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Silver Anniversary Return to San Antonio

*By Barry P. Goettl, Hector M. Acosta, Valerie J. Rice, Lisa Mendez,
Adrian O. Salinas, & Allyson R. Hall, 2009 Host Committee*

Twenty-five years after the 1984 HFS Annual Meeting was held in the Alamo City, the HFES Alamo Chapter proudly welcomes everyone to San Antonio for the HFES 53rd Annual Meeting! This year's meeting will take place in downtown San Antonio's newest hotel and conference center, the Grand Hyatt San Antonio. Located on the River Walk, adjacent to the Tower of Americas and HemisFair Park, site of the 1968 World's Fair, the Grand Hyatt is "deep in the heart" of the River City.

San Antonio, the seventh-largest city in the United States, is home to some of Texas's most popular tourist attractions, including Six Flags Fiesta Texas and SeaWorld. The 300-year-old Mission San Antonio de Valero (the Alamo) was the site of a pivotal battle during the Texas Revolution in March 1836. There, 189 Texas defenders held off Mexican General Santa Anna's 4,000 soldiers for 13 days. Be sure to visit the Alamo during your visit.



The Grand Hyatt San Antonio

military service members who have experienced debilitating injuries. The tour will highlight the first computer-assisted rehabilitation environment ever constructed with a 300° virtual reality "cave"; the center's development and manufacturing of advanced prosthetics; a military performance laboratory for analyzing human motion, including a running gait analysis laboratory with a dual-force plate treadmill, uneven terrain modeler, and 24-camera dome; a firearms training simulator; and advanced therapeutic facilities including a two-story climbing wall.

Air Force 711th Human Performance Wing.

On this tour visit historic Brooks City-Base – the birthplace of aerospace medicine, housing the Air Force Research Laboratory Human Effectiveness Directorate, the Human Performance Integration Directorate, and the School of Aerospace Medicine. The 711th HPW is the first human-centric warfare wing in the

U.S. Air Force. Visit the laboratories and test facilities that enabled manned flight at high altitude and flight into "the final frontier," and see the centrifuge in which astronauts Neil Armstrong, Michael Collins, and Edwin E. Aldrin, Jr., trained for their historic *Apollo 11* mission to the moon. You will also tour the high-altitude chambers, the flight simulator, the School of Aerospace Medicine, and the School of Aerospace Medicine Museum located in Hangar 9, the last remaining World War I-era hangar in the nation.

Johnson Center for Surgical Innovation (JCSI)/H-E-B Clinical Skills Center (CSC). On this tour you will visit the JCSI, a state-of-the-art training and research facility for medical students, residents, and faculty. View the operating room of the future, a computer-based mock operating room, used for training nursing students in operating room procedures. You will also see the laparoscopic box trainers and simulations for skills-based training of surgical skills such as open knot tying, suturing, and fundamentals of laparoscopic surgery. At the Clinical Skills Center you will tour the mock clinic, which is designed to teach and assess medical students' skills in conducting clinical evaluations and

Technical Tours

The Host Committee has put together a diverse program of technical tours to capture the wide-ranging interests of meeting attendees. Be sure to include them on your list of must-sees.

The unofficial nickname of San Antonio is "Military City USA," and military bases enjoy a prominent position in the technical tour program. Site visits will also feature medical research and training, transportation, shoe manufacturing, food distribution, and software development industries in San Antonio and nearby Austin. A selection of the tours being offered is presented below.

Army Medical Department Center and School/Intrepid National Armed Forces Rehabilitation Center. The first stop on this tour is the Army Medical Department Center, where attendees will see one of the center's training sections for surgical technicians. View a simulation of a central material supply preparation room and a surgical suite, where training of future technicians is conducted under the most realistic conditions possible. During the second half of the tour, you will visit the Intrepid National Armed Forces Rehabilitation Center, a state-of-the-art rehabilitation facility for

Silver Anniversary Return to San Antonio

(continued from page 1)

diagnosis utilizing both standardized patients and patient simulators. The CSC has one-way mirrors to observe students during clinical evaluations as well as technology for digitally recording all student exercises, providing video for feedback, and storing the video for future review.

