

## VITA

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## EXPERTISE

Expertise in pilot selection/hiring, pilot lifetime earnings, and aviation human factors. Extensive research in aviation human factors. Numerous publications and presentations.

## EDUCATION

Ph.D.	1977	Psychology, University of Illinois, Urbana-Champaign, Illinois
M.A.	1973	Psychology, University of Illinois, Urbana-Champaign, Illinois
B.A.	1970	Psychology, University of Illinois, Urbana-Champaign, Illinois

## PROFESSIONAL EXPERIENCE

1995—present: President, Damos Aviation Services, Inc.

2012—present, Professor in Aviation Human Factors, Centre Quebecois de Formation Aeronautique, Montreal, Canada

1998—1999: Adjunct Professor, Department of Psychology, California State University Northridge, CA.

1985—1997: Associate Professor, Human Factors Department, University of Southern California, Los Angeles, CA.

1990: Participated in Inter-Governmental Personnel Action (IGPA) research program with the Naval Research Laboratory, Washington, D.C. on dual-task measurement problems for simulated tactical aircraft displays.

1986: Participated in Inter-Governmental Personnel Action (IGPA) research program with Naval Aerospace Medical Research Laboratory, Pensacola, FL, on the development of a new pilot selection battery.

1985—1986: Adjunct Assistant Professor, Department of Psychology, Arizona State University, Tempe, AZ.

1985: Participated in IGPA research program with Naval Aerospace Medical Research Laboratory, Pensacola, FL, on the development of new aircrew selection battery and problems associated with long duration flight.

1984: Participated in IGPA research program with Naval Aerospace Medical Research Laboratory, Pensacola, FL, on the development of new aircrew selection battery.

1981—1985: Assistant Professor, Department of Psychology, Arizona State University, Tempe, AZ.

1980—1981: Visiting Professor, University of Oregon.

1978: Participated in a research program with the Naval Aerospace Medical Research Laboratory, Pensacola, FL, on multiple-task performance.

1977—1981: Assistant Professor, Department of Industrial Engineering, State University of New York, Buffalo, NY.

1976—1977: Instructor, Introductory Psychology Correspondence Course, University of Illinois.

1974: Participated in a research program with the Flying Training Division, Air Force Human Resources Laboratory, Williams Air Force Base, on aircrew training.

1974—1977: Graduate Research Assistant, Institute of Aviation, University of Illinois. Research projects included studies of the effect of the manipulation of various adaptive variables, and the learning and transfer of timesharing skills.

1973: Instructor, Introductory Psychology Course, Union College, Cranford, NJ. Had primary instructional responsibility.

1972—1973: Member of Technical Staff, Bell Telephone Laboratories, Piscataway, NJ. Responsibilities included system analysis and the preparation and testing of training materials for operators of realtime computer system.

1970—1972: Graduate Research Assistant for Dr. S.N. Roscoe, Institute of Aviation, University of Illinois. Conducted research dealing with residual attention and the prediction of pilot success.

1969—1970: Undergraduate Research Assistant, Institute of Aviation, University of Illinois. Assisted in the development of an objective flight test.

1969: Conducted undergraduate honors thesis on the effect of signal frequency on vigilance performance.

1968—1969: Undergraduate Research Assistant, Department of Psychology, University of Illinois. Conducted research under Dr. R.C. Williges on the effect of payoffs and signal ratios on vigilance performance.

## **AWARDS AND HONORS**

Illinois State Scholarship, 1966.

Special County Scholarship, 1966.

James Scholar (University of Illinois Honor Program), 1966.

Phi Kappa Phi, 1969.

Participated in a National Science Foundation Undergraduate Research Participation Program, 1969.

Phi Beta Kappa, 1970.

Graduation with high honors in Liberal Arts and Sciences with distinction in psychology, 1970.

Fellow, Human Factors and Ergonomics Society, elected 1992.

Associate Fellow, Aerospace Medical Association, elected 2012.

Fellow, Royal Aeronautical Society, elected 2015

Fellow, International Symposium on Aviation Psychology, elected 2019

## **PROFESSIONAL AFFILIATIONS**

Human Factors and Ergonomics Society, 1970-present

Member, Government Relations Committee, FAA Rapid Response Committee 2015-  
Chair, Fellows Selection Committee 2004-2005

Member, Fellows Selection Committee 2003-2006

Chair, Aerospace Systems Technical Group, 1998-2000

Secretary-Treasurer Elect, Current, and Past, 1992-95

Chair, Publications Committee and Managing Editor, 1989-1992

Delegate, International Ergonomics Society, 1989-1990

Member, Accreditation of the Professional Standards Committee, 1987  
Member, Education Committee, 1985  
Member, Publications Committee, 1983-1992  
Member, Editorial Board, 1981-1986  
Board of Directors, Arizona Chapter, 1981-1985  
Chair, Student Paper Awards Committee, 1982-1983  
Member, Student Paper Awards Committee, 1981-1984  
Member, National Membership Committee, 1980-1981  
Chair, National Membership Committee, 1979-1980  
Representative to the Workload Assessment Subtag of the Tri-  
Service Technical Advisory Group, 1979-1980  
Co-chair, 1981 National Convention, 1979-1980  
Vice President, Western New York Chapter, 1979-1980

Aerospace Medical Association, 1984-present  
Member, Aerospace Human Factors Committee, 1993-1994

Association of Aviation Psychologists, 1975-2019  
President, 2017-2019  
Domain editor, *International Journal of Aviation Psychology*, 2015-2017  
Member, Editorial Board, *International Journal of Aviation Psychology*, 1990-2019  
Member, Long Range Planning Committee, 1979-1981

European Association for Aviation Psychology 2019-present  
Accredited Aviation Psychologist 2019  
Working Group on Selection 2019-present

Sigma Xi, 1976-present

American Psychological Association 2004-present

Society of Industrial and Organizational Psychologists 1998-present

Royal Aeronautical Society, 2015-present

## **RESEARCH FUNDING**

Principal Investigator: *Individual differences in timesharing performance*. \$9,982 funded by the Naval Aerospace Medical Research Laboratory Detachment, Michoud Station, LA, 1978.

Principal Investigator: *Development of a new technique for measuring timesharing skills*. \$1,646, funded by the University Allocations Committee for BRSG and Special Funds, 1978.

Principal Investigator: *Training and transfer of efficient multiple-task strategies*. \$75,641,

funded by the Air Force Office of Scientific Research, 1978-1979.

Principal Investigator: *The use of interactive voice systems to improve multiple-task performance*. \$205,612, funded by the Naval Medical Research and Development Command, 1981-1983.

