



EPG NEWS

Educators' Professional Group Newsletter
Human Factors and Ergonomics Society

<http://www.indiana.edu/~iuepsyc/HFES/EPG.html>
Number 3, 1998-1999, October 1999

What's In this Issue

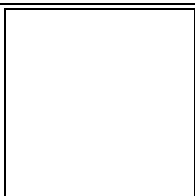
Call for Nominations
Program Chair's Update
Up Close and Personal with Don Chaffin
Chair's Message
Journal Editor Candidates Sought
Job Postings
Foster Professional Development in HFES Through
Volunteering
Hear It, See It, Do It, Eat It!
Call for Student Volunteers, 1999 HFES Annual Meeting
Web Corner
1998 Meeting Minutes
Chair's Notes, 1998 Annual Meeting
What's New!
Human Factors Educators Listerv
Calendar of Events
Request for Assistance
Editor's Corner
On a Sad Note
EPG Officers, 1997 - 1999
Application for Membership

Call for Nominations

Nominations for EPG Officer slots are welcomed!
Please send your nominations as soon as possible to Suzi, Gary,
or Carter. The deadline is August 15. Yes, you can nominate
yourself! Current nominees include:

Chair: Gary Klatsky
Program Chair (2002 - 2003): Nancy Stone
Newsletter Editor: Barrett Caldwell

Program Chair's Update



Page 1

2000 - 2001

I have received 19 proposals from all over the world for the IEA 2000 congress. The review process is going on and should be completed by the first week of September. I would like to thank the following for the excellent review work they are doing.

1. Dr. Susan Shapiro
2. Dr. Chuck Halcomb
3. Dr. Susan Halbeck
4. Dr. Joe Goldberg
5. Dr. Nancy Stone

Please consider attending the National Conference on Workplace Safety & Health Training by NIOSH at St. Louis, Oct 24-26, 1999. See the Calendar for more details.

Subramaniam (Deivy) Deivanayagam

Up Close & Personal with David Cochran (7 ± 2 Questions)

This is a relatively new component of our newsletter. Please send candidates for future editions. It is intended to take us "up close and personal" with some of our more distinguished EPG members. This edition features Don B. Chaffin, Ph.D., PE, CPE. Don has been a Fellow in HFES since 1986 and was honored with the Paul M. Fitts Award in 1990. He has been a member of HFES since 1966. He is currently a Professor in the Industrial & Operations Engineering Department at the University and formerly the Director of the Center for

Ergonomics. He earned a BS in Industrial Engineering from the General Motors Institute in 1961, an MSE from the University of Toledo in 1964, and a Ph.D. in Industrial Engineering at the University of Michigan in 1967.

1) How did you get started in Ergonomics?

After graduating from GMI with a BSIE degree in 1961, I was given a job in a GM plant to design new precision gauging systems to assure better manufacturing quality control. One of the first things I learned was that even though the systems I designed could be used effectively by me, the workers on the line were often confused by both my training materials and the poor human interfaces I designed. At the same time I began taking graduate IE courses at the University of Toledo in the evening, and met a wonderful instructor, Milton Netter, who taught Human Factors from Ernest McCormick's first edition. Because Professor Netter also was an attorney, he was able to illustrate very vividly the legal, medical and economic consequences of poor ergonomics. He later became my Advisor on my MS thesis, which was a statistical evaluation of the sources of error, human and otherwise, when using the gages I designed for the production floor. At this point I was hooked, and so I went back to school at the University of Michigan to study for the Ph.D. in IE. I chose Michigan because Professor Walton Hancock was beginning to perform research on how human factors affected productivity and quality of products produced in the automotive industry, and their Ph.D. program was very flexible, allowing me to take classes from Paul Fitts in Psychology, Wilbert Dempster in Anatomy and Harold Magnuson in Occupational Medicine. My thesis in 1998 showed that a person's metabolic rate, and thus fatigue, could be accurately predicted on a job if you carefully measured the postures and motions involved. Because I was now interested in the affects of manual exertions on people, I joined the University of Kansas, Physical Medicine and Rehabilitation faculty. Though only there for one year, I learned that ergonomics must always be sensitive to extreme variations in population physical capabilities and impairments, and that injuries to the musculoskeletal system often severely and permanently degrade the quality of ones remaining life. In 1969 I returned to the University of Michigan as a faculty member in IE, with the motivation and authority to assemble a curriculum and assist in hiring other engineering faculty members who would perform research and teach in the growing ergonomics field.

2) Tell us about your early upbringing.

My father and mother worked for most of my early life as sales people in various stores around the Sandusky, Ohio area. In high school I played drums in a small band on weekends and worked during the summer at a large amusement

park, Cedar Point. In the latter job I maintained rental canoes and small power boats, which probably explains why I continue to like boating. It also taught me to plan my work to be efficient and minimize adverse stresses. During the first two years of my co-op experience at GMI, I was allowed to work on the production line of an automotive parts plant under the supervision of senior UAW members. These people were very important in my life, for they taught me not only how to run and maintain complicated equipment in a production environment, but also that their welfare and safety was largely dependent on the implementation of human factors in the design of the equipment and tools they were provided.

3) What did it mean to become a Fellow and receive the Paul M. Fitts Award from the Society?

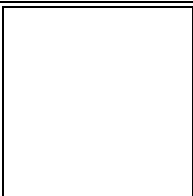
Naturally one is very honored by such events. Especially in that these honors are bestowed by an organization that I believe to be of utmost importance to the public. Many of the older Fellows in the Society are people whom I have held in the highest regard throughout my career. And to receive the Paul M. Fitts Award for outstanding teaching in the field is especially wonderful, because I knew Paul when he was here at Michigan. I had the greatest respect for what he stood for as an educator and research pioneer in the field.

4) What three people have most positively influenced your career?

