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Opinion: A Review of NACE

By Carter J. Kerk

It is my pleasure to provide HFES members with some final comments on the National Advisory Committee on Ergonomics (NACE). As you may know, in November the committee ended its two-year charter, and I finished my term as chair of NACE. NACE was a federal advisory committee formed by the Secretary of Labor to advise the Occupational Safety and Health Administration (OSHA) on matters relating to ergonomics in three primary areas: research, guidelines, and outreach/assistance. I highly recommend you visit the Web site at http://www.osha.gov/SLTC/ergonomics/nat_advis_comm.html to review a complete list of the committee's recommendations. Do not just look at the recommendations from the final meeting; there is also a record of press releases, minutes, membership, and the charter. I welcome any questions you might have.

Personal Perspectives on NACE's Accomplishments

Overall, I am very pleased with the results of NACE. From a group of 15 folks with diverse backgrounds, we managed to reach virtual unanimity on each of our recommendations. I can assure you that the committee members took the NACE charter very seriously and spent considerable time in deliberations during and between the meetings. I also have high compliments for the OSHA personnel who assisted the committee and for Tom Waters from the National Institute for Occupational Safety and Health (NIOSH).

I have often been asked if OSHA will adopt the NACE recommendations. Not only has OSHA expressed a willingness to adopt NACE recommendations, it has already adopted several. During the two years of NACE's existence, OSHA immediately adopted some recommendations, particularly in the area of outreach and assistance. When former Assistant Secretary of Labor for Occupational Safety and Health John Henshaw addressed the committee at our final meeting in November, he thanked us for our efforts and assured us that OSHA will seriously consider all our recommendations. In the case of our guidelines recommendations, I am confident that OSHA is using this input in formulating plans for future guidelines.

The NACE research recommendations tend to be longer-term goals, but Henshaw informed NACE that NIOSH and OSHA are already holding regular high-level meetings, and ergonomics-related research has been an active part of their discussions. I was impressed by the cooperation between Henshaw and Howard.

Some folks have asked me what was NACE's most important recommendation. It is difficult to single out a top recommendation. I feel OSHA should take (and has taken) a systems approach to addressing our recommendations. I think OSHA is actively addressing our recommendations in the areas of guidelines and research.

As you may know, Henshaw recently resigned. The new administrator will, of course, need to set priorities for the next term. I strongly recommend that the new administrator continue with a systems approach to NACE recommendations. One of the committee's recommendations that is innovative and deserves strong consideration is the "early adopters program."

During the past four years, OSHA has taken a cooperative approach to ergonomics, and I have frequently been asked for my opinion on this approach. Overall, I think that the cooperative approach is a good one and has achieved much success. OSHA has emphasized alliances, partnership, guidelines, outreach/assistance, and e-tools. In doing so, the agency has reached vast numbers of industries, companies, and workers that have been naive about ergonomics or would never have been reached otherwise. Many program examples and proven interventions are now easily available and accessible. An increasing number of employers are discovering that ergonomics is good for business. On the other hand, without specific standards to address musculoskeletal disorders and neurovascular disorders, there will be a class of employers that will refuse to take ergonomics seriously and will thus leave workers exposed to recognized hazards.

Need for an Ergonomics Standard?

The question I have been asked most frequently concerns my opinion about whether or not we need an OSHA ergonomics standard. This is a critical question. Consideration of a standard was not in NACE's charter. So what follows is solely my opinion. My answer is a qualified "yes."

There are three kinds of employers. The first category has already implemented ergonomics programs. These employers know it is good for their business and their employees. It gives them a competitive edge. They can improve productivity and reduce the impact of risk factors simultaneously. These employers are unconcerned about a potential standard because they are ahead of the pack.

The second category consists of employers who are basically

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(continued from page 1)

naive about ergonomics or are small companies. This is the group that is being reached or can be reached by the current cooperative ergonomics thrust. They have easy access to eTools, guidelines, and examples of successful programs and interventions. Their trade associations would be wise to get very actively involved or else they may find a regulation thrust upon them.

The third and final category of employers is not going to implement anything associated with ergonomics unless OSHA creates and enforces a tough ergonomics standard. These employers generally have little regard for the health and welfare of their employees. They are foolish not to realize the economic and productivity benefits of a solid ergonomics approach. They deserve an ergonomics standard.

