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Our local section has been fortunate to count among our colleagues and friends, some of the true "pioneers of industrial hygiene". Many names come to mind, but two members in particular, are well-known to our local section, Dr. Bernard Saltzman, and Howard Ayer. Their contributions to occupational and environmental health are of historical and

scientific importance to our field.

The OVS board decided to honor them with this special award. Recognizing that behind many a good man, there is a strong woman, we are honoring their wives also. One has only to meet these two women, Martha Saltzman and Elsie Ayer, to realize the unique qualities they possess which made them a force to their men.

It is a genuine pleasure to confer the "OVS-AIHA pioneers of industrial hygiene" award on these four men and women.

Following is a capsule of their lives:

Dr Bernard E Saltzman

Dr. Bernard E. Saltzman is Emeritus Professor of Environmental Health at the University of Cincinnati. He is a pioneer in industrial hygiene and in air pollution as an important researcher and educator. He also is a retired officer of the U.S. Public Health Service, with the rank of Sanitary Engineer Director (equivalent to Navy Captain), from his service before his second career with the College of Medicine. Bernard was born and raised in New York City, and was graduated from City College of NY with a B.Ch.E. degree. He earned a M.S. degree in chemical engineering from the University of Michigan, and later in his career as a part time student, a Ph.D. in chemical engineering from the University of Cincinnati.

He began his career as an engineer with Seagram distillers, but soon joined the U.S. Public Health Service as a sanitary engineer. During this 26 year career he worked on water supply and sewerage

in Massachusetts and New York, water pollution in West Virginia, where he ran the state water and sewage laboratory, and as an industrial hygiene chemist in Bethesda, MD and Cincinnati (in a division now named NIOSH). He served as the director of the radiochemical laboratory in Salt Lake City, and then as Deputy Chief of Chemical Research and Development in the air pollution program (now in EPA). During this time he developed many analytical methods now widely used.

After retiring, he became Professor of Environmental Health in the Department of Environmental Health, College of Medicine, University of Cincinnati, where he continued his research work. He is an author of over 120 publications in journals and books. Among his awards were the annual Eminent Cincinnati Chemist of the Cincinnati Section, American Chemical Society, the Harvey W. Wiley award of the Association of Official Analytical Chemists, the Borden Award and honorary membership in the American Industrial Hygiene Association.

For many years he obtained grant support and directed the graduate program in industrial hygiene, and also in air pollution jointly with the Department of Civil Engineering. The numerous graduates have gone on to serve in many important positions in government, industry, and education.

Dr. Saltzman has a wife, Martha, two daughters, Dr. Phyllis Saltzman of Cincinnati, and Barbara Trompeter, of Massapequa Park, NY, a son, Dr. Gregory Saltzman of Ann Arbor, MI, and seven grandchildren.

Martha Helen Saltzman

Martha Helen Saltzman (nee Schneider), born in Brooklyn, NY, was raised as a child in Manasquan, NJ, the daughter of a tailor and haberdasher. She graduated from Rutgers University as a pharmacist. She also attended the University of Cincinnati and Miami University. Her early career was as a licensed pharmacist in New Jersey and in Washington, D.C., where she married Bernard Saltzman. After her three children were old enough,

she continued part time in Cincinnati and in Salt Lake City, UT. She subsequently was employed as a geriatric social service worker by the Jewish Community Center in Cincinnati, where she enjoyed helping many senior citizens. After her retirement, she volunteered for work in hospitals, community organizations, several schools, in Hadassah, and as an English tutor for immigrant Russian families.



Photo of a French soldier with his dog from World War 1. I wonder what fit factor Roy could get on this subject.

Howard Ayer

Howard was born in Brookings SD in 1924 and grew up in Minneapolis. After high school he started in chemical engineering at the University of Minnesota, spent three years in the army during World War II and returned to Minneapolis. He re-enrolled at Minnesota, fell in love with Elsie Donaldson, a friend of his sister, and they were married between spring and summer quarter in 1947. He graduated in September 1948, took a commission in the U.S. Public Health Service as a Junior Asst. Sanitary Engineer (2nd Lt.) and moved to Sunflower KS with Elsie and their 6 month old son, Mitchell.

In Kansas City MO he rotated for three years through the various activities performed by USPHS

engineers, with the 3rd year assigned to the Kansas State Health Department in Lawrence KS. The last 6 months of that year, beginning in January 1951, were in the Industrial Hygiene Section, and he has been an industrial hygienist ever since. In Sunflower they had been joined by a second son, Gus.

The USPHS then transferred him to the Salt Lake City UT Field Station of the PHS Division of Occupational Health (DOH). His main activity during three years in Salt Lake City was work in the DOH study of health hazards in the uranium mines in the 4 corners area of Utah, Colorado, New Mexico and Arizona. Howard was a coauthor of a sampling method for the short-lived decay products of radon known colloquially as RnA, RnB, RnC, and RnC', the actual lung cancer hazards to the miners. While living in Salt Lake City, he and Elsie had their third son, Matt.