At a professional level there are many, but Professor Walton Hancock, as Chairman of IE here at Michigan had enough faith in my abilities in 1969 to allow me to return and start teaching several courses in ergonomics. Quite frankly, these courses were not very well attended at first. It took time for students to realize that the field was just beginning to impact engineering practice back then. I also would like to recognize the early guidance of Professor Milt Netter, who encouraged me to leave my comfortable engineering job and go back to school for my Ph.D. in Human Factors in 1964. Lastly, I would say that Donald Rose, MD, Ph.D., who was Chairman of Physical Medicine and Rehabilitation at the University of Kansas Medical Center greatly influenced me in 1968 by sharing his ideas on a daily basis about the different ways biomechanics could be used to assist his patients to return to active and productive members of society.

5) What has been your favorite class to teach and why?

There is no doubt that my introductory graduate class in Occupational Biomechanics continues to be my all time favorite course. I started teaching it in 1970 with no textbook. Students attended from several different disciplines, as they do today. In 1984 I was able to take my class notes, and with the aid of my good friend, Gunnar Andersson, who is now the



Chairman of Orthopedic Surgery at Rush-Presbyterian Medical Center in Chicago, write them into a textbook entitled, Occupational Biomechanics. John Wiley & Sons published the 3rd edition of this book in early 1999. It is very exciting now to have someone call who is using the book in a similar course elsewhere and ask about some concept, and how I would present it in class.

6) Have you considered authoring a book on the ergonomics of boating?

Actually, I have. Over the years I've been amazed at the poor ergonomic considerations in both power and sailboats. It is getting better, thanks to consumer groups and magazines that routinely comment on the ergonomics of at least the helm area of new vessels. Unfortunately there still are many aspects of boating that could be made more enjoyable and safer by considering elementary ergonomic principles. Maybe someday I'll have the time for this, but for now next year I'm involved in a new book for the SAE on "Case Studies in the Simulation of People in CAD Applications".

7) What has been your favorite or best research project and why?

My first reaction to this question is to say that the current research is the best. I really am most excited over the new Human Motion Simulation project we have started. I've got wonderful people to work with here, a great consortium of companies to support us, and a topic that could lead to fundamental principles and prediction models of normal reaching and moving behaviors. If we are successful, then workspace designers will be able to visualize in their CAD systems the dynamic interactions of different people within proposed workspace designs, and will be better able to perform ergonomic assessments while their designs are still in the conceptual stage. Of all the questions you have asked, this one is perhaps the most difficult to answer, since I have enjoyed so many research projects on a personal level. But being an engineer I have to say that the early projects on strength prediction and low-back modeling, which now have produced the software used by over 3000 licensed users, were the most professionally satisfying. And the reason is simply that the work we did has provided a useful tool for others in the field to analyze all types of manual exertions and derive improved work requirements. It also involved over 21 of my former Ph.D. students, many of whom continue to nurture this growing ergonomics technology. This continues to provide the basis for many great intellectual discussions with them and others in the biomechanics community.

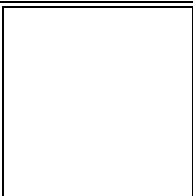
8) What pearls of wisdom would you give to a student interested in the field?

First I would tell them to spend some time working in the field before continuing their advanced studies beyond a masters degree. I say this because there are so many tough human factors problems that still need to be seriously researched. But to do so requires a person who is willing to work extremely hard to understand the extreme complexity of various human-hardware systems, i.e., a student who is intrinsically motivated to better people's lives by developing scientifically valid human factors principles. I do not believe we can instill the necessary motivation level through class and academic project work alone. Such motivation and curiosity comes from real life experiences provided by interacting with people who are seriously affected by devices, software and processes which simply don't function as expected, or which are even harmful to users. Secondly, I'd tell them to be open to new ideas and approaches. Seek out a cross-discipline education. Mix courses from the behavioral and life sciences with courses from the engineering sciences. Also, it never hurts to take a few courses in a Business School to understand the organizational, cost/benefit, and legal issues that will need to be considered for implementation of any good human factors principles one is advocating. Lastly, I'd try to convince them that this is a wonderful and satisfying profession. The market for well educated people in the field is very strong today. More importantly, one is provided an opportunity in this field to really make a profound and positive contribution to people's lives. What more can one ask of a chosen profession?

Chair's Message

I hope that all of you are finding time to enjoy the pleasures of summer. Acceptance of presentations for the fall HFES meeting are on the way. While I know that you are busy now, maybe you could plan a little time this summer to make some contributions to the EPG. Send me a brief report of a classroom technique that you tried this year or something great that a student or faculty member did. (Maybe an abstract from your best student paper or a brief description of your favorite professor.) How about a note about the award that you received for excellence in teaching or the excellent paper you presented. What is the address of the web page that you finally got posted or the one you found to be really useful for a course. I would like to see a contribution, however small, from everyone.

During my spring break I participated in two activities I would like to share with you. The Council of Technical Groups had an hour and a half long phone conference to discuss several issues. One topic you should see evidence of soon - the first issue of the COTG Digest. This is a compilation of the best of the best from technical group newsletters and is only sent to people who belong to one or more technical groups. This publication was proposed to share the information collected by the technical groups that has a more general appeal. I think



that you will find it quite interesting and I hope it will inspire you to contribute something of equal quality to our newsletter so that it can be included at a future date. We also discussed the issue of "domain experts." HFES periodically gets requests for contacts with individualists who are specialists in a particular area. This is often sent to a technical group chair to be forwarded to members. Should HFES have a list of domain experts that can be given to individuals requesting such information? Does this involve a potential for a conflict of interest? Are the technical groups the best place to determine who these people might be? Please let me know what you think about this issue so that I can appropriately represent the group. There was also discussion of the Technical Group web sites and whether HFES would sponsor/provide a server for these documents. (At present most are supported on computers with donated space.) What do you think?

Along these lines, what do you think should be on our web site? Is anyone willing to prepare or even just send me content or links that could be posted? There is a membership drive within the society that can benefit our group. The group who recruits the most members for HFES will receive money for a social event at the next annual meeting. We also need members for EPG. I recommended a similar contest for the group with the greatest proportional increase. Even without such incentives, I would suggest that we need to do something to recruit new members. The best recruiting tool is what the individual will receive from the group. The best way to assure that there is something there to receive is to contribute. You can have a role in this process on more than one level.