AT&T's Human Factors Lab/Whole Foods Flagship Location/H-E-B Retail Support Center. This tour begins with a visit to the world-class Human Factors Lab at AT&T Labs in Austin. Get a behind-the-scenes look at a long-operating human factors lab that features four testing rooms with one-way glass, remote cameras, ceiling microphones, phone taps, HDTVs, Ovo suite, eye-tracking, and more. Then tour the Whole Foods flagship store, which incorporates state-of-the-art technology such as touch-screen monitors, a moving sidewalk, and a valet dumbwaiter designed to move wheeled carts safely from the store to the lower-level parking areas. Finally, the tour of two H-E-B distribution warehouses will demonstrate both manual and sophisticated mechanized/robotic operations used for high-volume and lower-volume product picking, packing, and shipping. See how the largest grocery chain in Texas has used technology to maximize the use of personnel, minimize work-related injuries, and improve productivity.

TransGuide. This tour highlights TransGuide, an intelligent transportation system designed by the San Antonio District of the Texas Department of Transportation (TxDOT). On this tour you can view the banks of monitors displaying traffic conditions throughout the San Antonio highway system. This "smart highway" project provides information to motorists about traffic conditions such as accidents, congestion, and construction. With the use of cameras, sensors, and fiber optics, TransGuide can detect travel times and provide that information to motorists via digital message signs on the highways, the Internet, and a low-power television station. Police, fire, and EMS also use the command center to monitor traffic and rapidly dispatch first responders to accidents and emergencies.

San Antonio Shoes Shoemaking Factory. This behind-the-scenes tour of the SAS Shoemaking factory will take visitors through the process of shoemaking in one of the few remaining shoe factories in the United States. The tour will highlight the advantages of human craftsmanship in the shoemaking process and the special safety procedures required when incorporating hand craftsmanship in a shoemaking factory. The tour will focus on the safety features that have been put in place to protect workers and minimize injuries in some of the more critical steps of the shoemaking process, including hand cutting, splitting and skiving, hand stitching and lacing, last making, lasting, heel seating, and sole laying.

Student Lounge

The Student Lounge is a place where students can relax and network with their peers. The space may also be used by students to prepare for their presentations. In this comfortable and laid-back environment, students can enjoy free beverages and snacks. During the lunch hour Monday through Thursday of the conference, students are invited to come to the lounge and listen to human factors professionals from a variety of organizations give short talks about their work. Before and after these presentations, students will have an opportunity to ask questions and network with the professionals in a casual environment. For students who are entering the job market, this is an excellent opportunity to learn more about employers in our field. When the list of speakers is finalized, the information will be published in an upcoming issue of the *HFES Bulletin*. Students, please take advantage of the Student Lounge at this year's conference!

Sightseeing

Come to San Antonio the weekend before the conference or stick around afterward and enjoy the weekend schedules at Sea World and Fiesta Texas, or check out the San Antonio Missions National Historic Park, comprising four missions: Concepción, San José, San Juan, and Espada. San Antonio offers numerous golf courses, shops, art galleries, and restaurants. Take a self-guided tour through the King William District, the oldest historic district in Texas, with its beautiful mansions, quaint bed and breakfasts, art galleries, restaurants, and the Blue Star Brewery. Enjoy a guided boat tour of the River Walk, Jazz with Jim Cullum at The Landing, or a scenic view of San Antonio from the observation deck of the 750-foot Tower of the Americas, then relax over a bowl of mango ice cream at the Menger Hotel or a cool beverage at the Grand Hyatt's Achote River Cafe.

We will soon post a guide to San Antonio on the Alamo Chapter Web site with information on restaurants, activities, and "must-sees" to make your visit enjoyable and productive. We will also publish a daily newsletter during the meeting. Be sure to pick up a copy of the *Riverwalk Tribune*, featuring meeting highlights and changes and additions to the meeting agenda.

With technical programs, tours, workshops, and sightseeing activities, your visit to San Antonio for the HFES 53rd Annual Meeting is sure to be a busy one. On behalf of the Alamo Chapter, we look forward to sharing our beautiful, friendly city with you. See y'all in October!



