



Message from the President

- President**
Deborah A. Boehm-Davis
- Past President**
Doug Griffith
- President-Elect**
Ronald Gary Shapiro
- Secretary-Treasurer**
Scott Shappell
- Members-at-Large**
Douglas A. Wiegmann
Eduardo Salas
Regina Colonia-Willner
- Representative to APA Council**
Henry L. Taylor
- Program Committee Chair**
Doug Griffith
- Membership Committee Chair**
Ray King
- Fellows Committee Chair**
Robert D. Sorkin
- Student Representative**
Haydee Cuevas
- Newsletter Editor**
Bryan R. Clark
- Listserv Manager**
Douglas Griffith

*By Deborah A. Boehm-Davis
Division 21 President*

This is my second (and last) newsletter article to you. I must admit that I keep forgetting how short a year is. Although I have done some of the things I hoped to do this year, there are many things I wanted to do, but did not succeed in completing.

During this year, we have continued our membership in *The Federation of Behavioral, Psychological, & Cognitive Sciences*. As I said in the last newsletter, the Federation is a coalition of member organizations in the behavioral, psychological, and cognitive sciences that represents “the interests of scientists who do research in the areas of behavioral, psychological, and cognitive sciences. The Federation produces regular electronic newsletters, which have been shared with the Division through our electronic listserv. I hope that you have found them interesting and informative.

We also sponsored a meeting in March 2005. Formerly called our “mid-year meeting”, this year’s forum was entitled “The Annual Symposium for Applied Experimental Research.” The meeting drew over 100 researchers from undergraduates to senior scientists together for a stimulating discussion at George Mason University in Fairfax, Virginia. The symposium was again co-sponsored by Division 19 (Military Psychology) of APA and the Potomac Chapter of the Human Factors and

Inside this Issue:

Message from the President	1
Division 21 Award Winners	3
Announcements	4
Student Spotlight	5
APA Repr. to Council Report	7

Ergonomics Society. The meeting covered topics including HCI and usability, research at the US Service Academies, tools and techniques for defeating terrorism, and advanced concepts in aviation and in applied experimental psychology. This year, all three organizations joined together to present awards for the best poster and the best paper at each of the undergraduate and graduate levels. John Ruffner again served as the Division 21 Program Chair for this meeting and we again owe him a great deal of thanks for working with Division 19 to put together such an outstanding program.

As I write this newsletter, the next meeting on the horizon is our annual meeting. The program for this year's meeting is available at www.apa.org/divisions/div21/Meetings/annual_meeting.html. Again this year, the Division is hosting a number of excellent presentations from both junior and senior scientists, along with occasions to socialize and get to know one another a bit better. Our presidential address session and social hour overlap a new feature developed by the national APA office, a welcome to first-time conference attendees. I sincerely hope that any first-time attendees who are interested in applied research will feel comfortable attending our social hour instead of the one hosted by APA. If you are worried that you won't know anyone, send me an email and I'll be sure to meet you at the reception and introduce you to at least three other people so that you can begin to build your "applied psychology" professional network.

This newsletter also allows me to thank some individuals who have been of service to the Division. First, I would like to thank Henry Emurian, who has been our webmaster for a number of years now. He has provided us with an excellent site and prompt updates. His duties have now been assumed by Doug Griffith, so if you have materials to be posted to our website, you can send them on to Doug. I also want to thank Ray King, who has served as our membership chair for a number of years, recruiting people to join our ranks and then

welcoming them as new members. As he steps down, we have transitioned the processing aspects of new membership to APA; but we are still looking for someone to take over the task of thinking about how we can recruit new members, and putting materials together to support those activities. I would also like to thank Haydee Cuevas, who has provided a strong voice for students for the past several years. Now that Haydee has completed her degree and moved into the business world, she is planning to take on the task of developing programs for new professionals. I know she will bring as much energy to that position as she has to her last position with the division. Hank Taylor continued in his role as the division's representative to the APA Council of Representatives. In that role, Hank has been an effective advocate for applied science. We thank him for all his past efforts and we are lucky to have him continuing in this role for the foreseeable future.

In August, we will say goodbye to Regina Colonia-Willner, who has served as a member-at-large of our Executive Committee and Doug Griffith, who completes his duties as past-president. In this role, Doug continued to provide me with guidance and encouragement over the year; I only regret that I was sometimes too encumbered by other commitments to spend as much time as I would have liked working with him on new activities.