Although I am opposed to government regulation in principle, yes, I believe we need an OSHA ergonomics standard. It needs to be designed to provide a safe and healthy workplace for workers at that third category of employers. It needs to encourage and assist those employers in the first two categories and not impose a burden.

As always, I welcome and encourage your questions and comments.

Carter J. Kerk is former chair of OSHA's National Advisory Committee on Ergonomics (2002–2004). He may be contacted at South Dakota School of Mines and Technology, Industrial Engineering Program, 501 E. St Joseph St., Rapid City, SD 57701, 605/394-6067, fax 605/394-2484, carter.kerk@sdsmt.edu.



OUTREACH

Science News Story Ideas Sought

By Tony Brown, Chair, HFES Media Advisory Committee

HFES invites input from members to help us identify newsworthy work in the human factors/ergonomics field that might be featured in a 60-second TV science news spot. This is part of the HFES collaboration with the American Institute of Physics' Discoveries and Breakthroughs Inside Science program, an outreach effort that aims to inform the general public about important

scientific activities in the areas of Earth and atmospheric sciences, medical advances, and physical sciences and engineering. More information about DBIS and recent news spots are available at <http://www.aip.org/dbis/>.

The work can be either research- or practice-oriented, must be of interest to the general public, and must be suitable for visual depiction on television. The news spots often include footage of research facilities, locations where the work is applied or demonstrated, on-camera interviews, and diagrams and simulations.

Please send story ideas you feel would be suited for a DBIS spot to Lois Smith at HFES (lois@hfes.org) and include the details below. If the Society forwards your lead to the DBIS editors, you will be contacted for additional information.

1. a description of the work (200 words or more);
2. the category it best fits: medical advances or physical sciences and engineering;
3. the names and contact information of those doing the work, with whom the DBIS editors would collaborate; and
4. the aspect of this work that you feel is either a discovery or breakthrough and why you think it would appeal to a general audience (how will it affect their daily lives?).

I am also seeking assistance in evaluating the ideas that are submitted. If you would like to volunteer for the Media Advisory Committee, please contact me at tony@softplex.com. We look forward to receiving your ideas.



TECHNICAL GROUPS

4th Annual User-Centered Product Design Award

By Dianne McMullin & Stan Caplan

Have you designed an innovative consumer product? Do you know someone who has developed a product with outstanding usability or appearance? Do you wish to recognize the designer of a particularly good user-centered design? Then we have the award for you!

Following in the footsteps of three outstanding competitions, the HFES Product Design Technical Group (PDTG) is sponsoring the 4th Annual User-Centered Product Design Award competition, which emphasizes both product design and the methods used to specify and achieve the design. Emphasis is placed on innovative and user-centered approaches to human factors and industrial design. Consideration is limited to products, software, or systems that are purchased for use in the home, in the workplace, or while mobile. They 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 are not eligible.

Nominations are invited from individuals nominating others or themselves. Award candidates must be members of HFES but



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do not have to be members of PDTG. To view a full list of requirements for the award, go to the call for award nominations at http://cptg.hfes.org/Call_for_Nominations_2005.pdf.

The deadline for submitting nominations for the 4th Annual User-Centered Product Design Award is *May 20, 2005*. Nominations should be submitted electronically to Dianne McMullin at dianne.l.mcmullin@boeing.com.

Judges will declare a winner by early July and may also identify submissions for honorable mention. If none of the submissions is found to be of sufficiently high quality, no winner will be announced.

The winning product or system will be recognized at the 2005 HFES Annual Meeting in Orlando, and the awardees will be asked to present a talk on the product and methodology. The awardees will also be expected to submit a paper to *Ergonomics in Design* within two months of the meeting.

For more information or to volunteer for the selection committee, contact Dianne McMullin at dianne.l.mcmullin@boeing.com or Stan Caplan at scaplan@usabilityassociates.com. More information concerning PDTG and the 4th Annual User-Centered Product Design Award appears at the PDTG Web site, <http://cptg.hfes.org>. ☒

PEOPLE

The HFES Puget Sound Chapter in Washington state presented its first Human Factors/Ergonomics Professional of the Year Award to **Kate A. Stewart**. The award recognizes a local practitioner who has worked to advance the science of ergonomics, educate others, or promote awareness of the field. Kate provides consulting and training for public and private organizations. She also teaches graduate-level ergonomics courses in the School of Public Health and Community Medicine at the University of Washington. She may be reached at 423 34th Ave., Seattle, WA 98122, 206/322-8625, ergowoman1@aol.com.