I also attended an assessment workshop in Chicago. There were four individuals from my institution who were sent as a team to learn more about assessment of courses, programs and the institution as a whole. Assessment and accountability are moving from business and industry into the academic setting. One item of discussion was the need to set appropriate goals and then to measure the current state as an indication of where efforts are needed. I would like to propose that we do an assessment of the EPG. To begin we need to discuss the goals that we are trying to achieve within HFES. Here are some of the goals we might wish to address.

1. EPG will take a part in improving the education and training of human factors professionals.
2. EPG will support and encourage faculty who teach about Human Factors and Ergonomics
3. EPG will support and encourage students who are learning about Human Factors and Ergonomics.

Please send me your comments! Are there other goals of the group that are more important? Should these not be included? Could these be worded more accurately or more effectively to facilitate assessment? When we get to the assessment itself, we might like to survey the members on their

thoughts about whether we are achieving the goals outlined. I hope to hear from you soon.

Suzi Shapiro

First Announcement & Call for Papers

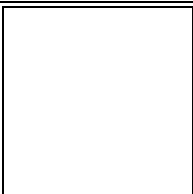
A new journal is being announced for 2000 – *Theoretical Issues in Ergonomics Science*. The aim of this new journal is to stimulate and lead the development of a theoretical basis for the science of ergonomics, and to formulate a methodology of this science. Ergonomics must define itself in order to break with traditional ties to its predecessors, psychology and engineering. The new journal will be pro-active in its aim of developing a unique science and will seek to define ergonomics as distinct and inherently valuable for the learned world at large.

The emphasis of the new journal will be on publishing original, high-quality, peer-reviewed papers. The Editor and two independent referees will review all manuscripts. The journal will publish both qualitative and quantitative methodological frameworks and theories of ergonomics. Reviews and commentaries will be commissioned. The journal will be looking for papers which discuss principles of the investigative process in ergonomics research, social and historical issues, and 'science of science' perspectives on ergonomics. The journal will also publish papers examining the discipline itself, including bibliographical analysis of 'classic' published papers.

Theoretical Issues in Ergonomics Science will focus on the discussion of a broad array of theoretical issues, methodology, and philosophical aspects of the science of ergonomics. The philosophy of ergonomics will include logic (theory of reasoning), epistemology (theory of knowledge), ethics (theory of evaluation), and some aspects of metaphysics (theory of concepts and their relations).

The journal will synthesize a knowledge that is currently fragmented across the entire field by focusing on a systems-oriented approach, and by analyzing human factors and ergonomics research at the philosophical and theoretical levels. For example, the journal will examine the paradigms and models of humans in the work process, models of work systems, models and concepts of health at work, models of human efficiency, paradigms and models of work organization, models of practice, and models of application of ergonomics knowledge.

Theoretical Issues in Ergonomics Science will suggest future research directions, in the context of new technologies, cultural differences, social problems, ecological consideration,



related political and legislative issues, and the development of standardization methods and educational programs.

Please submit articles to the Editor-in-Chief: Professor Waldemar Karwowski, Center for Industrial Ergonomics, Lutz Hall, Room 445, University of Louisville, Louisville, Kentucky 40292 USA, Tel: (502) 852-7173, Fax: (502) 852-7397, Email: karwowski@louisville.edu

A full Guide for Authors, including the Electronic Submission Guide, is available from Taylor & Francis (<http://www.tandf.co.uk>).

David Meister

Job Postings

CHAIR, Department of Industrial and Operations Engineering, University of Michigan.

Applications for the position of Department Chair are sought. Candidates must have an earned doctorate in Industrial Engineering, Operations Engineering, Ergonomics, or a related field, a distinguished record of scholarship and technical achievement in systems modeling and analysis, experience in solving complex problems in industrial or other operational settings, demonstrated leadership talents, a commitment to excellence in both teaching and research, and a vision for the future of industrial and operations engineering. The Department currently has twenty-two (22) full-time faculty, outstanding undergraduate and graduate programs, and a broad portfolio of externally-funded research. Inquiries and applications (including a complete resume and the names, addresses, and phone numbers of three references) should be directed to: Professor Don Chaffin, Department of Industrial and Operations Engineering, University of Michigan, 1205 Beal Avenue, Ann Arbor, MI 48109-2117. Phone (734) 763-2245. Email: dchaffin@engin.umich.edu. The target date for filling the position is September 1, 2000. Applicant screening will begin October 1, 1999, and continue until the position is filled. The University of Michigan is a non-discriminatory, affirmative action employer.

Announcement of the 2000 Liberty Mutual Prize in Ergonomics and Occupational Safety and 2000 Liberty Mutual Medal in Ergonomics and Occupational Safety

The 2000 Liberty Mutual Prize

The award of US \$ 5,000 seeks to recognize outstanding original research leading to the reduction or mitigation of work-related injuries and/or to the advancement of theory, understanding and development of occupational safety research.

To be considered for the Liberty Mutual Prize, the applicant must submit a letter of application and a research paper. The paper must be:

- 2) An original report of laboratory, field, or intervention research
- 3) Relevant to the field of occupational safety and ergonomics
- 4) Non-proprietary
- 5) Unpublished at the time of submission
- 6) Thirty pages or fewer, single spaced.

Relevant disciplines include: ergonomics, epidemiology, biomechanics, cognitive and behavioral psychology, design, physiology, economics and optimization, and so forth.

The 2000 Liberty Mutual Medal

In addition, the Liberty Mutual Medal in Ergonomics and Occupational Safety will be bestowed in year 2000. This is given to the best of the three awardees during the last three years: 1998, 1999, and 2000. This award consists of a medal and US\$ 15,000.

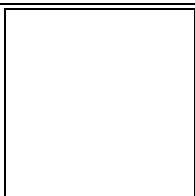
An international review committee will select the winning contribution. The Prize as well as the Medal are then handed out by the International Ergonomics Association at The IEA/HFES 2000 Congress, which will be held in San Diego, California July 30 to August 4, 1999.

Persons wishing to be considered for the 1999 prize should submit an application to the IEA Awards Committee Chair: Prof. Martin Helander, School of Mechanical and Production Engineering, Nanyang Technological University, Singapore 639798.

