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Public Policy Matters: A Big Win for HF/E

by William C. Howell, Government Relations Committee Chair

An event occurred late in 2010 that is of considerable moment for the field of HF/E, but it's safe to say that very few members of our community noticed it. Even those who did probably failed to grasp its significance because it appeared to be little more than a bureaucratic move by the National Research Council (NRC) of the National Academies—a renaming of its *Committee* on Human-Systems Integration (CoHSI) to the *Board* on HSI (BoHSI). Having been involved in NRC activities (including this committee and the division that oversees it) for several decades, I can provide some context to help explain why this is more than a simple name change. I will attempt to do so in the remainder of this article.

As you may know, if you've been following the "Public Policy Matters" reports in the *HFES Bulletin* over the past two years, since 1980, HF/E has enjoyed unique representation within the National Academies, the nation's foremost advisory body on science, medicine, and engineering (see "News from the NRC Committee on Human-Systems Integration [CoHSI]" by William S. Marras, *HFES Bulletin*, April 2009, <http://www.hfes.org/web/BulletinPdf/0409bulletin.pdf>). Originally labeled the NRC Committee on Human Factors (CoHF), it has afforded HF/E a direct route for influencing public policy via authoritative input on pending legislation, regulations, agency agendas, and other policy matters in which human systems are involved. For a field whose existence barely exceeds a half century and that is still struggling for proper recognition, an NRC committee dedicated to infusing HF/E knowledge into policy decisions not only validates its legitimacy but affords the opportunity to render valuable service on a sustained basis.

Unfortunately, however, despite having produced an impressive list of reports over the years, some of which clearly had an impact, the CoHF never seemed to realize its full potential. The reasons, by and large, lay outside the committee itself—in particular, its history of financial support and the failure of the HF/E community to appreciate its potential (or even recognize its existence). Let's examine each of these factors in turn.

CoHF Support History

Although federal agencies fund many of the NRC's activities (occasionally in response to congressional mandates), they do so primarily to get authoritative input on issues that they are unable, for any of a number of reasons, to resolve themselves. In some cases the funding is in the form of relatively nonspecific "core support"—basically enabling units (such as CoHF) in areas of sustained interest (such as HF/E) to continue providing input in those areas. In others, it is restricted to addressing specific issues in the more familiar "project support" mode.

Over the years, budgetary constraints have forced most federal agencies to go exclusively the "project" route, and that was the case for CoHF's sponsors. Its initial funding was in the form of core support from Army, Navy, and Air Force research agencies, the main purpose being to provide sustained advice on the most promising HF/E areas in which to invest their research dollars.

With tightening budgets and accountability requirements, however, core support gave way to project support, which greatly altered the committee's mission and rendered both its funding and agenda considerably less predictable. Moreover, the trend in its overall support was downward.

Efforts to solicit broader support from within and outside the Department of Defense were largely unsuccessful because CoHF was seen by potential sponsors who were aware of it as having a narrowly defined military focus, and by the majority who were unaware of it as irrelevant for their purposes. When the Navy (Office of Naval Research) withdrew its support, CoHF was almost entirely dependent on Army and Air Force projects that were becoming increasingly difficult for these longstanding sponsors to justify. With that core support gone, the burdens of staffing and other continuing committee expenses were shifted elsewhere within the NRC.

Not surprisingly, therefore, the CoHF's financial condition was becoming a matter of considerable concern for the NRC for a few years into the new century. Moreover, its staff director, Anne Mavor, who had ably guided and nurtured its activities from the start, was about to retire. These developments prompted the Division of Behavioral and Social Sciences and Education (DBASSE), to which CoHF reported, to propose a reorganization in which the committee would be abolished and its functions reassigned to another DBASSE unit, the Board on Behavioral, Cognitive, and Sensory Sciences (BBCSS).

Such a move, of course, would not only have eliminated the field's unique representation in the Academy, it also would have relegated HF/E issues to the bottom of the BBCSS agenda. Basically, it would have killed HF/E in the Academy.

I was asked by a senior DBASSE staffer to address the issue at a BBCSS meeting, and my argument was well received. Subsequently, as a member of DBASSE, I was joined by CoHF Chair William Marras in presenting the case to that body. Although this, too, was well received, the serious sponsorship and staffing problems remained unresolved. So, if not reorganization, then what?

