

Jeffrey E. Fernandez, PhD, PE, CPE
Managing Principal
JF Associates, Inc.

Professional Profile

Dr. Jeffrey Fernandez is the Managing Principal at JF Associates, Inc. based in the Washington, DC area. He has a MS and PhD in industrial engineering from Texas Tech University. He is a registered professional engineer (PE) and a certified professional ergonomist (CPE) and is known for his expertise in occupational ergonomics and classical industrial engineering. From 1999 to 2003, Dr. Fernandez worked as a senior managing engineer at Exponent, Inc. From 1986 to 1999, Dr. Fernandez was a professor in the Department of Industrial and Manufacturing Engineering, and co-director of the Manufacturing Innovation and Design (MIND) Center, at Wichita State University in Wichita, Kansas. In 1993, Dr. Fernandez served as a Senior Research Associate for the National Research Council (NRC) at the National Institute for Occupational Safety and Health (NIOSH). From 2003 to 2008, he was involved in testing and evaluation for a U.S. Army ATD.

Dr. Fernandez is a fellow of the Institute of Ergonomics & Human Factors, and a member of the Human Factors and Ergonomics Society, the International Society of Occupational Ergonomics and Safety, and the Society for Industrial and Systems Engineering. From 2010-2016 he was on the board of directors of the Board of Certification of Professional Ergonomics (BCPE) and in 2015-2016 he was the President of the Board of Certification of Professional Ergonomics. In 2004-2005, he was the president of the International Society of Occupational Ergonomics and Safety. He has published more than 200 articles nationally and internationally. Dr. Fernandez is co-author of *Applied Occupational Ergonomics: A Textbook – Fourth Edition* and co-author of *Ergonomía Ocupacional: Diseño y Administración del Trabajo*. From 1995-2010, he was the news editor of the *International Journal of Industrial Ergonomics*; and from 1995-2011, he was the managing/executive editor of the *International Journal of Industrial Engineering*. He is on the editorial board of the *EHS Today*, *Industrial and Systems Engineering Review*, and the *International Journal of Industrial Ergonomics*, and is on the advisory panel of *IISE Transactions on Occupational Ergonomics and Human Factors*. At present, Dr. Fernandez is an adjunct professor at the Catholic University of America and George Mason University.

Credentials and Professional Honors

PhD, Industrial Engineering, Texas Tech University, 1986
MS, Industrial Engineering, Texas Tech University, 1983
BE, Mechanical Engineering, NED University of Engineering and Technology, 1982

Licensed Professional Engineer, Texas, #71020
Certified Professional Ergonomist, #263

Selected Relevant Experience

Consulting experience includes the following industrial sectors:

- Aerospace
- Amusement parks
- Automobile
- Call Centers
- Computer accessories
- Construction trades
- Defense
- Department stores
- Electronic manufacturing
- Energy
- Entertainment
- Financial institutions
- Food processing
- Foundry
- Furniture manufacturing and distribution
- Healthcare
- Hospitality
- Landscaping
- Newspapers
- Parcel and postal
- Pharmaceutical
- Plastics manufacturing
- Railroad
- Retail Stores
- Security
- Small and large assembly
- Telecommunications
- Transportation
- U.S. Government
- Warehouse

Served as an expert on several time and motion projects involving a variety of occupational tasks. Designed study, visited site, collected and analyzed data, prepared reports, and provided litigation support.

Served as a consulting expert for the Wage and Hour Division, U.S. Department of Labor, on a project involving time spent on numerous tasks. Inspected the sites, collected and analyzed data, and prepared report.

Served as an expert on several suitable seating projects involving a variety of tasks. Designed study, visited stores, collected and analyzed data, prepared reports, and provided litigation support.

Served as a consulting expert for OSHA on numerous occasions in the ergonomic evaluation of work places as it relates to musculoskeletal disorders (MSDs). Prepared reports and provided litigation support.

Lead a test and evaluation team for a U.S. Army ATD. Designed, planned, conducted numerous evaluations in the field, analyzed data, and presented results in the form of reports and briefs.

Worked with companies to comply with aspects of settlement agreements, involving a number of ergonomics-related OSHA citations. Developed ergonomics programs, redesigned work places, trained employees, developed a focus group, and assisted in designing tools.

Redesigned mechanized and automated equipment and recommended changes in work practices to reduce the risk of injuries for a number of pharmaceutical firms. Addressed issues such as the use of gloves to reduce pinch forces and the overall layout of work cells.

Designed a sauce-dispensing machine using human-factors principles for a major pizza corporation. This effort involved emphasis on the size and color of switches and the use of the redundancy principle. Assessed the existing kitchen layout to optimize tasks and reduce injury.

Provided various companies and agencies with assistance in implementing Americans with Disabilities Act (ADA) requirements. Assignments involved the design or redesign of independent living tasks, work-place tasks, and assistive devices for individuals with disabilities (e.g., Down's Syndrome, spinal cord injuries, spina bifida, cerebral palsy).

Provided industrial safety engineering services to companies, including development of safety and health programs on issues such as slips and falls, lockout-tagout, and hazard communication compliance.

