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## Will HFES Be Here in 50 Years? The Need for Provocative Discussion

*By Marvin J. Dainoff, HFES President*

### Looking Ahead

I have the privilege of serving as president as our 50th anniversary year begins. I feel, therefore, a particular responsibility for leading us all in an effort to ponder what HFES will look like in its 100th year. Will we still exist? Will we be stronger and more influential than we are now?

The context for this statement is derived from the National Academy of Sciences report "Rising Above the Gathering Storm," to which I referred in my February *HFES Bulletin* article ("On the Cusp of a Crisis – Connecting the Dots," <http://www.hfes.org/Web/BulletinPdf/0206bulletin.pdf>). It is clear that our science, education, and business leaders are very concerned about major structural changes in our physical, economic, and social environments within the not-too-distant future. As an organization, HFES will need to be nimble enough to adapt to these changes.

At the same time, our strategic goal of enhancing the science and practice of HF/E ought to enable us to make significant contributions toward ensuring a human-centered orientation to the massive sociotechnical changes that are predicted. These include the increasing ubiquity of information technology in all aspects of our lives, the potential enhancement in human performance and capabilities through biotechnology (in his IEA 2006 Congress plenary address, Ken Boff was particularly eloquent about this), the reengineering of our infrastructure and transportation systems to meet the eventual disappearance of fossil fuels, and the large-scale disruption in animal (including human) and plant populations resulting from global warming.

(I can already hear skeptics questioning these predictions. However, given the level of scientific evidence already available, if we combine the likelihood of these events – even if less than 0.5 – with their potential impacts, we would be absolutely remiss in failing to take them seriously.)

So, how well placed is HF/E as a profession, and HFES as an organization, to actually have a positive impact on sociotechnical systems?

To assess this, we need to start our discussions now, looking both inward and outward. Looking inward requires looking carefully at our organizational structure and tuning it so that we can

achieve the nimbleness and adaptive behavior described earlier. Looking outward requires explaining our value as a *profession* to our potential "customers" – designers and decision makers – as well as more effectively communicating our value as a scientific/professional society to our HF/E colleagues who have not chosen to join us or who have left us.

We can start by using the strategic goals adopted by HFES in 2004 as a roadmap for assessing progress in bridging the gap between where we are now and where we *could* be:

**Science and Practice:** Advance both the science and practice of HF/E to maintain HFES as the premier scientific body in the field.

**Education and Training:** Promote the teaching of HF/E science, philosophy, and practice.

**Peer Networking:** Promote the evaluation and exchange of information among HF/E researchers, educators, and practitioners.

**Outreach:** Promote the exchange of information between HF/E professionals and those who need our services.

We can explore this roadmap by means of two simple but broad questions:

- What are the information needs of our members, which, if met, would enable them to work toward achieving these goals?
- How are these needs brought delivered?

*It is critical here to emphasize that it is the members of HFES who will ultimately have an impact as a result of their individual efforts. The Society's role as a scientific/professional organization is to facilitate these efforts.*

The following discussion is based partly on feedback provided to President-Elect Waldemar Karwowski from a survey he initiated. In writing this article, I coordinated my efforts with him to maintain some continuity and momentum of leadership.

*continued on page 2*

## Will HFES Be Here...

(continued from page 1)

### What Are the Information Needs of Our Members, and How Are They Being Delivered?

Broadly speaking, we can divide the information needs of HFES members into two categories:

- A. Scientific/technical information related to current advances on specific HF/E topics.
- B. Information organized in such a way as to be useful for potential users who are not professionals in HF/E but which can be transmitted *through* those who are HF/E professionals. (This is essentially the practitioner role.)

Category A information is delivered by HFES through traditional and familiar means. This includes our journals, most of our list of publications, the peer-reviewed components of our annual meeting and its associated proceedings, and the newsletters of the technical groups and local chapters.

Sources of Category B information delivery are more diverse. They certainly include the consensus-based ANSI standards and guidelines produced by HFES, as well as *Ergonomics in Design*. Our publication list also contains some single- and multiauthored texts that might fit this description (e.g., Kroemer's "Extra-Ordinary" *Ergonomics*).

