Happy Birthday Division 21... This year we will be 50 years young. As our division has aged, so has our median age for members. We are certainly pleased to have our senior members with us... On the other hand, we need to bring in many more junior members so that our division will, someday, be able to celebrate its hundredth birthday.

In my tenure in office I’ve become convinced that Division 21 has a great deal to offer its members. Convention, for some it is a great opportunity to either mentor someone or be mentored by someone or both. Sure we have our problems, and we are working on resolving them... Indeed, I do need your help to overcome these so we can grow.

I’ve heard people, for example, say:

1. We are a regional and a military division. If you are in the military and happen to live in Washington DC, Division 21 is great... otherwise it has little to offer.
2. I don’t know anyone. No one knows me.
3. APA doesn’t offer much to me.

Continued on page 2
Message From the President Continued...

Continued from page 1

Let me address each of these statements in turn:

1. We are a military and a regional division. Our division does have a large number of military members from Washington DC. This is true, and we are proud to have every one of them as members. We are also proud to have people living in many other places with many other specialties. The fact is that the military/DC people have been more involved in the division than others. They have developed an excellent conference in Washington DC in conjunction with another divisions and another organization. It is called our Annual Symposium on Applied Experimental Research. It is well established, well attended, generates income and provides some of our members with opportunity. It is true that we have not shared the wealth of knowledge from this conference with others. We will fix that. This year highlights of the conference will be recorded and available for our members. Watch the website for details. It is true that travel to DC is not practical for all of our members. It is also true that not all of our members are interested in military psychology. The challenge that I would pose to people in the later two categories is to work with the executive committee to organize a symposium in your area, specializing in what you would like to study. Our president elect has accepted this challenge. He is working to organize a second conference in the southeast next year. Please join Phil in setting up a Division 21 conference in your area.

2. You don’t know anyone. No one knows you. This is a great reason to join the division. Outstanding scientists and practitioners in our discipline have signed up to be your mentor. Go to the website and follow the procedure to sign up and be a mentee. You will soon be able to say I know some of the leaders in the field. Not only do they know me, but they take time out of their busy schedule to help me. Also, we are establishing an advisory committee. We’d like a student and/or faculty representative from each campus to be on this committee, to help orchestrate Division 21 events and to help grow our membership. Sign up... we’ll put you on our advisory committee and you’ll soon know everyone and be a true “insider.” Then you can tell your friends the secret of becoming an insider... and get them to join us too. That way we will increase our strength by growing, but retain our intimacy.

3. APA doesn’t have anything to offer you. Really? Look again... What are you looking for? A chance to modify public policy? APA can help you do that. Good reading material? APA offers plenty of that. An opportunity to interact with colleagues. No doubt, APA offers that. A chance to buy insurance at a good rate. Yup, indeed I just bought a policy myself. What else would you like? tell me and I’ll help you find it. You have an additional opportunity to be involved. You are invited to nominate a new editor for our journal. If you have not done so yet check our website for how to do this.

Changing our focus a bit to this years conferences. You have contributed to the success of these. We received a substantial number of quality proposals... more than we could fit it the programs. (We turned down some of my sessions, for example.) Our Research Symposium chair tells me that he has prepared an excellent program for all of you. Please come if you can. if not please order a copy of the recording and show it back home. Our annual meeting chair has prepared a full agenda. Try to come to the meeting in New Orleans. Our regular attendees will notice a change to our traditions. The business meeting is now a business and networking meeting. It will be informative and fun. Instead of having an expensive reception in our conference hotels, we plan to go to a restaurant for dinner. We think people will like it better. Even with the division buying the dinners we expect to save money. Please tell me if you can join us on Thursday night... I’ll reserve a seat for you.

In summary, we offer an unequalled opportunity to meet people, make contacts, mentoring, be mentored, and gain experience serving on an advisory committee. Come to our conferences.

Continued on page 3
Message From the President Continued...
Continued from page 2

if you can. If not please sign up to be a mentor or a mentee (or both), tell your friends (students and professors) about us, encourage them to join, speak up, tell us what we should do for you, then come help us do it... Happy 50th... Make us stronger so we can get to be 100 years old with 1000 members. Many thanks...

- Ron Shapiro

Dr. Ronald G. Shapiro, President APA Division 21 was awarded the Oliver Keith Hansen Outreach Award by the Human Factors and Ergonomics Society at the Society’s 49th annual meeting in September ’05

Division 21 Dinner

In New Orleans we will have a division dinner at a nice restaurant on Thursday night (prepaid by division for our members) in lieu of a "reception"... Please let us know ASAP if you will be in New Orleans so we can make our plans.

