscal year are included. The report contains the following sections:

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A. Executive Council, Committee Chairs, and Liaisons

At the 1995 Annual Conference in Cincinnati, OH, the following individuals were installed as officers and members of the NHCA Executive Council, Committee Chairs, and Liaisons:

Executive Council

President	Barbara Garrett
President Elect	Dennis Driscoll
Vice President	John Casali
Secretary	Mary McDaniel
Treasurer	Steve Hacker
Member Delegate	Theresa Schulz
PSO Delegate	Myrna Stephens
Commercial Delegate	Jim Kvikstad
Associate Delegate	Gary Roehl
Past President	Susan Cooper Megerson

Committee Chairs

Bylaws	C. Lewis Addison
Ethical Practice	Buddy Young
Legislation	Cindy Bloyer
Membership	Judy Karty
Nominations	Dennis Driscoll
Program	John Casali
Public Relations	Lee Hager
Steering	Susan Cooper Megerson

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 Guides	Marianne Towell
Employee Education & Motivational Techniques	Jane Boyd Prince

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

B. Management Firm Activities

During the 1995 Annual Conference, the NHCA leadership voted to change management companies. In April, 1995, the formal switch was made from Association Management, Ltd. of Des Moines, Iowa to Executive Director, Inc. of Milwaukee, Wisconsin. Sandy Koehler served as Consulting Partner, and Sarah Kaluzny-Petroff served as Executive Director.

Transition work between the two management firms began immediately. Files were transferred and organized at the EDI offices. NHCA continued to pay AML until September, 1995, per terms of their contract. The final payment (for a percentage of the Annual Conference income) was sent to AML in November, 1995.

C. Summer Executive Council Meeting

A July, 1995 meeting of the Executive Council in Milwaukee featured the following discussion and action:

Adoption of a modified accrual accounting system for NHCA, which allows income and expenses to be reported in the year that they are incurred. Although the fiscal year has been and remains from July 1 through June 30, income and expenses were not always attributed to the fiscal year that these monies were intended. Rather, the date of receipt of payment dictated which year these transactions were reflected on the financial statements. The accrual accounting system adopted by NHCA allows us to more accurately prepare budgets and analyze financial activity.

Group approved concept of a "wish list" to solicit sponsor support for events and items at 1996 Annual Conference.

In July, 1995, Kay Whalen replaced Sandy Koehler as the **Consulting Partner**. In August, 1995, Lee-Ann Wiensch, CMP replaced Sarah Kaluzny-Petroff as the **Executive Director**. In October, 1995, John Rossetto joined the staff as **Member Services Coordinator**.

D. Membership and Directory

The 1995 Membership Directory and 1995 PSO Directories were published and distributed in August; the Executive Council later decided to refrain from printing a 1996 directory to save funds. The next directory is not planned until 1997. The directory showed a membership of 621 for 1995, but there was much question on the correct number since EDI was unable to determine exactly how AML had previously accounted for membership numbers. Phone calls to former Executive Director, Michele Johnson of AML, did not assist in resolving the issue.

Total paid members for 1996 were **590**. This figure includes all 1995 members who renewed and all new members through September 31, 1996. (All approved member applications after this date are placed in the 1997 membership year.) The 590 count also does not include new Associate Members from the 1996

Regional Seminar. These individuals also become members on January 1, 1997.

E. Excellence Seminar/Regional Meeting

The 6th Annual Excellence in Hearing Conservation Seminar was held on September 21, 1995 at the Radisson Plaza Hotel in Charlotte, North Carolina. There were six affiliates [Cabot Safety Corp., James Anderson Assoc., Noise Control Technologies, Quest Technologies, Software Resources & Marketing, Inc., and Tremetrics], approximately 50 paid attendees, and seven presenters on the following topics:

Andrew Walker	North Carolina's Perspective on HCPs
Dennis Driscoll	Noise Measurement & Control
Elliott Berger	Hearing Protection Devices
Mary McDaniel	Employee Education & Motivation
George Cook, Jr.	Audiometric Testing Programs
Julia Royster	Audiometric Follow-Up & Data Analysis
Larry Royster	Forensic & Workers Compensation Issues

Registration fees were \$130 for members and \$170 for non-members (which included an Associate membership for one year.) The meeting produced a profit of \$1501, with the non-member fee for becoming an associate member credited to the associate dues, line item 32000 (34 registrants x \$40 = \$1,360).