We are the U.S. Technical Advisory Group to ISO for ergonomics standards. Many of the annual meeting workshops could be considered part of Category B. We have initiated a series of science forums in Washington, D.C., through our affiliation with the Federation of Behavioral, Psychological, and Cognitive Sciences. In these forums, members explicitly communicate HF/E capabilities to relevant government agencies. The HFES Institute is exploring the development and production of Best Practices guidelines. Through the Organizational Outreach Committee, we have begun to develop the capability to sponsor or cosponsor stand-alone miniconferences in collaboration with related professionals. Barry Beith is chairing a miniconference on home health care in 2007, conducted in collaboration with the Industrial Designers Society of America.

### Is This Good Enough to Meet Our Strategic Goals? Some Points for Discussion

I now pose some questions that HFES, as a society, must grapple with. I emphasize that these are not just matters for the Executive Council; they are directed at any of us who cares about our Society and discipline.

*Are we primarily a scientific research organization?* If we construe this description narrowly, it follows that *applications* of HF/E research – and hence impact on the world – are the responsibility of others. But who are these others? In fact, looking at the organizational affiliations of our current members, approximately 66% of us are not affiliated with universities. Thus, a significant majority of us could be considered users of Category B information, in the sense that we are working for an organization, private or governmental, for which we are expected to provide some sort of HF/E information or support.

In my view, the real challenge in meeting all four of our strategic goals is to figure out how HFES can best enable the process of translation of science into practice. A majority of our members are involved in this translation process during their everyday working lives. Should we not provide support by expanding the production of Category B information or otherwise enabling the translation process? How can we do that while not neglecting our core competence in scientific research?

*Is HF/E a coherent discipline? How is this question related to our impact on the world?* HFES serves a very diverse group of members whose professional interests span a host of application areas. I would argue that those of our members who have had an operational impact on the world in terms of influencing the design of systems or processes have done so through their individual efforts at translation. Typically this has involved personal influence on a small set of decision makers who "get it."

Although HF/E is generically seen as valuable, it is not yet perceived as having a well-defined disciplinary core content that can be reliably applied to a problem area in the same way that, for example, electrical engineering expertise would be required for designing power grids, or clinical psychology expertise for assessing a disturbed child.

We should note that HF/E programs in the United States do not reside in their own departments but live as an adjunct to some other discipline. Doctoral programs have typically been located in either psychology or industrial engineering departments. How is this related to the question of coherence? Are we satisfied with this situation? Can we have the disciplinary impact we seek as a loose collection of researchers and practitioners without a firmly defined common core? At the moment, HFES as an organization is willing to agree on criteria for accreditation of graduate programs but leaves to others (e.g., BCPE) the professional certification of individuals.

We need to ponder the professional status of HF/E as a discipline. Maintaining our core competency – scientific research – implies that such research continues to be funded. We know, from the National Academy report, that funding for *all* scientific research is currently problematic. How do we ensure that HF/E research continues to be funded *as HF/E*? Can we enable a "virtuous cycle" (as opposed to a vicious cycle) in which HF/E scientific research is systematically transformed into evidence-based



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practice? To the extent that such practice can clearly be shown to have an impact on individual well-being and overall system effectiveness, the benefits of such an impact should reinforce the case for funding additional HF/E research.

*Is our own perception of how others value us overstated?* Are we too likely to assume that all we need to do is carry out good research (and/or practice) and that others will appreciate the value of our contributions enough to pay for our work (as salary, fees, or research grants)? There is no question that the term *ergonomics* has come into some prominence in product design. A Wharton School publication (Vogel et al., 2005) ranked ergonomics second in a list of characteristics that customers value in a product. However, does this need translate into HF/E *professional* involvement, or is ergonomic design too often seen as just common sense that any competent designer can pick up? (We can generalize this concern from product design to process or system design.)

We need to think about the overall context for funding of HF/E activities. At the most recent Council of Scientific Society Presidents meeting, Robert Berdahl, president of the Association of American Universities, talked about the shift in social attitudes about funding of higher education from that of education as a social good to education as a tool that will improve the career opportunities for those who obtain it. The implications of this shift are that students (and their families) should bear more of the financial burden of paying for their education. We in HFES cannot ignore this shift, because the same kinds of attitudes will affect our funding for our own efforts. Should we not make a specific effort to figure out how to illustrate more clearly, and in financial terms, the considerable actual and potential benefits of our work?