Please RSVP to div21editor@gmail.com
**CALCULATOR**

**Dates to Remember**

*By: Peter Squire*

**HFES 50TH ANNUAL MEETING**

**CALL FOR PROPOSALS**

*MARCH 1, 2006*

http://www.hfes.org/web/HFESMeetings/06callforproposals.html

**APS FUNDING**

**APRIL 1ST, 2006**

Funding. You need it. We want to provide it. Submit a research proposal that explains why you deserve it. All APS Student Affiliates are eligible to submit to the Student Grant Competition. The deadline for submissions is April 1st, 2006. Interested applicants should contact the Graduate Advocate, Andrew C. Butler, at butler79@gmail.com, or consult the APSSC website at [http://www.psychologicalscience.org/apssc/awards/grant.cfm](http://www.psychologicalscience.org/apssc/awards/grant.cfm) for more details.

**ALLYN & BACON AWARDS**

**MAY 1**

The Psi Chi/Allyn & Bacon Psychology Awards, sponsored by Allyn & Bacon Publishers, are open to all undergraduate Psi Chi members and are awarded to those who submit the best overall empirical research papers. The awards are $1,000 for first place, $650 for second place, and $350 for third place. The abstracts of the winning papers, as well as photographs and brief biographies of the top three winners, are published in Eye on Psi Chi.

http://www.psichi.org/awards/completelist_awards.asp#1

**ERLBAUM AWARDS**

**MAY 1**

The Psi Chi/Erlbaum Awards in Cognitive Science, sponsored by publisher Lawrence Erlbaum Associates, Inc, are open to all Psi Chi undergraduate and graduate Psi Chi members and are awarded to those who submit the best overall empirical studies in the area of cognitive science. The awards are $500 for the first-place graduate student and $500 for the first-place undergraduate student. The abstracts of the winning papers, as well as photographs and brief biographies of the top two winners, are published in Eye on Psi Chi.

http://www.psichi.org/awards/completelist_awards.asp#1

**GUILFORD AWARDS**

**MAY 1**

All Psi Chi undergraduate members are eligible to submit their research for the Psi Chi/J. P. Guilford Undergraduate Research Awards. Cash awards are $1,000 for first place, $650 for second place, and $350 for third place. In addition, all winners and their faculty research advisors receive award certificates. The abstracts of the winning papers, as well as photographs and brief biographies of the top three winners, are published in Eye on Psi Chi.

http://www.psichi.org/awards/completelist_awards.asp#1

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Peter Squire received his Bachelor of Science Degree in Computer Science from Mary Washington College. He is a scientist for the B 40 Human System Integration branch at the Naval Surface Warfare Center Dahlgren Division (NSWCDD) and is pursuing a Ph.D. in Human Factors and Applied Cognition at George Mason University.
“Durable, Useful and Beautiful” Technology

By: Aaron A. Pepe

Marcus Vitruvius Pollio was a Roman writer, architect and engineer, active in the 1st century BC. Vitruvius is most famous for asserting in his book *De architectura* that a structure must exhibit the three qualities of firmitas, utilitas, venustas - that is, it must be strong or durable, useful, and beautiful. Two thousand years seems like the distant past, what could we possibly have in common with such an ancient people? Technology has given us the ability to travel farther in a day than most Romans would travel in a lifetime, we have the ability to access the world’s knowledge at our fingertips where Romans would be lucky to be able to read and write. Yet no matter how our technology advances, be it aircraft or the internet there remains one constant, the human. Roman engineers faced the same cognitive and physical constraints that we face today.

How do we fare with Vitruvius’s mandate: Durable? The ability to make indestructible goods is balanced by their disposable nature. Useful? The mere existence of our field seems to answer this question. Beautiful? where exactly does this fit into today’s world of research? By evidence of products such as the Apple IPod® companies do have the ability to produce beautiful, useful devices. Yet this seems to be the exception rather than the rule.

I believe this is the next frontier of Human Factors, studying the emotional interaction between humans and the world around them. Positive emotions such as joy need to be further refined in an interactive context. It is much easier to find fault in a system where something is wrong, as opposed to figuring out a system that gets it “right”. After all if something works who is going to fund you to study it? While this may happen occasionally, again it is the exception rather than the rule. I suspect it has something to do with what you believe the purpose of our discipline is, to help people become not unhappy or to help people become happy.

In this vein, you may have noticed a design change in the newsletter, I hope that you enjoy the new layout and that it adds to the enjoyment of reading the newsletter without detracting from its legibility and content.

While I routinely get “volunteered” for various print and web design tasks, I actively sought out the role of Division 21 newsletter editor when I heard Bryan Clark was stepping down. I believe, like our president, that division 21 has a lot to offer its members and future members, and I am glad to help in my own small way. I would like to thank Doug Griffith and Bryan Clark with their help in getting me settled in, as well as Gerald P. Krueger, Steve Merriman, Peter Squire and Jennifer Ross for some great content.

Please feel free to send any comments or suggestions to: div21editor@gmail.com.