Provided traditional industrial engineering services such as time and motion studies, operations research, manufacturing systems design, and systems engineering to a variety of industries to increase productivity (e.g., reduce scrap, reduce transportation cost, reduce down time, balance lines, improve efficiency).

Served as co-founder and co-director of the Manufacturing Innovation and Development (MIND) Center at Wichita State University. The MIND Center is a university/industry partnership that addresses the research and development needs of industries in manufacturing technologies and processes. MIND was launched with support from companies including Boeing, Cessna, Raytheon, Brittain Machine, and KTEC.

Analyzed numerous jobs for a major aircraft manufacturer and agricultural machine manufacturer to determine whether persons with certain medical restrictions could perform required tasks with some or no accommodations. Project involved site inspections and compilation of several comprehensive reports, which were instrumental in settling cases.

Hired by Department of Justice to train EEOC attorneys and investigators on ADA and ergonomics-related issues. Teamed with NIOSH to develop instructional videos for EEOC trainers and to conduct the first train-the-trainer workshop.

Traveled to India on behalf of the U.S. Department of Education and National Institute on Disabilities and Rehabilitation Research to train engineers in rehabilitation engineering, specifically evaluation of work places and designing accommodations for individuals with disabilities.

Assisted in the development of an ergonomics manual for AT&T staff. The manual was a comprehensive document on occupational ergonomics, addressing manufacturing, office, service, and clean-room tasks.

Worked at the National Institute for Occupational Safety and Health (NIOSH) as a National Research Council (NRC) Fellow. During tenure at NIOSH, assisted on a number of projects, including the NIOSH lifting manual, health hazard evaluations, and the development of ergonomic checklists.

Invited to serve on a 1994 U.S. Department of Energy panel to identify and discuss ergonomics research needs in the development of an ergonomics standard. This panel was one of the early efforts in the development of the OSHA ergonomics standard released on November 14, 2000, which was later revoked.

Some corporations and government entities where training was conducted:

- Architect of the Capitol
- Cessna
- Dauphin
- EckAdams
- EEOC
- Farmland Foods
- Federal Reserve Bank
- Hay and Forage
- Magnavox
- Marriott
- NTU (live video presentation broadcast)
- Office Depot
- Ohio Bureau of Worker Compensation
- OSHA Training Institute
- Phillips/Magnavox
- Raytheon

- Intel
- International Monetary Fund
- JI Case
- Koch Industries
- Learjet
- Rubbermaid
- Sanofi-Winthrop
- Textron
- US Department of State
- U-Haul
- World Bank

Journal Publications

Fernandez JE, Marley RJ. The Development and Application of Psychophysical Methods in Upper-Extremity Work Tasks and Task Elements. *International Journal of Industrial Ergonomics*, 2014; 44(2): 200-206.

Fernandez JE, Ware BF, Marley RJ, Kumar AR. Role of Physical Ergonomics in Litigation. *Ergonomics in Design: The Quarterly of Human Factors Applications*, 2011; 19: 4-8.

Ibarra-Mejia G, Fernandez JE, Ware BF, Mital A, Gomez-Bull KG, Salinas-Lopez IN, Morales-Zamora A. Sitting and Standing Dynamic Anthropometric Measures of Northern Mexico Workers. *International Journal of Industrial Engineering*, 2010; 16: 391-398.

Romero R, Noriega S, Fernandez JE, Subramanian A, Varela R, Merino AC. Predictors of SMED Projects: A Case in an Industrial Sector of Juarez, Mexico. *International Journal of Industrial Engineering*, 2010; 16: 493-500.

Ware BF, Kumar AR, Subramanian A, Fernandez JE. Establishing a framework for office ergonomics data management: a systems framework. *International Journal of Industrial Engineering*, 2008; 14: 456-462.

Rogers ME, Fernandez JE, Bohlken RM. Training to reduce postural sway and increase functional reach in the elderly. *Journal of Occupational Rehabilitation*, 2001; 1: 291-298.

Chaparro A, Rogers M, Fernandez JE, Bohan M, Choi SD, Stumpfhauser L. Range of motion of the wrist: Implications for designing computer input devices for the elderly. *Disability Rehabilitation Journal*, 2000; 22(13/14): 633-637.

Chaparro A, Bohan M, Fernandez JE, Kattel B, Choi SD. Is the trackball a better input device for the older computer user? *Journal of Occupational Rehabilitation*, 1999; 9: 33-42.

Fredericks TK, Fernandez JE. The effect of vibration on psychophysically derived work frequencies for a riveting task. *International Journal of Industrial Ergonomics*, 1999; 23(5-6): 415-429.

Kattel B, Fernandez JE. The effects of rivet guns on hand-arm vibration. *International Journal of Industrial Ergonomics*, 1999; 23(5-6): 595-608.

Marley RJ, Fernandez JE. Work thresholds for repetitive hand-intensive activities. *International Journal of Industrial Engineering*, 1999; 6(3): 196-202.

Chaparro A, Bohan M, Fernandez JE, Choi SD, Kattel B. The impact of age on computer input device use. *International Journal of Industrial Ergonomics*, 1999; 24(5): 503-513.

