EAAP
EUROPEAN ASSOCIATION
FOR AVIATION PSYCHOLOGY

70 Years of EAAP

The History of the EUROPEAN ASSOCIATION FOR AVIATION PSYCHOLOGY

1956 - 2026

by André Droog

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[1] In the chapters, where relevant, reference will be made using the following abbreviations: BC (Board Communications), CP (Conference Proceedings), MC (Member Communications), MBM (Minutes of Business Meetings/General Assemblies)

Foreword

Reaching EAAP's seventieth anniversary offers a special moment to reflect on the journey we have shared. It is an opportunity to recognise how the association has evolved and, above all, to celebrate the professional dedication, voluntary commitment and curiosity of the people who have sustained it from one generation to the next.

This book tells that story through records, decisions, initiatives and turning points. Yet behind every date and document are colleagues who shared ideas, challenged established thinking, created opportunities for exchange and strengthened the place of Aviation Psychology and Human Factors in Aviation. We hope these pages convey not only what EAAP has achieved, but also the spirit in which those achievements became possible.

This publication is built on the tremendous work of the former EAAP President, André Droog, who explored the association's archives and brought seventy years of its history together in this book.



Figure 1. EAAP Board 2026. From left to right: Željko Oreški, Julia Behrend, Robert Bor, Gunnar Steinhardt, Renée Pelchen-Medwed, Jóhann Wíum, Jenny Eaglestone



Figure 2. EAAP Support Officer Gabi Prince

On behalf of the Board and the wider EAAP community, we sincerely thank him for the care, perseverance and personal commitment with which he has preserved EAAP's story.

The photograph above shows the current EAAP Board together in the association's anniversary year. It also reflects the collaborative spirit in which we fulfil our shared responsibilities. Each Board member contributes a different perspective and area of experience, and our work depends on open discussion, mutual trust and a willingness to act as one team. At the same time, the Board's work is

only one part of a much wider collective effort. EAAP is shaped by the members who contribute their knowledge, time and enthusiasm in so many different ways.

An anniversary is also an invitation to look ahead. Aviation will continue to change, and EAAP must continue to evolve with it while keeping people at the centre of its work. We look to the future with confidence: committed to connecting science and practice, supporting the next generation and nurturing a professional community in which knowledge, cooperation and friendship can continue to grow.

On behalf of the current Board, we invite you to explore these pages with us – and to see in them not only the history behind EAAP, but also the community that will carry it forward.

The EAAP Board

2026

Preface

The request to describe the full history of the EAAP on the occasion of its 70th anniversary provided an opportunity to record that history in a more structured and thorough manner than in the booklet '50 Years EAAP'[2], published in 2006. It is now possible to speak of a book. Some repetition of what was mentioned earlier was inevitable, but I have attempted to bring forward as much significant material as possible and thereby offer greater insight into how the development of EAAP unfolded.

The sources used to write this history can be found in the References. It is a pity that the EAAP archives do not appear to be entirely complete. Part of the internal board communications from the very first years seems to be missing, as do those from between 1983 and 1990. The very first years could have provided greater insight into, for example, the by-laws used and the bibliographies on aviation psychology issued. Fortunately, all communication with the members via bulletins, newsletters and minutes of General Assemblies has been preserved over the course of seventy years.

The way the history of the EAAP is described in this book places greater emphasis on the events – and, where necessary, their chronology—and the processes that unfolded, rather than on the names of the individual members who initiated activities and took on the responsibilities and challenges. Countless members have been active and taken leading roles on boards, in working groups, editorial teams and scientific committees, and as important representatives, or have conducted courses or tutorials. They have all invested much personal energy and time in the pursuit of EAAP's objectives and deserve immense gratitude.

However, it was impossible to name everyone individually. The inclusion in Annex II of the updated list of names of members who served on the Board and acted as Editor-in-Chief may be regarded as a form of recognition, just as the contributions of those other members are acknowledged.

While writing the history, it was tempting to read or reread all the research reported in conference proceedings or encountered on the internet or in my own library. But I had to keep focusing on the story of the association. Fascinating as the history of aviation and the developments in the research into and application of aviation psychology and aviation 'human factors' may be, they are mentioned only briefly in this book.

This book is the result of teamwork and I am very grateful to everyone who provided me with data. My special thanks go to Hinnerk Eißfeldt and Ioana Koglbauer for their great support, reviews and valuable additions. In finishing the book, I received wonderful support and assistance from Gunnar Steinhardt and the EAAP Board, for which I am exceptionally grateful. I could not have done without their help.

[2] Visit https://www.eaap.net/history.html to read or download the booklet '50 Years EAAP'.

While composing and writing, I often thought of a statement by the British philosopher Bertrand Russell: “A man without a bias cannot write interesting history – if, indeed, such a man exists”. With this in mind, I made my choices and hopefully they turned out well.

André Droog

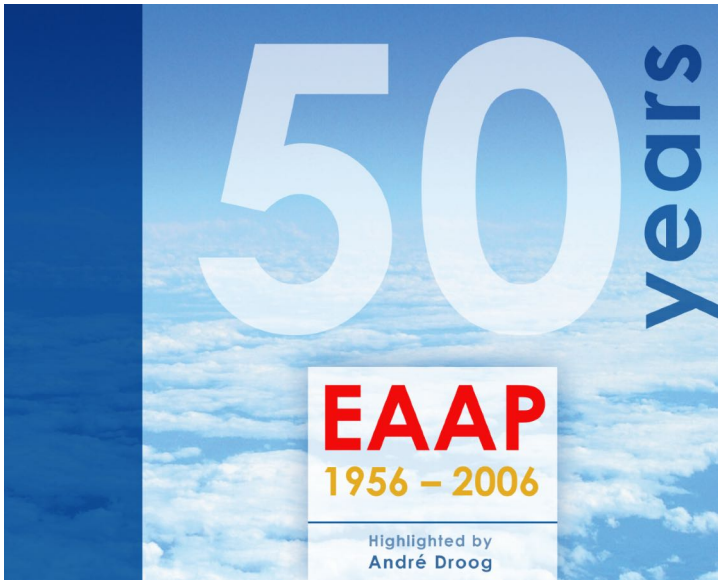


Figure 3. 50 Years EAAP booklet cover

Introduction

Over the seventy years since 1956, rapid technological developments have taken place in the design and manufacture of civil and military aeroplanes and rotorcraft alongside an enormous growth in all kinds of flight operations. The development and operations of advanced systems of international air traffic control have enabled the expansion of air transport and operations, while also the necessary developments and harmonisation of safety legislation and regulations have contributed immensely to the present high level of aviation safety.



Figure 4. Island Airport Control Tower. Toronto, Canada, 1982

Remote and automated flight operations and the use of Artificial Intelligence have entered the aviation system as relatively new elements.

Research into the role of the human element in the aviation system progressed in parallel with those developments. Gradually, and not without a struggle, the importance of applying scientific knowledge of Psychology and Human Factors to the system has become fully recognised. For a long time, psychology was regarded as a 'soft' science and psychologists working in aviation could be mocked. “Reactions would vary from scepticism to sarcasm, from amazement to unbelief. People could look at you as if you were an extraterrestrial” (in 50 Years EAAP, Droog, 2006). But aviation has learned some hard lessons, and attitudes towards Aviation Psychology and Human Factors in Aviation have changed. For example, the International Air Transport Association (IATA), at its 20th Technical Conference in Istanbul in 1975, concluded: ‘the wider nature of Human factors and its application to aviation seems still to be relatively little appreciated. This neglect may cause inefficiency in operation or discomfort to the persons concerned; at worst, it may bring about a major disaster’ (Hawkins, 1987). At its 1977 symposium, the International Federation of Air Line Pilots’ Associations (IFALPA) subsequently concluded that ‘there is widespread concern at the frequent failure to apply Human Factors knowledge … and a current lack of expertise in many areas of the commercial aviation industry’ (Hawkins, 1987).

The recognition has led to the introduction of, for instance, Crew Resource Management training

starting in 1981, the now generally accepted idea of system thinking, the attention given to organisational factors, and the concern and care for the mental health of all those working iin aviation.

At present, it is recognised that humans both create and may jeopardise flight safety and that the application of knowledge about the 'how' and 'why' thereof, as researched and provided by the sciences of Aviation Psychology, Human Factors, Aerospace Medicine and other relevant sciences, is essential to maintaining and enhancing the level of safety already achieved. Professional associations of scientists and practitioners, including EAAP, have played an important role in that growing recognition. They bring the aviation workforce together to share knowledge and experiences and develop ideas and recommendations. They also have a significant role in the education of professionals and practitioners in the field. This book tells how EAAP has developed and what it has achieved and contributed until the present day in three parts.

Part 1 contains a short recap of the founding and a chapter about EAAP conferences, the association's foremost core activity until the 1990s. Within EAAP, the conference and the General Assembly are inextricably linked – at least regarding the election of Board members – and no attempt has been made to separate them in any way when recounting this history.

The subsequent four chapters of Part 2 recount how EAAP expanded its activities and became an influential professional organisation. They cover the working groups, activities relating to member education and accreditation, the publication of the journal in cooperation with Australian colleagues, and collaboration with partners that share the same goal of promoting aviation safety through applied science.

Part 3 shows how EAAP has grown and modernised its organisation to manage growth in both activities and membership and to stay resilient.