During this year, I made an attempt to survey a portion of the membership. Last year, Doug Griffith sent out a questionnaire asking for feedback on the performance of the division and on what activities you might like us to support. Unfortunately, the response rate for that survey was low. I therefore took it upon myself to conduct a phone survey of a portion of the membership. I discovered that even this method of communication is fraught with difficulty as we had trouble reaching many members by phone, and discovered that our contact information was inadequate for many members on our rolls. We did learn that people are generally happy with the services they

receive from the division, but it is clear that we need better methods for communicating with our membership than we have discovered to date.

Finally, as I said in closing last time, I do hope that if you have other ideas of how we might improve on the services we deliver, you'll contact me, either in person at the APA meeting in Washington, DC or through email any time. I really hope that we can build a stronger Division over the next few years so that future applied scientists will continue to have a home within APA.

Division 21 Award Winners

Be Sure to Congratulate the Following APA Division 21 Award Winners!

Donald Norman is this year's winner of the *Franklin V. Taylor Award for Outstanding Contributions to the Field of Experimental and Engineering Psychology*.

Regina Colonia-Willner is this year's winner of the *Early A. Alluisi Award for Early Career Achievement*.

Nina Keith of Justus-Liebig-University Giessen is this year's winner of the *George E. Briggs Dissertation Award* for her dissertation, "Self-regulatory processes in error management training."

All three winners will be making presentations at next year's annual meeting in New Orleans.

From the Editor

First, I would like to apologize to the Division 21 membership, and to everyone who submitted articles for this issue of the Division 21 Newsletter, for getting it published much later than I originally had planned.

I feel moved to write an upcoming Student Spotlight article regarding "How to manage your time while on an Internship so you graduate on time!" Of course, I would highlight what NOT to do, as my experience has more to offer from that perspective. I feel that lately I have fallen into the category of graduate students who have "taken on too many things".

On this note, I regret to say that this will be my last year as the Newsletter Editor for Division 21. I have enjoyed the experience, and the opportunity to meet some wonderful people who volunteer so much of their time to the Division. While I have been Newsletter Editor, we have changed the format to electronic-only, paving the way for more photographs, multi-media, etc. in future issues, and speeding up the time it takes to put the newsletter in your hands. Additionally, with the help of Haydee Cuevas, Ph.D., we have seen the Student Spotlight column flourish.

It takes the time and dedication of many members to get the newsletter to you, and I know that it will only continue to improve, as I leave you in good hands with a colleague of mine at the University of Central Florida, Aaron Pepe. I will assist Aaron with the final issue of 2005, and then he will take over as Editor. He has some really great ideas, and I encourage you to send him any thoughts you have on further improvements. Thank you for the opportunity to serve you, the Division 21 Community. Keep reading!

Announcements

Volunteer Opportunities with TOPSS

The APA Teachers of Psychology in Secondary Schools (TOPSS) is looking for a few good psychologists! TOPSS is starting a Speakers Bureau of psychologists who are interested in volunteering to either visit local high school psychology classes to speak with students about their work and career, or to allow high school psychology students to tour their labs and facilities. Many high schools have psychology clubs, and teachers could tap into the TOPSS Speakers Bureau to find local psychologists to speak at club events. This is a wonderful way for young students to learn about psychology, and psychologists would have the satisfaction of sharing their experiences with eager students. We are looking for all types of psychologists at any type of college and in any field. The only requirement is that you have a desire to share your interest in psychology.

You can learn more about TOPSS at <http://www.apa.org/ed/topss/homepage.html>. Although aimed at high school psychology, the Speakers Bureau will be available for community colleges and four year colleges and universities as well.

If you are interested in participating in the TOPSS Speakers Bureau, please contact Emily Leary at eleary@apa.org or 202-572-3013. Please include your name, contact information, location, and area of expertise or experience.

Stephen Chew
TOPSS College Representative

Note from the Editor

This is a great opportunity for us to participate and share our knowledge about applied experimental and engineering psychology.

New MS Program at Rochester Institute of Technology

The Psychology Department at the Rochester Institute of Technology (RIT) is in the final stages of developing a Master of Science in Applied Experimental and Engineering Psychology. RIT's mission is to provide technology-based educational programs. The MS Program in Applied Experimental and Engineering Psychology emphasizes the role of human behavior in the use of technology. The Department of Psychology, the Department of Industrial & Systems Engineering and the Department of Information Technology all contribute to the teaching of specialty courses in the program.

