



OBSERVER

Published by the American Psychological Society

Vol. 12, No. 10

December 1999

'Net Gains for Research

The Internet is changing the way psychological scientists do research.

As technology continues to advance and the use of the Internet increases, more psychology researchers are jumping on the information superhighway to exchange information and collaborate with colleagues all over the world. Now with the click of a mouse, psychologists can exchange information that in the not so distant past would have had to wait until the research was published in a journal or presented at an annual scientific meeting.

"As a result of the increased use of email and the Internet," said APS Fellow Robert S. Baron, "action and reaction regarding hot research results can be remarkably fast. The ease of email communication has dramatically improved our ability to conduct collaborative work, especially with colleagues abroad."

"Whether we are developing questionnaires, writing grants or publishing book chapters," said Baron, "working with colleagues in the United Kingdom or Japan is almost as convenient as collaborating with someone just across campus."

Baron, a social psychologist and a professor of psychology at the University of Iowa, believes that psychological scientists are just beginning to realize the possibilities

of conducting a broad range of research procedures on the Internet.

"We are no longer restricted to college students or a lab room on campus," he said. "With permission to recruit via email networks, we can collect data from hospital personnel, corporate employees, or web browsers from all over the world."

Baron believes that because of this, researchers are going to increase their use of non-student participants and multi-location replication in psychological research and that there will be heavy emphasis on computer based presentation of experimental material. "In fact," he said, "I'll be surprised if in the near future, we don't start seeing virtual experimental material that closely mimics the scenarios now only seen in video games."

Coast to Coast Collaboration

One bicoastal group has taken their research a step further with the creation of a new method called the Implicit Association Test (IAT). The IAT website was developed by APS Fellows Anthony Greenwald of the University of Washington, Mahzarin Banaji of Yale University, and APS Student Affiliate Brian Nosek, also from Yale. The IAT

SEE INTERNET ON PAGE 20

Psychology and Public Health: A Research Frontier

NIMH initiative launched

Behavior and public health are inextricably intertwined. More than 50 percent of the premature morbidity and mortality in the nation is due to behavior-based problems, and seven out of the ten leading causes of death in this country involve behavior.

Even a partial list of public health problems involving behavior, either as an underlying cause or a manifestation, seems endless: Violence, child abuse, teen pregnancy, substance and alcohol abuse, smoking, suicide, mental and neurological disorders, AIDS and other sexually transmitted diseases, sudden infant death syndrome (SIDS), fetal alcohol syndrome (FAS), environmental toxins, poverty, nutrition, obesity, heart disease, cancer, diabetes and other chronic disabling diseases, low birth weight, injuries from traffic accidents and workplace conditions, health disparities, tuberculosis, hepatitis and other infectious diseases, illiteracy.

Psychological science has enormous potential to address these conditions.

Many researchers in the field already are pursuing science-based prevention strategies and interventions that could significantly reduce many of the nation's most pressing public health problems. To date, that research hasn't made a strong showing in the public health arena. But there are signs the situation could be

SEE HEALTH ON PAGE 7

Midnight's Children

Will there be midnight madness in the delivery room on January 1, 2000? What will babies born on January 1st have in common with a special group of GE shareholders?

See page 5 for details . . .

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The philosophy and goal of the *Observer* (ISSN: 1050-4672), published 10 times a year by the American Psychological Society (Federal ID Number: 73-1345573), is to educate and inform APS members on matters affecting scientific and academic psychology; to promote the image of APS members; to report and comment on issues of national interest to the psychological scientist community; and to provide a vehicle for the dissemination of information on APS.

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All APS members receive the *Observer*. Domestic non-member subscription rates are \$35 (individual), \$50 (institution) and foreign rates are \$50 (individual) and \$65 (institution) per year. Send subscription requests to the address below. Third-class postage is paid at Merrifield, VA. **Postmaster:** Send address changes to American Psychological Society, 1010 Vermont Ave., NW, Ste. 1100, Washington, DC 20005-4907.

Contributors: Unsolicited articles, announcements, and letters to the editor should be submitted to the Editor at the address above.

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Banking on Psychological Principles

Elizabeth D. Capaldi
APS President

Universities are businesses, although we academics do not like to think of them as such. However, we are not in business to make a profit, but rather to produce teaching and research. Thus, our bottom line needs to be measured in quality and productivity of our teaching and our research. Money is important, of course. In times of constrained resources, generating additional revenue and using every dollar wisely are critical for achieving quality. Quality is expensive.

At the University of Florida, the president and I introduced an incentive approach to management that we call the "Bank." Introduced in 1996, the Bank is a tool that helps the university use resources effectively, measure quality, and create incentives for improvement. It rests on the basic psychological principle that reinforcement leads to an increase in the behavior that precedes it. In this instance, the Bank reinforces quality and productivity in teaching and research enhancing the activities that are the university's main purpose.

Using the Bank, the university can reward colleges for improvement in the quality and productivity of teaching and research through budget increases. These increases are tied to the results of the Bank's built-in evaluation component. A key concept is that each college exists as a separate unit for evaluation. Each college identifies the ten best public university counterparts in the nation and these are used for comparisons of quality and productivity.

Recognizing that quality and productivity reflect different but essential elements of university performance, the Bank measures and rewards improvement in these two dimensions separately.

Productivity measures *how much* teaching and research; quality measures *how good*. Briefly, teaching productivity is measured in weighted credit hours per faculty (weighted to account for cost differences), and research productivity is measured in sponsored research expenditures per faculty. By comparing colleges to national peers, the Bank establishes a more appropriate basis for evaluating their performance. Colleges do not compete against each other, as in alternative budget models. Rather, competition is entirely against the college's own performance and against the performance of external high quality counterparts. Among other things, this eliminates the disadvantage of being a college that has mostly upper division or graduate courses, or a college whose natural opportunities for sponsored research are less.

Quality measures vary greatly by academic field. Throughout the country, the faculty in each field define the elements of quality.

For research or equivalent creative activities, faculty measure the quality of books, articles, paintings, compositions, or inventions. For teaching, faculty measure such things as results on standardized examinations and pass rates on professional tests.

The Bank's usefulness as a management tool comes once a year when the university allocates funds based on the evaluation the colleges.



The Bank is a tool that helps the university use resources effectively, measure quality, and create incentives for improvement. It rests on the basic psychological principle that reinforcement leads to an increase in the behavior that precedes it. In this instance, the Bank reinforces quality and productivity in teaching and research, enhancing the activities that are the university's main purpose.

Half of the budget readjustment comes from quality and half from productivity. Colleges that improve on some or all of the measures, or maintain their performance at the top of the national benchmarks, can anticipate a budget increase for reinvestment in further improvement. Colleges that fail to improve on any of the measures or decline from top level competitiveness

must develop a plan for improvement and deliver on that plan before the Bank data will justify a budget increase.

For a college's programs to improve, universities need to generate additional revenue and invest it well. Universities can generate additional money first by increasing productivity and second by increasing revenue from the various sources available to the university. Income generation itself is not the university's mission. It is, however, a means to the end of investment in increased quality. Accordingly, the Bank also rewards colleges that bring in more non-state money by increasing their state allocation.

Rewarding performance has proven highly effective for productivity: Since 1996, when the Bank was introduced, the university has increased its external funds generated, from \$173,378 per faculty to \$238,394 per faculty; increased sponsored research from \$47,431 to \$63,206 per faculty; increased weighted credit hours from 1,071 to 1,151. Simultaneously, there has been an increase in the number of faculty. Quality measures have all increased too. These measures vary by college and so are difficult to present here in limited space.

Only non-psychologists will be surprised that rewarding behavior leads to an increase in that behavior. ♦



Nominations for APS Fellows



Purpose

Fellowship status is awarded to APS Members who have made sustained outstanding contributions to the science of psychology in the areas of research, teaching, and/or application. Although Fellow status is typically awarded for one's scientific contributions, it may also be awarded for exceptional contributions to the field through the development of research opportunities and settings. Candidates will be considered after 10-15 years of postdoctoral contribution, though exceptional candidates with fewer years will be considered.

Nomination Requirements

Fellowship nominees must be an APS Member. Nominators must supply the following documents to the APS Membership Committee:

- 1) A letter of nomination specifying why the candidate is judged to have made sustained outstanding contributions.
- 2) The candidate's current Curriculum Vita.
- 3) Letter of support from three outstanding contributors to the field of scientific psychology familiar with the nominee's work, one of whom must be an APS Fellow.

Review and approval of nominations

Nominations may be submitted at any time. Fellows nominations are reviewed by a Subcommittee consisting of APS Fellows from diverse areas within psychological science. The Subcommittee, which is appointed by the APS Board of Directors, makes recommendations to the Board concerning Fellowship status for nominees. The Board votes on the Subcommittee's recommendations twice a year, at its regularly scheduled convention and winter meetings.

Spring application deadline: April 15, 2000

Fellowship Nomination

I would like to nominate _____

In support of this nomination I have enclosed the following:

- ◆ Letter of nomination
- ◆ Nominee's Curriculum Vita
- ◆ Supporting letters from 3 colleagues, one of whom is an APS Fellow

(your signature)

(printed name)

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Mail to:

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- 4) **Select the issue** you wish to access. You will come to a page that lists the articles for that particular issue.
- 5) **Select the article** you wish to read. You will then see the abstract for that article. Select **Document Availability**. You will need Adobe Acrobat to view the article, which is in PDF format. Select **Deliver Document** to open the article.

The password for access will change as of January 2000. All paid APS Members will receive the new password.

Directions for accessing the journal articles and a link to the starting website—in addition to any changes or updates in the process—will be available on the APS Website on page:

[http://www.psychologicalscience.org/
publications_journalonline.htm](http://www.psychologicalscience.org/publications_journalonline.htm)

Please bookmark for future reference.

Millennium Motivation: The Baby Derby is On

GE really does bring good things to life

In literature and myth, children born at significant times have magical powers. But even if the magic thing doesn't work out, at the very least, a January 1, 2000 birthday could mean fleeting celebrity for baby and parents and, some probably are hoping, it might also be financially lucrative.

Given all this, back in March, how many people do you think were busy engaging in some family planning to try and have a baby—maybe the century's first—on January 1st? We'll know soon enough. In the interim, this is a good enough excuse to contemplate the connections between motivation, behavior, and this most fundamental of physiological processes.

Most people probably assume that the timetable for a birth is a biologically-done deal, not something that can be predicted with exactness beyond a window of a week or two. When's the last time you heard of someone actually giving birth on their due date? But as psychology researchers would be the first to tell you, don't underestimate the influence of human motivation on the course of life's events. And, the General Electric Company (GE) would add, especially if that motivation is economic. Although we haven't heard of any baby formula companies or diaper services offering scholarships to millennium babies, for those who might be contemplating that or similar largesse, here's a cautionary tale.

Taking Stock of Baby

In 1953, as a publicity stunt to highlight its 75th anniversary, GE announced it would award five shares of stock to any baby born to a GE employee on October 15th of that year. The company's demographic analysis led to a prediction that between 15-20 babies would be born that day, although for publicity purposes, they predicted 13 babies, to coincide with the number of original investors in GE's predecessor company, Edison Electric Light.

Imagine everyone's surprise when on the appointed day, 57 GE babies had entered the world by noon, and by 5 o'clock there were 92. Schenectady, New York, a city with a large GE plant and a normal daily birth rate for the entire city of only 12 babies, tallied up 39 GE babies.

The total number of babies born to GE employees that day was a mind-boggling, budget-busting 190.

The 189th baby was actually born after midnight on the 16th on the East Coast where his mother was on a trip from California; her father protested on the basis that he became a parent on the West Coast before the deadline. And at least one other GE baby was born that day out of wedlock, but the birth didn't come to light until a couple of years later.

The total cost of the program was more than \$70,000, a significant sum in those days. Despite the financial bath it took, GE was well rewarded by a large amount of national publicity, increased stock sales, and even a few babies named George Edward

and Glen Elliot. (Ironically, the idea for the GE "Baby Derby" came from a 41-year old self-described confirmed bachelor, William Haylon, who met his future wife Cici on that fateful day in October and went on to have six children of his own. Rumor has it he predicted they would have only one baby.)

Motivation Research

This unexpected outcome raises a number of interesting questions about the role of human motivation in determining life's outcomes. Usually, as APS Member Charles Lowe noted, we think of motivation in terms of the things that affect it. But this story illustrates the effect of motivation on external events.

APS Member Ross Buck points out that the GE story involves behavior that is based on goal oriented, conscious motivation. He observed that it is in line with traditional learning theory, in which people see a chance for a reward and they try to get that reward. "The coming of the millennium could well trigger that same thing," said Buck. He also pointed out that psychological factors can influence basic biological systems and timing, but without scientific evidence, it would be a leap to assume that this extends to the timing of a baby's birth. Both Buck and Lowe are at the University of Connecticut.

Talking about the field of motivation research more generally, Buck said the connection between motivation and other aspects of psychology is very important. "In general, I see psychology as conceptually standing on three legs — motivation, emotion, and cognition," said Ross. He expressed concern that "the field has been emphasizing cognitive determinants" over the other two areas, and said that is important to take a more balanced approach. "You really can't separate these three things," said Buck. "Cognition is intrinsically motivation and emotion, emotion is intrinsically cognition and motivation, and motivation is intrinsically cognition and emotion."

Midnight Madness

Whatever the motivation, there is likely to be a baby boom around the first of the year. Part of it is because nine months earlier people tried extra hard so they could have a baby on January 1, either for fun or profit. Others, whether or not they were trying then, are now rooting for their little bundles to make an appearance as the Times Square ball is dropping.

As for the prospective winners, if you want to be Baby One in 2000, timing is everything; you're probably only going to have a few seconds before the competition comes wailing behind you. Otherwise, you're going to have to settle for a photo in the paper, life-long sibling resentment at the attention you got, and if past is prologue, extremely motivated parents.

Sarah Brookhart

Apply Now for APS/AAAS Media Fellowship

Deadline: January 15, 2000

Applications are being accepted for an APS-sponsored AAAS Media Fellowship for the Summer of 2000. The Media Fellowship program, which is administered by the American Association for the Advancement of Science (AAAS), is a unique and exciting opportunity for students to develop essential skills in communicating science to the public, to improve coverage of psychological science, and to increase public understanding of the field.

During this 10-week long summer fellowship, Fellows work as reporters, researchers, and production assistants in mass media organizations nationwide. They collaborate with media professionals in radio and television, newspapers, and magazines. Fellows will attend an orientation at AAAS in Washington at the beginning of the fellowship, and will return to AAAS at the end of the summer for a wrap-up session. Fellows will receive a weekly stipend and all travel expenses are paid.

Application requirements: To qualify, candidates must be an APS Student Affiliate, either a graduate student or advanced undergraduate in an area of scientific psychology, and must demonstrate a commitment to the public understanding of science and technology. Interested students must complete an application form (available from APS or on the APS Website: www.psychologicalscience.org). In addition, candidates must submit a cv; brief writing sample(s) of 3-5 pages directed to the general public; transcripts of undergraduate and graduate work to date; and three letters of recommendation, two of which should come from faculty members and the third should be a personal reference. **Application materials should be submitted directly to APS. Transcripts should be sent directly from the registrar and letters of recommendation should be sent directly by the writers.** APS will pre-screen applications for submission to AAAS for further review and selection.

For additional information, please contact: Sarah Brookhart, Director of Policy and Communications, American Psychological Society, 1010 Vermont Avenue, NW Suite 1100, Washington, DC 20005-4907. tel.: 202-783-2077; fax: 202-783-2083; email: sarahb@aps.washington.dc.us; www.psychologicalscience.org

Message from a Media Fellow

Stanford University graduate student Alana Connor spent most of last summer working at *National Geographic Television* as the first APS-sponsored AAAS Media Fellow. Here's what she had to say about her experience:

"My fellowship at National Geographic Television gave me an unparalleled opportunity to explore areas of science that had always intrigued me, but which I had never had the time or resources to pursue. Moreover, I was able to examine my own research interests — culture, aggression, intergroup conflict—from biological and evolutionary points of view.

"Perhaps the most rewarding aspect of the experience, however, was discussing research with respected scientists from a variety of fields, and finding among them a shared language and a common sense of wonder. I found it extremely inspiring to be exposed to the greater scientific community, and to play a role in the dissemination of its findings."

And where is she now?

Following her fellowship, Connor received a grant from the Stanford University Graduate Research Opportunities Fund to conduct research on cultural variation in motivations for prejudice. She recently spent six weeks of collecting data with the Faculty of Integrated Human Studies at Kyoto University in Kyoto, Japan, in the laboratory of Shinobu Kitayama.



Connor

HEALTH FROM PAGE 1

changing, both in terms of the field's readiness and in the availability of funding for initiatives in this area.

The gap between research and public health is not limited to psychological science, but it is particularly egregious in this instance because of the connections between behavior and health. While the National Institutes of Health (NIH) is part of the federal Public Health Service and technically a public health agency, NIH leadership has traditionally resisted this part of the agency's mission. Signs of this neglect include NIH's relative underfunding of behavioral and social science, prevention research, and translational research.

However, within NIH, the National Institute of Mental Health (NIMH) is bucking this tradition, with a new emphasis on public health and an initiative to strengthen the links between behavioral and public health sciences.

In reorganizing NIMH two years ago, Director Steven E. Hyman created the Division of Mental Disorders, Behavioral Science and AIDS, which he characterizes as the public health division of the institute.

Hyman sees a clear need to address what he terms the "behavioral obstacles" to public health treatment of mental disorders.

"Shame and fear keep families from seeking treatment; stigma and entrenched practice patterns keep many providers from responding appropriately when care is sought," he said. "Lack of adherence to treatment plans is a major cause of treatment failure, whether medication or psychotherapy."

"We have the potential to capitalize on the explosion of knowledge in the basic behavioral sciences to make a substantial positive impact on public health in areas ranging from schizophrenia to youth violence," said Hyman. "The benefits for health will be enormous."

Now, with the strong urging and involvement of APS, NIMH is launching an initiative to bridge behavioral and public health science. This initiative grew out of early discussions between Hyman and APS Executive Director Alan Kraut following the creation of the new division, which is led by psychologist Ellen Stover. As a first step, earlier this fall NIMH convened a group of psychological scientists and repre-

Favorable Notices from Congress

NIMH's efforts to increase public health awareness of behavioral science have received favorable notice in Congress. In its report accompanying the FY 2000 budget for NIH, the Senate Appropriations Committee said:

"The Committee commends NIMH for its initiative to increase the connections between academic departments of psychology and schools of public health with the goal of more research with a joint perspective in public health and behavioral research. (S. Rpt. 106-166, p. 161)"

As we have reported in past issues of the *Observer*, Congress has made extremely generous increases in the NIH budget this year and in the past several years. APS has been part of the drive to increase the NIH budget, while at the same time urging Congress to hold NIH more accountable for its public health mission. In response, the Senate has spoken on the more general topic of behavioral science and NIH's public health mission, issuing this unusually strong statement in conjunction with the FY 2000 budget report:

"There is a growing public awareness of the behavioral underpinnings of disease. Heart disease, lung cancer, liver disease, AIDS, suicide, developmental disabilities, and many neurological and cognitive disorders can be attributed directly or indirectly to unhealthy behavior. Yet NIH has never fully incorporated behavioral research as part of its core public health mission. The [Senate Appropriations] Committee urges NIH to provide a detailed description of NIH's ongoing work in the behavioral sciences, including a breakdown by institute and, funds within each institute, of the research and training activities included in NIH's behavioral and social science portfolio. (S. Rpt. 106-166, p. 174)"

sentatives from public health to develop a cross-cutting research agenda and to identify specific mechanisms for increasing the links between the two areas.

Participants included Kraut, APS Past President Gordon Bower from Stanford University, and APS Members Peter Salovey, Yale; Rena Repetti, UCLA; Daniel Schacter, Harvard; James Jackson, University of Michigan; Andrew Baum, University of Pittsburgh; Martin Fishbein, University of Pennsylvania; and Merry Bullock, APA.

Shared Interests

Behavioral and public health sciences "have complementary expertise in areas such as biometrics, research design, intervention development and implementation, and outcomes analyses, to name just a few research topics," said Hyman. "But," he said, "behavioral science and public health have not always maximized their collaboration." He described the meeting as "a first effort to bring together leaders in the two disciplines to examine how behavioral sci-

ence and public health might invigorate their shared interests and collaborate more fully to strengthen the impact of their complementary areas of expertise."

"My hope in all this," said Kraut, "is not only to try to create mechanisms for the 'easier' links between psychology and public health, in areas like health psychology, community psychology, epidemiology, etc. - although that is one goal - but to explore what more traditional social, cognitive, developmental, and other experimental perspectives can bring to public health issues."

"My guess is they can offer a lot, and that a public health perspective probably can bring a great deal to traditional psychology subdisciplines," he said.

The Real World

Peter Salovey agrees that there is a mutual benefit to increasing the interactions between psychology research and public health science, and he believes that both areas bring essential perspectives to the

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Department Profile

DEPARTMENT PROFILE informs the research community about faculty, programs, research, and activities in psychology departments across the country and around the world. This feature is designed to give *Observer* readers a taste of what is happening outside their own environment. The *Observer* invites psychology departments to submit their department for inclusion in the free profile. Contact: Editor, *APS Observer*, 1010 Vermont Avenue, NW, Suite 1100, Washington, DC 20005-4907; or by email at sarahb@aps.washington.dc.us.

University of Central Florida

The University of Central Florida (UCF), located in sunny Orlando, Florida, is a major metropolitan research university whose mission is to deliver a comprehensive program of teaching, research, and service. It provides intellectual leadership through quality undergraduate and graduate programs. For more information, visit the university web site at www.ucf.edu.

The Psychology Department

With 35 full time faculty, 1,500 psychology undergraduate majors, two masters programs, and three doctoral programs, the Psychology Department is the largest department within the College of Arts and Sciences. The psychology faculty has received a number of national awards: Ben B. Morgan, Jr. received the Franklin V. Taylor Award for Outstanding Contributions to the Field of Engineering Psychology, presented by the APA Division of Applied Experimental and Engineering Psychologists. Mustapha Mouloua received both The Jerome Ely Human Factors Article Award for the Best Research Article in the *Human Factors Journal*, as well as the 1998 Tidewater Human Factors and Ergonomics Society Award for the Significant Contributions to the Field of Human Performance and Automation Control. Currently, Clint A. Bowers is Past President of Division 21 of the American Psychological Association. The faculty have presented at the national meetings of the American Psychology Association, the Human Factors and Ergonomic Society, the Society for Industrial and Organizational Psychology, and the Association for the Advancement of Behavior Therapy. Department faculty generated over 100 scholarly publications and brought in over one million dollars in external funding for research and training in 1998-1999. The faculty's commitment to supporting student research was evident at the 1999 Southeastern Psychological Association conference at which the faculty and approximately 52 undergraduate and graduate students were involved in 30 separate presentations.

Chair

Jack McGuire joined UCF in 1972 and is the Chair of the Department of Psychology, having previously been Director of the Graduate Program in Clinical Psychology. His major research interests are in the clinical area, including: ethical issues; training; and decision making, privacy, confidentiality and informed consent.

Faculty

David Abbott	Karen Mottarella
Burton I. Blau	Mustapha Mouloua
Clint A. Bowers	Charles Negy
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Wayne A. Burroughs	Edward J. Rinalducci
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Ben B. Morgan, Jr.	

Undergraduate Program

The undergraduate program reflects the scientific nature of the field and rigorously prepares students for graduate training in psychology or related fields, and also provides students with the skills to apply psychology to their work, communities, and their lives. The psychology program offers both the **Bachelor of Arts and Bachelor of Science degrees**. A wide variety of courses allows students to develop an "emphasis area" in the major such as clinical/counseling, industrial and organizational, or human factors. In addition, the department uses existing technology to enhance pedagogy, and offers **web-based and media-enhanced courses**.

The department has many collegial opportunities for students, including a **Psychology Club**, which aims to link students with volunteer and research opportunities in psychology. UCF also has a chapter of the **Psi Chi National Honor Society in Psychology**, plus our students gain valuable experience through a well-developed **Undergraduate Fieldwork Program**. Additionally, by joining a faculty member's research team, undergraduate **Research Assistants** have the valuable opportunity to gain research experience, while the **Honors In the Major Program** also allows high achieving students to graduate with honors upon completion of a research project of their own design. **Psychology Peer Advisors** have the opportunity to assist in academic advising and help with student orientations.

Graduate Programs and Specializations

The psychology department offers **Clinical and Human Factors PhD programs** patterned on the scientist-practitioner model. The department also has terminal **Masters degree programs in Clinical Psychology, and Industrial and Organizational Psychology**, and is pleased to announce the establishment of a **doctoral program in Industrial and Organizational Psychology**, with the first class scheduled for admittance for the Year 2000! A percentage of tuition fee waivers are typically available. Assistantships through faculty members, centers, research agencies, and companies may also be available.

Graduate Training

Clinical MS and PhD Programs:

Clinical students receive training in traditional content areas of clinical psychology, including diagnosis, assessment, and treatment of psychopathology. The MA program trains mental health counselor license-eligible practitioners in the State of Florida. In addition, students in the PhD track participate in course work and training experiences designed to prepare them for the managed care arena. Specific courses related to administration, supervision, teaching, program evaluation, and the development of innovative treatments are also included in the curriculum. The PhD in clinical psychology program, initiated in 1998, is moving rapidly toward APA accreditation, although it is not yet accredited.

Human Factors PhD Program:

The human factors program adheres to the guidelines established by the Committee for the Education and Training of APA Division 21, Applied Experimental and Engineering Psychology, and is fully accredited by the Education Committee of the Human Factors and Ergonomics Society. Human factors students receive training to prepare them for careers in applied psychology. Students participate in a variety of courses regarding the fundamentals of ergonomics and human performance capabilities. This training is augmented with tailored specialty areas. Examples of recent specialties include human performance, human-computer interaction and, in particular, team training and aviation psychology. While in the program, students participate in a variety of research efforts, both within the university and at local research organizations.

Industrial and Organizational (I/O) Psychology MS and PhD Programs:

The industrial and organizational degree programs are concerned with the application of psychological principles to organizations. Major areas of emphasis include selection and training of employees; applied theories of organizational behavior, including models of motivation, job satisfaction, and productivity; test theory and construction; assessment center technology; statistics and experimental design; and a variety of current topics. The mission of the I/O PhD program is to provide high quality professional training in the traditional areas of I/O Psychology and to prepare graduates for careers as scientist-practitioners in academic, research, consulting, and applied organizational settings.

Research Areas

The psychology faculty has many active research grants and projects. Research equipment ranges from computer graphics and image generation apparatus for visual flight simulation to equipment used in the study of visual information processing, adaptation, and contrast sensitivity. A network of microprocessors is utilized in the study of the team training and performance. Extensive simulation equipment is also available.

Departmental research laboratories and programs include:

- ◆ The Center for Applied Human Factors in Aviation (CAHFA)
- ◆ The Team Performance Laboratory (TPL)
- ◆ Visual Performance Laboratory
- ◆ The Florida Alliance for Assistive Technologies (FAAST)
- ◆ The Initiative on Aging and Longevity (IAL)
- ◆ Health through Education, Advocacy, Love and Support (HEALS)
- ◆ Laboratory for the Study of Eating, Appearance and Health (LEAH)
- ◆ Substance Use Research Laboratory (SURG)
- ◆ Laboratory for Applied Cognitive Regulation (LACR)

Joint/Interdisciplinary Programs

- ◆ Naval Air Warfare Training Center
- ◆ NAWCTSD, FAA, Delta Airlines, and United Airlines
- ◆ Office of Naval Research
- ◆ Defense Advanced Research Program Agency (DARPA)
- ◆ Wilson Learning Corporation
- ◆ Orange County Public Schools
- ◆ Lake County Public Schools
- ◆ Winter Park Health Association
- ◆ Neurology Associates of Maitland Florida
- ◆ Florida Alliance for Assistive Services and Technology
- ◆ State of Florida Office of Vocational Rehabilitation
- ◆ State of Florida Department of Elder Affairs
- ◆ Senior Resource Alliance of Central Florida

Contact Information

Please visit the Department website to learn about the teaching and research interests of the faculty.

<http://www.cas.ucf.edu/psychology/>

questions can be emailed to:

psychology@ucf.edu

APS Members In the News . . .

Richard C. Atkinson, Univ. of California, *The Chronicle of Higher Education*, Oct. 29, 1999: The Univ. of California in Washington, DC

Bennett Bertenthal, National Science Foundation, *Science*, Oct. 29, 1999: NSF funding

Patricia Brennan, Emory Univ., *The Chronicle of Higher Education*, Nov. 5, 1999: Violence studies

Kelly D. Brownell, Yale Univ., *The New York Times*, Oct. 5, 1999: Dieting and willpower; *The Washington Post*, Nov. 2, 1999: Dieting and exercise

John T. Bruer, James S. McDonnell Foundation, *The New York Times*, Oct. 24, 1999: Infant brain development

Richard Davidson, Univ. of Wisconsin, *The Washington Post*, Nov. 2, 1999: Emotion

Diana Deutsch, Univ. of California-San Diego, *The Washington Post*, Nov. 8, 1999: Pitch and language

William Domhoff, Univ. of California-Santa Cruz, *The New York Times*, Nov. 2, 1999: Dreaming

Emanuel Donchin, Univ. of Illinois-Urbana Champaign, *Science*, Oct. 29, 1999: Paralysis

Jacquelynne Eccles, Univ. of Michigan, *The Washington Post*, Oct. 22, 1999: After school programs

Michael Gazzaniga, Dartmouth College, *Science*, Oct. 29, 1999: NSF funding

Avery N. Gilbert, Synesthetics Inc., *The New York Times*, Oct. 19, 1999: Young mammals and mammary sharing; *The Boston Globe*, Oct. 22, 1999: Transmitting scents over the Internet

John Gottman, Univ. of Washington, *The Washington Post*, Sept. 27, 1999: Couples and divorce

Jordan Grafman, National Institute of Neurological Disorders and Stroke, *The New York Times*, Oct. 19, 1999: The brain and injury

George Koob, Scripps Research Institute, *20/20*, Oct. 18, 1999: Effects of alcohol and the brain

Alan I. Leshner, National Institute on Drug Abuse, *The New York Times*, Aug. 31, 1999: Bad parenting and substance abuse; *Newsday*, Aug. 13, 1999: Addiction

Nathaniel J. Pallone, Rutgers Univ., *The New York Times*, Aug. 8, 1999: Variables related to judicial decisions to refer juvenile offenders for trial as adults

Irene M. Pepperberg, Univ. of Arizona and Massachusetts Institute of Technology, *The New York Times*, Oct. 9, Parrot cognition; *WBUR (NPR)*, *The Connection*, Oct. 20, 1999: Animal intelligence.

Robert R. Provine, Univ. of Maryland-Baltimore County, *Der Spiegel*, Sept. 8, 1999: Tickle; *WDR (Cologne, Germany)* *Leonardo Radio Show*, July 1999: Laughter

Nancy L. Segal, California State Univ.-Fullerton, *Biography Magazine*, November 1999: Twins

Martin E.P. Seligman, Univ. of Pennsylvania, *Good Morning America*, Oct. 1, 1999: Parents, children, and depression

Claude Steele, Stanford Univ., *The Chronicle of Higher Education*, Nov. 5, 1999: Minority students and SAT scores

Howard E. A. Tinsley, Univ. of Florida, *Kiwanis Magazine*, October 1999: Leisure

Letter to the Editor



Editor:

The November 1999 issue of the *APS Observer* describes a close call for behavioral and social science research at the National Science Foundation ("From Here to a Colloquy: Senate Reaffirms NSF's Behavioral Science," page 5). Senate appropriators, as part of the FY 2000 budget for NSF, issued a report questioning the value of NSF's support for that area. However, as the story indicates, APS was instrumental in getting that report language nullified and replaced by more supportive statements at a later stage in the legislative process.

I had a recent experience that underscores the importance of these kinds of efforts in advancing our field. I am a member of the advisory board for NSF's directorate for social behavioral and economic sciences (SBE), which houses the very research that was being questioned in the Senate. During the SBE board's meeting in early November, APS, and in particular, Executive Director Alan G. Kraut was singularly credited with overturning that potentially disastrous situation. Bennett Bertenthal, who heads the SBE directorate, made these remarks during his report to the SBE board. Having served on the APS Board of Directors, I know APS Members are aware of how influential Alan and his staff are in the policy arena, but it was quite stunning to get a sense of how much this meant to the agency. With this letter, I want to echo my appreciation for Alan's efforts and to relate this story, which illustrates how APS really is the most effective voice for scientific psychology.

STEPHEN J. CECI
CORNELL UNIVERSITY

The *APS Observer* welcomes members to contribute letters to the editor. Please address your letters by email to: sarahb@aps.washington.dc.us or by fax to: 202-783-2083.



HEALTH FROM PAGE 7

table. "Public health people I speak to are often interested in intervention and behavior change," said Salovey. "They have enormous talents for measuring things, but no idea of how to change things. Psychology really has the technology for understanding how to change behaviors and how to influence attitudes, and how those kind of processes operate in social contexts. We've done some fabulous work in looking at those processes."

"What public health can bring to psychology," he continued, "is an appreciation for doing work for where its impact is going to be felt most strongly, in real world settings." But, he added, in addressing public health issues, "the challenge for psychology is, can we do research that is just as rigorous and just as theoretically-motivated? Can our experiments also have as much impact in the real world?"

Further, he said, psychology can benefit from the public health approach to statistics and quantitative methods. "In psychology," he said, "we could benefit from a little less of an emphasis on null hypothesis testing and more emphasis on effect size. That's a lesson we can learn from our colleagues in public health, as well as an appreciation of the problems with sampling."

From Analysis to Synthesis

Rena Repetti agrees there is mutual benefit in this kind of effort. "A focus on health can provide one of the avenues through which psychology goes from processes of dissection and analysis—which are, after all, the essential activities of science—to synthesis, which is a more difficult process than analysis," said Repetti.

Repetti has taken this approach in her own work with UCLA colleague and APS Fellow Shelley Taylor. Together, they incorporated research from several seemingly disparate areas to develop a model of how family environments influence physical and mental health in offspring.

"Health was the glue that provided the insights needed to relate intensive observational studies of mother-infant face-to-face interactions, to studies of the effects of early handling on social behavior in rats, to [APS Fellow] Steve Suomi's work cross-fostering rhesus monkeys to mothers with different rearing styles, to [APS Fellow] Nancy Eisenberg's observations of children's play in the school yard," she said.

But moving from theoretical models to field work won't just happen on its own, said Salovey. "There's a missing link," he said, calling on NIMH and other funding agencies to develop a cadre of "people who do translational research that can bridge the gap between the real world concerns of public health and the rarified world of basic science." He suggested, for example, that agencies could encourage grant applicants to include in their proposals strategies to extend their work into the public health arena. Mechanisms to provide training and promote collaborative investigations are also needed, he said.

The key will be maintaining the quality of the science and ensuring that field research remains grounded in theory, said Salovey and others at the meeting.

People

Recent Appointments, Awards, Promotions...

APS Charter Member and Fellow **Peter F. Merenda** recently received the 1999 Association of State and Provincial Psychology Boards (ASPPB) Roger C. Smith Award in recognition of almost four decades of contributions to the regulation of psychology in the state of Rhode Island. Each year, the ASPPB grants the award in acknowledgment of outstanding contributions in promoting the regulation of psychologists and the profession of psychology. Merenda is a professor emeritus of psychology and statistics at the University of Rhode Island.

APS Charter Members and Fellows **Robert L. Selman** and **Tom Tyler** are among 18 leading social scientists who have been appointed to the Russell Sage Foundation as Visiting Scholars for the 1999-2000 academic year. During their year in residence, these scholars will pursue research and writing projects that reflect the Foundations commitment to strengthening the social sciences and applying research more effectively to significant social problems. Selman, a professor of education and psychology at Harvard University, will write a book based on his studies of the way young people growing up under difficult life circumstances learn how to relate to others. His work combines developmental psychology, ethnography, and extensive practical experience of implementing initiatives in schools to promote children's ability to form good social relations with others. Tyler, a professor at New York University, will write a monograph on trust in the context of citizens' relations with the police and courts. His work has important implications for current debates on how to maintain the legitimacy of state institutions.

APS Charter Member and Fellow **Richard M. Lerner** has been appointed to the Bergstrom Professorship in Applied developmental Science at the Eliot-Pearson Department of Child Development at Tufts University. He is the first Bergstrom Professor in Tufts history. Lerner is an editor of the journal *Applied Developmental Science* and recent past editor of the *Journal of Research on Adolescence*. He is the former Director of the Center for Child, Family, and Community Partnerships and Anita L. Brennan Professor of Education at Boston College. Lerner has also held appointments at Michigan State University, Florida State University, and The Pennsylvania State University.

People News Welcomed . . .

