



**Division of Applied Experimental
and
Engineering Psychology**
Division 21 of the American Psychological Association

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Message from the President

*By Deborah A. Boehm-Davis, Division 21
President*

As this is my first newsletter article to you, I would like to take this opportunity to express my thanks to a number of individuals who paved the way for any success that I may have during my year in office.

First, I would like to thank Doug Griffith, my immediate predecessor as President of Division 21. Under his careful guidance, the division has addressed its fiscal crisis by switching to electronic delivery of the newsletter while continuing to provide the *Journal of Experimental Psychology: Applied* as a member benefit.

He also continued our membership in *The Federation of Behavioral, Psychological, & Cognitive Sciences*. The Federation is a coalition of member organizations in the behavioral, psychological and cognitive sciences that represents “the interests of scientists who do research in the areas of behavioral, psychological, and cognitive sciences. Our efforts are focused on legislative and regulatory advocacy, education, and the communication of information to scientists.” Most recently, the Federation co-sponsored a one-day forum about pursuing non-academic careers in December 2004. This forum was targeted at research-trained behavioral scientists, both new PhDs and those interested in making a mid-career transition. The Federation produces regular electronic

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newsletters, which Doug has shared with the Division through our electronic listserve.

Doug oversaw the 2004 mid-year meeting, which brought over 100 researchers from undergraduates to senior scientists together for a stimulating discussion at Fort Belvoir, Virginia. He also developed the mentorship program, which allows any member of our Division to apply for a mentor, who can provide feedback and guidance as needed. Doug closed his year with a wonderful presentation at the annual APA meeting entitled "What would Licklider think of engineering psychology today?" (which is available in pdf by going to the Meetings link on the Division 21 website and going into the Archives link).

I would also like to thank those who have continued to provide outstanding service to our Division. Scott Shappell served as the Program Chair for our 2004 Annual Meeting in Hawaii. In this activity, he was assisted by Doug Wiegmann, who will serve as Program Chair for the 2005 meeting to be held in Washington, DC. Scott also served, and continues to serve, as our Secretary-Treasurer, keeping track of the minutes of our meetings and of our financial status. Bryan Clark continues as our newsletter editor, and he is producing our new electronic-only version for distribution to the membership (and posting online).

John Ruffner served ably as the Program Chair for the 2004 mid-year meeting (now known as the Annual Symposium; see our Meetings link for more information), and he is co-chairing the conference this year with Mike Mathews, who is also representing Division 19 for the meeting. Henry Emurian has continued to serve as our webmaster, updating and improving our site regularly. Hank Taylor was re-elected as our representative to the APA Council of Representatives, and he continues to represent our needs to the larger APA, as well as inform our members of upcoming activities and opportunities available through the larger organization (see his report elsewhere in this newsletter).

Haydee Cuevas has provided a strong voice for students, encouraging the Division to establish awards for students to allow them to travel to the annual meeting, and encouraging the development of programs that serve students and new professionals. Last, but not least, Ray King and Bob Sorkin have both continued to provide leadership, Ray in the area of membership, and Bob in the area of identifying new fellows.

This year, we also welcomed someone new to Division leadership. Ron Shapiro was elected as President-Elect of the Division and he has already invested significant time developing new and exciting ideas for providing additional services for Division members.

In my time as president, I have been focused on the second issue that Doug identified for the Division last year – our need for growth. This past July, the Division turned over its membership rolls to the Division Services office at APA. This office is set up to do regular billings and follow-ups, and we hope that this move will allow us to keep track of those members of the Division who do not belong to APA. In the past, these members have fallen off our rolls, depleting our membership numbers and causing those affiliate members not to receive their member benefits. Our next challenge will be to get current email addresses from all members. We still have a significant portion of our membership not enrolled on our listserv, which is now our primary means of communication with members.

The second order of business has been the identification of additional services and/or benefits that we could provide to members. I have tried to pass along announcements that I thought were of interest to members on the listserv, without adding unduly to the glut of email that we all now experience. Newsletters will now arrive electronically, as well as being posted at the web site in a format that should be easy to print. Production of the newsletter online allows us to include photographs which were too expensive with the paper version of

the newsletter. In addition, Ron and I are talking about the possibility of developing streaming video so that we can offer tutorials or mini-conferences on topics of interest to the membership through our website. We are also thinking about trying to reach out to students who attend local APA meetings (e.g., the Southeast or Midwest Psychological Association Meetings) to let them know about our field and the availability of positions in applied psychology. This might be through presentations at those meetings or half-day meetings the day before or after the local meetings; if anyone has ideas of how we might do this, we would welcome them.