Thanks for the opportunity,

Aaron A. Pepe
Division 21 Newsletter Editor

Aaron Pepe is a 4th year student in the University of Central Florida’s Modeling and Simulation (Human Systems) PhD program. His background includes a B.A. in Greek and Roman History, a M.A. in Liberal Studies (Psychology), and 13 years experience in print and interactive design. He is currently working as part of Valerie Sims and Mathew Chin’s Applied Cognition and Technology (ACAT) Research Lab. His research involves human - robot and human - agent interaction, as well as positive emotional interaction with technology.
Mission Grad School Accomplished!... now what?
By: Jennifer M. Ross

So congratulations you’ve done it! That investigative creative mind of yours with an inclination toward higher education has paid off. With degree in hand you are prepared to face... prepared to face... hmm what are your plans anyway? Most of us are inclined to obtain a fabulous job, land the man/woman of our dreams, and obtain a sense of spiritual nirvana. Well, while this article will most likely not impact your dating or spiritual life, I’ve tried to include all of the little gems I’ve picked up along the way to find your first dream job.

My first recommendation is to have a comprehensive and impressive vitae. Those are precious lines to convey as much about how fabulous you are, as possible, to potential employers. What have you done with the time you’ve been in graduate school? Did you take on any positions of leadership within the program? Put that on there. Did you write any journal articles or present at any conferences? Put that on there. Did you join any organizations, teach any courses, or review any papers? Put all of that on your vitae. Include everything that you have worked on for your professional development in your vitae! Often your vitae will be your first impression. It is the first thing (and often only thing) potential employers notice about you. Does yours make a good impression?

Also, a gem worth mentioning here about your vitae, is that it pays to update on a regular basis. I recommend updating at least once every one to two months. Not only does this regular renovation keep your vitae current, but it prevents you from forgetting valued additions. While, it may seem clear as day today what you’ve accomplished, a year down the road you’ll be racking your brain, trying to recall the details of what you’ve done for the past year. Save yourself the headache and update regularly. Another benefit of regular updates is they serve as progress checkpoints. By looking at this gauge of progress you can be alerted to when your productivity falls below or above what you feel comfortable with. It is also, important to notice what kinds of lines you’re adding to your vitae. If you have 30 conference proceedings, perhaps you should concentrate on getting a refereed journal publication. If you have 20 poster presentations perhaps you should concentrate on getting a lecture presentation. Treat your vitae as a running tally of your professional accomplishments which can be steered in different directions depending on what you do today.

Now that we have our stunning vitae in hand, its time to get it into the hands of our desired future employers, there are several ways to accomplish this. The most direct way is to apply directly to the company and submit your resume either on-line or in person. This is the recommended route if you have a particular company or set of companies that you desire to work for. However, the problem with this option is that you are in effect cold calling. Cold calling is a term from sales in which new customers are contacting and encouraged to buy a new product, except in this case you’re trying to ‘sell’ yourself to a potential employer. Much like in sales, cold calling while sometimes successful is regrettably unsuccessful a majority of the time and not recommend for the faint of heart. By initiating contact blindly with a company you are unaware of whether the company is currently hiring or even what skill sets they are looking for if they are hiring.

Another method of contacting possible employers is that of keeping your ear to the ground. I would recommend, several months before you graduate, shaking the trees of your social network for job leads. Your advisor may be your most invaluable source of information at this point, check with him/her to see if any of their professional connections have indicated any job opportunities that would appeal to you. Often news of a job opportunity spreads first by word of mouth and second by formal notice, and your advisor has been in the game a lot longer then you have and will have a greater social network to pick up these rumors. However, that’s not to say your social network will not be useful. Your schools recent graduates are worth contacting, often companies successful with one graduate of a particular university look favorably upon hiring another graduate of the same university.

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Now what? Continued ...
Continued from page 6

These old school colleagues may also be privy to the inside scoop on any job availabilities at their or any branch company.

Additionally, I cannot stress enough the value of networking at conferences. This is a great way to get your name out there and to be able to make a personal connection. Whether your focus is academia, government, or industry you can find and make connections in each by attending relevant conferences. The key to successful job hunting at conferences is to know which companies are hiring, to attend the talks/read the proceedings of key people at that company, and to introduce yourself to the speaker(s) at some point during the conference and mention your interest in their work and the company. This method if used earlier on in your academic career can also be used to obtain an internship. I’ve heard many positive stories of internships growing into full positions after graduation. However, the key to helping these relationships blossom is to continue to keep up communication between yourself and the desired employer. This is normally accomplished now a days with e-mail. One way to ensure that the contacts you meet will have your contact information is to invest in some nice quality business cards before attending a conference.