The Editor invites announcements of noteworthy awards, appointments, etc., for possible publication in the **People** news section of the *Observer*. Send with photo (if available) to: *APS Observer*, 1010 Vermont Ave., NW, Suite 1100, Washington, DC 20005-4907; Email: sarahb@aps.washington.dc.us.

SEE HEALTH ON PAGE 28

12TH ANNUAL CONVENTION OF THE JUNE 8-11, 2000

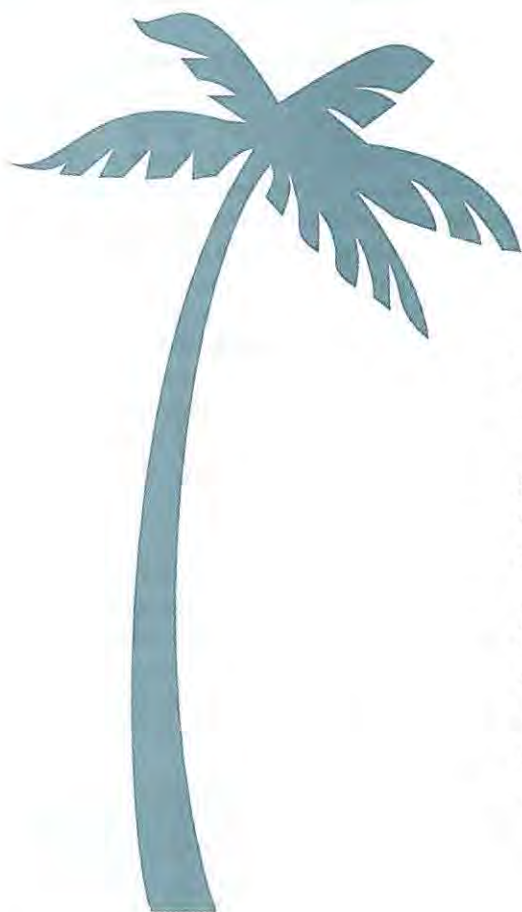
Join APS in Miami Beach, Florida this spring for one of our best conventions to date. The exciting convention program is of interest to all APS members, striking a balance between specialty topics and integrative themes. The following pages include an elite list of invited speakers to date, as well as affiliate information and registration and housing forms. So, start making your plans to join APS at our 12th Annual Convention and enjoy *science under the sun* with colleagues from around the nation and the world.

KEYNOTE ADDRESS

Daniel Schacter, Harvard University

The Seven Sins of Memory: Vices or Virtues?

Memory is sometimes a troublemaker. I have classified memory's transgressions into seven fundamental "sins:" transience, absent-mindedness, blocking, misattribution, suggestibility, bias, and persistence. Though annoying and even dangerous, they can also be viewed as by-products of adaptive features of memory. This talk will consider the seven sins from cognitive, neuropsychological, and evolutionary perspectives.



BRING THE FAMILY ADDRESS

Alan Kazdin, Yale University

Treatment of Antisocial Children: Science's Contributions and Limitations

The presentation will focus on children who are referred for treatment for aggressive and antisocial behavior. The talk will encompass what is known about these children, their families, and the contexts in which they develop, and what can be done to ameliorate the problem. The contributions of current theory and research will be highlighted. Limitations of current models and methods of research will also be discussed to convey that constraints on knowledge stem as much from what we study as from how we study it. Uplifting, optimistic, hopeful, and even one or two Pollyanna-ish comments will be sprinkled throughout.



AMERICAN PSYCHOLOGICAL SOCIETY

MIAMI BEACH, FLORIDA

PRESIDENTIAL SYMPOSIUM

Chair: Elizabeth D. Capaldi, University of Florida

The Psychology of Eating

Research has shifted in the past 10 years from the search for bodily signals that trigger hunger, to a focus on eating patterns emerging from a learning process based on life experience. This is good news, since if eating patterns are learned, they can be unlearned, although like any habit, eating habits aren't that easy to change. Steve Woods will review recent work in psychobiology, which shows learning is key; Linda Bartoshuk will talk about real life patients and some of the genetic and other influences on taste, Paul Rozin will cover social factors; and Peter Herman will discuss experimental work on dieting and eating disorders. The symposium aims to provide an accurate, scientifically based summary of what psychology has contributed to the study of eating, a topic near and dear to all of our hearts and minds, not to mention our bodies.

Speakers:

Paul Rozin, University of Pennsylvania

Thinking About Food, Enjoying Food, and Worrying About Food: A Socio-Cultural Perspective

Steve Woods, University of Cincinnati Medical Center

The Psychobiology of Eating

Linda Bartoshuk, Yale University

Listening to Patients: What Experiments of Nature can Tell us About Taste

Elizabeth D. Capaldi, University of Florida

Eating is a Habit

Peter Herman, University of Toronto

Dieting and Eating Disorders: What the Research Has and Hasn't Told Us



Submission Deadline:

January 14, 2000

For more information

check out the APS Website:

www.psychologicalscience.org

or

call: 202-783-2077, ext. 3015

2000 PROGRAM COMMITTEE

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Technology

Robert Arkin, Ohio State University

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Florida

Richard Bootzin, Univ. of Arizona

Nelson Cowan, Univ. of Missouri

Preston Garraghty, Indiana Univ.

Richard Klimoski, George Mason Univ.

Lewis Lipsitt, Brown University

Invited Addresses

Fernanda Ferreira, Michigan State University
Good Enough Representations in Language Processing

Steven Luck, University of Iowa
Attention and Information Overload

Gary Dell, University of Illinois
Errors of Lexical Access and Serial Order in Language
Production: Examining Freud's Continuity Thesis

W. Trammell Neil, SUNY-Albany
When Repetition Fails: Negative Priming and Related
Phenomena

Daniel Wegner, University of Virginia
Ideal Agency: The Origins of Egomania

Henry L. Roediger III, Washington University
Remembering Between the Lines: Creating False Memories
Via Associative Inferences

Peter Salovey, Yale University
Influencing Health Behavior with Properly Framed Messages

Tiffany Field, Nova Southeastern University
Recent Advances in Research on Effects of Touch on the
Immune System

Peter Lang, University of Florida
Finding Your Way in Emotional Space: Measuring the
Limits, Mapping its Shape, and Coping with Black Holes

Michael Merzenich, University of California-San Francisco
Neurological Origins of, and Neuroscience-based
Remediation of Developmental Language Impairments

Karim Nader, New York University
The Neural Architecture of Fear

Elaine Walker, Emory University
Adolescence: A Critical Neurodevelopmental Period for the
Onset and Prevention of Major Mental Illness

Paul Quinn, Brown University
The Emergence of Complex Category Representations in
Young Infants: The Case for Continuity

Steven Bressler, Florida Atlantic University
Coordination Dynamics of Large-Scale Cortical Networks as
the Basis for Cognitive Function

Paul W. Thayer, North Carolina State University
40 Years of Training: My, How Things Have Changed

G. Terence Wilson, Rutgers University
Evidence-based Treatment of Bulimia Nervosa: A Research Update

Invited Talks

Brian McElree, New York University
Working Memory and the Focus of Attention

Rick Bevins, University of Nebraska
Novelty Seeking and Reward: Implications for High-risk
Behaviors

Cross Cutting Symposium



Psychological Research and Educational Practice and Policy

Chair: David C. Geary, University of Missouri-Columbia

Educational practice and policy are areas of national importance and concern. The potential for psychological research to inform educational practice and policy is illustrated for the domains of reading, mathematics, and science. For each of these domains, leading psychologists will overview the latest empirical findings and theoretical advances, followed by discussion of educational implications.

Presenters:

David Klahr, Carnegie Mellon University

On the Relevance of Basic Research in Cognitive Development for Innovation in Science Instruction

Harold W. Stevenson, University of Michigan

The Influence of Culture on Learning Mathematics

Joseph K. Torgesen, Florida State University

The New Research on Reading: Applications to Assessment and Instruction

Discussant: Reid Lyon, National Institute of Child Health and Human Development

Methodology Mini Tutorials

Behavioral Genetics Evolves Into the New Millennium
Richard Rose, Indiana University

Dynamic Brain Imaging and its Role in Cognitive Science
Monica Fabiani and Gabriele Gratton, University of Missouri

Invited Symposia

Perspectives on the Tip-of-the-Tongue Phenomenon

Chair: Bennett Schwartz, Florida International University

The tip-of-the-tongue phenomenon describes the experience when people cannot retrieve a known word. The leading researchers in the area will discuss the phenomenon from several perspectives, including that of metacognition, memory, and language research. Discussion will include the implications of this research for theories of metacognition, word retrieval, forgetting, and cognitive aging.

Presenters:

Michele Miozzo, Columbia University

Bennett L. Schwartz, Florida International University

Steve M. Smith, Texas A & M University

Alan S. Brown, Southern Methodist University *Discussant:* Daniel L. Schacter, Harvard University

Political Social Psychology

Chair: Jon Krosnick, Ohio State University

Political social psychology is a vibrant subfield, applying and refining psychological theories in the study of political phenomena. This session will feature five noted political psychologists describing recent programs of research and looking toward the future of the field. Topics will include processes of political attitude formation, cognitive biases in people's interpretations of political events and predictions, the causes and effects of racism and discrimination, and the relation of technology to political participation.

Presenters:

Eugene Borgida, John L. Sullivan, Melinda Jackson, Eric Riedel, and Amy Gangl, University of Minnesota

Internet Access and Civic Life: A Research Agenda for Political and Social Psychology

Jon Krosnick, Allyson L. Holbrook, Penny S. Visser, Wendi L. Gardner, and John T. Cacioppo, Ohio State University

The Formation of Attitudes Toward Presidential Candidates and Political Parties: An Asymmetric Nonlinear Process

James Sidanius, Felicia Pratto, Shana Levin, and Colette van Laar, University of California-Los Angeles

Social Dominance and the Dynamics of Intergroup Relations: Refinements and Clarifications

Philip Tetlock, Ohio State University

Good Judgment in World Politics: The Tension Between Theory-driven and Imagination-driven Heuristics

Discussant: Tom Tyler, New York University

Current Research in Mental Simulations

Chair: Lawrence Sanna, Washington State University

Mental simulations, the cognitive construction of hypothetical events or the reconstruction of real events, have broad theoretical and practical significance cutting across diverse areas of psychology. This invited symposium presents new theories and findings from several research programs, revealing the importance of mental simulations for people's goals, biases, and motives.

Presenters:

Leonard L. Martin, University of Georgia; William D. McIntosh, Georgia Southern University; and Greg Turek, University of Georgia

I-D Compensation Theory: How Rumination and Fit With the Environment Moderate Some Basic Social Psychological Effects

Lisa G. Aspinwall and Gretchen B. Sechrist, University of Maryland

Proactive Coping, Expectations, and Performance: Learning From Others Experiences

James A. Shepperd, University of Florida

What Are We Thinking When We Brace for Bad News?

Lawrence J. Sanna and Susanne Meier, Washington State University

Mental Simulations and Self-Motives: Individual Differences in Timing and Direction of Simulated Alternatives



THE SEVENTH ANNUAL INSTITUTE ON THE TEACHING OF PSYCHOLOGY

The Seventh Annual Institute on the Teaching of Psychology—the annual one-day preconference to the APS Convention—will be held on Thursday, June 8. The Teaching Institute features substantive talks by leaders in scientific psychology. Poster and roundtable presentations feature opportunities for learning and discussing innovative teaching strategies and effective classroom tools.

Teachers of psychology at two-and four-year colleges and universities and graduate students will benefit from the experience of their peers in an informal atmosphere that encourages group interaction.

Developing Web-based Instructional Activities for Psychology
Tom Ludwig, Hope College

Imaginary Memories
Elizabeth Loftus, University of Washington

Using Lifestory Narratives to Teach Human Development
Laura Berk, Illinois State University

Rationalization to Reason: The Road Less Traveled
Diane F. Halpern, California State University

The Student as Detective: Teaching about Paradigms in
Abnormal Psychology
Gerald Davison, University of Southern California

The Use of Technology in a Combined Research Methods/
Statistics Course
Arthur Markman, University of Texas

Using Psychology to Teach Psychology
Robert Johnson

24 Strategies for Increasing International and Intercultural
Content in Courses on the Psychology of Women and Gender
Hilary Lips, Radford University

THIRD ANNUAL TEXTBOOK WORKSHOP



On Sunday, June 11, Writing Psychology Textbooks: A Nuts and Bolts Workshop for Prospective Authors will be offered. This six-hour workshop will cover virtually every aspect of textbook writing in a format that combines formal content presentation with group discussion and question-and-answer exchanges. The emphasis will be on offering practical information and advice on such topics as: deciding if textbook writing is right for you; how a book idea becomes a book; writing a textbook prospectus; finding (or choosing) a publisher; negotiating book contracts; and organizing, writing, and editing process.

To assure that participants get what they want out of the workshop, each pre-registrant will have an opportunity to submit discussion topics of special interest. Doug Bernstein, the textbook workshop leader, currently has seven psychology textbooks in print or in production. The workshop will be based on his experiences in world of publishing over the last 26 years.

Space will be limited, so please register early (see registration form).

Affiliate Meetings

In recognition of their members' participation as presenters and attendees at our upcoming Miami Beach meeting, a substantial number of psychology-oriented and related organizations have accepted APS's invitation to hold mini-conventions, workshops, poster sessions, business meetings, and social events in conjunction with the 2000 APS Convention. Many of these events take place prior to the Opening Ceremony of the APS Convention at 6:30PM on Thursday, June 8, and (with the exception of closed business meetings) are open to all interested individuals, often at no additional cost. Specific details will be published in the *APS Convention Program*, or you may contact the following organizations themselves for more information.

Academy of Psychological Clinical Science (APCS) Meeting, Thursday, June 8

Representatives and interested faculty members from clinical science programs that have been accepted into membership in the Academy are invited to attend.

Internship Program Open House Friday, June 9, Noon-1:30PM

An informal gathering for doctoral students in APCS programs to meet representatives from the APCS internship programs.

Contact: Richard Bootzin, APCS President, University of Arizona

tel.: 520-621-7447 fax: 520-621-9306

email: bootzin@u.arizona.edu

<http://w3.arizona.edu/~psych/apcs/apcs.html>

American Board of Professional Neuropsychology (ABPN) Workshop Thursday, June 8

Forensic Aspects Of Neuropsychological Assessment Of Children

Co-Presenters: Arthur Horton and Barry Crown

For more information or to register please contact:

Arthur Horton, 5903 Lone Oak Drive, Bethesda, MD 20814; tel.: 301-530-3417;

email: drmachorton@hotmail.com

Cost: \$60 for professionals and free for currently enrolled students in psychology who are registered to attend the APS meeting (a benefit of registering).

National Cancer Institute (NCI) Breakfast Friday, June 9, 7:30-8:30 AM

Funding Overview and New Funding Initiatives for Behavioral Scientists at the National Cancer Institute

To register, please contact Erika Davis in the APS Meetings Department. There is no cost for the breakfast, however registration is required. Contact: edavis@aps.washington.dc.us or fax: 202-783-2083.

National Institute on Alcohol Abuse and Alcoholism (NIAAA) Workshop Thursday, June 8

Underage Alcohol Use: Consequences, Correlates, and Practical Responses

For more information contact Geoff Laredo at glaredo@willco.niaaa.nih.gov

Psi Beta Chapter Information Exchange Friday, June 9

All Psi Beta National Council members, student members, two-year college faculty, and interested persons are invited to attend.

For more information, contact Carol Tracey: psibetainc@aol.com

Psi Chi Saturday, June 10

Psi Chi, the National Honor Society in Psychology, will present an 110 minute symposium on "Getting Into and Succeeding in Graduate School." All students planning to attend graduate school in psychology are encouraged to attend this informative symposium filled with tips on getting in and staying in graduate school.

Society for Applied Research on Memory and Cognition (SARMAC)

Wednesday, June 7 &
Thursday, June 8

SARMAC will host a reception on Wednesday, June 7 and hold a mini-conference on Thursday, June 8. Check-out the APS Website for more information and how to register later this month.



AMERICAN PSYCHOLOGICAL SOCIETY ADVANCE REGISTRATION FORM



12TH ANNUAL CONVENTION

JUNE 8-11, 2000

FONTAINEBLEAU HILTON RESORT & TOWERS

REGISTRANT INFORMATION

(Please type or print clearly.)

Dr. Mr. Ms.

Name:

Last

First *MI*

Institution: *As you wish it to appear on your badge.
Do not exceed 35 characters.*

Mailing Address:

Street Address

Street Address

City *State*

Zip code *Country*

Telephone (day): _____

E-mail: _____

Special Needs: *Please check here and list any special needs
that we may assist you with during the meeting
(wheelchair accessibility, assisted listening device, etc):*

APS 2000 MEMBERSHIP DUES

Full Member: \$127

First Year PhD: \$ 76

Student Affiliate: \$ 49

TOTAL DUES: \$ _____

For more information call 202/783-2077, ext. 3029

**Registration forms should not be mailed/
faxed after May 12, 2000. After that date,
please bring completed form to on-site
registration at the convention. Thank you.**

*Checks and money orders should be made payable to the American Psychological Society in U.S. dollars only (U.S. Bank)
OR you may pay via credit card by completing the section below.*

MasterCard Visa **Account #** _____ **Expiration Date** _____

Name (as it appears on card) _____ **Signature** (required) _____
By signing this, I understand that if this form is faxed/post marked later than 4/28/00 I will not be entitled to the 'early bird' discount.

3 Ways to Register!

- ◆ **MAIL** to APS 2000 Convention, P.O. Box 90457, Washington, DC 20090-0457.
- ◆ **FAX** to 202-783-2083 (credit card registrations ONLY) Avoid duplicate billing—do NOT mail hard copy if you registered via FAX/Website.
- ◆ **WEBSITE:** www.psychologicalscience.org (credit card registrations ONLY)

REGISTRATION FEES ("Early Bird" refers to postmarked or faxed by 4/28/00. Those interested in signing up for the Teaching Institute are advised to register early as enrollment is limited.)

◆ APS Teaching Institute	Early-Bird	On-Time	
APS Member, Fellow, First-year PhD	\$ 60	\$ 75	\$ _____
APS Student Affiliate	\$ 35	\$ 50	\$ _____
Nonmember of APS	\$ 90	\$ 105	\$ _____

◆ APS Convention Only	Early-Bird	On-Time	
APS Member, Fellow, First-year PhD	\$ 95	\$ 110	\$ _____
APS Student Affiliate	\$ 65	\$ 80	\$ _____
Nonmember of APS	\$ 145	\$ 160	\$ _____
Dependent/Significant Other	\$ 30	\$ 35	\$ _____

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First *Last* *MI*

First *Last* *MI*

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Last First MI

Last First MI

Last First MI

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Please make sure all information is completed before sending this form **DIRECTLY** to the Fontainebleau Hilton Resort & Towers.

INTERNET FROM PAGE 1

website demonstrates public-private and conscious-unconscious divergences much more convincingly than has been possible with previous methods. It also displays the method in a do-it-yourself demonstration form.

Currently, there are four IAT's on line. The Age IAT, which requires the ability to distinguish old from young faces and often indicates that Americans have automatic preference for young over old. The Race IAT ('Black-White' IAT) requires the ability to distinguish faces of European and African origin. (This IAT notes Banaji, may be the most distressing test because it indicates that most Americans have an automatic preference for white over black). The Gender IAT has shown people often link liberal arts with females and science with males. This automatic academic stereotype tends to occur even for those who consciously reject the stereotype. The newest IAT now allows respondents to select political candidates of their choice and measure automatic attitudes towards them.

Given the uncomfortable nature of some of the findings of this research, how can these data be used to address problems of stereotyping and prejudice?



Banaji

"At this time, the IAT website's main purpose is to provide an opportunity for learning," said Banaji, who is a former APS secretary and who chaired the APS Board of Directors Dissemination Task Force. "Right now, one aim of the website is to promote the understanding that one's conscious and unconscious attitudes and beliefs may not be in sync, and that it may be useful to attend to that discrepancy.

We do not prescribe what people ought to do with such a discovery. We are simply providing an opportunity for self-reflection, with it being entirely up to respondents to ask themselves what they wish to do with the new information that they now have about their attitudes and beliefs. From the hundreds of messages we have received from respondents, we know that the experience is changing at least some minds."

Banaji says that while much of their basic research will remain in the laboratory because of the greater ability for experimental control needed for this type of work, "the Internet can offer support in the form of large samples that are more diverse than college samples. It allows us to answer questions such as 'What's the implicit attitude of males and females toward mathematics?' much more rapidly than we might in the laboratory using small samples of largely college students," she said.

The site, which can be reached by visiting <http://www.yale.edu/implicit>, has had nearly 400,000 people participate. The results from the web data nicely confirm what was already known from laboratory research, said Banaji, adding that this is important because it gives a sense of the comparability of these data with those collected on known samples, under more controlled conditions of administration.

"We know that a large number of respondents show stronger automatic negative associations towards the elderly, toward black

CONTINUED ON NEXT PAGE

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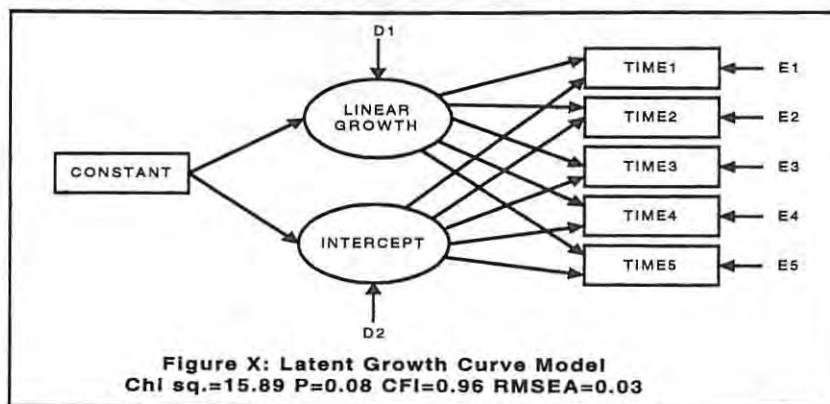
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FROM PREVIOUS PAGE

Americans (this is true of most non-black respondents)," she said. "We also know that attitudes toward mathematics compared to the arts are negative and that girls and women show negativity to a greater extent. We see stronger associations between female-family and male-career compared to the opposite pairings. And, confirming laboratory data, we see robust implicit self-esteem in the form of positive associations to oneself."

Trusting the tested

With increased access and availability of the Internet, more people are logging on to find out about psychological science and to learn about recent research findings.

"We are talking about many more people than previously would have gone to the journal room at their local university library," said Baron. "This may have serious implications for those of us doing research on sensitive topics or sensitive subject populations. Some of these implications will be positive ones, such as opportunities to educate and advise members of the public."



Baron

In some cases, especially those involving sensitive subjects or controversial findings, there will undoubtedly be negative outcomes, including harassment or criticism. However, Baron says, researchers cannot shrink from the responsibility of communicating study findings as

widely as possible. "If there is a downside to such broad based communication, we have to be willing to bite that bullet," he said.

Are there drawbacks to posting online studies? APS Member John Krantz said although he has had positive experiences posting his studies online, he worries about the potential for abuse by people who are not psychologists. When he posts a study, he makes it very clear that the study is affiliated with a reputable psychological institution and webpage.

Banaji says that although the Internet provides many advantages, psychologists still must be aware of the risks involved with online research. She says in particular, psychologists need to consider issues like the privacy of data, the ownership of data and the potential for cultural misunderstandings of simple documents like consent forms.

Another drawback to research on the Internet is that it's difficult to verify the authenticity of certain forms of data. "For example," said APS Member Scott Plous of Wesleyan University, "a man can pose as a woman, or a subject can participate several times in the same experiment, simply by visiting a web site using different computers. There are also certain challenges with respect to the protection of human subjects. For instance, participants who quit in the middle of an online experiment may not receive a debriefing. And investigators may lack the technical ability necessary to ensure that hackers won't be able to 'data-jack' [intercept] confidential responses."

CONTINUED ON NEXT PAGE

FROM PREVIOUS PAGE

Other potential drawbacks of running an online experiment are that researchers don't necessarily know who is participating at the other end and problems arise such as people participating in the study more than once, participating as a group, problems with a participant's settings, or the types of equipment they have access to.

"There are ways that you can check for a lot of those problems ahead of time," Krantz said. "These problems do have to be attended to and I don't think the Internet will be able to replace the laboratory."



Krantz

APS Student Affiliate Elizabeth Miller of the University of Washington says that the development of Internet-based technology has ignited a transformation in the methods and modes of current day communication and data systems.

"We have yet to fully understand the implications that these systemic changes will produce," she told the *Observer*. "In the larger scheme of things, the Internet has the potential to allow psychological scientists to create a new research paradigm, a truly interactive method of conducting research. Over and above other computer technology, however, the Internet offers a single centralized database, increased accessibility, greater variability in sample characteristics, etc. For multi-site trials the single centralized database is a significant advantage—it makes project and data management much easier!"

Miller believes these issues are not trivial, and there are organizations, such as DatStat.com (see July/August 1999 *Observer*), a research consulting service, who can help with security, human subjects, and other related issues. "Interdisciplinary collaboration is not only supported by the use of the Internet, it may mean the difference in conducting successful research. Working with experts in technical and other disciplines has the potential to help us look at problems, and solve them, from a different perspective," she said.



Miller

Baron added that running an online experiment makes debriefing almost impossible. "The absence of live debriefing may blind us to problems and confounds that we might otherwise rectify," he said, adding that without face to face contact with others, it may also be harder to get Internet participants to feel highly involved in the research protocol.

What does the future hold?

Looking down the road, will more psychologists head online to run their experiments? Or will they choose to stay in a traditional lab setting? Wesleyan's Plous believes that online possibilities for psychological scientists will continue to increase.

"I think the Internet holds great promise for a wide range of experiments in cognitive psychology, social psychology, and other areas," said Plous. "For example, the online experiment page on the Social Psychology Network (<http://www.socialpsychology.org/expts.htm>) gets about 500 visits per week, and has helped dozens of researchers do things like collect survey data and pilot ratings. Once the bandwidth of the Internet increases enough to allow for fast-loading audiovisual materials and greater interactivity, the possibilities for experimentation will increase dramatically."



Plous

Miller believes what the future holds for psychological scientists and the Internet is truly exciting. She says the limits are endless right now and that the Internet challenges psychological scientists to consider a new paradigm for how research is conducted.

"Currently, we are using the Internet to simply offer an alternative mode of surveying participants, but the technological potential invites us to consider alternative techniques for assessing and measuring human behavior, as well as intervening."

Krantz agrees.

"This is a growing phenomenon," he said. "Now people are kind of tentative about it, and this wise. Sometimes we are not questioning enough of our existing technology and what it tells us. There is still a lot to be learned about conducting research on the web."

Kristen Bourke

APA Science Directorate Accepting Proposals for OHP Curriculum Development

The **APA Science Directorate** is now accepting applications from universities interested in developing courses or curricula in the area of occupational health psychology (OHP).

In the broadest terms, OHP refers to the application of psychology to protecting and promoting safety, health, and well being of workers, and to improving the quality of worklife.

Awards are expected to range between \$18,000-\$22,000. **Completed applications must be received by March 1, 2000.**

Individuals and departments interested in obtaining application materials should contact Dr. Heather Fox at APA, 750 First Street, NE, Washington, DC 20002-4242 (E-mail: hfox@apa.org).

Applications can also be found on the APA web site after October 15 at <http://www.apa.org/science/ohp.html>.

Just what can you find on the APS Website?

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- news from the APS journals and updates on APS advocacy activities
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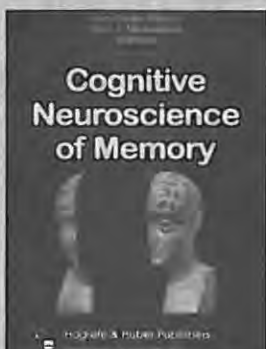
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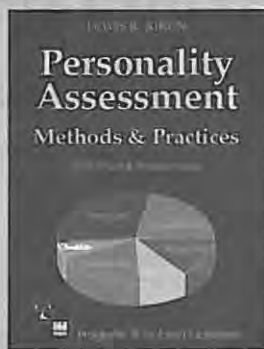
This book gives an integrated overview of anatomical, functional, and cognitive-behavioral aspects of memory and long-term information processing in normal subjects as well as in brain-damaged or psychiatric patients. The volume contains contributions from leading experts, including Endel Tulving, and chapters expressing alternative views and new approaches, as well as discussions of terminology and current controversies.

This volume does an excellent job of conveying the flavor of ongoing research into the neural correlates of memory and learning. Although the topic is a complex one - nothing less than the integration of mind and brain - the present collection provides a comprehensive account of current concepts and data, and also conveys a satisfying sense that real advances in our understanding are being made.

Fergus Craik, Glassman Chair in Neuropsychology, University of Toronto, Canada.



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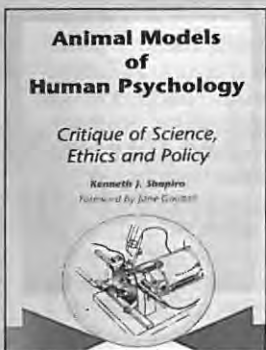
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When is animal research necessary and when is it cruelty?

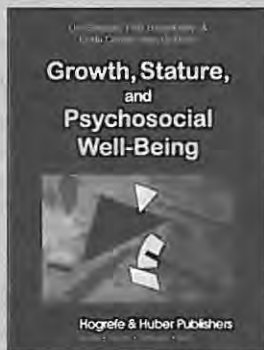
Animal Models of Human Psychology is a breakthrough text that presents the first empirically-based system of analysis to determine the answer for this much-debated question.

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Excerpt from Foreword by Dr. Jane Goodall.



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The Student Notebook Kymberley K. Bennett ♦ Editor

Applying to Graduate School: Writing a Compelling Personal Statement

Bette L. Bottoms and Kari L. Nysse¹
University of Illinois-Chicago

Your first step toward a graduate degree in psychology is to apply to graduate programs that are right for you. Your goal is to do everything possible to assure admission to at least one, and hopefully more, programs.

The typical psychology graduate school application package includes four crucial elements: Graduate Record Examination (GRE) scores, official undergraduate transcripts, letters of recommendation, and a personal statement from the applicant. Different schools, programs, and faculty members attach different relative value to each element, but all are important.

In general, most programs expect applicants to score highly on each subtest of the GRE, maintain a strong GPA during college course work, submit excellent letters of recommendation, and write an impressive personal statement. Of these four elements, students typically agonize a great deal over the personal statement, perhaps because they have never written one before, because it seems awkward to write about oneself, or because the task is not well defined by graduate programs. In this brief article, we outline basic guidelines for writing a persuasive personal statement. Note that our own expertise is in research-oriented graduate programs; consequently, our advice is largely specific to applications to such programs. Even so, students interested in purely applied programs should also benefit from many of our tips. Finally, keep in mind that there is no one perfect formula for a personal statement. By the very nature of the task, everyone's personal statement will be unique, yet the basic suggestions we provide can be incorporated into any personal statement.

The Basics

Keep four basics in mind as you write your personal statement: length, tone, writ-

This article has been reprinted; the original article appears in Volume 4, Number 1, of Eye on Psi Chi, pages 20-22. © 1999 by Psi Chi, The National Honor Society in Psychology. Reprinted with permission. All rights reserved.)

ing style, and the need for feedback and revision.

Length

In general, a good personal statement will be around two single-spaced pages. In our experience, shorter statements provide too little information; longer statements are redundant and wordy. Longer statements might be fine if you have substantive issues to discuss. For example, if you have a lot of research experience, you may need to exceed two pages to describe your work in sufficient detail. Above all, aim for quality rather than quantity. No reader will appreciate your stretching two pages worth of information into six or seven pages. Remember, readers will be assessing the content of your personal statement as well as your ability to communicate effectively and concisely.

Writing Style

Your personal statement is your opportunity to create a good first impression. This means your writing must be clear and correct. No one is impressed by careless grammatical and typographical errors. Failure to attend to such details raises concerns about conscientiousness and reliability. Remember, paying attention to detail and writing well are extremely important research skills. You should also carefully attend to your use of vocabulary. Large doses of unusual or obscure vocabulary will only distract readers and cause them to doubt your writing ability. To learn more about this and other writing errors, buy yourself a copy of Strunk and White's (1979) *The Elements of Style* and read every word. This little book is a classic for a very good reason.

Tone

Do not misinterpret the meaning of personal in the phrase personal statement! This statement is not a place for you to espouse your personal philosophy of life, to describe in detail your first romance, or to tell the story of the time you were bitten by the neighbor's dog and subsequently developed an anxiety disorder. Instead, think of the statement as a professional statement. Write about the activities and experiences that led you to apply to graduate school and that have prepared you for its rigors. Provide concrete, detailed examples of your experiences and abilities when possible (see below for more information about content). Above all, write in a professional tone that

conveys your self-confidence: You need to showcase your abilities and convince the reader that you are smart and driven to succeed. The personal statement is a chance to sell yourself—now is not the time to be overly humble, hiding your assets. Of course, you should not misrepresent yourself, and you should avoid sounding pompous.

Feedback and Revision

After you have drafted your statement, solicit detailed feedback from one or more professors and incorporate their suggestions into subsequent drafts. It is especially useful to obtain feedback from psychology faculty, particularly those who make graduate admissions decisions themselves. Few professors will consider this an imposition—as long as you give them enough time. Start writing early and give your professors at least two weeks to read your statement. Never wait until the eleventh hour to begin writing and then expect your professors to drop everything and read your statement only days before the application deadline! (Follow that advice in approaching faculty for recommendation letters, too.)

Content: The Key Components of a Statement

Now that we have covered the basics of *how* to write a personal statement, let's focus on *what* to write. At least four key components should be included: your previous research experience, current research interests, other relevant experience, and future career goals. (As you consider our advice, you might find it helpful to keep in mind the characteristics valued by graduate programs as described in an article by Appleby, Keenan, and Mauer in the Spring 1999 issue of *Eye on Psi Chi*.)

Previous research experience

The faculty evaluating your application (often your potential advisors) are particularly interested in your research experience, so describe each project you've worked on in detail. Aim to convince the reader that you understood all aspects of the work, not just your specific duties. For example, do not write "I entered some data for Raney's political opinion survey." Instead, describe the details of your involvement. Who supervised your work? Did you do the research to fulfill a laboratory class require-

SEE GRAD SCHOOL ON PAGE 26

The Undergraduate Perspective: How You Can Help

Joy Reeves
Samford University

"I'm planning to submit a paper to the APS Conference," explained a psychology professor to her undergraduate research assistant.

"To the what?" responded the assistant.

This exchange is an unfortunate, but fairly typical, example of an undergraduate's response upon hearing of the American Psychological Society (APS) for the first time.

The first time I heard of APS, I was a research assistant and a third-year psychology major. In the year that has passed since then, I have become a student affiliate of APS, helped present a paper at a poster session at the 11th Annual APS Conference in Denver earlier this year, and voted in the APS Student Caucus officer election.

I have discovered an organization full of insightful researchers and engaging speakers dedicated to practicing psychology as a science, and to letting the public know that psychology is, in fact, a science. I have even had the opportunity to see and hear, in person, a few of the people I had read about in textbooks.

I have realized that APS is an essential resource not only to undergraduates like me, but also to psychological science as a whole. Why, then, was I in my junior year

in college before I found out about an organization so valuable? Why do so few undergraduates know about APS?

An obvious answer to this question is that APS is a relatively new entity; public knowledge about the organization has not yet had time to become widespread. Indeed, when compared with the American Psychological Association's century and the American Medical Association's century and a half of existence, APS's eleven years do not seem very long at all. However, one must also remember that 11 years ago, this year's freshmen were in second grade, the word "Windows" still referred to part of a building, and when a "web" was mentioned, the subject being discussed was probably arachnids rather than sources of information. In short, 11 years is, in fact, a long time in today's world and to today's students. An organization that forms today has the potential of becoming a household name within a few months. APS's youth, then, can be seen as a challenge rather than an obstacle. By working to involve undergraduates in APS, current members can both cultivate psychological science and help advance the goals of APS.

SEE PERSPECTIVE ON PAGE 27

Announcing Upcoming APSSC Awards and Competitions

Opportunities for those doing Research on Socially and Economically Underrepresented Populations

The American Psychological Society Student Caucus (APSSC) offers two wonderful opportunities for student affiliates of APS who conduct research on socially and economically underrepresented populations (RSE-UP).

First, student members are eligible to win one of three distinguished RSE-UP awards, which include cash prizes of up to \$250, and an invitation to present their research at the prestigious RSE-UP symposium held annually at the APS conference.

All student researchers who do work addressing concerns of socially and economically underrepresented groups (e.g., intergroup relations—which includes but is not limited to work done in the areas of stereotype threat, social identity theory, stereotyping, prejudice, stigmatization, token-

ism, and affirmative action) are eligible to enter this exciting competition.

To enter the competition, student members must submit an application for the APS conference in Miami Beach, and check off the "APSSC Student Research Competitions" box on the conference application.