I also hope that if you have other ideas of how we might improve on the services we deliver to you, you'll contact me. I should warn you, though, that you won't find me in my normal location this year. I am just starting a one-year study leave from GMU. I'll be spending half of my time at the Food and Drug Administration learning more about medical human factors; I'll be spending the rest of my time working on research and writing free from the responsibilities of classroom teaching and university service. I don't have a number at the FDA yet, and I won't be at GMU very often, so the best way to reach me will be by email for the foreseeable future. However, I would love to hear from you if you have ideas, so please drop me a line.

Please Check your Personal Library

Helen Suprunova, Associate Librarian of APA, recently contacted Division 21 because she is missing 3 past issues of our newsletter. If you own a copy of any of the following Division 21 Newsletters issues, please contact Bryan Clark div21editor@bryanclark.cc so we can pass them on to Helen. Thank you for your help!!

The Missing Newsletter Issues:

- 1) 1993, Vol. 20, No. 2
- 2) 1993, Vol. 20, No. 3
- 3) 1990, Vol. 17, No. 2

Information on APA's Response to the Tsunami

By Helen L. Mitternacht, Assistant Executive Director of Public Relations, APA Practice Directorate

In response to our members' queries about the tsunami, the Practice Directorate has added a fact sheet on the front page of the help center (www.APAHelpCenter.org) that deals with managing traumatic stress in a natural disaster. Rhea says there will be a link to the article from the front page of APA's site as well, and there also will be something on the portal.

We have been in touch with the American Red Cross and they are not mobilizing the Disaster Response Network at this time. Disaster relief is coming from the International Federation of the Red Cross and Red Crescent Societies (which has volunteers closer to the site and presumably more familiar with the language and culture). The pressing need now is for money, and for those who wish to contribute, the American Red Cross at www.redcross.org is accepting donations (money only, no clothes, etc.)

The Practice Directorate is also urging its Public Education Campaign Coordinators to use APA materials to help in U.S. communities likely to have close ties to the affected countries -- many in the U.S. may have lost friends or families in the tsunami.

In addition, we are urging our members interested in helping during disasters to be trained by the American Red Cross now. Many members who wanted to volunteer would not have been able to do so even if the DRN had been activated -- usually, only trained psychologists are able to go to a disaster site.

The Practice Directorate has DRN psychologists on standby to talk to reporters if need be and I know Rhea has some experts as well.

From the Editor: Building a Community

The new year brings a few changes to our Division 21 newsletter. Our newsletter is now officially published only in electronic (pdf) format on our Division 21 website: www.apa.org/divisions/div21/Newsletters/newsletters.html. This allows for many benefits. First of all, it cuts down on printing and mailing costs and paper waste. It also allows members to access newsletters as soon as they are published to our website, from anywhere internet access is available. Additionally, since we are no longer limited by space and black and white printing, we can publish as many full-color photographs as we like. If you have some great snapshots from a Division 21 event that you feel other members would enjoy, please email them to me along with a description of each photo. (div21editor@bryanclark.cc)

I'd like to offer a warm welcome to Deborah Boehm-Davis as our new Division 21 President.

She has some great ideas to help build a sense of community among members. For starters, this newsletter issue is the first to offer the **Colleague Connections** column. Our hope is to publish one or two member autobiographies (with photos, if desired) in each newsletter, so that members may learn more about one another. Moreover, echoing Michelle Harper's description of the importance of networking within our professional community, in this issue's "Student Spotlight" column, the new **Colleague Connections** column is a wonderful opportunity to learn about the common interests of our colleagues.

As always, if you have an idea for something you'd like to see in an upcoming newsletter, please let me know!

-Bryan Clark, APA Division 21 Newsletter Editor

Membership News

Promoting Psychological Research and Training on Health Disparities Issues at Ethnic Minority Serving Institutions

(ProDIGS) funded by the APA Science Directorate's Academic Enhancement Initiative (AEI) and administered by the Office of Ethnic Minority Affairs Office (OEMA) in collaboration with the APA Minority Fellowship Program, provides several small grants to early career faculty members at predominately ethnic minority serving institutions who are currently pursuing health disparities research. Find the Request for Proposals at: <http://www.apa.org/pi/oema/homepage.html>

The deadline for grant submission is February 21, 2005. Should you have any questions

about the project or the application process, please contact: Sonja Preston at spreston@apa.org or by phone at 202-336-6029.

Upcoming Division 21 Mid-Year Meeting

GMU will play host to the Division 21 Mid-Year Meeting on March 3rd and 4th, 2005. This meeting is held in conjunction with the Potomac Chapter of the Human Factors & Ergonomics Society and Division 19. Keep your calendars open! The symposium provides an outstanding forum for those who are interested in research designed to assess human performance in complex work environments.