Figure 5. Malta Airlines-Red Arrows formation, Malta International Air Show, 2014

CHAPTER ONE

01 Where It All Began

The Founding of EAAP

Every association has a beginning: a moment when shared professional interests, personal initiative and a vision for the future come together. For EAAP, that moment was 31 October 1956 at the Kurhaus Hotel in Scheveningen, The Hague, where the Western European Association for Aviation Psychology (WEAAP) - renamed EAAP in 1997 - was founded.

> *[...a moment when shared professional interests, personal initiative and a vision for the future come together.]*

The story of who created WEAAP and what happened on that formative day is preserved in remarkable detail. It was reconstructed from documents in the EAAP archives and from a cordial and extensive letter sent to EAAP in September 2005 by François-Joaquin Miret y Alsina of Belgium, one of the founding fathers and a longstanding WEAAP Secretary-Treasurer.



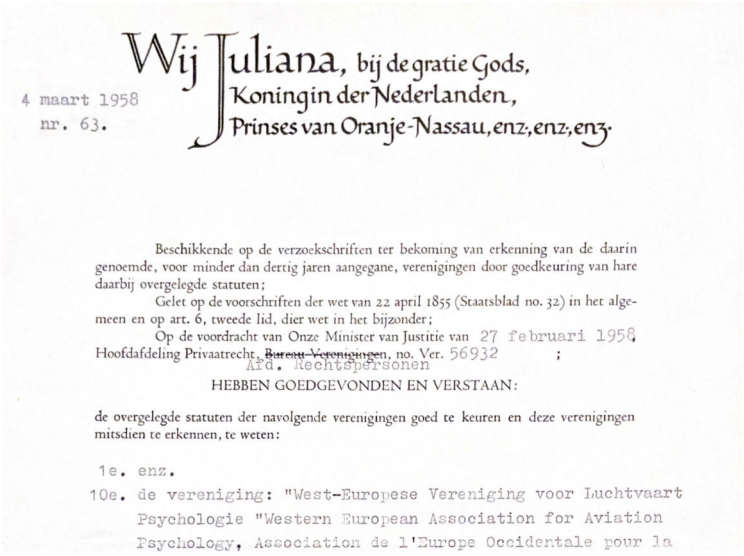
Figure 6. SWEAAP Steering Committee, Bussels, 1957. From left to right: François-Joaquin Miret y Alsina, Sipke Fokkema, David van Lennep, John Parry

A full account appears in the booklet '50 Years EAAP', published for the association's fiftieth anniversary in 2006 and still available on the EAAP website; the essential events are recalled briefly here. The initiators and organisers of the very first meeting, Dutch psychologists Baars and Fokkema[3], had prepared for it very well in a period of three months' time. Mr. Baars had learned about the great value of collegial contacts from American psychologists he had met at the congress of the Aero Medical Association in Chicago in 1956. Then he discussed his plan with Fokkema. By mid July 1956, they sent a letter including a questionnaire to investigate the interest in collaboration and the founding of an association to the European colleagues working in civil and military aviation. After positive responses from many of them, the invitation to the constituent meeting was sent by mid October. Draft Articles of Association and Rules of Procedure (by-laws) were made available the day before the meeting.

[3] Drs. A.F. Baars, Social Psychologist for the Flying Staff of KLM Royal Dutch Airlines and Dr. S.D. (Sipke) Fokkema, Head of the Psychological Research Laboratory of the Free University of Amsterdam and consultant to the Royal Netherlands Air Force in selection affairs. The latter played a pivotal role in the official establishment of WEAAP.

The organisers' choice of the venue had been prompted by the fact, that the second European Congress of Aviation Medicine would be in progress at the Kurhaus at the same time. They even considered, as had also been brought up as an option in the questionnaire, to make the intended association for aviation psychology part of the European aeromedical association that was assumed to be established soon. The consideration was 'because of practical reasons and because good relations with the medical association will be necessary anyhow'. However, as it appeared from the response to the questionnaire, the majority of the psychologists that had responded were opposed to associating as a sub-division of an aeromedical association and the group would also learn soon that the founding of the aeromedical association was called off. Thus, meeting at the Kurhaus anyway, the founding group found their own way.

Nine psychologists working in aviation came together those two days in October 1956. After they had met in the afternoon of the 30th, they discussed the draft Articles of Association the next morning and founded WEAAP in the afternoon once they had agreed on the objective of WEAAP and membership requirements.



4 maart 1958
nr. 63.

Wij Juliana, bij de gratie Gods,
Koningin der Nederlanden,
Prinses van Oranje-Nassau, enz, enz, enz.

Beschikkende op de verzoekschriften ter bekoming van erkenning van de daarin genoemde, voor minder dan dertig jaren aangegane, verenigingen door goedkeuring van hare daarbij overgelegde statuten;

Gelet op de voorschriften der wet van 22 april 1855 (Staatsblad no. 32) in het algemeen en op art. 6, tweede lid, dier wet in het bijzonder;

Op de voordracht van Onze Minister van Justitie van 27 februari 1958, Hoofdafdeling Privaatrecht, ~~Bureau Verenigingen~~, no. Ver. 56932 ;
Afd. Rechtspersonen

HEBBEN GOEDGEVONDEN EN VERSTAAN:

de overgelegde statuten der navolgende verenigingen goed te keuren en deze verenigingen mitsdien te erkennen, te weten:

1e. enz.
10e. de vereniging: "West-Europese Vereniging voor Luchtvaart Psychologie "Western European Association for Aviation Psychology, Association de l'Europe Occidentale pour la

Figure 7. Royal Recognition WEAAP (Western European Association for Aviation Psychology). 1958

The main objective to be 'the advancement of science and improvement of practice' and not 'the protection and fostering of members' interests. Election of the first board of the association they postponed to the following meeting, to be held the next year, as they considered the presence of a group of only nine to be too small. A steering committee of four was elected and given the task to prepare the board elections that would take place in 1957.

The meeting was continued that afternoon in 1956 with a scientific programme on ‘Methodology in current Aviation Psychology‘, in which the founders presented about their work and research. Miret reports in detail on this session in his letter to EAAP mentioned above. Not enough time, however, was left that day to discuss ‘The Identification of Scientific and Practical problems, more or less general amongst Aviation Psychologists’.

Work on the draft articles of association continued in the second WEAAP meeting held in Brussels in July 1957 when more psychologists had already joined the group. A complete design of the articles and by-laws was ready by the end of that year. It had been decided that WEAAP would have its seat in Amsterdam. At the time, Royal assent had to be obtained in The Netherlands for associations that wanted to acquire full legal status. The request for recognition had to be made through the Dutch Ministery of Justice. Fokkema submitted the English draft articles and the request and the Ministry approved and laid down the official Dutch Articles of Association together with an approved English translation after review. Then WEAAP was officially recognised and registered in The Netherlands by Royal Decree on March 4th, 1958 for the duration of twenty nine years. The first Articles of Association were published in the Netherlands Government Gazette of May 30th, 1958 annex to the announcement of the legal recognition.

WEAAP had landed.

CHAPTER TWO

02 Bringing the Community Together

Seventy Years of Conferences

For seventy years, EAAP conferences have been more than occasions to present and discuss professional work. They have provided a meeting place where members exchanged ideas, shaped the association's development and, at key moments, prepared recommendations for European aviation safety agencies. Table 1 provides an overview of these conferences. The founders' second meeting followed shortly after the first in order to continue drafting the association's articles. It was also decided that the scientific conferences would henceforth be held every two years, with the statutory Business Meetings taking place during the conferences.

> *[...EAAP conferences have been more than occasions to present and discuss professional work..]*

The conferences and Business Meetings during the 1990s were decisive in the evolution of EAAP into a genuinely European and influential professional association.



Figure 8. WEAAP conference 1979, Kollekolle, Denmark

In 1991, concerns within the Board about draft proposals on flight crew licensing and training developed by the then Joint Aviation Authorities (JAA)[4] led the Board to convene an off-schedule conference in Hamburg in 1992[5] to hear from and mobilise the members. Through this conference and the resulting firm response and recommendations to ECAC, EAAP asserted itself for the first time as the professional voice of Aviation Psychology within European aviation (the process is described in more detail in Chapter 3). The 1992 conference was also the beginning of the scheme through which EAAP enables its members to become accredited Aviation Psychologists or Human Factors Specialists in Aviation. The conference in Sabaudia, Italy, in 1996 was a five-day basic course on Aviation Psychology in the context of the start of the accreditation activities (Chapter 4).

[4] The Joint Aviation Authorities (JAA) were established in 1990 by the European Civil Aviation Conference (ECAC) in order to develop and implement common regulatory safety standards across Europe. The operations and licensing tasks of JAA were transferred to the European Union Aviation Safety Agency (EASA) in 2008. In contrast to JAA, EASA has direct regulatory power in its Member States.

[5] Thus also causing the change in the normal conference schedule from odd to even years.

The decision to change its name from WEAAP to EAAP and open the association to colleagues from Eastern Europe was taken by the Business Meeting held during the 1994 conference in Dublin. The conference held in Zegrze, Poland, in 2002 was the first conference held in an Eastern European country.

During the COVID-19 pandemic in 2020, the Board organised a virtual conference.

Conference organisation, venues and facilities

Organising the conferences has always been a matter of close cooperation between the board and local members or local contact persons. In the early years, the member who had taken up the role of local organiser was called the 'conference secretary'. His or her first task was to find a suitable and affordable conference venue and attractive accommodation options. The WEAAP board itself reached out to prospective speakers and participants by letter or questionnaire gauging their interest in participating in the conference or presenting. The Board and conference secretary corresponded by letter and, if necessary, met in person well before the conference to discuss the conference programme and budget. In any case, they met at the venue one day before and during the conference. After the conference, it was the conference secretary's task to deliver the conference proceedings and a financial report.

