NRC Board on Human-Systems Integration to Take on Safe Patient Handling and Mobility

On October 17, the National Research Council’s (NRC) Board on Human-Systems Integration (BOHSI) hosted a planning meeting to discuss “Applying Human-Systems Integration to Safe Patient Handling and Mobility.”

The purpose of the meeting was to convene stakeholders and BOHSI members to discuss the role of applying HSI to this area. The meeting included discussions on what the research community already knows about how HSI can be used to positively affect patient safety, as well as identification of remaining questions. Federal sponsors of this activity include the Veterans Health Administration and the National Institute of Occupational Safety and Health. BOHSI, of which HFES is a sponsor, is a board within the NRC Division of Behavioral and Social Sciences and Education (DBASSE). Several HFES members participated in the meeting as members of DBASSE and BOHSI, including HFES President Frank Durso and BOHSI Chair Nancy Cooke.

During the meeting, presenters discussed a variety of topics, including presentations to set the context on the scope and depth of the problem. Barbara Silverstein, a BOHSI member and recently retired research director for the Washington State Department of Labor and Industries, explained that the nation is heading into a “perfect storm” as care staff grow older and become heavier and as fewer people enter health professions careers. Patients are also living longer, becoming heavier, and experiencing multiple health and living challenges that complicate their care. In addition, the health-care sector is becoming more dependent on home health aides in order to address the needs of older adults who elect to stay in their homes.

Data specifically from the nursing profession further illustrate the problem. Surveys find that the average nurse lifts roughly 4,000 pounds each day; 38% of nurses suffer work-related back injuries requiring time away from work, which leads about 12% of nurses to consider leaving the profession by the age of 39.

Other topics discussed at the meeting include the following:

- Barriers to safe patient handling and mobility, such as cultural beliefs among nurses and other health professionals that the health of the patient comes before the health of the worker;
- perceptions that mechanical lifts and other equipment are too costly;
- ways in which context (e.g., hospital care versus in-home care) affects safe patient handling and patient care;
- the biomechanics of patient handling and the impacts of nonphysical factors on the body, such as stress;
- the validity of claims that better worker health and safety result in better patient care;
- stresses of manual lifting versus mechanical lifting;
• cost-benefit analyses for justifying the use of HSI for safe patient handling and mobility;
• the role of the built environment; and
• the emergence of state legislation directing safe patient-handling policies.

Building on the meeting and utilizing input received from the diverse group of stakeholders, BOHSI will develop a statement of task with an eye toward potential development of an NRC consensus study in the future.

HFES will continue to follow the activities of BOHSI and events related to safe patient handling and mobility. More information on the October 17 meeting can be found here.

**Take Action in Support of Federal Science Funding; New Advocacy Resource for HFES Members**

On October 16, HFES joined the American Association for the Advancement of Science (AAAS) and the broader scientific research community on a [letter](#) to House Science, Space and Technology Committee Chair Congressman Lamar Smith (R-TX) urging support for all areas of scientific research, including the social and behavioral sciences. The letter addressed the specific need to support all disciplines at the National Science Foundation (NSF), and also, more generally, spoke to the importance of allowing the peer review process—not politics—to determine the best science to support with federal resources.

As members may be aware, social and behavioral sciences have been under particular scrutiny in recent years by a small group of House and Senate members who do not believe certain areas of social science are deserving of federal support. This has resulted most recently in the cancellation of the fall cycle of political science grants at NSF for fiscal year 2013. Although HF/E science has not yet been directly affected by the additional scrutiny of social and behavioral sciences, the broader scientific community worries that we are entering a period in which any area of science could be singled out for attack, creating an environment in which the beliefs of individual politicians could potentially trump peer review. AAAS has banded together with other national associations and universities to advocate for all areas of science, stating in the October 16 letter, “we need all scientists and scientific disciplines working—individually and collectively—to advance our knowledge base.”