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Explore San Antonio!

By Steve Marlin, HFES Meeting Planner

San Antonio, Texas – home to the famous River Walk, the Alamo, La Villita, Tejano culture, and much more – is a cultural and geographical gateway to the American Southwest. San Antonio boasts a population of more than 1.3 million but maintains that small-town feel. There is a great deal to see and do in San Antonio, a city that began as a community of five Spanish colonial missions built along the San Antonio River. The most famous of these missions, the Alamo, is considered the most important tourist site in Texas.

Escape to the River Walk. Meandering pathways along the banks of the San Antonio River come alive at night with a multitude of restaurants and bars, strolling mariachis, and more.

Linger at La Villita, the “little village.” Originally established by soldiers stationed at the Alamo, La Villita has been reincarnated as a historic arts village where beautifully restored residences house galleries and shops.

Watch glassblowers and working artists. San Antonio’s culture thrives in a variety of arts districts, including the burgeoning art scene in Southtown. Not far away is El Mercado, or Market Square, the largest Mexican market in the nation.

Getting There and Getting Around

San Antonio has one of the easiest airports to navigate. Located only 15 minutes from downtown, the airport offers myriad flights into and out of the city. Both taxis and shuttle services are available. Taxis from the airport cost approximately \$20 to downtown, and the SATTRANS airport shuttle service costs \$18 one way or \$32 round trip. The shuttle departs about every 15 minutes and tickets can be purchased in the baggage claim area.

Downtown San Antonio is rather compact, making it easy to walk from place to place. Taxis are readily available, and public buses run throughout the city.

The Grand Hyatt San Antonio

Our headquarters hotel, the dynamic new Grand Hyatt San Antonio, is on the River Walk and features an exciting blend of modernism and Latin culture. There is a heated outdoor lap pool and a 24-hour gym. Each room has a 32” flat panel TV, iHome stereo with iPod dock, and Wi-Fi. The hotel is a short walk from downtown, La Villita, a great selection of restaurants, and the Alamo.

The HFES group rate is \$193 per night, plus tax. Our room block is limited, so register early. See you in San Antonio!

Showcase Your University Lab at the Annual Meeting

At this year’s meeting in San Antonio, university laboratories that are conducting human factors/ergonomics research and application will be showcased along with technical posters. The aim of this showcase is to demonstrate the variety of HF/E educational and research programs, not to describe a specific research project.

There is room for 16 individual displays during the first and third technical poster sessions: Tuesday, October 20, 1:30–3:00 p.m., and Thursday, October 22, 1:30–3:00 p.m. Up to three lab displays may be submitted by a single institution; these may be grouped for display on a single board or presented as separate displays on three boards. University lab posters may be attended or unattended by lab representatives. There is no proceedings paper associated with lab displays.

If you would like the opportunity to display a 4 × 8-foot poster about your university’s HF/E lab, please submit a short description of your display to Lois Smith at the HFES central office (lois.hfes.org, 310/394-1811, fax 310/394-2410). Be sure to include the name and contact information for the person with whom HFES will coordinate to set up the display. Descriptions are due by **August 7**, and space will be allocated on a first-come, first-served basis. Confirmation and instructions for displaying your lab poster will follow via e-mail before the end of August.


2009 Student Career and Professional Development Day

By Sandra K. Garrett, Student Affairs Committee Chair

Save the date! Monday, October 19, will be a packed day targeted at today’s student and tomorrow’s HF/E professional. Student Career and Professional Development Day at the HFES 53rd Annual Meeting will consist of three sessions, all designed to help you become a more successful graduate student and future professional. The three session topics for this year’s meeting were chosen based on results of a student interest survey completed earlier this year.

The morning sessions will focus on two areas that are important to professional development, whether you plan on going into academia or industry—scholarship and funding. During the first half of the morning, speakers will be discussing the “Art of Getting Published.” The second half of the morning will be devoted to the issue of attaining financial support. Titled “How to Find (and Secure) Funding,” the session will address the funding issue from the perspectives of those in academia, industry, and government. Both sessions are designed to be very interactive, so although each speaker will be sharing some guidance and words of wisdom from his or her experience, a large portion of time will be set aside for audience questions and discussion. Come prepared to participate!