Division 21 Award Winners

Division 21 Award winners for 2004!

George E. Briggs Dissertation Award

Tal Oron-Gilad, Ph.D.
“Alertness Maintaining Tasks in Driving.”

Earl Alluisi Award for Early Career Achievement

Dr. J. Gregory Trafton was selected as the 2004 winner of the Earl A. Alluisi Award from Division 21 (Applied Experimental and Engineering Psychology) of the American Psychological Association for early career achievement. Greg was cited for his work in understanding complex visualizations and spatial transformations.



Photo above: Dr. Greg Trafton receiving his Award from Dr. Deborah Boehm-Davis, the Human Factors and Applied Cognition program chair.

Franklin V. Taylor Award for outstanding contributions to the field of Applied Experimental and Engineering Psychology

Dr. Raja Parasuraman recently received the Franklin V. Taylor Award from Division 21 (Applied Experimental and Engineering Psychology) of the American Psychological Association. This award was given for outstanding contributions over the course of his career.



Photo above: Dr. Deborah Boehm-Davis Presents Dr. Raja Parasuraman his award.

Editor's Note:

See pages 13-16 of this issue for the Nomination Forms for the 2005 Division 21 Awards.



Colleague Connections

Bill Askren

Together with John Howard, Bill Askren has a chapter in a new handbook titled, *Handbook of Human Factors in Litigation*, published by Taylor & Francis. The chapter is titled, "A Roadmap for the Practice of Forensic Human Factors and Ergonomics."

Bill also has an article in the Winter 2004 issue of the HFES publication, *Ergonomics In Design*. The article is titled, "An Objective Method to Predict and Evaluate Foreseeable Product Misuses."

Bill is mostly retired, but does a little consulting work. He also likes to write technical material, plays the harmonica in a band, and volunteers in the victim rape and assault program of the Montgomery County (Ohio) Prosecutor's Office.

Note from the editor: I'd like to thank Bill for submitting the first member autobiography for our new column. If you would like to be showcased in an upcoming newsletter, or know a member you would like to learn more about, please contact me: div21editor@bryanclark.cc



Student Spotlight

By Michelle Harper
University of Central Florida

Greetings and Salutations: Networking advice for students

Networking is defined as "to join" but the act of networking requires more than just belonging to a group. Rather, networking entails meeting new people who share your interests for the purpose of developing professional relationships. Professional relationships facilitate collaboration and the sharing of knowledge which can prove to be beneficial for present endeavors as well as for future successes. Those who establish professional relationships have more resources at their disposal and increase their chances of hearing about opportunities, such as job openings and calls for proposals. In addition to contributing to individual success, developing professional

relationships with others in our field, and related fields, contributes to the success of our profession as a whole. As a scientific community we thrive on intense, continually evolving communication among people engaged in related projects (Agre, 2001).

Societies and associations hold meetings and conferences to facilitate the development of professional relationships. These events also offer the opportunity to maintain communication among similar-minded professionals. Attending these events is an excellent way of networking with those who share your research interests. Although

networking at these events can prove to be beneficial, initiating conversations can be an especially daunting task. I have felt intimidated on more than one occasion when I've met a senior researcher whose work I admire. Fortunately there are effective ways to lighten the burden of meeting new people while attending a meeting. I would like to share a few of my networking tactics that I hope you will find useful.

How to Develop Professional Relationships

Simply introducing yourself and starting a conversation is the most direct way of meeting new people. This direct approach can often be awkward or difficult at conferences. Effective alternatives for meeting people at events include presenting your research, attending social functions, and participating in professional activities. Presenting your research is a sure way to get connected with people who share your interests. Two common formats for presenting your research are poster presentations and paper presentations. Each presentation format will provide you with a different interaction experience. Presenting papers allows you to talk about your general work to several audience members. This format allows others to recognize you as sharing their interests which could lead to a conversation at the conclusion of your presentation. Poster presentations allow you to converse with individuals rather than an audience. These one-on-one discussions enable you to explore common research in more detail. Each of these formats has unique advantages. Your decision to use one or the other may depend on the stage of your research or your comfort level with the presentation method. As a student you may not have a specific research project to present. In this case, you could attend presentations and poster sessions. Attendees are provided with an excellent opportunity to have conversations with like-minded presenters.

In addition to presenting or attending research presentations, you can participate in the social functions that are held at most conferences for attendees. These events are designed to encourage networking. There are a wide variety of social functions offered at meetings and conferences. For example, there may be an opening event for all attendees. Other social events may cater to those who share a specific research interest. Events may also be held for those who share a specific status such as a 'student member' function. Although social events usually require introducing yourself to others, there are other ways of meeting new people at these events. Having someone of senior status introduce you to others is a very effective way to meet people. Although you can use these people to your advantage, make sure he or she is willing to facilitate introductions. I owe a debt of gratitude to a former professor who has always been happy to provide countless and invaluable introductions.

