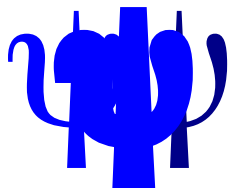


# Newsletter

Volume 25, No 3 Fall, 2000



## Division of Applied Experimental and Engineering Psychology

Division 21 of the American Psychological Association

### President

Robert W. Swezey

### Past President

James R. Callan

### President-Elect

Gerald P. Krueger

### Secretary-Treasurer

David Schroeder

### Members-at-Large

Mike Wogalter

Stephen Goldberg

James Driskell

### Representative to APA Council

William Howell

### Program Committee Chair

Mark St. John

### Membership Committee Chair

Henry L. Taylor

### Fellows Committee Chair

Nancy Anderson

Richard Pew

## Message From the President

### Bob Swezey, President

Dear Division 21 Members,

I am honored to serve as your new President (although following Jim Callan in that role will not be an easy task). We anticipate a good year, with several new thrusts and activities planned. The recent APA meetings produced some news and included a very strong technical program with many joint sessions in cooperation with other Divisions. Thanks to Dick Kelly for an excellent job as Technical Program Chair. Allow me to mention some of the new issues and forthcoming events of interest:

### New Officers

Our newly elected officers are Jerry Krueger (President-Elect) and Jim Driskell (Member-at-Large of the Executive Committee). Congratulations to both of these wonderful new officers.

### Division Awards

The winner of this year's Franklin V. Taylor Award for Outstanding Contributions to the field of Applied Experimental and Engineering Psychology was Eduardo Salas of the University of Central Florida. The winner of the George E. Briggs Dissertation Award was Wesley Allen Olson of the University of Illinois. No nominations were received for the Earl Alluisi Award for Early Career Achievement this

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year, and consequently no award was made. Congratulations to these outstanding award winners.

### Web Site

The Division web site (<http://www.apa.org/divisions/div21/>) will be switching host institutions (from Pacific Science and Engineering to the University of Maryland, Baltimore County) and will be monitored by Henry Emurian and a staff of his graduate students. We look forward to an expanded and enhanced web site presence.

### Mid-Year Meeting

We were fortunate to receive a \$2,000.00 grant from APA to support next year's mid-year meeting. The meeting will be tentatively held on March 1 and 2 (with an Executive Committee meeting on March 3) at The George Washington University facilities in Crystal City, VA. The topic will be "Simulation and Training." The meeting will include an expanded format involving possible student posters, a possible tour, a possible tutorial, and technical papers. Co-chairs for this event are Doug Griffith and Astrid Schmidt-Nielsen. An article exists elsewhere in this Newsletter concerning its status.

### Student Affairs

We have established a new Student Affairs Chair (Jim Hitt, who is a doctoral student at the University of Central Florida) to coordinate a major thrust to encourage new student members. Working closely with Membership Chair Hank Taylor, Jim will contact Universities offering graduate programs in applied experimental psychology to initiate a major student membership recruitment thrust during the upcoming year.

### Annual Meeting

The APA annual meeting next year will be in San Francisco, and Division 21 Program Chair Mark St. John is at work developing a strong program for the meeting. Updates will occur in forthcoming Newsletter articles and on the Division web site.

### Division Directory

The Division Directory is being updated and will be available for review and/or downloading on the

Division web site. In a money saving gesture, the Directory will not be distributed in hard copy.

### Officers and Committee Chairs

The new list of Division 21 Officers and Committee Chairs is included as a separate entry in this Newsletter.

### Dues Increase

The bad news (not really too bad) is that the Executive Committee has voted to increase Division Dues by a modest \$5.00, to \$30.00 per year (of course this includes your subscription to JEP: Applied). Dues remain at \$15.00 for student members. For "Dues Exempt" members, the increase will reflect a charge of \$15.50 to support the division assessment, and an optional publication fee (for the journal) of \$14.50.

### Newsletter

The Newsletter will continue to be published in hard copy, but will also be available on the Division web site. If you do not wish to receive the hard copy, please contact Newsletter Editor Susan Kirschenbaum.

### New Thrusts

We hope to initiate new thrusts involving International aspects of applied experimental psychology (under the auspices of Chair Alan Lesgold) and, working with Geoff Mumford and his staff at APA, to encourage Division 21 members to offer Congressional Testimony in areas of their expertise. (Please contact me if you are interested in either of these areas.)