The program is on track to accept students in the Fall of 2005. If you are interested in applying to this program or learning more about it, please contact:

Department of Psychology
George Eastman Building
18 Lomb Memorial Drive
Rochester, NY 14623-2765
585-475-6204

New Usability Journal: Call for Papers

The Journal of Usability Studies (JUS) is a peer-reviewed, international, online publication dedicated to promoting and enhancing the practice, research, and education of usability engineering. The first issue is planned for the third quarter of 2005. For more information, visit:

http://www.upassoc.org/upa_publications/journal/



Student Spotlight

By *Miroslava Vomela*
University of Central Florida

Internships: Where to Go and What to Do

If you have never sought an internship before, the task may seem as daunting as applying to graduate school. Familiar questions arise when thinking about applying for an internship. Where should I apply? What do I need to send? What if I am not selected? Fortunately, you can answer these questions by following a process similar to applying to graduate school. Start looking for a position a couple of months before you plan on working. Some internships, particularly summer government internships, have application deadlines around the beginning of March or earlier.

Before you even look for an internship, you need to prepare your materials. That is, you need to prepare your resume (or a curriculum vitae) and a cover letter; while some employers don't ask for a cover letter, it certainly doesn't hurt to provide one. A resume *highlights* what you have done thus far in your career and does not go into details. Use the cover letter to describe relevant experiences that make you the ideal candidate for the position—write the cover letter before you know what the internship position is as the letter may be modified later to fit the position. Finally, have someone else read your resume and cover letter, preferably someone who both has a job and has expertise in your area of interest. Career services at your university can help provide advice on style and formatting, but they often don't know as much about particular career requirements as, for example, your professors do.

Once you have the best resume on earth, find yourself an internship. There are a couple of

ways to do this. Often the most effective way to find an internship is through word of mouth. Talk to your professors. They may be in the academic bubble, but often they interact with former students or industry partners, who are often employers looking for employees. Talk to other students, particularly those who are farther along in your program; they may have held an internship position before and might be able to refer you to someone. If you know people who work in your field, definitely ask them if they know of any available internship positions. Another way to find an internship is to look on company websites. Many companies dedicate a part of their website to career opportunities and sometimes post internship positions. If a company you are interested in working for doesn't have an internship position advertised, you can try to contact someone to see if they have a position available or if they might be willing to create one. Companies also advertise internships on job sites such as Monster.com and Yahoo jobs. By typing "internship" and your area of interest as a query, the search will usually return relevant results (you may have to play with your search terms a little if it doesn't). If you want an internship working for the government, www.studentjobs.gov is a job search provided by the US Office of Personnel Management and has a listing of available government positions. As with private companies, government agencies usually have employment opportunities, including internships, listed somewhere on their website, so if you want to work with a particular agency, visit their site. Finally, if you don't want to seek out an

internship on your own, there are programs you can apply to that will help you find one; the US Office of Personnel Management has a list of internship programs on their website. I can't tell you much about the programs, nor can I vouch for their reliability since I have never applied to one, so apply at your own risk. From what I have heard, you apply to a program and if you get selected, they make your resume available to employers who then contact you if they are interested in interviewing you.

After you find some internship positions that interest you, modify your resume and cover letter to accentuate your qualifications for the position in question. Downplay any negative attributes (e.g., you can't program in HTML and they would prefer a candidate who can). Then send off your resume, cover letter, and any other materials that the advertisement specifies. Now the hardest part of the whole process: waiting for someone to contact you.

Before the interview, try to ask people in your field about what questions they've been asked in interviews. Then come up with some answers so you'll be prepared if the interviewer happens to ask that question or a similar one. It is also a good idea to prepare a portfolio that you can bring with you to the interview, or send it to the interviewer beforehand if requested. A portfolio is a selection of your work that best represents your skills. The work can be something you've published or presented at a conference, a class project, or even something you've done on your own (e.g., you're applying for a position requiring knowledge of HTML and you have a web site you've created). Make sure you review the materials before going to the interview so that you can talk about them without sitting there trying to remember what it is you did.