Finally, another way of networking and developing professional relationships is to participate in professional activities. A large portion of the activities held by the hosting society, association, or organization require volunteers. By volunteering you will connect with other volunteers in addition to those who attend the activity for which you volunteer. There are many opportunities to volunteer, including reviewing proposals that are submitted for the event, chairing or co-chairing lectures and poster sessions, and volunteering to be a student representative for a particular group, division, or society. A great way to obtain a volunteer position is through a membership in one of the many technical groups, divisions, and societies. Members are informed of volunteer opportunities by newsletters, emails, and other communication formats. Another way of obtaining a volunteer position is to ask fellow students who have volunteered in the past to provide you with their contacts.

The importance of networking to your career and to our field as a whole can not be understated. There will always be the direct approach of meeting people but it is important to take advantage of the methods that can ease the process of initiating contact and conversing with other individuals. As I continue my journey through graduate school and beyond, I am confident that using these simple networking tools will help me to continue establishing professional relationships. I am sure they can help you too!

About the Author

Michelle Harper is a third year student in the Applied Experimental Human Factors Doctoral Program at the University of Central Florida (UCF). She works as a research assistant at both the Team Performance Lab at UCF under the supervision of Florian Jentsch and the Arch Lab at George Mason University under the supervision of Deborah Boehm-Davis.

DoD HFE TAG Addresses Human Systems Integration

By Gerald P. Krueger

About 120 people attended the 52nd meeting of the DoD Human Factors Engineering Technical Advisory Group, in Alexandria, VA, Nov. 1-4th, 2004. The theme was the new DoD Materiel Acquisition Requirements and the implications for each military service to meet the Human Systems Integration (HSI) implications of DoDI 5000.2.

Dr. Mike Drillings, Director of the Army MANPRINT Office reminded everyone that the "H" in HSI is meant to include not only the uniformed military but defense civilians as well. The Director signs MANPRINT Assessments directly over to the Army Acquisition Executive, assuring high level decision-making attention is paid to our important work attempting to ensure materiel systems are properly human engineered, easy to work with, minimizing error-likely situations, are facile to maintain, free of health and safety hazards; that they are properly staffed with people having the right skill sets; and the Army has the appropriate new equipment training as well as sustainment training systems in place.

Army Transformation challenges witness future force capabilities being merged into the current

force structure to help better protect our soldiers while increasing combat effectiveness.

Rapid Equipping Force (REF) and Rapid Fielding Initiatives (RFI) to quickly field items for Afghanistan and Iraq incorporate ad hoc innovations with spiral developments of the Future Combat Systems (FCS) even as advanced technologies are both added to existent vehicle platforms and designed into whole new systems from the conceptual stage. Network communications and digitized systems are the in-vogue choice in what is widely called Network Centric Warfare.

A new Army MANPRINT Handbook is being developed, and greater inter-service cooperation is apparent in many places. Army Regulation 602-2 (on HFE and MANPRINT) is being re-written in close coordination with the Navy equivalents to share a common commitment. Mike Drillings says we must keep in mind the bottom line approach: we must equip the soldier, not man the equipment.

Brig. Gen. Thomas W. Travis, Commander of the USAF 311th Human Systems Wing at Brooks City Base, San Antonio, Texas summarized Air Force HSI efforts. BG Travis noted the huge changes in the Air Force Concept of Operations (CONOPS). Years ago the Air Force sent multiple aircraft to destroy a single target; whereas today it sends one

aircraft to destroy multiple targets. He said the HSI challenge is to ensure airmen can keep up with and be ready to accept and use new technologies and capabilities as net-centric decisions, composite force/multi-national languages, space-based ISR, voiceless common secure data links, high data rates and bandwidth, sustained operations, and all weather capable GPS guided weapons. Gen Travis indicated the airman and the performance he/she brings to the conflict is critical --- the airman has become a single point failure, where he/she had not been before. Now much HSI attention is needed on Unmanned Air Vehicles (UAV) which of late produced high mishap rates. The equation for the Air Force is (Human) x (CONOPS + Technology) = Capability.

Gen Travis concluded:

- Future battlespace will require integration of occupied and unoccupied aerospace vehicles
- Human performance and protection from threats must be considered in system and CONOPS development
- Inattention to human-systems issues will have serious consequences for mission effectiveness.