Well, that is quite a few items. As you can see, things are moving fast for Division 21. Please GET INVOLVED. Feel free to contact me or the Committee Chair in your area of interest. We need and encourage your participation.

## ***Mid-Year Meeting on Training and Simulation***

### **Douglas Griffith, Mid-Year Meeting Program Co-chair**

Our Mid-Year Meeting is Scheduled for March 1 and 2, 2001 and will be held in Arlington, VA. The topic is Training and Simulation. You will note that we are moving back to a two day format. This year we are the beneficiaries, along with our co Sponsor, Division 19 (Military Psychology), of a \$2,000 grant from the APA's Committee on Division/APA Relations (CODAPAR).

As the program is currently under preparation, details will be provided later. Astrid Schmidt-Nielson , Doug Griffith, Jim Hitt, and a Division 19

representative are working on the program. Bob Swezey has provided us with some good ideas for topics and speakers that we are actively pursuing. We are planning a tutorial, a Panel Discussion on the Challenges and Opportunities for Training and Simulation, a tour, technical speakers, and student poster sessions. Jim Hitt is organizing the student poster sessions. The first evening will also feature a dinner and speaker hosted by the Potomac Chapter of the Human Factors and Ergonomics Society.

We are anticipating an excellent program. Please plan on attending.

## ***Who Did Invent the Internet?***

### **Stephen Goldberg, Member at Large**

If Vice President Al Gore didn't invent the Internet, then who did?

The vision for the Internet is credited to an unassuming psychologist turned computer scientist named J.C.R. Licklider. We can proudly count Licklider or Lick, as he was known to his friends, as a colleague, since he was a member of Division 21 of the American Psychological Association.

Licklider was born in St. Louis in 1915. He attended Washington University in St. Louis and graduated with a triple degree in physics, math and psychology. He went on to receive a doctorate from the University of Rochester. For his dissertation he made the first maps of neural activity on the auditory cortex, pinpointing the regions crucial to the ability to hear musical pitch. During World War II, Lick joined Harvard's Psycho-Acoustics Laboratory and worked closely with George Miller and others on problems of noise in aviation. He devised a method for distorting radio transmissions to make words stand out against background static. After the war he joined MIT. There, Lick headed the human factors team for Project SAGE. SAGE served as an early model for real-time interactive computers.

Licklider published a paper in 1960 entitled "Man-Computer Symbiosis" in which he presented a vision for computing in which the computer would serve as

"a colleague whose competence supplements your own." Lick described an online "thinking center" that would "incorporate the functions of present-day libraries." He predicted there would be "a network of such centers, connected to one another by wide-band communications lines and individual users by leased-wire services." Sounds a little like the Internet doesn't it.

Lick was given an opportunity to support development of his ideas with his selection in 1962 as an ARPA Project Manager. He funded work at MIT, which included Marvin Minsky's Artificial Intelligence Lab. Other major research centers receiving his support were Stanford, Berkley, Carnegie Tech (Allen Newell and Herbert Simon), and RAND. He also funded Douglas Engelbart at SRI International, who is credited with development of the mouse, hypertext, and on-screen windows.

Licklider wanted a method whereby his widely dispersed researchers could interact to build on each other's work. His solution was to link all of ARPA's time-sharing computers into a national network. Networking technology at that time hadn't caught up with Lick's thinking so the development of the ARPAnet, which eventually became the Internet, had to wait till 1969.

Lick left ARPA in 1964 and went on to a series of jobs at IBM, MIT and back to ARPA in 1974. Lick's

first two years at ARPA had an immense influence on the direction computing would take. He led the way from mainframe batch processing to real-time computing. He wisely chose the people and institutions he supported. Lick's interest in human-computer symbiosis lives on through the professors and students he supported during a critical point in computer history.

Licklider died in 1990. Licklider's thinking was clearly ahead of his time. Since many of his ideas were actually brought into being by others, his name has gotten lost and he doesn't get the credit he deserves as a true computing pioneer.

## August 2000 Council Meeting Report: Score One For Science

### **Bill Howell, Council Rep, Division 21r**

**Overview.** Attending APA Council meetings often brings to mind the classic line about piloting a commercial airplane: "hours of boredom interrupted by moments of stark terror." Amidst all the trivia and meaningless resolutions and posturing at the microphone by wannabe politicians, there are generally a few items that, if passed, could deal a serious blow to the science/academic interests, so most of our energy has been spent defending against threats.