The founding members had decided that English and French would be the two official languages of WEAAP and interpreters were used at the conference and in the Business Meetings from 1961 onwards. German became the third official language in 1967. However, the costs for simultaneous translation in three languages accounted for a very substantial part of the conference budget and had direct consequences for the level of the attendance fee. Fortunately, generous sponsorship from a Ministry of Defence (France 1963, Sweden 1975, Germany 1977) or an airline (SWISSAIR 1969) made it possible to keep the participation fees within reasonable limits. Nevertheless, the Board and organisers kept looking for ways to reduce the translation costs as they were feared to rise to 60% of the total conference budget. The translation budget for the Kollekolle conference (Denmark, 1979) was reduced slightly by shortening the working hours of the translators, but was still very high. This prompted Jorgen Termøhlen, a former WEAAP President, who had taken up the organisation of that conference, to express the wish 'that it could be once decided that only one language should be used: English, considering the scientific aspect of our association'. Earlier boards had already expressed the same feelings. A further reduction of the translation costs was achieved in Bürgenstock, Switzerland, in 1981 and that was the last time simultaneous translation was used: after careful consideration and discussion with the organisers of the 1983 conference, the Board decided no longer to make use of it.

The idea of residential conferences providing conference facilities and accommodation at the same venue originated during the organisation of the Zürich-Horgen conference in 1969, where meeting facilities and participant accommodation were in the same hotel but lunches were not yet included in the package. The first full residential conference took place in England at the University of Cambridge, Churchill College, in 1971. From an Aviation Psychology perspective, this was also an interesting location, given Cambridge's early research history and the fact that it had just become home to the Medical Research Council Applied Psychology Unit and the Royal Air Force's Training Command Headquarters.



Figure 9. WEAAP Conference 1973, Paris, France

Conference programme structure

In the very early years, the scientific conference programme consisted of a series of papers or 'communications' read to the plenary meeting. In Paris in 1973, there was still enough room for all members to sit around a single conference table (with a second row of chairs for the newcomers). In 1975, the Swedish organisers introduced the more active meeting form of working groups in order to offer the conferees more opportunities for mutual contact and cooperation. Three working groups were formed covering the subjects of selection, training and clinical Aviation Psychology and the working group participants had lively discussions on their professional work, although this form of communication had come as a surprise and they would have liked to be able to prepare better.

Thereafter, working groups became part of almost every conference, possibly preceded by papers presented in plenary sessions to help participants in their decision to join one group or another. Technical specialisation and growing numbers of participants made splitting into groups necessary as well.

One more form of communication was introduced to the WEAAP conference in 1977: the poster session, which that year involved three participants covering four topics. An official welcome

address opened the 1977 conference and guest speakers from industry or the air forces have appeared since 1979. From 1981 onwards a mixed form of guest speakers, paper presentations, working groups or workshops/tutorials and poster sessions became the more or less standard scientific programme structure. An exception to this in the 1990s was the Dublin conference in 1994: over 150 papers were presented in plenary session.

Excursions of interest to aviation psychologists soon became part of the conference programme, alongside a social programme.

The selection of papers to be presented at a conference was primarily the secretary's task in the very beginning, but as interest in the conferences and the number of submitted ideas and abstracts increased, it became too difficult a task for one person and the entire board became involved. Later, the task was delegated to scientific committees comprising Board members and other members, who decided on the acceptance of papers, posters and tutorials.

EAAP established an online presence in 1997 and website functionality supporting the communication of conference information, publication of the call for papers and submission of paper abstracts became available in 1999. Through subsequent redesigns and enhanced functionality, the website has since developed into a professional tool in the conference organisation and programme structure, as well as in the management of the association as a whole.

Scientific programme content and conference proceedings

The scientific content of the conferences did not long remain limited to the selection, training, and personality assessment of pilots. Papers on flight safety and stress, clinical work with pilots, and cockpit ergonomics were included in the early conferences too, and papers on air traffic control and accident investigation and prevention soon followed. A symposium on the cooperation of psychological and medical staff was part of the conference in 1961. Over seventy years, conference programmes have become increasingly diverse and specialised in terms of the themes and research presented, reflecting the technological evolution of aviation, the human performance problems experienced in civil and military aviation, and the scientific research conducted. Figures 10 and 11 illustrate the themes of EAAP36 held in 2026.

Getting the conference reports published was a challenge for many a conference organiser. In Members Bulletin 71 of March 1991 the Secretary of the Board wrote "Making up conference proceedings for publication has always been a nightmare for the person incumbent of the conference secretaryship: the hassle to meet the press deadlines and settle the printing costs is almost negligible in comparison with the nerves needed to persist for months after a conference in the attempt to squeeze a manuscript out of some belated speaker, whose contribution will then prove unfit for the printing press".

Nevertheless, most of them were published, albeit in some cases after a very long delay and sometimes only in part.

In its first twenty-five years (14 conferences), WEAAP published the conference proceedings in a series called 'Aviation Psychological Research'. The series started in 1958 with 'Aviation Psychology in Western Europe, and a report on studies of pilot-proficiency measurement', a book containing a selection of papers from the first two conferences published by Swets and Zeitlinger, Amsterdam (hardcover). Unfortunately, it could not be retrieved.

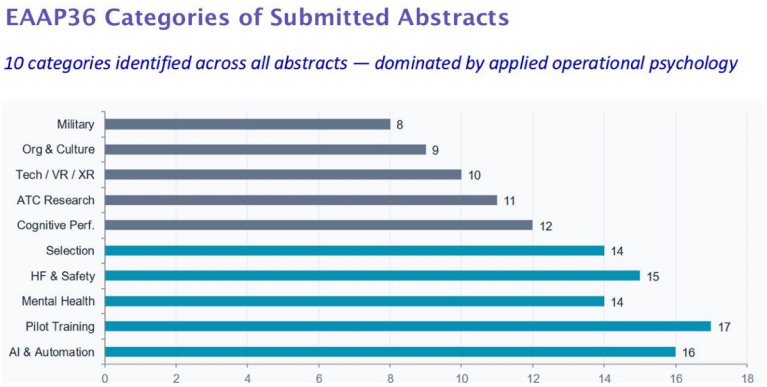


Figure 10. EAAP36 categories of submitted abstracts

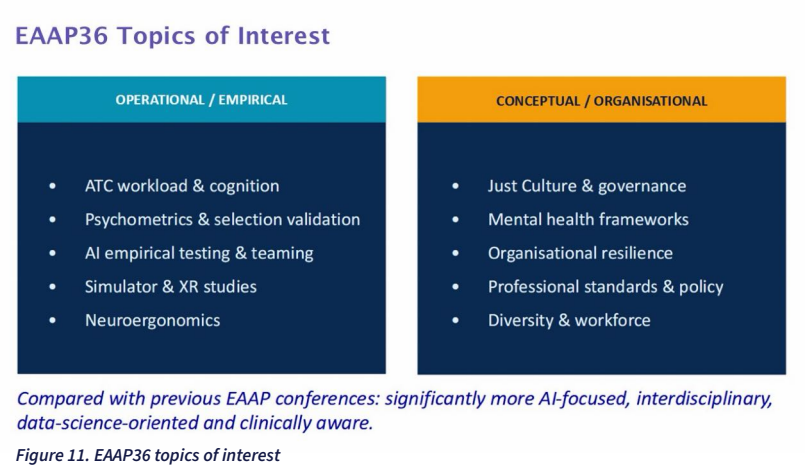


Figure 11. EAAP36 topics of interest

A second volume, entitled 'Aviation Psychology' and edited by Cassie, Fokkema and Parry, was published by Mouton in The Hague in 1964 (hardcover) as number 5 in its series of Psychological Studies. This volume contains a selection of papers from the 3rd (1959) and 4th (1961) conferences. As an illustration that the topics extended beyond selection, training and clinical work, Part 1 of this book is titled 'Accident Liability and Accident Prevention' and contains papers on 'Psychological Mechanisms in Pilot Error' by D. Russell Davis from the University of Cambridge (the Cambridge

cockpit experiment on pilot error and fatigue) and on 'The Prediction of Liability to Flying Accidents' by Alexander Cassie from the Air Ministry, United Kingdom.

The other proceedings in the 'Aviation Psychological Research' series were published by WEAAP itself (softcover and glue-bound). The proceedings of the 5th (1963), 8th (1969) and 11th–14th (1975–1981) conferences are still available, but those of the 6th, 7th, 9th and 10th are hard to retrieve. The proceedings of the 10th Conference (Paris, 1973) were published in 1974 in the "Revue de Médecine Aéronautique et Spatiale", Volume 13, No. 49 (but hard to find).

After 1981, conference proceedings have been published in the form of glue-bound softcover reports (for 1983, 1985, 1987, 1991 and 1992) or hardcover books (1989, two volumes; 1994, three volumes; 1996, one volume; and another volume published in 2004 containing collected papers from the 1998, 2000 and 2002 conferences). A list of all available WEAAP and EAAP conference titles until 2002 can be found in Annex 1 to this book. In 2002 and later, proceedings were handed to the conference participants at the end of the conference either on a CD-ROM or USB stick, or were sent as PDFs to the participants by email. All proceedings from 2002 onwards can be retrieved from the download area in the Members' Area of the EAAP website.

Conference attendance

In seventy years, EAAP conferences have attracted more and more delegates (Table 1). In seventy years, EAAP conferences have attracted more and more delegates. They have come from all over the world and represented the full range of professionals and organisations involved in civil or military aviation.