Principal Investigator: *Multi-task performance and task priorities*. \$1,800, funded by the Arizona State University, 1981.

Principal Investigator: *Examining the relation between subjective estimates of workload and individual differences in performance*. \$209,418, funded by NASA-Ames, 1982.

Principal Investigator: *An evaluation of current speech technology for use in helicopters*. \$59,979, funded by NASA-Ames, 1983.

Principal Investigator: *Research on multiple-task performance to improve helicopter control*. \$24,136, funded by NASA-Ames, 1983.

Principal Investigator: *Examining the relative efficiency of part- versus whole-task practice for multiple-task situations*. \$103,564, funded by the Army Research Office, 1984.

Principal Investigator: *Dual-task and complex spatial processing*. \$207,590, funded by the Naval Medical Research and Development Command, 1986-1987.

Principal Investigator: *An initial investigation of the effects of shipboard motion on dual-task performance*. \$24,996, funded by the U.S. Naval Biodynamics Laboratory, 1986.

Recipient, Tektronix Equipment Gift, \$7,150, 1989.

Recipient, Arco Gift, \$20,000, 1989.

Co-Principal Investigator: *Microgravity effects on standardized cognitive performance measures*. \$227,000, funded by NASA - Headquarters, 1990-1992.

Principal Investigator: *Identifying the cognitive deficits caused by HIV*. \$1.1 million, funded by the Office of Naval Research, 1990-1994.

Co-Principal Investigator: *Precursor systems analysis of automated highway systems*. \$2.7 million, funded by the Federal Highway Administration, 1993-1994.

Principal Investigator: *Individual Differences in the strategic management of workload for air carrier pilots*. \$77,622, funded by NASA-Ames, 1995.

Principal Investigator: *Human Factors Issues of Role Confusion and System State Confusion*. \$10,000, funded by Hughes Information Systems, 1997.

Co-Principal Investigator: *Examining the Effects of High-Level Interruptions on Part 121 Aircrew Performance*. \$78,707, funded by NASA-Ames, 1998.

## **CONTRACTS**

Principal Investigator, *Aircrew Screening Instruments Review*. \$5,000, funded by the Air Force Personnel Center, 2007.

Principal Investigator, *Aviation Testing and Assessment*. \$20,000, funded by the Air Force Personnel Center, 2007.

Principal Investigator, *Historical Scientific Analysis of Aviation Selection*. \$53,630, funded by the Air Force Personnel Center, 2009.

Principal Investigator, *Improvised Explosive Device (IED) Decoys: Precautionary Search Strategies*. \$86,740, funded by the U.S. Army Research Laboratory – Human Research and Engineering Directorate, 2010.

## **PUBLICATIONS**

### **Refereed Journal Articles**

Gopher D., Williges, B.H., Williges, R.C., & Damos, D.L. (1975). Varying the type and number of adaptive variables in continuous tracking. *Journal of Motor Behavior*, 7, 159-170.

Damos, D.L., & Wickens, C.D. (1977). Dual-task performance and the Hick-Hyman Law. *Journal of Motor Behavior*, 9, 209-215.

Damos, D.L., (1978). Residual attention as a predictor of pilot performance. *Human Factors*, 20, 435-440.

Damos, D.L., & Wickens, C.D. (1980). The identification and transfer of timesharing skills. *Acta Psychologica*, 46, 15-39.

Damos, D.L., Kennedy, R.S., & Bittner, A., Jr. (1981). The effects of extended practice on dual-task tracking. *Human Factors*, 23, 627-632.

Damos, D.L., & Lintern, G. (1981). A comparison of single- and dual-task measures to predict simulator performance of beginning student pilots. *Ergonomics*, 24, 673-684.

Damos, D.L., & Smist, T.E. (1982). Individual differences in multi-task response strategies. *Aviation, Space, and Environmental Medicine*, 53, 1177-1181.

- Damos, D.L., Smist, T.E., & Bittner, A.C. Jr. (1983). Individual differences in multiple-task performance as a function of response strategy. *Human Factors*, 25, 215-226.
- Damos, D.L., Bittner, A.C. Jr., Kennedy, R.S., Haberson, M., & Krause, M. (1984). Performance evaluation tests for environmental research (PETER): Critical tracking. *Perceptual and Motor Skills*, 58, 567-573.
- Damos, D.L., (1984). Individual differences in multiple-task performance and subjective estimates of workload. *Perceptual and Motor Skills*, 59, 567-580.
- Damos, D.L., (1985). The effect of asymmetric transfer and speech technology on dual-task performance. *Human Factors*, 27, 409-422.
- Damos, D.L., & Bloem, K.A. (1985). Type A behavior patterns, multiple-task performance, and subjective estimations of mental workload. *Bulletin of the Psychonomic Society*, 23, 53-56.
- Bloem, K.A., & Damos, D.L., (1985). Individual differences in secondary task performance and subjective estimates of workload. *Psychological Reports*, 6, 311-322.
- Damos, D.L., (1985). Research note: The relation between the Type A behavior pattern, pacing, and subjective workload under single- and dual-task conditions. *Human Factors*, 27, 675-681.
- Damos, D.L., & Lyall, E. (1986). The effect of asymmetric transfer on dual-task assessment of voice technology. *Ergonomics*, 29, 514-533.
- Damos, D.L., (1986). The effect of using voice generation and recognition systems on the performance of dual tasks. *Ergonomics*, 29, 1359-1370.
- Damos, D.L. (1989). The effect of response mode and pacing on dual-task performance. *Journal of the American Voice I/O Society*, 6, 17-27.
- Damos, D.L. (1990). Using the fold point to analyze mental rotation data: a second look. *Bulletin of the Psychonomic Society*, 28, 23-26.
- Damos, D.L. (1991). Examining transfer of training using curve fitting: a second look. *International Journal of Aviation Psychology*, 1, 73-85.
- Damos, D.L. (1993). Using meta analysis to examine the predictive validity of single- and multiple-task measures to flight performance. *Human Factors*, 35, 615-628.
- Damos, D.L. & Parker, E.S. (1994). High false alarm rates on a vigilance task may indicate recreational drug use. *Journal of Clinical and Experimental Neuropsychology*, 16, 713-722.