In this regard, Dul and Neuman (2006) recently argued that many organizations typically regard ergonomics programs as dealing exclusively with health and safety. As such, these programs are rarely seen as intrinsic to the core business goals of the organization; rather, they are being imposed externally – often by government regulations. HF/E, however, can be used to directly affect system effectiveness while simultaneously improving well-being. Can we communicate this reality more effectively?

### What Can We Do?

My own enthusiasm for the benefits of combining solid HF/E scientific research with evidence-based practice remains enormous after more than 30 years in the field. However, we should not underestimate the challenge. Our diversity is our strength, but it can get in the way of advancing our discipline. The leaders of HFES realize that this effort can't be a top-down activity in which all innovation is initiated by the Executive Council. Our model, instead, is one of empowerment of all levels of HFES.

Here are the challenges. Tell us how you think we can meet them most effectively. If the rules of the Society seem to get in the way, tell us how to change them. If we are to survive and thrive, it will be through the efforts of all of us.

### References

- Vogel, C. M., Cagen, J., & Boatwright, P. (2005). *The design of things to come*. Upper Saddle River, NJ: Wharton School Publishing.
- Dul, J., & Neumann, W. P. (2006). *The strategic business value of ergonomics*. Presented at the 16th World Congress of Ergonomics, Maastricht, Netherlands. ☒

## Regina Phelps to Deliver Opening Keynote Address

Regina Phelps, founder of Emergency Management & Safety Solutions in San Francisco, will present the opening keynote address, “From *Bored to Terrified* in Sixty Seconds or Less! The Role that Human Factors Plays in Emergency Response.” The address is part of the Opening Plenary Session on Tuesday, October 17 at 8:00 a.m.



First responders have jobs that can go from one extreme to another in moments – in other words, from bored to terrified. How does one maintain vigilance, effectiveness, and responsiveness in the emergency response professions that are so often mundane and ordinary for hours, days, or weeks on end... and then punctuated with moments of sheer terror? What are the human limitations to these essential occupations? How can the study of human factors assist in making these jobs even more effective?

Reflect back 17 years to a stark reminder of this polarity. At 5:03 p.m. on October 17, 1989, America had just settled down to watch the World Series. The game was between two Bay Area teams – the San Francisco Giants and the Oakland A's. At 5:04 p.m., the earth opened, buildings and freeways collapsed, the top deck of the Bay Bridge failed, and responders and citizens were digging people out with their bare hands. What can HF/E professionals do to assist those individuals to quickly “flip the switch to ON” and maintain their effectiveness?

As HFES approaches its 50th anniversary, it is important to reflect on the important work that professionals in this field do – it has always been vital and relevant. Now more than ever, it is critical to the overall ability of this country to respond in an emergency.

Regina Phelps is an internationally recognized expert in the field of emergency management and continuity planning. She holds a master of public administration degree and a bachelor of science degree in nursing and is a Certified Emergency Manager (International Association of Emergency Management). With more than 24 years of experience, she has provided consultation and speaking services to clients in four continents. Emergency Management & Safety Solutions is a consulting company specializing in emergency management, continuity planning, and safety. A partial list of clients includes Levi Strauss & Co., Liberty Mutual, Northern Trust, Chiron, VISA, Triton Container, Intuit, Stanford University, Adobe, TransUnion, and the World Bank.

## Tognazzini to Present “The Next 50 Years” in Closing Plenary

Bruce “Tog” Tognazzini will present the closing plenary address, “The Next 50 Years,” on Friday, October 20, from 3:30 to 5:00 p.m. Following is Tog's summary of his address.

“Fifty years ago, computers were the size of buildings, and the latest technology was the solid-state radio, featuring as many as seven transistors. Today, simple cell phones have a million times as many transistors, and many bathroom scales easily outcalculate those building-sized computers.

“Predicting where our field will be in another 50 years is hard to do with great accuracy, but we can do a lot better on shorter timelines – say, 5 to 15 years. Such an analysis can bring big payoffs by enabling us to design products that will fill the wants and needs of our future users before they even come to understand their needs themselves.