Additionally, student affiliates are eligible to become reviewers for the aforementioned competition. This is a great opportunity to improve upon one's analytical skills while reviewing peers' work, plus it looks great on one's CV! To become a reviewer, or for any questions related to these exciting opportunities, please email the RSE-UP advocate, Michael Inzlicht, at Michael_Inzlicht@brown.edu.

Student Travel Awards for the New Millennium

APS and the APSSC have successfully maximized student attendance at APS

SEE AWARDS ON PAGE 27

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GRAD SCHOOL FROM PAGE 24

understand the scientific goals of the research (by, for example, reading articles related to the research and discussing the work with your research supervisors). Also, note any tangible products that resulted from the project, such as class papers, conference presentations, or publications. If you were an author on a conference presentation or publication, mention that in your statement and include a copy of the publication in your application packet.

By working on research projects, you acquired valuable research skills such as computer programming, data entry, literature review, etc. Discuss all such skills in a manner that conveys the importance of the skill, no matter how simple it may be. For example, notice the different impression created when you say that you organized mass mailings, prepared subject materials, and conducted literature searches rather than stuffed envelopes, stapled subject packets, and ran library errands. Not only does it sound more impressive, but it implies that you understood the importance of the skill within the overall research enterprise.

Finally, state how your research experiences shaped your attitude toward research in general and toward research in a given domain. Explain why your experience did or did not make you want to continue working in that area of psychology (or other discipline).

Current and Future Research Interests

Describe the topics within psychology that most interest you now. You should have a good idea of this before you apply, because you should pick potential graduate programs based on the fit between your and the faculty's research interests. This doesn't mean you have to know exactly what you want to study. For example, you might be interested in two or three areas of research such as stereotyping, small group dynamics, and self-esteem. That's fine, because all of those topics can be studied within a program of social psychology, and you will find many social psychology programs with faculty who have one, if not two or three, of those interests. In general, it's best to be neither too broad (all research in social psychology) nor too narrow (research on the effects of sleep deprivation on 5- to 6-year-olds' math skills) in defining your interests.

Once you have clarified your research interests and identified schools with faculty whose research programs could accommodate those interests, tailor your personal statement so that it will stand out to faculty whose research interests you. To do this intelligently, you need to do your homework. Familiarize yourself with the research conducted by faculty members at the programs you are considering by reading

their web pages (if available), by locating articles they have published, and/or by contacting them and requesting reprints and preprints of their papers. (Such pre-application contact sends a positive message to the faculty member about your interest in his or her work.) Then, in your statement, mention what interested you about various professors' work. State your preferred research interests, but express your openness to studying related topics — that is, any topics you honestly would be happy studying. Discussing the research interests of several faculty members will increase your chances of getting accepted at a particular program. For example, let's say you apply to a program that uses a mentorship system (a one-to-one matching of students to faculty advisors). In such a program, faculty will seek students who are truly interested in some aspect of the topics they study. Let's say that in your personal statement, you discuss only your interest in working with Professor Walsh. If Professor Walsh is not accepting students the year you apply, and you didn't mention an interest in any other faculty member's research, you might not be accepted to the program no matter how stellar your qualifications. Now, if you truly wanted to go to that program *only* if Professor Walsh advised you, then such an outcome is acceptable. If, however, you would have been happy conducting research in another faculty member's laboratory in that program, the rejection would be unfortunate. The rejection might have been avoided had you been more clear about the breadth of your research interests in your personal statement.

Other relevant experience

Potential future advisors will also want to know about other experiences that make you particularly qualified for graduate work or that explain your decision to pursue a career in psychology. For example, you might want to highlight particular psychology classes you've taken, such as laboratory courses in which you studied scientific writing style, or special topics courses that piqued your interest in certain psychological issues. You may also want to describe work, internship, or volunteer experiences that pulled you toward a particular subfield of psychology (or pushed you away from another subfield or field). For example, you might describe how you struggled to decide whether to pursue clinical or social psychology, and how your experience as an emergency mental health intern helped you decide.

As we mentioned earlier, very personal, emotional self-disclosures are nearly always best avoided. There may be exceptions; for example, revelations about friends' or relatives' personal experiences with mental illness might be illustrative concerning your reasons for pursuing a particular interest in clinical psychology, but even then, such

topics should be discussed professionally and concisely.

Career goals

The final component is one that is often overlooked — a statement of what you would like to do as a psychologist after graduating from the program. If you have chosen to pursue graduate training, you must have at least a general idea of the type of career you would like to have once you receive your degree. Convince your reader that you understand your options, and explain why you favor a particular career goal. What are your options? If you envision yourself in a research-oriented job, you could work in an academic setting as a professor who conducts research and teaches. Research positions are also available in non-academic business or government settings. If you are considering more applied work, you might want to work as a consultant in a business organization or you may want to go into private practice as a therapist. (Consult the American Psychological Association for more information on career options in psychology.) It is fine to discuss a couple options and to be uncertain about which option you will likely pursue, but in any case, make sure you are up-front about your intentions and that the options you are considering match the goals of the program. For example, you should not apply to research-oriented programs if you do not intend to conduct research after you graduate.

Closing

We hope we have dispelled some of the mystery surrounding the personal statement, and that some of our advice will be helpful to you. Just remember: The clearer you are with *yourself* about your goals and interests, the clearer you will be in writing about them in your personal statement. Be honest, professional, and self-confident. Then rest assured that you represented yourself accurately and fairly, and that, in turn, you have maximized the chances that admissions outcomes will be driven by accurate assessments of your potential fit with the programs to which you apply.

References

- Appleby, D., Keenan, J., & Mauer, B. (Spring, 1999). Applicant characteristics valued by graduate programs in psychology. *Eye on Psi Chi*, 3 (3), 39.
- Strunk, W., & White, E. B. (1979). *The elements of style* (3rd ed.). New York: Macmillan.

About the Authors

Bette L. Bottoms, is Associate Professor of Psychology and Assistant Dean of the College of Liberal Arts and Sciences at the University of Illinois-Chicago. She has won three university teaching awards. Kari L. Nysse is a social psychology graduate student at the University of Illinois-Chicago. Both conduct research on issues related to children and the law.

PERSPECTIVE FROM PAGE 25

On an individual level, APS members can increase the organization's size and help train future psychological scientists by encouraging undergraduates to submit research to APS conferences.

These students will gain the educational experience of preparing research for a peer review. Additionally, APS's membership will grow, since students must first become affiliates of APS to submit and present papers at conferences. Furthermore, a student whose research is accepted will get to attend the conference, where he or she will benefit not only from presenting his or her own research, but also from learning about other current research and hearing from respected psychological scientists.

Alternatively, an APS member (e.g., professor, lab director, etc.) submitting his or her own research could ask an undergraduate to assist him or her.

If student collaborators accompany researchers to APS conferences, these students would have the same enlightening experiences as students who present their own work. These undergraduate assistants also may have the opportunity of learning more about the scientific method by observing and helping a psychological scientist carry out research. Thus, by encouraging undergraduates to submit research, members can both increase APS's membership and aid in the growth of psychological science.

To help APS and psychological science on a broader level, APS members can increase public knowledge about the organization by encouraging undergraduates to become student affiliates. APS members who teach psychology can accomplish this goal best. These teachers can tell their classes about APS and the opportunity to become a student affiliate, perhaps when discussing the structure of the psychological field today, or when explaining the nature of refereed journals. Serious students of psychology, especially those with their eyes on graduate school, will be likely to take the professor's advice and become student affiliates. While it is not likely that all members of a class will become student affiliates, the entire class will, at least, be informed about the nature and existence of APS. Many members of psychology classes go on to become members of the lay public rather than psychological scientists. Therefore, telling psychology classes about APS will help to increase the general public's knowledge of, and respect for, the organization.

Finally, members can advance both APS and psychological science by educating undergraduates about APS's mission of propagating the science of psychology.

Danny Oppenheimer (1999), the APSSC Undergraduate Advocate, has already done an excellent job of illustrating how teaching undergraduates about the science of psychology is an effective way of spreading psychological science into the

general public.

In the same way, informing undergraduates about APS's goals will help to extend the knowledge of APS into the public sphere. Increasing the public's knowledge about APS's emphasis on science will also benefit the broader field of psychology by letting it be known that psychology can, indeed, be a science.

Ultimately, society as a whole will benefit from the dissemination of this knowledge because more people will be able to evaluate and utilize the results of psychological research. Thus, by working with undergraduates, APS members can help the organization achieve its goal of introducing to the lay public psychology as a science.

To those of you who work with undergraduates: Please try to carry out these objectives by encouraging your students to become student affiliates of APS, by supporting their efforts in submitting research to the APS conferences, and, above all, by educating them about the science of psychology. We undergraduates will be grateful, and, in time, so will the rest of society.

Reference

- Oppenheimer, D. (1999). The undergraduate perspective: Wasted potential. *APS Observer*, 12 (8), 22.

AWARDS FROM PAGE 25

Conventions, in the past, by helping students defray part of their travel costs. This is primarily done by the Student Travel Award Program.

Winners of this competition will receive a cash award of \$125, and are required to volunteer for six hours during the conference. Winners' registration fees for the conference are also waived as part of this award. All applicants must be APS student affiliates who have had their proposals accepted for presentation at the conference in Miami Beach.

Preference will be given to students who are first authors on their proposals, and who demonstrate need. To request an application for this competition, please check the appropriate box on the "Conference Submission Proposal Cover Sheet" on page 6 of the "Call For Submissions" booklet. Applicants may also visit the APSSC website at <http://psych.hanover.edu/APS/APSSC/apssc.html>.

The APSSC also sponsors a Hotel Match-Up Program. A list of students attending the conference who seek to share lodging is shared with their peers. This is only a service provided by the APSSC. APS or the APSSC does not assume any

responsibility or liability for the costs or otherwise.

For more details please visit our website, or contact the Volunteer Coordinator, Gopakumar Venugopalan, by email at gvenugop@bamaed.ua.edu. The deadline for the applications is March 31, 2000 and the winners will be notified by April 30, 2000.

Supporting Student Involvement Through Research

The APSSC Student Research Competition (SRC) provides a forum for graduate and undergraduate students to "flex their investigative muscles" in a positive and distinguished atmosphere.

In an effort to promote outstanding student research, the SRC recognizes up to four students (three graduate students and one undergraduate student) for excellence in original, student-led research.

As an added incentive, cash awards (\$250 for graduate students and \$150 for undergraduate students) are provided to the winners of the competition!

Entry into the competition is easy. Simply indicate that you would like to have your

2000 APS Annual Convention Submission considered for the SRC by checking the box provided on your 2000 Convention Submission form. Then, include an additional copy of your submission and a self-addressed, stamped envelope.

Submissions marked for the SRC will be reviewed by a panel of graduate and undergraduate students. The authors submitting the most outstanding research will receive the cash award and will receive recognition at the 2000 APS Convention.

Are you eligible? If you are a graduate or undergraduate student affiliate of APS and are the first author of the research project, then you may submit an entry with your 2000 Convention submission.

The entry must be postmarked and sent to APS on or before January 14 to be eligible for the upcoming conference. The APSSC would like to invite all interested students to add to the quality of psychological research and to the scientific community.

Additional questions about the Student Research Competition can be forwarded to the APSSC Graduate Advocate, Rich Yuen, at richardyuen@il.freei.net.

Announcements

ANNOUNCEMENTS

The Social Science Research Council offers in 2000-2001: 1) predoctoral and postdoctoral research fellowships for the study of Religion and Immigration, 2) predoctoral and postdoctoral research fellowships for the study of International Migration to the United States, 3) and a three-week Minority Summer Dissertation Workshop for the development of projects and proposals related to international migration. For more information, please contact the SSRC at 810 Seventh Avenue, New York, NY 10019, email: migration@ssrc.org or religion@ssrc.org, website: www.ssrc.org.

The Council on Undergraduate Research (CUR) is proud to present its Eighth National Conference titled "CUR 2000: Research in Undergraduate Education," hosted by The College of Wooster in Wooster, Ohio on June 22-24, 2000. The Eighth National Conference will bring 500-700 faculty, administrators, and representatives from private foundations and federal agencies to The College of Wooster. During the three-day conference, there will be a variety of plenary sessions, panel discussions, and workshops for participants to attend. Day-long programs for graduate students, new faculty, tenured faculty and administrators are planned. This is an ideal time and setting for networking. The conference is designed for all those who are interested in undertaking or promoting undergraduate research. For more information, visit CUR's website at <http://www.cur.org> or visit The College of Wooster's website at <http://www.wooster.edu/cur>.

CALL FOR APPLICATIONS

Call for Presentations: You are invited to make a presentation at The 20th Organization Development World Congress being planned for July 17-22, 2000 in Goa, India. Goa is a former Portuguese colony with beautiful beaches located on the west coast of India south of Bombay. Registration before January 15th is US\$190 for members of The O.D. Institute and US\$250 for nonmembers. Your check for Congress registration should be sent to The O.D. Institute. A room at the Renaissance Goa Resort with three meals included is US\$48 in a single and US\$30 per person in a double. Reservations at the Renaissance Goa Resort can be made by fax or E-mail. Fax is: 91-834-745225 and E-mail is: rmda.goa@rml.sprintpg.ams.vsnl.net.in The contact person at the Renaissance Resort is Mr. Allen Viegas. To make a reservation, they require one night's payment in advance. Reservations cancelled prior to July 1st, 2000 will get a full refund. A copy of your room reservation request should be sent to **Pritam Vachani, RODC** at: pvachani@aol.com in case follow up is required. **Pritam** is exploring many exciting possibilities for us including contacts with local businessmen, the organization of a meditation workshop and a briefing on the India-Pakistan war. We would appreciate your suggestions on activities that you would like us to organize prior to the Congress. It was suggested in Harare that people would like a pre-Congress workshop on "O.D. for people new to O.D.". **Call for Presentations:** You are invited to make a presentation at the 10th Annual Meeting of O.D. Networks Worldwide. We will discuss how we might be more helpful to one another and entertain pro-

posals for where the group might like to hold the next O.D. World Congress. **Registration for this meeting is free.**

The Society for the Teaching of Psychology (APA Division Two) announces its third annual Instructional Research Award competition. Five \$1500 grants will be awarded for instructional research projects relevant to the teaching of psychology. Two of the awards are earmarked for proposals addressing this year's theme of "Crossing Boundaries." Application deadline is February 1, 2000. For information contact: <http://www.lemoyne.edu/OTRP/memberservices.html#ira> or Dr. Vincent Prohaska, Department of Psychology, Lehman College, 250 Bedford Park Blvd. West, Bronx, NY 10468-1589.

CALL FOR SUBMISSIONS

Olfactory Research Fund Call for grant proposals Submission deadline January 15, 2000 The Olfactory Research Fund is seeking talented investigators with a proven ability to conduct high quality research integrating the study of olfaction with current issues in developmental, perceptual, social, and cognitive psychology and related disciplines. For the 2000 grant period, the Fund is particularly interested in supporting research that relates the sensory properties of environmental odor to measurable endpoints of human performance (mental, physical, or behavioral). Investigations of the relationship of human odor perception to the biology and genetics of odor are also welcome. For additional information regarding grant criteria and guidelines, please access the Fund's web site at <http://www.olfactory.org> or contact the Fund at (phone) 212-727-2755 or (fax) 212-779-9058.

HEALTH FROM PAGE 11

An Interdisciplinary Model

Richard Riegelman, dean of the school of public health at George Washington University and a participant in the NIMH meeting, describes the differences between behavioral science and public health as "those who have traditionally focused on the individual" versus "those who have traditionally focused on populations and communities." He and others indicated that advances in science are providing new ways to connect the disciplines and that making those connections requires increased focus on the institutional and disciplinary barriers between the two areas.

As with virtually any interdisciplinary effort, those barriers include the need to develop channels of communication, ranging from a mutually understood vocabulary, to cross-disciplinary mechanisms for collaboration. Other barriers that need to be

addressed include a possible bias against applied work in academia; the need for input from the community in research design and strategies; and ensuring that the appropriate populations are being studied. Often, noted Stover, behavioral science researchers are limited to working with student populations and it can be difficult to extrapolate the results of such studies to other populations.

Stover sees NIMH's experience in AIDS and HIV prevention as a model for addressing other areas of public health. "A lot of the thinking for this came from the efforts in HIV," she said, "where behavioral science from a range of areas—risk assessment, community-based interventions, issues of stigma, issues of health disparity—were all very relevant and were combined with other kinds of public health disciplines such as epidemiology and infectious disease." She also plans to examine research on adherence to medical regimens, which

draws on basic psychological thinking, to see if it could be brought to bear on getting people with schizophrenia to adhere to treatment regimens.

In exploring ways to increase behavioral perspectives in public health, NIMH will be looking at start-up mechanisms, such as conferences and seed money for research; ways to establish a research and training infrastructure to promote interdisciplinary collaboration; and mechanisms that will ensure a stable, long-term effort in this area.

As a next step, Hyman is looking for a senior behavioral scientist to come to NIMH on a temporary appointment to continue planning the agenda in this area. This is just one of several similar opportunities for psychological scientists to shape the behavioral science research agenda at NIH and other federal research agencies - watch for details in the next *Observer*.

Sarah Brookhart

Meeting Calendar

January

National Institute on the Teaching of Psychology

St. Petersburg, Florida
January 2-5, 2000
Contact: Joanne Fetzner; tel.: 217-398-6969; email: jfetzner@s.psych.uiuc.edu

Medicine Meets Virtual Reality 2000

Newport Beach, California
January 27-30, 2000
Contact: tel.: 860-447-9767; fax: 860-444-0362; email: westwood@uconnect.net; http://www.amainc.com

February

Society of Personality and Social Psychology

Nashville, Tennessee
February 3-5, 2000
Contact Todd Heatherton, email: heatherton@dartmouth.edu; http://www.spsp.org

Conference On Parent Education

Denton, Texas
February 17-19, 2000
Contact: Armintia Jacobson; jacobsob@coefs.coe.unt.edu; http://www.unt.edu/cpe/

The American Academy of Pain Medicine (AAPM) 16th Annual Meeting

New Orleans, Louisiana
February 24-27, 2000
Contact: Kris Haskin, Manager, tel.: 847-375-4731; email: aapm@amctec.com; www.painmed.org

March

American Psychosomatic Society

Savannah, Georgia
March 1-4, 2000
Contact: APS, tel.: 703-556-9222; fax: 703-556-8729; email: info@psychosomatic.org; http://www.psychosomatic.org

Society of Psychologists in Management

Tempe, Arizona
March 2-4, 2000
Contact: Lorraine Rieff, 708-867-1213, email: ljrieff@aol.com

Rotman Research Institute Conference

Toronto, Ontario
March 20-24, 2000
Contact: tel.: 416-785-2500 ext. 3550; fax: 416-785-2862; email: conference@rotman-baycrest.on.ca; http://www.rotman-baycrest.on.ca/conf.htm

April

The 14th Annual Conference on Undergraduate Teaching of Psychology: Ideas and Innovations

Ellenville, New York
April 5-7, 2000
Contact: Gene Indenbaum, tel.: 516-420-2725; email: Indenbea@farmingdale.edu

Cognitive Neuroscience Society

San Francisco, California
April 9-11, 2000.
Contact: cognitive.neuroscience.society@dartmouth.edu

Sunbelt XX The International Sunbelt Social Network Conference

Vancouver, British Columbia
April 13-16, 2000
Contact: Bill Richards, tel.: 604-251-3272; ; email: richards@sfu.ca; http://www.sfu.ca/~insna

The 2000 SIOP Annual Conference

New Orleans, Louisiana
April 14-16, 2000
Contact: SIOP, PO Box 87, Bowling Green, OH 43402-0087; email: Lhaket@siop.bgsu.edu

Southern Society for Philosophy and Psychology

Atlanta, Georgia
April 20-22, 2000
Contact: David A. Washburn, tel.: 404-244-5845; fax 404-244-5846; email: dwashburn@gsu.edu; http://sun.soci.niu.edu/~sspp/

May

Workshop on Achievement and Task Motivation

Leuven, Belgium
May 12-15, 2000
Contact: Willy Lens, tel.: 32-16-32.59.71; fax: 32-16-32.59.24; email: willy.lens@psy.kuleuven.ac.be; website: http://www.psy.kuleuven.ac.be/motivtim/watm.htm

Assessing the Impact of Childhood Interventions on Subsequent Drug Abuse

Washington, DC
May 23-24, 2000
Contact: Mildred Prioleau; tel.: 301-468-6008 x 431; email: mprioleau@MAC1988.com

Conference on Cognitive and Neural Systems

Boston, Massachusetts
May 24-27, 2000
Contact: Cynthia Bradford, fax: 617-353-7755; email: cindy@cns.bu.edu; http://cns-web.bu.edu/meetings

June

The 30th Annual Meeting of the Jean Piaget Society

Montréal, Québec
June 1-3, 2000
Contact: http://www.piaget.org

24th Annual Williamsburg Traumatic Brain Injury Conference: Effective Intervention Strategies

Williamsburg, Virginia
June 2-4, 2000
Contact: : 800-413-2872 or 804-828-3640

Second International Conference on Child & Adolescent Mental Health

Kuala Lumpur, Malaysia
June 6-10, 2000
Contact: Elsevier Science Secretariat: Sarah Wilkinson, tel.: +44 (0)1865 843 691; fax: +44 (0)1865 843 958; email: sm.wilkinson@elsevier.co.uk; website: www.elsevier.nl/locate/camh2000

The Society for Applied Research in Memory and Cognition (SARMAC)

Miami Beach, Florida
June 7, 1999
Contact: David G. Payne; email: dpayne@binghamton.edu; Web site: http://www.atkinson.yorku.ca/~sarmac/index.htm

The American Psychological Society

Miami Beach, Florida
June 8-11, 2000
Contact: Erika Davis, tel.: 202-783-2077 ext. 3015; email: edavis@aps.washington.dc.us; http://www.psychologicalscience.org



AMERICAN
PSYCHOLOGICAL
SOCIETY

American Psychological Society New Member Application

(Join now and your membership will be valid through 12/31/00.)*
(Send application to: APS, PO Box 90457, Washington, DC 20090-0457)

Name _____
Last First MI

Mailing Address _____

Telephone _____
City State Zip Country
Office (include extension) Home Fax

Institutional Affiliation _____ Email Address _____
(spell out)

Education _____
Highest Degree Year of Degree Institution (spell out)

Major Field (circle one): Biological/Physiological ♦ Cognitive ♦ Clinical/Counseling/School ♦ Developmental ♦ Educational
Experimental ♦ General ♦ I/O ♦ Personality/Social ♦ Quantitative

Specialty Area _____

ANNUAL DUES

TO JOIN, SIMPLY COMPLETE THIS FORM AND RETURN IT TO APS WITH YOUR DUES PAYMENT OR VISA OR MASTERCARD AUTHORIZATION. **THANK YOU!**

PLEASE CHECK APPROPRIATE **MEMBERSHIP DUES** CATEGORY BELOW.
ALL MEMBERSHIP CATEGORIES, EXCEPT THOSE NOTED, INCLUDE A SUBSCRIPTION TO THE **APS OBSERVER NEWSLETTER, PSYCHOLOGICAL SCIENCE, AND CURRENT DIRECTIONS IN PSYCHOLOGICAL SCIENCE.**

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| <input type="checkbox"/> Retired (Over 65) | \$75 |
| <input type="checkbox"/> Retired (No journals) | \$35 |
| <input type="checkbox"/> Spouse (No journals) | \$60 |
| Spouse name _____ | |
| <input type="checkbox"/> Student | \$49 |
| <input type="checkbox"/> International Student | \$87 |
| (Residing outside U.S. with air delivery of newsletter) | |
| <input type="checkbox"/> Postdoc or First-year PhD | \$76 |
| <input type="checkbox"/> Lifetime Member | \$3000 |

TOTAL DUES	\$ _____	ILE300
Contribution	\$ _____	
TOTAL PAYMENT	\$ _____	
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Please check method of payment:

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Signature _____

*Offer expires 12/31/99.

This offer is valid for those who are not and have never been members of APS.



OBSERVER

Published by the American Psychological Society

Employment Bulletin ♦ December 1999

NATIONAL

LICENSED PSYCHOLOGIST NEEDED NATIONALLY

Full or Part time work from home or office. Looking for recent graduates, retirees, or experienced psychologists. Pay according to experience. Please forward your resume to Ed Pryor at 20801 Biscayne Boulevard, Suite 400, Miami, FL 33180 or call (305)-937-2700. NA2

PSYCHOLOGIST NEEDED In-house Psychologist, Editing of website articles and Liaison for our member Psychologist. Miami, FL.-Call Ivan @888-373-1015 Fax: 305-937-5047. NA1

ALABAMA

TWO FACULTY POSITIONS: The Department of Psychology at **THE UNIVERSITY OF ALABAMA AT BIRMINGHAM (UAB)** invites applicants for two tenure-track positions at the Assistant or Associate Professor level, to begin September 1, 2000. The Psychology Department has 29 primary faculty and 45 secondary faculty, substantial research funding, and excellent facilities. We are seeking individuals with research interests that are relevant to our doctoral programs in Behavioral Neuroscience and Developmental Psychology. In **Behavioral Neuroscience**, specific area is open; research interests of current faculty include visual sensation and perception, cognitive neuroscience, brain imaging, regulatory neurobiology, sensory physiology, nociception, autonomic and cardiovascular regulation, rehabilitation and plasticity, memory, and motor systems. In **Developmental**

Psychology, applicants from all sub-areas will be considered, but we have a special interest in child and/or adolescent prevention science; for example, developmental psychopathology, substance abuse, or other health-related issues. The applicant would become a member of an active, lifespan developmental program with research activities ranging from infancy through older adulthood, and research funding from an array of federal, state, and private agencies. In the past, joint appointments and transferable outside funds have allowed appointments at more senior levels and often across two or more departments and/or schools. Cross-program, cross-department, and cross-school collaboration is strongly encouraged at UAB, and collaborative opportunities are available within UAB's Civitan International Research Center (human development and developmental disabilities), The Center for Aging, the AIDS Center, the Vision Science Research Center, the Comprehensive Head Injury Center, the Center for Outcome Research and Education, the Dental School, the School of Public Health, and various departments within the university's internationally respected medical center. *UAB is an Equal Opportunity/Affirmative Action employer, and qualified minority candidates are encouraged to apply.* Send letter of interest, vita, representative reprints, and at least three letters of recommendation to either Dr. Alan Randich, Chair, Behavioral Neuroscience Search Committee, or Dr. Michael Windle, Chair, Developmental Search Committee, Department of Psychology, 415 Campbell Hall, University of Alabama at Birmingham, Birmingham, AL 35294-1170. Informal communications with the following individuals are welcome: Dr. Randich, (arandich@uab.edu); Dr. Windle, (windle@uab.edu); and Dr. Carl McFarland, Department Chair (cmcfarla@uab.edu). We would

like to receive all application materials by November 15, 1999, but will continue to consider all applications until the positions are filled. AL1

AUBURN UNIVERSITY CHAIR, DEPARTMENT OF PSYCHOLOGY The Department of Psychology, Auburn University, invites applications for the position of Department Chair at the rank of full professor beginning fall, 2000. The Ph.D. degree in psychology is required. Applicants should have a particular interest in supporting and promoting undergraduate teaching, a record of successful and sustained research, and administrative experience. The successful candidate is expected to hold a broad perspective on psychology and a balanced appreciation of its diverse subfields. Area of specialization is open. This is a full-time, 12-month position. The initial term as Chair will be for a three-year period; renewals are contingent upon a review of performance. The Department of Psychology has 21 full-time faculty. It has graduate programs in Clinical Psychology (APA accredited), Experimental Analysis of Behavior, and Industrial-Organizational Psychology, and an undergraduate program with approximately 300 majors, many of whom are active in research and other work of the department. Auburn University is a land grant institution and the largest university in the State of Alabama. Auburn is a warm, congenial community with a progressive city government and a distinguished public school system. It is located within a two hour drive of Atlanta, and within one hour of Montgomery and Columbus. Applications should include a curriculum vita, a selection of reprints (including the three most recently published), names and addresses of three referees, and a cover letter that includes a description of relevant administrative experience.

Inquiries and applications should be addressed to the chair of the search committee, Dr. Robert Bernstein, c/o Office of the Dean, College of Liberal Arts, Auburn University, AL 36849-5223. Dr. Bernstein is Chair of the Department of Political Science; he may be contacted by phone (334)844-6169 or e-mail (bernsra@auburn.edu). *Auburn is an Affirmative Action/Equal Opportunity Employer, and applications from women and minorities are especially encouraged. Review of applications will begin January 4, 2000, and will continue until a candidate is recommended for appointment.* AL2

Assistant Professor: Department of Psychology, AUBURN UNIVERSITY invites applications for a tenure track position in Experimental Psychology. The successful applicant will have a Ph.D. in Psychology and will be expected to participate in the Department's graduate program in Behavior Analysis, and to contribute equally to the undergraduate program, teaching a selection of courses from a broad range that includes courses on the traditional areas of experimental psychology. The department seeks a candidate who will develop and sustain an original program of research that can be externally supported and who has a perspective of psychology beyond their own specialty. Applicants should include a curriculum vita, a selection of reprints and/or manuscripts, and request three referees to send letters. The cover letter should include a description of research and other scholarly interests. Applications should be addressed to Dr. Peter Harzem, Department of Psychology, Auburn University, AL 36849-5214. Inquiries are welcome: (334)844-6482 or harzepe@mail.

See Subject Index and the index instructions on page 63.

auburn.edu. Auburn University is an Affirmative Action/Equal Opportunity employer. Applications from women and minorities are especially encouraged. Review of applications will begin January 4, 2000 and will continue until a candidate is recommended for appointment. **AL3**

ARIZONA

CHAIR, DEPARTMENT OF PSYCHOLOGY NORTHERN ARIZONA UNIVERSITY, Flagstaff, Arizona The Department of Psychology invites applications for the position of Chair of the Department to begin in Fall 2000. The Department consists of 19 full-time faculty offering a bachelor's program with over 500 majors and masters programs in General Psychology and Applied Health Psychology. Applicants should have a Ph.D. in Psychology (with research and teaching interests that complement department strengths - specialization open), a minimum of 2 years prior academic administrative experience, experience in innovative curriculum and delivery, a record of scholarship, and a commitment to serving the needs of a diverse student population. Preferred qualifications include: a record commensurate with appointment at the full professor rank and ability to promote the University's interests in innovative use of technology in instruction and distance delivery of education. Northern Arizona University is a multicultural university located in one of the nation's most scenic, four season mountain areas, with over 16,000 undergraduates and a growing graduate student enrollment. Processing of applications will begin January 14, 2000 and remain open until the position is filled. Submit letter of application, vita, transcripts of all graduate-level work, and three letters of reference to: Chair, Search Committee for Chair of Psychology, Northern Arizona University, Box 15106, Flagstaff, AZ 86011. Northern Arizona University (<http://www.nau.edu>) is a committed Equal Opportunity/Affirmative Action institution. Minorities, women, persons with disabilities, and veterans are encouraged to apply. **AZ2**

ASSISTANT PROFESSOR IN HEALTH PSYCHOLOGY (Tenure Track). The Department of Psychology at **NORTHERN ARIZONA UNIVERSITY** has an entry-level opening for Fall 2000. Required Qualifications: Ph.D. in Clinical, Community, or Health Psychology with scholarly and teaching interests in the intervention and prevention aspects of health psychology including behavioral medicine, community psychology, and health promotion. Applicant should be license-eligible in the state of Arizona. Preferred Qualifications: experience with multicultural and/or rural populations, Native American focus in teaching, research, or service, and willingness to participate in alternative teaching delivery strategies including telecommunications and web-based instruction. Responsibilities: include advising; teaching undergraduate courses (including basic courses in psychology, health psychology, and liberal studies) and Health Psychology graduate courses (including supervision of graduate Health Psychology practica); and engaging in research/scholarly activity. Normal teaching load is 9 credit hours per semester. The 19-person Department oversees an undergraduate program with over 500 majors and two masters-level graduate programs (General Psychology and Applied Health Psychology). NAU is a multicultural university located in one of the nation's most scenic, four season mountain areas, with over 16,000 undergraduates and a growing graduate student enrollment. Processing of applications will begin January 14, 2000 and remain open until the position is filled. Submit letter of application, vita, evidence of teaching competence, transcripts of all graduate-level work, and three letters of reference to: Chair, Search Committee for Health Psychology, Northern Arizona University, Box 15106, Flagstaff, AZ 86011. Northern Arizona University (<http://www.nau.edu>) is a committed Equal Opportunity/Affirmative Action institution. Minorities, women, persons with disabilities, and veterans are encouraged to apply. **AZ3**

THE UNIVERSITY OF ARIZONA The Mexican American Studies & Research Center (MASRC)

The Mexican American Studies & Research Center (MASRC) at The University of Arizona seeks qualified applicants in **PSYCHOLOGY** and **PUBLIC HEALTH** for its tenure-track **ASSISTANT PROFESSOR** position beginning August 2000, contingent on funding availability, with focus on violence, mental health, and/or substance abuse on the Mexican American or Hispanic population.

Applications are expected to have a Ph.D. by the hire date, and have strong quantitative and/or evaluation skills and experience.

The Center seeks applicants who possess excellent teaching abilities, the potential for quality scholarly and policy-oriented research, and strong potential of securing extramural funding

The position requires excellence in graduate and undergraduate instruction - including advising responsibilities-as well as an active research agenda.

Interested individuals must submit a letter of application, a curriculum vitae, a writing sample, and four letters of recommendation. The letter of application should include a description of the candidate's research and teaching interests.

Application review begins December 1, 1999 and will continue until the position is filled.

Please forward all materials to: Arturo Gonzalez, Chair, MASRC Search Committee, Economics Bldg, Rm 208, The University of Arizona, Tucson, AZ 85721.