Edwin A. Fleishman received the 2004 Gold Medal Award for Life Achievement in the Application of Psychology from the American Psychological Foundation "for his significant contributions to the science and applications of psychology, which he has sustained over his remarkable career." Feishman also received the John C. Flanagan Award for Lifetime Achievement in Military Psychology from American Psychological Association's Division of Military Psychology, Division 19. He is an HFES Fellow and past president (1977-1978) of the APA's Division of Applied Experimental and Engineering Psychology, Division 21. He may be contacted at 11304 Spur Wheel Ln., Potomac, MD 20854-1266, 301/983-5676, mrieaf@aol.com.

John D. Lee, a researcher at the University of Iowa Center for Computer-Aided Design and the University of Iowa Public Policy Center, has received a \$1.1 million contract from the Delphi Corporation to help reduce highway crashes caused by driver distraction. He may be reached at the University of Iowa, 4135 Seamans Ctr., Iowa City, IA 52242-1527, 319/384-0810, fax 319/335-5669, jdlee@engineering.uiowa.edu.

Carl Richard Cavonius

Dick Cavonius died in December 2003 after an extended battle with cancer. He earned his Ph.D. in psychology at Brown University with an emphasis on visual research. After graduation, Cavonius worked for a short time at the National Institute for the Blind in New York City. One area he was interested in was why some Siamese cats have one blue eye and one brown eye. Not perhaps on the same level as finding a cure for cancer, but his interest exemplified one of the traits that all good researchers should have: curiosity!

Cavonius was a pilot with the U.S. Navy and flew antisubmarine warfare missions. He later joined Human Sciences Research in McLean, Virginia, where he and I worked on human factors problems in destroyer command and control issues. He subsequently did research on visual problems while at the National Institute of Health in Bethesda, Maryland.

At the end of a sabbatical year at Cambridge University in England, Cavonius joined the staff of the University of Dortmund in Germany, where he subsequently became director of the Institute for Arbeitsphysiologie.

While there, he attended many symposia in the European community and saw the need for an organization to act as a central clearinghouse for the exchange of ideas and information on human factors issues. This led Cavonius to form the HFES Europe Chapter, of which he was the first chair. The chapter has been enthusiastically supported ever since and now has more than 87 members.

Cavonius was interested in restoring ancient furniture. During one visit, I saw a large bath of acid in his basement. He assured me it had nothing to do with the makings of a horror story but was for dipping furniture to remove paint!

Cavonius is survived by his wife, Rita, who teaches at a high school in Dortmund, and by his daughter, Lillie, who is a student at a Swedish university.

In February 2004 the U.S. Navy scattered the ashen remains of Carl Richard Cavonius from the deck of the USS *Winston Churchill* a few miles southeast of Chincoteague, Virginia. At 37-05N and 74-44W, he will have a lot more sunshine and light than he had in northern Europe.

— *Walter R. Harper*

William J. Goralski was recently named senior design manager at HumanCentric Technologies. Prior to joining HumanCentric, Goralski held leadership roles in several top design organizations across the country. He may be contacted at 111 James Jackson Ave., Ste. 221, Cary, NC 27615, 919/460-1140, bgoralski@humancentrictech.com.

Kelli F. Willshire was recently chosen as the new manager for the Federal Aviation Administration Research and Development Field Office at NASA's Langley Research Center in Hampton, VA. She may be contacted at Mail Stop 221, NASA Langley Research Ctr., Hampton, VA 23681, 757/864-1965, kelli.f.willshire@nasa.gov. ☒

Manufacturing Conference

The 10th International Conference on Human Aspects of Advanced Manufacturing Agility and Hybrid Automation (HAAMAHA) will be held jointly with the 3rd International Conference on Ergonomics and Safety for Global Business Quality and Productivity (Ergon-Axia) and the 1st International Symposium on Theoretical Issues in Ergonomics Science (TIES) in San Diego, CA, July 18–21, 2005. The theme of the conference is “Knowledge Management and Intelligent Enterprises in a Digital World.”

The conference will focus on topics related to people-centered issues in the design, operation, and management of broadly defined manufacturing, production, and service enterprises; information technologies and systems; Web-based services; digital worlds; knowledge support systems; and other human operational environments. For a full list of proposal topics for each meeting, go to <http://home.sandiego.edu/~bchase/HAAMAHA/call.htm>.