Fernandez JE, Agarwal R, Landwehr H, Poonawala M, Garcia D. The effects of arm supports during light assembly and computer work tasks. *International Journal of Industrial Ergonomics*, 1999; 24(5): 493–502.

Mital A, Pennathur A, Huston RL, Thompson D, Pittman M, Markle G, Kaber DB, Crumpton L, Bishu RR, Rajurkar KP, Rajan V, Fernandez JE, McMulkin M, Deivanayagam S, Ray PS, Sule D. The need for worker training in advanced manufacturing technology (AMT) environments: a white paper. *International Journal of Industrial Ergonomics*, 1999; 24(2): 173–184.

Pennathur A, Mital A, Huston RL, Thompson D, Pittman M, Markle G, Kaber DB, Crumpton L, Bishu RR, Rajurkar KP, Rajan V, Fernandez JE, McMulkin M, Deivanayagam S, Ray PS, Sule D. A framework for training workers in contemporary manufacturing environments. *International Journal of Comp Integrated Manufacturing (Special Issue on Human Integration in Advanced Manufacturing)*, 1999; 12(4): 291–310.

Rajan V, Sivasubramanian K, Fernandez JE. Accessibility and ergonomic analysis of assembly product and jigs designs. *International Journal of Industrial Ergonomics*, 1999; 23(5–6): 473–487.

Fernandez JE, Poonawala, MF. How long should it take to evaluate seats subjectively? *International Journal of Industrial Ergonomics*, 1998; 22(6): 483–487.

Klein MG, Fernandez JE. The effects of posture, duration, and force on pinching frequency. *International Journal of Industrial Ergonomics*, 1997; 20(4): 267–275.

Fredericks TK, Fernandez JE, Pirela-Cruz MA. Kienbock's disease: anatomy and etiology. Part 1. *International Journal of Occupational Medicine and Environmental Health*, 1997; 10(1): 11–17.

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Halpern CA, Fernandez JE. The effect of arm posture on peak pinch strength. *Journal of Human Ergology*, 1996; 25(1): 115–130.

Eksioglu M, Fernandez JE, Twomey JM. Predicting peak pinch strength: artificial neural network (ANN) versus regression. *International Journal of Industrial Ergonomics*, 1996; 18(5–6): 431–441.

Kattel BP, Fredericks TK, Fernandez JE, Lee DC. The effect of upper extremity posture on maximum grip strength. *International Journal of Industrial Ergonomics*, 1996; 18(5–6): 423–429.

Malzahn DE, Fernandez JE, Kattel BP. Design oriented functional capacity evaluation: the available motions inventory - review. *Disability and Rehabilitation Journal*, 1996; 18(8): 382–395.

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Marley RJ, Fernandez JE. Psychophysical frequency and sustained exertion at varying wrist posture for a drilling task. *Ergonomics*, 1995; 38(2):303–325.

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Kim CH, Marley RJ, Fernandez JE, Klein MG. Acceptable work limits for the upper extremities with the psychophysical approach. *Journal of Ergonomics Society of Korea*, 1994; 13(2): 57–63.

Fredericks TK, Fernandez JE, Rodrigues CC. Psychophysically acceptable weights for a combination lifting task using bags with handles. *Journal of Human Ergology*, 1994; 23(2):101–109.

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Fernandez JE, Pitetti KH. Training of ambulatory individuals with cerebral palsy. *Archives of Physical Medicine and Rehabilitation*, 1993; 74(5): 468–472.

Kim CH, Fernandez JE. Psychophysical frequency for a drilling task. *International Journal of Industrial Ergonomics* 1993; 12(3): 209–218.

Bonebrake AR, Fernandez JE, Dahalan J, Marley RJ. A treatment for carpal tunnel syndrome: results of a follow-up study. *Journal of Manipulative and Physiological Therapeutics*, 1993; 16(3): 125-139.

Liu MC, Fernandez JE, Davis PJ. A statistical process control (SPC) approach for carpal tunnel syndrome risk evaluation. *Quality Engineering*, 1993; 5(3): 375–392.

Stubbs NB, Fernandez JE, Glenn WM. Normative data on joint ranges of motion of 25- to 54-year-old males. *International Journal of Industrial Ergonomics*, 1993; 12(4): 265–272.

Fernandez JE, Uppugonduri KG. Anthropometry of South Indian industrial workmen. *Ergonomics*, 1992; 35(11): 1393–1398.

Fernandez JE. Strength and range of motion of females with carpal tunnel syndrome. *International Journal of Industrial Ergonomics*, 1991; 7: 323–326.

Pitetti KH, Fernandez JE, Lanciault MC. Feasibility of an exercise program for adults with cerebral palsy: a pilot study. *Adapted Physical Activity Quarterly*, 1991; 8(4): 333–341.

Bonebrake AR, Fernandez JE, Marley RJ, Dahalan J, Kilmer KJ. A treatment for carpal tunnel syndrome: evaluation of objective and subjective measures. *Journal of Manipulative and Physiological Therapeutics*, 1990; 13(9): 507–520.

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Fernandez JE, Pitetti KH, Betzen MT. Physiological capacities of individuals with cerebral palsy. *Human Factors*, 1990; 32(4): 457–466.