HFES members are encouraged to reach out to their members of Congress to articulate the value of HF/E and why it is important that federal agencies support all scientific disciplines. HF/E is an ideal example of interdisciplinary science that works for the benefit of humankind. Further, HF/E illustrates how applied research in the behavioral sciences allows for real-world improvements to be realized in aviation, health care, military activities, and many other sectors.

Write or call your members of Congress today to ask that they support funding for scientific research and reject efforts by a select few in Congress to target specific grants or scientific disciplines through the annual appropriations process.

To help with this communication, Lewis-Burke has developed a [Guide to Federal Outreach & Advocacy](#) for use by HFES members. The guide includes instructions on how to identify your Member of Congress, methods for interacting with policy makers, and procedures for developing an effective message, among other topics.

For more information on social science programs available across the federal government, please refer to Lewis-Burke’s [Overview of Federal Funding Opportunities for Behavioral and Social Sciences, Arts and Humanities](#).
Short-Term Bipartisan Budget Agreement Reached; Federal Agencies Reopen

On October 16, with only one day until the U.S. Government faced default on its debt and a potential downgrading of its credit rating, Congress passed, and President Obama signed into law, a bipartisan agreement to reopen the federal government, increase the debt limit, and put in place a process to consider a broader budget deal by mid-December.

The key elements of the bipartisan budget agreement include the following:

- Extend the limit on the public debt through February 7, 2014.
- Reopen the federal government by extending funding through January 15, 2014, at about the fiscal year (FY) 2013 post-sequester level of $986 billion.
- Establish a process to negotiate a broader deficit reduction package by December 13, 2013.

Although the federal government is back in operation, the larger budgetary issues that have paralyzed Washington and the nation throughout the summer and into the fall are far from resolved. House and Senate conferees have been appointed to negotiate a broader budget deal by December 13. Part of these discussions will be to agree on an overall top-line spending level that would allow the Appropriations Committees to work toward final resolution of the FY 2014 spending bills and to revisit the sequester.

In accepting the deal, Senate Minority Leader Mitch McConnell (R-KY) reiterated that it is a “top priority” to preserve the spending reductions through the sequester enacted in the Budget Control Act of 2011 (BCA), given that it actually did cut federal spending. Were the sequester to take effect in mid-January 2014, an additional $20 billion would have to be cut from the appropriations bills. Under the sequester, half the reductions would come from defense and half would come from nondefense programs, meaning some modest additional reductions below the FY 2013 level.

The stage is set for another challenging few months. FY 2014 officially began October 1, but the FY 2014 appropriations process is not expected to be complete until early next year, further delaying federal agencies’ abilities to spend and invest in new research programs.

Despite the work that still needs to be done, federal agencies reopened on October 17. Since then, funding agencies have issued guidance to the research community regarding the process for addressing upcoming grant proposal deadlines and/or deadlines that may have occurred while the government was shut down. For example, the National Science Foundation (NSF) has issued guidance asking researchers not to contact NSF staff until further notice, cancelling all NSF advisory committee meetings until 2014, delaying all review panels until November, and delaying site visits or NSF staff travel. An October 18 NSF policy announcement addressed a range of issues, including NSF plans to revise due dates for funding opportunities with deadlines from October 1 through 25, 2013. In a letter to university presidents and heads of research organizations released shortly after NSF reopened, Acting NSF Director Cora Marrett noted that during the shutdown, NSF was not able to receive proposals or send them for peer review, convene review panels, make new awards, or make payments to existing awardees. She also highlighted the impact of the shutdown on major facilities and PhD students. Marrett asked the community to be patient while NSF staff catches up on the resulting backlog of work.

The National Institutes of Health (NIH) released its own guidance in the NIH Guide, stating that NIH will reschedule all October grant submission deadlines to new dates in November, and these revised dates will be published as soon as possible. The guidance also stated that missed review meetings will be rescheduled, and review meetings scheduled for the imminent future.
may also be postponed to enable reviewers extra time to have access to the applications and to complete their review.