- Damos, D.L. & Carter, R. (1995). Information processing scores can be reliable! *Human Factors*, 37, 424-429.
- Damos, D.L. (1996). Pilot selection batteries: Shortcomings and perspectives. *International Journal of Aviation Psychology*, 6, 199-209.
- Damos, D.L. & Parker, E.S. (1996). Methodological issues in the study of HIV+ individuals. *Applied Ergonomics*, 27, 165-170.
- Damos, D.L., & Koonce, J. (1997). Methodological and analytical concerns on the pilot selection research of Park and Lee (1992). *Human Factors*, 39, 9-13.
- Damos, D.L., John, R.S., Parker, E.S., & Levine, A.M. (1997). Cognitive functions in asymptomatic HIV infection. *Archives of Neurology*, 54, 179-185.
- Damos, D.L., John, R.S., Parker, E.S., & Levine, A.M. (1997). Anti-retroviral therapy and cognitive function. *Aviation, Space, and Environmental Medicine*, 68, 900-906.
- Damos, D.L., John, R.S., & Lyall, E.A. (1999). The effect of level of automation on time spent looking out of the cockpit. *International Journal of Aviation Psychology* 9, 303-314.
- Damos, D.L., John, R.S., & Lyall, E.A. (2005). Pilot activities and the level of cockpit automation. *International Journal of Aviation Psychology*. 15, 251-268.
- Damos, D.L., Boyett, K.S, & Gibbs, P. (2013). Safety versus passenger service: The flight attendants' dilemma. *International Journal of Aviation Psychology*, 23, 91-112.
- Damos, D.L. (2014). Editor's preface to the special issue on pilot selection. *International Journal of Aviation Psychology*, 24, 1-5.
- Weissmuller, J.J. & Damos, D.L. (2014). Improving the pilot selection system: Statistical approaches and selection processes. *International Journal of Aviation Psychology*, 24, 99-118.

## **Technical Reports**

- Povenmire, H.K., Alvares, K.M., & Damos, D.L. (1970). *Observer-observer flight check reliability* (Report No. LF-70-2). Savoy, IL: University of Illinois at Urbana-Champaign, Institute of Aviation, Aviation Research Laboratory.
- Damos, D.L. & Roscoe, S.N. (1970). *Cross-adaptive measurement of residual attention in pilots* (Report No. ARL-70-9/AFOSR-70-2). Savoy, IL: University of Illinois at Urbana-Champaign, Institute of Aviation, Aviation Research Laboratory.



- Damos, D.L. (1972). *Cross-adaptive measurement of residual attention to predict pilot performance* (Report No. ARL-72- 25/AFOSR-72-12). Savoy, IL: University of Illinois at Urbana-Champaign, Institute of Aviation, Aviation Research Laboratory.
- Damos, D.L. (1977). *Development and transfer of timesharing skills* (Report No. ARL-77-11/AFOSR-77-10). Savoy, IL: University of Illinois at Urbana-Champaign, Institute of Aviation, Aviation Research Laboratory.
- Damos, D.L., & Lintern, G. (1979). *A comparison of single- and dual-task measures to predict pilot performance* (Report No. Eng. Psy-79-2/AFOSR-79-2). Urbana-Champaign, Department of Psychology.
- Damos, D.L., & Smist, T.E. (1980). *Individual differences in dual-task performance*. (Report No. NBDL-M006). N New Orleans, LA., Naval Biodynamics Laboratory.
- Damos, D.L., & Smist, T.E. (1980). *Response strategies and individual differences in multiple-task performance*. Buffalo, NY: State University of New York at Buffalo, Department of Industrial Engineering.
- Kersteen, Z., & Damos, D.L. (1983). *Human factors issues associated with the use of speech technology in the cockpit*. Tempe, AZ: Arizona State University, Department of Psychology.
- Bittner, A.C., Jr., & Damos, D.L. (1986). *Demonstration of a statistical method for isolating timesharing components* (Report No. NBDL-86R001). New Orleans, LA., Naval Biodynamics Laboratory.
- Damos, D.L. & Lyall, E.A. (1986). *A preliminary evaluation of a computerized maze task with multiple complexity levels*. Los Angeles, CA: University of Southern California, Dept. of Human Factors.
- Damos, D.L. (1986). *The use of interactive voice systems to improve multiple-task performance*. Los Angeles, CA: University of Southern California, Dept. of Human Factors.
- Damos, D.L. (1986). *The effect of the amount of single-task practice on the performance of discrete task combinations*. Los Angeles, CA: University of Southern California, Dept. of Human Factors.
- Damos, D.L. (1987). *A review of the literature of the effects of altitude, temperature, or drugs on single- and dual-task performance*. Los Angeles, CA: University of Southern California Human Performance Laboratory, Institute of Safety and Systems Management.
- Damos, D.L., & Gibb G.D. (1986). *Development of a computer-based naval aviation selection test battery* (Report No. NAMRL-1319). Pensacola, FL: Naval Aerospace

Medical Research Laboratory.

- Damos, D.L. (1987). *The effect of the amount of single-task practice on dual-task tracking*. Los Angeles, CA: University of Southern California, Department of Human Factors.
- Damos, D.L., (1987). *Some considerations in the design of a computerized human information processing battery*. (NAMRL Monograph 35). Pensacola, FL: Naval Aerospace Medical Research Laboratory.
- Damos, D.L. (1989). *A review of circadian effects on selected human information processing tasks*. (NAMRL Monograph 37). Pensacola, FL: Naval Aerospace Medical Research Laboratory.
- Damos, D. L.(1989). *Identifying the circadian cycle in human information processing data using periodicity analysis: A synopsis*. (NAMRL Technical memorandum 89-1) Pensacola, FL: Naval Aerospace Medical Research Laboratory.
- Damos, D.L. (1989). *Transfer of mental rotation skills*. Los Angeles, CA: University of Southern California, Department of Human Factors.
- Damos, D.L., & Thom, D. (1990). *A preliminary comparison of estimated arrival times for two- and four-wheeled vehicles*. Los Angeles, CA: University of Southern California, Motorcycle Conspicuity Research Group, Department of Safety Science.
- Damos, D., John, R., Parker, E., & Levine, A. (1994). *Identifying the cognitive decrements caused by HIV*. Los Angeles, CA: University of Southern California, Institute of Safety and Systems Management.
- Dickerson, J., Lai, M., Ioannou, P., Chien, C., Kanaris, A., Damos, D., Smith, D., Shulman, M., and Eckert, S. (1994). *Activity Area D: Lateral and longitudinal control analysis*. Los Angeles, CA: University of Southern California, Center for Advanced Transportation Technologies.
- Damos, D.L. (1995). *Identifying the cognitive decrements caused by HIV: final report*. Los Angeles, CA: University of Southern California, Institute of Safety and Systems Management.
- Damos, D.L. (1997). *Literature review of human factors issues in automated and partially automated intelligent highway vehicle systems*. Los Angeles, CA: Damos Research Associates, Inc.
- Damos, D.L. (1998). *The effect of interruptions on Part 121 air carrier operations*. Los Angeles, CA.: University of Southern California.
- Damos, D.L. & Tabachnick, B.G. (2001). *Cockpit task prioritization: jumpseat*