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Conference Proceedings, Book Chapters, and Others

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Christian M, Subramanian A, Ware BF, Fernandez JE. (2015). The Preponderance of Workplace Injuries in Healthcare Settings and Implications of the Recently Concluded OSHA National Emphasis Program (CPL 03-00-016). *Proceedings of the 4th Annual World Conference of the Society for Industrial and Systems Engineering*. A. Subramanian, J.E. Fernandez, D.L. Santos, and B.F. Ware (eds.), pp. 293-298.

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Subramanian A, Ware BF, Fernandez JE, Harrison ZJ, Wright CD. Lean Tools to Improve Staff Efficiency in the Healthcare Industry-A Case Study. *Proceedings of the 3rd Annual World Conference of the Society*

for Industrial and Systems Engineering. A. Subramanian, S.A. Noriega-Morales, J.E. Fernandez, B.F. Ware and D.L. Santos (eds.), pp. 485-489, 2014.

Ware BF, Fernandez JE, Subramanian A, Noriega A, Lopez S. Housekeeping Cart Push-Pull Forces: A Case Study. Proceedings of the 3rd Annual World Conference of the Society for Industrial and Systems Engineering. A. Subramanian, S.A. Noriega-Morales, J.E. Fernandez, B.F. Ware and D.L. Santos (eds.), pp. 490-492, 2014.

Ware BF, Fernandez JE. Warehouse Ergonomics: Tips and Techniques to Decrease Injury Risk. EHS Today, pp. 27-29, March 2014.

Ware BF, Subramanian A, Harrison ZJ, Fernandez JE. Injury Trends Among Maid and Housekeeping Personnel in the Leisure and Hospitality Industry. Proceedings of the 2nd Annual World Conference of the Society for Industrial and Systems Engineering. Fernandez JE, Noriega-Morales SA, Subramanian A, Santos DL, and Ware BF(eds.), pp. 496-502, 2013.

Ibarra-Mejía G, Fernandez JE, Marley RJ, Noriega-Morales SA, Ware BF, Torres-Arguelles V. Grip and Pinch Strength in Northern Mexican Adults. Proceedings of the 2nd Annual World Conference of the Society for Industrial and Systems Engineering. Fernandez JE, Noriega-Morales SA, Subramanian A, Santos DL, and Ware BF(eds.), pp. 169-174, 2013.

Ibarra-Mejía G, Fernandez JE, Ware BF, Marley RJ, Vazquez-Salinas AG. Maximum Pinch Endurance Times in a Sample of Female Adults from Northern Mexico. Proceedings of the 25th Annual International Occupational Ergonomics and Safety Conference 2013. Ware BF, Ray P, Millet B, Ray P, Nimbarte A, and Ibarra-Mejía G. (eds.), pp. 152-156, 2013.

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Ibarra-Mejía G, Fernandez JE, Marley RJ, Ware BF, Vazquez-Salinas AG, Navarro-Hernández I. Differences in Hand Grip and Key Pinch Strength Between Sitting and Standing Positions in a Sample of Healthy Mexican Young Adults. Proceedings of the 1st Annual World Conference of the Society for Industrial and Systems Engineering. Fernandez JE, Santos DL, Subramanian A, Schmeidler N, Ware BF, and Kumar AR. (eds.), pp. 134-138, 2012.

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Ibarra-Mejía G, Fernandez JE, Ware BF, Ramírez-Quintana A. The Effect of Arm Support On Upper Extremity Muscle Load in Mexican Adults Performing an Assembly Task. Proceedings of the 16th Annual International Conference on Industrial Engineering Theory, Applications and Practice. Kempf M, Rommel S, Fernandez JE, and Subramanian A. (eds.), pp. 236-244, 2011.

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Ware BF, Subramanian A, Kumar AR, Fernandez JE. HPI: Holistic Approach to Process Improvement. Proceedings of the 16th Annual International Conference on Industrial Engineering Theory, Applications and Practice. Kempf M, Rommel S, Fernandez JE, and Subramanian A. (eds.), pp. 606-615, 2011.

Ware BF, Kumar AR, Smith T, Baker D, Fernandez JE. The Application of Ergonomics Principles in Groundskeeping Tasks. Proceedings of the 23rd Annual International Occupational Ergonomics and Safety Conference 2011. Ware BF, Kumar AR, and Fernandez JE (eds.), pp. 1-8, 2011.

Ibarra-Mejía G, Fernandez JE, Ware BF. The Ergonomics Practice in Mexico: 2011. Proceedings of the 23rd Annual International Occupational Ergonomics and Safety Conference 2011. Ware BF, Kumar AR, and Fernandez JE (eds.), pp. 185-189, 2011.

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Undergraduate and graduate studies at Wichita State University. Presented in Karachi, Pakistan, and in Madras, India, December 1994.

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Understanding ergonomics. Presented at the Annual Meeting of the Biomedical Engineering Society, Tempe, AZ, October 1994.

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Understanding ergonomics. Presented to the Classified Employees, Wichita State University, Wichita, KS, February 1994.

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Ergonomics. Presented at the 3M Aerospace Conference, Wichita, KS, September 1993.