*Lewis-Burke Associates LLC, a leading Washington, D.C.–based government relations and consulting firm, represents the public policy interests of scientific societies and institutions of higher education. Lewis-Burke’s staff of about 20 government relations professionals work to promote the federal research and policy goals of HFES and the HF/E community.*

**INSIDE HFES**

**Executive Council Ponders the “New Normal” at Fall Meeting**

On September 28 and 29, members of the HFES Executive Council gathered in San Diego with Division chairs and senior staff to conduct strategic and operational planning for the Society’s near- and longer-term future.

With attendance at the Annual Meeting taking a big hit due in large part to cuts in funding and government travel restrictions, the Council was challenged to respond to external factors. Using the metaphor of climate change, outgoing President Eduardo Salas and incoming President Frank Durso asked the Council to respond to reduced revenues by cutting spending and thinking creatively about ways in which the Society can increase revenues, attract and retain members, and enhance the Society’s value and relevance.

Small breakout teams spent time discussing innovation in attracting new customers, improving meetings, assessing external drivers of change, creating added value, and assessing alternative business models. The results of those discussions were presented to the larger group, and their ideas will be worked on in the coming year.

**Enhanced Responsiveness to Address Key Issues**

Staff from Lewis-Burke Associates (LBA), HFES’s advocacy partners in Washington, D.C., presented a summary of the past year’s activities. Since engaging with LBA nearly a year ago, the profile of the Society and the discipline has been considerably enhanced through Hill and agency visits, letters to key committees and other groups, and informal advocacy to a number of strategically chosen constituencies. In the coming year, the Society will form a larger, rapid-response team, which will enable LBA to connect experts in the field with key decision makers on a variety of topics. Watch the “Public Policy Matters” column in each Bulletin to keep abreast of issues and get involved.

The Blue-Ribbon “Futures” Panel, chaired by Waldemar Karwowski, will continue to consider, in broad terms, how the Society will need to be transformed over the long term to strategically address fundamental shifts that challenge all professional organizations and the ways that these will play out in the specific case of HFES. A societal-issues task force, created by incoming President Durso, will seek to define specific challenges that might benefit by having HF/E involvement. President-Elect Andy Imada will chair a task force to examine the HFES governance structure. This group will consider how changes to our current structure might facilitate the Society’s response to internal and external shifts.

**Focus on Finances**

Following intensive work by the Finance and Budget Committee, Council approved a budget that reallocated priorities to high-value activities and trimmed discretionary costs across most major budget categories. Realizing that we cannot expect an immediate turnaround in government policies regarding meeting travel, the Council lowered expectations for Annual Meeting revenue in 2014. This led to the need to defer some big-ticket items, such as major revamping of
the HFES Web site. It also resulted in a large number of cuts to smaller items, including administrative, committee, and interorganizational expenses.

With the hope that we can restore funding as meeting and other revenue returns to previous levels, Council also recognized that there are no guarantees that this will happen in the next few years. Overall, Council reduced expenditures by about 10%, which led to the forecast of a smaller, though still substantial ($14K), deficit projection for the coming year. However, given that the Society has planned for such eventualities, we are able to absorb deficits of this magnitude. Council approved revised 2013 and proposed 2014 budgets, summarized below.

### Revised 2013 Budget

**Income**

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<td>Communications/pubs</td>
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<td>Meetings</td>
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<td>Technical standards</td>
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<td>Miscellaneous</td>
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<td><strong>Total income</strong></td>
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**Expense**

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**Surplus/(loss)**

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### 2014 Budget

**Income**

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**Expense**

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<td><strong>Total expense</strong></td>
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Internal Affairs Division

Division Chair David Kaber guided the Council through a discussion of the progress of committees within the Internal Affairs Division:

- 2013 Annual Meeting Host Committee, Nancy Heacox, chair
- Chapter Affairs Committee, Fred Rudolph, chair
- Council of Technical Groups, Caroline Cao, chair
- Early-Career Professionals Committee, Kristi Bauerly and Enid Montague, cochairs
- Technical Program Committee, Chris Mayhorn, chair
- Special Meetings Committee, Tony Andre, chair
- Student Affairs Committee, Kim Vu, chair
- Student Support Task Force, Kermit Davis, chair

Following a request from the Industrial Ergonomics Technical Group and approval by the Council of Technical Groups, Council approved a name change to the Occupational Ergonomics Technical Group. Also approved was the application from the University of Puerto Rico at Mayaguez to form a student chapter at that institution. Council thanked Kaber for his service and welcomed Kathy Mosier, who will serve as Internal Affairs Division chair in 2014.