Finally, get a good night's sleep before the interview and leave *early*. If you think it will take

you 30 minutes to get there, leave an hour ahead of time. You never know what will happen on the way. I had an interview that I calculated would take an hour to get to, so I left a half hour earlier than necessary and was grateful that I did. The Metro I was taking stopped at one of the stations and stayed there for 15 minutes while the driver fixed the emergency stop lever. I got to my interview about two minutes early and told my interviewer about the nerve-racking trip; needless to say, he was quite impressed that I was still on time despite the Metro fiasco. Be on time! Dress neatly and appropriately. Most importantly, don't think of the interview as an interrogation. Think of it as your chance to tell someone else what you do best and why *you* should get the internship. Good luck!

About the Author

Miroslava Vomela is a third year doctoral student in the Human Factors and Applied Cognition program at George Mason University. She usually works as a research assistant for her advisor, Matthew Peterson. This summer, however, she is interning at Economic Research Service - part of the USDA - doing some usability work.

Note from the Editor:

My personal thanks to Peter Squire, a second-year student at George Mason University, studying Human-Robotic Interaction, for volunteering his time and energy to assist me with this issue's *Student Spotlight*. If you are a Graduate Student who would like to write the next *Student Spotlight* article, please submit your interest in an email to: div21editor@gmail.com

Thank you!

American Psychological Association (APA) Council of Representatives
Report from the APA-COR Meeting
February 17-19, 2005, Washington, D.C.

Report by Henry L. Taylor

Division 21 Representative to APA-COR

- *APA President Ron Levant's 2005 Initiatives*

President's Levant's 2005 initiative - *Promoting Health Care for the Whole Person*, supports integrated health care as a partial solution to the nation's health care problems and an opportunity to promote health, by fully and seamlessly integrating psychological and behavioral health issues into all levels of health care. The specific activities of this initiative are as follows:

- ◆ Making Psychology a Household Word – a Public Education Campaign to train psychologists to work with the media
- ◆ Health Care for the Whole Person - Dr. Margaret Heldring is leading initiative to integrate health care at all levels; 2005 goals are to develop partnerships with leading public health, mental health, policy, and consumer organizations with multiple working groups in science, economics, clinical, training/education, culture and disparities, rural health, policy/outreach, communications.
- ◆ Psychology as Health Care - all committees have medical doctors, dentists, the general public, etc. on this group; focuses on leadership and collaboration and to serve as a voice for positive change; missing piece of puzzle is health care
- ◆ APA presidential task force to enhance diversity - Dick Suinn serves as Chair; Rhoda Olkin represented persons with disabilities; discussed difficult experiences they had experienced as minority psychologists; when you feel marginalized they don't come back; specific examples in report; many examples on how they perceive themselves as being unwelcome; want APA to not reflect the ills of society; met once in January; report is 40 pages long and will be available to the APA Board in June, APA Council in August; someone from Div 22 should review this document

Another separate initiative of President Levant's is Evidence Based Practice (EBP), which focuses on using principles of EBP to support psychological interventions. Division 22 is represented on this Task Force by Kris Hagglund, who is soliciting input at this time.

- *Norm Anderson, APA Executive Director*

- ◆ Recent exponential increase in revenues from electronic products from 12 million in 2000 to 24 million in 2004.
- ◆ The payment pattern of customers has necessity to change its accounting methods. Please see Jack McKay's report, second bullet point.
- ◆ Non-dues revenue -- projected increases in electronic publishing income of 2.5 million in 2005, four million in 2006, and three million in 2008
- ◆ APA is pursuing an annual 1 million dollar real estate tax abatement from D. C. in exchange for APA agreeing to hold annual convention every third year in D.C.
- ◆ IT Report -- COR and BOD recommended an evaluation of efficiency of APA's IT. Outside consultants found that APA IT goals are being met, could have better planning and

organization, need some strategic leadership, and need a strategic IT plan; later this year APA will recruit a chief information officer at executive director level.

- *Task Force on the World Conference Against Racism Report*

The Council received the report and adopts the recommendations in the Report of the Task Force on the World Conference Against Racism held in Durban, South Africa August 28-September 8, 2001. At the July 2004 COR meeting, a task force was established to review the selection of representatives from APA to the World Conference Against Racism meeting held in Durban, South Africa, as well as, the report produced by the APA representatives who attended the meeting. The task force presented its findings to the COR. There were many emotional statements from COR representatives who had been victims of racism. This led to a recommendation by the task force that APA address anti-semitism and anti-Jewish discrimination specifically, all forms of discrimination including religious discrimination, acknowledge the work and accomplishment of APA delegation, receive the report including the appendix, indicate that receipt does not constitute endorsement or non- endorsement of the report appendix, and establish organizational structures to better prepare to engage effectively in global issues and at all APA leadership levels.