Until this meeting. *This* time, thanks to the vision of the Science Directorate and the Board of Scientific Affairs; the encouragement of the new President; the support of some key "senior staff" officers, the Finance Committee, and the Board of Directors; and some behind-the-scenes lobbying with our practitioner friends, we found ourselves playing *offense* for a change. The emotion-charged moments were not ones of fear or despair, but of joy. An "Academic Enhancement Initiative" (AEI) passed unanimously, as did a couple of items that will beef up APA's ability to promote psychological science. So after I dispose of a few lesser actions that might interest you—including one potential land mine that we're monitoring—I'll focus the rest of this report on our win. And make no mistake, it's a BIG one.

**Lesser Stuff.** A task force report articulating the qualifications one should have to administer and interpret tests was approved. This is actually a pretty important document that was years in the making and will be extremely useful in the ongoing battle against misuse and misunderstanding of test instruments. Its creation also serves as an excellent example of APA's unique value to the profession and to society. It came about as the result of a looming crisis posed by the conflicting views (and interests) of our health-

care and non-health-care practitioners back when I was working in Central Office. Rather than allow it to escalate into a pitched battle (as in the bad old days of yore), Russ Newman (Practice Directorate Head) and I got together and agreed to set up a task force comprised of reasonable people on both sides to work something out. They did, and this document—which in my view is a damn good one—is the result.

A while back, Council approved formation of a standing committee (CRSPP) to formally recognize applied *specialties* in psychology along with a process and set of criteria for establishing such recognition [for many years, Clinical, Counseling, I/O, and School were the only recognized specialties, and pressures were building to add more]. And several have, in fact, been added through this process. Now comes a group petitioning for recognition as *Behavioral Psychology*, they meet all the criteria, and despite a lot of objections and concerns, CRSPP had no alternative but to recommend approval. And after much debate, Council was obliged to do the same. However, this incident highlighted weaknesses in the criteria that will undoubtedly prompt a move to revise them. [Editorial comment: the problem of defining specialties has been around ever since I can remember—prompting countless task forces, committees, reports, and pitched battles. It will be there long after you and I are gone, so don't lose sleep over it].

Some loose ends on the 501 (c) (6) Companion Organization that I discussed in my last report were tied up, including its name. It will be called the American Psychological Association Practice Organization—an accurate, if not particularly imaginative, moniker.

A policy statement from the Publications and Communications (P&C) Board, drafted in the wake of the flap that occurred following the publication of a controversial set of findings in an APA journal, was approved. This statement makes explicit our policy against any form of interference—by APA or anyone else—in the editorial processes through which we evaluate and disseminate scientific information. It also states clearly that publication of a scientific article by APA does not constitute its endorsement. It is a very strong, very good, and—in today’s political climate—very much needed statement.

Thanks to the good work of Division 21 and 19 fellow Hank Taylor and others, a seat on the task force that is revising our Ethics Code was dedicated to a constituency that has heretofore been ignored and has unique ethical concerns (including ones unique to the military). There was a lot of resistance, mainly against the precedent of dedicating seats to self-identified constituencies (of which APA has an overabundance), and a proposal to dedicate a permanent slate in Ethics Committee elections was defeated. But the approval of the task force seat represented a reasonable compromise that will have an important impact where it counts most: the Code itself.

Council passed a budget that is very close to “break-even,” including as regular lines in this and the projected ones, the cost of the two major initiatives that I’ll be discussing momentarily. This was made possible in large part due to some much-needed changes in our financial philosophy recommended by the Finance Committee—which I won’t go into here. Basically, what it amounts to is considering all our income from all sources—including our real estate holdings—as a common pool that is allocated to operations, net worth accumulation (reserves), contingency funds or whatever according to a coherent model with authorization from Council, rather than engaging in the post-hoc, highly political grab for bucks that has been our modus operandi for some time now (and the source of much misunderstanding, grief, and in my view, inequity).

In a separate but related discussion, the fact that we cannot cover forever the costs due to inflation and current labor market conditions out of non-dues income was again raised, and clearly a dues increase (after many years without one) is in the offing. Moreover, it is likely that we will go back to the

philosophy of some sort of regular adjustment based on inflation as part of the financial model. To me, the most encouraging aspect of all this is that we are finally moving toward the coherent, rational, responsible, approach to financial planning and budgeting that Jack McKay and the Finance Committee have been advocating for years. It will take a while to change the “let’s spend it all now” mind-set of some of our colleagues, but the message finally seems to be seeping through.