Outreach Division

Outreach Division Chair Scott Shappell reviewed progress made by the division in recent months. In addition to the aforementioned contributions of Lewis-Burke Associates, Shappell summarized activities in the following committees:

- Government Relations, Deborah A. Boehm-Davis, chair
- IEA Representatives Committee, Kathy Mosier, chair
- Social Networking Operations Committee, Maryam Ashoori, chair
- Public Outreach Committee, Gary Orr, chair

Kathy Mosier, chair of the International Ergonomics Association (IEA) Representatives Committee, reported news of the IEA Council’s August meeting and led a discussion regarding the value of IEA membership and ways for HFES to increase awareness of, and appreciation for, the work of IEA. Feedback from the discussion will be communicated to the IEA Council.

Professionalism Division

Camille Peres, chair of the Professionalism Division, reported on activities in the following committees:

- Accreditation, Pat De Lucia, chair
- Awards, Michelle Robertson, chair
- Education and Training, Nancy Stone, chair
- Fellows Selection, Carol Stuart-Buttle, chair
- Webinar Series, Christina Mendat, chair

Council approved operating procedures for the newly established William C. Howell Early-Career Investigator Award and the Bentzi Karsh Early-Career Outreach Award. Also approved was a memorandum of understanding with the Foundation for Professional Ergonomics, which
will provide a framework for collaboration on educational offerings, including a certification preparation course.

**Scientific Publications Division**

Division Chair Melody Carswell reported on the activities of the Publications Division, including the following editors:

- Bill Marras, *Human Factors*
- Amy Pritchett, *Journal of Cognitive Engineering and Decision Making*
- Carol Stuart-Buttle, *Ergonomics in Design*
- Douglas H. Harris, *Reviews in Human Factors and Ergonomics*

The Executive Council approved a four-year term for Patricia DeLucia as incoming editor-in-chief of *Human Factors*, beginning with the 2014 volume. Council thanked outgoing editor Bill Marras for his innovative and diligent leadership over the past few years, noting the decrease in time to publication and instantiation of the *Human Factors* Prize, which has attracted a number of new authors in high-impact areas.

Council approved a new series of brief methodology texts, as proposed by Frank Durso. Details of the delivery mechanism are yet to be determined, but the series is envisioned to emulate the SAGE “green books.” Watch future issues of the *Bulletin* for additional news on this topic.

**Technical Standards Division**

Reporting on the Society’s standards-development activities, Bruce Bradtmiller noted that all groups are on track with their projects and are sustaining a rapid and comprehensive pace of development. The cadre of standards chairs includes:

- ANSI/HFES 100, Tom Albin, chair, and Michael Bartha, cochair
- ANSI/HFES 200, Paul Reed, chair
- U.S. TAG to ISO/TC 159, Daryle Gardner-Bonneau, chair
  - SC 1 and SC 5, Daryle Gardner-Bonneau, chair
  - SC 3, Robert R. Fox, chair
  - SC 4, Jim Williams, chair

A new and notable item in our standards portfolio is HFES convening (on behalf of ANSI) ISO/TC 159/SC 1/WG 5, “Ergonomic Process Standards.” With Daryle Gardner-Bonneau as convener, this international group of experts is drafting standards for the process of creating and managing ergonomics functions directed at executives, managers, and technicians. Also in the drafting stages are new versions of ANSI/HFES 100 and ANSI/HFES 200, which address computer workstation design and software design, respectively. All ISO groups have been working hard throughout the year to review and comment on standards in a variety of technical areas.