MS Nancy Dolan, of the Chief of Naval Operations office, provided an update of recent advances in the HSI program in the Navy. In 2002, a Congressional requirement tasked the Navy to transpose the lessons of Army MANPRINT into Navy practice. The Navy calls it: SEAPRINT. The Navy will house its HSI program in Systems Engineering at the front end of system development, instead of mimicking the Army's placement of MANPRINT in the Integrated Logistics System support function where it is often too late to make a marked impact on system design.

Navy SEAPRINT is being built from the HSI architecture framework and is fully integrated with SHIPMAN, to play an important role in modernizing Navy ships and aviation systems. Currently, the Navy is increasing its level of HSI attention to an unprecedented number of eight large materiel acquisition programs (ACAT I), e.g. Next Generation Carrier (CVN-21), Littoral Combat Ship (LCS), New Amphibious Ship, Future ISR suite of four new intelligence programs, etc. The Navy has declared Manpower as a Key Performance Parameter (KPP), thereby increasing the role of HSI in correctly analyzing requirements for Manpower decision making, as opposed to deciding the number of people to equip systems and then doing the analysis to support those decisions.

Dr. Nita Lewis Miller outlined the exciting new tri-services masters degree training program in HSI, newly formed and already in full swing at the Naval Postgraduate School at Monterey, CA.

MS Faith Chandler, the Human Reliability Program Manager in the Office of Safety and Mission Assurance, outlined NASA's latest space transportation system issues, and summarized NASA's HSI activities as they receive a boost from the President's vision for space exploration. NASA's HSI activities have been inconsistent, placing more attention on survivability and health of the astronauts, and to a lesser extent to task completion. Mission control drew more support than launch control, and HSI has rarely been applied to maintenance activities (this is now improving). Today's HSI activities focus on the space shuttle, the international space station, commercial aviation and safety across the board. The President's space vision, articulated on 14 January 2004, includes a broad range of human and robotic missions to the moon, Mars and beyond. The current focus of NASA research is on low to mid-level Technology Readiness Level (TRL) technologies such as high energy systems,

advanced space systems and platforms, advanced space operations and lunar and planetary surface operations. HSI research to support these activities includes work on 50 critical risks for travel to Mars.

The several days of TAG sub-group presentations brought numerous updates to on-going HFE research in government, academic, and industrial research and development labs. One of the more fascinating presentations was by Dr. Denise Gobert, Director of Research for the Army's Military Amputee Research Program at Walter Reed Army Medical Center. In outlining the work of optimizing recovery after traumatic limb loss, Dr. Gobert portrayed the work being done on the extreme physical challenges faced by amputees returning from Iraq and Afghanistan. The center's training plan teaches the amputee how to use what remains, to manage pain and provide counseling, with goals of obtaining maximum independence through training, prostheses, self-care and leisure pursuit. The best technologies employed today include microprocessor-controlled knees; dynamic response (high energy return) prosthetic feet;

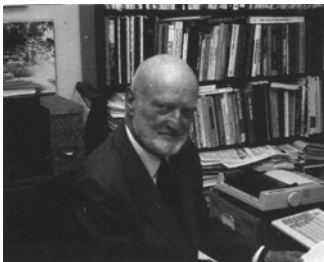
speed sensor prosthetic hands; myo-electric limb system; gait analysis and static digital capture; and vacuum-assisted sockets. Dr. Gobert highlighted the human systems design and rehabilitation challenges of working with such technologies.

For more details on the TAG, including links to some PowerPoint presentations at the most recent meetings, see the TAG web site at: <http://dtica.dtic.mil/hftag/>

Or contact Jerry Krueger at gkrueger@thewexfordgroup.com. The next TAG meeting will be hosted by the Navy at Panama City, FL 24-27 May 2005.

Grateful acknowledgement is made to Stephen C. Merriman at the Boeing Co. in Richardson, TX for sharing his copious note taking at the TAG and contributing to this report.

Gerald P. Krueger, Ph.D., CPE
 Director, Human Factors, Ergonomics and Medical Research at The Wexford Group International www.thewexfordgroup.com



Memories:

Henry McIlvaine "Mac" Parsons

(1912 - 2004)

By Gerald P. Krueger

Mac Parsons, one of our best known and beloved APA Div. 21 members, died last July at age 92. Mac is probably known best to our younger members for his important legacy publication of the history of our Division: Parsons, H.M. (1999). *A History of Division 21*

(Applied Experimental and Engineering Psychology). In: D.A. Dewsbury (Ed.), Unification through Division: Histories of the Divisions of the American Psychological Association, Vol. III (pp. 43-72).

But what of Mac's own extensive and interesting history?