If you have any questions please write an e-mail to: mahel@ntu.edu.sg.

A letter of application should be accompanied by 5 copies of the 30-page report. The deadline for submission is March 1, 2000. Applicants will be notified by May 1, 2000.

Frequently Asked Questions



Q1 What is the purpose of the prize?

The purpose of the prize is to recognize individuals whose efforts have contributed the reduction or mitigation of work-related injuries. In particular, the prize is awarded to recognize original research leading to a better understanding of avoiding or mitigating, occupational accidents or injuries, or to rehabilitation and return to work of an injured workers. The main criteria, therefore, include significant advancement of theory and understanding, innovation and development of new directions or approaches.

Q2. Does the IEA endorse Liberty Mutual policy directions?

The establishment of the prize should not be construed as endorsement of Liberty Mutual. However, it is recognized that Liberty Mutual sponsors a variety of activities aimed at improving worker health and safety. The IEA shares the belief that the prize will stimulate efforts to combat the unacceptably high incidence of work-related injuries and raise awareness within the industrial, governmental and academic communities of the pervasive nature of the problem and its associated high social and economic consequences.

Q3. Is this prize limited to ergonomics?

No. Significant contributions can come from a variety of disciplines such as ergonomics, epidemiology, biomechanics, design, cognitive and behavioral psychology, physiology and anatomy, economics, optimization, and so forth.

Q4. Why is Liberty Mutual doing this through the International Ergonomics Association?

The IEA is a federation of ergonomics and human factors societies throughout the world. As such, it fosters an extensive network of experts in work sciences and related disciplines. This network will ensure that the selection of the winners reflects the best judgment of the international scientific community. Furthermore, the implementation procedures established by the IEA ensure that decisions are impartial.

Q5. Who will select the winners?

A committee of three world-renown experts (currently Prof. Tom Singleton, UK, Prof. M.M. Ayoub, USA and Dr. K. Kogi, Japan) will oversee the process and select the winner.

Q6. What does the prize comprise?

The annual Liberty Mutual Prize consists of a financial award of US\$ 5,000. Every three years, the best of the three most-recent winners will receive the Liberty Mutual Prize Medal, which consists of a further award of US\$ 15,000.

Q7. When will the awards be made?

The annual prize will be awarded during an IEA-sponsored conference or a conference in the country of the recipient. The triennial medal will be given during the IEA Congress. The first Liberty Mutual Prize was awarded the HFES Conference in Chicago, 1998. The first Liberty Mutual Medal will be awarded during the IEA Triennial Congress in San Diego, California, 2000.

Q8. Who will pay for the travel expenses?

The awardee will have to pay. The awardee must also promise to show up at the awards ceremony.

Q9. How does one apply?

The prize will be awarded to individuals. If the winning submission names more than one individual, the named individuals shall share the award.

Persons wishing to be considered for the prize should submit applications to the IEA Chair of the Awards Committee: Prof. Martin Helander. School of Mechanical and Production Engineering, Nanyang Technological University, Singapore 639798.

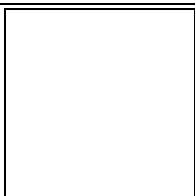
E-mail: mahel @ntu.edu.sg. 5 copies of the report or paper should accompany applications. The report or paper must be unpublished and be at the most 30 pages long (single spaced and minimum 11 points typeface).

Q10. What is the difference between the Prize and the Medal?

The prize is awarded each year. The medal is awarded to the best of three winners every three years in conjunction with the IEA Triennial Congress.

Foster Professional Development in HFES Through Volunteering

Volunteers are needed for Education and Training Committee, which is a Special Committee, formed by the HFES Executive Council. The purpose of the Education and Training Committee (ETC) is to promote, guide, and provide education and professional training in human factors and related fields to HFES members and non-members. The Education and



Training Committee will first focus on developing a mid-year professional development opportunity for HFES members and non-members alike. Some of the tasks the committee is chartered to do are listed below:

- 7) Identify educational and training needs that can be satisfied by lecturers and one- or two-day seminars.
- 8) Form a production team to recruit a presenter and evaluate the presentation content, visual aids, handouts, and other presentation materials that will be used.
- 9) Coordinate with the central office on placing advertisements, scheduling, contracting, collecting registration fees, and paying presenter fees and costs.

This could be a very exciting and worthwhile activity for our discipline. The output of this committee could be very important to HFES in terms of outreach and professional development as well. In addition, committee participation could be personally rewarding and fun. If you are interested in learning more, contact Mark Lee at Old Dominion University by phone (757-683-4222) or email (mlee@odu.edu).

Cheating 101: Paper Mills & You

Margaret Fain & Peggy Bates
<http://www.coastal.edu/library/papermil.htm>
Kimbel Library
Coastal Carolina University
Conway, SC 29528
Margaret@coastal.edu
(843) 349-2410

Welcome to "Cheating 101: Paper Mills and You", this is an abbreviated version of the presentation given by Margaret Fain and Peggy Bates as part of the Teaching Effectiveness Seminars held at Coastal Carolina University, March 5, 1999.

This presentation is aimed at providing faculty with an overview of the current state of Internet Paper Mills, how to locate Paper Mills, how to detect plagiarized papers, how to track down suspicious papers, and how to combat plagiarism.

Cheating in school "has been around as long as organized education" (Chidley

- <http://www.coastal.edu/library/tpmread.htm>). So have term paper mills. Today however, with the rise of Internet paper mills, we see a new twist in the term paper industry. No longer relegated to back alleys of college campuses and discreetly whispered about, the term paper industry is flourishing, prosperous, and reaching a much larger and much younger audience.

Current State of Cheating

For lots of students, lofty ideas about honesty and integrity have very little to do with the "real" world or why they are going to college.