Naturally, participation was predominantly European in the very early years, although the board already reached out to colleagues and organisations in, for example, the United States. The first delegate from outside Europe came from Australia as early as 1969: Mrs. Enid Wilson, Director of the Australian Institute of Industrial Psychology and consultant psychologist to Qantas, participated in The Hague. She presented on 'The intelligent and intellectual applicant for pilot training' and in 1972 she signed up to present on 'Women-pilots' at the 1973 conference in Paris, which the WEAAP Secretary thought of as an 'unusual' title. Unfortunately, she had to cancel her attendance in Paris. The end of the 1970s and the early 1980s saw the beginning of consistent Australian attendance from Qantas Airlines, the Royal Australian Air Force, and the Australian Bureau of Air Safety Investigation.

Delegates from the United States began joining in the same period with the attendance in 1979 of President Koonce of the Association for Aviation Psychology (AAP) that had been founded in the USA in 1964, and delegates from the Ohio State University, the University of Illinois and the Arizona State University in 1983 and 1985.

Of the 302 participants in EAAP35 in Athens, 218 were members and 84 non-members.



Figure 12. EAAP conference 2024, Athens, Greece

Conferences other than EAAP

In 1981, Richard Jensen from the Department of Aviation at Ohio State University (OSU) convened the first biennial International Symposium on Aviation Psychology (ISAP) in Columbus, Ohio. OSU and the Air Force Research Laboratory at Wright Patterson Air Force Base, Ohio, already had a long history in Aviation Psychology and Aviation Human Factors research, as did the University of Illinois at Urbana-Champaign. ISAP conferences were scheduled for April in the same years as WEAAP held its conferences and the number of WEAAP members attending both conferences increased. Jensen (in 1985) suggested a disentanglement of the conference years and the secretary consulted the members. Three members reacted and said it was no problem for them to attend both conferences in the same year. The board decided to keep the WEAAP schedule as it was and 18 WEAAP members attended ISAP in 1987. Disentanglement of the conference years in the USA and Europe nevertheless occurred as a consequence of the off-schedule WEAAP meeting in 1992: henceforth it would be ISAP in the odd years and WEAAP in the even years.

The Australian colleagues organised the first one-day Australian Aviation Psychology Symposium in Melbourne in 1990. Shortly thereafter, the Australian Aviation Psychology Association (AAvPA) was initiated and formally founded in early 1992. AAvPA conferences are held every two years.

Since 2016 ‘AAvPA” has been combined with PACDEFF, the Pacific and Australasian CRM Developers’ and Facilitators’ Forum.

Without claiming to be exhaustive, other international associations active in Aviation Psychology, Human Factors in Aviation or Aerospace Medicine whose symposia are attended by or may be relevant to EAAP members include the following:

- Human Factors and Ergonomics Society (HFES), founded as the Human Factors Society in the USA in 1957 and with chapters in Europe, the Middle East and China. Paul Fitts[6] and Stanley Roscoe[7] were among its early leading researchers in Aviation Psychology and Aviation Human Factors.

- International Society of Air Safety Investigators (ISASI, with ESASI as its European branch), which promotes the exchange of professional expertise in aircraft accident and incident investigation and has existed since 1964. Four WEAAP psychologists attended its conference in New Zealand in 1987.

- European Society of Aerospace Medicine (ESAM), the umbrella organisation of the European national aeromedical associations, founded in 2006 and organising the biennial European Congress of Aerospace Medicine (ECAM).

- Aerospace Medical Association (AsMA), founded in 1929 ESAM and AsMA cooperate in the yearly organisation of the International Congress of Aerospace Medicine (ICAM).

[6] Fitts established the Aviation Psychology Research Laboratory at Ohio State in 1949

[7] Read: Aviation Psychology, Stanley N. Roscoe, The Iowa State University Press, 1980

Table 1. EAAP Conferences 1956-2026[8]

	Year	Month	City	Country	Attendance
1	1956	Oct	Scheveningen (The Hague)	The Netherlands	9
2	1957	July	Brussels	Belgium	
3	1959	June	London	United Kingdom	
4	1961	Aug	Copenhagen	Denmark	
5	1963	Sept	Bad Godesberg	Germany	
6	1965	Sept	The Hague	The Netherlands	
7	1967	Sept	Brussels	Belgium	
8	1969	Sept	Zürich-Horgen	Switzerland	
9	1971	Sept	Cambridge	United Kingdom	
10	1973	Sept	Paris	France	
11	1975	Sept	Stockholm (Gällöfsta)	Sweden	
12	1977	Sept	Tegernsee (Munich)	Germany	
13	1979	Sept	Kollekolle	Denmark	62
14	1981	Sept/Oct	Bürgenstock	Switzerland	80
15	1983	Sept	Noordwijkerhout	The Netherlands	65
16	1985	June	Helsinki	Finland	80
17	1987	Sept	Baden bei Wien	Austria	
18	1989	Sept	Brighton	United Kingdom	125
19	1991	Oct	Nice	France	126
20	1992	Sept	Hamburg	Germany	68
21	1994	March	Dublin	Ireland	300+
22	1996	Sept	Sabaudia (Rome)	Italy	
23	1998	Sept	Vienna	Austria	202
24	2000	Sept	Crieff (Scotland)	United Kingdom	
25	2002	Sept	Zegrze (Warsaw)	Poland	93
26	2004	Oct	Sesimbra	Portugal	141
27	2006	Sept	Potsdam	Germany	164
28	2008	Oct	Valencia	Spain	181
29	2010	Sept	Budapest	Hungary	181
30	2012	Sept	Villasimius (Sardinië)	Italy	180
31	2014	Sept	Valletta	Malta	192
32	2016	Sept	Cascais	Portugal	239
33	2018	Sept	Dubrovnik	Croatia	275
	2020	Sept/Oct	Online symposium due COVID-19 pandemic		102
34	2022	Sept	Gibraltar	Gibraltar	201
35	2024	Sept	Athens	Greece	302
36	2026	Sept	The Hague	The Netherlands	

[8] Conference attendance has not always been documented. Empty cells mean that no conclusive evidence could be discovered either in board communications, membership bulletins or conference proceedings. Some of the conference proceedings between 1979 and 2002 include a list of participants. From 2004 onwards, the system of online conference registration supplemented with data from conference management files provided the accurate data needed.

CHAPPTER THREE

03 Turning Expertise into Action

Working Groups

Throughout EAAP's history, working groups have been where professional exchange was translated into collective action. They enabled members to combine their expertise, respond to emerging challenges and develop practical contributions that influenced both the association and European aviation. Some were formed within conference programmes for focused discussion, while others were commissioned by the Board to pursue a specific task over a longer period.

This chapter traces their development from the early 'correspondence' groups and the decisive working sessions at the 1992 Hamburg conference, through the Crew Professionalism Training and Air Traffic Control groups, to more recent initiatives on membership, accreditation, selection and the ethics of professional practice.

Their story illustrates how EAAP members have repeatedly pooled their knowledge and commitment to advance Aviation Psychology and Human Factors in Aviation.

[Their story illustrates how EAAP members have repeatedly pooled their knowledge and commitment to advance Aviation Psychology and Human Factors in Aviation.]



Figure 13. Presentation of the Working Group on Selection working group publication 'selection in aviation' presented at EAAP34, in Gibraltar, 2024. From left to right: Diane Damos, Johann Jóhann Wium, Karien Stadler, Jenny Eaglestone

Early working groups

As noted in the previous chapter, a call for specialised working groups was made by the members in 1969. The Board initiated working groups on Clinical and Psychophysiological Psychology, Selection and Training, and Ergonomics in the following two years and assigned the most experienced members in the relevant fields as local 'correspondents'. They were responsible for the coordination of the discussions of the group. It is hard to conclude from the archives how long these initial 'correspondence' groups existed and what their outcomes were. They were probably useful with regard to the preparation of specialised discussions held during conferences.

Working groups at the 1992 conference in Hamburg

In 1991, the DLR Department of Aviation and Space Psychology of the German Aerospace Center had submitted (via the medical officer of the German Aviation Authority) a proposal for the psychological evaluation of pilots in the context of licensing to the ECAC with the aim of having it incorporated in forthcoming new Joint Aviation Requirements – Flight Crew Licensing (JAR-FCL). The proposal had reached all national authorities and a combined DLR-WEAAP group had discussed their feedback and submitted an amended proposal. The DLR-WEAAP draft contained detailed proposed standards and guidance material for the psychological evaluation. The draft was then discussed in the medical subgroup of the JAA in Lisbon in May 1992. This subgroup rephrased the proposal in such a way that in the (now almost final) JAA proposals only three vague psychological criteria for the evaluation remained. Moreover, the psychological evaluation would become part of the Class 1 or 2 Medical and would not even be mandatory 'but may be required by the AMB where there is doubt about the aptitude or personality of a particular individual'. The JAA's proposed procedure was that 'The AMB shall initiate a psychological evaluation when indicated utilising the expertise of an accredited psychologist. The psychologist shall submit to the AMB a written report detailing his opinion and recommendation'.

Another concern related to the requirements for multi-crew cooperation (MCC) training as set out in the JAA proposals. All concerns were discussed in the 1991 Business Meeting in Nice, France, and it was decided that a special conference on the JAA proposals would be held in Hamburg the following year.