**A Change in Name, but Not Purpose, for the IETG**

*By Susan Kotowski, Chair, Occupational Ergonomics Technical Group*

After a favorable vote by the Executive Council (EC) at the 2013 Annual Meeting, the Industrial Ergonomics Technical Group (IETG) was officially renamed the Occupational Ergonomics Technical Group (OETG). In this article, I summarize the steps and rationale leading up to this change.

Over the past couple of years, several members had requested the TG to consider a name change to be more reflective and inclusive of all industries and occupations. The perception of the
IETG was that it was limited to the more traditional manufacturing environments. However, presentations included in the IETG Annual Meeting technical program over the past few years have become increasingly diverse, spanning a wide range of environments and occupations, including manufacturing, construction, hospitality and utilities, mining, transportation, warehousing, various medical fields, food preparation, and even tattooing and massage therapy. In light of this, the TG discussed alternative names at both the 2011 and 2012 HFES Annual Meetings and reached consensus at the 2012 Meeting that the name be changed to “Occupational Ergonomics.” The formal process for a name change – votes by the membership, the Council of Technical Groups, and the EC – culminated in 2013.

Although our focus of applying ergonomics data and principles for improving safety, productivity, and quality of work across all industries has not changed, we hope that the name change to the Occupational Ergonomics Technical Group will more visibly reflect our willingness to have individuals from all types of work environments join the TG, present in our sessions at the Annual Meeting, and be active contributors to furthering the application of ergonomics principles and best practices across all industries. We look forward to seeing new faces in the OETG and hope that you will consider sharing your knowledge with the rest of us. For more information about the Occupational Ergonomics Technical Group, please contact me at susan.kotowski@uc.edu.

**Register for The 2014 International Symposium on Human Factors and Ergonomics in Health Care**

Online registration is now open for the HFES 2014 International Symposium on Human Factors and Ergonomics in Health Care: Leading the Way. The event takes place March 16-19 at the Sheraton Chicago Hotel and Towers in Chicago, Illinois. Register for a day or the full symposium. The early-registration deadline is February 2, 2014.

Book your hotel room here. The special HFES rate is $189/night for single or double occupancy and will be available until February 24, 2014, or until the block is sold out.

The 2014 Symposium will be organized into four major tracks, ensuring another varied and comprehensive program:

- Health-Care Provider and Patient Safety
- Clinical and Consumer Health-Care Information Technology
- Medical and Drug-Delivery Devices
- Clinical-Care Settings

Bookmark the main symposium Web site for regular updates.

**November Webinar to Focus on Medical Device Standards**

On November 13, Edmond Israelski will present the webinar, “Medical Device Standards: Meeting Increased Expectations From the Marketplace and Regulators.” The webinar will take place at the following times:

- 12:00 noon–1:30 p.m. Eastern
- 11:00 a.m.–12:30 p.m. Central
• 10:00–11:30 a.m. Mountain
• 9:00–10:30 a.m. Pacific

Members can register here at no charge.

About the Webinar

Significant changes in standards will affect submissions of new medical products to regulatory agencies for clearance and approval. Israelski will discuss updates on AAMI standards for contextual inquiry and postmarket surveillance, revisions to AAMI HE 75 Ed 2 and IEC/ISO international standards for legacy medical devices, and the most significant standard, IEC 62366, Usability Engineering for Medical Devices. He will also cover the increasing expectations from regulators around the world for product-approval submissions, including Notified Bodies and the U.S. Food and Drug Administration. A short summary of FDA draft and current guidelines that include human factors will be included.

About the Presenter

Edmond Israelski is the director of human factors at AbbVie, a biopharmaceutical company, where he leads a cross-division team to embed best-practice HF/E design methods into all of AbbVie’s products to ensure safety and usability. He is cochair of AAMI’s Human Factors Committee and is convener of the medical device usability-engineering groups for ISO and IEC. He is an HFES Fellow and a Certified Human Factors Professional.