At this point, Barbara Wanchisen joined the NRC as BBCSS director, but she assumed interim responsibility for the CoHF as well. Long story short, having headed up the Federation of Behavioral, Psychological, and Cognitive Sciences, now the Federation of Associations in Brain and Behavioral Sciences—see Gerald Krueger's article, "FABBS 2010 Annual Meeting Report" at <http://www.hfes.org/web/HFESBulletin/Feb2011FABBS.html>—(of which HFES is a member) for some years, Barb was familiar with the field and its potential. She took it upon herself to explore ways to resuscitate CoHF and enable it to continue as an independent DBASSE unit.

After meeting with a number of potential sponsors, she was persuaded that the "Human Factors" label in the committee's name was a drawback, in that it reinforced the impression of the committee as somewhat outdated and focused exclusively on military applications. Bill Marras concurred in this assessment, and after some deliberation by the committee, they succeeded in having "Human Factors" replaced by the more current and inclusive "Human-Systems Integration" label.

From then on, the sponsorship picture began to improve. Thanks to the combined effort of Barb Wanchisen, Bill Marras, and the entire committee, support was obtained for projects on home health care, pilot fatigue, and other nonmilitary applications. The newly named CoHSI was off and running.

Neglect by the HF/E Community

Throughout this history, and still today, very few professionals and organizations with a stake in HF/E have been aware of the committee, let alone the unique opportunity it affords for influencing public policy and advancing both the field and their interests. Consequently, although the aforementioned effort to broaden the support base has achieved some success, it has not been easy, and the unrealized potential for sponsorship remains vast.

For that reason, involving HFES in its promotion has been a priority of the Society's Government Relations Committee (GRC), along with that of Barb and CoHSI. In fact, HFES has itself become a sponsor, contributing \$5,000 in much-needed core support on an annual basis. Additionally, as noted earlier, the HFES media have been enlisted in the continuing effort to educate and inform the membership about noteworthy committee activities and developments—which brings us back to the important event that prompted this article.

From Committee to Board

In the Academy's organizational structure, committees vary considerably in the scope and duration of their charge, whereas boards are the standing bodies responsible for creating and overseeing them. Most committees are assembled to carry out a specific project or study and disband once it is completed, although some—particularly in areas where the demand and potential sponsorship is high—continue on a sustained basis as long as the demand persists.

CoHF was of the latter sort, but as we've seen, it was facing termination because of dwindling support. It was, in fact, the only free-standing committee within DBASSE.

However, rebranded as CoHSI, it not only avoided extinction but succeeded to the point that DBASSE and the NRC deemed its future viability assured and elevated it to the status of a standing board (BoHSI). And that, dear HFES members, represents far more than a mere name change. It is, in fact, a huge win, not only for Barb and the committee, who made it happen, but for the NRC and—most important—for HSI and the entire field of HF/E.

Let's hope that as awareness of and appreciation for what BoHSI has to offer continues to grow—through these reports in the HFES media and elsewhere—support for its continued success from within the HF/E community will grow apace, enabling realization of ever more of its vast potential.

FABBS 2010 Annual Meeting Report

by Gerald P. Krueger, FABBS Member-at-Large

In keeping with the HFES Government Relations Committee's promise to inform members of important HF/E-relevant activities in the public policy arena, this article is a bit of a refresher and an update on an organization that is instrumental in the Society's advocacy efforts: the Federation of Associations in Behavioral and Brain Sciences (or FABBS, also known as the Federation; see www.fabbs.org). I also report briefly on the FABBS annual business meeting, held in Washington, D.C., on December 5–6, 2010.

FABBS is a coalition of scientific societies that share an interest in advancing the sciences of mind, brain, and behavior. Its goal is to promote human potential and well-being through research knowledge gained from these sciences. FABBS works in close cooperation with scientific societies in social science, psychology, education, and neuroscience to communicate the importance of basic and applied research contributions to public policy makers—especially at the federal level—and to the public. HFES is one of 23 professional societies and 35 affiliate member organizations—predominantly university research psychology departments and divisions of the American Psychological Association.

Its sister organization, the educational nonprofit FABBS Foundation (www.fabbsfoundation.org), was created in 2004 to conduct educational activities that enhance the understanding of the sciences of mind, brain, and behavior. The FABBS Foundation also recognizes eminent senior scientists who have made significant contributions to our sciences. The foundation's annual meeting coincided with that of FABBS.