Sent to Harvard for a year by the PHS, Howard returned with his family to the DOH Field Headquarters in Cincinnati. Between 1955 and 1972 he progressed from a staff engineer to Chief of the Engineering Section and retired for the first time as Asst Chief of the Division of Field Studies in what had become NIOSH. During that time he was instrumental in the development of the respirable mass method for silica sampling, and presented to the ACGIH in 1968 the results of air sampling in the Vermont granite sheds that permitted a respirable mass equivalent for the impinger count TLV. The major activity in the Division of Field Studies between 1964 and 1972 was an environmental, medical and mortality study of the asbestos products industry. Based upon simultaneous impinger and membrane filter sampling in the manufacture of asbestos textiles, an equivalent fiber count was given to the ACGIH in 1968 for the impinger TLV, and the impinger sampling method was abandoned for asbestos. The midget impinger and its hand cranked pump became antiques! On a family level, Elsie presented him with a daughter in 1958.

Upon retirement he became the last tenured faculty member in the University of Cincinnati Department of Environmental Health without a PhD, MD, or other doctoral degree. He was promoted from Associate Professor to Professor in 1976 and took "early" retirement in 1989 at age 65. As Professor Emeritus he continued to give lectures and participate in research projects until 2002.

As one of the few (surviving) individuals who had personal experience in the transition from an asbestos limit of 5 million particles per cubic foot by

the impinger method to 0.1 fibers per cubic centimeter by the membrane filter method he has been approached by lawyers involved in the asbestos litigation. His current industrial hygiene activities are almost exclusively as an expert witness.

Over this 53 year career in industrial hygiene he has witnessed the transition from an often hazardous manufacturing economy to one where much (most?) of the manufacturing is done overseas, and health hazards in that which remains are much better controlled. He and Elsie have raised four wonderful children and observe the development of their seven grandchildren. To quote a friend, Clark Cooper, occupational health hazards have caused workers a lot of misery, but they have given him a good living.

Is Your Resume Lost in the Great Internet Void?

With the advent of email and online job services, job hunting suddenly became much easier. Or did it? Sometimes it's hard to know if your resume is actually reaching someone's desk-or is lost somewhere in the great void of cyberspace.

If you want to be sure that your resume is being seen by a real person who can offer you a real job, here are three rules to get stronger response.

Use the Right Key Words. More than ever, resumes are stored in a database and queried for key words to indicate candidate match. If you aren't using the right words to describe your employment experiences, then your resume might be rejected before it's ever seen. Review key words your resume uses to:

Describe your dream job. Do your qualifications match the job description? Look closely at areas listing your technical skills, job responsibilities and core competencies.

Attract your desired industry. Are you using industry buzzwords? In other words, does your resume talk their talk?

Attract your occupational field. Do the phrases you use prove your level of experience in your field?

Use the Correct Electronic Version

If your resume can't be opened as an attachment, then it can't be seen. Because of the threat of computer viruses many companies only accept resumes through their own online forms which ask you to cut and paste (rather than attach) your

resume. Make sure you are sending your resume in a format that will work for the employer.

If a resume attachment is requested: Save your resume as a Word document (.doc or .rtf). This is the standard most companies use, and it should retain the formatting that you used for your resume. But just in case they use a different word processing program than yours, you should still avoid using too many fancy formatting options, such as columns, boxes and tables.

If an email or online form is used: Use ASCII, plain text, or text only. This removes formatting, but the information is preserved. Be sure to review your resume before sending it so that it is still easy to read and user friendly.

Differentiate Your Resume from the Crowd. There are dozens of fast food restaurants that sell hamburgers and fries. How do you choose which one you want? Chances are, one of those restaurants has a differentiating edge, something that you like better than all the others. The job market is the same way; it's flooded with choices, so you have to make your resume stand out from all the competition.

The best way to differentiate your resume from others is with accomplishments. And those accomplishments really stand out when:

- **They are measurable.** Can you define how much you accomplished in dollars saved, contracts won, or percent changed?
- **They support your transferable skills.** Can your skills be used by this company, even if your job experience is in a different industry? What skills will transfer from one job to another?
- **They connect to corporate bottom-line objectives.** How can you help them save *time*, save *money*, increase their *profit margin*, improve *sales*, or increase *revenue*?

While the Internet is still a great tool for job seekers to connect quickly with employers, take steps to insure your resume won't get lost in the void. Before you send your resume off to the Great Cyber Beyond, use these three tips to make sure your resume gets the attention it deserves!

President Corner

Financial Corner