



GISCI Update

Presented by:

Kris Larson, GISP – GISCI Outreach Committee Member

Bill Hodge, Executive Director of GISCI



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Executive Director of GISCI





What is GISCI?

- The GIS Certification Institute (GISCI) is a tax-exempt not-for-profit organization 501(c)(6) professional association, business league
- Provides a voluntary GIS certification program for professionals
- Added value to the profession
- Established GISCI Board of Directors in 2003 and began offering certification in 2004.

GISCI is nearing 10 years of service!



Historic Relationship between URISA and GISCI

- URISA Journal in 1993: Nancy Obermeyer
 - “Certifying GIS Professionals: Challenges & Alternatives”
- URISA Survey late 1990s: members want certification
- URISA 1997: Certification Committee
 - Stalled because couldn’t agree on examination
- URISA 2001: No exam
 - Voluntary, self-documented, independently verified, tiered, point-based system
 - Two review periods for URISA members
- 2004: GISCI created outside of URISA
 - multilateral
 - no legal liability



URISA Certification Committee Members 1998 - 2003

- Nancy Obermeyer
Chair 1998 - 2001
- William Huxhold
Chair 2001 - 2003
- Robert Aangeenburg
- Heather Annulis
- Robert Barr
- William Bowdy
- Judy Boyd
- Al Butler
- Tim Case
- Roger Chamard
- Will Craig
- David DiBiase
- Peirce Eichelberger
- Joseph Ferreira
- Keith Fournier
- Steven French
- Cyndi Gaudet
- Josh Greenfield
- Ann Johnson
- Karen Kemp
- Jury Konga
- Joel Morrison
- Sherman Payne
- Michael Renslow
- Warren Roberts
- Mark Salling
- Joe Sewash
- Rebecca Somers
- Curt Sumner
- Geney Terry
- Eugene Turner
- Barry Waite
- Lynda Wayne
- Suzanne Wechsler
- Elaine Whitehead
- Lyna Wiggins
- Thomas Wikle



Al Butler, GISP, AICP, President of URISA



“People become GISPs as a way of declaring their membership in the GIS profession. They are also declaring their obligations to each other, their employers, and society to behave in an ethical manner. Every GISP must be an advocate for the profession.”

*-Al Butler, GISCI News Release,
January 2009*



GISCI Member Organizations

- URISA (2004)
- AAG (2004)
- NSGIC (2004)
- UCGIS (2005)
- GITA (2010)



University Consortium
for Geographic
Information Science





State Endorsements for GISCI

MAGIP encourages its membership to achieve GIS certification which...

- **North Carolina (2004)**
- **Oregon (2005)**
- **New Jersey (2007)**
- **Ohio (2008)**
- **California (2008)**
- **Montana (2009)**

- *Allows its members to be recognized by their colleagues and peers for having demonstrated exemplary professional practice and integrity in the field;*
- *Establishes and maintains high standards of both professional practice and ethical conduct;*
- *Encourages aspiring GIS professionals to work towards certification for the purpose of professional development and advancement;*
- *Encourages established GIS professionals to continue to hone their professional skills and ethical performance even as GIS technology changes.*

In Process – Indiana, Kentucky, New York, Texas, Virginia, West Virginia, Wisconsin...



Current GISCI Board of Directors appointed by Member Organizations

- **Michael Vanhook, GISP**
President, Alabama, NSGIC
- **Becky Shumate, GISP**
Vice President, Texas, GITA
- **Jeremy Mennis**
Secretary, Penn., UCGIS
- **Jean McKendry**
Treasurer, DC, AAG
- **Eric Bohard, GISP**
Oregon, URISA
- **David Brotzman, GISP**
Vermont, NSGIC
- **Dr. James Wilson**
Virginia, UCGIS
- **Martin Roche, GISP**
Florida, URISA
- **Talbot Brooks, GISP**
Mississippi, GITA



Committees

- Certification Committee
- Review Committee
- Outreach Committee
- Ethics Committee



There are over 5000 certified GISPs

Membership is Growing:

In the last five years, membership increased by 49%. Membership in Saudi Arabia increased by 42% and membership in the United Kingdom doubled