Finally, I saved the best for last, if you are serious about finding a job make good use of those formal channels for job hunting! While, I’ve neglected to mention them until this point for most people this is the method used to obtain a job. A company is looking for someone to fill a position and you are looking for a company to work for, thus it’s a win-win situation. There are many ways to explore these options, the first is making use of Career Placement Centers (CPC). Often companies send representatives to interview potential employees at conferences of interest. These CPCs are often available at large conferences and offer a wide variety of companies to interview with. By attending these placement centers you have the obvious advantage of face-to-face interviews, combined with the benefit of efficiency and proximity of interviewing with multiple companies in one location. Another rapidly growing form of getting your resume out there, is on-line posting (one of the most popular of which is Monster.com). I’ve known many recent graduates who’ve been searching unsuccessfully for jobs, until posting their resume on-line, at which point some major companies starting courting them for positions. Even your organizational membership connections offer you a leg-up in job hunting, if you’re a member of an organization (e.g., APA, HFES) take a while to scan their webpage and see if they post job listings.

In closing, it’s vital to keep your vitae updated, make a good first impression, shake your social network trees, make contacts at conferences, and make good use of those formal job hunting channels! Finding your first job is an important event and using these tools should help you in your endeavors. However, keep in mind that you don’t have to accept the first job that comes your way. The interview process is just as much about you deciding where you want to work, as it is about the company deciding who they’re going to hire. With that in mind, Happy hunting!

Jennifer Ross is a fourth year graduate student at the University of Central Florida in the Applied Experimental Human Factors Ph.D. Program. She is also currently working under both Drs. Peter A. Hancock and James L. Szalma on several projects in the MIT² (Minds in Technology, Machines in Thought) Laboratory in Orlando, Fl. Jennifer earned her B.A. in psychology from the University of North Carolina in Asheville (2002) and a M.A. in Modeling and Simulation from the University of Central Florida (2004).
DoD HFE TAG addresses Network Centric Warfare

By: Gerald P. Krueger and Steve Merriman

The Department of Defense Human Factors Engineering Technical Advisory Group (DoD HFE TAG) meets every May and November. About 125 people attended the 54th meeting of the TAG, hosted by the U.S. Army in Baltimore, MD, Nov. 7-10th, 2005. The theme was HFE in Network Centric Warfare (NCW), and the 3+ days of meetings invoked numerous engineering psychology applications for design and development of user-friendly, electronically augmented, and supported materiel systems for our Defense forces, as well as for select NASA and FAA applications.

Dr. Robin Keesee, Deputy to the Army’s CG, Research, Development, and Engineering Command (RDECOM) contrasted the current and planned Army situation by describing today’s Soldier as one who is expected to repeatedly carry about 100+ lbs of personal equipment, while armored tanks weigh about 70+ tons each, and most battle command tasks are conducted while stationary; whereas in design of its future force, the Army strives to reduce the Soldier’s load to 40 lbs, to acquire much more deployable armored vehicle weights on the order of 20 tons each, and wants to be able to conduct Battle Command tasks on-the-move using Network Centric operations. Some important soldier-centric technology development programs at RDECOM include: long-life batteries, improved C4ISR, and inexpensive and reliable position tracking and navigation systems to enable constant Situational Awareness (SA) for everyone, and human control of robotic vehicles. Dr. Keesee said the rigor of our current human factors analysis techniques must be raised; and that to be relevant to fast moving technological developments, our human factors tools must clearly link to performance, cost, and schedule. Additionally, our study results must apply to both our current legacy systems, and to anticipated newer force modernization systems.

While frequently invoking Karl von Clausewitz’s On War, Dr. Alfred Kaufman, of the Institute for Defense Analysis, pointed out that Network Centric Warfare operational doctrine does not accommodate well for human capabilities and constraints. It needs to be human centered warfare. He cautions not to accelerate information technologies without closely examining past usage of information in wars wherein much of the information available, or provided, was false, contradictory, vague, and unreliable. He says that data can be shared easily but information understanding is often not easily shared. To be perceived as reliable, data / information must be interpreted in a similar way by all members of a team. Being inundated with data may witness human nature getting in the way of proper use of the information -- that is, seeing so much data on a computer screen may lead operators to put their judgment to sleep. Network Centric operations doctrine will accentuate the need for adept leaders who can cope with, interpret, and act upon voluminous information sources.

Dr. Robert Foster, Director of Bio-Systems in the DoD Chief of Technology Office (OUSD S&T) underscored the impact of human operations on C4ISR. He reminded attendees to read closely the DoD 5000-series acquisition documents, pointing out the Human Systems Integration (HSI) portions of them; and to examine again the Army MANPRINT, Navy SEAPRINT, and the USAF equivalent of AIRPRINT foundations. Dr. Foster also recommends reading the intent of Congress to humanize our weapon systems by reviewing the 2005 House Armed Services Committee Report 108-491 (page 146) which recommended adding $1.5M to the President’s budget for HSI work, calls for HSI applications early in materiel development cycles, and directs DoD to conduct a comprehensive review of HSI programs and report back to the HASC.