The deadline for submitting abstracts is *April 15, 2005*. Posters and proposals for workshops and panel discussions are due *May 15, 2005*. Abstract submission will be available on line at <http://www.ergonet.net/haamaha/2005/online>. For more information about the conferences, contact Conference Chair Bradley Chase at bchase@haamaha.org, or go to <http://2005.haamaha.org>.

SAFE Symposium

The 2005 SAFE Association Annual Symposium is accepting proposals for papers, panels, workshops, briefings, demonstrations, and open forums for its 43rd Annual Symposium, to be held in Salt Lake City, Utah, October 24–26, 2005.

The symposium is an international showcase for professionals, inventors, equipment, and systems that have shaped safety in aviation, space, land, and military disciplines. Areas of interest include homeland security, simulation, human factors, and life support systems.

Abstracts are due *July 29, 2005*. All abstracts must be submitted to the SAFE office electronically at safe@peak.org. For more information about the symposium, contact SAFE at 541/895-3012, fax 541/895-3014, safe@peak.org, <http://www.safeassociation.com>. ☒

HFES Book Donation

HFES recently made a donation of books and periodicals to the Books for Asia program of The Asia Foundation, a nonprofit organization based in San Francisco. The materials will be shipped to and distributed in Asia to the ill, needy, and children.

If you are interested in making a book donation to the HFES Book Drive, please search your personal library, and send your materials to Raegan Hoelt, 12424 Research Pkwy., Ste. 408, Orlando, FL 32826, 407/384-2090, hoelt2@hotmail.com. ☒

Share the Benefits of HFES Membership

You know the value of your HFES membership, but do your friends and colleagues who have an interest in human factors/ergonomics? They too can benefit from the complimentary subscriptions to our regular publications and discounts on books, proceedings, standards, and annual meeting registration. In addition, all HFES members are entitled to the following:

- 20% off software, workload assessment tools, data analysis tools, and other products from the Human Systems Information Analysis Center
- 15% off Taylor & Francis books and subscriptions to *Ergonomics*
- 15% off books and periodicals from Lawrence Erlbaum Associates
- 15% off John Wiley & Sons books and other resources
- 15% off selected books from Academic Press
- discounts on car rentals from Alamo and Hertz
- free internship postings at the HFES Placement Service
- members-only access to the Online Member Directory

In addition, Full Members and Fellows are entitled to list their consulting and expert witness services in the online Directory of Human Factors/Ergonomics Consultants, which is freely available to visitors to <http://hfes.org>. The listing fee is \$150 for individuals and \$250 for companies (employing at least two HFES Full Members); the fee covers a full year from the date of initial posting. There are now 52 consultants in the directory; to view a sample listing and learn more about the consultants directory, go to <http://www.hfes2.org/search/>.

So help a friend or colleague advance his or her professional career and strengthen the HF/E community by recommending membership in the Human Factors and Ergonomics Society. Applications are available at hfes.org or by contacting Member Services at membership@hfes.org or 310/394-1811. ☒

Wanted: Educational Materials on HF/E

By Pat Delucia, Chair, HFES Education and Training Committee

The Education and Training Committee plans to develop educational resources on human factors/ergonomics that can be disseminated easily (e.g., Web site downloads, Powerpoint presentations). The committee requests your assistance in gathering educational materials on HF/E. If you teach a graduate or undergraduate course in HF/E or give presentations about HF/E in

industry, government, courtrooms, or secondary schools, you probably have educational materials that would help the committee.

In 2003, the Education and Training Committee conducted a survey to assess the education and training needs of HFES members. Based on the survey results, the committee identified a need to attract undergraduates to the field. (Complete results of the survey can be viewed at <http://www.hfes.org/Memberdesk/survey.pdf>.) Thus, materials that cover introductory topics in HF/E are especially welcome (e.g., what is human factors? What is its value?).

Please send your materials as attachments to Lois Smith in the HFES Communications Department (lois@hfes.org). The committee wishes to have these materials by April 18, 2005. For additional information, please contact me at pat.delucia@ttu.edu or 806/742-3711 x 259. ☒

CALENDAR

Announcement deadlines: 1st day of the month prior to the desired issue; for events or deadlines within the first 3 weeks of a month, send information at least 2 months in advance. Items are published according to space availability.