- observations*. Los Angeles, CA: Damos Research Associates, Inc.
- Damos, D.L. & Tabachnick, B.G. (2001). *The effect of interruptions on flight crew performance: ASRS reports*. Los Angeles, CA: Damos Research Associates, Inc.
- Paullin, C., Katz, L., Bruskiwicz, K., Houston, J. & Damos, D.L. (2006). *Review of aviator selection*. (Technical Report 1183). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Damos, D. L. (2007). *Foundations of military pilot selection systems: World War I* (Technical Report 1210). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Bruskiwicz, K., Katz, L., Houston, J., Paullin, C., O'Shea, G., & Damos, D.L. (2007). *Predictor development and pilot testing of a prototype selection instrument for Army flight training*. (Technical Report 1195). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Damos, D.L. & Gould, R.B. (2007). *Feasibility of developing a common U.S. Army helicopter pilot candidate selection system: Analysis of U.S. Air Force data*. (ARI Contractor Report 2008-01). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Damos, D.L. (2007) *Aircrew screening instruments review*. (DAS Technical Report DAS-2007-01) Gurnee, IL. Damos Aviation Services, Inc.
- Damos, D.L. (2011). *Knowledge, skills, abilities and other characteristics for military pilot selection: A review of the literature*. (Report No. AFCAPS-FR-2011-0003). Randolph AFB, TX: Air Force Personnel Center Strategic Research and Assessment. Also DAS Technical Report DAS-2011-01) Gurnee, IL. Damos Aviation Services, Inc.
- Damos, D.L. (2011). *A summary of the technical pilot selection literature*. (Report No. AFCAPS-FR-2011-0009). Randolph AFB, TX: Air Force Personnel Center Strategic Research and Assessment.
- Howse, W.R. & Damos, D.L. (2011). *A bibliographic database for the history of pilot training selection*. (Report No. AFCAPS-FR-2011-0010). Randolph AFB, TX: Air Force Personnel Center Strategic Research and Assessment.
- Howse, W.R. & Damos, D.L. (2011). *Historical scientific analysis of aviator selection*. (Report No. AFCAPS-FR-2011-0008). Randolph AFB, TX: Air Force Personnel Center Strategic Research and Assessment.

Damos, D.L. (2011) *Initial interview results*. (DAS Technical Report DAS-2011-02).  
Gurnee, IL. Damos Aviation Services, Inc.

Damos, D.L. (2019). *Task 3: Review of historical aviation constructs USAF Strategic Personnel Research Program*. (Report No. AFCAPS-TN-2019-0001).  
Randolph AFB, TX: Air Force Personnel Center/Strategic Research and Assessment Branch.

Damos, D.L. (2019). *Technical review and analysis of the Army Air Forces Aviation Psychology Program research reports*. (Report No. AFCAPS-TN-2019-0002).  
Randolph AFB, TX: Air Force Personnel Center/Strategic Research and Assessment Branch.

Damos, D.L. (2020) *Individual differences in multiple-task performance: status and issues*. (Report No. AFCAPS-IR-2020-0004). Randolph AFB, TX: Air Force Personnel Center/Strategic Research and Assessment Branch.

## **Books and Book Chapters**

Damos, D.L. (1988). *Individual differences in subjective estimates of workload*. In P.A. Hancock and N. Meshkati (Eds.), *Human Mental Workload*. Amsterdam: North Holland.

Damos, D.L. (1991). *Dual-task methodology: some common problems*. In Damos, D.L. (Ed.) Multiple-task Performance, London: Taylor & Francis.

Brookings, J.B. & Damos, D.L. (1991). *Individual differences in multiple-task performance*. In Damos, D.L. (Ed.) Multiple-task Performance, London: Taylor & Francis.

Eggemeier, F.T., Wilson, G.F., Kramer, A.F., & Damos, D.L. (1991). *Workload assessment in multi-task environments*. In Damos, D.L. (Ed.) Multiple-task Performance, London: Taylor & Francis.

Damos, D.L. (1991). (Ed.) Multiple-task Performance, London: Taylor & Francis.

Damos, D.L. & Gould, R.B. (2006). Tabular Speed Test Manual. Gurnee, IL: Damos Aviation Services, Inc.

## **Other Publications**

Gopher, D., Williges, R.C., Williges, B., & Damos, D.L. (1974, October). Manipulating the number and type of adaptive variables in training. *Proceedings of the 18th Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.

- Damos, D.L., & Wickens, C.D. (1977, May). A Quasi-Linear Control Theory analysis of timesharing skills. *Proceedings of the Thirteenth Annual Conference on Manual Control*. Boston, MA: NASA SP.
- Damos, D.L. (1977, October). Development and transfer of time-sharing skills. *Proceedings of the 21st Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos, D.L., & Lintern, G. (1980, October). Comparison of the predictive validities of single- and dual-task measures. *Proceedings of the 24th Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos, D.L., (1981, March). Aviation psychology [review]. *Human Factors Society Bulletin*.
- Damos, D.L., & Smist, T. (1981, April). Individual differences in multi-task response strategies. *Proceedings of the First Symposium on Aviation Psychology*. Columbus, OH: Ohio State University.
- Damos, D.L., & Smist, T. (1981, October). Individual differences in multi-task response strategies. *Proceedings of the 25th Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos, D.L., (1982). Human factors in engineering and design [review]. *Human Factors Society Bulletin*.
- Damos, D.L., (1984, June). Classification schemes for individual differences in multiple-task performance and subjective estimates of workload. *Proceedings of the Twentieth Annual Conference on Manual Control*. Moffett Field, CA: NASA.
- Damos, D.L., (1984, June). Engineering psychology and human performance [review]. *Human Factors Society Bulletin*.
- Damos, D.L., & Lyall, E.A. (1984, October). The effect of asymmetric transfer on dual-task assessment of voice technology. *Proceedings of the 28th Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos, D.L. (1984, October). Subjective workload and individual differences in information processing abilities. *Third Aerospace Behavioral Engineering Technology Conference Proceedings*. Warrendale, PA: Society of Automotive Engineers.
- Damos, D.L., (1985, April). The effect of using speech generation and recognition systems on the performance of discrete tasks. *Proceedings of the Third Symposium on Aviation Psychology*. Columbus, OH: Ohio State University.