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Network Centric Warfare Continued ...
Continued from page 8

Dr. Foster said the DoD is continuing investment in: personnel selection and classification, personnel protection, training systems and instructional tools, and command and control design issues. He said DoD will increase investments in manpower reduction initiatives, leadership training, net-centric operations and agile command and control, distributed team training, and cognitive and behavioral modeling. Additional human factors issues of great interest include: HSI design support systems, language translation – both verbal and non-verbal, cultural knowledge and understanding, adaptive interfaces, rapid team cohesion, and interoperability.

LTC John Graham, Department of Behavioral Sciences and Leadership at the USMA at West Point, called for more intense study of the human factors in Network Centric Warfare (NCW) operations. He said the technologist sees NCW as: having perfect knowledge of friendly (blue) forces, rapid updating of enemy (red) forces, seamless integration of information, just-in-time information, and commander-centric battle command. On the other hand, the behavioral scientist sees NCW as: operations at the edge of chaos, not commander-centric, wherein ad hoc team formation overrides traditional military structure, and decision processes are morphed by proactive performers. Other behavioral observations include: sleep patterns are different in Network Centric operations, as participants do not obtain much sleep; while the commander seems constantly needed for major decisions; commander and staff roles change with high workloads; the commander over time tends to lose the mental picture of what is going on (SA); there is a huge need for individual and shared team situation understanding; and the commander must work hard to maintain SA of both enemy and friendly forces.

LTCOL Steven Waller of the USAF Warfighting Integration Program Manager’s Office, spoke on the importance of connectivity to warfighting ability. He pointed out that in NCW the Warfighter needs simplification -- fewer applications, ease of use, chat, more integrated Graphic User Interface (GUI), and cognitive assistance. NCW exists to optimize human performance, but many of its features tend to work against this objective. These are issues engineering psychologists can work on for the three military services.

Dr. Kristen Liggett described the recent re-establishment (Sept. 2005) of the Human Systems Integration Information Analysis Center (HSI IAC) located at Wright-Patterson AFB, Ohio. The HSI IAC assists in dissemination of HSI information across the defense community, and promotes and services a strong HSI community of practice across DoD, other Federal agencies and industry. She described the HSI IAC free market model, based on providing market advantage worth investing in. Many of the old products of the previous IAC will be maintained (e.g. Gateway, SOARs) while new products are being added.

Most of the HFE TAG sub-groups held half-day meetings in Baltimore as well. These included meetings on HFE in training, personnel screening and selection, modeling and simulation, sustained and continuous operations, in extreme environments, user-computer interaction, systems safety and health, standardization, test and evaluation, etc.

For more details on the TAG, including links to some PowerPoint presentations at the most recent meetings, see the TAG web site at: http://hfetag.dtic.mil/

Or, contact Jerry Krueger at: JerryKrueg@aol.com

The next DoD HFE TAG meeting will be hosted by the US Air Force at Las Vegas, NV, May 15-18, 2006. The theme for that meeting will be: “Enabling Decision Superiority with HSI.”

Grateful acknowledgement is made to Stephen C. Merriman, at the Boeing Co. in Richardson, TX for sharing his copious note taking at the TAG and contributing to this report.

Gerald P. Krueger, Ph.D., CPE
Krueger Ergonomics Consultants, Alexandria, VA, and
Director, Human Factors, Ergonomics and Medical Research

“NCW exists to optimize human performance, but many of its features tend to work against this objective.”
APA COR MEETING REPORT AUGUST 17, 2005

American Psychological Association (APA) Council of Representatives
Division 21 Representatives Report from the APA-COR Meeting
August 17, 2005, Washington, D.C.
Report by
Henry L. Taylor
Division 21 Representatives to APA-COR

APA President Ron Levant’s 2005 Initiatives
Making Psychology a Household Word –
Meeting Public Needs – Tsunami response - Contributed $100,000 and another $150,000 later on focused on mental health needs;
Public Education – Jessica Paige is the point person; education tool kids available at URL apaorg/about/president/household/html
Health Care for the Whole Person –
Vision statement about integrated health care providing the rationale for an integrated model of public health and health care; reports from the Institute of Medicine, NIH, and President’s New Freedom Commission.
Established work groups on rural health and women’s health
List of 23 partners who have signed on to this initiative
For further information contact APA Public Affairs at public.affairs@apa.org

Task Force on Enhancing Diversity (TFED) –
Efforts to draw in diverse constituents, committed to ding whatever is necessary to ensure the continued advancement of diversity and multiculturalism in APA.
Worked with BCA and Divisions to implement Star Vega’s ideas
Hosting Psychology Night at the National Museum of the American Indian with co-sponsorship of the society of Indian Psychologists
Four Presidential Latina/o Early Career Leadership Citations
Honored seven elders of multicultural psychology with Presidential Citations at the National Summit on Multiculturalism

Task Force on Evidenced-Based Practice (EBP) -
Almost 200 sets of comments in response; motion to approve the Task Force Report on Council

CEO Update (Normal Anderson)
Budget Status
2003 Budget surplus (after two years of deficits).
2004 – AOA will have a one-time adjustment which will give us almost a one million deficit, to bring us into accounting alignment with our electronic publications revenues deferment to the year within which the item was sold.
For 2006 – predicting a $464,400 net, increasing each year thereafter (for 2007 predicted to be $1.3 million)
Budget highlights –
Academic Enhancement initiative ($350,000)
Public Education campaign ($1,000,000)
Full funding for Psych21 ($394,000)
Full funding for Public Communications’ NPR Campaign for APA and Psychology ($325,000); multi-month ‘branding’ campaign to raise the awareness of NPR listeners (tagline possibly used during All Things considered, Talk of the National, etc.)