Register Today

HFES webinars are free for members. Nonmember registration is available for $125, and nonmember student registration is available for $40. Both nonmember groups can register here.

Please bookmark the HFES Webinars home page for updates on this and future webinars.

New Reviews Volume and Annual Meeting Proceedings

Reviews of Human Factors and Ergonomics: Health-Care Human Factors/Ergonomics Volume 8, edited by Daniel G. Morrow, is now available. Volume 8 is the first thematic volume in the series and focuses on HF/E issues related to health care and patient safety. According to Neil Charness, William G. Chase Professor of Psychology, Florida State University, “It is heartening to see the human factors research community embrace the domain of health care, a very high-stakes one (life, death, and taxes) with significant design and training issues. This volume assembles top human factors experts who examine critical issues related to managing and improving health care. They employ a wide range of macro to micro analyses for topics such as health-care quality and patient safety, managing teams, decision making, simulation, risk communication, and care self-management. For those seeking a sound overview of this developing field, this volume is a timely resource.”

2013 Annual Meeting Proceedings are also available. The Annual Meeting, held September 30-October 4, in San Diego, featured more than 400 presentations reflecting the diversity of subject matter in the human factors/ergonomics field.

To access the titles online, first log in at hfes.org with your member username and password. (If you’ve forgotten either or both, contact Member Services.) After you log in, you’ll find links to the online versions of the publications under the heading “Access Member Benefits” on the Welcome page.
Renew Your Membership

It pays to stay connected to your network of colleagues and maintain access to new developments in the field. Renewal statements for your 2014 HFES membership will be mailed this month, but you can renew anytime at hfes.org. Just log in with your username and password and click “Renew.”

HFES remains committed to providing its members with essential tools and networking opportunities. With your support and involvement during the coming year, the Society will continue to further your professional goals, increase global impact, and expand the range of HFES publications, products, and services.

Your membership includes free online access to nearly 20,000 articles from:

• Human Factors;
• Journal of Cognitive Engineering and Decision Making;
• Ergonomics in Design;
• Reviews of Human Factors and Ergonomics;
• HFES Annual Meeting Proceedings; and

Read about other membership benefits here.

Membership Directory Update

Print on Demand in 2014

At its September meeting in San Diego, the Executive Council voted to conserve significant natural and financial resources by discontinuing the printed Directory & Yearbook as a complementary benefit of membership in 2014.

All members will continue to have free access anytime to the online membership directory at hfes.org. The online directory is continuously being updated, so it is the most accurate and reliable resource for member information. In addition, PDF versions of the directory will be available for viewing, downloading, searching, and printing when the 2014 edition is completed in June 2014.

Members who wish to receive a printed directory may still do so—the Society is offering this option at its cost. You may purchase the 2014 printed Directory & Yearbook for just $10, plus shipping and handling. If you wish to order a copy of the print-on-demand 2014 Directory & Yearbook, please click here.

Keep Your Member Record Updated

To ensure that your contact information is up to date, please log in at hfes.org and make any necessary changes. In producing the 2014 Directory & Yearbook PDF files, staff will extract data for all members in good standing. Be sure to renew your membership by logging in today.

ANNUAL MEETING

“Standards 101” Increased Understanding of and Access to Standards

By Nancy J. Stone, Chair, Education & Training Committee

The Education & Training Committee hosted an invited-speech session at the 2013 Annual Meeting featuring Daryle Gardner-Bonneau, chair of the HFES ISO Standards Committee. Her
talk, “Standards 101: What Every Ergonomics/Human Factors Professional Needs to Know,” provided an introduction to the “big three” international standards groups, information about access to free standards, pointers about standards that practitioners need to know about, and an excellent overview of the International Standards Organization.

Gardner-Bonneau has worked on standards for 20 years, the last 15 of them with ISO standards and the past five as the Society’s lead for the ISO’s Technical Committee 159, “Ergonomics.” In her presentation, Daryle stated that the ISO/TC159/SC1 Technical Advisory Group needs academic experts to review standards on high-level mental workload. She also provided contact information for other TAGs. She ended with comments on how rewarding this international standards work is, given the wonderful colleagues she has met around the world and the enormous impact that standards have on enhancing the quality of life.