**Early warning.** The cancer-like disease of Council representation for small state associations—in remission since the “wild-card” compromise was adopted a few years ago—is back. A lot of work has been taking place behind the scenes to find a satisfactory course of treatment, and one such proposal—another relatively benign compromise—was floated at the meeting. The strong reaction it generated was a clear indication that it isn’t the right medicine. Instead, Council authorized formation of another task force to explore alternative options. That task force is currently being formed, and I’ve been involved in trying to make sure the scientific/academic interests are properly represented.

The issues are very complex, so I won’t take the space here to lay them all out. Suffice it to say this one bears close monitoring—and we’re watching. At the appropriate time, I’ll probably devote a whole report to this matter, but for the time being, let’s not get too worked up over it.

**Winning moves.** Now for our touchdown and extra point. For several years now, special funds have been allocated for a practice-oriented “Public Education Campaign (PEC).” It has been consistently supported by the science/academic side of the house—initially, with the understanding that it would ultimately be expanded to include PR for psychological science. However, it soon became obvious that it would serve neither of our interests to piggyback a *science* message onto a *practice* theme (this may not seem obvious, but humor me and accept it for now). In fact, *not* pressing for inclusion made possible a much more promising approach: seeking independent special funding for science/academic initiatives.

Behind-the-scenes work by the folks I identified earlier and others resulted in the Academic Enhancement Initiative (AEI) item, a proposal to

invest a whopping \$350k annually in activities aimed at serving directly the interests and needs of academic scientists, thereby giving them compelling reasons to become—and remain—members and supporters of the Association. A list of proven activities (including the highly successful Summer Science Institute and Advanced Training Institutes) was compiled by the Science Directorate as illustrations, but by making this a *continuing* addition to the \$4M-plus Science budget, this funding would afford the Directorate the opportunity to do the kind of targeted strategic planning that is certain to pay off for both APA and psychological science long-term. It would also send a powerful message to the detractors who question APA's commitment to academics and scientists.

It passed, without a single dissenting voice or vote—and enthusiastic support from our practitioner colleagues. Of course, we in turn supported their move to make the Public Education Campaign a continuing commitment (and privately agreed to keep our noses out of it). By making the two initiatives independent but joined at the hip, we have, I believe, guaranteed the continuation of the AEI for as long as the PEC survives, and it will be a cold day in Gila Bend when the PEC gets dumped!

Touchdown!

The extra point was another item that passed cleanly between the uprights, this one kicked by the P&C Board with the APA Media Relations unit centering and Science holding. It consists of another \$100K annual commitment to science, in this case, an addition to the Media Relations budget earmarked for generating press releases and other PR materials to promote newsworthy developments from psychological research. Whereas the AEI is directed mainly toward our own community of psychological scientists, this initiative—like the PEC for practice—is directed toward the public.

And thus I'm able to end my report on a highly positive note for a change. Sure, there are still moments of anxiety at Council, and as long as psychology's diversity continues, there will be always be things on which we disagree—along with a lot we simply find boring as hell. But anyone who says Council doesn't care about us scientists and academics, just isn't paying attention; and as Bill Gates puts it in his latest Microsoft commercials, "the best is yet to come."

## ***Important Membership News***

### ***Dave Schroeder and Bob Swezey***

One of the main items of business on the agenda for the meetings of the Division 21 Executive Committee and the Division's business meeting concerned the financial status. Over the past few years we have been spending approximately \$3,000 each year from our reserve funds. A majority of the expenses for the Division are associated with the publication and distribution of our newsletter, the Division Directory and the social hour held during the APA convention. During the meeting we explored avenues to reduce funding, including more extensive use of the electronic media for distribution of our newsletter and other communications. A problem with relying solely on the electronic form of communication is that a sizeable number of our members either do not have an e-mail address or have not communicated the address to the Division's secretary/treasurer. To reduce a portion of our costs

this year, we will be distributing the Division Directory electronically.

Another concern is that as membership within the Division has aged, the dues exempt members have not been required to pay dues associated with the journal and other communications. A motion was passed during the Business Meeting to require that all dues exempt members be asked to pay the division dues. They will be given an opportunity to elect not to receive the journal but will be asked to pay dues for the remaining expenses of the Division. In addition, a motion was passed during the business meeting to increase the dues for members and affiliates to \$30.00 a year. The cost for student membership remains unchanged (\$15.00). This will provide additional funds for the activities of the Division.