As of 11/1/96 the retention of new associates from the 1994 Anaheim Excellence Seminar was 37% (11 renewals out of 30 associates).

F. Fall Executive Council Meeting

The November, 1995 meeting of the Executive Council was held at the O'Hare Hilton in Chicago, Illinois. Significant items were:

Potential NHCA/Bose litigation involving EPA's hearing protector labeling regulation.

Group agreed to print an update insert only for membership directory in 1996, and resume annual printing of directories in 1997.

Extensive discussion about budget and cost-saving measures, including reduction in size of *Spectrum*.

Steering Committee introduced a new form for use in evaluating the management company.

Approval of corporate American Express cards for payment of large NHCA bills, resulting in frequent flyer points that can be used for speaker and staff travel.

Approval of creation of NHCA web site.

G. Member Dues, Affiliate Fees, and Conference Exhibition Fees

Dues invoices for the 1996 membership year were mailed in December, 1995. Dues amounts for the 1996 year were as follows:

Member	\$75
PSO	\$210
Associate	\$45
Commercial Member	\$550
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	\$325
Non-NHCA Commercial Members	\$675
PSO Members	\$425

H. Annual Conference

The 21st Annual Hearing Conservation Conference was held February 22 - 24, 1996 at the Grand Hyatt on Union Square in San Francisco, California. There were approximately 160 paid registrants, and 225 total participants. There were 12 affiliates [AIHA, Boeing, Bose, E-A-R/Cabot Safety, CAOHC, House Ear Institute, JAA, NIOSH, NCT, Quest Technologies, Software Resources & Marketing, Inc., and 3M], and a total of 26 companies were represented in the exhibit hall. For the first time, sponsors were solicited for various events and elements of the conference in addition to the normal solicitation for luncheon and break support. Seven companies participated as sponsors with a total of \$2,300 in support. The meeting resulted in a profit of \$11,500, which was \$4,000 below budget. The lower income was attributed to lower-than-expected attendance, very high audio/visual charges, and too generous a complimentary registration policy for speakers. Another potential financial problem was the selection of a Tier-1 city such as San Francisco. The Council decided to try to avoid Tier-1 cities in the future if possible.

Thirty-five presenters participated in the program. The four workshops covered Industrial Noise Control, Employee Noise Exposure Assessment Techniques and Purposes, Forensic Audiology: Forms of Litigation Regarding the Ear and Hearing, and Community Noise. Forum topics included the Exchange Rate Controversy: How Best to Protect Employees, and Hearing Conservation: Is It a Valid Concept. The featured luncheon speaker was Roger Stephens of OSHA on "The Evolution of Ergonomic Politics," and platform lectures covered the broad topics of Hearing Conservation: Attitude Adjustment and Motivational Strategies; Applying Audiometric Data in Hearing Conservation; Historical and Standardization Issues in Hearing Conservation, Special Topics in Education and Training; Cutting Edge Developments in Hearing Conservation: Research and Practice; and Special Problems and Populations.

There were nine poster presentations and four offerings at the Film Theater during the conference.

A **Leadership Luncheon** was hosted by the Steering Committee during the meeting. A total of 61 members were invited, and 31 attended (11 of whom had not held a leadership position in NHCA in the past.) Presentations were made about NHCA's history and structure, and a total of five individuals signed up to participate on committees as a result of the luncheon. (General sign up sheets for committee participation were also posted at the registration desk.) A tracking system was put in place for future years, so that response and actual involvement of those invited to this luncheon can be examined for "return on investment."