Evaluation of risk for CTD. Presented to Boeing Computer Services, Wichita, KS, September 1993.
Office ergonomics. Presented at the College of Fine Arts and at the Office of the Registrar, Wichita State University, Wichita, KS, September 1993.

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Range of motion of the wrist: a comparative study. Presented at the Annual International Industrial Ergonomics and Safety Conference, Copenhagen, Denmark, June 1993.

The effect of wrist posture and pinch type on endurance time. Presented at the 1993 IEA World Conference, Warsaw, Poland, June 1993.

Cumulative trauma disorders - an ergonomics perspective. Presented at the National Rehabilitation Hospital, Washington, DC, May 1993.

Ergonomics. Presented at the Suppliers Associate Relations Meeting, Ahresty Wilmington Corporation, Wilmington, OH, May 1993.

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Ergonomics for individuals with disabilities. Presented to the Rehabilitation Engineering Group, Andrews Machine Works, Erlanger, KY, April 1993.

Office ergonomics. Presented to the Ergonomics Steering Committee, Boeing Commercial Aircraft Company, Wichita, KS, April 1993.

Using the psychophysical approach in hand-wrist work. Presented at the Ayoub MM Occupational Ergonomics Symposium, Lubbock, TX, April 1993.

The use of the psychophysical approach in hand-wrist work. Presented at the National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control, Morgantown, WV, March 1993.

Ergonomics: maximize abilities - minimize costs. Presented to the Rehabilitation Engineering Group, Andrews Machine Works, Erlanger, KY, February 1993.

Maximum acceptable frequency for males performing drilling tasks. Presented at the Human Factors Society 36th Annual Meeting, Atlanta, GA, October 1992.

Predicting the maximum acceptable weight of lift for an asymmetrical combination task. Presented at the Human Factors Society 36th Annual Meeting, Atlanta, GA, October 1992.

Management of an ergonomic program. Presented at the Cessna Aircraft Company, Wichita, KS, September 1992.

A workshop in occupational ergonomics: fitting the task to the individual. Presented at the Department of Industrial Engineering, Wichita State University, Wichita, KS, September 1992.

Physiological and subjective responses to robots in a noisy environment. Presented at the Second International FAIM 92 Conference, Washington, DC, July 1992.

The effect of deviated wrist posture on pinch strength for females. Presented at the Annual International Industrial Ergonomics and Safety Conference, Denver, CO, June 1992.

The ergonomic evaluation of several chairs: a case study. Presented at the Annual International Industrial Ergonomics and Safety Conference, Denver, CO, June 1992.

Prediction models for asymmetrical lifting combination tasks. Presented at the Annual International Industrial Ergonomics and Safety Conference, Denver, CO, June 1992.

Prediction models of grip strength at varying wrist positions. Presented at the Annual International Industrial Ergonomics and Safety Conference, Denver, CO, June 1992.

The ergonomics of cumulative trauma disorders. Presented at the Willis Corroon AcuNet Seminar, Wichita, KS, April 1992.

Variable selection in regression models using principals components. Presented at the Fourth Annual Conference on Applied Statistics, Manhattan, KS, April 1992.

Manual material handling: A review of lifting capacity evaluation. Presented at the Kansas Conference on Excellence in Manufacturing, Wichita, KS, April 1992.

A workshop in occupational ergonomics. Presented to the Industrial Engineering Department, Montana State University, Bozeman, MT, December 1991.

Cumulative trauma disorders. Presented at the National Institute for Occupational Safety and Health (NIOSH), Centers for Disease Control, Cincinnati, OH, November 1991.

Manual material handling. Presented at the 42nd Annual Kansas Safety and Health Conference, Wichita, KS, November 1991.

Universal design and aircraft based transportation systems. Presented at the 1991 Aircraft Interiors Conference, Wichita, KS, October 1991.

The effect of wrist posture on tip pinch strength. Presented at the Human Factors Society 35th Annual Meeting, San Francisco, CA, September 1991.

The effect of a clean suit on physical work capacity. Presented at the Human Factors Society 35th Annual Meeting, San Francisco, CA, September 1991.

A workshop in ergonomics: Fitting the task to the individual. Presented at the Division of Continuing Education, Wichita State University, Wichita, KS, August 1991.

Ergonomic principles in workplace and tool design. Presented at the HCA Wesley Medical Center, Wichita, KS, August 1991.

Office ergonomics. Presented at the Engineering Department, KG & E, Wichita, KS, August 1991.

Human responses to robots at various speeds with noise. Presented at the 11th Congress International Ergonomics Association, Paris, France, July 1991.

A psychophysical approach to establish maximum acceptable frequency for hand/wrist work. Presented at the Annual International Industrial Ergonomics and Safety Conference, Lake Tahoe, NV, June 1991.

Carpal tunnel syndrome issues in the communications industry. Presented at the Annual International Industrial Ergonomics and Safety Conference, Lake Tahoe, NV, June 1991.

Effect of handle diameter on maximum wrist flexion and extension. Presented at the Annual International Industrial Ergonomics and Safety Conference, Lake Tahoe, NV, June 1991.

Ergonomic principles in workplace design. Presented at the American Society of Safety Engineering, Wichita Chapter, Wichita, KS, and at the Industrial Engineering Department, Cessna Aircraft Company, Wichita, KS, May 1991.