**Thanks to Our 2013 Sponsors!**

HFES is grateful for the contributions of the Supporting Sponsors for helping to underwrite the costs of the lanyards, Student Lounge, TG networking meetings, and User Experience Day.

Special thanks go to Ergotron for providing five “TeachWell” height-adjustable sit-stand workstations in the Internet Café, which were later shipped to prize-drawing winners. The Society also welcomes Ergotron as a new Platinum Sustaining Member.

Ergotron Workstations at the Internet Café

**HFES Members Stayed Connected at This Year’s Annual Meeting**

*By Maryam Ashoori, Chair, and Wayne Giang, Member, Social Networking Operations Committee*

Since 2011, the Social Networking Operations Committee (SNOC) has focused on expanding the Society’s online social media presence while encouraging HFES members to connect, share knowledge, and broaden their networks. During the 2013 Annual Meeting, HFES members and SNOC took to social media in record numbers, helping to spread the latest information regarding news, events, and research.

The committee kept members in touch through multiple channels, including Twitter, LinkedIn, and Facebook. Our Twitter account (@HFES) informed attendees about the numerous talks, tours, and activities. Members made a significant contribution by replying to tweets, retweets, and sharing their experience at the Annual Meeting using #HFES2013. We received notes about interesting sessions, meetings, and introductions to other HFES members, and even exciting eating places near the conference!

Facebook and LinkedIn posts by HFES were viewed more than 1,000 times during the five days of the Annual Meeting. More traditional outlets, such as the HFES Web site, saw a 40% increase in usage during this year’s event. The electronic social media guidebook prepared by SNOC for our members was downloaded more than 700 times.

Although the Annual Meeting is over, SNOC will work to keep members informed and connected throughout the year. Please join us on Facebook, LinkedIn, and Twitter, and stay in touch with the largest online community of HF/E scientists, professionals, and practitioners. The committee would like to thank Jake Hercules, Jessica Lin, Lois Smith, Tiffany Lee, Sohit Carol, and
all other volunteers who helped us during the Annual Meeting. If you are interested in volunteering for the SNOC committee, please contact Maryam Ashoori or send a tweet to @HFES and express your interest.

**CALENDAR**

March 2014


April 2014

**American Occupational Therapy Association (AOTA) 2014 Annual Conference & Expo**, April 3-6, 2014, Baltimore, MD.

**Ergonomics & Human Factors 2014**, April 7-10, 2014, Southampton, UK.


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**Faculty Position in**

**The Grado Department of Industrial and Systems Engineering**

**Virginia Tech**

The Grado Department of Industrial and Systems Engineering at Virginia Tech invites applications for a tenure-track position starting in the 2014-2015 academic year focusing in the area of human factors engineering and ergonomics. Appointments may be made at the Assistant or Associate Professor rank.

Applicants should have achieved, or show potential to develop, a strong program of research and scholarship specializing in: cognitive ergonomics, cognitive engineering, and/or safety engineering. Preference is for individuals who have applied expertise within the areas of systems design and/or evaluation, and an ability/interest to teach relevant curricula. The position requires a Ph.D. degree, with at least one degree in human factors engineering, ergonomics, industrial engineering, or a closely-related discipline.

Applications must be submitted online at jobs.vt.edu (posting number TR0130090) and include a cover letter, current vita, research statement, teaching statement, up to three relevant research publications, and names of three references (recommendation letters to be submitted separately, by the writers). Details on how to prepare and submit all materials can found under “Posting Details” for this position on the website. Applications will be accepted until January 4, 2014.

Virginia Tech has a strong commitment to the principle of diversity and inclusive excellence, and, in that spirit, seeks a broad spectrum of candidates including women, minorities, and people with disabilities. Virginia Tech is the recipient of a National Science Foundation ADVANCE Institutional Transformation Award to increase the participation of women in academic science and engineering careers.
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