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

Outstanding Lecture Award	Carol J. Merry
Michael Beall Threadgill Award	Elliott H. Berger
Outstanding Hearing Conservationist Award	Larry Royster
Golden Lobe Award	Dorrie Watkins and Merlyn Lubiens
Media Award	none

Dorie Watkins coordinated the largest-ever **NHCA children's poster contest** for this meeting, delivering 60 presentations to schools in the San Francisco area in preparation for the contest. The posters were prominently displayed during the meeting, and the awards were presented at the Saturday luncheon. The winning posters were sent to New York for entry in a national poster contest, as part of national Noise Awareness Day activities.

A **new membership kit** was developed and printed in time for introduction at the 1996 Annual Conference. It featured several different inserts customizable for particular membership categories, in an attractive, foil-stamped folder.

I. Annual Business Meeting

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

OSHA's Standards and Planning Process announced work place noise, specifically Construction and other non-covered industries, for top regulatory priorities.

NHCA issued two position statements supporting strengthening the functions and responsibilities of NIOSH and supporting a strong OSHA mandated hearing conservation program and a means for its enforcement. These position statements were sent to key congressional committees, including Labor and Appropriations.

NIOSH announced efforts to establish a National Occupational Research Agenda (NORA). NHCA, as part of a coalition, is submitting written documents urging the inclusion of noise and hearing related issues, with specifics on areas where additional study is warranted. The coalition will also respond in oral and written testimony to the recently proposed record keeping guidelines.

The HPD Task Force organized by NHCA agreed on specific guidelines for HPD labeling, recommendations for educational material and general guidelines for HPD selection and use. NHCA petitioned the EPA for action based on the Task Force recommendations. NHCA continued to pursue the task force recommendations on Hearing Protector Effectiveness, and, under the leadership of Larry Royster, worked with related organizations for adoption of the position.

NHCA's legislative committee was very active over this period, preparing two "legislative alert" inserts for *Spectrum* to keep members advised of the current legislative activity that may affect them.

NHCA has initiated a web-site to keep members and others updated on hearing conservation issues and the goings-on of the Association.

Three new NHCA brochures were introduced at this Conference. They were prepared by the Public Relations Committee and the Mobile Testing Guidelines Ad-Hoc Committee, with special thanks to Lee Hager, Mary McDaniel, Elliott Berger, Larry Royster and Julia Royster. A sample of each was distributed to Conference participants. Additional copies will be available for sale to the membership. The brochure titles were:

- #1 - A Practical Guide to Selecting Hearing Protection
- #2 - A Practical Guide to Fitting Hearing Protection
- #3 - A Practical Guide to Mobile Hearing Testing and Selecting a Provider

J. Executive Council Meetings at Annual Conference

Significant items were:

Follow up on potential NHCA/Bose litigation involving the EPA.

Review of web site and suggestions for changes in content.

Suggestions by Program Committee for honoraria/registration policy for presenters at future conferences.

Julia Royster, chair of the Ad Hoc Committee on Audiometric Baseline Revision, announced that the group had reached consensus on guidelines and distributed a copy to the Council.

NHCA's **financial health** over this time period was impacted by the dual payment of management firms, and hosting the Conference in an expensive, first-tier city.

K. 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.

L. Changes to Bylaws

No changes to bylaws were voted on during this time frame.

M. Slate of Candidates for January 1996 Ballot

President Elect	Mary McDaniel (unopposed)
Vice President	Dick Danielson, Lee Hager
Treasurer	Steve Hacker, Cindy Bloyer
Member Delegate	Randy Tubbs (unopposed)

N. Year-End Financial Statement

The financial statements (see attached) for the 7/1/95 - 6/30/96 fiscal year reflect a net loss of \$20,028. This was primarily due to the following of reasons: 1) The change in management firms which required payments to both management firms for a number of months; 2) The actual annual conference net income of \$10,087 was well below the budgeted profit of \$21,255.