The University of Arizona is an EEO/AA employer-M/W/D/V

AZI

ARKANSAS

CLINICAL PSYCHOLOGY: The Department of Psychology at the **UNIVERSITY OF ARKANSAS-FAYETTEVILLE** invites applications for **TWO** tenure-track, Assistant Professor positions in our APA-accredited Clinical Psychology Ph.D. training program. **We are especially interested in receiving applications from women and minorities.** We are interested in applicants who have a strong commitment to scientist-practitioner graduate training. The successful applicants must have significant research accomplishments demonstrated by publications in peer-reviewed journals and the ability to establish and maintain productive, independent research programs that will be competitive for extramural funding. Areas of specialization are OPEN. However, current research and teaching needs include: (1) Assessment and treatment of children, adolescents, and their families; and, (2) cultural and individual differences. The successful applicants will also be expected to

contribute to the strong teaching mission of the Department by offering undergraduate and graduate courses in their areas of expertise and demonstrating broad competencies for supervising clinical practica. Internal research grants are available from a major endowment to the department to serve as initial research support, to provide research assistantships, and seed money for extramural funding-seeking. Opportunities to affiliate with the Department's Center for Research on Aggression and Violence are also available and encouraged. Candidates should be graduates of an APA-accredited Ph.D. program and have completed an APA-accredited internship. Licensure in the State of Arkansas as a Psychologist within the first two years of residency is required for continued employment. Review of applications will begin on January 1 and will continue until the positions are filled. Starting date for the positions is August, 2000. Please send curriculum vita; (p)reprints; statement of research, clinical, and teaching interests; and three letters of

recommendation to Clinical Search Committee, Department of Psychology, Memorial Hall 216, Univ. of Arkansas, Fayetteville, AR 72701. *The University of Arkansas is an Equal Opportunity/Affirmative Action Institution. ARI*

CALIFORNIA

POST-DOCTORAL FELLOWSHIP in Psychology and Medicine UNIV. OF CALIF., S.F., NIMH-funded 2 yr. position. Theory based research training on understanding and reducing risk behaviors and on responses to stressful experiences. Apply by Feb. 1st to begin by Aug. 30, 2000. For application write to Dr. Nancy Adler, c/o Giovanna Florida, Health Psychology, UCSF, Box 0844, San Francisco, CA 94143-0844. *UCSF is an Equal Opportunity/Affirmative Action Employer; applications from women and minorities are encouraged. CA1*

DEVELOPMENTAL PSYCHOLOGIST: UNIVERSITY OF CALIFORNIA, SAN DIEGO. The Psychology Department at UCSD anticipates hiring an Assistant Professor (tenure track) in Developmental Psychology. It is anticipated that the appointment will be in the area of cognitive development, although particularly strong applications in other developmental areas are invited. Candidates must have a Ph.D. and be able to conduct independent, publishable research and teach undergraduate and graduate classes in their area of specialization. Salary commensurate with qualifications and based on UC salary scales. Candidates should send curriculum vita, reprints, and names of three referees to: Developmental Search Committee - O, Department of Psychology, 0109, University of California, San Diego, La Jolla, CA 92093-0109. Immigration status of non-citizens should be stated in the vita. Complete applications received by December 10, 1999 will receive full consideration. Position subject to fund availability. *The University of California is an Affirmative Action/Equal Opportunity Employer. CA2*

POSTDOCTORAL RESEARCH FELLOWSHIP: mental health clinical services research with emphasis on methodology and design. Two-year NIMH supported postdoctoral positions available at the **UNIVERSITY OF CALIFORNIA, SAN FRANCISCO**, Department of Psychiatry. Overall program direction is provided by Clifford Attkisson, Ph.D in collaboration with a multidisciplinary training faculty. Major training components are required core curriculum and supervised research. A description of the program including faculty research interests is available upon request. A multidisciplinary training faculty invites applicants from the fields of psychiatry, psychology, sociology, anthropology, economics, nursing and other relevant disciplines. Several research areas are priority areas for the faculty including: aging, child services and systems of care, violence and trauma, comorbid major mental drug dependence disorders, prevention and care for HIV-infected persons, severe mental illness. US Public Health Service stipend levels. Applicants must be US citizens or permanent residents. Send letter of interest, curriculum vitae, three names of references to: Vicky Brown-Ravano, Dept. of Psychiatry, UCSF, 401 Parnassus, Box CPT, San Francisco, CA 94143-0984. *UCSF is an Equal Opportunity/Affirmative Action Employer. CA3*

Full Professor. The Department of Psychology and Social Behavior at the **UNIVERSITY OF CALIFORNIA, IRVINE** invites applications for a position in human development at the full professor level. Successful candidates for this position must have a distinguished record of scholarship, a history of extramural funding, and a record of excellence in undergraduate and graduate teaching. The area of specialization is open, but the candidate's research interests should complement and extend those of the developmental, social, personality, clinical, health, and cultural psychologists in, or affiliated with, the department. The Department of Psychology and Social Behavior is one of four departments in the interdisciplinary School of Social Ecology at the University of

California, Irvine, and our research and training programs reflect a strong commitment to interdisciplinary scholarship. Applicants should submit a letter of interest, a curriculum vitae, and representative preprints/reprints, and should arrange to have three letters sent to: Chair, Human Development Search Committee, Department of Psychology and Social Behavior, 3340 Social Ecology II, University of California, Irvine, 92697-7085. **To ensure consideration, application files must be complete by January 1, 1999.** *The University of California, Irvine is an Equal Opportunity Employer committed to excellence through diversity. CA4*

FACULTY OPENING The Richard & Rhoda Goldman School of Public Policy at UC BERKELEY invites applications for an appointment to the faculty, anticipated at the Assistant Professor rank, to begin July 1, 2000. The School seeks to broaden the diversity of its faculty by appointing individuals who add new perspectives and new expertise. Applicants should have demonstrated skill and interest in applying a social science discipline to the quantitative analysis of public policies and their implementation; we are particularly interested in applicants with expertise in social psychology (especially political, health, or legal psychology), sociology, or political science. The applicant should be qualified to teach introductory quantitative methods/statistics to first-year Masters in Public Policy candidates in our core curriculum. The School seeks scholars who can be expected to make important research contributions relevant to the analysis of problems in the public sector. The potential teaching contribution of candidates will also be given careful consideration. We are particularly interested in applicants with both teaching experience and one or more years of post-Ph.D. research experience. Candidates should send a (1) cover letter, (2) vitae, (3) a paper submitted to or accepted for publication in a refereed journal, (4) a brief summary of statistical training, (5) brief summary of relevant teaching experience, and (6) the names of four references to: Professor Robert MacCoun, Faculty Search Commit-

tee, Goldman School of Public Policy, 2607 Hearst Ave., University of California, Berkeley, 94720-7320. The deadline to submit an application is January 1, 2000, but earlier submission is strongly encouraged. All applications received after the postmark of that date will not be considered. *The University of California is an equal opportunity/affirmative action employer. CA5*

Psychology: Three positions at CLAREMONT GRADUATE UNIVERSITY: (1) **Social Psychology** (tenure track), (2) **Developmental Psychology** (3-year renewable) and (3) **Program Evaluation** (3 year renewable), beginning Fall 2000. All positions are open rank and require a strong research record. Responsibilities include teaching and supervising graduate student research and student field experience. More information is available at <http://www.cgu.edu/sbos>. Send vita and personal statement to Chair, Psychology Department, 123 E. Eighth Street, Claremont, CA 91711. **CA6**

Assistant Professor, Child Clinical Psychology The Department of Psychology at the **UNIVERSITY OF SAN DIEGO** is inviting applications for a tenure-track position at the assistant professor level to begin in September, 2000. A completed Ph.D. in child clinical or clinical psychology from an APA-accredited program, and demonstrated training and experience working with children are required. In addition to courses in the specialty area, candidates will be expected to teach behavior disorders of childhood, psychological assessment, methods of psychotherapy, and introductory psychology. An active research program that provides research experience for undergraduate students is also expected. Salary is commensurate with experience and qualifications. The Department of Psychology offers courses and degrees at the undergraduate level. The University of San Diego is an independent Catholic university with a strong commitment to excellence in teaching. To receive full consideration, applications must be postmarked no later than December 31, 1999. Candidates should submit vitae,

three letters of recommendation, teaching evaluations, and reprints to Dr. Ken Keith, Chair, Department of Psychology, University of San Diego, 5998 Alcalá Park, San Diego, CA 92110-2492. *The University of San Diego is an Affirmative Action/ Equal Opportunity Employer. CA7*

CALIFORNIA STATE UNIVERSITY, SACRAMENTO:

Two tenure track positions effective Fall 2000. (1) **Clinical Psychology (Assistant Professor)** - Applicants must have an earned doctorate from an APA-accredited clinical psychology program housed within a regionally accredited university and have completed an APA-accredited predoctoral clinical internship. These requirements must be completed by August 15, 2000. Postdoctoral research or clinical training desirable. Applicants will be expected to involve undergraduate and graduate students in their research. The quality of the research program is more important than the area of emphasis. Recent (1995-1999) academic and clinical experience is preferred for this position. Responsibilities include teaching undergraduate clinical and graduate clinical training courses and conducting own program of clinical research. The position requires strong clinical skills, including the ability to supervise therapy of master's students. (2) **Social Psychology (Assistant Professor)** - Applicants must have completed requirements for the Ph.D. by August 15, 2000, in a social psychology program from a regionally accredited university. Broad knowledge of theory and applications in social psychology is expected. Recent academic experience and a program of social research preferred. Responsibilities include teaching graduate and undergraduate courses in social psychology, statistics/methods and general psychology courses; supervising students in research, including Master's theses; conducting own scholarly activities involving students; and providing university and community service. Salary range: \$40,488 to \$47,604. Actual starting salaries commensurate with qualifications and experience. Please submit a cover letter; vita; three letters of reference with phone

numbers; graduate transcripts; statements of teaching and research interests; and, if available, supporting materials (e.g., syllabi, exams, course evaluations, pre-prints, reprints, grant applications) to Lee Berrigan, Ph.D., Chair of Clinical Psychology Search Committee or Lisa M. Bohon, Ph.D., Chair of Social Psychology Search Committee, Psychology Department, California State University, Sacramento, 6000 J Street, Sacramento, CA 95819-6007. Materials must be postmarked by January 15, 2000, to ensure consideration. Position open until filled. *EO/AA CA8*

CHAPMAN UNIVERSITY: Tenure track position in Division of Psychology offering undergraduate, master's, and doctoral level programs at an independent, comprehensive university located 30 miles south of Los Angeles in a culturally diverse community. Effective Fall, 2000. Associate/Full Professor. Salary commensurate with qualifications and experience. The Division offers BA and MA degrees at off-campus teaching sites located in California and Washington as well as its campus in Orange. Currently at the Orange campus, 140 undergraduate psychology majors receive a general psychology curriculum built upon a curricular core emphasizing critical thinking and the development of an integrative senior project/thesis. One hundred students at the Orange campus are completing a Master of Arts degree in Psychology with an emphasis either in marriage and family therapy or in pre-clinical psychology. Position Requirements: Ph.D.; demonstrated excellence in research, teaching, and administration with a national and/or international recognition in their area of study; demonstrated success in obtaining and maintaining extramural support of their research program, with full expectation of continuing their program at the University; and commitment to working with students. Preference will be given to those applicants whose research program includes clinical populations. In addition to teaching and research, the individual selected for this position is expected to provide mentoring to division faculty and to become an active participant in division ad-

ministration. Submit cover letter, resume, evidence of qualifications, including samples of recent publications and teaching evaluations, a list of references with telephone numbers, and three letters of reference to: John Flowers, Division of Psychology, Chapman University, Orange, CA 92866. Deadline: February 15, 2000. *Chapman University values diversity and is committed to providing equal career opportunities to all individuals. CA9*

UCLA Anthropologist, psychiatrist, psychologist, sociologist:

UCLA's Neuropsychiatric Institute (a multidisciplinary research institute), in conjunction with the Department of Psychiatry and Biobehavioral Sciences, seeks an experienced social scientist with an established research record in culture and its relationships to immigration, family & human development, and/or health. This full-time faculty position is housed in an established interdisciplinary Center for Culture & Health within the Neuropsychiatric Institute; current extramural funding in the Center is \$7 million. The possibility exists for a joint appointment in a second Department. The Center includes seven senior faculty; affiliated faculty in anthropology, education & psychology; senior research staff; field research and statistical support facilities; and grants administration assistance. Teaching responsibilities are primarily at the graduate and postdoctoral level. Send Curriculum Vitae, cover letter, names and complete addresses of three referees (do not request letters) to: Cynthia Brooks, Search Coordinator, Culture & Health Search Committee, Department of Psychiatry and Biobehavioral Sciences, UCLA, 760 Westwood Plaza, Los Angeles, California 90024-1759. *UCLA is an EOE. CA10*

DEVELOPMENTAL PSYCHOLOGIST The Department of Psychology, UNIVERSITY OF CALIFORNIA, RIVERSIDE, invites applications for a tenure-track Assistant Professor position in Developmental Psychology, beginning July 1, 2000. The Ph.D. degree is required at the time of the appointment. Applicants in all areas of developmental psychology, includ-

ing aging, are encouraged to apply. Preferred applicants are those with strong quantitative skills, who can contribute to the graduate program in quantitative psychology as well as the interdisciplinary research initiatives being developed within the College of Humanities, Arts and Social Sciences. We are seeking a developmental psychologist with a strong program of substantive research that complements that of the current developmental faculty, whose emphases include family studies and cognitive and social development. Applicants should also be committed to excellence in undergraduate and graduate education. The deadline for review of completed applications begins January 10, 2000 and continues until the position is filled. Interested candidates should send their curriculum vitae, reprints if available, a cover letter describing research and teaching interests, and arrange to have three letters of recommendation sent to: Chair, Developmental Psychology Search Committee, Box C, Department of Psychology, University of California - Riverside, Riverside, CA 92521. The Riverside campus of the University of California is growing rapidly and has an excellent psychology department with a strong record of success in research, teaching, and extramural funding. For information on the Department of Psychology, see our web site at: <http://www.psych.ucr.edu/default.html>. The campus is centrally located in Southern California, about 50 miles east of Los Angeles and less than an hour's drive from the area's mountains, deserts, and beaches. *The University of California, Riverside is an equal opportunity employer/affirmative action employer. CA11*

CALIFORNIA STATE UNIVERSITY, SAN BERNARDINO PSYCHOLOGY Assistant Professor, Tenure-track position beginning September, 2000 Child/Human Development. Teach courses in human/child development (e.g., middle childhood, parenting and family relations, intergenerational aspects of human development, multicultural child development, and/or courses related to areas of interest and specialization. Supervise undergraduate and graduate research. Ph.D. required

in Child Development, Human Development or related field. We are especially interested in applicants who have child development as their primary focus with a secondary focus in any of the following areas: family studies, family and culture, or a lifespan perspective. Experience in applied settings is desirable. Applicant should demonstrate excellence in both teaching and research. **Deadline for applications:** January 7, 2000 or until filled. Submit vita, pre-prints/reprints, and a statement of teaching and research interests to: Dr. Stuart R. Ellins, Chair, Department of Psychology, California State University, San Bernardino, CA 92407-2397. **CA12**

Postdoctoral Program in Drug Abuse Treatment and Services-Research. Several traineeships in drug abuse treatment and services research are available in the Department of Psychiatry, **UNIVERSITY OF CALIFORNIA, SAN FRANCISCO (UCSF)**, in an active, multidisciplinary research environment. Traineeships are for two years, with the possibility of a third year. Trainees work with a preceptor to design and implement studies on treatment of drug dependence, including nicotine dependence. Trainees also select a specific area of focus for independent research. Current research interests of faculty include trials of efficacy and effectiveness of psychosocial and pharmacologic treatments of drug abuse, including nicotine dependence, instrument development in drug abuse, diagnostic techniques, research on treatments tailored for HIV positive drug abusers and drug abusers with psychiatric and medical disorders, research on provision of services to drug abusing populations, innovative methodology, and treatment of complex patients in innovative settings. Stipends are funded by National Institute on Drug Abuse, Sharon Hall, Ph. D., Barbara Havassy, Ph. D., and James Sorensen, Ph. D. are Co-Directors. Postdoctoral Training Program in Drug Abuse Research, 401 Parnassus Ave, UCSF Box 0984-TRC, San Francisco, CA 94143-0984. Preceptors are expected to supplement stipend from non-NIH sources. Traineeship will begin Summer 2000. A priority of the department is the training of women

and minorities for academic research careers. Materials should be received by Jan. 15, 2000, but will consider applications until filled. Please call Marcy Louie, Administrator, at (415) 476-7675 for application information. You may fax (in advance) your CV, 2 letters of recommendation, and research statement to (415) 476-7734. Originals should be mailed along with your representative work. **CA13**

ASSISTANT PROFESSOR, CLINICAL PSYCHOLOGY, SAN JOSE STATE UNIVERSITY. Tenure track position beginning Fall, 2000. *Requirements:* Ph.D. in Clinical or Counseling Psychology from an APA-approved clinical program, an APA-approved internship, eligibility for licensure in California within two years, and an interest in supervising clinical graduate students. Specialized training in child-clinical is strongly preferred; however, applicants with training in gerontology, clinical assessment, family systems assessment and therapy, health psychology, or gender and ethnicity in therapy will also be considered. Evidence of teaching excellence and demonstrated research potential is essential. Also required is awareness of and sensitivity to the educational goals of a multicultural population. *Responsibilities:* Applicants should be prepared to teach undergraduate and graduate courses in abnormal psychology, child and adult psychopathology, child and adult assessment, systems of psychotherapy, interviewing and counseling methods, and/or area of specialization. The successful applicant will teach and supervise graduate students in the M. S. in Clinical Psychology program. We seek an active scholar-teacher with an established program of research who can direct graduate and undergraduate student research and who is willing to serve as a mentor for undergraduates who aspire to postgraduate training in clinical psychology. Send application letter, vita, and three letters of recommendation to: Clinical Recruitment Committee (PVIN SS 00-039), Department of Psychology (DMH 157), San Jose State University, San Jose, CA 95192-0120. **Review of applicants begins February 1, 2000 and will continue until the position is filled.**

SJSU is an Equal Opportunity Employer. CA14

UNIVERSITY OF CALIFORNIA—SANTA BARBARA Dean of Mathematical, Life, and Physical Sciences **THE UNIVERSITY OF CALIFORNIA AT SANTA BARBARA** invites nominations and applications for the position of Dean of Mathematical, Life, and Physical Sciences. We seek an individual with an outstanding record of scholarly achievement that is appropriate for appointment as a full Professor. We also seek an individual with vision and creative leadership abilities, demonstrated credentials in administration, a commitment to enhancing the diversity of the university community, and an established national and international reputation within the broader scientific community. The Division at UCSB has grown rapidly, in both the size and stature of our academic programs, and the successful applicant will be expected to provide the direction, inspiration and administrative ability to continue and expand upon these developments. In addition to the attributes mentioned above, important qualifications should include: a broad appreciation and perspective for all fields of the mathematical, life, and physical sciences; and a demonstrated ability to interface effectively with industrial, governmental and educational institutions, including philanthropic foundations. The Division contains 13 academic departments and programs: Biochemistry and Molecular Biology; Chemistry; Ecology, Evolution and Marine Biology; Environmental Studies; Geography; Geological Sciences; Marine Science; Mathematics; Molecular, Cellular and Developmental Biology; Physics; Psychology; Speech and Hearing Sciences; and Statistics and Applied Probability. There are about 600 doctoral and masters students, and 4500 undergraduate students. Of the 227 faculty members, there are 19 members of the National Academy of Sciences, 2 National Medals of Science, 1 Nobel Laureate, and 32 NSF Young Investigators. Total annual extramural funding for research in the Division has grown to about \$ 50 million in 1998/99. Federally funded research centers include the Insti-

tute for Theoretical Physics, the National Center for Ecological Analysis and Synthesis, the National Center for Geographic Information and Analysis, and the Southern California Earthquake Center. All inquiries, nominations and applications will be held in strictest confidence. Applications and nominations will be received until the position has been filled. However, the screening process will begin immediately, and applications are encouraged prior to December 1, 1999. Nominations and expressions of interest should be submitted to: Professor Sally Holbrook, Chair, Search Committee for the Dean of Mathematical, Life, and Physical Sciences, c/o Patricia Sheppard, Office of Academic Personnel, Cheadle Hall 4105, University of California, Santa Barbara, Santa Barbara, CA 93106, *UCSB is an Equal Opportunity and Affirmative Action Employer and Educator. CA15*

AMERICAN STUDIES & ETHNICITY In conjunction with the inauguration of the new Ph.D. Program in American Studies and Ethnicity, the **UNIVERSITY OF SOUTHERN CALIFORNIA** invites applications for five tenured/tenure-track positions for the Fall 2000: two senior positions and one assistant professorship in African American Studies; one senior and one junior position in Asian American Studies. These are each joint appointments with departments in the Humanities and Social Sciences. The Program in American Studies and Ethnicity has particular intellectual strengths in: 1) the study of race and ethnicity; 2) Los Angeles as a global city; 3) the analysis of culture. Successful candidates will have a strong teaching/research program that addresses at least one of these emphases. Junior applicants should have the Ph.D. in hand by August 2000. Send letter of application, CV, relevant publications, and three letters of recommendation to Darnell Hunt and Dorinne Kondo, Co-Chairs; Search Committee in American Studies and Ethnicity; Program in American Studies and Ethnicity, University of Southern California, SOS 252, 3502 Trousdale Parkway, Los Angeles, CA 90089-0034. The Committee will begin reviewing appli-

cations on December 1, 1999, but will continue accepting applications until the positions are filled. *USC is an equal opportunity employer. CA16*

Human Development with Emphasis on Science Education. The Graduate School of Education, **UNIVERSITY OF CALIFORNIA, BERKELEY**, seeks applicants for a tenured or tenure-track position in human development and science education with an emphasis on younger students, to begin circa July 2000. The successful candidate will join a faculty group in the School of Education that merges developmental perspectives with cognitive science advances in studying cognition and learning science. Duties will include research and teaching in graduate, undergraduate, and teacher preparation programs. Applicants should have a doctoral degree in development, cognition, or related fields and demonstrate excellence in research and teaching commensurate with the appointment rank. Application should send: Curriculum vitae; a statement of interests and qualifications; reprints of no more than three recent publications; and the names and addresses of at least three references to: Search Committee, Development and Science Education, Graduate School of Education, University of California, Berkeley, Berkeley, CA 94720-1670, (510) 643-6645. The deadline for postdate of applications is February 1, 2000. *The University of California is an Equal Opportunity, Affirmative Action employer. CA17*

HUMBOLDT STATE UNIVERSITY-DEPARTMENT OF PSYCHOLOGY: invites applications for a tenure-track position in **Quantitative Psychology** at a level dependent upon the appointee's qualifications and experience to begin August, 2000. Candidates must have a) a Ph.D. in Psychology with a specialization in quantitative psychology or in another area of psychology with an emphasis in quantitative methods; b) demonstrated ability to teach undergraduate/graduate courses in research design, introductory through advanced statistics, testing and measurement, and other areas of specialty in quantitative psychology such as mea-

surement theory, multivariate analysis or mathematical modeling; and c) ability to initiate and guide undergraduate and graduate research. Professional duties may include undergraduate and graduate classroom and laboratory instruction, research and thesis supervision, statistical consultation, advising. **Application:** Applications received by February 1, 2000, will receive full consideration. Those arriving afterwards may be considered if the position is still open. Submit an application letter, curriculum vitae, transcripts, and three letters of recommendation to: Faculty Search Committee, Department of Psychology, Humboldt State University, One Harpst Street, Arcata, CA 95521-8299. *HSU is an Affirmative Action/Equal Opportunity Employer. CA18*

Industrial/Organizational Psychologist. The Psychology Department at **SANTA CLARA UNIVERSITY** is seeking to hire a full-time tenure track faculty member at the Assistant Professor level to begin September 2000. The candidate should have a Ph.D. in Psychology with an Industrial/Organizational Psychology specialty and demonstrate a record of quality teaching and a strong publication record. It would be desirable if the candidate could teach introductory psychology, research methods, organizational psychology, and other classes based on interests and expertise as well as be able to include students in his/her research program. The ideal candidate could participate in teaching and research in several university programs (e.g., Environmental Studies, EastSide Project (service-learning), Ethics Center, Business School, Science and Technology Center). Santa Clara University is a Catholic (Jesuit) Liberal Arts University located in the heart of Silicon Valley very close to San Jose and San Francisco. The university is committed to the teacher-scholar model. The psychology department includes 10 full-time tenured or tenure track faculty members and several part-time instructors. Santa Clara University is an equal opportunity employer and especially invites women and minorities to apply. Interested candidates should mail a C.V., statement about teaching and research

interests, and three letters of recommendation by February 1, 2000 to Faculty Search Committee, Psychology Department, Santa Clara University, 500 El Camino Real, Santa Clara, CA 95053-0333. **CA19**

The **UCSD DEPARTMENT OF COMMUNICATION** plans to appoint a senior faculty member (Associate Professor to Professor) starting with the 2000-2001 academic year. The faculty member appointed to this position will be affiliated with UCSD's new Center for Research on Educational Equity and Teaching Excellence (CREATE) and will be expected to do research in the San Diego/Tijuana region. Therefore we especially seek scholars who study communication processes in relation to diversity and equity issues. This interest can be expressed in a variety of theoretical and empirical domains, including the influence of race, class, gender and national identity on educational achievement, technology as a transforming and stratifying practice, communication practices in classrooms, schools, and communities. The successful candidate will teach at least one course per year that supports CREATE. For department information see: <http://communication.ucsd.edu/> and <http://create.ucsd.edu/> Salaries are in strict accordance with UC pay scales. Send vita, statement of research and teaching interests, and names of 3 references by January 15, 2000, or until the position is filled to: Mike Cole, Recruitment Committee Chair (APS), Department of Communication (0503), UCSD, 9500 Gilman Drive, La Jolla, CA 92093-0503. If non-citizen, state immigration status. *EOE/AE. CA20*

CONNECTICUT

BEHAVIORAL NEUROSCIENCE: The Department of Psychology at **YALE UNIVERSITY** announces searches for new faculty members in Behavioral Neuroscience. Preference will be given to candidates whose interests would complement the Department's existing focus on learning and memory, or would provide interactions with faculty in Cognitive Neuroscience. Appointments may be made at either the tenured or non-tenured level. It is expected

that the candidates will have, or show promise of, an exceptional program of research. In addition, the successful candidates should be able to demonstrate excellence in teaching at both the undergraduate and graduate levels. *Yale University is an Equal Opportunity/Affirmative Action employer and applications from women and minority group members are especially encouraged.* All applicants should send a letter of application, a curriculum vita, and one copy of selected publications. Applicants to the non-tenured positions should arrange for three letters of recommendation to be sent. Applicants to the tenured positions should send the names and addresses of at least three referees. Materials should be sent to the Chair, Behavioral Neuroscience Search Committee, Department of Psychology, Yale University, 2 Hillhouse Avenue, P.O. Box 208205, New Haven, CT 06520-8205. The Search Committee will begin reviewing applications on November 15, 1999. Applications must be received by January 15, 2000. **CT1**

TRINITY COLLEGE: CLINICAL PSYCHOLOGY. The Department of Psychology seeks to fill a tenure-track position at the level of assistant professor. The position starts in August 2000. We are looking for a Ph.D. (or Ph.D. expected) from an accredited graduate program in clinical psychology who is fully committed to an academic career, who will develop and maintain a program of excellent empirical research that will engage bright, motivated students in that research. All specialties are welcome, but preference is given to applicants whose research focuses on urban clinical issues and/or on children and adolescents. The successful candidate will teach courses in clinical psychology and will contribute to such courses as research design and analysis and general psychology. There are many opportunities to participate in college-wide urban initiatives both on and off campus. Review of applications begins immediately and continues until the position is filled. Send a curriculum vitae, a statement of your research and teaching interests, three letters of reference, evidence of teaching effectiveness, and rep-

representative research papers to Karl F. Haberlandt, Chair, Clinical Search Committee, Department of Psychology, Trinity College, Hartford, CT 06106. *Trinity College is an affirmative action/equal opportunity employer. CT2*

COLORADO

THE COLORADO COLLEGE invites applications for a one-year appointment at the assistant professor level in **Cognition or Learning** beginning fall semester, 2000. Candidates are expected to teach undergraduate courses in Introductory, Research Design, Cognition and/or Learning, and 1-2 other psychology courses related to their area of expertise. In addition, candidates are expected to supervise student research projects. We seek gifted teachers and scholars who can involve students in their research. Ph.D. required. Send letter of application, vita, copies of graduate transcript, and three letters of reference to *John M. Horner, Psychology Department, Colorado College, 14 E. Cache la Poudre, Colorado Springs, CO 80903. Applications by women and ethnic minority candidates are especially encouraged. The college is an Equal Opportunity Employer. Deadline for complete applications is February 15, 2000. CO1*

FLORIDA

Assistant Professor, Adult Clinical Psychology. **UNIVERSITY OF MIAMI** seeks Ph.D. graduate of APA-approved clinical psychology program with research/teaching experience for tenure-track position. For complete description see September *Observer* or our home page at www.psy.miami.edu. Contact: Adult Search, UM Psychology, P.O. Box 248185, Coral Gables, FL 33124. **FL1**

Assistant Professor, Child Psychology. **UNIVERSITY OF MIAMI** seeks Ph.D. in psychology with research/teaching experience for tenure-track position. For complete description see September *Observer* or our home page at www.psy.miami.edu. Contact: Child Search, UM Psychology, P.O. Box 248185, Coral Gables, FL 33124. **FL2**

Mid-Level Faculty Position, Health Psychology/Psyco-Oncology. **UNIVERSITY OF MIAMI** Dept of Psychology and Sylvester Comprehensive Cancer Center seek Ph.D. in psychology with research, teaching and extramural funding track record for mid-level tenure-track position. For complete description see September *Observer* or our home page at www.psy.miami.edu. Contact: Health Search, UM Psychology, P.O. Box 248185, Coral Gables, FL 33124. **FL3**

GEORGIA

Assistant Professor: Social Psychology. The Department of Psychology at the **UNIVERSITY OF GEORGIA** seeks applicants for a tenure track assistant professor position to begin in August 2000. Area of specialty within social psychology is open although candidates with research programs exploring basic processes in close relationships, social motivation, or interpersonal behavior are especially encouraged to apply. The primary criteria for appointment will be demonstrated excellence or potential for excellence in research and teaching at both the graduate and undergraduate levels. UGA also encourages and supports the development of externally fundable research programs. To be given full consideration, application materials must be received by December 15, 1999 and Ph.D. must be completed or expected by date of appointment. Send vita, statement of research and teaching interests, plans and goals, pre/reprints, and arrange for three letters of recommendation to Social Psychology Search Committee, Department of Psychology, University of Georgia, Athens, GA 30602-3013. *UGA is an AA/EO employer. GA1*

BERRY COLLEGE, located on 28,000 acres in the scenic northwest Georgia mountains next to Rome, Ga., is an independent, co-educational college with up to 2,000 undergraduate and graduate students and a comprehensive curriculum that stresses academic excellence, practical work experience, and an interdenominational religion-in-life program. Bachelor of science, bachelor of arts, bachelor

of music, master of business administration, master of education, and education specialist degrees are offered at Berry. Rome is located midway between Atlanta, Ga., and Chattanooga, Tenn. The School of Education and Human Sciences invites applications for the following positions: **POSITION:** Psychology Assistant Professor (tenure track) - Developmental Psychology **QUALIFICATIONS:** Earned doctorate in developmental psychology with an emphasis on child development. The candidate should demonstrate capability of and commitment to excellence in teaching and professional activity. Candidates should also be committed to the collaborative professional activities required by a leading private liberal arts college. **RESPONSIBILITIES:** The successful candidate will teach primarily undergraduate courses in human development: child, adolescent, adulthood and aging and life span development. Some teaching responsibilities are in support of teacher education programs. Other teaching expertise (e.g., educational psychology, exceptional children or tests and measurements) would be desirable. Additional responsibilities include teaching introductory psychology, advisement of psychology majors, and participation in campus committees. The successful candidate will provide an active role in innovative curriculum development. Scholarly and professional activity are required for advancement. Research opportunities with children are plentiful at the two campus-operated lab facilities for children ages 3-11. **APPOINTMENT DATE:** August 2000. **POSITION:** Psychology Assistant Professor (tenure track) - Social Psychology **QUALIFICATIONS:** Earned doctorate in social psychology. The candidate should demonstrate capability of and commitment to excellence in teaching and professional activity. Candidates should also be committed to the collaborative professional activities required by a leading private liberal arts college. **RESPONSIBILITIES:** The successful candidate will teach primarily undergraduate courses in social psychology, history and systems in psychology and introductory psychology. Experience in teaching these courses is

desirable. Additional courses may include research methods, industrial/organizational, and personality. The successful candidate will provide an active role in innovative curriculum development, advise psychology majors and participate in campus committees, scholarly and professional activity are required for advancement. **APPOINTMENT DATE:** August 2000. **SALARY:** Competitive and contingent on qualifications and experience. **APPLICATION DEADLINE:** Applications will be accepted until the positions are filled. **APPLICATION PROCEDURE:** Send letter of application, curriculum vitae, three letters of reference, and transcripts to: Ms. Dawn Freelin, Coordinator of Search Committees, Charter School of Education and Human Sciences, Berry College, P. O. Box 495011, Mount Berry, GA 30149-5011, Phone: (706) 236-1718, E-mail freelin@berry.edu. **GA2**

ILLINOIS

THE UNIVERSITY OF CHICAGO, Department of Psychology, is seeking faculty whose area of specialization is experimental social psychology. The Department is committed to building a quality social psychology program. Applications are welcome at the advanced assistant, associate, or full professor levels. Applicants should have a strong program of ongoing research. Please send vita, statement of research interests, representative publications, and letters of reference by January 15, 2000 to John T. Cacioppo, Social Psychology Search Committee, Department of Psychology, University of Chicago, 5848 S. University Avenue, Chicago, IL 60637. *The University of Chicago is an affirmative action/equal opportunity employer. IL1*

Department of Psychology, SOUTHERN ILLINOIS UNIVERSITY, CARBONDALE anticipates a tenure track position as Assistant Professor in Clinical Psychology, beginning August 16, 2000. This position requires teaching a mix of undergraduate and graduate courses, notably supervising adult, child, and/or family practica. Scholarly productivity is expected, although area of research

is open. Opportunities for clinical work and research exist at SIUC's interdisciplinary Clinical Center. Candidates who have one year of postdoctoral clinical experience and/or who show promise for obtaining external research funding will be especially attractive. Applicants should have earned their doctoral degree, or anticipate earning their degree, from an APA-accredited Clinical Psychology program with an APA-accredited internship before August 16, 2000. If all requirements for the PhD are not completed by that date, a one-year term appointment will be offered at the rank of instructor. This is a security-sensitive position. Before an offer of employment is made, the University will conduct a pre-employment background investigation that includes a criminal background check. Send cover letter, vita, reprints, teaching evaluations (if available), and have three letters of recommendation sent to David L. DiLalla, Ph.D., Department of Psychology, Southern Illinois University, Carbondale, IL 62901-6502. Closing date is December 31, 1999 or until an acceptable candidate is found. This position is pending funding approval. *Southern Illinois University is an equal opportunity/affirmative action employer.* IL2

THE UNIVERSITY OF CHICAGO The Committee on Human Development The Committee on Human Development seeks a scholar with interests in culture and human development for a position with our faculty. Rank of appointment is open. Applicants are expected to have a distinguished record of scholarly attainment and strong commitment to both undergraduate and graduate instruction regarding some area of cultural and psychological processes, including cultural psychology, psychological anthropology, or culture and personal development across the course of life. The Committee is an interdisciplinary doctoral degree granting program in the University's Division of Social Science. Joint and affiliate appointments may be arranged with relevant disciplinary departments. Minority applicants are particularly encouraged to apply. *The University of Chicago is an equal opportunity employer.*

Please send a letter detailing your interests in joining the Committee and a c.v. (including the names and e-mail addresses of three references) to the Chair, Human Development Search Committee, 5730 South Woodlawn Ave., Chicago, IL 60637-1603. Receiving applications will begin December 15th and continue until the position is filled. IL3

BRADLEY UNIVERSITY Psychology Department: Tenure-track Assistant Professor position in Experimental Psychology. Responsibilities include teaching learning and cognition, experimental analysis of behavior, a team-taught introductory course, and administering the Department's undergraduate animal laboratory. Applicants should show promise of excellent teaching and continued research productivity. Applicants must have a Ph.D. by August 2000. Send vita and 3 letters of reference to: Search Committee, Department of Psychology, Bradley University, Peoria, IL 61625. Primary consideration will be given to applications received by January 15, 2000, but applications will be accepted until the position is filled. *Bradley University is an Equal Employment Opportunity and Affirmative Action employer; women and members of minorities are encouraged to apply.* IL4

COMMUNITY AND PREVENTION RESEARCH DIVISION - THE DEPARTMENT OF PSYCHOLOGY - AT THE UNIVERSITY OF ILLINOIS AT CHICAGO (UIC): invites applications for a tenure track/tenured academic-year faculty position at any rank, beginning August 2000. Area of specialization within community and prevention research is open; we encourage applications from outstanding candidates who have a developmental-ecological orientation; interest in health, mental health, and disabilities; commitment to issues of diversity; experience working with urban families, schools, organizations, and communities; and/or knowledge of developing successful interventions and promoting social change. Junior applicants must have completed their Ph.D. and demonstrated the ability to develop a productive re-

search program. Senior applicants should have an established record of conducting highly valued research and obtaining external funding. Responsibilities will also include: teaching undergraduate and graduate courses and supervision of students' theses and dissertations. Salary is competitive and commensurate with experience. For additional information about the Department and the Community and Prevention Research Division, see <http://www.uic.edu/depts/psch>. Located one mile from the famous, downtown Chicago Loop, UIC has a strong commitment to improving the quality of life and human service organizations in the Chicago area. **For fullest consideration, applicants should send a cover letter of recommendation by February 1, 2000** to: Ms. Veronica Rodriguez, Community and Prevention Research Search Committee, University of Illinois at Chicago, Department of Psychology (M/C 285), 1007 West Harrison Street, Chicago, IL 60607-7137. Questions regarding the position may be directed to the Search Committee Chair, Dr. Roger Weissberg, at 312-413-1012 or through e-mail at rpw@uic.edu. *Minorities and women are especially encouraged to apply. UIC is an Affirmative Action/Equal Opportunity Employer.* IL5

INDIANA

WABASH COLLEGE seeks candidates for a tenure-track assistant professor in Psychology beginning Fall, 2000. Ph.D. required. Candidates are expected to have a strong commitment to undergraduate teaching in a liberal arts environment. Research specialty is open, but candidates should be able to develop a research program that involves undergraduates and can be conducted at Wabash. The teaching load is 3 courses per semester and will include introductory psychology, core content courses (a body of knowledge considered a major component of psychology), advanced courses (explore a psychology topic in depth), and occasional participation in an all-college course. The candidate should be prepared to offer a core course in some aspect of cognition and in another area that expands current departmental of-

ferings-continuing faculty provide core courses in Sensation & Perception, Developmental, Abnormal, and Physiological Psychology. We are happy to consider core courses that include a laboratory. The content of "advanced" courses is open; one such course might include a component involving collaborative research in the instructor's specialty area. The position provides supplemental summer salary and a research stipend during the first two years. A generous professional travel fund is available. Wabash is a liberal arts college of 850 men with an outstanding academic reputation. The psychology department has five faculty, 20-30 majors/year. Application deadline is January 17, 2000. Candidates should submit a statement describing (1) the core and advanced courses they could teach and how these courses fit the department's curriculum (see <http://www.wabash.edu/kane/bulletin/>), and (2) the research program they intend to develop and how it will involve undergraduates. These should be sent with a curriculum vitae, undergraduate and graduate transcripts, and three letters of recommendation (which speak to the candidate's teaching ability whenever possible) to Carl Thompson, Chair, Psychology Search Committee, Wabash College, PO Box 352, Crawfordsville, IN 47933. Phone (765) 361-6332; FAX (765) 361-6277; E-mail Thompsoc@wabash.edu. *Applications from women and minorities are encouraged. EOE.* IN1