“At the dawn of the 1990s, my team at Sun successfully predicted the state of technology today, including the explosion of the World Wide Web. Applying the same futurism methodology, I will examine where technology will likely move in the next ten years. Then I will discuss specific predictive methodologies in detail, such as trend analysis, enclave analysis, etc., so you can incorporate future analysis in your own design work.”

## President’s Forum on HF/E in the U.S. Court System

*By Wendy A. Rogers, Immediate Past President*

Does human factors and ergonomics (HF/E) have a role to play in the U.S. legal dispute resolution process? Is the science of HF/E respected in the U.S. court system, or do courts think that what experts in HF/E bring to court is “just common sense”? This year’s President’s Forum at the 50th Annual Meeting in San Francisco will focus on how, why, and when HF/E is being recognized in the U.S. court system, as well as what the science is thought to add to the resolution of legal disputes.

When preparing my presidential address last year, I queried several HFES members about the degree to which the discipline was an accepted area of expertise considered germane to the dispute resolution process. The consensus was that the science of HF/E can and does contribute to the dispute resolution process in many ways; however, this sample might be considered a biased source of information! What do representatives of the U.S. court system answer when asked that question?

I asked the same questions of a few well-known litigators. One of the lawyers I contacted was Robert V. Redding, J.D., of Redding, Steen, & Staton, PC. Redding’s law degree is from Duke University, and his practice areas include medical malpractice, commercial litigation, civil rights, and product liability. Redding suggested that we conduct a systematic analysis of how HF/E was being used in the context of the courts – for what kinds of cases was the field deemed relevant, and were HF/E expert witnesses being accepted as having a special expertise?

Our findings revealed that (a) HF/E science is well recognized in the judicial system; (b) competent HF/E experts are viewed as contributing to litigated matters; (c) individuals without HF/E training and experience will not be recognized as HF/E experts;

and (d) the intellectual rigor used for court must be consistent with other discipline-related work. The results of this initial analysis will appear in the *Proceedings of the Human Factors and Ergonomics Society 50th Annual Meeting* (Redding, Rogers, & Fisk, 2006).

Redding has kindly agreed to travel to San Francisco as the invited speaker for the President’s Forum on HF/E in the courts. The session will be held on Tuesday, October 17, at 10:30, immediately following the Opening Plenary Session. This should be an informative and lively discussion for all attendees. Even if you are not directly involved in HF/E analysis for forensic engagements, come to the forum to see how your work is being used by HF/E forensic practitioners. I look forward to seeing you there.

## Panel on Ergonomics Standards for High Technology

*By Paul Reed, HFES 200 Committee Chair*

All HFES 50th Annual Meeting attendees are invited to a special program on Tuesday, October 17, from 1:30 to 3:00 p.m., “Ergonomics Standards for High Technology: Issues and Challenges.” The room name will be listed in the final program booklet distributed at the meeting.

Ergonomics standards for high-technology systems and devices face a daunting array of issues, including human-system performance metrics, rapidly evolving technology, and broad cultural, regulatory, and political issues. All these issues must be satisfactorily addressed for stakeholders to achieve consensus. Stakeholders include end users, technology companies with relevant products, the government, and general interest participants. Addressing these issues is very challenging at a national level; at an international level, it can seem nearly impossible!

The development of usability and accessibility standards is a key challenge for ensuring the successful utilization of advanced technology by *all* members of society, and it is a principal focus of the “universal design” and “design for all” engineering strategies. The participants in this special panel will review current status, issues, and strategies for accessibility and usability standards for interactive software and medical devices.

This panel addresses key technical, cultural, and regulatory issues emerging from national and international ergonomics standards development activities. The broad range of technical and non-technical issues addressed in panelist presentations is expected to spark a stimulating exchange of contrasting viewpoints and perspectives between panelists and attendees.

Panelists include several experts who represent both industry and academia in national and international standards efforts:

- Gregg Vanderheiden (University of Wisconsin) received the ACM SIGCHI Social Impact Award and has participated in the development of several national and international accessibility standards. He will address key accessibility and usability issues.