Since we have historically also been experiencing greater attrition than having new numbers join the

Division, we will need to expend additional efforts this year to attract new members. I would encourage each member to talk with their colleagues and encourage them to join the Division. Our leadership over the last few years has significantly enhanced the position of applied psychology within APA and the professional community. I would encourage each of

you to join in demonstrating the important role of applied psychology to other psychologists and the general public. Hank Taylor and the membership committee have helped attract a number of new members and affiliates this past year. However, they need your help in identifying potential new members.

## ***From the Editor: Award Winning Opportunity***

### ***Susan S. Kirschenbaum, Newsletter Editor***

If you look below, you will see several important announcements. The first is about an award received by Ed Fleishman. This Distinguished Contributions to the International Advancement of Psychology Award from APA is important both because it recognizes the contributions of a Division 21 member and because it puts applied and engineering psychology in the spotlight. Ed's award reflects glory on our profession. Congratulations and thank you!

Below the announcement of Ed Fleishman's award are calls for nominations to Fellow status and for **five** APF awards. I encourage you all to consider nomination one or more of our many distinguished members for these honors and awards. We have

many "Senior" members who deserve almost any of the Life Achievement Awards. There are also many senior and not-so-senior members who would be excellent candidates for Fellow status or for the APF Distinguished Teaching in Psychology Award. What could be more "in the public interest" than safety, error reduction, or improving support for human performance?

Nominate your most innovative and successful teacher!

Nominate one of our superior Senior researchers or contributors to psychology in the public interest!

No one can win without being nominated!

## ***Announcements, Awards, and Nominations***

### ***Ed Fleishman Receives APA Award***

Edwin A. Fleishman, a past president of Division 21 (1977 -78) and recipient of its Franklin Taylor Award (1974) was the recipient of the Distinguished Contributions to the International Advancement of Psychology Award from the American Psychological Association for his "sustained and enduring contributions to international cooperation and advancement of knowledge in psychology."

This award reflects on the growing recognition of applied experimental and engineering psychology throughout the world.

### ***Call for Nominations: New Fellows***

The Division Fellows Nomination Committee is soliciting nominations from Division 21 members and Fellows for new Fellows.

Provide some background information on your nominee so that the committee can screen for eligibility. If your candidate meets selection requirements, you will receive further information and forms for completing the application.

Nominees will be voted on by Division Fellows at the annual business meeting in August, 2000 and will be forwarded to APA for final approval. Names of those who already are fellows of other divisions need only be submitted to the Fellows Committee for review at the next Executive Committee meeting.

Please send your recommendations to

**Dr. Richard Pew**

BBN Technologies  
10 Moulton Street  
Cambridge, MA 02138-1119  
617 873-3776  
pew@bbn.com

or

**Dr. Nancy Anderson**

Professor, Emerita, University of Maryland  
Box 515  
Chincoteague, MD 23336  
757 336-6124  
nancy\_s\_anderson@umail.umd.edu

***APA Call for Nominations***

**APF Gold Medal Awards**

The American Psychological Foundation (APF) invites nominations for the APF 2001 Gold Medal Awards. The awards include a gold medal, \$2,000 (to be donated to the charitable institution of the winner's choice), and an all-expense-paid trip for the award winner and a guest to the 2001 APA convention in San Francisco, for two nights and three days. The Gold Medal awards recognize life achievement in and enduring contributions to psychology. Eligibility is limited to psychologists 65 years of older residing in North America. Awards are conferred in four categories:

- Gold Medal Award for Life Achievement in the Science of Psychology recognizes a distinguished career and enduring contribution to advancing psychological science.
- Gold Medal Award for Life Achievement in the Application of Psychology recognizes a and enduring contribution to advancing psychology through methods, research, and/or application of psychological techniques to important practical problems.
- Gold Medal Award for Enduring Contribution by a Psychologist in the Public Interest recognizes a distinguished career and enduring contribution to the application of psychology in the public interest.

- Gold Medal Award for Life achievement in the Practice of Psychology recognizes a distinguished career and enduring contribution to advancing the professional practice of psychology through a demonstrable effect on patterns of service delivery in the profession.