Assistant Professor of Industrial Organizational Psychology: INDIANA UNIVERSITY SOUTHEAST invites applications for tenure track position in Psychology for Fall 2000. Candidates must have strong focus on teaching undergraduates. Required teaching: Introduction to Psychology, Experimental Methods, Industrial Psychology, as well as development and supervision of internships in local business/industry. Preferable that candidate be able to teach course pertaining to organizations and human factors. Some teaching of evening classes is required. Ph.D. preferred, but ABDs will be considered. Experience in teaching preferred. Candidates for posi-

tion should be enthusiastic about preparing undergraduates for careers in industry and developing a research program that allows for participation of undergraduate students. IUSoutheast is one of seven regional campuses of the Indiana University system. IUSoutheast is committed to a learning environment that actively seeks to support students, faculty and staff from diverse backgrounds. IUS has modern facilities, 6000 students, and situated in Southern Indiana's gentle hills. It is noted for affordability and a mixture of urban, suburban and rural lifestyles close to campus. Campus is located 15 minutes from Louisville, KY and its international airport. Competitive salary; probable summer teaching adds 20%. Send letter of interest, vita, complete undergraduate and graduate transcripts and three letters of recommendation to: Dr. Cliff Staten, Dean, Division of Social Sciences, IUS, 4201 Grant Line Road, New Albany IN 47150. Deadline for application is January 15. *IUS is an Equal Opportunity/Affirmative Action Employer and especially encourages women and minorities to apply.* **IN2**

POSTDOCTORAL AND GRADUATE OPPORTUNITIES IN ANIMAL BEHAVIOR AT INDIANA UNIVERSITY The Program in Animal Behavior at Indiana University seeks outstanding candidates for training in animal behavior that combines approaches from biology, neuroscience, and psychology. **POSTDOCTORAL** candidates should apply by March 1, 2000 for a one-year position (renewable) contingent on federal funding. **PREDOCTORAL** candidates should apply by Jan. 15th for fall 2000. Inquires to: CISAB, 402 N. Park Ave., Indiana Univ., Bloomington, IN 47405; (812)855-9663; FAX (812) 855-0411, email: lisummer@indiana.edu, web site address: http://www.indiana.edu/~animal/academics/CISAB_postdoc.html *Applications by minorities and women are encouraged. AA/EOE. US citizenship is not required.* **IN3**

MARTIN UNIVERSITY: Division of Psychology invites applications for full-time faculty position starting August 1, 2000, in area of Clinical/Counseling Psychology or School Psychology. Position requires Ph.D. in Psychology (ABD considered). Clinical/Counseling applicants must be graduates of APA approved clinical or counseling program with successful completion of APA internship and must be licensure eligible in Indiana. School Psychology applicants must be graduates of APA or NCSP approved program. Duties include undergraduate and graduate teaching, possible supervision of practicum and internships. Minority and female applicants strongly encouraged to apply. Review of applications begins January 3, 2000. Send Vita, cover letter, three letters of reference, and transcripts to: Dr. Richard Elder, Chairperson, Division of Psychology, Martin University, 2171 Avondale Pl., P.O. Box 18567, Indianapolis, IN 46218. Phone, (317) 917-3321. E-mail, martinpsych@inet.net. **IN4**

INDIANA UNIVERSITY. Several NIH-funded postdoctoral fellowships are available for multidisciplinary training in developmental processes in human infancy and childhood and with non-human animals. Training emphasizes the integrative study of processes of change with faculty in Psychology, Computer Science, Cognitive Neuroscience and Speech & Hearing Sciences. Applicants from these disciplines who wish to be trained in basic developmental theory and research are encouraged to apply. Candidates must be a U.S. citizen, national or permanent resident. Please send vita, research/training interests, publications & 3 recommendation letters to: Developmental Training, Psychology Department, Indiana University, 1101 E. 10th St., Bloomington, IN 47405. Application materials should be mailed by January 15, 2000, with a second review date of March 1, 2000 if positions are not filled. *Women and minorities especially encouraged to apply. Indiana University is an EEO/AA Employer.* For further information, please refer to <http://www.indiana.edu/~psych/postdoc/multidis.html> **IN5**

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IOWA

ASST PROF OF CLINICAL/COUNSELING PSYCHOLOGY. SIMPSON COLLEGE invites applications for a tenure-track position beginning August 24, 2000. Teaching responsibilities include Intro to Psych, Abnormal Psych, Theories of Psychotherapy, Psychometrics, Theories of Personality, History of Psychology, supervision of the practicum; and a course during May Term. Demonstrated excellence in teaching is required. Ph.D. preferred; ABD considered. Simpson College, a private, selective, liberal arts college affiliated with the United Methodist Church, has a full-time enrollment of 1,300 and is located twelve miles south of Des Moines. Send letter of application addressing teaching philosophy/style, vitae, three letters of recommendation, and course evaluations to Dr. Carl Halgren, Simpson College, 701 North C Street, Indianola, IA 50125. Review of complete applications will begin January 21. *AA/EOE Women and minorities are encouraged to apply.* **IA1**

Counseling Psychology: A tenure-track position at the Assistant Professor level is available at the **UNIVERSITY OF IOWA** for Fall Semester, 2000. Qualifications include: a doctorate in Counseling Psychology or a closely related field; a strong commitment to training in professional psychology, and identity with the field of Counseling Psychology; evidence of effective teaching; evidence of achievement in scholarly productivity; eligibility for licensure as a psychologist in the state of Iowa. Research and practice interests/achievements that will contribute to our program's commitment to multicultural counseling are required. Duties will include teaching at the graduate and undergraduate levels, advising students, supervising students' clinical practica and research, conducting a personal program of research, and service. Screening of applicants will begin December 1, 1999 and will continue until the successful candidate is hired. Further information about the program and College is available on our web site <http://www.uiowa.edu/~counpsy>. Candidates should forward a letter of interest; vita; selected reprints/preprints; teaching evaluations if available, official transcripts; and three letters of recommendation ad-



NATIONAL INSTITUTES OF HEALTH
NATIONAL INSTITUTE OF MENTAL HEALTH
Division of Mental Disorders, Behavioral
Research and AIDS (DMDBA)

The DMDBA of the National Institute of Mental Health (NIMH) invites applications for an **Interdisciplinary Scientist GS-13/14**, in the Adult Psychopathology and Prevention Research Branch which plans, supports and conducts programs of research, research training, and resource development focusing on: (a) developing preventive interventions for psychopathology over the course of adult life based on epidemiological and clinical research; (b) refining nosologic definitions, assessment, and diagnosis of adult psychopathology and disability and related behaviors and outcomes, and (c) clarifying the relations among psychological, biological, social, cultural, and environmental factors involved in adult mental health, illness, and disability. The incumbent will provide leadership and direction for the Mood, Anxiety and Regulatory Disorders Program including the translation of appropriate and relevant basic research to salient clinical issues regarding these disorders.

Desirable qualifications include an M.D. or Ph.D. in psychiatry/psychology with significant training and experience in psychiatric/behavior research. GS-13/14 Civil Service positions have a salary range from \$58,027 to \$93,233 per annum subject to the Gov't-Wide pay adjustment effective January 2, 2000. This salary range includes special salary rates for Medical Officers and locality pay. Physicians are eligible for a Physician's Comparability Allowance (PCA) of between \$5,000 to \$16,000 a year. The position may also be filled through the Commissioned Corps.

The full text vacancy announcements are available via the World Wide Web: <http://www.nimh.nih.gov/orm/pmb/jobs.htm>. Interested candidates may contact Ms. Malca Giblin, NIMH Personnel Management Branch, at (301) 443-9094. Applications will be accepted if postmarked by January 31, 2000, and received within 5 working days.

NIH IS AN EQUAL OPPORTUNITY EMPLOYER

MD4

dressings qualifications in teaching, research, and clinical practice to: Elizabeth M. Altmaier, Search Committee Chair, 360 Lindquist Center, University of Iowa, Iowa City, IA 52242. *The University of Iowa is An Equal Opportunity/Affirmative Action Employer; applications from women and minorities are strongly encouraged. IA2*

THE UNIVERSITY OF NORTHERN IOWA, DEPARTMENT OF PSYCHOLOGY: invites applications for a **TENURE TRACK POSITION** in **APPLIED PSYCHOLOGY** at the Assistant Professor level beginning Fall, 2000. Qualifications include: an earned Ph.D. in psychology (advanced ABDs will be considered), strong methodological skills, and evidence of potential research productivity and teaching excellence. We are especially interested in applicants with expertise in and evidence of continuing commitment to empirical research in the area of the application of psychology to the promotion of health and safety in the workplace. Applicants with specialty training in the areas of

Industrial/Organizational, Clinical/Health, or Applied Social Psychology will be considered. Salary is commensurate with qualifications and experience. The successful applicant will teach core undergraduate courses, research methods and/or statistics, as well as courses in areas of research interest. There will also be opportunities for teaching graduate courses and thesis supervision in a rigorous M.A. program in psychology. The University of Northern Iowa is one of three state-supported universities in Iowa; it has an enrollment of approximately 13,000 students and 700 faculty, and emphasizes quality undergraduate teaching. The Department of Psychology consists of 15 Ph.D.-level faculty members representing all major areas of psychology; there are approximately 400 undergraduate psychology majors and 25 full-time graduate students. Applicants should send a letter of interest, curriculum vitae, three letters of reference, and reprints/preprints to: Jane Wong, Ph.D., Chair, Applied Psychology Search Committee, Department of Psychology, University of North-

ern Iowa, Cedar Falls, IA 50614-0505 (e-mail: Jane.Wong@uni.edu). **APPLICATIONS MUST BE RECEIVED BY FEBRUARY 1, 2000, TO BE GIVEN FULL CONSIDERATION.** *The department encourages applications from minority persons, women, persons with disabilities, and Vietnam era veterans; the University of Northern Iowa is an inclusive academic community, hospitable to all. UNI is an equal opportunity employer with a comprehensive plan for affirmative action. IA3*

Department of Psychology GRINNELL COLLEGE One-year sabbatical replacement. Grinnell College invites applications for a one year full-time position at the Assistant Professor level in psychology beginning August, 2000. A Ph.D. in experimental psychology, with particular expertise in development, is required. The annual teaching load is 5 courses: developmental psychology, abnormal psychology, participation in our team-taught introductory and senior seminar courses, and an upper-level course in the successful applicant's

area of expertise. In the applications, candidates should address their interest in teaching and research in an undergraduate liberal arts environment that emphasizes close faculty-student interaction. The Psychology Department consists of 5 full-time faculty plus a full-time technician and a preschool teacher, and serves about 50 majors annually. The psychology curriculum includes a broad range of courses that present psychology as an empirical science. To be assured of consideration, send curriculum vita, graduate transcript, a statement of teaching interests/philosophy, (p)reprints, and three letters of recommendation by January 15, 2000 to: Janet Gibson, Department of Psychology, Grinnell College, Grinnell, IA 50112; email: gibsonj@grinnell.edu; phone 515-269-3168; FAX 515-269-4984. Grinnell College: www.grinnell.edu. *Grinnell College is an equal opportunity/affirmative action employer committed to employing a highly qualified staff which reflects the diversity of the nation. No applicant shall be discriminated against on the basis of race, na-*

tional or ethnic origin, age, gender, sexual orientation, marital status, religion, creed, or disability. **IA4**

KANSAS

Assistant Professor in Quantitative Psychology, UNIVERSITY OF KANSAS. The Department of Psychology seeks applications for a tenure track position to begin August 18, 2000. To qualify, the candidate should have a Ph.D. in psychology or related field, ability to teach graduate level statistics (GLM approach), experience in analyzing psychological data and demonstrable expertise in quantitative psychology. An applicant who can teach a range of quantitative courses, such as multivariate analysis, statistics, IRT, mixed models, or structural equation modeling, and who shows potential for high-quality research in psychology that complements current research activity in the department is preferred. Send curriculum vitae, three letters of reference, statement of quantitative experience and of research and teaching interests, and representative reprints/preprints to Susan Embretson, Quantitative Search Committee, Department of Psychology, University of Kansas, Lawrence, Kansas 66045. Review of materials will begin on January 10, 2000, and will continue until the position has been filled. *Women and minorities are especially encouraged to apply. The University is an EO/AA employer.* Position is contingent on final budgetary approval. **KS1**

KENTUCKY

The Department of Psychology at **NORTHERN KENTUCKY UNIVERSITY** invites applications for three tenure-track positions at the rank of Assistant Professor in the following specialty areas: Biopsychology, Developmental, and Clinical (from an APA accredited Clinical psychology program with adherence to the scientist-practitioner model). Excellent teaching skills, evidence of research potential, and Ph.D. by August 15, 2000 are required. Applicants should have a very strong interest in undergraduate teaching and involving undergraduates in their program of research. Normal teaching load is 12

credit hrs/semester. In addition to teaching courses in their specialty areas, all applicants should be prepared to teach Introductory Psychology, Research Methods, and other advanced courses of interest. Applications will be reviewed on the basis of candidates' potential to excel in teaching and research, and to work effectively in a supportive collegial environment. More information about the Psychology Department at Northern Kentucky University can be obtained by visiting our website at: www.nku.edu/~psych/. The Department will begin screening applications on December 15, 1999 and continue until all positions are filled. Please send a letter of application, curriculum vitae, copies of publications and/or other supporting documents, and three letters of recommendation to: George Goedel, Chairperson, Department of Psychology, Northern Kentucky University, Highland Hts., KY 41099-2000. *Northern Kentucky University is located in the Cincinnati metropolitan area and enrolls approximately 12,000 students. NKU is an AA/EOE actively seeking the candidacy of minorities and women.* **KY1**

LOUISIANA

The Department of Psychology at the **UNIVERSITY OF NEW ORLEANS**, a member of the LSU system, seeks established applicants at the professor level to fill the Ernest and Yvette Villere Chair for the Study of Neuroscience in our Ph.D. program in Applied Biopsychology. The successful applicant will also have an appointment in the interdisciplinary Ph.D. program in the Neurosciences, LSU School of Medicine, Neuroscience Center of Excellence. We are seeking a dedicated and successful scientist to join a rapidly developing program that includes the study of retinitis pigmentosa. We are the only psychology department in America to be awarded the maximum increase in rating quality in the last NRC ratings of graduate programs. This is an outstanding opportunity for an advanced Associate Professor or beginning Professor to move his/her research program to the next level in a department and city that is increasingly fostering excellence in the neurosciences. As lagniappe,



**Department of Health and Human Services
National Institutes of Health
National Institute of Mental Health**

The National Institutes of Health, National Institute of Mental Health, invites applications for an extramural program position located in the Behavioral Science Research Branch, Division of Neuroscience and Basic Behavioral Science: **Chief, Emotional Processes Program (GS-13/14, \$58,027.00 - \$89,142.00, subject to the 2000 pay adjustment).**

The incumbent will oversee and develop a portfolio of extramural research grants focused on basic research in emotion, mood, and motivation.

Qualifications include a Ph.D. in a relevant behavioral science discipline and applicable research experience. Knowledge of related psychophysiological and neural approaches is an additional asset.

Interested candidates should contact: Ms. Margot Darby, Personnel Management Branch, NIMH, 301-443-9094.

A copy of the full text vacancy announcement is available via the World Wide Web: <http://www.nimh.nih.gov/orm/pmb/jobs.htm>.

Please refer to announcement number NIMH-99-0134. Applications must be post-marked by the closing date of February 25, 2000 and received within five calendar days of the closing date.

Equal Opportunity Employer. U.S. Citizenship is required.

MD6

New Orleans is a wonderful place to live! If this opportunity intrigues you and you would like to discuss it informally before deciding whether to apply, please call me at (504) 280-2778 or e-mail me at rolson@uno.edu. You may also contact Dr. Nicolas Bazan, Director of the LSU Neuroscience Center of Excellence and Co-Chair of this search, at (504) 599-0832, or email him at nbazan@lsumc.edu. Otherwise, candidates should send their C.V., a statement of personal research interests and goals, and the names, addresses, and phone numbers of three references to: Richard D. Olson, Ph.D., Research Professor and Chair, Department of Psychology, University of New Orleans, New Orleans, LA 70148. *The University of New Orleans is an Equal Opportunity Employer. Women and minorities are especially encouraged to apply.* **LA1**

The Department of Psychology at the **UNIVERSITY OF NEW ORLEANS**, a member of the LSU system, seeks applicants for two tenure-track Assistant Professor positions for the Fall of 2000 in our Ph.D. program in Applied Developmental Psychology. We are seeking dedicated applied scientists whose research contributes to the program's primary emphasis in Developmental Psychopathology. The two primary considerations will be a) an applicant's scholarly potential and b) his/her ability to mentor students in conducting theory-driven research and in using this knowledge for many practical applications. Although a commitment to a developmentally-oriented approach to research and practice is necessary, applicants trained in many psychological disciplines (e.g., developmental, clinical, school, community, etc) will be considered. This is an exciting opportunity to be a part of newly redefining a program in a rapidly developing department and to play an integral role in shaping the future of both. The UNO Department of

Psychology was the only department in America to be awarded the maximum increase in rating quality in the last NRC ratings of graduate psychology programs. A more complete description of the department can be found in a profile published in the September 1999 APS Observer or at our web site www.uno.edu/~psyc/. Aslagnappe, New Orleans is a wonderful place to live! If this opportunity intrigues you, and you would like to discuss it informally before deciding whether or not to apply, please contact Paul Frick at (504)-280-6012 or at pfriick@uno.edu. Otherwise, applicants should send their vita, a statement of research interests and career goals, sample reprints/preprints, and contact information for three references to: Paul J. Frick, Chair, Applied Developmental Search Committee, Department of Psychology, University of New Orleans, New Orleans, LA 70148. *The University of New Orleans is an Equal Opportunity Employer. Women and minorities are especially encouraged to apply.* LA2

Assistant Professor-3 Positions
Department of Psychology
SOUTHEASTERN LOUISIANA UNIVERSITY Southeastern Louisiana University is seeking applicants for three tenure-track positions at the rank of Assistant Professor in the Department of Psychology available August, 2000. The positions are: (1) Clinical (Louisiana license or license-eligible preferred), (2) Developmental, and (3) Social or Physiological Psychology. Applicants must possess a strong commitment to undergraduate and graduate teaching, ability to supervise Masters theses, and evidence of research productivity. Doctorate in Psychology is required (ABD considered). To guarantee review, application materials must be received by January 15, 2000. These positions will remain open until qualified candidates are identified. Salary is commensurate with experience and qualifications. Send letter of application, vitae, publication reprints, teaching evaluations (if available), three current letters of reference, and a copy of ALL transcripts (originals required upon employment) to: Dr. Jeff Baker (Clinical), Dr. Liana Holt-Ochsner (Developmental), or Dr. Hunter

McAllister (Social or Physiological). All correspondence should be addressed to SLU 10831, Hammond, LA 70402. Visit our web site at <http://www.selu.edu/Academics/Depts/Psyc/> *SLU is an AA/ADA/EEO employer.* LA3

XAVIER UNIVERSITY OF LOUISIANA PSYCHOLOGY: Undergraduate tenure track position. Begins August 2000. Ph.D. preferred. Area of specialization open, though experience with Industrial/Organizational and/or general clinical courses is desired. Commitment to scholarly research is expected. Salary commensurate with experience. Send application, curriculum vitae, a copy of graduate transcript, and three references to Dr. David M. Hogue, Psychology Department, Xavier University of Louisiana, 7325 Palmetto Street, New Orleans, LA 70125. Review of applications will begin immediately and will proceed until the position is filled. Xavier is an historically Black and Catholic university. *EEO.* LA4

TULANE UNIVERSITY, DEPARTMENT OF PSYCHOLOGY, announces an opening for a tenure-track INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGIST at the ASSISTANT PROFESSOR level starting in August 2000. The successful applicant will be expected to establish a strong research program in the area of Industrial/Organizational Psychology. We would particularly like to hear from candidates who have I/O research and teaching interests in related areas of occupational health psychology such as worker health and safety training, occupational stress, safety climate, and safety performance. Teaching responsibilities include courses at the undergraduate and graduate level. The successful candidate also will have the opportunity to work closely with students and faculty in Tulane's School of Business and School of Public Health and Tropical Medicine. For information on Tulane University, interested candidates can refer to the Tulane University web site: www.tulane.edu. A letter of application, vita, reprints, and three letters of recommendation should be sent to Dr. Michael J. Burke, Chair

I/O Search Committee, Department of Psychology, Tulane University, 2007 Stern Hall, New Orleans, LA 70118. Telephone: (504) 862-3328. Fax: (504) 862-8744. Email: mburke1@mailhost.tcs.tulane.edu. Review of applications begins immediately and will continue until the position is filled. *Tulane University is an Equal Opportunity/Affirmative Action Employer.* LA5

MAINE

SOCIAL DEVELOPMENTAL PSYCHOLOGIST. BOWDOIN COLLEGE seeks candidates for an entry-level, tenure-track position at the rank of Assistant Professor or Instructor in the Department of Psychology beginning Fall, 2000. Ph.D. preferred as well as evidence of excellence in teaching and research. Responsibilities include teaching four courses per year and supervising independent study and honors projects. Courses will include a Laboratory course in Social Development, Statistics, and two courses in the candidate's area of specialization. Bowdoin College is a highly selective undergraduate liberal arts college, located about two hours north of Boston on the coast of Maine. The college offers strong major and honors programs. Visit www.bowdoin.edu to learn more about the college. To apply, send a cover letter, vita, examples of excellence in both teaching and research, and at least three letters of reference to Louisa M. Slowiaczek, Chair, Department of Psychology, Bowdoin College, 6900 College Station, Brunswick, ME 04011. Review of applications will begin December 20, 1999. *Bowdoin College is committed to equal opportunity through affirmative action. Minorities and women are encouraged to apply.* ME1

MARYLAND

Postdoctoral Research Fellowships
SUBSTANCE ABUSE BEHAVIORAL PHARMACOLOGY RESEARCH AT JOHNS HOPKINS Postdoctoral human research fellowships in a stimulating and productive environment with excellent resources. Prepares for a career as independent investigator.
HUMAN LABORATORY STUDIES-behavioral and clinical

pharmacology of abused drugs (abuse liability testing, drug discrimination, drug self-administration, physical dependence) and anti-drug-abuse medications development. Opioids, cocaine, anxiolytics, caffeine, nicotine. **CLINICAL TRIALS OF SUBSTANCE ABUSE TREATMENTS**-controlled evaluations of pharmacotherapies and behavior therapies (esp. incentive-based therapies), and their interactions. Opioid, cocaine, nicotine, mixed/other dependence. Start Date: Flexible; some immediately. *Eligibility: U.S. citizens or permanent residents. Minorities encouraged.* Appropriate for experimental, physiol, biopsych, neuroscience, clinical. Stipends: USPHS/NIH stipend levels \$26-41K. Contact: George E. Bigelow, Ph.D., Roland Griffiths, Ph.D. or Maxine L. Stitzer, Ph.D.; BPRU, Behavioral Biology Research Center; 5510 Nathan Shock Drive; Johns Hopkins Bayview Campus; Baltimore, Maryland 21224-6823. (410) 550-0035; bigelow@jhmi.edu. MD1

MOUNT SAINT MARY'S COLLEGE Developmental/Cognitive: Tenure-track position at the Assistant Professor level. Teach Child Development, Adult/Aging, Experimental Cognition with lab, General, personal area of interest, and supervise senior research projects. Secondary interests in sensation/perception and/or research methods and statistics a definite plus. High quality teaching is primary with student-involved research activity an important consideration. Ph.D. required, but will consider active ABD candidates. The Department of Psychology has four faculty and newly expanded and renovated office and lab space in the science building. Lab space includes social/developmental processes, human psychophysiology, cognition, biopsychology, operant conditioning and an animal vivarium. We are looking for someone who will help us expand laboratory and student research opportunities in cognition and development. Mount Saint Mary's College is a Catholic liberal arts college of 1300 men and women, located in Central Maryland, approximately 20 minutes from Frederick, MD, and one hour from the Washington

The University of Michigan Post-Doctoral Fellow Psychology

Position Announcement for Post-Doctoral Fellow Psychology: Post-Doctoral Position in Developmental, Social, Personality or Quantitative Psychology.

The Achievement Research Laboratory directed by Jaquelynn Eccles, Ph.D. at The University of Michigan anticipates an opening for a post-doctoral research associate to begin on or about June 1, 2000. Applicants must have received their Ph.D. by that date.

Those with research interest in adolescent development, transition to adulthood, positive youth development, achievement motivation or minority psychology are encouraged to apply.

We are especially interested in skills in the following areas: advanced multivariate quantitative analysis, analysis of large-scale databases such as NLSY or NELS, and knowledge of HLM and LISREL desirable.

Send curriculum vita, names of three references, and a research statement to:

Pamela Davis-Kean, Ph.D.
Box 1248, Rm 5239
Institute for Social Research
University of Michigan
Ann Arbor, Michigan 48106-1248

For further information, send e-mail to pdakean@umich.edu. The position will remain open and applications will be reviewed on the 15th of each month until an appointment is made.

Applications from women and minorities are especially encouraged. The University of Michigan is an Affirmative Action, Equal Opportunity Employer.

MI17

D.C. and Baltimore metropolitan areas. **The search will continue until the position is filled, but to ensure full consideration, all materials should be received by January 14, 2000.** Send curriculum vitae, three letters of recommendation, a statement of teaching and research interest, and reprints/preprints to: Dr. Robert Keefer, Department of Psychology, Mount Saint Mary's College, Emmitsburg, MD 21727. *Mount Saint Mary's College does not discriminate on the basis of age, race, sex, differently abling condition or national origin. Mount Saint Mary's College hires only U.S. citizens and lawfully authorized aliens.* MD2

ST. MARY'S COLLEGE OF MARYLAND Tenure-track position in **SENSATION/PERCEPTION** to begin August, 2000. Rank open but assistant professor preferred. This person must be broadly trained and able to teach upper-level courses in sensation/perception and cognitive (with lab), and contribute to the teaching of intro-

ductory psychology, statistics, and research methods courses required of all majors. Preference given to candidates who have training in human factors and who can supervise student research in this area. The College teaching load is three courses per semester with supervision of year-long senior projects counting toward the load. The department of 12 faculty members actively involves students in research, helping to make the psychology major among the strongest and largest at the College. St. Mary's College of Maryland is a public liberal arts college located 70 miles southeast of Washington, D.C., on the St. Mary's river. A Carnegie Baccalaureate I institution, St. Mary's College has been designated as the state's public honors college. The institution was awarded a Phi Beta Kappa chapter in 1997. Admission to the college is highly selective: the class of 2003 has an average SAT of 1233 and GPA of 3.4. The diverse and coeducational student body of 1700 completes a rigorous and unique curriculum,

culminating in a yearlong senior project. The student-faculty ratio is 13 to 1. A comprehensive program of support is provided for faculty, including professional travel, internal grants for research and teaching, paid pre-tenure leaves, and sabbaticals for tenured faculty. The quality of life is enhanced by the beauty and recreational opportunities of the Chesapeake Bay region and close proximity to the amenities of Washington, D.C., Baltimore and Richmond. **Review of applications will begin December 15, 1999 and continue until the position is filled.** Applicants should send a letter describing their teaching and research interests, a vita, evidence of teaching effectiveness, and at least three letters of recommendation to Wesley P. Jordan, Psychology Chair, St. Mary's College of Maryland, 18952 E. Fisher Rd., St. Mary's City, MD 20686-3001. *St. Mary's College of Maryland (www.smcm.edu) is an equal opportunity / affirmative action employer.* MD3

The Department of Family Studies at the **UNIVERSITY OF MARYLAND, COLLEGE PARK** seeks full-time senior tenure track faculty member, effective Fall, 2000. We are especially interested in candidates with a portfolio of funded research, and teaching and research interests in areas such as ethnic minority families, at-risk populations, and family stress and coping. Candidates must have an earned doctorate in family studies or a related discipline, a distinguished record of scholarly publications, and a history of successful college teaching. The Department offers an undergraduate Family Studies degree, master's degree programs in Family Studies and Marriage and Family Therapy, and has a doctoral program in Family Studies under University review. The University is located close to Washington, DC and Baltimore, MD (see University website inform.umd.edu). *The University of Maryland is an Affirmative Action/Equal Opportunity Employer. Women and minority candidates are particularly encouraged to apply.* For best consideration, applications should be received by February 1, 2000. Send a letter of interest, a vitae, and a list of at least three references to Professor

Norman Epstein, Search Committee Chair, Department of Family Studies, University of Maryland, College Park, Maryland 20742. MD5

THE DEPARTMENT OF PSYCHOLOGY AT LOYOLA COLLEGE IN MARYLAND invites applications for an assistant level, tenure-track faculty position, beginning September, 2000. The appointment will be in the area of clinical psychology. Loyola College is a Jesuit comprehensive university with a strong commitment to teaching, scholarship, and service offering the B.A., M.A., M.S., and Psy.D. degrees in psychology. Responsibilities include: teaching undergraduate and graduate core and advanced courses, advising, directing student research projects, serving on college committees, and continuation of personal scholarship/research. **Required Qualifications:** The successful candidate must possess: (1) an earned doctorate (Ph.D. or Psy.D.) in Clinical Psychology; (2) be licensed or license-eligible in Maryland; (3) expertise and the ability to teach courses in Clinical Psychology; (4) demonstrated potential for establishing a track record in scholarship; (5) an awareness of and interest in the educational mission of Jesuit higher education. Specific areas of specialization and scholarship are open. Salary is competitive. **Desired Qualifications:** These include: (1) Psy.D. in Clinical Psychology; (2) sub-specialty might include lifespan, consulting or community psychology; (3) ability to teach assessment courses. Loyola College is located within a large metropolitan area with numerous cultural and educational opportunities that are readily accessible. Submit cover letter, curriculum vita, recent reprints, a statement of teaching interests and philosophy, and three letters of recommendation, at least one of which comments on teaching to: Dr. Martin F. Sherman, Department of Psychology, Loyola College, 4501 N. Charles St., Baltimore, MD 21210-2699. (A standard Loyola College employment application form will be sent to all candidates who meet the basic requirements for the position and must be returned for an application to be considered complete. Application

review will begin immediately and will continue until the position is filled. Loyola College is a Jesuit Catholic university which welcomes applicants from all backgrounds who can contribute to our unique educational mission (Go to www.loyola.edu/cas to learn more about Loyola and its educational mission). *Loyola is an AA/EEO employer which seeks applications from women and members of minority groups.* MD7

THE DEPARTMENT OF PSYCHOLOGY AT LOYOLA COLLEGE IN MARYLAND invites applications for an assistant or associate level, tenure-track faculty position, beginning September, 2000. The appointment will be in the area of counseling psychology. Loyola College is a Jesuit comprehensive university with a strong commitment to teaching, scholarship, and service offering the B.A., M.A., M.S., and Psy.D. degrees in psychology. Responsibilities include: teaching undergraduate and graduate core and advanced courses, administering the Master's Program, student advising, directing student research projects, serving on college committees, and continuation of personal scholarship/research. **Required Qualifications:** The successful candidate must possess: (1) an earned doctorate (Ph.D. or Psy.D.) in Counseling or Clinical Psychology; (2) be licensed or license-eligible in Maryland; (3) expertise and the ability to teach courses in Counseling Psychology; (4) established track record in scholarship; (5) administrative ability; (6) an awareness of and interest in the educational mission of Jesuit higher education. Areas of specialization and scholarship are open. Salary is competitive. **Desired Qualifications:** These include: (1) Ph.D. in Counseling Psychology; (2) previous administrative experience; (3) area of specialization in family and/or marital therapy; (4) ability to establish new directions; (5) ability to form alliances for interdisciplinary initiatives. Loyola College is located within a large metropolitan area with numerous cultural and educational opportunities that are readily accessible. Submit cover letter, curriculum vita, recent reprints, a statement of teaching interests and philosophy, and

three letters of recommendation, at least one of which comments on teaching to: Dr. Martin F. Sherman, Department of Psychology, Loyola College, 4501 N. Charles St., Baltimore, MD 21210-2699. (A standard Loyola College employment application form will be sent to all candidates who meet the basic requirements for the position and must be returned for an application to be considered complete. Application review will begin immediately and will continue until the position is filled. Loyola College is a Jesuit Catholic university which welcomes applicants from all backgrounds who can contribute to our unique educational mission (Go to www.loyola.edu/cas to learn more about Loyola and its educational mission). *Loyola is an AA/EEO employer which seeks applications from women and members of minority groups.* MD8

Post-doctoral Fellowship in the Cognitive Neuroscience of Language and its Disorders Two-year National Research Service Award fellowships available at the **UNIVERSITY OF MARYLAND SCHOOL OF MEDICINE**, in Baltimore, Maryland. Training opportunities will provide experience in the application of contemporary research methods (including computational modeling, cognitive neuropsychology, event-related potentials and functional neuroimaging) to the topic of normal and disordered language processing. Applicants with doctoral degrees in related basic science areas (cognitive psychology, neuroscience, linguistics, computer science, etc.) and clinical disciplines (speech/language pathology; clinical neuropsychology) are invited to apply. Applicants must be U.S. citizens or permanent residents to be considered, under the terms of NRSA program. Inquiries may be directed to rberndt@umaryland.edu. To apply, send **HARD COPIES** of C.V., names and addresses of three referees, and statement of research interests and career goals to: Rita S. Berndt, Ph.D., Department of Neurology, University of Maryland School of Medicine, 22 South Greene Street, Baltimore, Maryland 21201. MD9

MO1

UNIVERSITY OF MISSOURI-COLUMBIA

Millsap Professorship of Family Diversity and Multicultural Studies

The Department of Human Development and Family Studies at the **UNIVERSITY OF MISSOURI-COLUMBIA** is recruiting for the endowed Millsap Professorship of Family Diversity and Multicultural Studies.

The department has identified multiculturalism and family diversity as its foci and seeks an individual with expertise in racial and ethnic issues in human development and/or family studies. The starting date for the 9-month position is Aug., 2000. Preferred rank is advanced Associate or Full Professor. Duties include teaching undergraduate and graduate courses; advising undergraduate, masters and doctoral students; conducting an active program of research; participating in the department's new Center for Family Policy and Research; and engaging in university and community service.

Women and minorities are especially encouraged to apply.

The Department of Human Development and Family Studies at the University of Missouri-Columbia does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, age, disability, status as disabled veteran or veteran of the Vietnam era, or sexual orientation. Review of applications will begin immediately and will continue until the position is filled.

Send a cover letter addressing qualifications and interests, vitae, reprints, and 3 letters of reference to: Jean Ispa, Ph.D., Search Committee Chair, Dept. of Human Development and Family Studies, 314 Gentry Hall, University of Missouri-Columbia, Columbia, MO 65211; email: ispaj@missouri.edu; phone: 573-882-2796.