- Daryle Gardner-Bonneau (Michigan State University) will discuss her work with an international standards working group charged with providing guidance and design data for standards developers to use when incorporating accessibility provisions in technical standards.
- Aaron Bangor (AT&T Labs) will discuss the role of national and international standards in the internal development and external procurement of new products and services in a major U.S. corporation.
- Jack Winter (Marquette University) will address design strategies for improving access to medical devices, summary information on the functions and types of interfaces for commonly used assistive technologies, and a conceptual framework and classification scheme for distinguishing among sensorimotor modes, interface modes, and device modes.
- Molly Follette Story (RERC, University of California, Berkeley) will discuss guidelines based on the principles of universal design as applied to the design of medical devices.

We hope you'll join us for this special panel in San Francisco.

## Session Highlights the UM's Engineering Short Course

By *Richard W. Pew, BBN Technologies*

In 1957, Paul Fitts and Daniel Howland offered a human factors summer course at Ohio State University. After Fitts moved to Michigan in 1958, he offered essentially the same course in Ann Arbor, and it has been given every summer since then.

An estimated 3500 students have completed one or two weeks of the course. The list of lecturers includes many of the leaders who have shaped the HF/E field. The Engineering Short Course will be the subject of a presentation on Wednesday, October 18, at 8:30 a.m. in the Education Technical Group's program (E2). ☒

## ELECTIONS

### HFES Election Results

The deadlines for submitting election ballots have passed, and the recently announced results have been affirmed:

**President-Elect:** John F. (Jeff) Kelley, IBM Corporation, Atlanta, GA

**Secretary-Treasurer-Elect:** Valerie Gawron, General Dynamics, Fairfax, VA

**Executive Council at-Large:** Eduardo Salas, University of Central Florida, and Ronald G. Shapiro, IBM Corporation, Providence, RI ☒

## Nominations for IEA Awards and IEA Fellow

By *Michelle M. Robertson, HFES IEA Representatives Committee Chair*

The International Ergonomics Association (IEA) invites HFES members to nominate members for the following IEA awards:

- IEA Distinguished Service Award
- IEA Outstanding Educators Award
- IEA Award for Promotion of Ergonomics in Industrially Developing Countries
- IEA Ergonomics Development Award
- IEA/Liberty Mutual Prize and Medal in Ergonomics and Occupational Safety
- IEA Fellow Award

(Note: Two additional awards are given triennially: the K.U. Smith Student Paper Award and IEA Triennial/JOSE Best Paper Award.)

### IEA Awards

The IEA Distinguished Service Award is presented to individuals for outstanding contributions to the promotion, development, and advancement of the IEA.

The IEA Outstanding Educators Award is presented to a person(s) in recognition of outstanding contributions in the area of ergonomics education for having developed ergonomics education programs, produced new methodology and/or materials for teaching ergonomics, or graduated persons who have become outstanding ergonomists.

The IEA Award for Promotion of Ergonomics in Industrially Developing Countries is given to a person(s) who has made significant and outstanding contributions to the development of the infrastructure of ergonomics in an industrially developing country.

The IEA Ergonomics Development Award is presented to persons who have made a contribution or development that significantly advances the state of the art of an existing ergonomics sub-specialty or opens up a new area of ergonomics research and/or application.

### IEA Fellow

In particular, HFES members are encouraged to nominate HFES Fellows and Honorary Fellows for the IEA Fellow Award. The IEA Fellowship was created to recognize extraordinary or sustained, superior accomplishments of an individual to the ergonomics profession or discipline at an international level.

To be considered by the IEA Awards Committee for IEA Fellow, candidates must meet two eligibility criteria: (a) international service (including such activities as service to IEA, an extensive publication record in international journals, international consulting, or service to the United Nations or similar organizations) and

## IEA, cont.

(b) membership in an IEA federated (e.g., HFES) or affiliated society for at least 10 years. HFES endorsement for this award further requires that the nominee be an HFES Fellow or HFES Honorary Fellow. Additional information about the award, nomination form, and list of past recipients can be found at the IEA Web site, <http://www.iea.cc/>.

Nominations are due to HFES by *March 1, 2007*. Note that this deadline is earlier than that shown on the IEA Web site because nominations from HFES require prior endorsement from the Society before they are forwarded to the IEA.