The focus of the conference at DLR in Hamburg in 1992 was not only on the JAA proposals. There was more to consider. For the conference's introductory session, the Board had prepared a paper called 'The Way Ahead for European Aviation Psychology' and the President made a strong appeal to the members. 'Finally to summarise the Board's concerns are firstly to find a means of ensuring that professional psychological advice is given to those bodies within Europe who are responsible for national and international aviation. Secondly to consider setting up an "Accreditation Board" comprising members of WEAAP to consider and approve qualifications for those practicing in Aviation Psychology. Thirdly and closely linked to the accreditation is the concern about training for Aviation Psychology and the development of the short course in Aviation Psychology initially located in the UK. We the Board seek the views of the members on these issues'. And the president concluded: 'The future of Aviation Psychology in Europe is limited only by the limitations of those that work in the area who apply a blend of scientific principles developed over many years of psychological research.

If WEAAP remains apathetic the role of the aviation psychologist will continue to be undertaken by the specialists in aviation medicine and be dominated by the wealthier non-European countries. However, if we are to take control of our own future then we are restricted only by our own indifference. It is up to you as members to decide whether you want WEAAP to play a full part in the

decision-making process and to become a credible professional voice within European aviation'. (CP in Annex I; Goeters, K-M).

During the three-day conference, working groups on 'Psychological Evaluation' and 'Human Factors Training' formulated a detailed response to the JAA proposals. Regarding the psychological requirements, the response included, among other things, the following:

"Having read the Psychological Requirements carefully, we have the impression that they are the product of a purely medical group deciding on the regulations of another scientific discipline. Aviation Psychology is not a specialisation of medicine. It is a specialisation of psychology. Its expertise and scientific standard is well accepted by airlines, military organisations, aviation authorities etc."

Strong objections were expressed against the reduction of the list of psychological criteria and the dominance of the Competent Aeromedical Authority (CAMA) which, if the JAA proposals were adopted, would explicitly or implicitly control accreditation of psychologists, initiation of psychological evaluation, and decisions based on the expert opinion of the psychologist. Therefore it was argued that "the list of psychological criteria must become more specific"; "Not only CAMA but also the non-medical branch of the licensing authority should be permitted to initiate a psychological evaluation"; "The licensing authority including CAMA must follow the decision of the accredited psychologist" and "the accredited psychologist must be an aviation psychologist". (CP in Annex I; Goeters, K-M).

The working group on Human Factors Training formulated the critical points of the JAA proposals with regard to the required MCC training. The points included, among other things: "The syllabus does not present the goals that should be reached", "The subjects in the syllabus are not clearly related to known priorities in flight operation" and "The syllabus does not reflect the need for an integrated concept of Human Factors Training".

They argued that approved aviation psychologists should be tasked with the design and implementation of the Human Factors training and that they should train the trainers who would conduct MCC courses. They also argued for the formulation of clear goals to be achieved and a common terminology to describe the subjects to be taught. Finally, they strongly recommended continuous Human Factors Training throughout a pilot's career rather than only during basic training.

The recommendations of both working groups were sent to the ECAC in an extensive letter in September 1992. At the same time, all WEAAP members received an urgent request from the Board to send the letter to their national authorities and other relevant organisations.

The third working group of the Hamburg conference on 'WEAAP Policy' had discussed the Board's proposal for accreditation and education of members by means of courses and commissioned the

Board to proceed with the preparations. A full report of the conference can be found in the Proceedings of the XX. WEAAP Conference - Hamburg.

Regarding the working groups' results as reported in 1994, the JAA adopted the proposals for the psychological evaluation of pilots as phrased by the medical advisers. However, the official guidance material read: "A psychological evaluation is strongly recommended to be part of the initial Class I examination" and included the extensive DLR/WEAAP psychological evaluation 'manual' as proposed. (CP in Annex I; Johnston et.al., 1995, p149).

As for Crew Resource Management (CRM) training, the regulations were still under development in 1994, and the Crew Professionalism Training working group had provided the JAA with important input.

Crew Professionalism Training (CPT) working group

In 1987, a group of WEAAP members, most of them having a leading role in the development of Crew Resource Management (CRM) training within the major European airlines and flight schools, started to meet on a regular basis. Initially, the aim of the CPT group was to develop the expertise of its own members through the exchange of experiences and discussion. In 1992, the CPT group became aware of some already well-developed drafts by the JAA concerning issues of CRM and HPL (Human Performance and Limitations). Until then most of them had not been involved in this process nor had they been informed through appropriate channels. The group then decided to become operational as a consulting and advisory body and constituted itself as a permanent working group. At the 1994 conference, one of its members was elected as a Board member and a CPT member has held a permanent position in the JAA Human Factors Steering Group (HFStGr) since 1995.

The CPT group contributed substantially to the development of the Joint Aviation Requirements – Operations, the so-called JAR OPS. Proposals for the amendment of JAR-OPS 1 CRM were forwarded to the JAA Human Factors Steering Group in 1996 and were adopted. Members of the CPT group contributed to the basic Aviation Psychology course at the Sabaudia conference in 1996 and conducted the training course on CRM training at the Joint Research Centre in Ispra in 1997.

The CPT group was disbanded in June 2005. It lost momentum once the CRM and HF training for flight and cabin crew within the airlines had reached sufficient maturity. The CPT group members remained available to be tasked by the Board on CRM and HF training matters and the position in the JAA HFStGr was also maintained.

Air Traffic Control (ATC) working group

The group was founded following an initiative during the conference in 1996. In the context of bringing ATC into greater focus for aviation psychologists in general, one of the aims of the group was to develop and establish an ATC-oriented course that fulfilled the requirements of an EAAP-approved course in the context of registration as an Aviation Psychologist or Aviation Human Factors Specialist. The group discussed a detailed programme for a five-day ATC familiarisation seminar developed and offered by the Deutsche Flugsicherung (DFS) Academy in Langen, Germany. However, such a full course seemed to be too costly and time-consuming for the intended audience. Instead, ATC became the operational background for Selection Courses provided at DLR, including aspects of job analysis and site visits.

Working group on Membership Fundamentals, 2019

The Working Group on Membership Fundamentals reviewed the Articles of Association and developed, among other things, precise new requirements for membership. The process and results of this group are discussed in detail in Chapter 7.

Working group on the Review of Accreditation Criteria, 2019

As described and explained in the previous chapter, the Working Group on the Review of Accreditation Criteria developed the new competency-based accreditation scheme in use since 2023.

Working group on Selection, 2019

Psychological assessment of flight crew outside medical requirements was finally mandated in 2018. Under Air Operations Regulation (EU) 2018/1042, CAT.GEN.MPA.175 ‘Endangering safety’ (b) mandates “The operator shall ensure that flight crew has undergone a psychological assessment before commencing line flying in order to (1) identify psychological attributes and suitability of the flight crew in respect of the work environment; and (2) reduce the likelihood of negative interference with the safe operation of the aircraft”.

The regulation was adopted a few years after the crash of Germanwings Flight 9525 in March 2015 and took effect in February 2021 after an allowed preparation period for air operators of two and a half years. The psychological assessment conducted by or on behalf of an operator should not be considered or conducted as a clinical psychological evaluation, as may be required by the medical licensing regulation.

The new regulation has made knowledge of selection more important than ever for those members who are interested in engaging in selection, but also for operators, large or small, and providers that aim to develop a selection system.

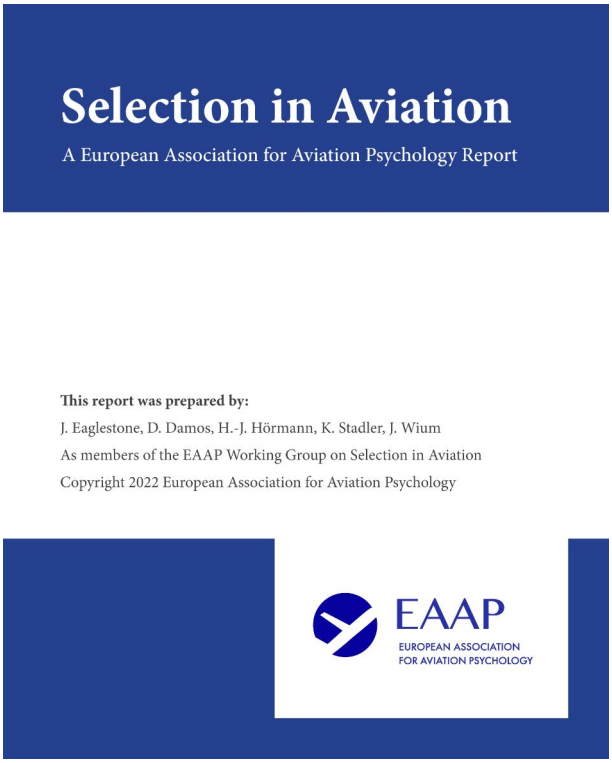


Figure 14. EAAP Report Selection in Aviation, 2022

The EAAP working group on selection met online for two and a half years and published the EAAP Report on Selection in Aviation that covers all aspects of selection in aviation and includes both pilot and air traffic controller selection. It may serve as a practical guide to those members or organisations who want to develop a high-quality selection system and the report can be downloaded from the EAAP website free of charge.

Working group on the Code of Professional Practice, 2019

The Business Meeting of 2018 had adopted the EFPA Code of Ethics as the official code for EAAP members. Since 2018, all new EAAP members have signed the EFPA code as part of their membership application. In 2019, the EAAP Board decided to establish a working group to develop an EAAP Code. The draft version was presented and challenged by EAAP members during the 2020 online meeting.