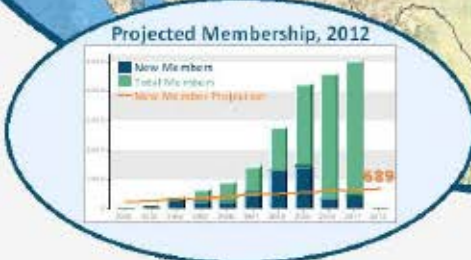
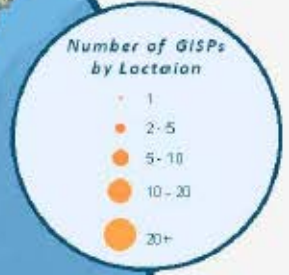
GISP Membership

5,024 GISP Members Worldwide in 35 Countries

4,778 Members in the United States

176 Members in Canada

70 Members throughout the World



Looking Forward:

Based on the average annual rate increase of membership, there may be 689 new members in 2012, totaling 5,713 members worldwide

Membership Facts:

530 memberships expire in 2012 including 10.7% of members in the United States and 8.5% of members in Canada



Code of Ethics

- **Obligation to Society**
 - Best work possible
 - Contribute to the community
 - Speak out about issues
- **Obligations to Employers**
 - Quality work
 - Professional relationship
 - Honesty in representation
- **Obligations to Colleagues and the Profession**
 - Respect work of others
 - Contribute to the discipline
- **Obligation to Individuals in Society**
 - Respect privacy
 - Respect individuals



Terminology

Certification

- a voluntary evaluation and acknowledgment of skills in a profession

Licensure

- a legal regulation, requiring competency in a practice

Accreditation

- Process of evaluating training materials or standards of program in accordance with pre-established criteria

GISP

- Certification that provides recognition of a **GIS Professional** by peer review examination

Certification and licensure are two different amicable methods recognizing skills and practice.



GISP Certification

- Voluntary
- For GIS Professionals (any specialist)
- Self-documented, point-based system
- Peer review examination
- Recognition of achievement
- Self regulation



Why Should YOU Certify?

- Recognition program for established GIS professionals.
- Means of identification used by licensed or certified professionals
- Code of ethics identifies bad practices and upholds good practices.
- Professional development yardstick
- In 2006, The Salary found a \$12k differential between the salaries of GISPs and non-GISPs for comparable positions.
- 85% of employers were supportive



Why Should the GIS Industry Certify?

- **Added value to the profession**
- Ensure a core competency of ethics, experience, education and contributions
- Provide recognition of achievement in the GIS industry and market
- Support employment and business needs
- Support educational development for current/prospective GIS professionals
- Encourage long-term professional development



Certification Requirements

- Education
Basis of knowledge
- Experience
4 years experience
- Contribution to the Profession
Ongoing professional development
- Additional Points (Flexible)

Points

30

60

8

52

Total Point Requirement = 150



Simple Example Profile

- **Education** (30 points)
Bachelor's Degree in any field (20)
and 3 GIS related college courses
or 40 CEUs
or 100 days event attendance
- **Experience** (60 points)
4 years FTE experience
- **Contribution to the Profession** (8)
Participate and get involved in leadership, memberships,
publications, events.
8 yrs of membership, 4 yrs on committee, 2yrs on a board