Please send an electronic copy of a completed nomination form, copy of the nominee's current CV, and any supporting material to Michelle Robertson, HFES IEA Delegate Committee Chair, [michelle.robertson@libertymutual.com](mailto:michelle.robertson@libertymutual.com). Questions may be directed to Executive Director Lynn Strother ([lynn@hfes.org](mailto:lynn@hfes.org)). Additional information regarding IEA awards can be obtained at <http://www.iea.cc> and from IEA Awards Chair and Past President Pierre Falzon, [falzon@cnam.fr](mailto:falzon@cnam.fr). ☒

## HFES 50th

# HFES 50th Anniversary Events

*By Douglas H. Harris, Chair  
HFES 50th Anniversary Task Force*

The purpose of this article is to describe events that are scheduled for the upcoming HFES 50th Annual Meeting, which starts with a special opening reception on Monday celebrating the Society's first 50 years.

The Product Design Technical Group (PDTG) has completed the 50th Anniversary HFES Product Design Award competition. PDTG Award Committee Cochairs Dianne McMullin and Stan Caplan received 13 nominations representing a diversity of product types. A panel of seven judges then selected two winning products based on research methodology and design features. The awards will be presented at a special session on Thursday, October 19, at 3:30 p.m., at which the winners will discuss their designs and then be feted at a reception in their honor.

On Tuesday from 1:30 to 3:00 p.m., a distinguished panel will present a session titled, "Preparing for Your Career: Learn from the Past 50 Years as You Prepare for the Next 50."

The session that follows, "Games to Explain Human Factors," has also been designed to commemorate the 50th anniversary.

Jack Stuster has obtained, edited, and assembled more than 35 historical, anecdotal, and/or humorous stories from members about the Society's first 50 years. The resulting publication will be ready for distribution at the 50th Annual Meeting.

Richard Pew and Paul Green will present a paper titled, "Almost 50 Years of the University of Michigan Human Factors Engineering Summer Conference." See the article on page 5.

The HFES Awards Committee will recognize previous award recipients during the Opening Plenary Session. A section will be

reserved for prior award winners at the front of the room. Following the presentation of each award, past recipients of that award will be asked to stand as a group and be recognized. Also, information in the program will contain a description of each award, along with a listing of the previous recipients.

The University of Central Florida Student Chapter is producing a 50th Anniversary 52-week planning calendar featuring images of all the past presidents of the Society inserted in posters of rock bands that were most famous during the year each president held office. The development of the calendar involves participation from all interested HFES student members (not just those from UCF) in the project. The calendar will be available for purchase at the 50th Annual Meeting.

Stu Parsons has organized an Old Timer's Lunch at the 50th Annual Meeting for individuals with 25 or more years of continuous membership in the Society. About 45 have indicated they plan to attend the luncheon, which will be held at the Hilton San Francisco Hotel at 12:00 noon on Tuesday, October 17. Images from historical files will be presented along with remarks from a few selected old timers.

The following HFES 50th Anniversary events are described in the Registration Information packet, which was mailed to all members:

- A special session featuring past presidents of the Society scheduled on Wednesday from 8:30 a.m. to 12:00 noon – an opportunity to hear and meet with many of the past presidents of the Society and to view photo images of career highlights and activities.

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## HFES 50TH, cont.

- Also on Wednesday, from 1:30 to 3:00 p.m., a special 50th anniversary session provides an opportunity to look at how the field of human factors in highway safety has emerged and matured through the eyes of multiple generations of A. R. Lauer Safety Awardees.
- A panel of professional leaders from industry, academia, government, and consulting will discuss the history of the Internet, the current state of the art, and visions of how the Internet will evolve over the next 50 years. This session is scheduled on Tuesday from 3:30 to 5:00 p.m.
- As reported in the June–July *HFES Bulletin*, in honor of the 50th anniversary, members are participating in and sponsoring a team in a marathon to benefit the Leukemia and Lymphoma Society. The event takes place on the Sunday following the meeting. ☒

## NATIONAL ERGONOMICS MONTH

### NEM Honor Roll – Submit Your Ideas!

By *Julie McMath, NEM Honor Roll Coordinator*

Looking for a fun and exciting way to take part in the HFES festivities in October? The National Ergonomics Month Committee will be honored to acknowledge you and your hard work. All you have to do is visit the NEM Web site (<http://bfesnem.org/leadership.htm>), fill out the submission form, and briefly describe your accomplishments. Please read the guidelines and criteria before submitting your form.