- Damos, D.L., (1985, June). Effect of asymmetric transfer on research using speech generation and recognition systems. *Report of the XVI Conference of the Western European Association for Aviation Psychology*. Helsinki, FN: Finnair.
- Damos, D.L., (1986, April). The role of asymmetric transfer in the evaluation of voice generation and recognition systems. *AGARD Conference Proceedings No.414. Information management and decision making in advanced airborne weapon systems*. Loughton, U.K: Specialized printing services.
- Damos, D.L., (1987, October). Human factors in engineering and design, 6th Ed. [review]. *Human Factors Society Bulletin*.
- Damos, D., (1988, April). Asymmetric transfer: Its detection and effect on human factors research. *Proceedings of the Eleventh Biennial Psychology in the Department of Defense Symposium*. Colorado Springs, CO: U.S. Air Force Academy.
- Damos, D.L. (1988). The effect of response mode and pacing on the single- and dual-task performance of a discrete task combination. *Proceedings of the 10th Congress of the International Ergonomics Association*. Sydney, Australia.
- Bittner, A. & Damos, D. (1988). Statistical isolation of timesharing components: Demonstration and interpretation. In F. Aghazadeh (Ed.) *Trends in Ergonomics V*, pg. 21-27. Amsterdam: North Holland.
- Damos, D.L. (1988). Determining transfer of training using curve fitting. *Proceedings of the 32nd Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Grose, E. and Damos, D. (1988). Automaticity and the transfer of mental rotation skills. *Proceedings of the 32nd Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos D.L. (1988). The effect of high information processing loads on human performance. *Seventh Aerospace Behavioral Engineering Technology Conference Proceedings*. Warrendale, PA: Society for Automotive Engineers.
- Damos D.L. (1989). Training and selecting individuals for high levels of information processing load. *AGARD Conference Proceedings. Human behavior in high stress situations in aerospace operations*.
- Damos, D.L. (1989). Examining motorcycle conspicuity through recall of traffic events: a preliminary survey. *Proceedings of the Thirty-Third Annual Meeting of the Human Factors Society*. Santa Monica, CA: Human Factors Society.
- Damos, D. L. (1990). The training and transfer of mental rotation skills. *Contemporary Ergonomics 1990: Proceedings of the Ergonomic Society 1990 Annual Conference*. London: Taylor & Francis.

- Damos, D. L. (1990). Mental rotation skills. *Proceedings of the Twelfth Symposium Psychology in the Department of Defense*. Colorado Springs, CO: U.S. Air Force Academy.
- Damos, D. L. (1991). Training mental rotation skills. In E. Farmer (Ed.), *Human Resource Management in Aviation*. Aldershot: UK.
- Damos, D.L., & John, R. (1992). Identifying early cognitive impairment caused by HIV. *Proceedings of the XX Conference of the Western European Association of Aviation Psychology*. Hamburg, GR: DLR, Department of Aviation and Space Psychology.
- Damos, D.L. (1995). Pilot selection batteries: A critical examination. In N. Johnston, R. Fuller, and Nick McDonald (Eds.), *Aviation Psychology: Training and Selection*. Aldershot, UK: Avebury.
- Damos, D.L. (1995). Issues in pilot selection. *Proceedings of the Eighth International Symposium on Aviation Psychology*. Columbus, OH: The Ohio State University.
- Damos, D.L. (1995). Preventing chaos in Crisis by P. Lagudec. [review] *Ergonomics*, 38, 1079.
- Damos, D.L. (1995). Using interruptions to identify task prioritization in Part 121 air carrier operations. *Proceedings of the Ninth International Symposium on Aviation Psychology*, 871-876. Columbus, OH: The Ohio State University.
- Damos, D.L. (1996). Skill acquisition and human performance by R. W. Proctor and A. Dutta. [review] *Ergonomics*, 39, 900-901.
- Damos, D.L., Lyall, E.A., & John, R.S. (1996). The effect of level of automation on head-down time in the cockpit. *Proceedings of the Flight Crew Training Conference*. Newcastle upon Tyne, UK: EAC Aviation.
- Infield, S.E., and Damos, D. (1996). Understanding the FMS: The Case for Training Rather than Redesign. *Proceedings of the Flight Crew Training Conference*. Newcastle upon Tyne, UK: EAC Aviation.
- National Research Council, Panel on Human Factors in Air Traffic Control Automation (1997). *Flight to the future*. Washington, D.C.: National Academy Press.
- Damos, D.L. (1997). Testifying in court. Guidelines and maxims for the expert witness by S.L. Brodsky. [review] *The forum*, 13, 7-8.
- Damos, D.L. (1998). Aviation automation: the search for a human-centered approach. [review] *Ergonomics*, 4, 560.

- Damos, D.L. (1997). The effects of operational interruptions on flight crew performance. *Proceedings of the 1997 Flight Crew Training Conference*. Newcastle upon Tyne, UK: EAC Aviation.
- Damos, D.L. (1998). Pilot selection: Why and how. *Proceedings of the 1998 Asian Flight Crew Training Conference*. Newcastle upon Tyne, UK: EAC Aviation.
- Damos, D.L. (1998). Pilot selection: Old and new. *Proceedings of the Silicon Valley Ergonomics Conference & Exposition*. San Jose, CA: San Jose State University.
- Damos, D.L., and Parker, E.S. (1998). Cognitive testing and retirement decisions. *NBAA Digest*, 11(8), 5.
- Damos, D.L. (1998). Purchasing new pilot selection tests. *The Journal of Professional Aviation Training*, 1(1), 8-9.
- Damos, D.L. (1999). Pilot selection tests. *The Journal of Professional Aviation Training*, 1(4), 8 (Letter to the editor).
- Damos, D.L., John, R.S., and Lyall, E.A. (1999). Changes in pilot activities with increasing automation. *Proceedings of the Tenth International Symposium on Aviation Psychology*. Columbus, OH: The Ohio State University.
- Damos, D.L., and Gould, R.B. (1999). Hiring: Can your company prove it doesn't discriminate? *NBAA Digest*, 12(8), 7.
- Damos, D.L. (1999). The use of computerized training to improve selection and training programs. *Proceedings of the Tenth International Commercial Aviation Training Program*. Lindon, Utah: WICAT.
- Damos, D.L. and Hoffman, C. (2000). Selection systems and the changing applicant pool. *Proceedings of the 45<sup>th</sup> Annual Corporate Aviation Safety Seminar*. Alexandria, VA: Flight Safety Foundation.
- Damos, D.L. (2001). Aiming for selection perfection. *CAT Magazine: The Journal of Civil Aviation Training*. pg. 25-28.
- Damos, D.L. (2002). Wise choices. *CAT Magazine: The Journal of Civil Aviation Training*. pg. 18-21.
- Damos, D.L. (2003). Pilot selection systems help predict performance. *Flight Safety Digest*, 22 (2), 1-12.