- Some students have no idea what an "education" really is.
- Some students have come to college to get a credential--a credential that will allow them to pursue a chosen career. How they get this credential might be less important than simply getting it.
- Some view any course not directly related to their major as a waste of time.
- Some will cheat or plagiarize to maintain high GPAs--there is tremendous pressure from parents, grad school admissions, corporate recruiters, even from themselves.
- Some think it is no longer "socially unacceptable".
- Some manage to make it to college thinking anything and everything on the Internet is public domain.
- Many simply do not know what constitutes plagiarism--they have not learned about plagiarism in high school.
- Some students actually engage in this behavior out of self-defense--students in their classes are using it to excel, creating unfair competition.

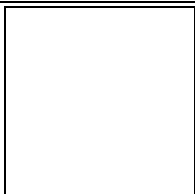
Faculty Reluctance to Report Plagiarism

Another part of the problem is faculty reluctance to report plagiarism to university authorities when it occurs. This reluctance is seen in the preference for handling suspected plagiarism privately between faculty and student, as a counseling matter or not at all. Some faculty feel that they are in the business of teaching specific subject matter, not discipline or moral values.

Circumstances in universities today, with administrations pushing student retention, litigious students, students threatening physical harm, is not conducive to "going out on a limb" to prosecute plagiarism. Then there is always the fear of "sticking your neck out" to prosecute and having the administration or trustees not only dismiss your allegations of plagiarism as insignificant but damage your career in the process. In the last few months, there has been a series of articles in "The Chronicle of Higher Education" about this very subject. See "Why Professors Don't Do More to Stop Students Who Cheat." (<http://www.coastal.edu/library/tpmread.htm>)

Current State of Internet Paper Sites

Term Paper Mills have been available on the Internet since 1996 and have already gone global. We call them paper mills because despite their rhetoric, these sites are in the business of providing pre-written research papers. Most sites contain disclaimers telling potential buyers not to submit these papers for grade, but students can and do turn in these papers as their own.



Our list of Internet Term Paper Sites (<http://www.coastal.edu/library/mills2.htm>) includes over 51 sites that were active as of March 1, 1999.

How much does it cost to get a paper?

- Some sites give the papers away for free--click on the site and download the paper.
- Some give papers away but require you to register.
- Some sites act as an exchange--you must submit a paper to get a "free" paper.
- Some sites charge only a membership fee that allows subsequent access.
- Most charge by the page, ranging from \$1-\$10 per page. They'll bill your credit card as something unrecognizable like "Research Inc." or "AmeriCorp".
- If your paper is due tomorrow and mail is too slow, you can get immediate delivery by e-mail--for an extra \$15.
- After scanning the papers available, you don't see anything suitable for your assignment--No Problem—they will custom write one for you for an exorbitant fee.
- They even run sales and summer blowout specials.

What are students really getting?

- No guarantee of quality or currency.
- Papers that are dated and not reflective of current events and trends.
- Substandard writing and research.
- See William McHenry's "Reflections on the Internet Paper Mills" for a more detailed discussion of prices and quality. (<http://www.georgetown.edu/honor/papermill.html>)

In addition to the term paper mill sites, there are other options for the enterprising student. Although these sites do not have papers for sale, and the papers are posted with copyright warnings, the unscrupulous student can still copy and download a paper from these sites and turn it in as their own work.

- Some web pages are posted by well-intentioned academics with their own papers and those of their really good students.
- Technical papers are posted to NASA and other sites and are often linked to from academic web sites.
- Proceedings of conferences are posted online.
- Students attach their essays and papers to their personal home pages.
- Using Internet search engines and searching under "term paper", "research assistance", "model papers", "research papers", or "technical papers" will retrieve both term paper sites and web pages with papers on them.

Detecting Plagiarized Papers

Using the list "Detecting Plagiarized Papers" (<http://www.coastal.edu/library/plagiartz.htm>) can help

professors identify some of the common giveaways of plagiarized papers. Some professors also ask students, as part of the final exam, to summarize the main points of their research paper.

Tracking Down Plagiarized Papers

Professors may be able to locate the original paper on the Internet using a variety of techniques.

- Identify a unique string of words in the paper. Using a variety of search engines, search for the phrase using quotes " " and the plus sign,+ . For example: +austen + "fair share of monsters" turns up only one paper.
- Search for the title, again using quotes " ". If the student hasn't had the foresight to change the title, you may find it listed on a term paper site.

Combatting Plagiarism

In most instances it is easier to combat Plagiarism from the outset of the class than it is to deal with it later in the semester. Using term paper mills is a "crime of opportunity". Students faced with deadlines and a sense of being overwhelmed may turn to term paper mills. Students who have been guided in the research process and encouraged to think about the paper have less motive and less opportunity to turn in work that is not their own.

Easy Steps to Combat Plagiarism (<http://www.coastal.edu/library/easystep.htm>) outlines some basic techniques and issues that professors can use in any class to lessen the opportunities for plagiarism. Research papers or projects that are designed as an integral part of the course offer students a greater opportunity to learn. Well thought out assignments are less conducive to plagiarism. In addition, students learn quickly which professors expect them to work and which don't.

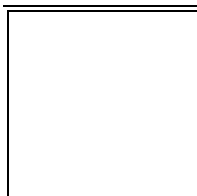
Term Paper Mills are a fact of life. How we as faculty and teachers and librarians deal with them is up to us.

Sources (<http://www.coastal.edu/library/tpmread.htm>)

About the authors:

Margaret Fain is Assistant Head of Public Services, and Peggy Bates is Reference Librarian at Kimbel Library, Coastal Carolina University. The impetus for this presentation came from comments made to us by faculty and students regarding the availability and use of term paper sites.

Reprinted with permission of the Authors



Call for Student Volunteers 1999 HFES Annual Meeting

The 43rd Annual Meeting of the HFES will be held at the Westin Galleria in Houston during the week of September 27 through October 1. The host committee invites all students planning to attend this year's Annual Meeting to serve as volunteers. If you are planning to attend the conference as a student, please consider signing up as a volunteer.

Many benefits are associated with volunteering. Volunteer for one day and your registration fees for the entire meeting meeting will be reimbursed. Serving as a volunteer also creates an opportunity for you to work closely with other students and presenters to help make this year's Annual Meeting a success.