Not only will you be given recognition on the NEM Web site, but you will also be presented with a certificate of thanks during the NEM session on Monday, October 16, from 4:45 to 6:15 p.m. If you can't attend the session, we'll mail you the certificate.

Please contact me at [jmcmath@csulb.edu](mailto:jmcmath@csulb.edu) if you have any questions. ☒

## STUDENT VIEWS

### Student Views Editor Sought

The *HFES Bulletin* is looking for a new Student Views editor to replace Melanie Diez, who is preparing to graduate. We are looking for a student volunteer who can solicit articles and news items from fellow students, coordinate upcoming themes with the *Bulletin* editorial staff, edit articles submitted for publication, and write the occasional piece as well. This position is a great way to become more involved in HFES, network with fellow students, and gain valuable experience for your résumé. If you are interested in adding your creative touch to the *Bulletin*, please contact Melanie Diez at [mdiez@gmu.edu](mailto:mdiez@gmu.edu). ☒

The Department of Psychology at **NEW MEXICO STATE UNIVERSITY** invites applications for a tenure-track position in any of the following areas: **APPLIED COGNITIVE PSYCHOLOGY, ENGINEERING PSYCHOLOGY, HUMAN FACTORS PSYCHOLOGY, or COGNITIVE ENGINEERING** beginning Fall 2007. This is a new opening at the Assistant Professor level. A Ph.D. degree is required (in hand by hire date). Applicants are expected to have demonstrated excellence in research that will complement the department's strengths in basic and applied research. Current faculty research interests related to engineering psychology include the effects of unreliable automation on human-automation performance, team cognition and communication, face-to-face communication processes, information visualization, usability methodology, information search, prospective memory, brain-computer interfaces, and motor performance. A demonstrated capability for conducting externally funded research is desirable. Candidates' ability to collaborate across disciplinary boundaries would be a plus. Engineering Psychology faculty teach undergraduate and graduate courses in their areas of expertise. Faculty members also serve on and chair masters' and doctoral students' committees. We invite outstanding researchers and teachers to help maintain the strong tradition of excellence in Engineering Psychology in a department that values both applied and basic research. **Review of applications will begin on November 1, 2006 and will continue until the position is filled.** Please send a vita, a letter describing research and teaching interests, relevant reprints or preprints of completed research, and three letters of recommendation to the Engineering Psychology Search Committee, Department of Psychology, MSC 3452/Box 30001, New Mexico State University, Las Cruces, NM 88003. Our web address is: <http://www.psych.nmsu.edu>. New Mexico State University is an Equal Opportunity/Affirmative Action Employer.

# Bulletin

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## FLASH!

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## ERGONOMICS-ASSISTANT PROFESSOR

North Carolina State University seeks a tenure-track **Ergonomics-Assistant Professor**. The specific research area in cognitive ergonomics/human factors is open. An interest in teaching a course in cognitive neuroscience is preferred but not necessary. The Psychology Department has more than 30 faculty members in five Ph.D.-granting specializations: developmental, ergonomics & experimental, industrial/organizational, psychology in the public interest, and school psychology. Additional departmental information can be found online: [www.ncsu.edu/psychology](http://www.ncsu.edu/psychology). The NC State IE Department has a companion program in ergonomics, which jointly participates in educating ergonomics graduate students. NC State is a Research-Extensive, Land Grant university and is one of three major universities in the Research Triangle area, which offers numerous possibilities for collaboration with local industry. Applicants must have a Ph.D. Responsibilities include establishing a productive research program, directing graduate and undergraduate research, teaching undergraduate and graduate courses, and contributing to professional/university service.

Applicants should submit a description of research and teaching interests, a vita, up to three representative reprints/preprints of publications, and three letters of recommendation to: **Dr. Chris Mayhorn, Chair, Ergonomics Search Committee, NCSU Department of Psychology, Box 7650, Raleigh, NC 27695-7650.**

**Application review begins November 1, 2006** but applications will be accepted until the position is filled.

AA/EOE. In addition, NC State welcomes all persons without regard to sexual orientation and, in its commitment to diversity and equity, seeks applications from women, minorities, and persons with disabilities. ADA accommodations: [Chris\\_Mayhorn@ncsu.edu](mailto:Chris_Mayhorn@ncsu.edu), 919/513-4856 (office), 919/515-1716 (fax).