MASSACHUSETTS

NIMH - SPONSORED POSTDOCTORAL FELLOWSHIPS IN PTSD RESEARCH The National Center for Posttraumatic Stress Disorder (PTSD) at the VA BOSTON HEALTH-CARE SYSTEM announces the availability of four NIMH-supported postdoctoral fellowships to begin September 1, 2000. The fellowships have a minimum duration of one year and are designed to train psychologists in the scientific study of stress, trauma, and PTSD. Fellows will work in the two Boston divisions of the National Center (Behavioral Science and Women's Health Sciences), both of which are affiliated with Boston University School of Medicine. The primary objective of the training program is to prepare individuals for academically-oriented careers in clinical psychology with emphasis on studying the effects of exposure to traumatic stressors. Fellows will have the opportunity to: (a) participate in ongoing research projects conducted by program faculty, (b) ini-

tiate independent research projects, (c) prepare applications to federal and other funding agencies for research support, (d) conduct secondary analyses on existing data sets, and (e) provide direct clinical services to PTSD patients under the guidance of a clinical supervisor. Each fellow will be assigned one or more senior faculty members who serve as primary mentors. Additional collaboration with other faculty members is encouraged. Fifteen core faculty currently are active in the training program and bring to it expertise in a wide variety of areas in PTSD research with veterans and civilians, including: (a) development and validation of assessment instruments; (b) psychophysiological study of emotion and emotional processing; (c) the identification of risk factors for PTSD using multivariate analysis, including structural equation modeling; (d) electrophysiological and behavioral investigation of information processing; (e) the impact of PTSD on spouses and families, with a focus on domestic violence; (f) gender-related stress and gender

correlates of PTSD; (g) health-related aspects of trauma and PTSD; and (h) cognitive-behavioral treatment methods. In addition, adjunct faculty with expertise in minority issues, substance abuse, and psychopharmacology are available to the training program. The National Center for PTSD is widely recognized for its research accomplishments and leadership in the area of traumatic stress. The Boston divisions offer outstanding resources that include technical support personnel, well-equipped psychophysiology and cognitive research laboratories, advanced computing facilities, and a broad range of professional expertise. The working atmosphere at the National Center is collaborative and supportive. Past postdoctoral fellows have launched successful independent careers in both universities and academic medical settings. Applications are now being accepted and will be reviewed until all positions are filled. The salary and benefits package is competitive; funds are provided to support further coursework and other educational opportunities, conference attendance, and travel. A completed application should include a personal statement of professional goals and interests, a curriculum vitae, and three letters of reference. Minority candidates are strongly encouraged to apply. Applicants must have completed all requirements for the Ph.D. prior to starting the program. Applications should be submitted to Daniel King, Ph.D., National Center for PTSD (116B-2), VA Boston Healthcare System, 150 South Huntington Avenue, Boston, MA, 02130. *The VA Boston Healthcare System is an equal opportunity employer.* MA1

BOSTON UNIVERSITY Sargent College of Health & Rehabilitation Sciences Department of Occupational Therapy Seeking 2 tenure-track faculty to join dynamic, internationally recognized department. Applications invited from individuals with research doctorate in fields relevant to occupational therapy, including developmental, social or rehabilitation psychology; movement sciences and disability studies; public health; medical sociology; and anthropology. Responsibilities include teach-

ing in entry-level and post-professional graduate courses in areas of expertise, as well as sustained research and scholarship, including mentoring graduate students. All appointments are for 9 months. Applications will be accepted until each position is filled. Interested candidates please send letter of interest, curriculum vitae, sample publications, and 3 letters of reference to: Wendy J. Coster, PhD, OTR/L, Chair, Dept. of Occupational Therapy and Search Committee, **Boston University Sargent College of Health and Rehabilitation Sciences**, 635 Commonwealth Ave, Boston, MA 02215. wjcoster@bu.edu (email preferred) or 617/353-7518 *Please visit our website for more details <http://www.bu.edu/ot/facultyjobs/> Boston University is an Affirmative Action/Equal Opportunity Employer.* MA2

The **WHEATON COLLEGE** Department of Psychology invites applications for a tenure-track assistant professorship in either Health Psychology or Language, beginning in the fall of 2000. Candidates whose work also addresses gender, race, or ethnicity are especially encouraged to apply. We seek a colleague who shares our commitment to liberal arts education in the context of a gender-balanced, culturally diverse curriculum and community. Our nine-member department provides a supportive intellectual and social context for the development of new colleagues, including fully paid, pre-tenure sabbaticals for one semester. Training and research may be in any subdiscipline but all candidates should be prepared to teach Introductory Psychology, a methods course, and advanced courses in either Health Psychology or Language, perhaps including a lab. We seek an innovative teacher/scholar who would actively involve students in research, including senior honors theses. For full consideration, please send, by February 1st, 2000, a letter of application, a vita, one copy of selected publications, and evidence of teaching effectiveness; and arrange to have three letters of reference sent to: Derek Price, Chair, Psychology Search Committee, Wheaton College, Norton, MA 02766. Wheaton is a private, co-educational, liberal arts college of

NJ5

ASSISTANT PROFESSOR PSYCHOLOGY

The Department of Psychology at Rider University invites applications for a tenure-track position at the rank of Assistant Professor beginning September 2000. A Ph.D. in psychology is required, with a specialty in Clinical/Developmental preferred. The department teaching load is eighteen contact hours per year. Courses may include: Introduction to Psychology, Developmental Psychology, Behavior Modification, Abnormal Psychology, and Statistics and Research Methods. In addition, the applicant should be prepared to supervise student field placements. The applicant will be expected to develop a research program that will provide opportunities for student involvement. The Department of Psychology at Rider University has nine full-time faculty, completely renovated research and teaching facilities including extensive computer labs and multimedia teaching capabilities. As a teaching university, Rider emphasizes excellence in instruction and values scholarly work and commitment to the University community. Deadline to assure consideration is January 15, 2000.

Send cover letter and CV to:

Rosemary Molloy
Manager of Employment
Human Resources
Rider University
2083 Lawrenceville Rd.
Lawrenceville, NJ 08648

Rider 
University

Rider University is an equal opportunity/affirmative action employer and does not discriminate on the basis of age, race, sex, disability, sexual orientation, national origin, religion, or any other non-job related criteria.

Visit Rider on the Internet: <http://www.rider.edu>

1450 students located within easy commuting distance of Boston and Providence. Wheaton College is an equal opportunity/affirmative action employer. *The Department and the College are committed to attracting promising candidates from groups presently under-represented in our community, with the goal of maintaining and enriching an intellectually diverse learning environment.* MA3

MICHIGAN

ALBION COLLEGE: The Psychology Department invites applications for a tenure-track position in experimental psychology with a focus on cognition to begin in August, 2000. Applicants will be considered only if they have completed their Ph.D., possess substantial teaching experience, demonstrate excellence in the classroom and laboratory, and present evidence of an established program of research and scholarship. The successful candidate will be responsible for teaching three courses/semester (usually two preps), including Intro, a laboratory course in cognition,

and other courses in one's specialty area. The department consists of six full-time faculty representing a range of specialties and is housed in a spacious, well-equipped facility. Albion College is a selective, small (1600 students), liberal arts college located in south-central Michigan and is within an hour's drive of major universities. Applicants should send a current CV, a statement of research interests and teaching philosophy, copies of graduate transcripts, and three letters of recommendation to Barbara J. Keyes, Ph.D., Chair, Department of Psychology, Albion College, 611 E. Porter Street, Albion, MI 49224. Review of completed applications will begin December 1 and continue until the position has been filled. For additional information, visit our web page at www.albion.edu/fac.psy. *Albion College is an Equal Opportunity Employer.* MI1

Subject to administrative approval, the **CALVIN COLLEGE** Psychology Department is seeking applications for two tenure-track positions beginning in September 2000. The

DIRECTOR of HEALTH SERVICES

Sarah Lawrence College, a small highly selective liberal arts institution with approximately 1000 students (primarily undergraduate), located in southern Westchester County, NY, seeks an individual to provide oversight and leadership in all aspects of College Health Services, including medical and psychological services.

The Director will supervise and manage the medical, psychological and support staff. He/she will determine the student population's need for individual and group therapy, provide short-term counseling, provide referrals to outside providers, supervise group-counseling efforts in such areas as eating disorders, bereavement, sexual assault, substance abuse and others as needed and implement health education activities on campus.

Must have M.D. or Ph.D. in clinical psychology, several years of experience providing counseling on college campuses or with college students. Experience managing a counseling department preferred.

Please send resume and salary requirement to:

Human Resources

Sarah Lawrence College

One Meadway

Bronxville, New York 10708

Sarah Lawrence has as one of its goals the recruitment and retention of a racially and culturally diverse administration, staff and faculty. To that end, every job opening is seen as an opportunity to increase diversity and every effort will be made to expand the applicant pool in accordance with these goals.

NY10

first position is for a cognitive psychologist to teach courses in this specialty area as well as Research Methods and Introductory psychology. The second position requires specialization in two or more of the following area: physiological, experimental, health psychology, organizational psychology, history and systems. This position would also include teaching Introductory Psychology. Requirements for both positions include a Ph.D. in psychology, evidence of quality teaching experience or potential, and plans for an active program of collaborative research involving undergraduate students. As a liberal arts college rooted in the Reformed tradition of Christianity, we seek applicants who are personally committed to that tradition. Applicants should submit a one-page statement of their understanding and commitment to this tradition with their application. Send letter of application, vita, writing sample, and three letters of reference to Search Committee, Department of Psychology, 3201 Burton Street SE, Calvin College, Grand Rapids, MI 49546.

Calvin College complies with all federal and state requirements regarding nondiscrimination. Women and members of minorities are encouraged to apply. MI2

COGNITIVE PSYCHOLOGY, OAKLAND UNIVERSITY: The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level beginning Fall, 2000. All applicants are expected to have a Ph.D. in cognitive psychology, a strong commitment to teaching at the undergraduate level, and potential for developing an active research program in their area of specialization. Applicants should be prepared to teach courses such as introductory psychology, cognitive psychology, advanced research methods, and courses in their area of specialization. Applicants should submit a statement of professional interests and goals with respect to teaching and research, representative reprints or preprints, and arrange for the submission of at least three letters of reference. Oakland University is a state-supported com-



DEAN

**Derner Institute of
Advanced Psychological Studies**

The Gordon F. Derner Institute of Advanced Psychological Studies at Adelphi University is seeking a new dean. The Derner Institute consists of an internationally recognized, psychodynamically oriented, APA accredited Ph.D. program in Clinical Psychology (established in 1957), and postdoctoral training programs in psychoanalysis and psychotherapy. In a recent university reorganization, the institute was expanded to include both undergraduate and masters programs. Interested applicants should have a strong record of scholarly activity and publication, demonstrated success in obtaining research funding, and substantial university administrative experience. The new dean will have the opportunity to shape psychology at Adelphi University, with probable authorization for several new hires. Prospective candidates should be experienced in administering a full range of academic programs.

Candidates should send a letter of application, a curriculum vita, and three letters of recommendation to: **Chair, Search Committee for the Dean of the Derner Institute, Office of the Provost, Adelphi University, Garden City, NY 11530.** Adelphi University is an Equal Opportunity Employer

NY6

prehensive institution with 14,000 students located in a rapidly developing suburban area 26 miles north of Detroit. The deadline for receipt of applications is January 15, 2000. Send applications to: Robert Stewart, Chair, Department of Psychology, Oakland University, Rochester MI 48309-4489. *Oakland University is strongly committed to Affirmative Action, and women and minority candidates are encouraged to apply.* MI3

Psychology Faculty Position Assistant Professor of Psychology. The **UNIVERSITY OF DETROIT MERCY** announces a tenure track position for August 2000. Ph.D. with specialization in industrial/organizational psychology, multivariate statistics, psychometrics, research design, and social psychology, plus demonstrated ability to teach and evidence of experience and potential in research. Duties include teaching at the undergraduate and graduate levels, including an I/O psychology M.A. program, conducting own research/scholarship, directing students' re-

search, and advising students. The Psychology Department is one of the largest departments in the university, conducting four graduate programs and two undergraduate majors. The University of Detroit Mercy is independent and Catholic, with Jesuit and Sisters of Mercy co-sponsors. The University emphasizes academic excellence, ethics, and personal attention to students. *We have a culturally diverse faculty and student body, and the University is an equal-opportunity/affirmative-action employer.* Application review will begin on January 15 and continue until the position is filled. Send letter of application, vitae, three recommendation letters, and selected reprints to J. Curtis Russell, Ph.D., Chairperson, Psychology Department, University of Detroit Mercy, 8200 West Outer Drive, P. O. Box #19900, Detroit, Michigan 48219. MI4

Psychology Faculty Position Assistant Professor of Psychology. The **UNIVERSITY OF DETROIT MERCY** announces a tenure track position for August 2000.

Ph.D. with specialization in clinical psychology plus eligibility for licensure as a clinical psychologist, demonstrated ability to teach, affinity for undergraduate teaching, and evidence of experience and potential in research are required. Further expertise in lifespan or adult development is desirable. Duties include undergraduate teaching, teaching in a clinical psychology M.A. program, conducting own research/scholarship program, directing students' research, and advising students. The Psychology Department is one of the largest departments in the University, conducting four graduate programs and two undergraduate majors. The University of Detroit Mercy is independent and Catholic, with Jesuit and Sisters of Mercy co-sponsors. The University emphasizes academic excellence, ethics, and personal attention to students. *We have a culturally diverse faculty and student body, and the University is an equal-opportunity/affirmative-action employer.* Application review will begin on January 15 and continue until the position is filled. Send letter of application, vitae, three recommendation letters, and selected reprints to J. Curtis Russell, Ph.D., Chairperson, Psychology Department, University of Detroit Mercy, 8200 West Outer Drive, P. O. Box #19900, Detroit, Michigan 48219. **MI5**

COLLABORATORY FOR RESEARCH ON ELECTRONIC WORK (CREW) at the **UNIVERSITY OF MICHIGAN** announces two postdoctoral positions to study collaboration technology use in business and scientific communities. **CREW**, a research unit of the **SCHOOL OF INFORMATION**, is an internationally recognized leader in the design, construction, and evaluation of collaboratories. Two currently funded projects concern collaboration technology for geographically distributed teams. Studies of how co-located and distributed teams interact with colleagues, access instrumentation, share data and resources, and access digital libraries are planned. Preference will be given to candidates with training in one or more of the following fields: psychology, cognitive science, communication, computer/information sci-

ence, learning science, and/or engineering. Send CV and three letters of reference to Postdoctoral Search Committee, **CREW**, 1075 Beal, Ann Arbor, MI 48109-2112. FAX: (734) 936-3168. Review of applications begins immediately and continues until the positions are filled. Additional information about **CREW** is available from our website: www.crew.umich.edu. *The University of Michigan is a non-discriminatory/affirmative action employer.* **MI6**

MINNESOTA

BEHAVIORAL PHARMACOLOGIST The **MINNEAPOLIS MEDICAL RESEARCH FOUNDATION** seeks a behavioral scientist with an interest in nicotine dependence. He or she will join a multi-disciplinary group interested in the behavioral pharmacology of nicotine and the development of novel treatments for nicotine dependence. The successful candidate will direct the development of animal models to support ongoing NIH-funded projects as well as initiating an independent research program. The Minneapolis Medical Research Foundation is the research arm of Hennepin County Medical Center, an affiliated teaching hospital of the University of Minnesota. Extensive interaction with two NIH drug abuse training programs and a NIDA/NCI Tobacco Research Center provide a large and diverse community of investigators interested in tobacco dependence. Faculty appointment and limited teaching responsibility at the University of Minnesota are available. Salary will be commensurate with experience. For further information please contact: Paul Pentel, MD, e-mail: ppentel@hcmc.org, fax: 612-904-4366, phone: 612-347-6426. **MN1**

FACULTY POSITION SOCIAL PSYCHOLOGY The Department of Psychology at the **UNIVERSITY OF ST. THOMAS** is seeking a candidate for a five-year, limited-term position at the rank of Assistant Professor beginning in the fall of 2000. This limited-term appointment consists of a one-year contract, with possible renewal of the contract for five years. Major responsibility will be teaching Gen-

DEPARTMENT OF ORGANIZATION AND LEADERSHIP

SOCIAL-ORGANIZATIONAL PSYCHOLOGY

Position: The Social-Organizational Psychology Program is committed to its roots in both social and organizational psychology. We are seeking a faculty colleague who has a demonstrated record of or promise of excellence in teaching, research and scholarship, and citizenship and who is committed to joining a process of program refinement and development. In general, the program is concerned with the various interpersonal, group, intergroup, and organizational contexts in which human behavior occurs; with the ways in which groups of individuals interface with, adjust to, are influenced by, and in turn influence these contexts; and, how these interactions can be understood, and transformed through theory, research, and various types of interventions.

Responsibilities: Teach graduate courses at both the masters and doctoral level. Maintain an active research agenda; advise both masters and doctoral students; supervise doctoral research.

Qualifications: Earned doctorate in either organizational psychology or organizational behavior with strong roots in social psychology, or social psychology with organizational interests. Record of scholarly inquiry and publication. The area of research is less important than the quality of research. Demonstrated excellence in teaching and well-developed professional skills as a practitioner in organizations.

Rank: Assistant/Associate, Tenure Track/Tenured.

Send CV, a cover letter stating research and teaching interest, sample publications, and three letters of reference to Professor Caryn Block, Search Committee Chair, Box 6.

Review of applications will begin immediately and continue until the search is completed.

This position has been authorized at the rank listed above. However, a very distinguished nationally known senior scholar will also be considered if there is a particularly good fit between Teachers College's needs and the candidate.

TEACHERS COLLEGE as an institution is committed to a policy of equal opportunity in employment. In offering education, psychology, and health studies, the College is committed to providing expanding employment opportunities to minorities, women, and persons with disabilities in its own activities and in society. Candidates whose qualifications and experience are directly relevant to College priorities (e.g., urban and minority concerns) may be considered for higher rank than advertised.

**TEACHERS COLLEGE
COLUMBIA UNIVERSITY**

525 West 120th Street, New York, NY 10027

<http://www.tc.columbia.edu>

NY9

eral Psychology, introductory level Social Psychology, Cross-Cultural Psychology, and advanced courses such as Motivation and Emotion. Teaching load is six courses per year. The successful applicant will be expected to pursue a research program in her or his area of interest, direct student research in Social Psychology, advise students and become involved in university and community activities. The position requires a Ph.D. (ABD will be considered) in Social Psychology and

successful teaching experience. The University of St. Thomas, Minnesota's largest private college or university, is an urban, liberal arts, Catholic, co-educational, comprehensive university with over 10,000 students at the baccalaureate, masters, and doctorate levels, is located equidistant from downtown Minneapolis and downtown St. Paul. Send curriculum vitae, philosophy of teaching and research statements, documentation of successful teaching, available reprints,

and three letters of recommendation to: Human Resources, Attn: Psychology Search (refer to #200440), Mail #AQU217, University of St. Thomas, 2115 Summit Avenue, St. Paul, MN 55105-1078. Evaluation of applications will begin January 1, 2000. *The University of St. Thomas is an Equal Opportunity/Affirmative Action employer.* MN2

FACULTY POSITION I/O PSYCHOLOGY The Department of Psychology at the **UNIVERSITY OF ST. THOMAS** is seeking a candidate for a **TENURE-TRACK POSITION** at the rank of Assistant Professor beginning in the fall of 2000. Major responsibility will be teaching introductory level Industrial/Organizational Psychology, Introductory Psychology, and Research Methods. Additional course assignments will be based on the needs of the department and areas of the candidate's expertise. Teaching load is six courses per year. The successful applicant will be expected to pursue a research program in her or his area of interest, direct student research, advise students and become involved in university and community activities. The successful applicant would also be expected to develop connections within the community for student internships. The position requires a Ph.D. (ABD will be considered) in Industrial/Organizational Psychology and successful teaching experience. The University of St. Thomas, Minnesota's largest private college or university, is an urban, liberal arts, Catholic, co-educational, comprehensive university with over 10,000 students (approximately half of whom are undergraduates). The University, which offers programs at the baccalaureate, masters, and doctorate levels, is located equidistant from downtown Minneapolis and downtown St. Paul. Send curriculum vitae, philosophy of teaching and research statements, documentation of successful teaching, available reprints, and three letters of recommendation to: Human Resources, Attn: Psychology Search (refer to #200597), Mail #AQU217, 2115 Summit Avenue, St. Paul, MN 55105-1078. Evaluation of applications will begin January 1, 2000. *The University of St. Thomas is an*

Equal Opportunity/Affirmative Action employer. MN3

MISSISSIPPI

The Department of Psychology at **THE UNIVERSITY OF MISSISSIPPI** (<http://www.olemiss.edu>) invites applications for two tenure-track positions at the assistant professor level in **CLINICAL PSYCHOLOGY** and **SOCIAL PSYCHOLOGY** to begin in August 2000. For the **clinical psychology** position, area of specialization is open, but applicants should have active research programs and should be strongly committed to the scientist-practitioner model in both their research and clinical pursuits. For the **social psychology** position, we encourage applications from persons with research interests in the area of emotion; however, area of specialization within social psychology is open. Applicants for either position must be able to contribute, in the form of teaching and research supervision, to the undergraduate and graduate programs. Candidates should have a record of research productivity and a plan for developing and maintaining a substantive research program. Women and minority candidates are particularly urged to apply. The Department of Psychology at The University of Mississippi has 15 full-time faculty members, offers the Ph.D. in Clinical Psychology (APA-accredited) and Experimental Psychology (concentrations in behavioral neuroscience, cognitive psychology, and social psychology), and has a large number of undergraduate majors. The University is located in Oxford, which has been consistently ranked as one of the top small college towns in the U.S. Interested persons should send a brief cover letter, a curriculum vitae, summary evidence of teaching effectiveness, a description of research interests, selected preprints or reprints, and three letters of reference to Chair, (Clinical or Social) Search Committee, Department of Psychology, The University of Mississippi, University, MS 38677. Review of materials will begin Feb. 1 and continue until the position is filled. *The University of Mississippi is an EEO/AA/ADA/ADEA/Titles VI & IX/Section 504 employer.* MS1

Social Psychology. The Department of Psychology at **MISSISSIPPI STATE UNIVERSITY** invites applications for a **tenure track, assistant professor** level position in Social Psychology beginning in August 2000, pending availability of funds. Applicants from all specializations within Social Psychology are welcome. The candidate will teach undergraduate and graduate courses, supervise student research and theses, and should have a strong commitment to excellence in research, teaching, and show promise for obtaining extramural funding for research. The candidate must have a Ph.D. in Social Psychology received or expected by August 2000. Send vita, statement of teaching and research interests, three letters of reference, reprints and preprints, and evidence of teaching effectiveness including student evaluations to: Dr. J. Martin Giesen, Chair, Social Psychology Search Committee, Department of Psychology, P.O. Drawer 6161, Mississippi State, MS 39762-6161. Review of applications will begin January 15, 2000 and will continue until the position is filled. Located in a pleasant sun-belt community, Mississippi State University is one of the top 100 research universities in the nation, and both research and teaching excellence are explicitly valued. The Department of Psychology has an 18-member faculty, offers master's degree concentrations in Clinical and Experimental Psychology, and an interdisciplinary Ph.D. program in Cognitive Science. *Mississippi State is an AA/EOE.* MS2

MISSOURI

Psychology: Department Chair of Behavioral Sciences at DRURY UNIVERSITY. Chair will have released time and teach two courses in general experimental psychology at the undergraduate level. Director of a master's program in criminology/criminal justice. Salary and rank are open. Ph.D. in general experimental psychology or closely related specialization. Eight full-time, tenure-track faculty, offering majors in psychology, criminology, and sociology. Send letter of application describing teaching and research interests, vita, graduate transcripts and three

letters of recommendation to Dr. Stephen Good, Vice President for Academic Affairs, Drury University, 900 North Benton Avenue, Springfield, MO 65802. Review of applications will begin immediately and continue until the position is filled. *Women and minorities are especially encouraged to apply.* MO2

NEBRASKA

PSYCHOLOGY (Applied Cognitive), ASSISTANT PROFESSOR. UNIVERSITY OF NEBRASKA AT KEARNEY. (Tenure-track) Teach undergraduate courses in cognitive psychology and intro-level courses; conduct scholarly research; service; student advising; department committee work. Required: Ph.D. in Psychology, emphasis in Cognitive Psychology. Preferred: prior teaching and research experience. Starting Date August, 2000. Competitive salary and benefits. Application review begins January 1, 2000. Send letter of application, including evidence of quality teaching and a statement of research interests, vita, three letters of recommendation, and graduate transcripts to: Dr. Joseph Benz, Psychology Department, UNK, Kearney, NE 68849-1280. (308)865-8235, fax: (308)865-8980 joebenz@unk.edu AA/EO/ADA <http://www.unk.edu> NE1

NEW HAMPSHIRE

Assistant Professor, Social/Personality Psychology: The Department of Psychological and Brain Sciences at **DARTMOUTH COLLEGE** expects to make a tenure track appointment at the rank of Assistant Professor (entry-level or advanced) in social/personality psychology effective July 1, 2000. Applications representing any subspecialization in either of these areas, broadly defined, are welcome. The successful candidate is expected to provide high-quality teaching at the undergraduate level and in a graduate social/personality program, and to have exhibited excellence in research. The social area is one of four areas (along with cognitive/perception, behavioral neuroscience, and cognitive neuroscience) in the department. *Dartmouth College is an Equal*

Opportunity/Affirmative Action employer and applications from women and minorities are especially encouraged. Please send a letter of application, a curriculum vita, papers or reprints, and arrange for three letters of recommendation to be sent to: Chair, Social Search Committee, Department of Psychological & Brain Sciences, 6207 Moore Hall, Dartmouth College, Hanover NH 03755. Review of applications will begin December 1, 1999 and continue until the position is filled. **NH1**

NEW JERSEY

RUTGERS-NEWARK CAMPUS. The Department of Psychology anticipates making one tenure track, Assistant Professor level, appointment in area of Human Computer-Interaction broadly defined. We are particularly seeking individuals in one of the **TWO** following areas: **LEARNING**—especially in how it may related to information technology, the **WEB** or **IT** or **CAI**. The second area of interest is in the area of **DECISION THEORY**—especially in how it may relate to use and implications of social aspects of information technology or the **WEB**. Candidates must be effective teachers at the graduate and undergraduate levels. Review of applications begin January 15th, 1999. *Rutgers University is an equal opportunity/affirmative action employer. Qualified women and minority candidates are encouraged to apply.* Please send a CV, a statement of current and future research interests, and three letters of recommendation to **HCI SEARCH COMMITTEE**, Department of Psychology, Rutgers University, Newark, NJ 07102. Email inquires can be made to HCI@psychology.rutgers.edu. Also see, <http://www.psych.rutgers.edu>. **NJ1**

The Department of Psychology of **ROWAN UNIVERSITY** invites applications for a tenure-track position in Neuroscience/Learning Psychology at the Assistant Professor level, beginning Fall 2000, subject to available funding. Teaching responsibilities include both undergraduate and graduate courses, including Learning and Behaviorism, Physiological Psychology, Statis-

tics and Research Methods, Introductory Psychology, Behavior Modification, and area of specialization. Will also be responsible for mentoring students, supervising student research, and maintaining an active program of research. Applicants must have a Ph.D. in Psychology. Salary is competitive. Rowan University is located in southern New Jersey, 17 miles southeast of Philadelphia. Additional information about Rowan and the Psychology Department is available at our website (<http://www.rowan.edu>). Application deadline is January 31, 2000. Applicants should submit letter of application, vitae, evidence of teaching effectiveness, and selected reprints, and have three letters of reference forwarded to: Dr. Keiko Stoeckig, Search Committee, Department of Psychology, 201 Mullica Hill Road, Glassboro, NJ 08028. *Rowan University is an affirmative action/equal opportunity employer. Applications from women, minorities and the handicapped are encouraged.* **NJ2**

ASSISTANT PROFESSOR: The Department of Psychology at **SETON HALL UNIVERSITY**, pending administrative approval, anticipates the availability of a tenure-track position at the Assistant Professor level beginning September 2000 in the area of **Developmental Psychology**. Teaching assignments will consist of undergraduate courses in Developmental Psychology, Introduction to Psychology, and Method courses. Responsibilities will include maintaining an active research program as well as supervising student research. Preference will be given to candidates engaging in experimental research programs taking advantage of our new human research laboratory facilities. Applicants must possess the Ph.D. by time of appointment. Review of applications will begin immediately and continue until the position is filled. The priority deadline to insure fullest consideration is January 15, 2000. Send vita, statement of teaching and research interests, and three letters of reference to: Dr. Jeffrey Levy, Chair, Department of Psychology, Seton Hall University, South Orange, New Jersey 07079. E-mail: levyjeff@shu.edu *Seton*

Hall University is an Equal Opportunity/Affirmative Action Employer. **NJ3**

ASSISTANT PROFESSOR, SCHOOL PSYCHOLOGY-MONTCLAIR STATE UNIVERSITY: Tenure-track position beginning September 1, 2000. Ph.D. or Psy.D. in School Psychology, minimum 2 years experience as a school psychologist, and NJ certification or eligibility. Teach undergraduate psychology courses, courses in Graduate School Psychology Certification Program, and supervise students. We encourage applications from those who add diversity to the academic community. Send vitae to Paul Locher, Department of Psychology, Montclair State University, Upper Montclair, NJ 07043. **NJ4**

The Department of Psychology at **RUTGERS UNIVERSITY, CAMDEN** campus, invites applications for an Assistant Professor tenure-track position in the area of health psychology with a specialty in survey methodology. Qualified candidates will have the opportunity to collaborate with and receive commensurate support from the newly established Center for State Health Policy. As such, candidates should have a demonstrated ability to develop valid and reliable health-related surveys, and to apply sophisticated statistical methods in the analysis of large data sets with complex sample designs. The University and the Department seek to attract an active, culturally diverse faculty of the highest caliber. *Women and persons of color are strongly encouraged to apply.* Please send letter of application, C.V., supporting materials, and three letters of recommendations to: Search Committee, Department of Psychology, Rutgers University, Camden, NJ 08102-1405. Review of applications will begin immediately and continue until the position is filled. *Rutgers University is an Equal Opportunity/Affirmative Action Employer.* **NJ6**

NEW MEXICO

COGNITIVE NEUROSCIENTIST. The Department of Psychology at the **UNIVERSITY OF NEW MEXICO** and the recently established National Foundation for Functional Brain Imaging in Albuquerque are seeking a Cognitive Neuroscientist at a senior level. Applicants must have a Ph.D. at the time of application with specialization in Cognitive Neuroscience, have strong national and international reputation for neuroimaging research involving processes of learning, memory, decision-making, perception, action/planning, or other complex cognitive activity, have expertise in one or more functional imaging techniques (such as fMRI and MEG), teaching experience at the undergraduate and graduate levels, a successful record in training graduate students, postdoctoral fellows, and success at obtaining extramural grant funding. The appointment will be tenure-track, preferably at the full professor level, jointly to the Department of Psychology at UNM and to the National Foundation for Functional Brain Imaging. The successful applicant must have the qualities to play a leadership role in cognitive neuroscience training and functional brain imaging research programs at both institutions and an interest in collaborative research. The appointment begins August 14, 2000. Send letter of application, curriculum vitae, and names, addresses, and telephone numbers of at least three references to Robert J. Sutherland, Chair, Cognitive Neuroscience Search Committee, Department of Psychology, Logan Hall, University of New Mexico, Albuquerque, NM 87131-1161, telephone: 505-277-4870, e-mail: Sutherla@unm.edu. Review of applications will begin December 1, 1999 and will continue until the position is filled. *The University of New Mexico is an Equal Opportunity/Affirmative Action employer and educator.* **NM1**

Educational Psychology. The **UNIVERSITY OF NEW MEXICO**, College of Education, Division of Individual, Family and Community Education invites applications for an assistant professor, tenure-track position beginning

August, 2000. Required Qualifications: 1) earned doctorate by the time of appointment in educational psychology or a related field; 2) expertise in cognition as applied to education; 3) demonstrated excellence or potential for excellence in teaching at the college or university level; and 4) evidence of scholarly research. For complete information regarding position qualifications and job duties and responsibilities, visit the UNM College of Education Home Page at www.unm.edu/colleges.html. Inquiries can be addressed to: Dr. Virginia Shipman, Search Coordinator, College of Education, Dean's Office, University of New Mexico, Albuquerque, NM 87131-1231. Please refer to JR#4919. For best consideration, applications must be received by 4:00 PM (MST) on January 6, 2000. *UNM is an Affirmative Action, Equal Opportunity Employer and Educator. NM2*

The Department of Psychology at NEW MEXICO STATE UNIVERSITY invites applications for a tenure-track assistant professor position in cognitive psychology, beginning Fall, 2000. Ph.D. in Psychology is required. Successful candidates should have a demonstrated record of scientific research, although areas of specialization within cognitive psychology are open. The ideal candidate would also be comfortable teaching experimental methods/analysis of variance at the graduate level. The individual's research and interests should complement the department's strengths in conducting basic and applied research in cognitive, engineering, and social psychology. We have excellent facilities and links to the Computing Research Laboratory (a research and development facility devoted to computational linguistics and human-computer interaction issues). Come to the sunny southwest and contribute to our strong program! Review of applications will begin on January 15 and will continue until the position is filled. Please send a vita, a letter describing research and teaching interests, relevant reprints or preprints of completed research, and three letters of recommendation to: Cognitive Search Committee, Psychology Department, MSC 3452/Box

30001, New Mexico State University, Las Cruces, NM 88003. Our web address is: <http://www-psych.nmsu.edu>. *New Mexico State University is an Equal Opportunity/Affirmative Action Employer. NM3*

NEW YORK

COLUMBIA UNIVERSITY seeks an **Assistant Professor** in the Department of Psychology, in the area of **Cognitive Psychology**. The appointment can begin July 1, 2000. Candidates should provide evidence of excellence in research and a strong commitment to both graduate and undergraduate education. Applicants should submit their vitae including their e-mail address, copies of relevant papers, and arrange to have three letters of reference sent to the Cognitive Psychology Search Committee, Department of Psychology, Columbia University, 1190 Amsterdam Avenue-MC 5501, New York, NY 10027. Applicants from minorities and women are encouraged. *Columbia University is an Affirmative Action/Equal Opportunity Employer. NY1*

HAMILTON COLLEGE. The Department of Psychology invites applications for a tenure-track position in social or health psychology at the assistant professor level (PhD required) beginning August 22, 2000. The teaching load will be the equivalent of five courses per year, including the introductory psychology course, statistics, a laboratory course in the candidate's specialty area, and senior project supervision. Candidates will be expected to have active research programs that are able to incorporate student research projects. Hamilton is a selective liberal arts college located in scenic upstate New York. The Department of Psychology, consisting of eight faculty members, has a strong tradition of excellence in teaching and research. Send resume, reprints, and three letters of recommendation to: Douglas A. Weldon, Chair, Department of Psychology, Hamilton College, Clinton, New York, 13323. Women and minorities are encouraged to apply. *Hamilton College is an Equal Opportunity and Affirmative Action Employer.* Review of applications will begin on January 15, 2000



ASSISTANT PROFESSOR IN PSYCHOLOGY THE OHIO STATE UNIVERSITY AT NEWARK is seeking applications for a 9-month, tenure-track Assistant Professor in Psychology, with a specialization in Clinical Psychology, to begin in the Autumn of 2000. The Newark Campus is an extended campus in The Ohio State University system and is located about 30 miles east of the central Columbus campus.

DUTIES: Psychology faculty at the Newark Campus are members of the psychology department at The Ohio State University, and are evaluated accordingly. Hence, the successful candidate must maintain a productive and high-quality research program, which should: (a) be theoretically-driven, (b) be compatible with the resources of the campus, (c) seek to involve the resident undergraduate psychology majors at the Newark Campus. The student population of the Newark Campus is almost entirely undergraduate (autumn quarter enrollment is typically around 1800). Hence, the successful applicant is expected to regularly teach introductory psychology, as well as undergraduate psychology courses in the candidate's domain of expertise. Furthermore, we have a special need for someone who can teach introductory courses in psychobiology and/or statistics, so candidates with these competencies will be preferred. The ability and willingness to occasionally teach other psychology courses that meet undergraduate curriculum requirements and departmental needs is also desirable. Finally, the successful candidate is expected to actively participate in service activities at the Newark Campus, in the Psychology Department, and in the University.

QUALIFICATIONS: The candidate should have strong research credentials, which should include evidence of theoretically-driven research. The candidate should also have strong teaching credentials and be committed to and competent in undergraduate education. A record of service to department and/or discipline is beneficial.

SALARY: \$39,000 - \$43,000, depending on qualifications and experience. A comprehensive benefits package is included.

APPLICATION PROCEDURE: To assure consideration send a curriculum vitae, three letters of reference, representative reprints and a personal statement describing teaching, research, and service credentials to: OSU-Newark, Human Resources, Search#99-31, 1179 University Drive, Newark, Ohio 43055 by January 10, 2000.

OSU-N is an Equal Opportunity/Affirmative Action employer.