Real Estate Tax Abatement was Granted
In recognition of the contributions of APA to the community and a promise to hold the convention in Washington, D.C. every third year, APA has been given a 50% (amounting to one million dollars/year) tax abatement.

Staff Changes

Continued on page 11
Meeting Report Continued ...
Continued from page 10

Assistant Executive Director of State Affairs - Dan Abrahamson replacing Michael Sullivan.
Current Senior Director of Office of International Affairs will be replaced by Mary Bullock.
Director of Minority Fellowship Program, James Jones will be retired.
Executive Director of Public Interest, Henry Tomes is retiring and will be replaced by Gwen Keita
Chief Information Officer – interviewing candidates

Promoting Health Care for the Whole Person
Council approved a motion to adopt as APA policy a revised statement on Health Care for the Whole Person.

Filling Vacancies for Board and Committees
Council approved an amendment to the Association Rules that expedites the process by which a vacancy on a board or committee is filled.

CFO Presentation (Jack McKay)

Balance sheet – lots of cash (22% of assets; 98 million dollars), real estate/buildings (39% of assets; 85 million), and
short and long term investments (long-term is $54 million).
Deferred revenue is $45.5 million
Membership dues – staying stationary; more going to exempt with the increased numbers going to retirement.
Every year have been making dues increase based on the CPI.
Print product sales going down, while electronic subscriptions are going up. In print products, we peaked at individual
subscriptions in the mid-1990’s at about $50,000/year and now are at $30,000/year.
Staff turnover was about 18% in the late 1990’s; is now under 10%, over the past three years.
Spend 54% of total budget for salaries, compared to 9% for space, and 10% for production.
In 2006 – CPI dues increase to base members dues from $253 - $261.
2006 budget includes a 4% staff merit pool and 1% staff promotion/equity pool; and funds for new APA Chief Information Officer.
Continue to allocate a portion of PsychARTICLES revenues to contributing journals (started in 2003).
Continued dependence on third party vendors for sale and distribution of subscriptions, books, electronic databases makes us vulnerable.

Potential vulnerabilities –
✦ $50 million on long-term investments subject to fluctuations in the market.
✦ Exposure to Federal/DC income taxes on UBI activity.
✦ Dues step-up change from five to eight years (effective 2006); retention for early career psychologists is below 40%; in 2008 we could lose $750,000 with this eight-year step-up in dues approach.
Significant building development around APA’s Union Station location property that may present competition for tenants in the future.

APA Report/Resolution on the Presidential Task Force on Psychological Ethics and National Security (PENS)
Pens met in response to BOD February 2005 charge to see if current Ethics Code adequately addresses the ethical dimensions of psychologists’ involvement in national security related activities. PENS provided 10 recommendations to APA.
One of the recommendations was reaffirming APAs 1986 Resolution Against Torture and Other Cruel, Inhuman, or Degrading Treatment. This was submitted as a motion and passed unanimously.
Gerald Koocher (Pres-Elect) indicated that allegations in the press that psychologists have participated in inhumane interrogations of “detainees” from Afghanistan and Iraq have not been substantiated to date.

Resolution on the 2005 White House Conference on Aging
Council passed a resolution on the WHCoA bringing attention to psychology contributions being critical to the well-being of older people and needing to be a central part of the agenda of the 2005 White

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House conference on Aging to be held December 11-14.

**APA Resolution and Task Force on Enhancing Diversity in APA**

The Council adopted the resolution on enhancing diversity within APA. The of the APA President’s Task Force on Enhancing Diversity in APA included Rhoda Olkin as a representative for disability interests. For further information, contact the Office of Ethnic Minority Affairs, APA Public Interest Directorate.

**APA Policy/Report - 2005 Presidential Task Force on Evidence-Based Practice**

Council received the report of the 2005 Presidential Task Force on Evidenced-Based Practice (EBP); the policy from this group’s efforts will be used as a framework for articulating APA’s position on evidenced-based practice to its members and to external parties. EBP is defined in this document as "the integration of the best available research with clinical expertise in the context of patient characteristics, culture, and preferences.

**Report of the Task Force on Psychological Effects to Prevent Terrorism**

After extensive discussion, Council approved receiving the report (not reject as the substitute motion stated) and refers the report to the Board of Scientific Affairs to provide additional perspective and encourage further development of these topics.