If you have any questions or want to sign up as a volunteer, email Philip Tidwell (Student Volunteers Chair) at BamaPhil@aol.com or ptidwell@travertech.com. Call at (281)886-1424.

Please forward this message to the other students in your chapter so that your colleagues will be aware of this opportunity.

Web Corner

A list of websites that may be helpful to Professional Educators will be maintained in this section. Please send contributions to the newsletter editor.

EPG Web Page

<http://www.indiana.edu/~iuepsyc/HFES/EPG.html>

HFES Web Page

<http://hfes.org>

Bad Human Factors Designs

<http://www.baddesigns.com/>

Engineering Your Future

American Society for Engineering Education

<http://www.asee.org/precollege/>

Office of Special Education and Rehabilitation Services

US Department of Education

<http://www.ed.gov/offices/OSERS/>

Thomas Register of American Manufacturers

<http://www.thomasregister.com/>

Learning Productivity Network

<http://www.gse.buffalo.edu/org/lpn/>

IBM Healthy Computing

<http://www.pc.ibm.com/US/healthycomputing/>

CTDNews Online

<http://www.ctdnews.com/>

Ergonomics at Work

<http://www.combo.com/ergo/atwork.htm>

Board of Certified Professional Ergonomics

<http://www.bcpe.org>

Calculate Your Body Mass Index

<http://www.kcnet.com/~marc/bmi.html>

1998 Meeting Minutes

Attendees at the 1998 meeting were:

Keith Adams	Iowa State Univ.
S. Deivanayagam	Tennessee Tech Univ.
Kristen Gilbert	Univ. of Montevallo
Joe Goldberg	Penn State Univ.
Paul Green	Univ. of Michigan
Carter Kerk	SD School of Mines
Gary Klatsky	Oswego State Univ.
Mark Lee	Old Dominion Univ.
David Martin	NC State Univ.
Gary Mirka	NC State Univ.
Bill Moroney	Univ. of Dayton
Ron Mourant	Northeastern Univ.
Ed Rinalducci	Univ. of Central Florida
Wendy Rogers	Georgia Tech
Suzi Shapiro	Indiana Univ. East
Thomas Smith	Univ. of Minnesota
Nancy Stone	Creighton Univ.

Suzi Shapiro opened the meeting at 7:20 AM. Attendees introduced themselves. Gary Klatsky reported on this year's program: 4 papers, 1 panel, 9 submissions. Next year all submissions will be electronic (web-based). There is \$3800 in the treasury. In order to stimulate new membership, the group voted 12-0-2 to suspend dues for a one year trial period.

Thomas Smith spoke about broadening our scope or mission to all of learning and educational issues. Wendy Rogers suggested joining forces with the Training TG. Mark Lee presented HFES plans for Continuing Education (see article in this issue titled, "Foster Professional Development in HFES Through Volunteering").

Suzi Shapiro opened the floor for nominations. Deivy Deivanayagam was nominated for Program Chair. More are needed.

Suzi discussed development of Successful Strategies or Quick Hits. Let's publish what strategies are working well for us either in the newsletter or in some sort of publication.

COTG Discussion: Re-examine the EPG brochure; each group involved in the Project will be displayed at the Annual Meeting.

Kristin Gilbert is the new contact for student groups. Give her your newsletter submissions at gilbertk@um.montevallo.edu

Chair's Notes 1998 Annual Meeting

First I would like to thank all of you who were able to attend the business meeting early Wednesday morning. I appreciate your dedication and your "tireless" efforts. (At another meeting I attended it was suggested that people who attended the business meeting not pay dues as they have already contributed by doing the business of the organization.)

Second, I would like to thank those of you who could not attend the meeting but have been supportive of the Educators' Professional group for the past year.

This year's program was well received and I think all of the presenters make a valuable contribution to the efforts of the society in producing well trained Human Factors and Ergonomics professionals.

I would like to make a plea for your continued support. An organization is only as good as its members make it. I would like to see the EPG as a resource and support for faculty and students as well as the professions.

This newsletter requests nominations for officers in the technical group. While these tasks do not provide the honor of a knighthood or the monetary reward of a lottery, there are reasons to volunteer.

- 1) Your services are needed by the EPG. (YES – I mean you!)
- 2) You have an opportunity to support excellence in your profession.
- 3) Some of you can use your status as an officer as documentation of public service.
- 4) It is actually fun – sometimes.
- 5) You get the opportunity to get to know some great people.

You don't have to have a certain degree or job to be involved. (Students are welcome too.)

If you cannot be an officer for the next two years, please consider the other ways that you might be able to contribute.

Prepare a paper or poster to submit for the Houston meeting next year or the joint meeting with IEA in 2000. Reminder – these submissions are only two months apart! - Not the year that you are accustomed to.

Send something to the newsletter-

A book review

A note on an interesting problem

A quick description of some classroom technique that you have found to be effective.

A copy of your syllabus for our file of materials available to interested faculty.

A link to your site.

The URL of your syllabus.

Information on your program.

A resource that you find useful.

Send information for the EPG Web page.

Even a note on how things are going and where you are would be great!

There are a few things that we covered in the Council of Technical Groups (COTG) that you might like to know about.

A possible project for the HFES is a design contest. Would the EPG be supportive of this project? Yes? Please let me know –

Membership is an issue with both the HFES and EPG. HFES proposed a contest with the award of \$1000 for a social event at the next meeting. We just need the Most New HFES members. See what you can do ----

The EPG needs new or returning members just to serve as a TC. Any of you interested in helping to develop Internet Policy for the HFES, contact Doug Antonelli.

The COTG is sponsoring a new publication, the COTG Digest. Items with general interest will be taken from Technical Group Newsletters and put in a publication sent to all members. It is my understanding that this will be available in the next year. This should provide a motivation for some good material to appear in our newsletter.

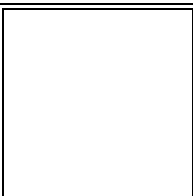
Suzi Shapiro

What's New!

Send in news of your teaching and research activities. Use this space to promote your programs. Send your submissions to the editor.

Keith Adams

Teaching System Safety / Industrial Safety Engineering.
Developing research in simulation / VR in Workstation Design and miscellaneous committee assignments.