For years HFES has been actively involved in FABBS, especially in sponsoring a number of important Science Forums and Science Cafes in the Washington, D.C. area, including several on Capitol Hill. In these and other activities, HFES has been well represented. At the December meeting, I completed my three-year term as a member-at-large of the Federation's Executive Committee. HFES now has two members serving on the FABBS Council of Representatives: Frederick Rudolph, whose attendance at the December meeting was his first, and Douglas Griffith. Wendy Rogers, a very active participant in Federation affairs, completed her term as FABBS Foundation secretary in December. Throughout the Society's history with FABBS, HFES Executive Director Lynn Strother has attended meetings and also been directly engaged in many FABBS activities.

At the FABBS annual meeting, the organization's executive director, Paula Skedsvold, reviewed the impressive list of activities that the Federation completed during 2010. Among them were advocacy for science funding, visits to congressional appropriations committees, presentation of congressional testimony, participation in a Capitol Hill exhibition cosponsored with the Coali-

tion for National Science Funding (CNSF), and support for a National Science Foundation (NSF) effort to insert language on behavioral and social sciences into the President's Science, Technology, Engineering and Mathematics (STEM) report for K–12 education. In an October exhibition on the National Mall, the FABBS Foundation sponsored a human factors booth, "Where Science Meets the Mind," which included a driving simulator by which George Mason University graduate students were able to demonstrate to kids the dangers of texting while driving. The Foundation also held National Lab Day, a grassroots program to encourage volunteer scientists to assist teachers in designing hands-on projects for K–12 students in hopes of inspiring future scientists.

In addition to the report, attendees heard presentations from the U.S. Army Medical Research Command about funding opportunities in behavioral and neuroscience; the National Cancer Institute regarding behavioral science funding opportunities at the Institute; and the NSF Social, Behavioral and Economic Sciences Directorate about SBE updates and related news. The December meetings generated considerable discussion regarding likely cuts in the forthcoming federal research budget under the newly elected Congress (see the HFES Bulletin December 2010 article, "Elections Have Consequences..." for the HFES Government Relations Committee's take on the situation: <http://www.hfes.org/web/HFESBulletin/Dec2010electionsfront.html>).

In fulfilling part of its educational mission, the FABBS Foundation's popular new book, *Psychology and the Real World: Essays Illustrating Fundamental Contributions of Society* (2011), is in its third printing and is being widely adopted to accompany introductory psychology textbooks in numerous university departments. The book, among whose editors is HFES Fellow Richard W. Pew, is available from Worth Publishers ISBN: 978-1-4292-3043 (<http://worthpublishers.com/newcatalog.aspx?disc=Psychology&course=Introductory+Psychology&isbn=1429230436>).

This report represents only a sampling of recent FABBS activities; a more complete account—along with archival material such as newsletters and presentations—is available on the FABBS Web site (www.fabbs.org). In addition, interested HFES members can follow developments reported regularly in Federation newsletters via the "Federation News" link on the HFES home page, or they can sign up at <http://www.fabbs.org/news/sign-up/> to receive the FABBS News Highlights electronic newsletter.

FROM THE PRESIDENT

What Is Human Factors, Anyway?

by Anthony D. Andre, HFES President

Similar to what many HF/E educators have done before me, I recently tasked my new group of graduate students at San Jose State University with the entertaining but challenging take-home assignment of presenting a human factors/ergonomics (HF/E) "elevator pitch": Describe what HF/E is in 5 minutes or less. Certainly, we have all struggled at times with explaining our field to others, perhaps never more so than during our first year in graduate school.

For this assignment, my students' task was to educate someone not in the HF/E field about our areas of expertise, our professionals, and our cultural impact. I allowed them any means necessary to present their pitch (verbal pitch, product examples, handouts, computer presentation, etc.), as long as they didn't exceed 5 minutes.

The results of this exercise were fascinating. Each student employed a different tack, angle, and method of enlightening his/her audience. The following are brief descriptions of my five favorite entries among 25 students.

5th Place—Brooks Bouchard

Brooks presented a verbal analogy to explain a main tenet of human factors: the user's perspective. For context he used the moment when Neanderthals learned of fire. From a distance, early humans saw its utility as a warning signal. To the person standing near the fire, it was a heating mechanism. To the person sitting around the fire, it was a means to cook food. Finally, when an in-

dividual got close to a flame and was burned, Neanderthals saw fire's utility as a weapon. In Brooks's story, the Neanderthal who invented human factors was the one who was able to communicate and teach each of these perspectives to all other Neanderthals.