It was titled EAAP Code of Professional Practice (CoPP) and it was endorsed at the 2022 Business Meeting. The CoPP is subject to annual review and endorsement during the EAAP Business Meetings.

CHAPTER FOUR

Defining Professional Standards

Accreditation and Courses

> *[Accreditation marked an important step in EAAP's development...]*

Accreditation marked an important step in EAAP's development: the association would not only bring professionals together but also set standards for the practice of Aviation Psychology and Human Factors in Aviation and recognise the aquired expertise of members. At the Business Meeting held in Dublin in 1994, the Board put a fundamental question to the members: 'Do we want to stay a conference provider as we are, or do we change to become more of a professional body?' The members decided that EAAP should become a body providing professional recognition, thereby reaffirming what had been discussed in Hamburg in 1992. As a follow-up to the meeting there, the EAAP Board had already established a Preliminary Registration Board. This group met in Hamburg in 1993 and defined the requirements for qualification as an Aviation Psychologist or Aviation Human Factors Specialist: experience in applying psychology in aviation in one or more of the specialist areas; an official university degree in psychology; full membership; familiarity with the cockpit environment; and successful completion of a number of relevant courses. The group also defined five specialist areas of Aviation Psychology: human engineering; selection; training; psychological counselling and intervention; and Human Factors in accident investigation and prevention. It proposed that a basic course covering all five areas and counting towards registration should be offered to members at the next EAAP conference in 1996.



Figure 15. 1. EAAP Course on Training, 1979, Ispra, Italy

That course was held in Sabaudia, Italy. The full programme and course content can be found in the book 'Aviation Psychology: a Science and a Profession', edited by Klaus-Martin Goeters and published by Ashgate Publishing in 1998. CP in Annex I; Goeters, K-M, 1998). Those EAAP members who attended the course received a certificate and were invited to register if they also met the other qualification criteria.

From 1996 onwards, the EAAP Board would have a Registration or Accreditation Manager and a Course Manager. Applications for accreditation were to be sent to the Registration Manager who would then present them for discussion and decision at a Board meeting. The Course Manager would coordinate and announce planned future EAAP courses. Accreditation and courses became standard items on the agendas of Board meetings and Business Meetings.

As of May 2026, EAAP had 105 registered Aviation Psychologists and 65 registered Aviation Human Factors Specialists.

Accreditation requirements

In the years that followed, adaptations were made to the requirements for registration and renewal of registration. Amendments were made, for example, to the requirements concerning knowledge of aviation and continuous professional activity in the field, and to the courses that could be accepted as counting towards qualification. An expansion of the courses offered and greater flexibility for the Board to act were achieved in 2000 by adding to the requirements: 'EAAP can accept courses at other institutions as equivalents for EAAP training courses, where approved by the EAAP board', the so-called 'EAAP recognised courses'.

Since January 2023, EAAP has offered the updated competency-based accreditation scheme which was developed by an EAAP working group established in 2019. Full details of the scheme are available on the EAAP website. The development of this impressive scheme is described in detail in journal Aviation Psychology and Applied Human Factors (2023), Vol. 13(1), p.58-68.

EAAP Recognised Courses

To offer its first courses, the Board sought the collaboration of the Joint Research Centre (JRC) of the European Commission at Ispra, Italy. For the following years, a training cycle of courses covering the five main areas was developed in cooperation. The programme started in September 1997 with two five-day courses, one on selection and the other on Crew Resource Management training. Both courses had between 20 and 30 attendees and were well received. The trainers were EAAP members and guest speakers. Courses on human error management, accident investigation and clinical psychology were run in 1999. The courses planned for spring 2000 had to be cancelled because of a financial dispute between EAAP and JRC, and the courses moved temporarily to the EUROCONTROL Training Institute for Air Navigation Services (IANS) in Luxembourg in 2001. The first EAAP course held there was on Accident Investigation and Prevention in May 2001.

Organising and running Aviation Psychology and Aviation Human Factors courses required considerable effort from the Board. Course administration and the engagement of lecturers were

demanding. The solution was to collaborate with reputable institutions or experts offering appropriate courses. Once an agreement with EAAP had been reached, EAAP members attending such a course would receive a reduction in the course fee, and the course would count towards their accreditation requirements. These became known as 'recognised' courses.

Several such courses have proved popular among EAAP members and have been offered regularly over the years. Examples include:

The International Summer School on Aviation Psychology has been organised by the Austrian Aviation Psychology Association biennially, in odd-numbered years, since 2003 and has always been highly appreciated by participants.

The initial course on accident investigation and prevention developed into the Human Factors in Flight Safety course with basic and advanced variants.

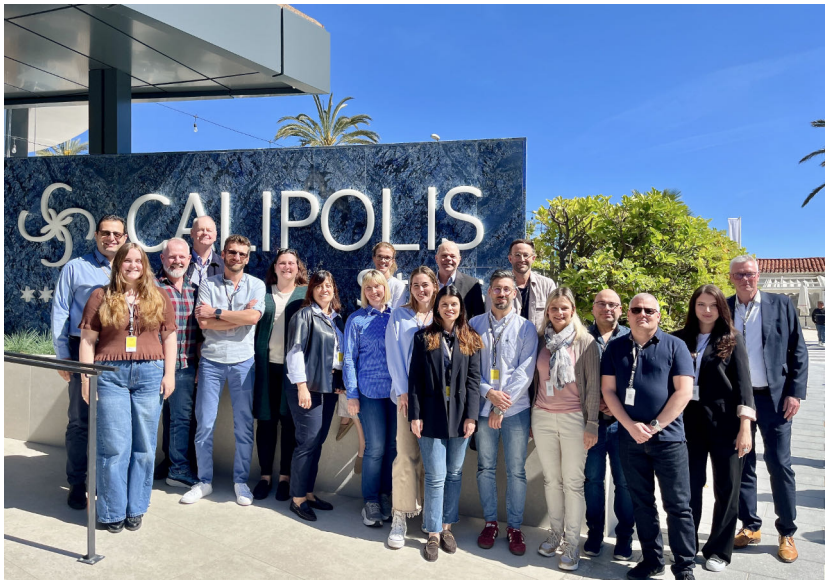


Figure 16. Human Factors in Flight Safety Course, 2026, Sitges, Spain

The course was initially run under the auspices of EAAP but has since been run independently by Dedale Asia Pacific both within and outside Europe every year since accreditation began in 1997.

The German Aerospace Center (DLR) has organised EAAP courses on the Psychological Selection of Operational Staff in Aviation several times between 2003 and 2018. DLR symposia that marked the conclusion of research projects were also recognised, including 'Aviator 2030 – Ability Requirements in Future ATM Systems' in 2009, 'DLR-PROFA – Psychological Requirements for Operators in Future Aviation' in 2013, 'Collaborative Operations in Control Rooms' in 2017 and 'Collaboration of

Aerospace Operators and AI Systems (LOKI)' in 2026. These symposia lasted two days and counted as half a course with a view to accreditation.

The Clinical Skills for Working with Aircrew course has been offered by the British Psychological Society since 2018. Highly popular among those serving as mental health professionals in pilot peer support programmes, this course has now been further developed into the Advanced Course in Aerospace Psychology at King's College, London.

A long-cherished EAAP wish for a quality course at the master's degree level came true in 2014 with the start of the MSc Human Factors in Aviation course developed at Coventry University, UK. It is a two-year part-time, distance-learning course taken by a wide range of aviation professionals. Other master's-level and professional diploma courses have since been recognised and count towards the accreditation requirements.

EAAP recognises a number of courses run by other organisations and, as EAAP expands its membership, an increasing number of recognised courses are becoming available.

Attendance of an EAAP conference counts towards accreditation, as well as attendance of other EAAP events (for example the EAAP Selection Seminar in Amsterdam in September 2023). Other conferences organised by EAAP partners or other Aviation Psychology Associations, for example in Spain (AEPA and SEPAC), Italy (ITAPA), Austria (AAPA), US (ISAP) and Australia (AAvPA), are also often recognised.

With the growing interest in Aviation Psychology and Human Factors in Aviation, EAAP is seeing an increase in the courses and training available. It maintains a list of courses on its website, while members also receive a biannual training catalogue by email listing upcoming events and training opportunities.

CHAPTER FIVE

05 Creating a Platform for Knowledge & Science

The EAAP & AAvPA Journal

For EAAP, creating a journal was never simply about adding another publication. It was about giving Aviation Psychology and Human Factors in Aviation a lasting professional voice – a place where research, practice and experience could be shared across countries and generations. This ambition was one of the association's objectives from the very beginning. Successive Executive Boards continued to give it serious consideration, but the financial resources required to realise it would not become available until 2011.

> *[The story that follows is one of persistence: the idea of an EAAP journal was kept alive until it could become a reality.]*

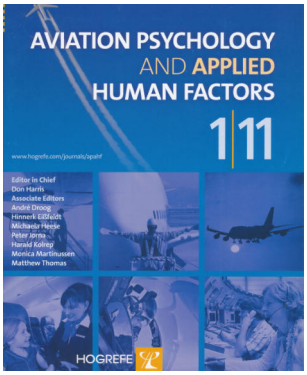


Figure 17. APAHF cover Volume 1, Issue 1, 2011

During EAAP's first twenty-five years, the publication that could be realised alongside the conference proceedings was a 'Bibliography of Aviation Psychology in Western Europe', supplemented annually from 1969 to 1981. Although the bibliography and its supplements could not be found in the EAAP archives, the Members' Bulletins provide an indication of how they were produced: members submitted listings of Aviation Psychology research literature from their respective countries, which the Secretary combined into a single document and distributed with brief summaries in French, English or German.