- Damos, D.L. and Juarez, R. M. (2003). Special Report--Legal issues surrounding pilot selection: Part I. Don't get burned....surviving the hiring minefield. *Approach, Fall*, 26-28.
- Damos, D.L. and Norton, D. (2004). Special Report--Legal issues surrounding pilot selection: Part 2. Reducing the hiring risk. *Approach, Spring*, 15-17.
- Damos, D.L. (2007). Educational minimums and standardized intelligence testing in pilot screening and selection. *Proceedings of the 2007 International Symposium on Aviation Psychology*. Dayton, OH.
- Damos, D.L. (2011). The right stuff. *CAT Magazine: The Journal of Civil Aviation Training*, 20-24.
- Damos, D.L. (2012). Hiring pilots during a shortage: Some cautions. *ICAO Training Report, 2(2)*, 17-19.
- Damos, D.L. (2014). A more select selection process. *Aviation Week & Space Technology*, 176(4), 8.
- Damos, D.L., Rose, M.R., Martinussen, M., and Lorenz, J.L. (2015). Panel on cross-cultural pilot selection. *Proceedings of the 18<sup>th</sup> International Symposium on Aviation Psychology*, 476-481. Dayton, Ohio: Wright State University.
- LaRoche, J. and Damos, D.L. (2015, July). New rules for pilot medicals? *Aero Space*, 42(7), 36-39.
- Hoermann, H.J. and Damos, D.L. (2019). The use of a perceptual speed test in civilian pilot selection. *Proceedings of the 20<sup>th</sup> International Symposium on Aviation Psychology*, 391-396. Dayton, Ohio: Wright State University.

## **PROFESSIONAL AND INVITED PRESENTATIONS**

- Damos, D.L., (1970, October). *Cross-adaptive measurement of residual attention*. Paper presented at the Fourteenth Annual Convention of the Human Factors Society.
- Damos, D.L., (1971, October). *Adaptive measurement of residual attention in pilots*. Paper presented at the Fifteenth Annual Convention of the Human Factors Society.
- Gopher, D., Williges, R.C., Williges, B., & Damos, D.L., (1974, October). *Manipulating the number and type of adaptive variables in training*. Paper presented at the Eighteenth Annual Meeting of the Human Factors Society.
- Damos, D.L., & Wickens, C.D. (1977, May). *A Quasi-Linear Control Theory analysis of*

- timesharing skills*. Paper presented at the Thirteenth Annual Conference on Manual Control.
- Damos, D.L., (1977, October). *Development and transfer of timesharing skills*. Paper presented at the Twenty-First Annual Meeting of the Human Factors Society.
- Damos, D.L., (1978, October). *Engineering and psychology*. Invited paper presented at the National Science Foundation Conference on Women in Science.
- Damos, D.L., Kennedy, R.S., & Bittner, A.C. Jr. (1979, May). *Development of performance evaluation tests for environmental research (PETER): 2. Critical tracking test*. Paper presented at the Fifteenth Annual Meeting of the Aerospace Medical Association.
- Damos, D.L., (1979, September). *The identification and transfer of timesharing skills*. Paper presented at the Third International Symposium on Man-Machine Systems and Environment.
- Damos, D.L., (1979, September). *Human Timesharing Skills: Theory and Application*. Invited address given at the University of Zagreb, Yugoslavia.
- Damos, D.L., Kennedy, R.S., & Bittner, A. Jr. (1979, September). *The effects of extended practice on dual-task tracking*. Paper presented at the Eighty-Seventh Annual Convention of the American Psychological Association. Paper presented by Kennedy.
- Damos, D.L., (1979, October). *Individual differences in timesharing performance*. Paper presented at the Twenty-Third Annual Meeting of the Human Factors Society.
- Damos, D.L., & Lintern, G. (1980, October). *A comparison of single- and dual-task measures to predict pilot performance*. Paper presented at the Twenty-Fourth Annual Meeting of the Human Factors Society.
- Damos, D.L., (1980, April). *Individual differences in multiple-task performance*. Paper presented at the Seventh Symposium on Psychology in the Department of Defense.
- Damos, D.L., & Smist, T.E. (1981, April). *Individual differences in multi-task response strategies*. Paper presented at the 1981 Symposium on Aviation Psychology, Helsinki, Finland.
- Damos, D.L., & Smist, T. (1981, October). *Individual differences in multi-task response strategies*. Paper presented at the Twenty-Fifth Annual Meeting of the Human Factors Society.
- Damos, D.L., (1984, June). *Classification schemes for individual differences in multiple-task performance and subjective estimates of workload*. Paper presented at the Twentieth Annual Conference on Manual Control.

- Damos, D.L., & Lyall, E.A. (1984, October). *The effect of asymmetric transfer on dual-task assessment of voice technology*. Paper presented at the Twenty-Eighth Annual Meeting of the Human Factors Society. Paper presented by Lyall.
- Damos, D.L., (1984, October). *Subjective workload and individual differences in information processing abilities*. Paper presented at the 1984 SAE Aerospace Congress and Exposition.
- Damos, D.L., (1985, April). *The effect of using speech generation and recognition systems on the performance of discrete tasks*. Paper presented at the Third Symposium on Aviation Psychology.
- Damos, D.L., Owens, J.M., Goodman, L.S., & Petho, F.C. (1985, May). *The relation between prior flight experience and single- and dual-task performance*. Paper presented at the Fifty-Sixth Annual Scientific Meeting of the Aerospace Medical Association.
- Damos, D.L., (1985, June). *Effect of asymmetric transfer on research using speech generation and recognition systems*. Paper presented at the Western European Association of Aviation Psychologists.
- Damos, D.L., (1985, November). *Evaluating the effects of voice generation and recognition systems in multi-task situations: Methodological problems*. Paper presented at the IEEE Systems, Man & Cybernetics International Conference.
- Damos, D.L., (1986, April). *The role of asymmetric transfer in the evaluation of voice generation and recognition systems*. Invited paper presented at AGARD Aerospace Medical Panel symposium on information management and decision-making in advanced airborne weapons systems, The Hague, NL.
- Damos, D.L. (1987, August). *Effect of asymmetric transfer on the evaluation of voice systems*. Invited address to Division 21, American Psychological Association.
- Damos, D.L. (1988, April). *Asymmetric transfer: Its detection and effect in human factors research*. Invited address at The Eleventh Biennial Psychology in the Department of Defense Symposium.
- Damos, D.L. (1988, August). *The effect of response mode and pacing on the single- and dual-task performance of a discrete task combination*. Paper presented at the 10th International Congress of the International Ergonomics Association.
- Damos, D.L. (1988, October). *The effect of high information processing load on human performance*. Paper presented at the 7th Aerospace Behavioral Engineering Technology Conference.