4th Place—Eric Malhstedt

Eric presented a slide show revolving around four tasks. For each task he showed a picture of the interface that operators were required to use in order to carry out that task. Images included a nuclear power plant control room, a data table related to the space shuttle O-rings, a graphical representation of military resources, and a urinal. He ended his presentation with a dramatic video example of poor workplace ergonomics, showing an employee of a store falling through an opening in the floor that another employee had used earlier to access a stock room. The video can be seen at <http://www.youtube.com/watch?v=cG07DqewQN0&playnext=1&list=PL148F52DD1EF55883&index=29>.

3rd Place—Deepthi Reddy

Deepthi showed images of various product designs, including cell phones, remote controls, water pumps, refrigerators, file cabinets, and doors—all with nonintuitive symbols, controls, and handles.

2nd Place—Kevin Tu

Kevin simply handed out a flyer that can be seen at <http://www.hfes.org/web/HFESBulletin/whathfflyer.pdf>.

1st Place—Alessandra Zarate-Sanderlin

Alessandra delivered by far the most entertaining and informative presentation via a custom video she created and posted on YouTube. The video depicts two futuristic persons conversing about the newly chosen career path of one of them. The video can be viewed at <http://www.youtube.com/watch?v=eSk1MBg2eR0>.



Given the diverse educational backgrounds of students in HF/E graduate programs, I encourage others educators to apply this exercise in courses for their first-year students. It can be a unifying activity that enables all students to better appreciate, represent, and exemplify their newly chosen profession.

Screen capture from Alessandra Zarate-Sanderlin's HF/E YouTube video project.

“What Is Human Factors?”: Announcing the HFES YouTube Video Contest

by Anthony D. Andre, HFES President, and Deborah A. Boehm-Davis, HFES Outreach Division Chair

Since the founding of our profession, we have discussed, debated, and lamented the fact that many people are unaware of, do not understand, and/or do not appreciate the human factors/ergonomics profession, not to mention those who practice it. Addressing this long-standing truth, HFES announces an exciting YouTube video contest to develop the most informative and entertaining examples of our profession and its impact. Prizes totaling \$2,000 will be distributed to

contest winners; the winning video will be used in various HFES outreach efforts; and the top 10 video submissions will earn fame on the HFES Web site.

Contest rules:

- The contest is open only to HFES members.
- Any individual or team can submit a video. We encourage chapter members to submit videos as a group.
- All videos must be 5 minutes or less.
- The submission must be uploaded to a YouTube account created by the submitting individual/team. Videos must be consistent with YouTube video format requirements.
- Videos must not use offensive language, images, or themes.
- Submissions will be judged on both their entertainment and educational value. The best entries would make it possible for people outside the HF/E field to understand and appreciate our profession in a memorable fashion.

Contest prizes:

- \$1,000 to the first-place winner
- \$500 to the second-place winner
- \$500 to the third-place winner

Submissions and dates:

- An e-mail listing the title of the video, the link to the posted video on YouTube, and the names, affiliations, and e-mail addresses of the team members must be received by HFES Communications Director Lois Smith (lois@hfes.org) by **Thursday, March 31, 2011**. Do NOT submit any videos. Only links to posted YouTube videos will be accepted.
- Submissions will be reviewed by the HFES Executive Council, Outreach Division Chair and selected HFES members. The winners will be announced by **April 30, 2011**.

Questions? Please contact Lois Smith at lois@hfes.org or call 310/394-1811.

COMMITTEES

New Committee to Launch First Networking Event at 2011 Annual Meeting

by Kristi Bauerly & Ben-Tzion Karsh, Early-Career Professionals Committee Cochairs

In 2010, in response to the desire of early-career members to network with others and to foster the professional development of Transitional Associate Members and newer Full Members, the Executive Council approved the formation of the Early-Career Professionals Committee.

Our first formal event will be a reception at the 55th Annual Meeting at the Red Rock Hotel in Las Vegas. Whether you are an industry or an academic professional, we invite you to mark your calendars for the event, to be held on Tuesday, September 20, from 5:00 to 6:30 p.m.