OH9

and will continue until the position is filled. **NY2**

CORNELL UNIVERSITY, The Department of Human Development seeks applicants for two tenure-track assistant professor appointments in the areas of **developmental psychology and/or life course studies**, the department's major areas of graduate training. These appointments will begin August 2000. The department is an interdisciplinary unit within the College of Human Ecology. The

current faculty of 25 are from the disciplines of psychology, sociology, education, and history (see <http://www.human.cornell.edu/hd/>). Specific research emphases for the new appointments are open. Responsibilities include teaching three courses a year (typically two undergraduate and one graduate), supervising student research, and maintaining a rigorous, highly productive and externally-funded program of empirical research that will maintain and build the department's international reputation. Send vita,

statement of research and teaching interests, representative publications, and three letters of reference to Ms. Juleene Conner, Department of Human Development, Martha Van Rensselaer Hall, Cornell University, Ithaca, NY 14853. *Cornell University is an Equal Opportunity/Affirmative Action Employer.* For fullest consideration, applications should be received by January 7, 2000. **NY3**

SUNY COLLEGE AT FREDONIA, DEPARTMENT OF PSYCHOLOGY: is seeking applications for three tenure track positions at the level of Assistant Professor starting in August, 2000. Ph.D. required. (1) **CLINICAL or COUNSELING PSYCHOLOGY.** Two positions: One specialization in child psychopathology, one open. Teaching may include: Counseling, Abnormal, Personality or Health Psychology, and a course in your specialized area such as Child Psychopathology or Psychopharmacology. (2) **SOCIAL/PERSONALITY PSYCHOLOGY.** Specialization in human sexuality and gender issues. Teaching may include: Human sexuality, Gender differences, and Research Methods. We are seeking applicants who want to combine high quality teaching (typically three courses per semester) with an active program of research. SUNY at Fredonia is a liberal arts college with approximately 5,000 students and 300 psychology majors. Send a letter of application, list of courses most qualified to teach, curriculum vitae, reprints, graduate transcript and three letters of recommendation to Dr. Jennifer Dyck, Chairperson, Department of Psychology, State University of New York, College at Fredonia, Fredonia, NY 14063. Review of applications will begin on November 15, 1999, and continue until the position is filled. *SUNY Fredonia is an equal opportunity, affirmative action employer, we actively seek and encourage applications from women, minorities and people with disabilities.* **NY4**

Two tenure line positions and a one year position are available in the Department of Psychology at **ITHACA COLLEGE.** One of the tenure line positions is in the area of

Clinical Psychology, the second is in Applied Psychology. The one year position is in General Experimental psychology. Details about the positions, how to apply for them, and Ithaca College are available on the web at <http://www.ithaca.edu/Psychology>. You can also obtain the information by writing to Judy Smith, Department of Psychology, Williams Hall, Ithaca College, Ithaca, NY 14850 or calling her at (607)274-3304. Ithaca College is an affirmative action/equal opportunity employer. *Members of underrepresented groups (including people of color, persons with disabilities, Vietnam veterans and women) are encouraged to apply.* **NY5**

Visiting Assistant Professor in Psychology PURCHASE COLLEGE, The State University of New York invites applications for a three-term appointment as Visiting Assistant Professor in Psychology, beginning January 20, 2000 and ending June 1, 2001. Teaching responsibilities include courses in Social and Personality Psychology. Ability to teach a course in Developmental Psychology highly desirable. Candidates are also expected to supervise undergraduates in senior research projects. Ph.D. in Psychology required by January 20, 2000. Purchase College-SUNY is an undergraduate institution located in Westchester County, 25 miles north of NYC. Salary: \$36,000. Applicants should send a curriculum vitae, representative reprints or reprints, and at least three letters of reference to: Psychology Search Committee, c/o Robin (Tobi) Jacobs-Yanthis, Purchase College, SUNY, 735 Anderson Hill Road, Purchase, NY 10577-1400. Review of applications will begin immediately and continue until position is filled. *Purchase College, SUNY, is an Affirmative Action/Equal Opportunity Employer and encourages applications from minorities.* **NY7**

VISITING POSITION IN SOCIAL AND/OR DEVELOPMENTAL PSYCHOLOGY: The **UNION COLLEGE** Department of psychology is inviting applications for a visiting assistant professor position beginning September 2000. This is a three-year visiting position with the possibility of re-

newal. Courses to be taught include introductory psychology, social and /or development psychology, upper level courses in area of expertise, and supervision of honors research. Ability to teach one or more courses in the following areas is desirable: cultural or ethnic diversity; educational psychology; adult development or aging; health psychology; research methods. Strong commitment to both undergraduate teaching and scholarship is necessary. Ph.D. by appointment date preferred. Union is a small, private college founded in 1795 with a long history of excellence in the liberal arts, sciences, and engineering. Located in scenic upstate New York, Union is just south of the Adirondack Mountains, and is within 3-4 hours of New York City, Boston, and Montreal. The Psychology Department has nine full-time and four part-time members and graduates 60-70 majors per year. Teaching load is two courses per trimester. The College and Department are concerned with excellence in teaching and ability to involve students in research. Interested candidates should send an application letter, curriculum vitae, three letters of recommendation, and any evidence of scholarship and teaching skill, including teaching evaluations, if available, to Linda Stanhope, Department of Psychology, Union College, Schenectady, NY 12308. Questions may be e-mailed to Linda Stanhope at Stanhopl@union.edu or visit our web site at <http://www.union.edu/Academics/Department/PSY.html>. Application deadline is February 1. *Union College is committed to a program of affirmative action and equal employment opportunities. Women and minorities are strongly encouraged to apply.* **NY8**

The Department of Psychiatry at **THE STATE UNIVERSITY OF NEW YORK, DOWNSTATE MEDICAL CENTER** wishes to recruit an academic Psychologist at the Assistant, Associate or Full Professor rank in a tenure track position. The selected individual will have a demonstrated record of funding and research productivity. The search committee will consider any area of psychiatric research, and is in a position to offer a generous

starting package. Please send your C.V. To: Dr. Henri Begleiter, Chair of Search Committee. Professor of Psychiatry and Neuroscience, Dept. of Psychiatry, SUNY Downstate Medical Center, 445 Lenox Road, Brooklyn, New York, 11203 Tel. # 718 270-2024 EMAIL hb@cns.hscbklyn.edu *SUNY is an equal opportunity employer.* **NY11**

NORTH CAROLINA

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE. I/O PSYCHOLOGY The UNC Charlotte Department of Psychology invites applications for a tenure-track position at the Associate level (possibly advanced Assistant) to begin August 2000. Ph.D. in Industrial/Organizational Psychology required. Prefer candidates with an established research program and teaching experience at undergraduate and graduate levels. The Department has 28 full-time faculty, four I/O, committed to training in an M.A. program, expanding initiatives in human resource management, 800 undergraduate majors and over 50 graduate students. Information about the department is available at (http://www.uncc.edu/colleges/arts_and_sciences/psychology/). Applications - including a vita, statements of teaching philosophy and research program, Graduate transcripts, and three letters of recommendation - should be sent to Dr. David Gilmore, Search Committee, Department of Psychology, UNC Charlotte, 9201 University City Blvd., Charlotte, NC 28223. The review of candidates will begin December 1, 1999, and continue until the position is filled. *AA/EOE. NCI*

INDUSTRIAL PSYCHOLOGIST Do you know what you are talking about? And can you say it well? **PRI ASSOCIATES** is seeking an articulate PhD Industrial Psychologist to join its consulting practice full time. Most of our clients are law firms and organizations engaged in litigation who need our help in clarifying technical issues. You have to really know your stuff (cross examination is unpleasant otherwise) and be able to explain things clearly - just like a good college professor. It also helps to have a good publication record

(writing clearly and convincingly is an important part of the job). If you have these qualities and want to apply them to a variety of interesting problems, this could be the job for you. Please send a letter of interest, curriculum vita, and references to: Industrial Psychologist, PRI Associates, Inc., 2810 Meridian Parkway, Suite 144, Durham, NC 27713. NC2

DAVIDSON COLLEGE Psychology Dept. has a 1-year temporary sabbatical replacement position in any human cognition area except memory. Beginning Aug. 1, 2000. Preference for prior teaching experience and Ph.D. Courses to be taught include cognition specialty with lab, general psy, and a senior capstone seminar (e.g., History & Systems). Visit website <http://www.davidson.edu/academic/psychology/psych.htm> for more information. Application review will begin Feb. 1. Send cover letter, vita and 3 letters of reference to Dr. Ruth Ault, Chair, Department of Psychology, P.O. Box 1719, Davidson College, Davidson, NC 28036-1719. Davidson College is a highly selective liberal arts college with a new life sciences building. *An Equal Opportunity Employer, we welcome applicants who would enhance the diversity of our faculty.* NC3

NORTH DAKOTA

FACULTY POSITION - UNIVERSITY OF NORTH DAKOTA The Department of Psychology at the University of North Dakota is recruiting a full-time assistant professor for a tenure-track position in General/Experimental Psychology for Fall, 2000. This individual should have research expertise in social psychology and/or quantitative methods, and must be able to teach undergraduate courses such as introductory psychology, social psychology, and statistics. Requirements include: a Ph.D. in psychology (received or expected prior to 8/00); a strong commitment to research and teaching at the undergraduate and graduate levels; evidence of scholarly productivity (commensurate with experience); plans to establish and maintain an active, independent research program; evidence of quality teaching

skills/potential. The successful candidate will be expected to teach and participate in the department's undergraduate and graduate programs (Ph.D. programs in General/Experimental Psychology and Clinical Psychology). Members of underrepresented groups, including women and minorities, are strongly encouraged to apply. Applications will be accepted until the position is filled and review of applications will begin immediately. A letter of application, curriculum vita, and at least three letters of recommendation should be sent to: Chair, General/Experimental Psychology Search Committee, Box 8380, University of North Dakota, Grand Forks, ND 58202-8380. *UND is an equal opportunity/affirmative action employer.* ND1

FACULTY POSITION - UNIVERSITY OF NORTH DAKOTA The Psychology Department at the University of North Dakota is recruiting a full-time assistant professor for a tenure-track position in Clinical Psychology for Fall, 2000. Requirements include: a Ph.D. in Clinical Psychology (received or expected prior to 8/00); completion of an APA-approved clinical internship; a strong commitment to research and teaching at the undergraduate and graduate levels; evidence of scholarly productivity (commensurate with experience); plans to establish and maintain an active, independent research program; evidence of quality teaching skills/potential. The area of research specialization is open. The successful candidate will be expected to teach and participate in the department's undergraduate and graduate programs (Ph.D. programs in Clinical Psychology and General/Experimental Psychology). Members of underrepresented groups, including women and minorities, are strongly encouraged to apply. Review of applications will begin 10/15/99 and continue until the position is filled. A letter of application, curriculum vita, and three letters of recommendation should be sent to: Chair, Clinical Psychology Search Committee, Box 8380, University of North Dakota, Grand Forks, ND 58202-8380. *UND is an equal opportunity/affirmative action employer.* ND2

OHIO

THE UNIVERSITY OF AKRON Faculty Search Associate Professor or Professor of Psychology

One tenure track position as an Associate Professor or Full Professor of Psychology in Applied Cognitive Aging. We wish to recruit an established scientist with an active research program and a proven track record in obtaining external research support. Successful candidate will be expected to teach graduate and undergraduate courses in their area of expertise and advise graduate theses and dissertations. Desirable areas of expertise include intervention methodology, perceptual processes, human factors and environmental design, however, we encourage applications from researchers within any area of applied cognitive aging. The successful applicant will be expected to publish in leading psychology/gerontology journals and obtain external funding for their research. Applicants who will enhance the diversity of the present ACA faculty are especially sought. Applications will be accepted until November 15, 1999, but the deadline may be extended until the position is filled. Start date is August 28, 2000 (could be as early as January 18, 2000). **Assistant Professor of Psychology** One tenure track position as an Assistant Professor of Psychology in our Applied Cognitive Aging program. We are looking for a psychologist with strong research interest in human aging coupled with expertise in biopsychology/neuropsychology. We encourage applications from individuals who have experience in assessment, evaluation, or intervention with older adults in applied settings. Primary teaching responsibility will be for the Psychology Department's undergraduate and graduate Biopsychology/Neuropsychology courses along with specialty courses within the applicant's interest area. The successful applicant will advise both masters and doctoral students. The position requires developing an active research program in human aging to complement existing strengths in our doctoral emphasis in Applied Cognitive Aging. He or she will also be expected to publish in leading psychology/gerontology journals and obtain

external funding for their research. All requirements for the Ph.D must be completed prior to the start date. Applications will be accepted until January 15, 2000, but may be extended until the position is filled. Start date is August 28, 2000. **Salary.** Starting salaries are competitive, benefits are excellent, as are the research and teaching facilities with computer labs for both teaching and research housed within the department. **The University Of Akron** The University of Akron is among the 60 largest universities in the nation and has the third largest principal campus enrollment of Ohio's state universities. Today, nearly 24,000 students and 40 state and 70 countries are enrolled. The University offers 17 doctoral degree programs, 100 master's degree programs and options, and more than 200 majors leading to associate and undergraduate degrees. The University is situated in a metropolitan area having more than 2.8 million people. **The Department of Psychology** The successful applicant will join a 19 member research-oriented department with doctoral emphases in Applied Cognitive Aging, Industrial/Organizational Psychology (including Industrial Gerontological specialization) and Counseling Psychology (APA accredited program). **Applications.** Send letter of application together with vita, reprints, and three letters of recommendation to Search Committee Chair, Department of Psychology, The University of Akron, Akron, OH 44325-4301 for the Associate or Professor position to Dr. Harvey L. Sterns (hsterns@uakron.edu), and for the Assistant Professor position to Dr. Karen Kopera-Frye (kkopera@uakron.edu). **EEO Statement:** *The University of Akron is an Equal Education and Employment Institution. Women and minorities are encouraged to apply.* OH1

MATHEMATICAL PSYCHOLOGY- OHIO STATE UNIVERSITY: The Department of Psychology at The Ohio State University invites applications for a faculty position in mathematical psychology. Rank is open, depending on availability of funds and qualifications of candidates. We are seeking candidates with interests in

The Ohio State University^{OH13} SOCIAL PSYCHOLOGY POSTDOCTORAL POSITION

The Social Psychology program at The Ohio State University anticipates appointing at least one postdoctoral fellow for the 2000 academic year. The fellowships are funded by an NIMH training grant. Postdoctoral fellows would work closely with at least one of the core faculty in the social psychology program (i.e., Bob Arkin, Marilyn Brewer, Tim Brock, Tanya Chartrand, Jon Krosnick, Rich Petty, Phil Tetlock, Bill von Hippel, Gifford Weary), and perhaps one or more affiliated training faculty in allied fields (i.e., Barbara Andersen, Gary Berntson, Nancy Betz, Catherine Heaney, Janice Kiecolt-Glaser, John Skowronski, Michael Vasey).

Applicants should submit a CV, three letters of recommendation, a statement describing their research interests and accomplishments, and a statement explaining which one or two faculty members with whom they seek to work and why.

FOR FULL CONSIDERATION, applications should be received by February 1, 2000, but applications will be processed until the position is filled. Applications should be addressed to:

Social Psychology Postdoc Committee
c/o Shirley Bostwick
Department of Psychology
1885 Neil Avenue Mall
Columbus, OH 43210-1222

The Ohio State University is an Equal Opportunity Affirmative Action employer. Women, Minorities, Vietnam Era, Disabled Veterans and Individuals with Disabilities are encouraged to apply. Eligibility is limited to U.S. Citizens and Permanent Residents of the U.S.

mathematical modeling of psychological phenomena and processes. Although we would be particularly interested in investigators working in the area of judgment and decision making, we are not limiting our search to that field. We invite applications from individuals in any domain of mathematical modeling in psychology. We seek applicants with a background or promise of a strong research program and a commitment to teaching both undergraduate and graduate level courses in mathematical psychology as well as in the candidate's area of specialization. The quantitative psychology program at Ohio State is a large and diverse program with 7 faculty and 8-10 Ph.D. students. Applicants should send a letter of interest, vita, and selected reprints (up to four) to the address below. Applicants for an Assistant Professor position should arrange for three letters of recommendation to be sent to the same address. Applicants for an Associate or Full Professor position may arrange for letters or may submit contact information for three references. Send application mate-

rials to: Dr. Robert MacCallum, Quantitative Psychology Search Committee, Ohio State University, 1885 Neil Avenue, Columbus, OH 43210-1222. For further information contact Dr. MacCallum by email at maccallum.1@osu.edu. Applications will be reviewed beginning November 1, 1999, and this process will continue until the search is completed. *The Ohio State University is an Equal Opportunity and Affirmative Action employer.* **OH2**

ASSISTANT PROFESSOR OF CLINICAL PSYCHOLOGY—MIAMI UNIVERSITY: The Department of Psychology seeks an Assistant Professor (tenure-track) for its APA-accredited Ph.D. program in clinical psychology. Ph.D. required. Candidates should provide evidence of excellence in research and a strong commitment to both undergraduate and graduate education. Area of specialization is open, but one priority of the program is to strengthen its offerings in the cognitive-behavioral area. Women and minorities are espe-

cially encouraged to apply along with all other qualified applicants. A letter of application including a statement of research and teaching interests, curriculum vitae, 3 letters of recommendation, reprints & preprints should be sent to Clinical Search Committee, Department of Psychology, Miami University, Oxford, OH 45056. Deadline for receipt of applications is January 15, 2000. *Miami University is an affirmative action, equal opportunity employer.* **OH3**

ASSISTANT PROFESSOR OF PSYCHOLOGY THE OHIO STATE UNIVERSITY AT MANSFIELD invites applications from research-oriented social psychologists who have a strong commitment to undergraduate education. Responsibilities include teaching general psychology, research methodology, social psychology and other courses from our curriculum and maintaining an active research program that can benefit from the involvement of advanced undergraduates as assistants. The normal teaching load at this time is 7 courses distributed over three quarters. Ph.D. and teaching experience required. OSU-Mansfield is a regional campus of the Ohio State University. It offers a broad range of lower division courses and complete baccalaureate programs in a few majors, including psychology. Regional campus faculty members hold rank in the university's psychology department and have access to all university resources. The campus is nestled in a pleasant, wooded setting and has approximately 1500 students, most of them commuters. Mansfield is located a little more than one hour from both Columbus and Cleveland. To assure consideration, send vita and three letters of recommendation by January 5, 2000 to Chair, Psychology Search Committee, The Ohio State University at Mansfield, 1680 University Drive, Mansfield, OH 44906. *The Ohio State University is an Equal Opportunity/Affirmative Action Employer.* **OH4**

The Department of Psychology at **KENYON COLLEGE** seeks to fill a **tenure-track opening** in the area of **Race and Ethnicity** beginning July 2000. The position will likely be at the Assistant Professor level.

However, candidates with substantial teaching experience, including those at the Associate Professor level, are encouraged to apply. A Ph.D. (or near completion of a Ph.D.) is required. We seek a candidate with strong teaching skills, teaching experience, and a research program in which undergraduate students can participate. The position requires that the person teach courses in race and ethnicity (or cross-cultural or multi-cultural psychology), introductory psychology, and other courses in the person's specialty area. To apply, please send a vita, statement of teaching interests, statement of research interests, reprints/preprints, and three letters of recommendation to: Sarah Murnen, Chair of Search Committee, Psychology Department, Kenyon College, Gambier, OH 43022. (Email: MURNEN@KENYON.EDU). We will begin reviewing applications on December 10, 1999, and will continue accepting applications until the position is filled. *Kenyon College is an equal opportunity employer and strongly encourages applications from women and ethnic minority candidates.* **OH5**

THE OHIO STATE UNIVERSITY MARION CAMPUS is seeking applications for a tenure track Counseling or Clinical Psychology position at the Assistant Professor level. Duties emphasize teaching undergraduate courses such as Introductory, Abnormal, Counseling, Personality, and Adjustment. An active research program and professional service are expected. Qualifications include Ph.D. in Psychology in Counseling or Clinical, teaching experience, and scholarship. Starts Autumn Quarter 2000. Salary and benefits are competitive. Send vita, statements of teaching, research, and service experience, three letters of recommendation, and reprints to: Terry F. Pettijohn, Psychology Search Committee, The Ohio State University, 1465 Mt. Vernon Ave., Marion, OH 43302 by December 31, 1999. *The Ohio State University is an Equal Opportunity/Affirmative Action Employer.* **OH6**

The Psychology Department at **OHIO UNIVERSITY** is recruiting for a position in its Decision-Making and Social Judgment program. This is a new program that includes faculty in social psychology, behavioral decision-making, and cognitive psychology. The program's emphasis is on human judgment processes, focusing on both basic research as well as on applied aspects of judgment such as medical and legal decision making. Rank is open, although we prefer a full professor or advanced associate who can help direct the program and recruit new faculty during the next few years. Candidates should send a letter of application, curriculum vitae, copies of recent publications, a statement of research interests, and three letters of recommendation to Mark Alicke, Chair, Decision-Making and Social Judgment Search Committee, Department of Psychology, Ohio University, Athens, Ohio 45701-2979. Inquiries about the position can be directed to Mark Alicke by telephone (740-593-1068) or by e-mail (alicke@oak.cats.ohiou.edu). *We strongly encourage applications from minority and women candidates. Ohio University is an Equal Opportunity/Affirmative Action Employer.* Review of applications will begin December 15, 1999. **OH7**

MIAMI UNIVERSITY — Social Psychology positions: The Department of Psychology at Miami University expects to make two appointments in Social Psychology, at the rank of Assistant Professor, effective Fall Semester, 2000. 1) A tenure-track appointment; and 2) A one-year visiting position, with renewal for a second year possible. The successful candidate for each position must have completed the Ph.D., is expected to provide high-quality teaching at the undergraduate level and in a Ph.D.-level graduate social psychology program, and to exhibit excellence in research. The Social Psychology program is one of four graduate programs (along with brain and cognitive science, developmental, and clinical) in the department. *Miami University is an Equal Opportunity/Affirmative Action employer and applications from women and minorities are especially encouraged.* Please indicate whether an application is

for the tenure-track or the visiting position. Please send a letter of application, a curriculum vita, papers or reprints, and arrange for three letters of recommendation to be sent to: Arthur G. Miller, Chair, Social Search Committee, Department of Psychology, Miami University, Oxford, Ohio, 45056. Review of applications will begin in January, 2000 and continue until the positions are filled. **OH8**

TENURE TRACK ASSISTANT PROFESSOR: The Department of Psychology, **WRIGHT STATE UNIVERSITY**, invites applications for a tenure track faculty position at the Assistant Professor level, beginning Fall 2000 in the area of Clinical and/or Health Psychology. The Department is committed to excellence in research and teaching, has a strong undergraduate program, and is seeking to expand a doctoral program in Industrial/Organizational and Human Factors Psychology. Applicants must have academic training, experience, and a Ph.D. in Clinical and/or Health Psychology and a strong commitment to teaching and research. The successful applicant will 1) teach undergraduate courses in theory and research in clinical psychology and abnormal psychology, as well as other courses which might include, but are not limited to, health psychology and special topics in prevention and treatment of clinical disorders; 2) provide guidance to undergraduate majors interested in pursuing careers in clinical and other related areas; 3) establish a research program in clinical and/or health issues. Preference will be given to candidates whose research areas can be integrated with existing research programs which are described in the Department's web page (www.psych.wright.edu). Examples include, but are not limited to, stress, aging, assessment, training, compliance with medical regimes, and the use of virtual reality in clinical applications; 4) supervise Industrial/Organizational and/or Human Factors graduate students in research on clinical and/or health topics; 5) teach graduate courses in clinical and/or health topics for students in the Human Factors and Industrial/Organizational Graduate Program. The Dayton area offers substantial opportunities for build-

ing a research program involving local industries, which include Fortune 500 companies and Wright Patterson Air Force Base, the foremost research and development center in the U.S. Air Force. A curriculum vitae and three letters of recommendation should be sent to Allen Nagy, Chair, Clinical Search Committee, Department of Psychology, Wright State University, Dayton, OH 45435-0001. Formal review of applications will begin December 1, 1999, but applications will be reviewed until the position is filled. *Wright State University is an Equal Opportunity/Affirmative Action employer.* **OH10**

WITTENBERG UNIVERSITY PSYCHOLOGY DEPARTMENT is seeking an Assistant Professor for a one-year appointment effective August 2000, with a possibility of renewal for up to three years. The position involves teaching introductory level courses to majors and non-majors, and advanced research seminar in the candidate's area of expertise, and topics courses in theories of personality, industrial/organizational psychology, and/or community psychology. Candidates are expected to have a firm commitment to excellence in teaching and scholarly activity in the context of a strong undergraduate liberal arts institution. A Ph.D. is required. Send letter of interest, current vita, and three letters of recommendation to Dr. Jeffery Brookings, Chair, Department of Psychology, Wittenberg University, P.O. Box 720, Springfield, Ohio 45501-0720. The deadline is March 15, 2000. *Wittenberg University is an Affirmative Action/Equal Opportunity Employer. We encourage women and minority applicants to apply, as we are committed to creating an ethnically and culturally diverse community.* **OH11**

The Department of Psychology at DENISON UNIVERSITY invites applications for a tenure-track position (pending approval) at the level of assistant professor with expertise in Animal Behavior or Psychobiology. Research specialization is open, but the candidate will be expected to teach courses in the areas of Psychobiology, Learning or Animal Cognition. The can-

didate is also expected to teach introductory psychology on a regular basis. Interest in teaching statistics is desirable. Candidates should have an active research program that can involve undergraduate students. Review of applications will begin February 1, 2000. Submit curriculum vita, a statement of teaching and research interests, evidence of teaching effectiveness, representative publications, and arrange to have three letters of recommendation sent to: Dr. L. Kaye Rasnake, Department of Psychology, Denison University, Granville, OH, 43023. *Denison University is an Affirmative Action/Equal Opportunity Employer.* **OH12**

OKLAHOMA

Post Doc in Applied Cognition: Air Traffic Control A post-doctoral position on a cooperative agreement between the **UNIVERSITY OF OKLAHOMA'S** Department of Psychology and the FAA's Civil Aeromedical Institute is available to researchers interested in studying air traffic controllers and related cognitive issues. Applicants with a Ph.D. (ABD) in any area that could be brought to bear: cognitive psychology, social psychology, industrial engineering, human factors, cognitive ergonomics, cognitive anthropology, are invited to apply. The successful applicant will have managerial and supervisory responsibilities and will collaborate on research with the PI and students. I anticipate a starting salary for PhDs of 30K and a start date in early 2000. The position is renewable and opportunities to teach can be negotiated for interested applicants. The University of Oklahoma is located in Norman, OK, a college town of 90,000 just 20 minutes from OKC, the Civil Aeromedical Institute, and the FAA training academy. Applicants should send a letter of intent, a vita/resume, 3 letters of recommendation, and p/reprints to Frank Durso, Department of Psychology, University of Oklahoma, Norman, OK 73019. Application review will continue until the position is filled. **OK1**

THE UNIVERSITY OF TEXAS MD ANDERSON CANCER CENTER

Making Cancer History™

TX8

THE UNIVERSITY OF TEXAS M. D. ANDERSON CANCER CENTER, DEPARTMENT OF BEHAVIORAL SCIENCE is accepting applications for several new faculty positions (tenure track) including one in quantitative psychology/psychometrics. Faculty rank is open. The successful candidates for three positions will have specific expertise in tobacco use and prevention with interests in one or more of the following areas: nicotine dependence and behavioral genetics, epidemiological and psychosocial aspects of tobacco use, co-morbid disorders, neuroscience of nicotine dependence and prevention/treatment of adolescent tobacco use. Level of extramural funding will be a key consideration for advanced faculty appointments. The successful candidates for three additional positions will have research interests in one or more of the following areas: quantitative psychology/psychometrics/methodology, cancer prevention and control, screening/early detection, adherence to treatment, psychosocial aspects of cancer treatment/survivorship and health communications. A research focus in multimedia, web-based communications or tailored messaging (motivation and treatment) is highly desired in the health communications position.

Qualifications include a doctoral degree in psychology, public health or one of the social sciences, biostatistics or quantitative psychology. Successful candidates will be expected to design, implement and evaluate innovative studies, and seek peer-reviewed research funding. Candidates with a strong record of scholarly achievement are preferred.

Salary is commensurate with experience. We offer generous benefits and competitive start-up packages for new faculty.

The Department of Behavioral Science, established in 1993, provides an unusually rich opportunity for collegial interaction and an exceptional infrastructure for behavioral research. Multidisciplinary opportunities in clinical, community and laboratory settings are readily available, as well as collaboration, supervision and teaching opportunities. We currently have three tenured and four tenure-track faculty whose interests cover the spectrum from primary cancer prevention to quality of life and survivorship. Growth to 15 faculty positions is anticipated. M. D. Anderson Cancer Center is located within Houston's Texas Medical Center, the largest medical center in the world. Houston is the fourth-largest city in the United States, with dynamic cultural and recreational resources and an affordable cost of living.

The Department expects to review applications beginning December 1999, although applications will be accepted until the positions are filled. Application procedures: Send cover letter, curriculum vita and professional reference list to: Ellen R. Gritz, Ph.D., Professor and Chair, The University of Texas M. D. Anderson Cancer Center, Department of Behavioral Science, 1515 Holcombe Blvd., HMB 3.020, Box 243, Houston, Texas 77030.

The University of Texas M. D. Anderson Cancer Center is an Equal Opportunity/Affirmative Action Employer and is a smoke-free environment. Women and minority candidates are encouraged to apply.

The Department of Psychology at the UNIVERSITY OF OKLAHOMA seeks applicants for four (4) tenure track positions. Successful applicants will be expected to maintain active research programs, secure extramural funds, direct doctoral students, participate in undergraduate education, and integrate with existing graduate training programs in Cognitive, Social/Personality, Quantitative, Industrial/Organizational, Biological, and Developmental psychology. Applicants must have a Ph.D. by the time of

appointment. Applicants from women and minorities are especially welcome. **SOCIAL PSYCHOLOGY—Two (2) Assistant Professor positions.** Applicants in any area of social psychology will be considered although candidates with specializations in basic affective, cognitive, and motivational processes underlying complex social phenomena are of particular interest. Ability to teach personality or contribute to other program areas is desirable. (Contact: Dr. Carolin Showers—cshowers@

ou.edu) **HUMAN-COMPUTER INTERACTION—Assistant Professor.** Applicant must have contributed to the HCI literature and be able to teach graduate and undergraduate survey courses in HCI and will be expected to become involved with the University's Human-Technology Interaction Center, a multidisciplinary research center involving 10 departments across 5 of the University's colleges. (Contact: Dr. Scott Gronlund—sgronlund@ou.edu) **INTRODUCTION TO PSYCHOLOGY—Assistant Professor.** Applicant must have a strong commitment to undergraduate instruction with a special focus on introductory psychology. Applicant will be expected to lead and coordinate the department's efforts in introductory psychology instruction. This position will emphasize teaching to a greater degree, but applicants are expected to have a demonstrable commitment to research in some content area of psychology or in instructional methods, teaching of psychology, etc. Demonstrated experience with multimedia technology and web-based course technology is highly desirable. (Contact: Dr. Joseph L. Rodgers—jrodgers@ou.edu) Screening of applicants will begin December 15, 1999, and continue until positions are filled. Candidates must send a letter of intent, current vita, re/preprints, statement of teaching and research interests, evidence of teaching ability, and a minimum of three letters of recommendation to the respective contact person for each search. Address: Department of Psychology, University of Oklahoma, Norman, OK, 73019. Inquiries about positions: Phone: (405) 325-4511, FAX 325-4737. *The University of Oklahoma is an Affirmative Action/Equal Opportunity Employer and has a policy of being responsive to dual career couples.* **OK2**

OREGON

THE UNIVERSITY OF OREGON Psychology Department invites applications for a tenure-track position in systems neuroscience to begin September 2000. The position is for Assistant Professor, but unusually strong applicants at the early Associate level

will be considered. Area of research interest is open, but we anticipate that the successful candidate will interact both with members of the department and the Institute of Neuroscience. We are seeking active researchers who also are committed to excellence in teaching. Send vita, reprints, and at least 3 letters of recommendation to: Systems Neuroscience Search Committee, Department of Psychology, 1227 University of Oregon, Eugene, OR 97403-1227. For full consideration, materials should be submitted by December 15, 1999. *The University of Oregon is an EOE/AA/ADA institution committed to cultural diversity.* **OR1**

THE UNIVERSITY OF OREGON Psychology Department invites applications for a tenure-track position in clinical psychology to begin September 2000. The position is for Assistant Professor, but unusually strong applicants at a higher level will be considered. Area of research interest is open. We are seeking active researchers who also are committed to excellence in teaching. The clinical psychology program is accredited by the American Psychological Association and is composed of a research-oriented faculty with broad interests in psychology as a clinical science. Send vita, reprints, and at least 3 letters of recommendation to: Clinical Search Committee, Department of Psychology, 1227 University of Oregon, Eugene, OR 97403-1227. For full consideration, materials should be submitted by December 15, 1999. *The University of Oregon is an EOE/AA/ADA institution committed to cultural diversity.* **OR2**

OREGON STATE UNIVERSITY. The Psychology Department anticipates filling a tenure-track position for an Assistant Professor in Clinical Psychology. While we will consider applicants in any area of clinical, our preference is for individuals with expertise in the areas of child/adolescent or assessment. This position will be effective Fall 2000. Minimum qualifications include a Ph.D. in Clinical Psychology by the time of the appointment. The candidate is expected to establish/continue a strong research program and dem-

onstrate evidence of, or potential for, excellence in teaching. Other responsibilities include teaching general psychology and relevant courses at the junior and senior undergraduate level, and advising students. Applications should include a cover letter, a statement of research interests, curriculum vitae, representative reprints, and evidence of teaching skills. Applicants should also arrange to have three letters of reference sent (which must be received by the closing date). All materials should be sent to: Dr. Irwin Horowitz, Chair, Personnel Committee, Department of Psychology, 204C Moreland Hall, Oregon State University, Corvallis, OR 97331-5303. Applications must be complete by January 20, 2000. *Oregon State University is an Affirmative Action/Equal Employment Opportunity employer and has a policy of being responsive to the needs of dual-career couples.* **OR3**

DIVISION OF SOCIAL SCIENCE PSYCHOLOGY DEPARTMENT ASSISTANT PROFESSOR OF PSYCHOLOGY (2 POSITIONS) WESTERN OREGON UNIVERSITY is seeking applications for two nine-month, tenure-track positions in the Psychology Department. **Qualifications (Experimental Psychologist):** Applicants must have a Ph.D. in Experimental Psychology with evidence of ongoing research program required. Applicants with teaching experience will be given priority. Must have strengths in Cognition, Learning and Memory, Research Methods, and Motivation. Must be committed to teaching General Psychology with enthusiasm. **Qualifications (Clinical Psychologist):** Applicants must have a Ph.D. in Clinical Psychology with evidence of ongoing research program required. Applicants with teaching experience will be given priority. Applicants must have an interest in teaching Personality Theory, Psychological Assessment, Abnormal Psychology, General Psychology and in supervising Practicum. **Duties (Experimental Psychologist):** The successful applicant will teach Cognitive Psychology, Learning and Memory, Research Methods, Motivation, General Psychology and supervise practicum students. Duties also

include teaching 12 credit hours per quarter and student advising. **Duties (Clinical Psychologist):** The successful applicant will teach Personality Theory, Psychological Assessment, Abnormal Psychology, General Psychology and supervise practicum students. Duties also include teaching 12 credit hours per quarter and student advising. **Application:** For both positions please send Curriculum Vitae, three letters of reference and a statement on a personal philosophy of teaching to Merle Kelley, Ph.D., Department of Psychology, Monmouth, OR 97361. Tel: (503) 838-8297, E-mail: kelleym@wou.edu **Closing date:** All information must be received by January 15, 2000. **OR4**

Applications are now being accepted for a postdoctoral fellow in Development and Psychopathology at the **UNIVERSITY OF OREGON**, Department of Psychology. This NIMH-funded program brings together diverse faculty from the University of Oregon as well as research scientists from the Oregon Social Learning Center and the Oregon Research Institute actively involved in research in developmental psychopathology and intervention research. The term of the post-doctoral fellowship is 2 years, beginning July 1, 2000. Applicants should have a doctoral degree in psychology (any area) or a related discipline and an interest in pursuing research in development and psychopathology. Submit a curriculum vita, statement of interests, a description of research you would hope to pursue at Oregon and three letters of recommendation by March 1, 2000: Developmental Psychopathology Training Program, Department of Psychology, 1227 University of Oregon, Eugene, OR 97403-1227. *An equal opportunity, affirmative action institution committed to cultural diversity and compliance with the American with Disabilities Act.* **OR5**

PENNSYLVANIA

CLINICAL PSYCHOLOGY: The Department of Psychology at **TEMPLE UNIVERSITY** is seeking an outstanding clinical psychologist for a tenure system appointment at the rank of assistant professor for Fall, 2000. We seek a

clinical psychologist with a commitment to the study of psychopathology, broadly defined. We seek someone with the potential to be a highly productive scholar and effective teacher for our undergraduate and graduate programs. Preference will be given to candidates with a Ph.D. in clinical psychology from an APA-accredited program. This position is pending final budgetary approval. All applicants should send a curriculum vita, a statement of research interest, a statement of undergraduate and graduate teaching interests, three letters of recommendation, and copies of representative publications to: Chair, Clinical Search Committee, Department of Psychology, Weiss Hall, Temple University, Philadelphia, PA 19122-6085. *Minority and women candidates are especially encouraged to apply.* **PA1**

Social/Personality Psychologist. The Psychology Department at **LEHIGH UNIVERSITY** invites applications for a tenure-track position at the rank of Assistant Professor effective Fall 2000. We seek social/personality psychologists who can contribute to our Ph.D. program in Psychology, which emphasizes cognition and development (see <http://www.lehigh.edu/~inpsy/gradprog.html>). Preference will be given to candidates with a cognitive orientation and research interests in health or environmental issues, broadly defined. Strong quantitative background and ability to teach quantitative methods at the graduate level is a plus. For full consideration, please send vita, statement of research and teaching interests, representative publications, and three letters of reference by January 3, 2000 to: Search Committee, Department of Psychology, 17 Memorial Drive East, Lehigh University, Bethlehem, PA 18015. *Lehigh is committed to recruiting, retaining, and tenuring women and minorities.* **PA2**