The afternoon session, which is cohosted by Old Dominion University and the University of Idaho student chapters, is titled,



Human Factors and Ergonomics Society
53rd Annual Meeting
 October 19–23, 2009, San Antonio, Texas USA
 Bookmark hfes.org for regular updates about exhibiting products and services, meeting sponsorship, registering online, viewing the Preliminary Program, creating a personal itinerary, and reserving a hotel room.

“Multidisciplinary Teams: Speaking a Common Language and Avoiding Pitfalls.” In order to provide unique insight into these important issues, the panelists, who represent a variety of domains and educational backgrounds, will explore the concept of the HF/E professional operating as part of a multidisciplinary team. They will discuss the diversity of language, competencies, training, and goals that become apparent when team members with different backgrounds come together for a common purpose. The panel will also identify barriers and pitfalls that are characteristic of multidisciplinary teams and useful techniques for networking with professionals from various backgrounds.

Please plan to attend this special day of events devoted to students. For additional information about Student Career and Professional Development Day, contact me at garrett@clemsun.edu or 864/656-3114.

Mentor-Mentee Luncheons

By Haydee M. Cuevas, Mentoring Subcommittee Chair

In the Society’s continuing commitment to recognizing mentoring as a vital and valuable member benefit, a series of mentor-mentee luncheons will be held during the 53rd Annual Meeting to provide students and early-career and transitional professionals with information and opportunities to develop mentoring relationships with established professionals in the field. The luncheons will be held during the lunch break (12:00–1:30 p.m.) on Tuesday, Wednesday, and Thursday (October 20–22). Complimentary lunch will be provided to all attendees.

Now in their fifth year, these luncheons have provided mentoring opportunities for more than 300 HFES members! Previous participants have represented a “who’s who” of the Society’s most respected members, including past presidents and officers. We expect many of these professionals to join us again this year, with different professionals participating each day.

To keep the luncheons intimate and informal, attendance will be limited to 25 (20 students or new professionals and 5 mentors) per session. Reservations will be accepted on a first-come, first-served basis, and a waiting list will be established in case of cancellations.

Please RSVP to Haydee Cuevas (haydee.cuevas@satechnologies.com) by **October 4** to reserve your place. When responding, please indicate the specific day you wish to attend (Tuesday, Wednesday, or Thursday). Also indicate your field of interest (e.g., aviation, HCI, systems engineering) and career path (academia, industry, government, etc.).

To ensure the success of this initiative, we also need involvement from our most respected and established professionals. Contact me (haydee.cuevas@satechnologies.com) for more information about participating. With your support, this year’s HFES Annual Meeting promises to be a most rewarding experience for our next generation of human factors/ergonomics professionals!

Haydee M. Cuevas created the Mentor-Mentee Luncheon program for the 2004 Annual Meeting and has been hosting it ever since. She is a research associate at SA Technologies.

Request for Special Section Proposals for 2010

By Nancy J. Cooke, Editor, *Human Factors*

The *Human Factors* editor and associate editors are requesting proposals for special section topics. Preference will be given to topics that are timely and of broad interest (e.g., HF/E and homeland security; neuroergonomics) and for which potential papers are complete or nearly complete. This latter requirement is necessary given an accelerated timeline from topic selection to publication (about 12 months).

Guidelines for submitting a proposal for a special section and criteria for selection are available at <http://www.hfes.org/Web/PubPages/HFSSprocedures.html>. Proposals are due **July 15, 2009**, and will be reviewed by the *Human Factors* editorial team. One topic will be selected from the submissions. Based on the suggested timeline, the approved special section will be published in September 2010. Proposals not selected can be resubmitted next year.

Marras Appointed *Human Factors* Editor in Chief

At its midyear meeting in April, the HFES Executive Council endorsed the Publications Committee’s recommendation to appoint William S. Marras as editor in chief of *Human Factors*. Marras begins a four-year term on January 1, 2010, and will start transitioning into the position in the coming months.