The first half of the Early-Career Professionals Reception will be devoted to networking and will feature a social with a cash bar and refreshments. During the second half, attendees can join small groups of their choice to learn about and discuss topics such as

- justifying the need for human factors/ergonomics in industry,
- achieving tenure,
- applying HF/E applications in various industries, and
- receiving funding from the National Science Foundation.

Each group will be led by a more senior member of the HFES community with expertise in the particular topic being discussed.

For more information about the inaugural event, be sure to bookmark the main Annual Meeting Web page (<http://www.hfes.org/web/HFESMeetings/2011annualmeeting.html>) and refer to the on-site program.

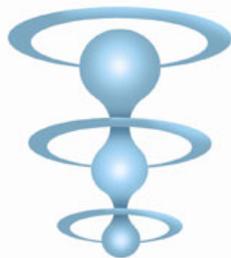
The committee's future plans include Webinars, forums for collaboration, and an archive of presentations and materials on specific topics. If you would like to be updated on events, or wish to submit ideas for the group to consider, please contact Kristi Bauerly (bauerly@apple.com) or Bentzi Karsh (bkarsh@engr.wisc.edu).

SOCIETY HONORS

10th Annual User-Centered Product Design Award

by Dianne McMullin & Stan Caplan, PDTG Award

Committee Cochairs



The Product Design Technical Group (PDTG) is celebrating its 10th annual User-Centered Product Design Award this year. The award emphasizes innovative and user-centered approaches to HF/E and industrial design. For the past 9 years, we have recognized outstanding product design and the methods used to specify and achieve that design, and we invite you to submit a nomination and help us celebrate our 10th anniversary.

This year's winning product or system will be recognized at the HFES 2011 Annual Meeting, held at the Red Rock Hotel in Las Vegas, Nevada, with a \$1,000 honorarium and a plaque acknowledging the achievement. Awardees will be asked to make a presentation on the product and the development methodology during the PDTG's award session.

Submissions may address products, software, or systems that are purchased for use in the home, in the workplace, or while mobile. They may include consumer, commercial, and medical products but exclude military equipment and systems. The product or system being nominated must be operational and capable of being marketed with no more than minimal changes. Products already on the market for more than three years will not be considered.

You may submit nominations for your own work or that of others. The nominee must be a member of HFES or of PDTG but does not have to be a member of both. If a team is nominated, at least one person from the team must be an HFES or PDTG member.

Nominations should be submitted in electronic form. Complete submission requirements (and information about past winners) are available at the PDTG Web site: <http://www.hfes.org/pdtg/>. Submissions must include descriptions of how the product or process meets the following judging criteria:

- **Functional obviousness.** On first impression, does the design speak to the user in a way that makes the product appealing and apparently easy to use?
- **Ease of operation.** How easy is it to learn and perform tasks in various applicable usage modes (e.g., setup, normal use, failure recovery)?
- **Creativity/innovation.** How is this product unique compared with similar products? How do usability and styling take advantage of product technology?
- **Concept development.** How was new user input created or past user data applied to influence the product or system concept?
- **Design.** How were user data generated or used for specifying design parameters or making design decisions?
- **Evaluation.** What was done to assess the usability of the product design and the need for improvement? This could include iterative assessments made during the design process or feedback obtained in the market that could be used for subsequent versions of the product.

The deadline for submitting nominations for the award is *April 22*. Nominations should be submitted via e-mail to Dianne McMullin at dianne.l.mcmullin@boeing.com.

Judges will declare a winner by the beginning of July and may also identify submissions for honorable mention.

For more information or to volunteer to serve as a judge on the award selection panel, please contact Stan Caplan at scaplan@usabilityassociates.com.

HFES Awards Nominations Due March 31

Each year during the HFES Annual Meeting, the Society honors outstanding persons who have made significant contributions to the human factors/ergonomics discipline. Nominations are requested from HFES Full Members for six of these awards. Nominees are not required to be HFES members. Submissions are due on or before **March 31, 2011**.

To nominate an award candidate,

- submit the candidate's résumé or curriculum vitae, a nominating letter, and at least two but no more than three letters of support from individuals who know the candidate well enough to assess his or her candidacy in terms of the award's criteria; and
- send all nomination packages via e-mail to Lynn Strother, lynn@hfes.org. Please submit the package as a single file in PDF format.

For more information on the scope and criteria for HFES awards, please view the HFES Awards Web page (<http://www.hfes.org/web/Awards&Fellows/awards.html>).