The path from this bibliography to a fully-fledged peer-reviewed journal was neither short nor straightforward. Over the following decades, EAAP considered early publisher proposals, responded to the development of international journals, supported Human Factors and Aerospace Safety and, finally, launched Aviation Psychology and Applied Human Factors with Hogrefe Publishing and AAvPA in 2011. The story that follows is one of persistence: the idea of an EAAP journal was kept alive until it could become a reality.

Early journal attempts

In March 1973, WEAAP was approached by the Dutch publisher Reidel Publishing Company in Dordrecht, which was interested in publishing a journal on Aviation Psychology, but the project never proceeded as expectations of its viability were low. The Board did not think that a sufficient number of articles of sufficient quality would become available in time.

A British professor of clinical psychology from the University of Surrey who was the Managing Editor of a journal in the UK titled 'Aerospace Psychology' invited WEAAP in 1975 to publish all papers from the 1975 Stockholm conference in his journal. However, the Board decided this should not be the WEAAP journal. Naturally, the members were free to publish in it.

International Journal of Aviation Psychology

At the 1989 ISAP in Columbus, Ohio, Richard Jensen invited the WEAAP Secretary, who attended the symposium, to take part in a meeting to discuss a journal on Aviation Psychology that he intended to publish. Jensen warmly invited all European colleagues to participate in the project. The Secretary reported extensively on the meeting and the intended journal in the Members' Bulletin of July 1989 and put the topic on the agenda of the forthcoming 1989 Business Meeting in Brighton. The outcome was that the members preferred WEAAP to create a similar publication for Western Europe, and they commissioned the Board to do the groundwork for a European publication.

The 'International Journal of Aviation Psychology' was launched shortly afterwards, in 1991, by Lawrence Erlbaum Associates, Publishers. The associate editors and editorial board were from the USA, Europe, South America, New Zealand and Australia. From Volume 27 (2017), the journal was renamed 'International Journal of Aerospace Psychology'. Erlbaum Associates was acquired by Informa plc in 2006 and the journal was transferred to Informa's academic publishing division, Taylor & Francis, shortly thereafter.

Many European authors and EAAP members have published and continue to publish in the journal, and EAAP members have served on IJAP's Editorial Board. However, EAAP did not abandon the idea of having its own journal.

Human Factors and Aerospace Safety

The international journal 'Human Factors and Aerospace Safety' (HFAS), published quarterly by Ashgate Publishing Ltd, UK, was launched in 2001. The Editors-in-Chief were Don Harris and Helen Muir, both then at Cranfield University, UK, and the associate editors were from Europe, the USA, and Australia.

Discounted by Ashgate and partly funded by EAAP, a subscription to HFAS was included in the EAAP membership from 2005 onwards, but Ashgate unfortunately terminated the publication in 2006. For EAAP members, all six volumes have been made available for download in the Members' Area of the website and will remain so.

Aviation Psychology and Applied Human Factors

The peer-reviewed journal 'Aviation Psychology and Applied Human Factors' (APAHF) was launched in 2011 by Hogrefe Publishing as the official journal of EAAP and the Australian Aviation Psychology Association (AAvPA).



Figure 18. APAHF Editorial Meeting September 2022, Gibraltar. From left to right: Michaela Schwarz, Mickaël Causse, Matthew Thomas (Editor), Julia Behrend (Editor-in-Chief), Harald Korep, Ioana Koglbauer, Robert Dimbleby (Hogrefe Publishing), Monica Martinussen, Robert Bor.

Don Harris was the first Editor-in-Chief until 2014. The aim was to provide a multidisciplinary platform for researchers and practitioners and to disseminate information and lessons learnt[9].

[9] Jorna, P. G. A. M. (2011). Aviation Psychology and Applied Human Factors. More than a new journal! [Editorial]. Aviation Psychology and Applied Human Factors 1(1), 1-2. https://doi.org/10.1027/2192-0923/a00001.

In October 2014, Ioana V. Koglbauer took over as the Editor-in-Chief[10]. In 2015, the annual Best Paper Award was introduced, with the winning paper selected by the Editor-in-Chief and the Associate Editors. The first authors of the awarded papers were invited to present their research in keynote presentations at the EAAP conferences. After a period of testing, in 2018 the editorial process was digitised through the introduction of Editorial Manager[11] in partnership with Hogrefe Publishing. In the same year, the journal and its editors formally committed to the Committee on Publication Ethics (COPE) standards (http://publicationethics.org)[12].

In October 2018, Harald Kolrep took over as Editor-in-Chief. He paid special attention to making the journal accessible to young scholars and practitioners who contribute important research findings and practical experience but who have little publication experience. It has been the journal's policy from the start to encourage young researchers and first-time authors to submit their contributions[13] and to offer the assistance of a mentor to any author who requests it.[14]

In 2022, he was succeeded by the team of Julia Behrend, Editor-in-Chief, and Matthew Thomas, Editor on behalf of the Australian Aviation Psychology Association. In 2023, two important milestones marked the journal's development: the introduction of formal recognition for peer reviewers through the Web of Science Reviewer Recognition Service (formerly Publons), and the journal's acceptance for inclusion in Scopus. Inclusion in this comprehensive and trusted abstract and citation database represented important recognition of the journal's scientific quality and increased the international visibility and accessibility of its research.

This year, EAAP is in the process of positioning the journal APAHF as the central scientific publication platform of EAAP by strengthening the link between the EAAP conference proceedings and the journal. The next step will be to publish conference proceedings under APAHF in cooperation with Hogrefe Publishing.

Building on the considerable efforts and progress achieved over many years, EAAP's short-term ambition is to further strengthen APAHF as a central and internationally recognised publication platform by creating a structured publication pipeline, increasing its scientific visibility, continuity and international reach, and building a pathway to Impact Factor recognition.

[10] Koglbauer, I. (2015). Taking off 2015 with Aviation Psychology and Applied Human Factors [Editorial]. Aviation Psychology and Applied Human Factors, 5(1), 1. https://doi.org/10.1027/2192-0923/a000076.

[11] Koglbauer, I. (2018). The Digital Transition. Aviation Psychology and Applied Human Factors, 8(2), 75. https://doi.org/10.1027/2192-0923/a000146

[12] Koglbauer, I. (2019). Transition. Aviation Psychology and Applied Human Factors, 9(1), 1–1. https://doi.org/10.1027/2192-0923/a000160

[13] Kolrep, H. (2019). Looking Back and Looking Forward. [Editorial]. Aviation psychology and Applied Human Factors, 9(2), 65-66. https://doi.org/10.1027/2192-0923/a000175

[14] Kolrep, H. (2022). Trends, Progresses, and Handover. [Editorial]. Aviation psychology and Applied Human Factors, 12(1), 1-2. https://doi.org/10.1027/2192-0923/a000224

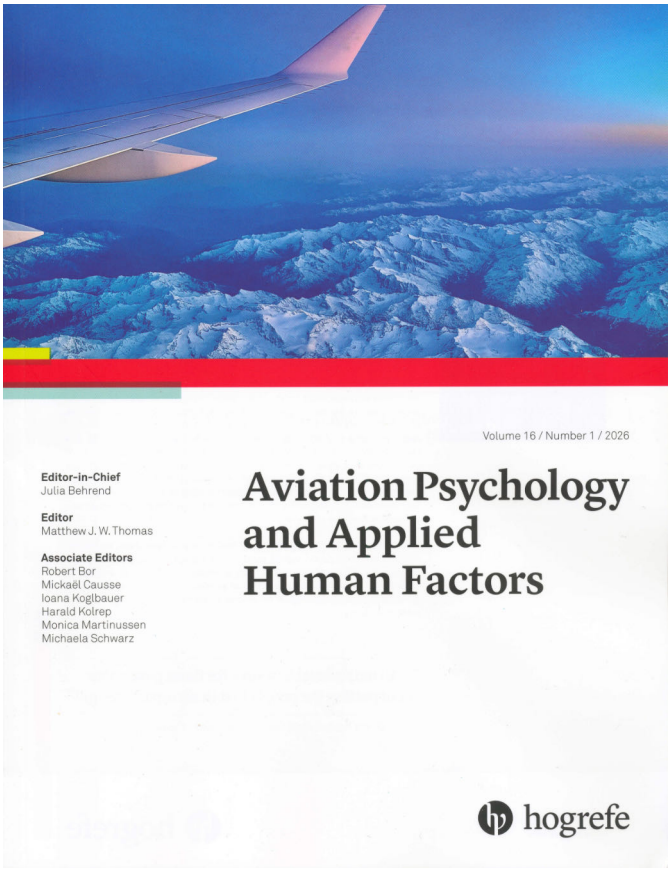


Figure 19. APAHF cover, Volume 16, Issue 1, 2026

CHAPTER SIX

Extending EAAP's Reach

Collaboration and Support

EAAP's influence has grown not only through its own activities, but also through the relationships it has built with organisations that share its commitment to Applied Psychology and Human Factors in Aviation. These collaborations have enabled expertise to be combined, professional perspectives to be heard more clearly and practical initiatives to be developed for the aviation community. This chapter follows that development, including EAAP's cooperation with EFPA and the tripartite partnership between EAAP, ESAM and ECA that led to the establishment of EPPSI and support for EASA in the areas of pilot mental health and support programmes. It also describes EAAP's support for national Aviation Psychology Associations and long-standing relationships with publishers. Together, these activities show how collaboration has extended EAAP's reach within Europe and beyond. An overview of its current worldwide partnerships is available on the EAAP website.