History of ergonomics. Presented at the American Society of Safety Engineers, Wichita Chapter, Wichita, KS, May 1991.

Ergonomic principles in workplace design. Presented at the Institute of Industrial Engineering Seminar, Wichita, KS, March 1991.

Industrial ergonomics workshop. Presented at the Division of Continuing Education, Wichita State University, Wichita, KS, February 1991.

Ergonomic principles in workplace design for the disabled. Presented at the National Spastic Society of India, Bombay, India, January 1991.

Physical work capacity of South Indians using the Schwinn Air-Dyne. Presented at the International Symposium on Ergonomics, Occupational Health, Safety and Environment, Bombay, India, January 1991.

Vocational rehabilitation in the United States. Presented at the National Seminar on Vocational Rehabilitation, Bombay, India, December 1990.

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Isokinetic strength of females with carpal tunnel syndrome. Presented at the Human Factors Society 34th Annual Meeting, Orlando, FL, October 1990.

History of ergonomics and carpal tunnel syndrome. Presented to the Safety Group, McConnell Air Force Base, Wichita, KS, June 1990.

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Results of an ongoing monitoring program for carpal tunnel syndrome. Presented at the Annual International Industrial Ergonomics and Safety Conference, Montreal, Canada, June 1990.

Effects of nurses schedules on fatigue and quality. Presented at the 1990 International Industrial Engineering Conference, San Francisco, CA, May 1990.

Human factors: the human interface with aircraft interiors. Presented at the 1990 Aircraft Interiors Conference, Wichita, KS, April 1990.

Monitoring and screening tests for carpal tunnel syndrome. Presented at the Ergonomic Society 1990 Annual Conference, Leeds, England, April 1990.

History of ergonomics. Presented to Health Strategies, HCA Wesley Medical Center, Wichita, KS, and the Psychiatric Research Institute, St. Francis Regional Medical Center, Wichita, KS, February 1990.

Lung capacities of cerebral palsied individuals. Presented at the Eleventh Annual International Conference of the IEEE Engineering in Medicine & Biology Society, Seattle, WA, November 1989.

A study of several performance measures of workers with carpal tunnel syndrome. Presented at the Human Factors Society 33rd Annual Meeting, Denver, CO, October 1989.

Noise exposure of plumbers in new home construction: a case study. Presented at the Annual International Industrial Ergonomics and Safety Conference, Cincinnati, OH, June 1989.

Performance of severely disabled adults on simulated assembly tasks. Presented at the Annual International Industrial Ergonomics and Safety Conference, Cincinnati, OH, June 1989.

Temporary threshold shift during exercising. Presented at the Annual International Industrial Ergonomics and Safety Conference, Cincinnati, OH, June 1989.

A comparison of equations and methods for determining percentage body fat. Presented at the Human Factors Society 32nd Annual Meeting, Anaheim, CA, October 1988.

The analytic hierarchy process—application to rehabilitation decision making. Presented at the 21st Meeting of Human Factors Association of Canada, Edmonton, Canada, September 1988.

Comparison of the physiological profile of Down's and non-Down's syndrome mentally retarded individuals. Presented at the 21st Meeting of Human Factors Association of Canada, Edmonton, Canada, September 1988.

A multivariate analysis of directional movement time. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

An ethnic anthropometric survey as an educational tool. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

Evaluating the cardiovascular fitness of Downs Syndrome individuals. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

Human-machine modeling with AutoCAD. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

Physiological responses while playing a video game. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

The cardiovascular fitness of non-Downs Syndrome, moderately mentally retarded individuals as an additional indice for job placement. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

The effects of input devices on task performance. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

The psychophysical approach: the valid measure of lifting capacity. Presented at the Annual International Industrial Ergonomics and Safety Conference, New Orleans, LA, June 1988.

Vocational rehabilitation decision analysis using the analytic hierarchy process. Presented at the RESNA 11th Annual Conference, Montreal, Canada, June 1988.

Cardiovascular response of non-Downs and Downs Syndrome mentally retarded individuals to exercise. Presented at the American College of Sport Medicine Annual Meeting, Dallas, TX, May 1988.

Lifting physical work capacity as a function of frequency. Presented at Human Factors Society 31st Annual Meeting, New York, NY, October 1987.

Effects of gender, hand superiority and position on rotary performance rates of able-bodied individuals. Presented at the Annual International Industrial Ergonomics and Safety Conference, Miami, FL, June 1987.

Effects of orientation to the body and input device on task performance. Presented at the RESNA 10th Annual Conference, San Jose, CA, June 1987.

Maximum acceptable weight lifted over extended periods. Presented at the Annual International Industrial Ergonomics and Safety Conference, Miami, FL, June 1987.

Potential factors in movement time: implication for function evaluation of individuals with disabilities. Presented at the Annual International Industrial Ergonomics and Safety Conference, Miami, FL, June 1987.

Switch manipulation time as a function of gender, hand superiority and position: design considerations for rehabilitation engineers. Presented at the Annual International Industrial Ergonomics and Safety Conference, Miami, FL, June 1987.