**Task Force on World Conference Against Racism Report: Annotated UN Declaration**

There was extensive discussion of this item at the February Council Meeting. After the February meeting, the Task force prepared an annotated version of the UN Declaration. An introductory statement was added which reported the processes, deliberations, and positions taken by APA on the UN World Conference prior to during and after the conference. Objectionable paragraphs were boxed with explanatory text. The Council approved the annotated UN Declaration as an appendix to the APA Delegation Report.

**Election of initial fellows**

All fellows recommended by the Membership Committee were approved. A list was distributed to Council. The list also provided a historical review of the numbers of fellows approved by division for the past 10 years.

**APA Presidential Virtual Working Group on Anti-Semitic, Anti-Jewish and Other Religious, Religion and/or Religion Derived Prejudice**

There was continued active discussion and there were a number of friendly amendments offered and accepted as well as an amended Main Motion #1 (which included the resolution). The Council adopted as policy the amended resolution on Anti-Semitic and Anti-Jewish Prejudice. Main Motion # 2 was referred.

Respectfully submitted;

Henry Taylor

Henry L. Taylor
Division 21 Representative
APA Council of Representatives
APA COR MEETING REPORT FEB. 17-19, 2006

American Psychological Association (APA) Council of Representatives

Report by
Henry L. Taylor
Division 21 Representative to the APA Council of Representatives
February 17-19, 2006, Washington, D.C.

APA Past President Ron Levant’s Report

APA Past President Ron Levant gave the Council a brief overview of the following results of his key initiatives originated during his year (2005) as President --
- Making Psychology a Household Word
- Health Care for the Whole Person
- Task Force on Enhancing Diversity (TFED)
- Task Force on Evidenced-Based Practice (EBP)

CEO Update (Norman Anderson)

Budget Status

In 2005, APA has realized a budget surplus of $5.5 million; this is APA's greatest financial year in its history.
In 2006, APA is projecting a budget surplus of $614,000.

APA Staff

Each staff member received a 2005 end of year bonus of $1,000
Gwendolyn Keita has been made the new Executive Director for Public Interest; she has been instrumental in establishing a specialization in Occupational Health Psychology.
Dan Horsey has been hired as APA’s first Chief Information Officer (CIO); he will be responsible for crafting a new strategic vision for all technology activities and will first address the APA website.
Search for candidates for new Senior Public Policy Advisory is in progress.

Update on the 2006 New Orleans Convention

Health and safety governmental assessment – the particle pollution rating is normal; ozone within limits; water is safe except in one area; there is a mold problem in the flooded areas of the city (not true in the convention area).
Clean-up – still moving large amounts of trash out of the city because of the extent of damage.
Travel – 10 of the 13 airlines are back in service, and capacity is rapidly increasing over the spring.
Hotels – as of January 2006, 95% of the available hotels were functioning.
Convention Center – having a phased re-opening; now already holding a number of events and our contracted space will be available.
Eating establishment availability – in the French Quarter and business district most restaurants open.
Ground transportation – over 50% of taxis are up and running; River front street cars availability is fully restored and others partially, but anticipated to be 100% by August, 2006.
Hospitals and clinics – Tulane Clinic (near the Convention Center) is open; Touro Infirmary (2.5 miles from the Convention Center) is open and operational.
Other tourist attractions – increasingly becoming available (Mardi Gras and the French Quarter Festivals will occur in February and April).
APA members are encouraged to help contribute to the New Orleans Rebirth effort (Habitat for Humanity; contact Mike Honaker, COO, of APA).
APA will be having a Preservation Hall concert and a Bill Cosby show with proceeds going to Habitat for Humanity and the New Orleans school system.
APA has negotiated a comprehensive package with New Orleans Convention Center representatives for a hotel room rate reduction of 10 – 15% for members; many rooms are available for less than $100 per night.

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“The APA affirms the doctorate as the minimum educational requirement for entry into professional practice as a psychologist”

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Update from APA President Gerry Koocher

Three Presidential Initiatives – Children and families, diversity, and early career psychologists.
Will be a Task Force on Mentoring headed up by Jessica Henderson Daniel.
Psychology Career Support Initiative (led by Tom DeMaio) – support early career psychologists primary to assist with forgiveness of loans.


Council voted to adopt the following statement as APA policy: The American Psychological Association affirms the doctorate as the minimum educational requirement for entry into professional practice as a psychologist. The American Psychological Association recommends that for admission to licensure applicants demonstrate that they have completed a sequential, organized, supervised professional experience equivalent to two years of full-time training that can be completed prior or subsequent to the granting of the doctoral degree. For applicants prepared for practice in the health services domain of psychology, one of those two years of supervised professional experience shall be a pre-doctoral internship.
The American Psychological Association affirms that postdoctoral education and training remains an important part of the continuing professional development and credentialing process for professional psychologists. Postdoctoral education and training is a foundation for practice improvement, advanced competence, and inter-jurisdictional mobility.