Marras, an HFES Fellow and past secretary-treasurer, holds the Honda Endowed Chair in the Department of Integrated Systems Engineering, The Ohio State University, and is director of the university’s Biodynamics Laboratory and executive director of its Institute for Ergonomics. He has been an associate editor for *Human Factors* since 2001. He also serves as chair of the National Academy of Science’s (National Research Council) Committee on Human-Systems Integration (formerly the Committee on Human Factors). In February, Marras was elected to the National Academy of Engineering “for developing methods and models used to control costs and injuries associated with manual work in industry” (from the National Academies press release).

As noted in the February *HFES Bulletin* article by Kermit Davis (see page 3, <http://www.hfes.org/web/BulletinPdf/0209bulletin.pdf>), “the focus of the editor in chief is on the future strategic direction of the journal rather than on manuscript review.”

“I am honored to have this opportunity to work with such a well respected journal and the flagship journal in our profession,” Marras said. “My goal for the next few years is to expand the appeal of *Human Factors* and try some new ways to further raise interest in the journal. Ultimately, I would like to get the journal to the next level in terms of professional impact.”

HFES 2009 Midyear Meeting: Major Developments

By Paul Green, HFES President

Most members probably do not know it, but the Human Factors and Ergonomics Society has a bylaws-required midyear Executive Council meeting (this year, April 16–18, in San Francisco). The meeting runs 8 a.m.–5 p.m. all three days, with diligent Council members having homework, if not meetings, in the evenings. The EC members, Domain Leaders (more about them later), and our three staff directors attend this meeting.

We Did Real Strategic Planning (and Our Finances Are Sound)

Strategic planning is a process by which a realistic vision of the future is created that differs from the current direction, and a series of steps are identified to get there. To improve strategic planning, three years ago HFES grouped committees into five “domains,” each of which has a common theme (e.g., outreach) and a leader. The domain discussions at the midyear meeting served as a springboard for what occurred this time—shifting the Executive Council from operational management to strategic activities. This may be “administrivia” to most members, but they will see improvements in the Society in the long run.

Reflecting concerns about the weak economy, a central task for EC was to determine what is mission-critical to HFES and which current budget items could be trimmed or deferred. The situation is far from dire. For the past six years, the Council has planned for budgeted annual surpluses averaging \$100,000. The goal was to accrue a “rainy day fund” of \$1 million in reserves to help the Society deal with another year like 2001, in which we ran a large deficit, or even several bad years in a row. With membership and nondues income items down this year and the possibility of decreased meeting attendance because of travel restrictions, the budget that EC approved at the midyear meeting projects a deficit of \$79,077. This budget reflects a decision to trim expenses by about 10% but to maintain high-quality core services, something HFES can do because of our prior contingency planning.

In addition, the Council spent a considerable amount of time brainstorming, voting for, pruning, and adopting a set of strategic goals. Those goals (and the Council members identified with them) are as follows:

1. Educate future generations (Susan M. Hallbeck, Kathleen Mosier, Ronald G. Shapiro)
2. Translate research into practice (Scott A. Shappell, Carol Stuart-Buttle)
3. Increase our impact and visibility (Eduardo Salas, Nancy J. Cooke, Andrew S. Imada, Francis T. Durso)
4. Develop online access to expertise (John F. [“Jeff”] Kelley, Valerie J. Gawron)

Next, Council groups will identify specific outcomes, measures for them, and data on the current state. Look for specific reports in the next quarter.

Standards: More to Come

Developing standards and best practices is one of the ways in which HFES serves practitioners. The HFES Institute, our standards development group, should have a draft best practice for hospital code carts ready for release later this year. (Nonstandard layouts are problematic for roving medical personnel, who cannot find something quickly during resuscitation.) This is the first best practice developed under HFES’s new process and was requested by the Veteran’s Administration. Given that developing these best practices was a presidential goal, I am delighted with the progress so far.

HFES practitioner members need comprehensive anthropometric data for adults, especially in the United States. A commonly referenced source is NHANES (National Health and Nutrition Examination Survey, <http://www.cdc.gov/nchs/nhanes.htm>), which includes an annual survey of 5,000 people and includes demographic and health-related questions, medical examinations, and lab tests. Height and weight data are collected and, periodically, other body measurements as well. HFES is planning a coordinated effort with other societies to request that the upcoming NHANES anthropometric study be more comprehensive than in the past.