Nomination Process: Gold medal award nominations should indicate the specific award for which the individual is nominated and should include a nomination statement that traces the nominee's cumulative record of enduring contribution to the purpose of the award, as well as the nominee's current vita and bibliography. Letters in support of the nomination are also welcome. All nomination materials should be coordinated and collected by the chief nominator and forwarded together in one package.

Nominations should be sent by **December 1, 2000**, to: Gold Medals Awards Coordinator, American Psychological Foundation, 750 First Street, NE, Washington, DC 20002-4242; Phone: (202) 336-5814; foundation@apa.org.

**APF Distinguished Teaching in Psychology Award**

The American Psychological Foundation (APF) invites nominations for the APF 2001 Distinguished Teaching in Psychology Award.

***The Award:***

The awardee receives a plaque, a \$2,000 check, and a two-night, three-day, all-expenses-paid trip to the 2001 APA convention in San Francisco, where the award will be presented.

***Requirements:***

The award recognizes a career contribution to the teaching of psychology. The APF Teaching Subcommittee selects a psychologist for the award who has demonstrated:

- Evidence of influence as a teacher of students who become psychologists;
- Research on teaching;
- Development of effective teaching methods and / or materials;
- Development of innovative curricula and courses;

- Exemplary performance as a classroom teacher;
- Training teachers of psychology;
- Teaching of advanced research methods and practice in psychology;  
and / or,
- Administrative facilitation of teaching.

### **Application Process:**

APF provides nomination forms. Nominations should include the form, a statement that illustrates how the nominee fulfills the guidelines of the award, and the nominee's current vita and bibliography. Letters in support of the nomination are also welcome. All nomination materials should be coordinated and collected by the chief nominator and forwarded together in one package.

The deadline for receipt of materials is **December 1, 2000**. Requests for nomination forms and completed nomination packets should be mailed to: APF Teaching Award Coordinator, American Psychological Foundation, 750 First Street, NE, Washington, DC 20002-4242.

### **2000 Apportionment Ballot**

On November 1, 2000, the 2000 apportionment ballot to determine the composition of the Council of Representatives for the 2002 legislative year will be mailed to all eligible voters of the APA. Each eligible voter is allowed ten votes that may be allocated to any division, state or provincial association of his or her choice. Please allocate as many votes to the Division as possible in order to retain our Council representation.!

### **Journal Offer!**

Cognitive Technology - the journal of Practical Application of Cognitive Psychology - Celebrates its fifth year with a 33% Discount to members of APA Division 21.!

Cognitive Technology® (ISSN: 1091-8388), the peer-reviewed journal of the Practical Memory Institute (PMI®) announces its subscription price at a 33% discount for members of Division 21 to celebrate its fifth year of publication.!

Established in 1995, Cognitive Technology is the first multidisciplinary journal to foster collaborations among basic and applied cognitive disciplines. Its primary purpose is to provide a forum and communication channel to facilitate the sharing of scientific knowledge helpful to basic researchers and applied researchers concerned with cognition. The journal, sponsored by: PMI, the Society for Applied Research on Memory and Cognition, the Society for Cognitive Rehabilitation, and Society for Computers in Psychology, relies only on subscriptions. The journal publishes two issues a year, April and November, and offers members of selected professional member organizations a reduced annual subscription price of \$40 versus the normal \$60. This special rate is offered to Division 21 members who subscribe by November 1, 2000.!

In the past three decades, while cognitive psychology has grown as fast or faster than other areas of psychology, a sufficient body of basic cognitive research has accumulated such that many applied researchers have come to apply basic cognitive theories to everyday problems. For example, cognitive psychology has been successfully applied

To: improving the accuracy of surveys; resolving legal disputes over trademark infringement; identifying and eliminating flaws in commercial software; developing treatments for cognitive problems due to neuropsychological impairments; and numerous other products and services in the widest sense that are intended for the home, business, industry, and government worldwide. Cognitive Technology is dedicated to publishing research with the purpose of developing applications and technologies that enhance cognitive functioning. Successful applications attest to the power of cognitive psychology, and may attract public and private funds to both basic research and applied research.!

Each issue presents research articles, reviews of applied cognitive products or services, new cognitive rehabilitation practices, book reviews, and editorials. The journal publishes articles about cognitive technology, defined as a device or procedure hypothesized to facilitate cognitive functioning. All articles have the goal of advancing the scientific understanding of cognitive psychology and advancing the development of cognitive technology. Cognitive Technology provides a forum for scientific

analysis of new products of technology that aid a person's cognitive function (comprehension, perception, memory, problem solving, and reasoning).!