Manual material handling—an ergonomic overview. Presented at the Industrial Engineering Departmental Seminar, Wichita, KS, June 1987.

Lifting in unusual postures. Presented at the Second Annual South Texas Symposium on Human Factors and Ergonomics, San Antonio, TX, May 1986.

Research Experience

Principal Investigator, Grip and Push Forces – Aluminum and Inconel Drilling, sponsored by Boeing Commercial Aircraft Company, Wichita, KS (1999).

Principal Investigator, Vibration and Damping in Drilling, sponsored by Boeing Commercial Aircraft Company, Wichita, KS (1999).

Principal Investigator, Biomechanical Forces Associated with Mechanical Drilling, sponsored by Boeing Commercial Aircraft Company, Wichita, KS (1998).

Principal Investigator, Ergonomic Evaluation of Aircraft Seats, sponsored by Cessna Aircraft Company, Wichita, KS (1998).

Principal Investigator, Range of Motion of the Elderly, sponsored by ORA, Wichita State University (1998–1999).

Co-Investigator, The Effects of a 10-week Exercise Intervention Program in Older Adults, sponsored by ORA, Wichita State University (1998–1999).

Principal Investigator, Development of an Industry Standard for Riveting Hand Tools, sponsored by Cessna Aircraft Company, Wichita, KS (1997–1998).

Co-Investigator, Participatory Worksite Accommodation: Assessment, Design, and Evaluation - Phase 5, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1997–1998).

Co-Investigator, Participatory Worksite Accommodation: Assessment, Design, and Evaluation - Phase 4, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1996–1997).

Principal Investigator, Task Analysis of Eleven Selected Jobs at Case Corporation, sponsored by Case Corporation, Wichita, KS (1996).

Co-Investigator, Participatory Worksite Accommodation: Assessment, Design, and Evaluation - Phase 3, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1995–1996).

Principal Investigator, Ergonomic Analysis of Office Workstations, sponsored by LD Supply, Inc., Wichita, KS (1995).

Principal Investigator, Ergonomic Analysis of the Presentation Department at The Wichita Eagle, sponsored by The Wichita Eagle, Wichita, KS (1995).

Principal Investigator, Ergonomic Analysis of Workstations - Phase 2, sponsored by Brite Voice Systems, Inc., Wichita, KS (1995).

Principal Investigator, Ergonomic Analysis of Workstations - Phase 1, sponsored by Brite Voice Systems, Inc., Wichita, KS (1994–1995).

Co-Investigator, Participatory Worksite Accommodation: Assessment, Design, and Evaluation - Phase 2, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1994–1995).

Co-Investigator, Participatory Worksite Accommodation: Assessment, Design, and Evaluation - Phase 1, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1993–1994).

Principal Investigator, Maximum Acceptable Drilling Frequency to Reduce the Risk of Carpal Tunnel Syndrome - Phase 2, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1993–1994).

Principal Investigator, Maximum Acceptable Drilling Frequency to Reduce the Risk of Carpal Tunnel Syndrome - Phase 1, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1992–1993).

Principal Investigator, An Ergonomic Program for Cessna Aircraft Company, sponsored by Cessna Aircraft Company, Wichita, KS (1991–1992).

Principal Investigator, Physiological Capacities for Work of Persons with Neurophysical Impairment - Phase 4, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1991–1992).

Principal Investigator, Physiological Capacities for Work of Persons with Neurophysical Impairment - Phase 3, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1990–1991).

Principal Investigator, AT&T Ergonomics Manual, sponsored by AT&T and Texas Tech University, Lubbock, TX, (1990).

Co-Investigator, Human Performance Requirement Evaluation, sponsored by Beech Aircraft, Wichita, KS.

Co-Investigator, Process Operations Analysis of the Farmland Foods' Wichita Plant, sponsored by Farmland Foods, Inc., Wichita, KS (1990).

Principal Investigator, Physiological Capacities for Work of Persons with Neurophysical Impairment - Phase 2, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1989–1990).

Principal Investigator, Staffing and Scheduling of the Computerized Forwarding System, sponsored by U.S. Postal Service and Texas Tech University, Lubbock, TX (1989).

Principal Investigator, Physiological Capacities for Work of Persons with Neurophysical Impairment - Phase 1, sponsored by the Cerebral Palsy Research Foundation of Kansas, Inc. (1988–1989).

Co-Investigator, Definition and Prediction of Job-Related Performance Characteristics for Persons with Neurological Impairments, sponsored by National Institute on Disability and Rehabilitation Research and Cerebral Palsy Research Foundation of Kansas, Inc. (1987–1988).

Principal Investigator, Predetermined Time Standards for Severely Handicapped Workers, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1987–1988).

Co-Investigator, Definition and Prediction of Job-Related Performance Characteristics for Persons with Neurological Impairments, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1986–1987).

Principal Investigator, Lifting Physical Work Capacity at Different Frequencies, sponsored by Wichita State University Research Office (1986–1987).

Co-Investigator, Predetermined Time Standards for Severely Handicapped Workers, sponsored by National Institute on Disability and Rehabilitation Research, U.S. Department of Education, and Cerebral Palsy Research Foundation of Kansas, Inc. (1986–1987).