HFES is very active in the International Standards Organization (ISO) Technical Committee 159 (Ergonomics). EC approved Stephen J. Morrissey as chair of the U.S. Technical Advisory Group to ISO/Technical Committee 159/Subcommittee 5 (Physical Environment). Subcommittee 5 has developed international standards for auditory signals for consumer products, the estimation of heat stress, and general requirements for the design and testing of visual danger signals, among others.

Also, Thomas J. Albin was authorized to recruit subchairs for updates to ANSI/HFES 100 (*Human Factors Engineering of Computer Workstations*). This standard provides specific guidance on the design and installation of computer workstations, including displays, input devices, and furniture.

How Are Our Job Titles Officially Defined?

As a follow up to discussion at the midyear meeting, there has been contact with an organization working for the U.S. Department of Labor (Occupational Information Network - O*NET, <http://www.onetcodeconnector.org/oca/step2>) to define job titles related to human factors for the Standard Occupational Classification System (SOC). Given that this will define what we are and influence what we can do and eventually what we are paid, it is an important activity. *The Dictionary of Occupational Titles* (DOT) defines a human factors specialist with engineering psychologist (code 045.061-014, <http://www.occupationalinfo.org/04/045061014.html>) listed as an alternative title. The DOT is being replaced by the SOC.

For HFES, SOC Code 17-2112.51, Human Factors Engineers and Ergonomists, is important. Alternative titles that have been

suggested include *engineering psychologist*, *human factors specialist*, *usability engineer*, and *usability specialist*. The SOC description is one that a classical organizational psychologist would use, considering worker characteristics (abilities, occupational interests, work values, and work styles), as well as worker requirements (skills, knowledge, and education) and experience requirements (including training and licensing).

We should know more about this request in the near future and will keep you posted in upcoming issues of the *Bulletin*. To ensure broad representation of HFES in this activity, a task force will be created to provide input.

Membership and Chapters Are Going Global

Enhancing global outreach was a major strategic theme and is important, as 20% of HFES members reside outside the United States. Interestingly, of the three new student chapters (Berlin Institute of Technology, University of Queensland, and the University of Louisville), two are outside the United States. Council discussed additional regional chapters in China for both students and professionals and approved a two-tiered dues structure to encourage those from low- and middle-income countries (as classified by the World Bank List of Economies) to join HFES. The next step in globalization is for non-U.S. members to join and chair committees.

Graduate Program Accreditation Is Happening

The Accreditation Review Panel, which accredits graduate programs in human factors/ergonomics, will become a committee, and EC approved the panel’s recommendation to reaccredit Clemson University’s psychology program. There continues to be a vigorous debate as to whether accreditation should focus only on broad HF/E programs, include those that emphasize a subspecialty (e.g., human-computer interaction), or some combination of approaches.

And...

As you can see, this was a midyear meeting with real developments, evidence of real strategic action, and the usual myriad behind-the-scenes committee activities that in so many ways benefit HFES members and the profession. Additional details of these activities appear in the “Midyear Activity Updates in Domains and Committees” below.

Midyear Budget Revision

At the 2009 midyear meeting, Executive Council approved a revision to the 2009 budget, a summary of which appears below.

2009 Budget

| <i>Income</i> | |
|--------------------------------|---------------------------|
| Membership dues | \$629,823 |
| Member Services | 66,550 |
| Communications/Pubs | 393,850 |
| Annual Meeting | 277,845 |
| HFES Institute | 45,500 |
| Misc. Income | -3,700 |
| Total Income | <u>\$1,409,868</u> |
| <i>Expense</i> | |
| Member Services | \$ 52,750 |
| Communications/Pubs | 339,075 |
| Administrative | 838,833 |
| Committees/officers | 91,386 |
| Meetings | 85,350 |
| HFES Institute | 40,595 |
| Interorganizational | 40,956 |
| Total Expense | <u>\$1,488,945</u> |
| Surplus | <u>\$ -79,077</u> |

DOMAINS

Midyear Activity Updates in Domains and Committees

The midyear HFES Executive Council meeting provides an opportunity for committee chairs and domain leaders to update the Council on their activities and initiatives. This article summarizes some of those activities, and a summary of strategic discussions and actions from the Council meeting begins on page 5.