Jacob Jen-Gwo Chen

Jacob has started a new position as the Dean of the College of Science and Engineering at the University of Texas - Pan American, 1201 W University Drive, Edinburg, TX 78539-2999, USA. His new phone number is 956-381-2404, fax is 956-381-2428, and E-Mail is chen@panam.edu. UTPA has one of the largest Hispanic enrollments among four-year colleges and universities. The Hispanic Outlook in Higher Education Magazine listed UTPA as 4th in the number of bachelor's degrees conferred on Hispanics and 16th in the number of Master's degrees.

S. Deivanayagam

Have a "Fellowship" from Univ. Of Tennessee's Center for Industrial Services. Travel all around the state to assist industries with their ergonomic issues.

Joe Goldberg

Too Much Teaching! Building new IE Building at Penn State.

Paul Green

Teaching and preparing for 40th year of Michigan Human Factors Engineering Short Course. Conducting research on the visual demand of driving.

Carter Kerk

Received Governor's Award to develop new Safety Engineering course. Just started renovation of IE building and HF/E Lab.

Gary Klatsky

Two research programs dealing with object recognition. Preference and performance in responding to alert symbols. Developing an Interdisciplinary MA in Human Computer Interaction. Gary recently received the Oswego State University President's Award for Excellence in Academic Advisement this past semester.

Mark Lee

New professor at Old Dominion University. Chairing the HFES Education and Training Committee.

David Martin

On sabbatical during the spring of 1999. Interest in visiting sites where distance learning is being studied. Let me know if you are at such a site. (david_martin@ucsu.edu)

Gary Mirka

Working on on-line real-time delivery of Occupational Biomechanics course. North Carolina State is really pushing this type of distance learning.

Bill Moroney

Teaching and conducting a faculty search for cognitive psychologist with HCI orientation.

Ronald Mourant

Developed a human performance lab using the ERTS system. Supervise graduate students who teach human factors.

Edward J. Rinalducci

Teaching; past coordinator of HF program at UCF. Involved in some VR research and miscellaneous committee assignments at UCF.

Wendy Rogers

Recently changed jobs – now at Georgia Tech. Currently participating in a teaching fellows program.

Thomas J. Smith

Sponsored HFES-98 colloquium on HF/E issues with education and educational technology.

Nancy Stone

Developing a scale of student characteristics that will hopefully, identify "good" students as well as "trouble" students. Such identification should allow for effective intervention. Also working on ways to use teams in the classroom for better learning.

Human Factors Educators Listserv

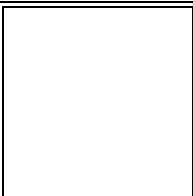
Come join the fun! If you are interested in joining a human factors educators listserv contact Gary J. Klatsky by email at klatsky@oswego.edu or check out Gary in the Officer's Directory section.

Calendar of Events

August 16-21, 1999. 17th Int. System Safety Conference. Orlando, FL. CPS, Inc., 2453 Orlando Central Pkwy., Orlando, FL 32809; 800/777-5333, fax 407/851-8313, issc1999@yahoo.com.

August 22-25, 1999. 8th Int. Conference on Vision in Vehicles (VIV8). Boston, MA. VIV8, Inst. of Behavioural Sciences, University of Derby, Mickleover, Derby, DE3 5GX, UK; fax 4+44 1332 622287; avru@derby.ac.uk, <http://ibs.derby.ac.uk/viv8>.

August 22-27, 1999. HCI Int. '99, the 8th Int. Conference on Human-Computer Interaction. Munich, Germany.



Conference Secretary, Fraunhofer IAO, Nobelstrasse 12, D-70569 Stuttgart, Germany; +49 711 970-2331, fax +49 711 970 2300; hci99@iao.fhg.de, <http://www.HCI99.iao.fhg.de>.

September 15 – October 15, 1999. CybErg 1999, 2nd Int. Cyberspace Conference on Ergonomics. Congress West, CybErg 1999, P.O. Box 1248, West Perth, WA 6872, Australia; fax +61 8 9322 1734; cyberg@congresswest.com.au, or <http://www.curtin.edu.au/conference/cyberg/>. *Abstracts due April 9, 1999.*

September 20-22, 1999. 10th Int. Conference on Traffic Safety on Two Continents. Malmö, Sweden. Contact Kenneth Asp, Conference Secretariat, S-581 95 Linköping, Sweden; +46 13 20 40 00, fax +46 13 12 61 62; or Richard Pain, Transportation Research Board, 2101 Constitution Ave., N.W., Washington, DC 20418; 202/334-2960, fax 202/334-2003; rpain@nas.edu.

September 28 – October 1, 1999. 4th ICOH Int. Conference on Occupational Health for Health Care Workers. Montreal, Canada. Conference Secretariat, 5100 Sherbrooke St. East, Suite 950, Montreal, Quebec, Canada H1V 3R9; 514/253-6871, fax 514/253-1443, icoh1999@asstsas.qc.ca, <http://www.asstsas.qc.ca/icoh1999/>. *Abstracts due April 30, 1999.*

September 28 – October 2, 1999. 43rd Annual Meeting of the Human Factors and Ergonomics Society. Houston, TX. Hosted by the Houston Chapter. HFES. P.O. Box 1369, Santa Monica, CA 90406-1369; 310/394-1811, fax 310/394-2410; hfes@compuserve.com, <http://hfes.ogr>.

September 30 – October 3, 1999. Design and the Social Sciences. Edmonton, Alberta, Canada. Jorge Frascara, Design and the Social Sciences, Dept. of Art and Design, University of Alberta, Edmonton, Alberta T6G 2C9, Canada; 780/492-3261, fax 780/492-7870; dessoc99@ualberta.ca, http://www.ualberta.ca/~artdesin/conf_MAIN.htm.

October 6-8, 1999. Safety and Health in the Construction Industry in the 21st Century. Vienna, Austria. Office for Int. Relations and Conferences of the AUVA, Adalbert-Stifter-Strasse 65, A-1200 Vienna, Austria; +43 1 33111 537, fax +43 1 33111-469; hik@auva.sozvers.at.