CHI 2005: Conference on Human Factors in Computing Systems, April 2–7, 2005, Portland, OR. chi2005-help@acm.org, <http://chi2005.org/index.html>.

17th Biennial Symposium in Visibility and Traffic Control Devices, April 4–6, 2005, Washington, DC. Frank Schieber, Heimstran Human Factors Laboratories, University of South Dakota, 414 E. Clark St., Vermilion, SD 57069, 605/677-5295, schieber@usd.edu, <http://www.trb.org/Conferences/2005-Visibility.pdf>.

3rd International Conference on Inclusive Design, April 5–8, 2005, London. John Bound, Helen Hamlyn Research Ctr., Royal College of Art, Kensington Gore, London SW7 2EU, UK. +44-020-7590-4242, fax +44-020-7590-4244, <http://www.bhrc.rca.ac.uk/programmes/include/2005/index.html>.

2005 SAE World Congress, April 11–14, 2005, Detroit, MI. Society of Automotive Engineers World Headquarters, 400 Commonwealth Dr., Warrendale, PA 15096-0001, 724/776-4841, <http://www.sae.org/congress>.

13th International Symposium on Aviation Psychology, April 18–21, 2005, Oklahoma City, OK. FAA Civil Aerospace Medical Institute, http://www.cami.jcabi.gov/aam-500/ISAP_Page.html.

2005 Annual Meeting of the Inter-Society Color Council, April 24–27, 2005, Cleveland, OH. Robert T. Marcus, Datacolor International, 5 Princess Rd., Lawrenceville, NJ 08648, 609/895-7426, fax 609/895-7438, rmarcus@datacolor.com, <http://www.iscc.org>.

★ **HFES Houston Chapter 2nd Annual One-Day Conference**, May 6, 2005, Houston, TX. Andrew Muddimer, muddimer2@houston.oilfield.slb.com, hhfes@houstonhfes.org, <http://www.houstonhfes.org/conference2005/index.html>.

American Occupational Therapy Association 85th Annual Conference and Expo, May 12–15, 2004, Long Beach, CA. AOTA, 4720 Montgomery Ln., Bethesda, MD 20814-3425, 301/652-6611 x 2715, fax 301/652-3218, <http://www.aota.org>.

Human Factors and Ergonomics Society 49th Annual Meeting, September 26–30, 2005, Orlando, FL. info@hfes.org, <http://hfes.org/Meetings/05annualmeeting.html>.

★ *Indicates new listing.* ☒

RECENT TITLES FROM HFES:

Guidelines for Using Anthropometric Data in Product Design by the HFES 300 Committee

This is the first document to present a global approach to anthropometry, extending from the use of averages and percentiles to methods appropriate for more complex designs, such as multivariate analysis. Basic and advanced methodologies to properly apply anthropometric data are described, their advantages and disadvantages are explained, and illustrative examples are provided. 76 pp., 8.5 x 11", paperback, \$75 members, \$85 nonmembers, searchable PDF on CD-ROM, \$50 HFES members, \$60 nonmembers.



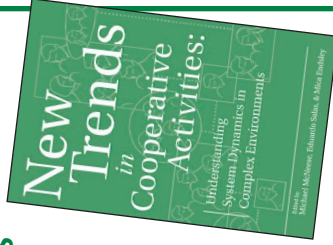
Humans and Automation: System Design and Research Issues by Thomas B. Sheridan

This book provides a historical context for human factors and automation and then describes how the two domains interact to ensure a system in which the human and machine operate with efficiency and safety. Includes appendices and an index. 278 pp., 5.5 x 8.5", paperback, \$42.95 HFES members, \$49.95 nonmembers.



New Trends in Cooperative Activities: Understanding System Dynamics in Complex Environments edited by Michael D. McNeese, Eduardo Salas, & Mica Endsley

In this multiperspective collection of original work, the editors have accomplished their aim to "foster a meeting of the minds of researchers and practitioners who have dreams about new visions of cooperative work and about the consequent support systems that are possible to enhance and improve cooperative work in dynamic ways." 17 chapters plus index. 328 pp., 7 x 10", paperback, \$45 HFES members, \$60 nonmembers.



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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 Elections:

Nomination ballots for HFES elections were mailed March 14 and are due April 25.

HFES Awards:

The deadline to submit nominations for HFES Awards is March 30, 2005.



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