HFES Institute

Reports from the various ISO standards subcommittee chairs noted the voting activities and other participation of these groups in the development of international standards. Domain Leader Bruce Bradtmiller also reported on progress toward assisting the

Veterans Administration in the development of critical best practices for use within the VA.

HFES appointed Stephen J. Morrissey to chair the U.S. TAG to ISO/TC 159/SC5. Alan Hedge will chair a new subcommittee within SC5: Working Group 6 on Perception of Air Quality.

HFES will host the plenary meeting of the SC5 TAG in conjunction with the HFES 53rd Annual Meeting in San Antonio.

Internal Affairs Domain

Domain Leader Anthony D. Andre reported on plans to develop a mentorship subcommittee of the Membership Committee to formalize and expand mentoring for both students and young professionals. Haydee M. Cuevas has been confirmed as chair of the Mentoring Subcommittee. This subcommittee’s initiatives will be described in a future issue of the *HFES Bulletin*.

Working with HFES staff and Membership Committee Chair Stephen M. Popkin, Andre presented a new plan for member fees in industrially developing countries and for chapter formation in non-U.S. countries. This plan was approved by Executive Council. Working with Meetings Domain Leader Philip J. Smith, Andre presented plans for Web seminar broadcasting of selected workshops at this year's annual meeting. Working with student member Felix Portnoy, Andre presented plans to create, disseminate, and post a comprehensive database of co-op and internship opportunities for HFES student members.

Incoming Education and Training Committee Chair Nancy J. Stone announced that a new survey of member educational needs would soon be distributed. This will update the data gathered in a 2003 survey and guide the committee in its future endeavors.

To facilitate communication among chapter presidents, Michelle L. Ruder of the Chapter Revitalization Subcommittee has created a LinkedIn group called HFES Chapter Presidents.

Meetings Domain

Domain Leader Philip J. Smith has proposed that one or two selected 53rd Annual Meeting workshops be captured in video/audio for broadcast to virtual audiences in real time, as well as to on-site participants. Details will follow in later issues of the *HFES Bulletin*.

Technical Program Committee (TPC) Chair Cheryl A. Bolstad reported that the Wednesday 10:30 a.m.–12:00 noon time slot during the Annual Meeting will once again feature opportunities for interaction, through posters, demonstrations, and networking. No lectures, panels, or symposia will be scheduled during that time. To view a tentative session schedule for the entire meeting, go to http://www.hfes.org/web/HFESMeetings/HFES_Session_Schedule_4-23-09.pdf.

In April, all members received a short strategic conferences survey to gather information that will help the TPC gauge members' preferences in order to improve HFES Annual Meetings.

Executive Council approved the Hilton San Diego Bayfront as the venue for the 57th Annual Meeting in 2013.

Outreach Domain

The Diversity Committee once again carried out activities at the annual meeting of the National Society of Black Engineers. The event, held in March in Las Vegas, included the "Games to Explain Human Factors" presentation by Executive Council Member Ronald G. Shapiro and Diversity Committee Chair Sharnnia Artis.

HFES was a participating organization for the 2009 Applied Ergonomics Conference and Expo, which was held in April.

The Government Relations Committee, chaired by William C. Howell, has been keeping a close eye on a range of legislative and government agency activities that have a bearing on the Society and the field. Howell reported, among other endeavors and plans, that the Society's new liaison to the Federation of Behavioral, Psychological, and Cognitive Sciences is Douglas Griffith.

The International Ergonomics Association Representatives Committee, chaired by William S. Marras, represents HFES and

keeps us apprised of IEA activities. One of the committee's goals is to provide information about the IEA-sponsored World Ergonomics Month to the HFES National Ergonomics Month (NEM) Committee to aid in coordination between the two organizations.

NEM Committee Chair Raegan M. Hoeft is working with staff involved with World Usability Day on a strategic collaboration to promote both outreach efforts.