- Damos, D.L. (1988, October). *Training and selecting individuals for high levels of information processing load*. Paper presented at the Aerospace Medical Panel Symposium on Human Behavior in High Stress Situations in Aerospace Operations.
- Damos, D.L. (1988, October). *Determining transfer of training using curve fitting*. Paper presented at the Thirty-second Annual Meeting of the Human Factors Society. Paper presented by Eric Grose.
- Grose, E. & Damos, D.L. (1988, October). *Automaticity and the transfer of mental rotation skills*. Paper presented at the Thirty-Second Annual Meeting of the Human Factors Society. Paper presented by Grose.
- Damos, D.L. (1989, September). *Training mental rotation skills*. Paper presented at the Western European Association of Aviation Psychologists, Brighton, England.
- Damos, D.L. (1989, October). *Examining motorcycle conspicuity through recall of traffic events: A preliminary survey*. Paper presented at the Thirty-Third Annual Meeting of the Human Factors Society.
- Damos, D.L. (1990, April). *The training and transfer of mental rotation skills*. Paper presented at the Ergonomic Society's 1990 Annual Conference, Bristol, England.
- Damos, D.L. (1991, November). *Assessing performance in extreme environments*. Paper presented at the First International Design for Extreme Environments Assembly.
- Damos, D.L. (1992, October). *Identifying early cognitive impairment caused by HIV*. Paper presented at the XX Conference of the Western European Association of Aviation Psychology, Hamburg, Germany.
- Damos, D.L. (1994, March). *Pilot selection batteries: a critical examination*. Paper presented at the XXI Conference of the Western European Association of Aviation Psychology, Dublin, Ireland.
- Damos, D.L. (1994, July). *Pilot selection: past, present, and future*. Paper presented at the 1994 CRM Industry Workshop.
- Damos, D.L. (1994, August). *Dual-Task Research--Success and Shortcomings*. Paper presented at the One Hundred Second Annual Convention of the American Psychological Association.
- Damos, D.L. (1995, March). *Multiple-Task Performance and Aviation*. Keynote address at the Annual Aviation Safety Conference, Chung Cheng Institute of Technology, Taipei, Taiwan.

- Damos, D.L. (1995, April). *Historical Issues in Pilot Selection*. Paper presented at the Eighth International Symposium on Aviation Psychology.
- Damos, D.L. (1995, May). *Problems in Pilot Selection*. Paper presented at the Aerospace Medical Association 66th Annual Scientific Meeting.
- Damos, D.L. (1995, Nov.). *The Effect of Level of Automation on Heads Down Time in the Cockpit*. Paper presented at the 1995 Flight Crew Training Conference.
- Infield, S.E., and Damos, D.L. (1996). *Understanding the FMS: The Case for Training Rather than Redesign*. Paper presented at the 1996 Flight Crew Training Conference, London, England. Paper presented by Infield.
- Damos, D.L. (1997). *Using interruptions to identify task prioritization in Part 121 air carrier operations*. Paper presented at the Ninth International Symposium on Aviation Psychology.
- Damos, D.L. (1997). *The effects of operational interruptions on flight crew performance*. Paper presented at the 1997 Flight Crew Training Conference, Montreal, Canada.
- Damos, D.L. (1998). *Pilot selection: why and how*. Paper presented at the 1998 Asian Flight Crew Training Conference, Singapore.
- Damos, D.L. (1998). *Pilot selection: old and new*. Paper presented ErgoCon'98, Palo Alto, CA.
- Damos, D.L., John, R.S., and Lyall, E.A. (1999). *Changes in pilot activities with increasing automation*. Paper presented at the Tenth International Symposium on Aviation Psychology, Columbus, OH. Paper presented by Damos.
- Allen, W., Parseghian, Z., and Damos, D. (1999). *Performance tests for assessing fitness for duty*. Paper presented at the Tenth International Symposium on Aviation Psychology, Columbus, OH. Paper presented by Myers.
- Damos, D.L. (1999). *The use of computerized training to improve selection and training programs*. Paper presented at the Tenth International Commercial Aviation Training Conference, San Diego, CA.
- Damos, D.L. (2000). *Pilot selection systems: Challenges and Solutions*. Paper presented at the Regional Air Transport Training Convention and Tradeshow, Orlando, FL.
- Damos, D.L. and Hoffman, C. (2000). *Selection systems and the changing applicant pool*. Paper presented at the 45<sup>th</sup> Annual Corporate Aviation Safety Seminar, San Antonio, TX. Paper presented by Damos.

- Damos, D.L. (2002). *Pilot Selection Systems: Fiscal and Legal Challenges and their Solutions*. Paper presented at the Regional Airlines Training Conference and Tradeshow, Orlando, FL.
- Damos, D.L. (2002). *Misunderstanding pilot selection*. Paper presented at the World Airline Training Conference and Tradeshow, Dallas, TX.
- Damos, D.L. (2003). *Pilot selection systems*. Invited workshop presented at the 15<sup>th</sup> Annual Canadian Aviation Safety Seminar, Montreal, Canada.
- Damos, D.L. (2003). *Pilot Selection—Improving your system*. Invited presentation at the RAA Human Resources Conference, Lake Las Vegas, NV.
- Damos, D.L. (2005). *Pilot selection and recruitment*. Paper presented at the Military Aviation Careers Consortium Workshop, Arlington, VA.
- Damos, D.L. (2007). *Educational minimums and standardized intelligence testing in pilot screening and selection*. Paper presented at the 2007 International Symposium on Aviation Psychology, Dayton, OH.
- Damos, D.L. (2008). *Stanley Roscoe Technical Legacy, Enduring Influence—Pilot Selection*. Paper presented at the Fifty-Second Annual Meeting of the Human Factors and Ergonomics Society, NY, NY.
- Damos, D.L. (2009) *Pilot screening and selection*. Invited presentation to the Laboratory Security and Personnel Reliability Assurance Systems for Laboratories Conducting Research on Biological Select Agents and Toxins of the Board on Life Sciences, National Research Council, Washington, D.C.
- Damos, D.L. (2009). *Pilot Hiring: Selection Issues*. Invited presentation at the Pilot Safety Symposium and Job Fair, New York, New York.
- Damos, D.L. (2010). *Ab initio counseling and screening*. Invited presentation to the Flight Training Committee of the Air Transport Association of Canada, Ottawa, Canada.
- Damos, D.L. (2010). *Current status of pilot selection*. Invited presentation at the Professionalism in Aviation forum of the National Transportation and Safety Board, Washington, D.C.
- Damos, D.L.(2010). *Best practices pilot selection systems*. Invited presentation to the Human Factors Group of the National Transportation and Safety Board, Washington, D.C.
- Damos, D.L. (2011). *Improving pilot selection systems*. Paper presented at the 2011 World Aviation Training Conference and Tradeshow, Orlando, FL.