Tier I	100
Tier II	60
Tier III	40
Bonus	10

+ 52
Additional
points



Recertification

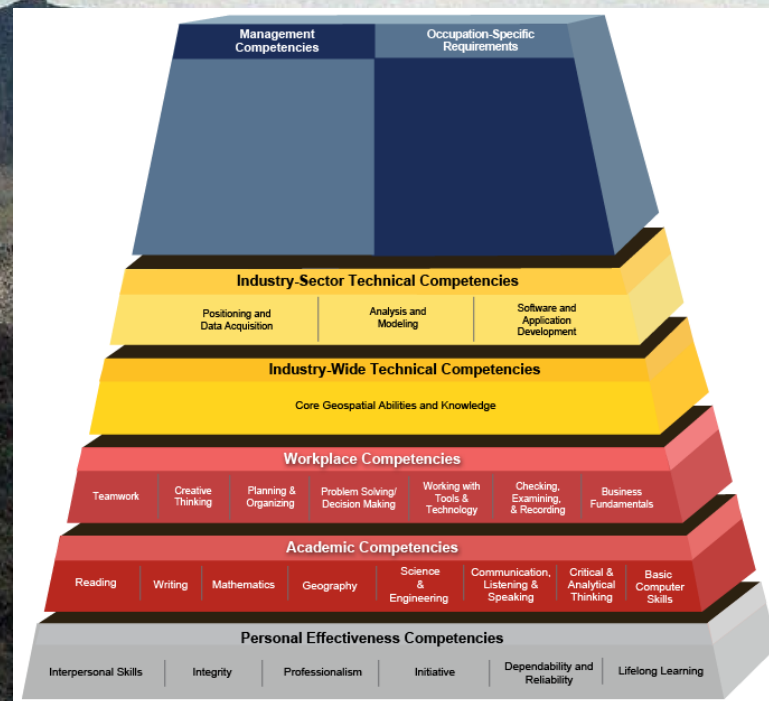
- Every 5 years
- Need 40 points total based on:
 1. **Course and Conference**
 - Minimum of 10 points
 2. **Contributions to the Profession**
 - Minimum of 10 points
 3. **Work Experience**
 - GISP's only need to complete this section if they cannot obtain enough points in the areas of Education/Conference points and Contributions points to meet the minimum 40 point requirement for renewal.



GIS as a Profession

Department of Labor Professional Standards

- Employment and Training Administration (ETA) has worked with industry and education leaders to develop a comprehensive competency model for Geospatial Technology. The model is designed to evolve along with changing skill requirements.
- The industry model frameworks are based on the competency model building blocks which are modified to meet the industry needs.
- GTCM endorsed by GISCI, 2011
<http://www.gisci.org/PDFs/GTCM.pdf>
- GMCM approved August 20, 2012
<http://www.urisa.org/gmcm>





Standards of the Profession

- **Body of Knowledge**
Geographic Information Science and Technology (GIS&T)
 - Task Analysis / Model Curricula / Definitions
- **DACUM (Developing A Curriculum)**
Geospatial Technology Competency Model (GTCM)
Geospatial Management Competency Model (GMCM)
 - Experience based
 - Subject Matter Experts (SMEs)
- **Other standards of GIS specialization...**



Evaluating the Profession

“the purpose of GISP certification is to advance the GIS profession by promoting competent and ethical professional practice. Portfolio-based certification made sense in 2004, when no authoritative specification of geospatial competencies yet existed. The Department of Labor’s recently issued Geospatial Technology Competency Model helps fill that gap, and sets the stage for serious consideration of competency-based GISP certification.” Dave DiBiase, GISCI President – July 8 2010

Core Competency Working Group – GISP Certification Update Proposal January 28, 2011

Key among the proposed updates is the addition of a required examination.

Public comment – February 2011

Exam Working Group (EWG) – October 2011

Project Manager + Exam Consultant + Subject Mater Experts

Exam Development Plan – January 2013

Exam Development Process

Exam is coming!

Timeline →



The Foundation of the GISP

GISP CERTIFICATION

Ethics

Education

Experience

Contributions

Examination



Examination

- Planned implementation of Exam in 2015
- Grandfathering provision expired on December 31, 2008
 - Eligible to be “grandfathered” based on experience
 - During the last week of the year alone, more than 700 applications were submitted for review
 - Significantly ahead of all previous cohorts



Coming Online Soon

New GISCI website including:
online applications and renewals.

The screenshot shows the GISCI website layout. At the top is a dark blue header with the GISCI logo and the text "GIS Certification Institute". Below the header is a navigation menu with links: Home, Applicants, GISPs, Employers, Students, Ethics, News, Events, and Contact Us. A search bar is located on the right side of the header. The main content area is divided into two columns. The left column features a large graphic titled "GIS Professionals Around The World" showing a map of the United States with orange dots representing GIS professionals. Below this graphic are four buttons: "APPLY ONLINE!", "RENEW ONLINE", "ETHICS", and "ABOUT GISCI". The right column contains a "GISCI News" section with several news items, each with a "read more" link. At the bottom of the right column is a "Search GIS Registry" button with a search bar. The footer contains the text "Copyright 2012 by GISCI | Privacy Statement | Terms Of Use".



Developing the Profession

Looking into the future...

- Continue to adopt and develop standards
- Serving specialized professionals and GISP designations
- Certification throughout the full career
- Exam preparation materials
- Revised renewal process toward annual contact and updates
- International programs



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