Scientific Communications and Publications

Domain Leader Kermit G. Davis mentioned, among other activities, a small survey of authors who submit their work to *Human Factors*. This effort aims to gather data to continue to improve the journal. He reported, "The perceptions of authors indicated that *Human Factors* is the leading journal of their field, publishes their best work, they routinely recommend the journal, routinely read and cite the journal, and hold the journal in high regard."

Human Factors Editor Nancy J. Cooke reported the addition of two associate editors to assist in manuscript review: Thomas J. Armstrong and Patricia R. DeLucia.

Reviews of Human Factors and Ergonomics Series Editor Douglas H. Harris noted the tentative contents of Volume 5 (edited by Francis T. Durso): Performance in Nursing; Human Factors of Information Visualization; Aviation Automation: General Perspectives and Specific Guidance for the Design of Modes and Alerts; Intercepting Moving Objects: Fundamental Principles Learned From Baseball; Expertise: Acquisition, Limitations, and Control; Principles for the Design of Effective Training; Augmented Cognition: An Overview; and Human Performance Modeling.

NEWS

HFES Bulletin Going Green

As part of a resource conservation effort, the HFES Executive Council recently approved a plan to publish the *HFES Bulletin* in electronic form. The change to online delivery will occur with the July 2009 issue.

When each issue is released, we'll send you an e-mail that includes the headlines and short descriptions for each article, linked to the full articles on the HFES Web site. The e-mail will also include a link to the full issue in PDF format. (Full PDF issues of the *Bulletin* have been online for many years; the *Bulletin* archive goes back to 2000.)

E-mail delivery relies on you to keep your e-mail address current in your member record. If your address changes, please update your record by logging in at hfes.org. If you forgot your username and password, please contact the Member Services Department (310/394-1811).

Online delivery of the *HFES Bulletin* will save the Society more than \$20,000 in printing and postage costs and is a much more environmentally friendly option.

JUST RELEASED!

HFES 2009

SALARY AND

COMPENSATION

SURVEY REPORT

The HFES 2009 Salary and Compensation Survey report contains the results, in tabular form, from 613 HFES members in the United States based on their 2008 employment and consulting income. Responses cover pay (cash and nonmonetary compensation) and benefits such as health insurance or defined contribution plans.

In addition, for the first time since HFES began surveying its members, the questionnaire included questions about current trends in the employment environment for human factors/ergonomics professionals.

In 20 tables, the report describes members' demographic data (region, market sector, degree held/discipline, degree/time in position, years since highest degree, population, and employment size), as well as mean total pay by those same characteristics.

Highlights include the following:

- Mean Total Pay by Market Sector
- Mean Total Pay by Region and Highest Degree Earned
- Mean Total Pay by Years Since Highest Degree
- Summary of Total Pay by Time in Position
- Mean Other Annual Cash by Market Sector
- Summary of Benefits by Market Sector
- Summary of Employment Environment by Market Sector

40 pages, 8½×11", PDF format, e-book delivered via e-mail. \$50 for members (free to survey respondents), \$3000 for nonmembers

Order online at <http://hfes.org/Publications> with a credit card, or contact HFES at P.O. Box 1369, Santa Monica, CA 90406-1369, 310/394-1811, Fax 310/394-2410, store@hfes.org.

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Opinions expressed in BULLETIN articles are those of the authors and should not be considered as expressions of official policy by the Human Factors and Ergonomics Society.

FLASH!

HFES Releases 2009 Salary Survey Results

HFES has completed its 2009 Salary and Compensation Survey. The full report, summarizing 613 members' responses in 20 tables that include mean pay by region and highest degree earned, is now available for purchase at <http://www.hfes.org/Publications/ProductDetail.aspx?ProductID=94> (respondents receive a free report).

2009-2010 Directory & Yearbook Mailed

The current edition of the membership directory was mailed in April to all members in good standing. Be sure to access the online member directory (login required) to obtain the most up-to-date member contact information. If you have not received your *Directory & Yearbook*, please contact the Member Services Department at 310/394-1811 or membership@hfes.org.



Human Factors and Ergonomics Society

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