October 11-13, 1999. Ergonomics Society of Australia 35th Annual Conference. Fremantle, Western Australia. Keynote Conferences, P.O. Box 1126, West Leederville, Western Australia 6901; +61 8 9382 3799, fax +61 8 9380 4006; keynote@ca.com.au.

November 8-12, 1999. 6th World Congress on Intelligent Transportation Systems. Toronto, Canada. ITS America, 400 Virginia Ave., S.W., #800, Washington, DC 20024-2730; 202/484-4542, fax 202/484-3483; kstacy@itsa.org, <http://www.itsa.org>, or <http://itsworldcongres.org>.

November 16-19, 1999. 7th Color Imaging Conference. Scottsdale, Arizona. Society of Imaging Science & Technology, 7003 Kilworth Ln., Springfield, VA 22151; 703/642-9094; info@imaging.org. *Abstract deadline: April 2, 1999.*

November 17-19, 1999. Sport, Leisure, and Ergonomics Conference. Wirral Cheshire, UK. Conference Secretariat, SLEC, Research Inst. for Sport and Exercise Sciences, Liverpool John Moores University, Henry Cotton Campus, 15-21 Webster St., Liverpool, L3 2ET, UK; +44 151-231-4323, fax +44 151-231-4353; j.p.greeves@livjm.ac.uk.

November 25-26, 1999. 9th New Zealand Ergonomics Society Conference. Christchurch, New Zealand. Conference Organizer, NZES Conference 1999, P.O. Box 2715, Christchurch, New Zealand; nzesconf99@clear.net.nz.

Request for Assistance

Dear EPG,

I'm currently developing a proposal for a new Human Factor/Ergonomics lab for our undergrad level courses. I am looking for any current material discussing the teaching and learning of human factors/ergonomics at the undergrad level. I would deeply appreciate any suggestions. Best regards,

Alvaro D. Taveira, Ph.D.
Assistant Professor
Department of Industrial Engineering
University of Southern Colorado
Phone: 719-549-2788
Fax: 719-549-2519
taveira@meteor.uscolo.edu

Editor's Corner

Please accept my apology for the delay in getting this issue published. I got swept up in the school year and did not get the job done in a timely fashion.

If you have been reading my column regularly, you will see that I keep repeating the same issues over and over again. First of all we need more new members. In March 1998 we had 144 members. In June of 1998 we had 178. As of June 1999 we have 193 members. There are currently 48 non-renewed members from last year I am working to get renewed. We need to get to the 200 level to maintain our status as a technical group within HFES and we are basically there. The \$4 fee is peanuts. Please keep helping to recruit new members!

How do you like the **Up Close and Personal (7 +/- 2 Questions)** theme? This issue features my Ph.D. Advisor, Don Chaffin. Send me names of people you would like to have featured. Remember, if you don't send me candidates for this

column, you will be reading about my favorite people. Either way is fine with me.

Send me your **What's New!** updates on yourselves and your programs. Let us hear about what courses you are teaching, what texts you are using, what techniques have been successful.

Help build the usefulness of the **Web Corner**. If you have useful web pages or know of others, let me know. I also look forward to your contributions to the **Calendar** and **Job Postings** sections. Take a moment right now and send me your contributions for the next newsletter.

Carter Kerk

ckerk@silver.sdsmt.edu
Phone: (605) 394-6067
Fax: (605) 394-2405

On a Sad Note

It is with sadness that I have to report that James R. Buck, Professor of Industrial Engineering at the University of Iowa, died on June 10, after a long illness.

Jim had been a Professor of Industrial Engineering at the University of Iowa since 1981 and had been Chair of the Department from 1981 to 1988. He had previously been a Professor at Purdue University and an Assistant Professor at the University of Michigan in Dearborn, MI.

Jim was a Fellow, Institute of Industrial Engineers and was active in the Human Factors and Economic Analysis areas.

Donations can be made to the James R. Buck Scholarship Fund, c/o Department of Industrial Engineering, University of Iowa, 4132 Engineering Building, Iowa City, IA 52242-1527.

Peter O'Grady

EPG Officers, 1997 - 1999

Chair

Susan J. Shapiro
Department of Psychology
Indiana University East
2325 Chester Boulevard



Educators' Professional Group

Carter J. Kerk, Ph.D., PE, CSP

Richmond, Indiana 47374-1289 USA
Phone: (765) 973-8284
Fax: (765) 973-8508
Email: sjshapir@indiana.edu
URL: <http://www.iue.indiana.edu/psych>

Program Chair 98 - 99

Gary J. Klatsky
Department of Psychology
State University of New York at Oswego
Oswego, NY 13126 USA
Phone: (315) 341-3474
Fax: (315) 341-6330
Email: klatsky@oswego.edu
URL: <http://www.oswego.edu/~klatsky>

Program Chair 00 - 01

Subramaniam (Deivy) Deivanayagam
Industrial Engineering Department
Tennessee Tech University
PO Box 5011
Cookeville, TN 38505-5011 USA
Phone: (615) 372-3465
Email: deivy@tntech.edu

Newsletter Editor

Carter J. Kerk
Industrial Engineering Program
South Dakota School of Mines & Technology
501 E St Joseph St
Rapid City, SD 57701-3995 USA
Phone: (605) 394-6067
Fax: (605) 394-2405
Email: ckerk@silver.sdsmt.edu



Industrial Engineering Program
South Dakota School of Mines & Technology
501 E St. Joseph St
Rapid City, SD 57701-3995
USA

Application for Membership

Educators' Professional Group, Human Factors & Ergonomics Society

Membership in the EPG does not require membership in the Human Factors and Ergonomics Society. (Members of the Human Factors and Ergonomics Society may pay their EPG dues with their HFES dues.) Please print.

Name: _____

Title: _____

University/Organization: _____

Address: _____

Phone: _____

Fax: _____

Email: _____

Are you a full time student? yes no Are you a member of HFES? yes no

Please mail this application and check for US \$4 to:

Human Factors and Ergonomics Society, PO Box 1369, Santa Monica, CA 90406-1369 USA

