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Dr. Maggie Graf
Vice-President & Secretary General
International Ergonomics Association

Dear Maggie,

I consider it a privilege to endorse the candidacy of Prof. Nancy Black, Ph.D., Ing., CCPE for the position of IEA Vice-President Secretary General for the 2024-2027 term.

I have known Nancy for decades and consider her an outstanding academician and leader within the ergonomics community in Canada and internationally. She is Full Professor and Assistant Dean in the Department of Mechanical Engineering (Industrial - Ergonomics) at the University of Moncton, New Brunswick, Canada. Her research focus is biomechanics and musculoskeletal health in office and other work systems.

Nancy's service to the profession is exemplary. She is completing her term as Chair of the International Ergonomics Association's (IEA's) Science, Technology and Practice standing committee. Among the many leadership positions throughout her career, she served as ACE president in 2017 and represented ACE at IEA council meetings 2016, 2017, 2018. She has made significant contributions to the scientific literature. A recent example includes her role as Lead Guest Editor, Special Issue of the Journal *WORK: Human Factors and Ergonomics in an Interconnected World: Directions for the future*.

Recently, Nancy co-chaired IEA 2021 Triennial World Congress Scientific program (hosted by Association of Canadian Ergonomists / Association Canadienne d'ergonomie, ACE). I had the good fortune of working very closely with her in that capacity, and I can vouch for the fact that without her dedicated effort, involving literally hundreds of hours of tedious labour, the Congress would not have been the success it was. We faced extraordinary and ever-changing challenges over years leading to the 2021 Congress due to the devastating impact of the COVID pandemic on work, in-person gatherings, and travel, forcing us to completely change the structure of the Congress twice, first to a hybrid event and finally pivoting to a completely virtual Congress. The challenges and uncertainties were unprecedented and daunting but only through the dogged determination exhibited by Nancy and a very few others, we were able to deliver a state-of-the-art scientific Congress that excelled in the both the quality and breadth of the scientific program and was financially lucrative for ACE as well as the IEA. Without Nancy's selfless dedication to the Association and our profession, this would not have been the case. Equally important, Nancy never hesitated to take on the challenges that emerged all too

frequently and provided considerable support to me as Congress Chair. It was a comfort to know that she was at the helm of the Technical Program.

In sum, Nancy enjoys widespread reputation as a thought leader and doer within the field. I give my full endorsement without hesitation as I am confident she will do a brilliant job.

Yours sincerely,

A handwritten signature in black ink that reads "Ian Noy". The signature is written in a cursive, slightly slanted style.

Ian Noy, Ph.D., CPE