STANDARDS

HFES Institute Call for Standards Information

by Alan Poston, HF Standardization Working Group Chair

The HFES Institute, the division that coordinates the creation and maintenance of human factors/ergonomics standards, would like to build its awareness of HF/E-related standards that are created by other organizations.

Many HFES members are also members of other technical and professional organizations and nongovernmental standards bodies, many of which play an active role in the development of HF/E-related standards, guides, best practices, and similar documents. We would like to understand the full extent of this participation. To that end, the HFES Institute would like to establish a database of HFES members and the organizations and standards development bodies they support. This database is in no way intended to stifle or hinder that participation, but it may help us coordinate with these other organizations to produce better documents. This database will not be published.

Please send an e-mail to me (aposton86@comcast.net) with your name, primary affiliation, organization(s) or standards body(ies) in which you participate, and the title and scope of any documents you are working on. Your assistance in this matter is greatly appreciated.

MEMBERSHIP

2011 Free Members-Only Webinar Series

A new, exclusive benefit of HFES membership is a monthly Webinar series, hosted by HFES President Anthony Andre. HFES Webinars aim to provide continuing education to members on a variety of topics and domains, with the convenience of virtual participation. Webinar presenters are selected from among past HFES award winners, recent authors in HFES publications, high-profile members, and those conducting research or practice in key topical areas. Members do not have to pay an additional charge to participate.

The following is the next Webinar being provided for HFES members. Future Webinar dates and information will also be added shortly, so please check back on hfes.org frequently.

February 28, 2011

Imperfect Automation Alerting Systems: Lessons Learned From Air Traffic Control Conflict Alerts

Christopher D. Wickens, *Senior Scientist, Alion Science and Technology*

10:00 a.m. PST, 1:00 p.m. EST

Webinar information page: <http://www.hfes.org/web/webinars/febwickens.html>.

Members: If you haven't yet renewed your membership, please log in at hfes.org.

If you're not yet a member but would like to join to take advantage of these Webinars and the many other benefits of HFES membership, please go to the [Membership](#) page.

Update Your Record for the *Directory & Yearbook*

Be sure to update your member record at hfes.org so that your correct information will appear in the *2011–2012 Directory and Yearbook*. Updates must be made by **March 7**. To update your record, simply log in at hfes.org. If you have forgotten your login ID, please contact the Member Services Department at membership@hfes.org, 310/394-1811.

HFES publishes only the business contact address for every member; if a business address is not available, the home address will appear unless you have asked us not to publish it. (To omit your home address, please contact the Member Services Department.)

Members who prefer to conserve natural resources by accessing the membership directory exclusively online may opt out of receiving the printed version of the *Directory & Yearbook*. If you prefer not to get a printed directory, please contact Member Services.

Nomination Ballots To Be Mailed

Nomination ballots for the 2011 election of HFES officers and at-large Executive Council members will be mailed to Full and Emeritus Members and Fellows on **April 11**. Completed nomination ballots are due **May 11**.

IEA

Nominations Invited for IEA Awards

by **William S. Marras, IEA Representatives Committee Chair**

Nominations for the following IEA awards are due at the HFES Central Office on **March 1**:

- IEA/Liberty Mutual Prize and Medal in Ergonomics and Occupational Safety
- IEA Fellow Award

To be considered for the Liberty Mutual Medal, the applicant must submit a letter of application and a research paper in the domain of accident prevention, injury reduction, and/or early return to work, including rehabilitation. Information about the IEA/Liberty Mutual Prize and Medal in Ergonomics and Occupational Safety can be found at http://www.iea.cc/05_awards/Liberty%20Mutual%20Medal.html.

HFES members are encouraged to nominate HFES Fellows for the IEA Fellow Award. Additional information about the award, the nomination form, and the list of past recipients can be found at http://www.iea.cc/05_awards/Current%20IEA%20Awards.html. Correspondence submitted for a nomination must clearly explain the logic for the nomination, including the individual's international contributions.

Send a completed nomination form, a copy of the nominee's current CV, and at least two letters of endorsement in PDF format to HFES Executive Director Lynn Strother, lynn@hfes.org.

Industrial and
Management
Systems Engineering
Faculty Position



WVU Link: <http://www.imse.cemr.wvu.edu/news/jobs-details.php?id=199&type=DEPARTMENT&typename=Department>

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