Science Advisory Boards/Panels

- Reviewer of proposals for the Centers for Disease Control and Prevention
- Reviewer of proposals for the Workers' Compensation Board of British Columbia, Canada
- Northern Virginia Community College, Engineering Technology Advisory Committee (2012-Present)
- IIE Transactions on Occupational Ergonomics and Human Factors: Advisory Panel (2011-Present)

Editorships and Editorial Review Boards

- Occupational Hazards Editorial Board (1999-2006)
- EHS Today (2006-Present)
- International Journal of Industrial Engineering: Managing Editor (1995-1999), Executive Editor (2000-2011)
- International Journal of Industrial Ergonomics: News Editor (1995-2010), Editorial Board (2011-Present)
- Industrial and Systems Engineering Review: Editorial Board (2012-Present)

Peer-Reviewer

- Applied Ergonomics
- Computers and Industrial Engineering
- Ergonomics
- Human Factors
- Industrial and Systems Engineering Review
- International Journal of Industrial Ergonomics
- International Journal of Industrial Engineering
- IIE Transactions
- IIE Transactions on Occupational Ergonomics and Human Factors
- Industrial and Systems Engineering Review (ISER)

Memberships and Professional Service Activities

- Wichita State University, General Committees
 - Institutional Review Board (member 1996–1999)
 - Return to Work Committee (member 1993–1998)

- Safety Committee (member 1992–1999)
- Steering Committee on Assessment (member 1991–1993)
- Chemical Hygiene Committee (member 1990–1995)
- Library Appeals Committee (member 1990–1991, 1988–1989; Chair 1989–1990)
- Ad-Hoc Committee on Assessment (member 1988–1989)
- Wichita State University, College of Engineering Committees
 - Tenure and Promotion Committee for ME and AE (member 1997–1998, 1996–1997)
 - Awards Committee (member 1997)
 - Engineering Graduate Committee (member 1994–1997, 1987–1989)
 - Tenure and Promotion Committee (member 1992–1995)
 - Assessment Committee (Chair 1990–1991; member 1988–1990)
 - Recruitment Committee (member 1986–1988)
 - Retrenchment Committee (member 1986–1988)
- Department of Industrial and Manufacturing Engineering Committees
 - Faculty Search Committee (member 1998, 1996, 1986–1988; Chair 1994)
 - Graduate Coordinator (1994–1997, 1987–1989)
 - Ergonomics/Human Factors Track Coordinator (1993–1999, 1987–1991)
 - Graduate Policy Committee (member 1991–1992; Chair 1987–1989)
 - Assessment Committee (Chair 1989–1992)
 - Faculty Advisor of IIE (1986–1990)
- Annual International Industrial Ergonomics and Safety Conference, Arrangement Chairman (1996, 1992)
- Wichita Asian Association (President 1990–1991; member 1989–1993)
- Wichita State University, Pakistani Students Association, Faculty Advisor (1986–1999)
- Society of Work Sciences (SWS), Board of Directors (1999-2002)
- Barkley Home Owners Association, Board of Directors (2004-2007, 2011-2016)
- Annual International Industrial Ergonomics and Safety Conference, Conference Chairman (2005, 2008)
- Annual Conference of the International Journal Industrial Engineering, Conference Chairman/ Co-chairman (2001, 2003, 2005, 2007, 2008, 2009, 2010, 2011)
- Annual Industrial and Systems Engineering World Conference, Conference Chairman/ Co-chairman (2012, 2013, 2014, 2015, 2016, 2017)
- Board of Certification in Professional Ergonomics (BCPE), Board of Directors (2010-2016, President 2015-2016).

Professional Honors/Awards

- Engineering Sciences Award, The Washington Academy of Sciences, 2012
- Elected Fellow of the Institute of Ergonomics & Human Factors, 2012
- Academy of Industrial Engineers, Industrial Engineering Department at Texas Tech University, 2003
- M.M. Ayoub Award (Distinguished Service in Ergonomics), Society of Work Sciences (SWS) of the Institute of Industrial Engineers (IIE), 2000
- Participated in the Third Invited International Symposium on Ergonomic Guidelines and Problem Solving, held in Zurich, which was sponsored by NIOSH and the Swiss ETH, 1996
- NIAR Fellow, College of Engineering, Wichita State University, 1995–1999
- Dwane and Velma Wallace Outstanding Educator Award towards Excellence in Continuing Education, College of Engineering, Wichita State University, 1995

- Boeing Fellow, College of Engineering, Wichita State University, 1992–1995
- Participated in the Second Invited International Symposium on Ergonomic Guidelines and Problem Solving, held in Copenhagen, which was sponsored by NIOSH and the Swedish NIOH, 1993
- Dwane and Velma Wallace Outstanding Educator Award towards Excellence in Research, College of Engineering, Wichita State University, 1991

Professional Affiliations

- Alpha Pi Mu
- Human Factors and Ergonomics Society
- Institute of Ergonomics & Human Factors (formerly Ergonomics Society)
- Institute of Industrial Engineering (1983-2015)
- International Society for Occupational Ergonomics and Safety (President, 2004-2005)
- Society for Industrial and Systems Engineering
- Tau Beta Pi