Assistant Professor in Developmental Psychology: The Department of Psychology at **ST. JOSEPH'S UNIVERSITY** seeks applications for a tenure-track position for September 2000 to support a robust undergraduate program and M.S. graduate program in

experimental psychology. Ph.D. in psychology with an active research program in any of the developmental areas is required. The successful candidate will offer a variety of undergraduate courses (including introductory psychology, child development, life-span development, and the history and systems of psychology), graduate courses and a research program involving undergraduate and graduate students. Minority candidates are encouraged to apply. Send letter of application (including statement of research background and interests), a vita, and 3 letters of recommendation by December 31, 1999 to: Dr. Paul DeVito, Chair, Dept. of Psychology, St. Joseph's University, 5600 City Ave., Philadelphia, PA 19131. *EOE/M/W/D/V.* **PA3**

The Psychology Department of **LEBANON VALLEY COLLEGE** is accepting applications for a tenure-track assistant professor position starting in the fall of 2000. Lebanon Valley College is a small 4 year liberal arts college with approximately 1400 students. It is located in Annville, Pennsylvania which is 75 minutes away from Baltimore, two hours from Philadelphia and three hours from New York City. This position involves undergraduate teaching in courses such as Introductory and General Psychology, Experimental Psychology, Statistics, Social Psychology as well as some upper level courses in the person's specialty. We will accept applications from all areas of specialization. Minimum qualifications include a Ph.D. or equivalent in psychology and potential for teaching excellence. A strong research background is also preferred, including the ability to conduct research projects with undergraduate students. Deadline for applications is 1/15/2000. Please send a cover letter that includes a statement of teaching/research interests, curriculum vita, a summary of previous student evaluations and three letters of recommendation to: Salvatore Cullari, Ph.D., Chairperson, Psychology Department, Lebanon Valley College, Annville, Pa. 17003. Please visit our homepage at <http://www.lvc.edu/www/psychology/index.html>. **PA5**

LA SALLE UNIVERSITY: second tenure track position (assistant or associate level) in **Clinical Psychology** beginning Fall 2000 (pending budget approval). Completion of APA accredited doctoral program and internship in **Clinical Psychology** required. Duties include teaching in Psy.D., M.A., and undergraduate psychology programs, advising students, and conducting and supervising research and clinical work. The Psy.D. Program includes tracks in general clinical, family, geropsychology, and rehabilitation psychology. Send letter of application, statement of teaching and research interests, curriculum vitae, 3 letters of recommendation, and representative reprints by **February 15, 1999**, to: Dr. Lynn Collins, Clinical Director; Box 273; La Salle University; 1900 W. Olney Ave.; Philadelphia, PA 19141. *AA/EOE. PA6*

Postdoctoral Fellow in the Department of Psychology at the UNIVERSITY OF PITTSBURGH and at the OREGON RESEARCH INSTITUTE. A two-year position is available on an NIMH-funded study of infants in families with a history of adolescent-onset depression. The project is a collaboration with the Oregon Research Institute. The candidate will be actively involved in analyses and writing of papers based on data that already have been collected as part of the project. The candidate also will participate in the development of future grant proposals. The candidate could be stationed in Pittsburgh and/or Eugene, Oregon. Candidates should send a curriculum vitae, statement of career interests, representative publications, and three letters of recommendation to Dr. Jeffrey Cohn, 614 OEH, 4015 O'Hara Street, Pittsburgh, PA 15260. For electronic mail and additional information, please see <http://www.pitt.edu/~jeffcohn/jfc.html>. *The University of Pittsburgh is an Affirmative Action, Equal Opportunity Employer. PA7*

POSTDOCTORAL POSITIONS CENTER FOR COGNITIVE BRAIN IMAGING CARNEGIE MELLON UNIVERSITY The Center for Cognitive Brain Imaging at Carnegie Mellon University

has several postdoctoral openings in fMRI studies of high-level cognition. The positions offer training and research opportunities working with a multidisciplinary Center team that uses state-of-the-art facilities and develops advanced methods for investigating cognitive systems. One project compares cognitive development and cognition in high-functioning autistic individuals and in normal subjects. Another project uses fMRI to measure cognitive workload during high-level dynamic decision tasks. Other projects investigate the relation between cognitive function and brain function in high-level cognition. Another project develops computational models that account for both the cognitive function and brain activation. Center activities are described at <http://ccbi.cmu.edu/> A research background in cognition and cognitive neuroscience is desirable. Positions will start January 1, 2000 or September 1, 2000. Applicants should send a curriculum vitae, statement of research skills and interests, preprints, and have letters of reference forwarded to: Dr. Marcel Just or Dr. Patricia Carpenter, Center for Cognitive Brain Imaging, Department of Psychology, Carnegie Mellon University, Pittsburgh, PA 15213. *Carnegie Mellon is an Equal Opportunity Employer. PA8*

THE DEPARTMENT OF PSYCHOLOGY AT DICKINSON COLLEGE invites applicants for two full-time tenure-track positions beginning Fall 2000. For **POSITION 1**, we seek candidates whose interests lie in the psychology of **UNDER-REPRESENTED POPULATIONS, CROSS-CULTURAL CONTACT, GENDER STUDIES**, or some combination; specialization in human development is a "plus" but not required. Candidates for **POSITION 2** must evince experience and interest in **OUTCOME EVALUATION** in clinical, human service, organizational, educational, and/or community settings and willingness to train colleagues in basic techniques; experience in teaching a basic course in psychopathology is desirable but not essential. Successful applicants will devise a coherent sequence of courses in her/his specialization, supervise senior projects, and con-

tribute to community outreach; courses include introduction to the speciality, advanced research methods, and a seminar. Teaching load is three course equivalents per semester, and supervision of senior projects. Candidates should have the Ph.D. in psychology and must provide evidence of excellence in teaching and of involving undergraduate students in research. Send a cover letter describing your teaching experience and research interests, your e-mail address, CV, and evidence of undergraduate teaching effectiveness to Search Committee, department of Psychology, Dickinson College, P.O. Box 1773, Carlisle, PA 17013-2896. Arrange for three letters of recommendation and graduate transcripts to be sent to the same address. You may contact the committee via e-mail at skelton@dickinson.edu. Dickinson College is a highly selective four-year, independent liberal arts college with 1800 students. General college information is at www.dickinson.edu. *Dickinson College is an Affirmative Action/Equal Opportunity Employer. Women and minority members are especially encouraged to apply. PA9*

YORK COLLEGE OF PENNSYLVANIA Faculty Position for 2000-2001 PSYCHOLOGY: Tenure track appointment at the Assistant Professor level in the area of clinical/counseling psychology. Candidates should possess an earned doctorate in clinical or counseling psychology, although ABD candidates will be considered. Preference will be given to candidates who have experience in the supervision of internships and student research projects. Qualified candidates should send a letter of application, curriculum vitae, a statement of teaching philosophy and research interests, and three letters of recommendation to Dr. Mary Kay Reed, Department of Behavioral Sciences, York College of Pennsylvania, York, PA 17405. Review of application materials will begin November 8, 1999. *York College is an Equal Opportunity Employer. PA10*

DEVELOPMENTAL PSYCHOLOGY, GETTYSBURG COLLEGE. The Department of Psychology anticipates a one-year sabbatical replacement position beginning Fall, 2000. The successful candidate should have a Ph.D. in psychology and will be expected to teach courses in developmental psychology and general psychology. The position provides the opportunity to conduct a personal research program and to supervise undergraduate research. Gettysburg College is a highly selective liberal arts college located within 90 minutes of the Washington/Baltimore metropolitan area. Established in 1832, the College has a rich history and is situated on a 220-acre campus with an enrollment of 2,300 students. The College seeks to promote diversity in its community through its affirmative action/equal opportunity programs; included in an attractive benefits package is a modest Partner Assistance Program. For best consideration, application materials should be received by January 15, 2000. Send letter of application describing teaching and research interests, curriculum vitae, reprints/preprints, and three letters of recommendation to: Janet Morgan Riggs, Chairperson, Department of Psychology, Box 407, Gettysburg College, Gettysburg, PA 17325. *PA11*

POSTDOCTORAL RESEARCH FELLOW: The Psychopathology Research Unit of the Department of Psychiatry at the **UNIVERSITY OF PENNSYLVANIA**, under the directorship of AARON T. BECK, M.D., is currently seeking applicants for a postdoctoral research fellowship in cognitive therapy for the 2000-2001 academic year. Successful candidates engage in ongoing research projects such as the efficacy of cognitive therapy, intervention with suicide attempters, and cognitive therapy for borderline personality disorder. Applicants who have earned a Ph.D. or equivalent in psychology or other related field should have received training in cognitive therapy and applied research methodology. Send a curriculum vita with a cover letter to Aaron T. Beck, M.D., Psychopathology Research, Room 754, The Science Center, 3600 Market Street, Philadelphia, Pa 19104-2648.

Applications should be received by March 30, 2000. *The University of Pennsylvania is an Equal Opportunity/Affirmative Action Employer. PA12*

CARNEGIE MELLON UNIVERSITY - POSTDOCTORAL TRAINEESHIPS IN COMBINED COMPUTATIONAL & BEHAVIORAL APPROACHES TO COGNITION

Applications are being accepted for two NIMH postdoctoral fellowships for training in computational modeling of behavioral data. Members of the training grant include: J. Anderson, M. Behrmann, P. Carpenter, A. Corbett, B. John, M. Just, R. Klatzky, K. Koedinger, K. Kotovsky, M. Lovett, J. McClelland, D. Plaut, L. Reder, R. Siegler, H. Simon, D. Touretzky, R. Valdes-Perez. Stipend set by NIMH and is based on number of years since completion of Ph.D. Fellowships are renewable for a second year. The candidate must be an U.S. citizen, non-citizen national, or already possess a visa permitting permanent residence. Applicants must have completed the doctoral degree before assuming the position. Send a vita and letter describing your research interests and have three letters of recommendation forwarded by March 15, 2000 to: Prof. L.M. Reder, Department of Psychology, Carnegie Mellon University, 5000 Forbes Avenue, Pittsburgh, PA 15213. For additional information, please see our website: www.psy.cmu.edu/~reder/welcome.html. **PA13**

RHODE ISLAND

BROWN UNIVERSITY'S Departments of Applied Mathematics, Cognitive and Linguistic Sciences, and Computer Science announce **A NEW INTERDISCIPLINARY POSTDOCTORAL OPPORTUNITY in LEARNING AND ACTION IN THE FACE OF UNCERTAINTY: COGNITIVE, COMPUTATIONAL AND STATISTICAL APPROACHES** As part of an NSF award to Brown University through the IGERT program, the Departments of Cognitive and Linguistic Sciences, Computer Science, and Applied Mathematics will be hiring a Postdoctoral Research Asso-

ciate. Fellows will be scholars who have displayed significant interest and ability in conducting collaborative interdisciplinary research in one or more of the research areas of the program: computational and empirical approaches to uncertainty in language, vision, action, or human reasoning. As well as participating in collaborative research, responsibilities will include helping to coordinate cross-departmental graduate teaching and research as well as some teaching of interdisciplinary graduate courses. We expect that the fellows will play an important role in creating a highly visible presence for the IGERT program at Brown, and the interdisciplinary activities will help unify the interdepartmental activities of the IGERT program. Applicants must hold a PhD in Cognitive Science, Linguistics, Computer Science, Mathematics, Applied Mathematics, or a related discipline, or show evidence that the PhD will be completed before the start of the position. Applicants should send a vita and three letters of reference to the IGERT Postdoc Search Committee, Department of Cognitive and Linguistic Sciences, Brown University, Box 1978, Providence, RI 02912. Special consideration will be given to those applicants whose research is relevant to at least two of the participating departments. The position will begin September 1, 2000 for one year, renewable upon satisfactory completion of duties in the first year. Salaries will be between \$35,000 and \$42,500 per year. All materials must be received by Jan. 15, 2000, for full consideration. *Brown University is an Equal Opportunity/Affirmative Action Employer.* For additional information about the program and ongoing research initiatives please visit our website at: <http://www.cog.brown.edu/IGERT>. **RI1**

SOUTH CAROLINA

CLEMSON UNIVERSITY Department of Psychology invites applications for two full time, tenure-track faculty positions at the Assistant or Associate Professor level beginning Fall 2000. Position 1: We seek a Social Psychologist with interests in Industrial/Organizational, Human Factors and/or Health Psychology. Position 2: Contingent on

availability of funds, we seek a Clinical/Health Psychologist with primary interests in research and teaching. Requirements for both positions include a Ph.D. in psychology, a strong research orientation with potential for extramural support, and a commitment to excellence in graduate and undergraduate education. The Department of Psychology at Clemson <http://hubcap.clemson.edu/psych/psych.html> is a research-oriented department with 21 full time faculty, 550 undergraduate majors, with graduate training in I/O, Human Factors and Occupational Health Psychology. Clemson University is a Land Grant Institution with over 17,000 students. The campus is located in the foothills of the Blue Ridge Mountains near outstanding year-round recreational opportunities. Applicants should submit a letter of interest, current Vitae, recent reprints, and three letters of reference. Preference will be given to applications received prior to January 5th, 2000. Send applications to: Social Search Committee Chair (for Position 1) or Clinical Search Committee Chair (for Position 2), Department of Psychology, 415 Brackett Hall, Clemson University, Clemson, SC, 29634-1511. *Clemson University is a non-discriminatory, affirmative action, equal access employer that specifically invites women and minorities to apply.* **SC1**

TENNESSEE

POSTDOCTORAL FELLOWSHIP: The Developmental Psychopathology Research Training Program of Vanderbilt University announces the availability of a position for a Postdoctoral Fellow in Psychology. The aim of this interdisciplinary program is to train leading scholars in the methods and science for the study of the development of normal and abnormal behavior across the life-span. Individuals with training in clinical, developmental, social, personality, quantitative, or educational psychology are especially encouraged to apply. Trainees work closely with one or more faculty mentors to develop their own program of research. In addition, they participate in a weekly proseminar that involves visits from international scholars.

With NIMH support, trainees receive a stipend, tuition, and funds for travel and research. Interested U.S. citizens should submit a curriculum vita, a single-page statement of interests and possible matches with program faculty, reprints of publications, and three letters of reference. Application materials should be sent to: Judy Garber, Ph.D., Director, Developmental Psychopathology Research Training Program, Box 512 Peabody College, Vanderbilt University, Nashville TN 37203. *Vanderbilt University is an equal opportunity, affirmative action employer.* **TN1**

The psychology department at **AUSTIN PEAY STATE UNIVERSITY** has two tenure track positions -available for Fall, 2000. **School Psychology:** This individual will teach both graduate and undergraduate courses and play an integral role in the department's MA and Ed.S. programs in school psychology. A doctorate with an emphasis in school psychology and at least two years of experience working as a school psychologist in a school setting is required. **Educational Psychology:** This individual will be expected to teach educational psychology and tests and measurements at both the graduate and undergraduate level. Preference will be given to those who have completed a doctorate, but those who are ABD are also encouraged to apply. Send letter of interest, curriculum vita, transcripts, and three letters of recommendation to the appropriate Search Committee, Department of Psychology, Austin Peay State University, Clarksville, TN 37044. Review of applications will begin immediately and continue until the position is filled. *Austin Peay State University is an Affirmative Action/Equal Opportunity Employer. Minorities, women and members of other protected groups are encouraged to apply.* **TN2**

VANDERBILT UNIVERSITY Peabody College Department of Psychology and Human Development Vanderbilt University-The Department of Psychology and Human Development anticipates five positions in the areas of clinical Psychology, developmental psy-



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In addition to our competitive salary, benefits, and relocation programs, we pay expenses for authorized travel to state and national conferences along with dues to relevant professional associations. If you are seeking a professional challenge and an opportunity to significantly influence the clinical profession, join The Psychological Corporation in beautiful San Antonio, Texas, with no city or state income tax and a reasonable cost of living. Job # 206/OEB.

For immediate consideration please send your resume specifying position of interest and Job #206/OEB to: **The Psychological Corporation, Attn: Human Resources, 555 Academic Ct., San Antonio, TX 78204. Fax: (210) 299-3662. E-mail: human_resources@harcourt.com.** For further information visit our website at www.tpcweb.com or call our Jobline at: (888) 872-5555. We are an equal opportunity and diversity oriented employer.



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TX6

chology, and quantitative methods. Each of the four tenured or tenure-track positions is open in level. We are seeking to recruit two individuals with tenure and two who have not yet achieved tenure, all with outstanding programs of research or the promise of outstanding programs and all highly effective teachers. The fifth position is a non-tenure track for a highly effective college teacher. Two positions in clinical psychology, rank open. An outstanding research program in developmental-clinical science is necessary. The successful applicant will join the department's APA-approved Clinical Psychology Training Program and its NIMH-funded research training programs. We seek productive scholars whose research complements that of our current clinical faculty who study developmental psychopathology, health psychology, and developmental disabilities, although strength of research program is more important than specific research area. Please send a statement of interests, vita, reprints, and three references to Clinical Search Com-

mittee. Two positions in developmental psychology. One is open rank in cognitive development, the other is a non-tenure line position in any area of development. For the tenured or tenure line position in cognitive development specialty area is less important than a strong research record in studying psychological processes. We seek a candidate who complements already existing strengths in the area. Candidates are encouraged whose research is linked strongly to the cognitive or behavioral neurosciences. Core faculty for the graduate training program are drawn from the departments of psychology and human development and special education and the school of medicine. Candidates who will contribute to one of the other specialty areas in the department (cognitive, developmental, psychopathology, quantitative) and/or the research centers on campus (Kennedy Center, Learning Technology Center, Vanderbilt Institute for the Study of Public Policy and others) will be given special consideration. For the non-tenure track position, we

are looking for someone with demonstrated teaching ability, who can contribute to a range of content and methods courses in our undergraduate child development program. A strong research background is desirable. A background in developmental, educational, or child psychology is possible. For both positions primary consideration will be given to applications received by December 31, 1999, but applications will be accepted after that time. Candidates should send a curriculum vita with representative reprints and preprints, a statement of research and teaching interests, and arrange for three letters of recommendation to be sent to Developmental Search Committee. One position in quantitative methods. Our preference is for an assistant professor (tenure track, but outstanding candidates at the associate professor (with tenure) also will be considered. Preference will be given to individuals who have strengths and interests in the analysis of psychological development or change. Desirable areas of expertise include analysis of longitudinal data, hierarchical linear modeling, structural equation modeling categorical data analysis, and growth curve methodology. Responsibilities include teaching at both the graduate and undergraduate levels, independent research, as well as active participation in the ongoing research activities of the Department and the various research centers at the College, e.g., the John F. Kennedy Center for Research and Human Development. The review of applications will begin on December 1, 1999, and will continue until the position is filled. Applicants should send a vita, a representative sample of research papers, and three letters of reference to David S. Cordray, Chair, Quantitative Search Committee. Send application materials to the respective search committees at: Box 512 Peabody College, Vanderbilt University, Nashville, TN 37203. *Vanderbilt University is an affirmative action, equal opportunity employer. Minorities and women are encouraged to apply.*

TN3

TEXAS

The Department of Psychology and Neuroscience at **BAYLOR UNIVERSITY**: is accepting applications for three tenure-track positions at the Assistant Professor Level. Each position requires graduate and undergraduate teaching as well as an active program of research. One **CLINICAL** position requires teaching and involvement in Baylor's university based Psy.D. program in clinical psychology as well as the department's undergraduate program. Applicants should have graduated from an APA-accredited Ph.D. program in clinical psychology and have completed an APA-approved internship. Excellent teaching at both the undergraduate and doctoral levels as well as an active program of applied research, interest in clinical supervision, mentoring of doctoral students, and provision of limited clinical services is expected. The successful applicant will be license eligible in Texas. We are seeking a person with a strong emphasis in family/marital therapy and interests in one or more of the following areas would be welcomed: multicultural issues in clinical practice, neuropsychological assessment, geropsychology, organizational consultation, administration of mental health delivery systems, chronic mental illness, adolescence, substance abuse, behavioral medicine, forensic psychology, and history and systems. There are two methodology positions. One is a **CLINICAL/METHODOLOGY** position. We are seeking a psychometrician, who will also be involved in our Psy.D. program in clinical psychology in addition to involvement in undergraduate teaching. Candidates should have a strong interest in psychological measurement (psychometrics), clinical assessment, and statistics. A graduate of an APA accredited clinical program who is license eligible in Texas is preferred. The second **METHODOLOGY** position includes both undergraduate and graduate teaching responsibilities in statistics/methodology and there is a possibility of participation in the Institute for Graduate Statistics. For this position we are less interested in the specific area of psychology than we are in the potential


for effective communication of quantitative concepts to students and a productive program of research. The successful applicant may come from areas such as social, personality, developmental, I/O, experimental, or another area of psychology but will have a solid statistics/methodology background. Review of applications will begin October 15 and will continue until the positions are filled. To insure full consideration your application should be complete by October 15, 1999. Send letter of application (clearly identifying the position for which you make application: clinical, clinical/methodology, methodology), vita, reprints, and three letters of recommendation to: Faculty Search Committee; c/o Dr. Jim H. Patton, Chairperson; Department of Psychology and Neuroscience; P. O. Box 97334; Baylor University, Waco, TX 76798-7334. Baylor University is a Baptist university affiliated with the Baptist General Convention of Texas. *As an Affirmative Action/Equal Employment Opportunity Employer, Baylor University encourages minorities, women, and persons with disabilities to apply.* TX1

PSYCHOLOGY. Industrial/Organizational Psychologist. TEXAS A&M UNIVERSITY anticipates a tenure-track assistant professor position starting Fall 2000. The position entails commitment to an active, independent research program and effective teaching at the graduate and undergraduate levels. We are seeking candidates with strong substantive interests in Organizational Psychology (e.g., leadership, motivation, job satisfaction, group behavior in the workplace, etc.) or Personnel Psychology (e.g., testing, selection, validation, performance appraisal, and related quantitative topics). Texas A&M offers a strong I/O program with significant resources to support faculty research. Applicants completing their Ph.D. by the Fall of 2000 and applicants who have several years post-Ph.D. experience are encouraged to apply. Applicants should submit a cover letter, vita, examples of research, statement of research program, evidence of teaching effectiveness, and have three letters of recommendation sent to: Winfred Arthur, Jr.,

Chair, I/O Search Committee, Department of Psychology, Texas A&M University, College Station, TX 77843-4235. E-mail address is wea@psyc.tamu.edu. Review of applications will begin November 1, 1999 and will continue until the position is filled. *Texas A&M is an Equal Opportunity/Affirmative Action Employer.* TX2

The Department of Psychology at TEXAS A&M UNIVERSITY: is seeking to fill a tenure-track position at the Assistant Professor level in **Developmental Psychology** starting fall 2000. The successful candidate will possess the doctoral degree, strong research interests in the area of developmental psychology, and evidence of teaching excellence in introductory psychology and developmental psychology. Persons with interests in infancy and perceptual development are especially encouraged to apply. It is also expected that the successful candidate will teach a specialty course related to his/her area of research. Completed applications will be considered until the position is filled. Send a curriculum vitae, a letter of interest, and three letters of reference to: Professor William Graziano, Department of Psychology, Texas A&M University, College Station, Texas 77843-4235. *Texas A&M University is an Equal Opportunity/Affirmative Action Employer.* TX3

THE DEPARTMENT OF PSYCHOLOGY, TEXAS A&M UNIVERSITY, invites applications for two full-time, tenure track positions in Cognitive Psychology. One position will be at the Assistant Professor level, and the other will be at the Assistant or Associate Professor Level. Area of specialization within cognitive is open, but we are especially interested in candidates whose expertise complements our existing strength in creative cognition, broadly construed. Possible focal areas include, but are not limited to, aspects of conceptual functioning, memory, language, problem solving, and metacognition. Candidates selected to fill these positions will be expected to carry on a vigorous program of research, participate actively in graduate training, and contribute to graduate and undergradu-


MACQUARIE AU1
 UNIVERSITY ~ SYDNEY

DIVISION OF LINGUISTICS & PSYCHOLOGY

CHAIR OF PSYCHOLOGY
(Full-time (continuing))
Ref. 16004

Applications are invited for a Chair of Psychology in the general area of Social Psychology. Candidates in the areas of Developmental or Child and Family Psychology will also be considered.

The position provides an opportunity for an outstanding researcher of international standing to make a major contribution to research and teaching in Psychology. The appointee will join one of Australia's leading Psychology Departments with almost 300 postgraduate students. It has established national and international links and centres of excellence in a variety of areas.

Applicants will demonstrate a high level of achievement in academic leadership, in teaching performance and in personal research and scholarship. A clear potential to inspire the research effort in the Department and the vision to maintain its scholarly and professional excellence is required.

Preference may be given to candidates who are able to contribute to professional programs.

The successful applicant will be expected to be Head of Department from time to time.

Information about the Department can be found at <http://www.psy.mq.edu.au> and about the University in general at <http://www.mq.edu.au>

The position is available on a full-time (continuing) basis.

Salary range: Level E (Professor) A\$89,733 to \$94,040 per annum, plus superannuation. The successful applicant could expect to negotiate start-up funds to re-establish research facilities.

Enquiries: Professor Peter Wenderoth, Head of Department, telephone: +61 2 9850 8680, facsimile: +61 2 9850 9238 or +61 2 9850 9390, email: peterw@vision.psy.mq.edu.au

The University reserves the right to invite applications for any position, to leave the Chair unfilled, or to make enquiries of any person regarding the candidate's suitability for appointment.

Further information about the University, conditions of appointment and the method of application should be obtained from Sue Verdich, Personnel Office, Macquarie University, NSW 2109, Australia, or by telephone on +61 2 9850 9701 or facsimile +61 2 9850 9748, e-mail: sue.verdich@mq.edu.au. An application package MUST be obtained prior to sending your application.

Applications, including full curriculum vitae and quoting the reference number, visa status, and the names and addresses (including e-mail address) of three referees should be forwarded to the Recruitment Manager, Personnel Office, Macquarie University, NSW 2109 by **14 January 2000**. Applications will not be acknowledged unless specifically requested.

Women are particularly encouraged to apply.

Equal Employment Opportunity and No Smoking in the Workplace are University Policies.

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AUSTRALIA'S INNOVATIVE UNIVERSITY

ate teaching. The ability to offer courses in sensation/perception and statistics is especially desirable for one of the two positions. The positions begin in the Fall term of 2000. Interested persons should send a curriculum vitae, a statement regarding research and teaching interests, sample research publications, and at least three letters of recommendation to Cognitive Psychology Search Committee, Department of Psychology, Texas A&M University, College Station, TX 77843-4235. Review of applications will begin November 15, 1999 and will continue until the positions are filled. Information describing the Department of Psychology can be obtained at <http://psychweb.tamu.edu>. *Texas A&M University is an Equal Opportunity/Affirmative Action Employer.* TX4

CHAIR: DEPARTMENT OF PSYCHOLOGY AND ANTHROPOLOGY. THE UNIVERSITY OF TEXAS-PAN AMERICAN is seeking a Department Chair, to start Fall, 2000. The

position carries the rank of Associate or Full Professor. Teaching of both undergraduate and graduate courses is required. The candidate will also assist in the ongoing development of a master's program and possible development of a doctoral program in psychology. Requirements include a Ph.D. in psychology and a proven record of research. Some successful administrative experience is preferred. The academic curriculum of this South Texas campus includes a strong liberal arts emphasis, and an understanding of minority needs would be desirable for working in this multicultural environment. The department has 17 full-time faculty, including four anthropologists. There are approximately 340 psychology majors, and 48 master's students. An anthropology major is also offered. Salary is negotiable. Screening of applicants will begin January 17, 2000, and continue until the position is filled. Send curriculum vitae and three letters of reference to James Aldridge, Chair, Search Committee, Department of Psychology and Anthropology, The

**PRIFYSGOL CYMRU, BANGOR
UNIVERSITY OF WALES, BANGOR**

School of Psychology

Postdoctoral Research Officer

Salary: £16,286 - £20,811 p.a. (on R&A Grade 1A)

Applications are invited for a one year Postdoctoral Research Officer to be held at the School of Psychology at the University of Wales, Bangor. The successful applicant will be employed on an Economic and Social Research Council-awarded grant investigating a project entitled *The Representation of Object Structure in Human Vision*, supervised by Professor Kimron Shapiro (School of Psychology, University of Wales), Dr Fiona Newell (Unilever Exploratory Consumer Science), and Professor Shimon Edelman (Department of Psychology, Cornell University).

The successful applicant will be required to have a specialisation in visual attention, object perception, and related areas. The ability to program on a Macintosh or PC is desirable but not essential. We expect the post to be taken up as soon as possible.

Application forms and further particulars are available by contacting Personnel Services, University of Wales, Bangor, Gwynedd LL57 2DG, tel. 01248 382926/388132, e.mail. pos020@bangor.ac.uk

Please quote reference number 99/158 when applying. Closing date for applications: Friday 7 January 2000.

Informal enquiries can be made by contacting Professor Kimron Shapiro, tel. 01248 383626, e.mail. k.shapiro@bangor.ac.uk

Committed To Equal Opportunities

UK1

University of Texas Pan American, Edinburg, Texas, 78539. Email at JALDRIDGE@PANAM.EDU. UTPA is an affirmative action/equal opportunity employer. TX7

Quantitative Psychology: The Psychology Department at the **UNIVERSITY OF ST. THOMAS**, a private university committed to the liberal arts and to the religious, ethical, and intellectual tradition of Catholic Higher Education, invites applications for a tenure-track position at senior rank beginning August 2000. Ph.D. required. Responsibilities include teaching undergraduate courses in Statistics, Psychometrics, and/or Research Methods as well as introductory courses; developing and sustaining a personal research program; participating in the department's extensive, high quality undergraduate research program; and advising students. Normal teaching load is 9 hours per semester. Send letter of application, statement of teaching philosophy and research plans, and the names, addresses, telephone numbers, and e-mail addresses (if avail-

able) of three references to Dr. Carl Scott, Chair, Psychology Department, University of St. Thomas, 3800 Montrose Blvd., Houston, TX 77006-4696, scott@stthom.edu. Review of applications will begin immediately and continue until the position is filled. *EOE. We encourage women and minorities to apply.* TX9

VERMONT

BEHAVIORAL NEUROSCIENCE: The Department of Psychology at the **UNIVERSITY OF VERMONT** seeks to fill a tenure track position at the level of Assistant Professor in Behavioral Neuroscience. Research interests should complement current faculty interests in behavioral and neural analyses of learning, memory and/or emotion. The candidate is expected to establish an independent research program, to teach undergraduate and graduate courses in specialty areas of behavioral neuroscience and to supervise undergraduate and graduate student research. Post-doctoral experience is

highly desirable. We are committed to increasing the diversity of our faculty and welcome applications from women and underrepresented ethnic, racial and cultural groups and from people with disabilities. Information is available in alternative form, on request. Departmental information can be found at www.uvm.edu/~psych/PsychAtUVM/Overview.html. Submit vita, representative publications, statement of research and teaching interests, and three letters of recommendations to: Search Committee, Department of Psychology, The University of Vermont, Burlington VT 05405-0134. The review process will begin on December 1, 1999. *The University of Vermont is an Affirmative Action/Equal Opportunity Employer.* VT1

VIRGINIA

THE UNIVERSITY OF VIRGINIA, DEPARTMENT OF PSYCHOLOGY, invites applications for a Research Scientist in Longitudinal Data Analysis to begin in June 1, 2000. Applicants with a strong background in life span methodology, cognitive aging, and computer applications are invited to apply. *Applications from women and minorities are encouraged.* Send vitae, a statement of research interests, reprints/preprints, and three or more letters of recommendation to: Chair, Research Scientist Search Committee, Department of Psychology, 102 Gilmer Hall, University of Virginia, Charlottesville, VA 22903-2477. **Deadline for receipt of applications is February 1, 2000.** *The University of Virginia is an Equal Opportunity/Affirmative Action employer.* VA1

WASHINGTON

UNIVERSITY OF PUGET SOUND Assistant Professor of Psychology. Full-time, three year non-tenure-line position; begins Fall Term 2000. Teach courses in introductory psychology, developmental psychology (Infancy through Childhood; Adolescence through Death), and in one or more of the following areas: personality, abnormal, social, human sexuality, history and systems, or specialty semi-

nar in area of expertise. Three courses/semester. Supervise undergraduate research, advise students, and participate in governance. Ph.D. in Psychology (ABD considered). Commitment to undergraduate teaching, liberal arts education, and scholarship also required. Interested individuals are encouraged to submit application materials post-marked no later than January 31, 2000 to insure consideration. Submit interest letter, resume and three reference letters to: Psychology Search, University of Puget Sound, P.O. Box 7297, Tacoma, WA 98407. *EOE/AA Educator/Employer.* WA1

WISCONSIN

The **UNIVERSITY OF WISCONSIN OSHKOSH** Department of Psychology is seeking a tenure-track assistant professor to teach graduate and undergraduate courses in statistical methods, as well as other courses in psychology. Proficiency in SPSS and/or Statistica is required. Applicants with a Ph.D. in psychology or a reasonable expectation of completion of the doctorate by September 2000 will be considered. Teaching ability, a demonstrated potential for research (individual and collaborative) and grant writing skills are necessary. Send letter of application, teaching statement, research statement, vita and three letters of reference to Gary A. Adams, Psychology Search Committee Chairperson, University of Wisconsin Oshkosh, Oshkosh, WI 54901 no later than February 1, 2000. *AA/EOE.* WI1

CANADA

UNIVERSITY OF TORONTO AT MISSISSAUGA, Department of Psychology, invites applications for a tenure-track position (beginning July 1, 2000), at the rank of Assistant Professor in social, personality, or abnormal psychology. The candidate must have a Ph.D., a strong research record, and a commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. A curriculum vitae, teaching portfolio and three letters of recommendation should be sent to Prof. Thomas Alloway, Department of Psychology, University of Toronto at

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Mississauga, Mississauga, Ontario, Canada, L5L 1C6. Application deadline is January 15, 2000. *In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.* CN1

MCGILL UNIVERSITY Department of Psychology E.P. Taylor Chair of Pain Studies in Psychology The Department of Psychology invites applications for the **E. P. Taylor Chair of Pain Studies**, which will be awarded to a psychologist or neuroscientist who specializes in research on pain and the management of pain. Candidates for the E. P. Taylor Chair should hold a degree in Psychology (or a closely related field) and have an international reputation for excellence in research and theoretical studies on the psychological aspects of pain, as well as in one or more related fields, such as the physiological, pharmacological, endocrinological, genetic or clinical aspects of pain. The person appointed to the E. P. Taylor Chair (by established procedures of appointment in the Department of Psychology and the Faculty of Science) is expected to have demonstrated, in addition to academic excellence, an interest in translating basic research from the laboratory to therapies applicable in the clinic -- that is, to have carried out research or to have proposed concepts that have clear implications for relieving pain and suffering. Opportunities for such research are available in the departments, institutes and centres of the McGill University Hospital Centre (MUHC). Review of applications will begin February 1, 2000. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and of teaching interests and approaches, curriculum vitae, selected reprints, and other relevant material should also be sent to: Irv Binik, Ph. D., Chair, E.P. Taylor Chair of Pain Studies Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada, H3A 1B1. In accordance with Canadian

immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. CN2

MCGILL UNIVERSITY Department of Psychology Assistant Professor Position in Health Psychology The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant Professor level in Health Psychology. Applicants with a strong program of research and teaching in any area of Health Psychology (e.g., stress and illness, health-related behaviors, patient decision making, psychosocial aspects of chronic illness) will be considered, without restriction on the area of psychology in which the candidate received his/her Ph. D. Excellent opportunities exist for research in the community and in hospital-based departments, institutes and centres. The deadline for receipt of completed applications is January 17, 2000, with an anticipated starting date of September 1, 2000. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Statements of current and proposed areas of research and of teaching interests and approaches, a curriculum vitae, selected reprints, and other relevant material should also be sent to: Blaine Ditto, Ph.D., Chair, Health Psychology Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, CANADA H3A 1B1. *In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.* CN3

Important Observer Advertising Deadline Dates

Issue	Deadline
February	Dec. 28, 1999
March	Feb. 1, 2000
April	Mar. 1, 2000

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Country Codes
 AU ...Australia
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Using the Index

To help readers easily find position openings of direct interest, use the **Subject Areas Index** found at the end of the *APS Employment Bulletin*. The job listings themselves are organized by **geographic area**, but the **subject area** index permits more flexible review of the listings. At the end of each position announcement is a unique three-to four-character alphanumeric code in bold-face type. These codes appear in a listing of **SUBJECT AREAS** at the end of the job listings. Use the subject list to locate areas of interest and note the codes that follow the subject area of interest. Codes contain two-character postal abbreviations of state names (e.g., FL stands for Florida) as their first two characters followed by a sequential number (1 through N) assigned on the basis of the position opening's location in the list of openings for the given state. For example, the tenth job opening listed under the state of Florida would have as its unique code "FL10."

Individual subject areas listed in the **SUBJECT AREAS** list may be followed by more than one code, indicating that more than one job relates to that specific subject area. Each code following an individual subject area represents one specific position opening. The subject list will vary in content across issues of the *Bulletin*.

Editor's Note: Subject indexing is not intended to be exhaustive. Readers should browse the job listings for a thorough exposure to available openings. Comments regarding indexing are welcome.

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