Mac was born in Lenox, Mass, grew up there and in Rye, N.Y., and received his degree in history from Yale University in 1933. He worked as a reporter for the New York Herald Tribune, and as an organizer for the New York Newspaper Guild. During WWII, Mac served as a Navy Lieutenant Commander, commanding a Landing Ship Transport (LST) boat. After the war, he obtained his masters degree in experimental psychology from Columbia in 1947, and his Ph.D. in experimental psychology from UCLA in 1963.

For a time Mac was an educator, and then variously worked as an industrial corporate human factors specialist, government consultant, educator again, as a senior HF staffer at Essex Corporation; and finally for many years a consultant and researcher at HumRRO in Alexandria, VA.

Mac specialized in behavior analysis, which he parlayed into a role as president of his own school, the Experimental College of the Institute for Behavior Research (IBR) [1974-80]. Mac was not only a historian for our discipline, he contributed meaningfully for over four decades to making that history. His very long c.v. contains an extensive bibliography of publications and presentations he made over those decades. Mac is probably best known for his prolific writings about our discipline of human factors. He published numerous book chapters and lengthy articles on the discipline of human factors per se, as he described HFE in industrial engineering applications, of HFE and robotics, teleoperators, and manufacturing, and of human engineering the environment for the aging.

Mac's most frequently cited works were his writings explaining the behavioral and psychological implications of the historic industrial psychology studies done at the Hawthorne electric plant. Also frequently cited is his book: *Man-Machine System Experiments* (Johns Hopkins Press, 1972) which comprehensively documented many of the seminal government and industrial lab experiments done by groups of interdisciplinary scientists at the Naval Research Laboratory, Lincoln Labs, Rand Corporation, System Development Corporation, MITRE Corporation, the Ohio State and Johns Hopkins Universities, the Applied Physics Lab, the Institute for Defense Analyses, and the Army's Combat Development Experimentation Center, among others.

Mac's lectures or his participation in panel discussions at professional meetings were always packed with attendees, come to hear Mac Parsons. With his white beard and bald Mr. Clean look, Mac was one of the most recognized, and well-liked grand old men of Div 21 and the HFES. Mac served as the President of HFES 1868-69; and as President of APA Div. 21 1975-76. In recognition of his numerous human factors contributions, Mac was elected as a fellow of the APA, Div. 21, the HFES, and the Washington Academy of Sciences. He received APA Div. 21's Franklin V. Taylor Award for outstanding contributions to the field of applied experimental and engineering psychology; the HFES Jack A. Kraft Innovator Award, and the HFES President's Distinguished Service Award.

Mac's hobbies included sailing, skiing, and travel. He remained an ardent skier into his eighties. Mac was ever ready with a joke, or a few limericks which he composed, collected and published (many with double entendres). We will miss you Mac Parsons. And thanks for the decades of memories!

Representative to APA Council Report

By Henry L. Taylor, Division 21 Council Representative

American Psychological Association (APA) Council of Representatives Report from the APA-COR Meeting July 28 and 30, 2004, Honolulu, Hawaii

- **APA CEO Report (Norman Anderson)**

- *Budget –*
In 2003 APA realized a surplus of 2.3 million dollars; in 2004 APA anticipates a budget surplus of approximately \$750,000.
- *Convention Fees –*
In 2005 there will be the annual inflationary dues increase and fees will be raised \$6 for members and \$1 for students. The Convention Registration Fee will be increased by \$20 in 2005.
- *Psychological Science for the 21st. Century*
This new initiative, led by the APA Board of Scientific Affairs, will help psychology meet contemporary opportunities and challenges. There are three specific thrusts: Responsible Conduct of Research; Culture of Service to the Discipline; and Infrastructure for the Science of Psychology.
- *National Foundation for Mental Health*
The National Institutes of Mental Health has a supporting association called the Friends of the National Institutes of Mental Health. APA will join the Friends of NIMH on a tentative basis; there is a \$10,000 fee for membership. The American Psychiatric Association has already joined.
- *American Psychologist*
There are a number of new policies for the American Psychologist –
 - The APA CEO will continue to serve as the Editor in Chief.
 - Guest Editors will be discontinued and APA will only use Associate Editors who are selected to provide a broad and diverse composition.
 - A significant commitment is being made to reduce lag time in completing reviews.
 - Clarification has occurred on policies about the review of Task Force and Board and committee reports (they will be now peer reviewed like other manuscripts).
 - There are several special issues coming out – in September one on Brown vs. Board and Psychology; later one on Race, Gender, and Psychology.
- *Convention Attendance*
 - 10,071 registered prior to convention) with over 2,000 additional walk-in registrations. There were over 5,000 speakers in Honolulu.