- *APA 2005 Budget (Highlights of APA CFO Jack McKay's Presentation)*

- ◆ Results of 2004 - the anticipated 1.8 million dollar surplus for 2004 will more likely be closer to three million dollars. However, due to an accounting procedure issue, last year's budget will likely be modified. This accounting problem relates to the electronic medical product revenues that are unpredictable in terms of when they are received. Thus the accounting system will be revised using a rolling average system which will provide more accurate numbers. This will necessitate restating of the financial results of 2003 and 2004.
- ◆ The exponential increase of electronic publishing and the continuing decline in paper publishing were discussed. Royalties and licensing rights sales far outstrips sales of publications (over \$24 million compared to less than 12 million in 2004). He also pointed out the continuing success of the real estate and stock market portfolios. The two buildings enjoy 100% occupancy and provide about \$5 million per year in profits. Our stock market portfolio generated an 11% return last year, and an average of 15% annually over the past five years. APA now has over \$50 million in stock assets that, coupled with the true market value of the two buildings, places the total net worth of the organization at approximately \$150 million. Subsequent to a presentation by J. McKay, APA-CFO, Council approved the proposed 2005 final budget calling for a surplus of \$589,000. This includes both a \$100,000 donation, followed by an additional \$250,000 for victims of the tsunami disaster.
- ◆ A dues increase from \$247 to \$253 will go into effect. This is an automatic dues increase to account for inflation. In terms of income, dues are only 14% percent of APA's annual revenue; over one-third of APA's income comes from its communications revenues (e.g. publications).
- ◆ In terms of expenditures, over one-third of the yearly costs are for staff compensation. The staff downsizing that occurred in 2003 is now being reversed due to the favorable financial picture. This year's budget is proposed to include a total of 619 staff by the end of 2005.
- ◆ There is a projected dues increase in the coming year (for 2006) of \$7 per member.

- *2004 Five Year Report of the APA Policy and Planning Board*

A presentation was made on this report, entitled *APA 2020: A Perfect Vision for Psychology*. Comments on the document are still being solicited. Division 22 Council Representatives Rohe and Bruyère prepared and submitted comments inserting the words disability and rehabilitation where appropriate within the document, under the section entitled “Issues and Challenges: Illness and Disease.”

- *Multicultural Organization Leadership Workshop*

APA sponsored a workshop on multicultural organization leadership – entitled *Understanding and Combating Contemporary Bias*, presented by John Dovidio from the University of Connecticut. He presented his extensive research on prejudice and bias, integrated into the Multicultural Organization Leadership Workshop. The workshop focused on the nature of contemporary bias, and its influence on interactions between people and group processes. Participants were then asked to discuss ideas presented at the workshop and practical steps that we can take as individuals to advance increased diversity within the division.

- *Small Groups to Brainstorm APA Future Priorities*

Council representatives spent 90-minutes in a break-out group brainstorming session to discuss and prioritize ten APA priorities which had been previously identified by Council in February 2001.

- *Contribution to Tsunami Relief Fund*

APA allocated a total of \$150,000, followed by an additional \$100,000 for support of mental health service infrastructure to aid victims of the Tsunami in South East Asia.

- *Travel Support for Council Representatives*

Council approved amending the Reimbursement Policy for Council representatives beginning in 2006, starting with the February Council meeting. APA currently covers travel costs for the mid-year meeting, and with the amendment, will now also cover up to three nights of lodging and per diem. At the Convention meeting, APA will now cover two (previously one) nights' lodging.

- *Funds for Learner-Centered Psychological Principles Conference*

Council passed a motion to allocate \$10,000 from its 2005 discretionary budget to support one meeting of an eight-person Task Force to review and revise an evolving document entitled *Learner-Centered Psychological Principles: Guidelines for School Redesign and Reform*.

- *Recognition of Clinical Geropsychology as Proficiency in Professional Psychology*

Council approved the renewal of recognition of Clinical Geropsychology as a proficiency in professional psychology until February 2012.

- *Task Force on Socioeconomic Status*

Council passed the allocation of \$15,000 from the FY 2005 discretionary funds to support the work for a Task Force on Socioeconomic Status within the Public Interest Directorate.

Respectfully Submitted,

Henry L. Taylor
Division 21 Representative
Council of Representatives