Damos, D.L. (2013). *Screening systems for beginning flight training*. Paper presented at the Air Transport Association of Canada 79<sup>th</sup> Annual General Meeting and Tradeshow, Montreal, CA.

Damos, D.L. (2015). *Multi-cultural pilot screening issues*. Paper presented at the 18<sup>th</sup> International Symposium on Aviation Psychology, Dayton, OH.

Rose, M.R. and Damos, D.L. (2015). *Predicting pilot performance across cultures: Relative utility of cognitive measures and constructs*. Paper presented at the 18<sup>th</sup> International Symposium on Aviation Psychology, Dayton, OH. Paper presented by Damos

Damos, D.L. (2017). *Pilot selection: Then and now*. Poster presented at the Human Factors and Ergonomics Society 2018 International Annual Meeting, Austin, TX.

Damos, D.L. (2018) Pilot Selection 2018. Talk presented to the National Transportation Safety Board, Washington DC.

## **OTHER PROFESSIONAL ACTIVITIES**

AFOSR grants, NSF grants, *Ergonomics*, *International Journal of Man-Machine Studies*, *Applied Ergonomics*, *International Journal of Personality Psychology*, and *American Journal of Psychology*. (Occasional Reviewer)

"Military Psychology" at the Third Annual Adelphi University Applied Experimental Psychology Conference. 1984 (Chair)

"Multiple Tasking" at the National Aerospace and Electronics Conference, May 1985. (Co-Chair)

"Speech in the Crew Station: Should Technology Dictate the Application?" at the National Aerospace and Electronic Conference, May 1986. (Panel Member)

"Color Display Issues" at the Society for Information Display International Symposium, May 1989. (Chair)

"Effects of Individual Differences on Cognitive Processes" at the Thirty-Third Annual Meeting of the Human Factors Society, October 1989. (Chair)

"Personality Factor" at the Sixth International Symposium on Aviation Psychology, April 1991. (Chair)

"Performance/Response Measurements" at the First International Design for Extreme Environments Assembly, November 1991. (Chair)

"Artificial Gravity" at the First International Design for Extreme Environments Assembly,

November 1991. (Chair)

"Workload II" at the Seventh International Symposium on Aviation Psychology, April 1993. (Chair)

"Airline Pilot Selection: Approaches and Issues" at the Twenty-First Conference of the Western European Association of Aviation Psychology, March 1994. (Chair)

"Multiple-Task Performance--A Critical Look" at the One Hundred Second Convention of the American Psychological Association, August 1994. (Chair)

Member, NASA Review Panel, 1994.

Member, National Academy of Sciences Panel on Human Factors in Air Traffic Control Automation, 1994-1996.

"Perspectives on Pilot Selection" at the Eighth International Symposium on Aviation Psychology, April 1995. (Chair)

"Issues in Pilot Selection" at the Aerospace Medical Association 66th Annual Scientific Conference, May 1995. (Chair)

"Safety Management, Organizational" at the Ninth International Symposium on Aviation Psychology, April 1997. (Chair)

"Tutorial on Pilot Selection" Tutorial given at the Ninth International Symposium on Aviation Psychology, April 1997 with Dr. R. Bruce Gould.

"Timesharing" at the Tenth International Symposium on Aviation Psychology, May 1999. (Chair)

Member, "New Developments, Perceptions, Economics and Challenges associated with Regional Airline Training." Panel held at the Regional Airlines Training Conference and Tradeshow, March 2002.

"Changes in Pilot Characteristics and Their Implications for Selection, Training, and Staffing" at the 2007 International Symposium on Aviation Psychology, April 2007. (Chair)

"Industry Spotlight: Applying I-O to Aviation." Panel held at the 25<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, April 2010. (Panel Member)

"Ab Initio Pilot Selection" at the 2011 World Aviation Training Conference and Tradeshow, April 2011. (Chair)

"Experienced Pilot Selection" at the 2011 World Aviation Training Conference and Tradeshow, April 2011. (Chair)



Member, NASA /NSBRI Review Panel on automation, 2012

Special Issue editor, *International Journal of Aviation Psychology*, 2014 (1 and 2).  
Issues devoted to pilot selection.

Pilot Interviewing Essentials. On-line course. Co-developer with Dr. Mark Rose.

“Symposium on Cross-Cultural Pilot Selection” at the 18<sup>th</sup> International Symposium on Aviation Psychology, May 2015. (Chair)

“Selection Methodology” at the 18<sup>th</sup> International Symposium on Aviation Psychology, May 2015. (Chair)

“Space and Unmanned Vehicles” at the Human Factors and Ergonomics Society 2018 International Annual Meeting, October, 2018. (Chair)

## **COURSES AND SEMINARS FREQUENTLY TAUGHT**

Introduction to Human Factors. Text: *Human Performance Engineering* by Bailey.

Human Information Processing. Text: *Engineering Psychology and Human Performance* by Wickens.

Aviation Psychology. Text: *Human Factors in Aviation* by E. Wiener and D. Nagel.

Pilot Selection Systems (short course). IATA course taught in 2000 in Miami, 2001 in Montreal, 2002 at Iberia Airlines. Damos Aviation Services, Inc. course taught in February 2006, February 2007, February 2008, June 2008, February 2010, January 2012, December 2012, and June 2014. Course taught for the Centre Quebecois de Formation Aeronautique in 2010, 2011, 2012, 2014, and 2018.

Principles of Pilot Selection Systems (seminar/workshop). Taught at the Regional Air Line Trade Show in Orlando in 2001 and 2002, the World Aviation Trade Show in Atlanta in 2001 and the 15<sup>th</sup> Annual Canadian Aviation Safety Seminar, Montreal, Canada, 2003.

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