- **Budget Overview (Jack McKay, APA Chief Financial Officer)**

- In terms of investments, APA has averaged 37% return on equity in 2003 and currently has 42 million dollars in the stock market.
- During 2003, APA has realized a 4.7 million dollar gain on APA buildings.
- APA revenues are up .6 million, and expenses are down 1.4 million, resulting in a total improvement in the bottom line of two million dollars in 2003.
- In terms of APA real estate, the primary APA building is 98 % leased and doing well financially.
- Summary of anticipated 2005 budget --
 - Anticipate continued or slightly improved membership numbers.
 - Print revenues continue to go up despite increased prices to consumer.
 - Personnel costs are below budget. There are 75 to 80 unfilled positions.
 - Dues and fees are only 16% of income; 64% of money comes from publications.
 - Salary and benefits are 45% of annual cost; 4% staff salary increase.
 - Increased revenues in 2005, CPI dues increase from \$247 to \$253.
 - Funding for consolidated meetings restored.
 - Planned revision of members' dues statement toward simplification.

- **2005 Potential Future Risks**

- Dependence on 3rd party vendors for sale and delivery of products.
- Landlord responsibilities for buildings (keeping buildings filled).
- \$45 million in stock market.
- New product on market with no sales experience PsychExtra.
- 2005 to 2007 forecast -- 2005 expect \$193,000 surplus condition; anticipate ongoing surplus of \$437,000 for 2006, \$570,700 for 2007; anticipate net assets of \$50 million by 2007.

- **Resolutions on Same-Sex Families and Relationships**

Two resolutions, *Resolution on Sexual Orientation and Marriage* which addresses the effects on same-sex couples of not having access to the institution of marriage and *Resolution on Sexual Orientation, Parents and Children* which addresses discrimination based upon sexual orientation in matters of adoption, child custody and visitation, foster care, and reproductive health services were passed.

- **Employment Contracts and Staff Compensation (Executive Session)**

In response to questions which surfaced in February about decisions concerning prior CEO Raymond Fowler's severance compensation, an extensive report on APA staff and compensation was provided to APA Council in an Executive session. Council found this report very satisfactory and asked that a similar such report be provided to Council members every three years.

- **Rescinding of Ban on Department of Defense Advertising in APA Publications**

In 1990 Council had passed a resolution prohibiting DoD from placing advertisements in APA publications, because of APA's opposition to the DoD policy that denied military entrance and subsequent service to gays and lesbians. Council passed a motion to remove the DoD advertising ban, in light of APA's formation and funding of the Task Force on the Status of Lesbian, Gay, and Bisexual Military Personnel.

APA Division 21 Officer Nominations: Please nominate a colleague or yourself

Are you energetic? Are you dedicated to the success of engineering and applied psychology? Do you want to see a strong APA division 21 in the next decade? If so, please consider running for a division office. We will be electing a new President-elect and Member-at-Large within the next few months. Final nominations are due by February 15, 2005. Elections will take place in late April.

As you know our membership is declining and the median age of our members is increasing. This is not a good situation. Your current officers are developing many creative solutions to begin to turn this around in the next year. We will establish momentum for membership growth. We need you to self-nominate or to nominate a colleague or friend to continue this campaign.

If you are an APA member and can be persuaded to help out, please call or email Ron Shapiro (rshapiro@us.ibm.com) to discuss your participation on our leadership team. Are you already convinced that you are interested? Then email Ron to indicate your proposed candidacy.

2005 Division 21 Award Nomination Forms

It's Award Nomination Time!

By: Doug Griffith, Past President & Awards Committee Chair

Division 21 has three awards: one for an outstanding dissertation (Briggs Dissertation Award), one for early career achievement (Earl Alluisi Award), and one for outstanding contributions in the field of applied experimental/engineering psychology (Franklin V. Taylor Award). The winners of the respective awards are expected to make presentations at the 2006 Convention. The Previous Awardees can be found in this newsletter and at our website, www.apa.org/divisions/div21, by clicking the About Division 21 button and then the Awards button. Another link to the forms can be found on the nomination forms that follow on the next three pages.

- 1) The **Briggs Dissertation Award** is given for the best dissertation in the field of Applied Experimental/Engineering Psychology that was completed in 2004.
- 2) The **Earl Alluisi Award for Early Career Achievement** is given to acknowledgement achievements in the field of Applied Experimental/Engineering Psychology that have been accomplished within 10 years of the Ph.D.
- 3) The **Franklin V. Taylor Award**, the Division's highest award, is given for outstanding contributions in the field of Applied Experimental/Engineering Psychology.

The deadline for award submissions is March 1, 2005. They should be sent to:

Doug Griffith

General Dynamics Advanced Information Systems

1400 Key Blvd., Suite 100

Arlington, VA 22209

douglas.griffith@gd-ais.com (email submissions are encouraged!)