Cognitive Technology is published in Terre Haute, Indiana by Indiana State University Press and the Practical Memory Institute. The journal is edited by: Doug Herrmann, Indiana State University; Rick Parente, Towson University; and Jonathan Schooler, LRDC and University of Pittsburgh. The Executive

Board of the Practical Memory Institute consists of, Doug Herrmann, Dana Plude, George Rebok, Rick Parente, Roger W. Morrell and Robert Rager.!

For a complimentary copy or to take advantage of this special offer, contact Doug Herrmann, Indiana State University, (812) 237-2456 or DHerrmann@MemoryZine.com. To learn more about the Practical Memory Institute log on to [www.Memoryzine.com](http://www.Memoryzine.com).!

## ***JOB OPENINGS, etc.***

### **Tenure Track Position, University of Missouri-Rolla**

The Department of Psychology at the University of Missouri-Rolla seeks applicants for a tenure track position in applied psychology at the level of assistant professor, beginning August 2001. Teaching duties include industrial psychology, human factors, human-computer interaction, and general psychology. The teaching load is typically three courses enrolling 30 students each, with two preparations, per semester. Requirements include a Ph.D. in I/O, applied experimental, human factors or closely related degree programs in psychology and the ability to develop a nationally recognized research program. Opportunities are available on campus for collaborative grant proposals with science and engineering faculty. Submit a letter of application, curriculum vitae, three letters of commendation, and reprints or preprints to Human Resource Services, Reference Number: R51626, University of Missouri-Rolla, 1202 North Bishop, 1870 Miner Circle, Rolla, MO 65409-1050. Review of applications will begin October 1, 2000 and will continue until the position is filled. UMR is an AA/EEO employer. Females, minorities, and persons with disabilities are encouraged to apply.

### **Environmental Psychology / Human Factors Job Opportunity, National Research Council of Canada**

The National Research Council of Canada (NRC) is a dynamic, nationwide R&D organization committed to helping Canada realize its potential as an

innovative and competitive nation. Combining our strengths - outstanding people, core science expertise and information, research programs focused on key technologies and technology diffusion - with those of industrial and academic partners, we foster Canada's emerging national system of innovation.

Institute for Research in Construction Ottawa, Ontario Position for Research Officer in Environmental Psychology - Human Factors Reference: 44-00-18.

#### **Your Challenge**

The successful incumbent will, individually or as part of a team, develop, initiate, participate in and manage strategic and client-supported research activities in areas related to human behavioural and health consequences of the physical indoor environment (including but not limited to acoustics, thermal comfort, lighting, and ventilation/indoor air quality), and transfer the research findings to industry and stakeholders

#### **Your credentials**

A Ph.D. in Psychology with specialization in Environmental, Social, Engineering, Industrial/Organizational, or Health Psychology, or in Human Factors/Ergonomics. OR, Ph.D. in Architecture or Building Science with specialization in environment-behaviour research. Experience in behavioural science research concerning the effects of the built environment on performance, health, mood, and comfort is essential; scholarly publication in this area is highly desirable. Experience with a variety of research designs and statistical techniques for both laboratory and field research is essential.

English is essential. An Enhanced Reliability Check will be required. Superior benefits package. Relocation costs may be negotiable.

A full job description available on request.

To explore this opportunity, send your resume before 30 November 2000, indicating reference number 44-00-18 to: Sylvie Brault, Human Resources Systems Coordinator, National Research Council Canada, M-20, Room E-103, Ottawa, Ontario, K1A 0R6, by fax

at (613) 954-5984, or e-mail at [sylvie.brault@nrc.ca](mailto:sylvie.brault@nrc.ca). Please visit our web-site at [www.nrc.ca/irc/](http://www.nrc.ca/irc/).

We are committed to Employment Equity and encourage members of the Aboriginal, disabled, visible minority groups and women in non-traditional occupations to self identify on their resumé or covering letter.

NRC is an equal opportunity employer. We thank all those who apply. However, only those selected for further consideration will be contacted

## ***Membership News***

### **New Members**

**Mari na R. Kaplan, Ph. D.**

Research Analyst  
Chadds Ford, PA  
[mkaplan@epotec.com](mailto:mkaplan@epotec.com)

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