2006 Budget Highlights - Jack McKay

2005 was our best financial year in APA history with a $5.5 million surplus.

Real Estate
Headquarters building has $70 million in equity; 98% leased.
10 G. Street building has $55 million in equity; 100% leased.
Total building equity is $125 million.
2005 overall gain on building operations is $6.5 million.

Equities
Stock Market asset value is now $56.9 million.
Return on equity in 2005 was 5.75% (below benchmark index of 7.5%); since 1996 assets have grown from $12 million to $57 million.
Total increase to net assets is up $12 million dollars this year.
Beginning assets in January 2005 was $24.7 million, ending assets $36.7 million.

Publications
Big driver of our economic success is APA’s publishing business.
52,000 orders last year; more than 2,000 titles stored in 30,000-foot facility; electronic data integration system used; exhibit at 30 different conferences yearly.
Doubling of sales of print copies in past 7 years. New product - the APA Style-Concise Rules sold 64,000 copies in under a year; worth $1.1 million.
Subscription and electronic money revenues continue to grow; print revenue continues to grow slowly because of increased prices; actual print subscriptions for individuals and institutions continue to decline.
Revenue from electronic products in 2005 has gone from $20 to $31 million.

APA Financial Situation as a Whole
For 2006 total revenues and expenses are projected to be over $100 million; dues and fees represent 14% of APA’s income; publications produce 66% of revenues.
Membership has remained static over the past year.

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Final budget for 2006 of $101,219,000 was passed with a $614,100 projected surplus. Based on the CPI, dues will increase from $253 to $261 in 2007. Given our current financial success, the finance committee will re-look at the requirement to raise dues yearly, linked to CPI. Journal subscription price increase of 3.5% for members and 9% for institutions is planned for 2007.

Establishment of a New Division of Trauma Psychology
Council approved a motion to establish a new candidate Division of Trauma Psychology.

Proposed Division of the Society for Human-Animal Studies Not Approved
Council did not approve the motion to establish a new candidate Division of the Society for Human-Animal Studies. The vote was approximately 2 to 1 against the motion.

CEO Evaluation
Council reviewed the performance of the CEO, Norman Anderson, for 2005. Conducted across a 37-item rating scale completed by Council members, an Executive Management Group, and the APA Board of Directors; Dr. Anderson received ratings with scores between 4.00 – 5.0, with 5.0 being "excellent." A review of comparable data from similar association and nonprofit organizations, confirms that APA CEO compensation for 2006 is well within guideline parameters.

Presidential Task Force on Psychological Ethics and National Security (PENS)
The Task Force report has been approved by the APA Ethics Committee, the Board of Directors, and the Council of Representatives. The Task Force determined that “Psychologists are alert to acts of torture, and other cruel, inhuman, or degrading treatment and have an ethical responsibility to report these acts to the appropriate authorities” Through the PENS report APA has spoken consistently, forcefully, and unambiguously against any psychologist participating in torture or cruel, inhuman, or degrading treatment. The Task Force recommended that a commentary/casebook be written by the APA Ethics Committee on the PENS report to provide further guidance to psychologists about the appropriate boundaries of their roles.

Task Force to Revise the APA Model Act for State Licensure for Psychologists
Council allocated funds ($8,800) to support one meeting of this Task Force.

Task Force for Increasing the Number of Quantitative Psychologists
Council allocated funds ($9,800) to support a second meeting of this Task Force.

Resolution on Prejudice, Stereotypes, and Discrimination
Council passed a resolution on prejudice, stereotypes, and discrimination. Resolution expressly opposes prejudice (defined broadly) and discrimination directed at members of stigmatized groups (historically groups low in structural power, including groups defined by gender, ethnicity, race, social class, sexual orientation, religion, age, physical or psychological impairments, immigration status, or language).

Task Force on Guidelines for Assessment and Treatment of Persons with Disabilities
Council allocated funds ($18,500) to support two meetings of this Task Force.

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Task Force on Training Issues in Testing and Assessment for Graduate Students with Disabilities
Council allocated funds ($9,520) to support this Task Force. The initial charge of the task force will be on how to best facilitate the acquisition of test manuals in electronic format suitable for visual viewer software for graduate students with visual impairments who are mandated to meet training requirements in testing and assessment.

National Conference on Training in Professional Geropsychology
Council allocated funds ($15,000) to support a conference to be held in 2006 to develop educational models at the doctoral, internship, postdoctoral, and post-licensure levels for training psychologists with specialized preparation for providing psychological services to older adults.

Amendment Addressing Mental Illness and the Death Penalty
Council passed an amendment to the Task Force on Mental Disability and the Death Penalty (including APA, and the American Psychiatric and American Bar Associations), which further clarified procedures after imposition of death sentence.

Respectfully submitted;

Henry Taylor

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