Briggs Dissertation Award Nomination Form

From: (include email address)

To: Division 21 Awards Committee

Student's name:

Student's address:

Name of Advisor or Chair:

Recipients of the Briggs Award are expected to deliver an oral presentation of approximately 45 minutes, based on their dissertation research, as part of the Division 21 program at the next annual meeting of APA.

Please provide the following support for your nomination.

1. Forward three copies of the candidate's dissertation
2. Please send this form or a nominating letter and supporting documentation to the Awards Committee Chair listed under Contact Information on the Division 21 web site:
<http://www.apa.org/divisions/div21/Contacts/contacts.html>

Nomination Form for the Earl Alluisi Award for Early Career Achievement within 10 years of the PhD.

Recipients of the Earl Alluisi award are expected to deliver an oral presentation of approximately 45 minutes as part of the Division 21 program at the next annual meeting of the APA. The presentation will address a scientific or technical topic reflecting the research contributions of the recipient.

From: _____ (include email address)

To: Division 21 Awards Committee

I nominate _____

whose present position is _____

and address is _____

Please provide the following support for your nomination.

1. Attach a letter showing the contributions your nominee has made to the field of Applied Experimental/Engineering Psychology. The Awards Committee believes that potential recipients will have contributed by virtue of (1) research and publication, (2) special new contributions, e.g., equipment or techniques, or (3) contributions to theory, etc. Please demonstrate how your candidate is exceptional with respect to one or more of these criteria.
2. Attach the candidate's vita.
3. Please send this form or a nominating letter and supporting documentation to the Awards Committee Chair listed under Contact Information on the Division 21 web site: <http://www.apa.org/divisions/div21/Contacts/contacts.html>.

Please email your submission to Doug Griffith: douglas.griffith@gd-ais.com

Nomination Form for the Franklin V. Taylor Award for Outstanding Contributions in the Field of Applied Experimental/Engineering Psychology

Recipients of this award are expected to deliver an oral presentation of approximately 45 minutes as part of the Division 21 program at the next annual meeting of the APA. The presentation should address a scientific or technical topic, provide an historical review of the recipient's area of expertise, or describe personal reflections on important events in the development of applied experimental or engineering psychology.

From: _____
(include email address)

To: Division 21 Awards Committee

I nominate _____

whose present position is _____

and address is _____

Please provide the following support for your nomination.

1. Attach a letter showing the outstanding contributions your nominee has made to the field of Applied Experimental/Engineering Psychology. The Awards Committee believes that potential recipients will have contributed by virtue of (1) research and publication, (2) special new contributions, e.g., equipment or techniques, or (3) general leadership in the field, e.g., teacher, director of laboratory, officer in societies, etc. Please demonstrate how your candidate is outstanding with respect to one or more of these criteria.
2. Attach the candidate's vita.
3. Previous nominations will be reconsidered by the Awards Committee. Please update the supporting material and include an updated vita.

Please send this form or a nominating letter and supporting documentation to the Awards Committee Chair listed under Contact Information on the Division 21 web site:
<http://www.apa.org/divisions/div21/Contacts/contacts.html>.

Please email your submission to Doug Griffith: douglas.griffith@gd-ais.com

ED FLEISHMAN RECEIVES APF GOLD MEDAL AWARD

Edwin A. Fleishman, former president of APA Division 21 (1977-78) and an earlier recipient of the Division's Franklin Taylor Award for Outstanding Contributions to the Field of Engineering Psychology (1974), has received the 2004 "Gold Medal Award for Lifetime Achievement in the Application of Psychology" from the American Psychological Foundation. The award was presented to him at ceremonies during the American Psychological Association Convention held in Honolulu, July 23-August 1.

The citation reads "For his significant contributions to the science and applications of psychology, which he has sustained over his remarkable career. His research has had a profound influence on our understanding of human capabilities, their measurement, their development, and their application in the world of work. His work has addressed pervasive societal problems, provided concepts and methods for enhancing generalizations from laboratory to field settings, and has bridged theoretical and applied psychology. Through his many influential leadership roles, as president of the International Association of Applied Psychology and three Divisions of the American Psychological Association, and as Editor of the Journal of Applied Psychology, he has helped shape our profession. And as an exceptional scientist, prolific author, teacher, mentor, and practitioner he has influenced the lives of countless others."

Also at the convention, Ed received the John C. Flanagan Award for Lifetime Achievement in Military Psychology from APA's Division of Military Psychology, Division 19. This award was presented to him at a ceremony during the Division's annual business meeting.

Ed is now Distinguished University Professor Emeritus of Psychology at George Mason University.