[...professional perspectives to be heard more clearly and practical initiatives to be developed for the aviation community.]



Figure 20. EPPSI Board meeting in Luxembourg, 2019. Left to right: Dave Fielding (BALPA/SpeedbirdPAN/IPAAC), Gunnar Steinhardt (EAAP), Paul Reuter (ECA), Gerhard Fahnenbruck (Stiftung Mayday), André Droog (EAAP), Ries Simons (ESAM)

EFPA

At the invitation of the European Federation of Psychologists' Associations (EFPA), members of the EAAP Board began attending the EFPA Sectorial organisations meetings in June 2010. Areas and forms of possible collaborations were discussed and EAAP became EFPA Associate Member in 2012. The exchange of information with the representatives of other psychology organizations (e.g. Sport Psychology, Work- & Organizational Psychology, Psychological Assessment, Personality Psychology, Cognitive Psychology, Health Psychology) has appeared to be very useful.

In March 2015, following the crash of Germanwings Flight 9525, EFPA and EAAP in cooperation published a press release, bringing the role of Aviation Psychology considered necessary in the selection of and mental health support to professional pilots to the attention of the aviation community and wider public. Then the EAAP board also sent letters of support to the President of the

Bundesverband der Deutschen Luftverkehrswirtschaft (BDL) that had constituted the German Task Force after the accident, and to the European Union Aviation Safety Agency (EASA) that had constituted the EASA Task Force, offering assistance to both task forces.

EAAP-ESAM-ECA

Soon after 'Germanwings', EAAP entered into the collaboration with the European Society of Aerospace Medicine (ESAM) in June 2015 and both associations joined up with the European Cockpit Association (ECA) forming a tripartite collaboration in October 2015. The first outcomes were a leaflet informing flight crew about the roles and expectations in the Pilot-Aeromedical Examiner relationship, and a joint statement in response to the pilot mental health recommendations of September 2015 by the Aerospace Medical Association (AsMA) Pilot Mental Health: Expert Working Group. Subsequently, it was decided to establish the European Pilot Peer Support Initiative (EPPSI) in cooperation with Stiftung Mayday (Mayday Foundation), the experienced peer support provider in Germany.

EPPSI was established in anticipation of EASA regulations on the implementation of support programmes for flight crew by air operators to facilitate communication between parties in aviation interested in implementing peer support programmes and to promote and exchange best practices for the implementation and operation of such a programme. EPPSI has organised its launch seminar in 2017 and a workshop in 2018, both with participation of EASA. It also published the first edition of The EPPSI Guide to the design and implementation of support programmes. The revised second edition was published in October 2020.

The Implementing Rule that "The operator shall enable, facilitate and ensure access to a proactive and non-punitive support programme that will assist and support flight crew in recognising, coping with, and overcoming any problem which might negatively affect their ability to safely exercise the privileges of their license. Such access shall be made available to all flight crew" (AIR OPS Part-CAT, CAT.GEN.MPA.215) became effective as of February 2021 and EPPSI is assisting EASA in furthering the implementation of support programmes within European operators until this day. Although founded with mainly flight crew in mind, EPPSI currently takes all safety-sensitive crew into consideration.

National Aviation Psychology Associations

EAAP is not the only association for Aviation Psychology. National Aviation Psychology associations are active and have their own objectives and national interests, depending on the country where they are based. They liaise with their own national competent authorities e.g. in matters of accreditation and recognition of Aviation Psychologists. EAAP supports them wherever needed and possible. The currently affiliated associations have presented themselves in the virtual conference in

September 2020 and their presentations are accessible for EAAP members in the proceedings of that conference. At the time of writing this, there are 14 national Aviation Psychology associations across the globe, with more being planned.

Publishers

Avebury Technical, then a subsidiary of the Gower Publishing Company, published the proceedings of the conference in Brighton (1989) in 1991 in the form of two books. A few years later, Avebury Technical had been absorbed by Ashgate Publishing Ltd and continued as Avebury Aviation. It published the proceedings of the Dublin conference (1994) in 1995 in three books.

Ashgate Publishing published the six volumes of the quarterly journal Human Factors and Aerospace Safety, the subscription to which has been included in the EAAP membership starting 2005. Rather late, unfortunately, because the publishing of that journal stopped after volume 4 of 2006.

Ashgate Publishing also published the proceedings of the 1996 conference in 1998 in the book 'Aviation Psychology: A Science and a Profession' and combined papers of the 1998, 2000 and 2002 conferences in 2004 in the book 'Aviation Psychology: Practice and Research'.

Ashgate has been acquired by Informa, owner of Taylor & Francis in 2015. However, EAAP members still receive the discount when buying books on Aviation Psychology or Human Factors at Routledge/ Taylor & Frances.

Hogrefe Publishing at Göttingen, Germany has become the publisher of the EAAP and AAvPA journal Aviation Psychology and Applied Human Factors in 2011. Like Ashgate before it, the publisher is a welcome presence at every EAAP conference. Books edited by EAAP members that have been supported by EAAP are part of their catalogue and EAAP may support future book initiatives.



Figure 21. Hogrefe Publishing at EAAP35, Athens, Greece. From left to right: Spencer McGrath, Robert Dimbleby

EASA and other regulatory agencies

Following the Germanwings accident, EAAP has become increasingly involved in EASA committees and working groups. 2018 marks the first specific instance of EASA regulations stating the requirement of Aviation Psychologist involvement in flight crew selection, and this was expanded on in 2020 where clinical Aviation Psychologists can be involved in aeromedical examinations regarding mental health. Both are in addition to the more loosely defined role of mental health professionals that are required for support programs.

EAAP has also contributed to EASA's work through its representation in the Human Factors Collaborative Analysis Group (HF CAG) since 2011. The HF CAG brings together recognised Human Factors experts from national aviation authorities, including the FAA, industry, professional associations and research organisations. It supports EASA in developing the European strategy for Human Factors and the associated action plan.

One specific contribution arising from this involvement was EAAP's participation in EASA Rulemaking Task RMT.0411 on Crew Resource Management (CRM) Training. The task aimed to maintain a consistently high level of safety in air operations by reviewing, amending and extending the Acceptable Means of Compliance (AMC) and Guidance Material (GM) relating to CRM training. An important further contribution was EAAP's participation in EASA Rulemaking Task RMT.0700 on Aircrew Medical Fitness. Established following the Germanwings accident, the task developed the regulatory proposals needed to implement the recommendations of the EASA-led Germanwings Task Force.

In 2026, EASA invited EAAP to join their Aeromedical Expert Forum, a supporting group for the MED Technical Body. This occurs parallel to changes in the EASA aeromedical regulation where psychological advice and opinions can be asked of clinical Aviation Psychologists when a pilot or air traffic controller is seeking to obtain a medical license.

Outside of Europe, Aviation Psychologists and Aviation Human Factor Specialists are becoming more and more involved at the regulatory level. EAAP members and other Aviation Psychologists increasingly provide specialist advice to the International Civil Aviation Organization (ICAO), the US Federal Aviation Administration (FAA), the Australian Civil Aviation Safety Authority (CASA), the Indian Directorate General of Civil Aviation (DGCA), the New Zealand Civil Aviation Authority (CAA) and more.

CHAPTER SEVEN

A Framework That Evolved

The Articles of Association

The Articles of Association are EAAP's legal framework. Their development reflects how the association has defined its identity, membership and governance over time. This chapter traces those revisions, from early questions about Board elections and membership eligibility to the change from WEAAP to EAAP and the more recent modernisation of its membership and governance arrangements.

> *[The development of the Articles of the Association reflect how the Association has defined its identity, membership and governance over time.]*

The original Articles, adopted in 1958, were amended four times during EAAP's seventy-year history – in 1979, 1981, 1997 and 2022. However, the first amendments concerned the by-laws ('Rules of Procedure') drawn up in 1956. At the Business Meeting of 1961, members discussed whether they should be allowed to nominate Board candidates themselves, in addition to the two nominees for each vacancy that the Board was required to propose on a binding list as was prescribed in the Articles of Association.



Figure 22. The signing of the new Articles of Association 2022 at Everest Notary, Utrecht, the Netherlands. Left to right: Jenny Eaglestone, EAAP Treasurer and Gunnar Steinhardt, EAAP President

The solution, approved by the Business Meeting of 1963, was a two-stage procedure: members would first vote on a 'preliminary binding list' and then on the resulting definitive binding list. The extended procedure was communicated to the members in Members' Bulletin No. 13 of August 1963 and became part of the by-laws. It was incorporated into the Articles of Association in 1979, when all by-laws were superseded.[15]

Amendments of 1979

From 1958 until 1979, WEAAP had three official categories of members: Members, Associate Members and Corporate Members. Articles 5.1a and 5.1b, and Article 5.2, defined who would be eligible for membership.

[15] Except for the draft by-laws of 1956 and the information available in the Members' bulletins, a complete set of by-laws used is nowhere to be found in the archives.

Article 5.1a stipulated that the individual should be a psychologist holding a scientific degree; Article 5.1b stipulated that the psychologist should be employed in civil or military aviation; and Article 5.2 permitted exceptions to Article 5.1a for non-psychologists holding responsible positions in psychological organisations, departments or institutions working mainly in aviation.

The Boards, in their internal communications, and the English translations provided to members consistently used 'Full Member' for the Article 5 members from the very beginning. This may have been intended to indicate the full rights of these members, that is the right to participate in all activities of the association including the right to vote at Business Meetings, or it may have been used for administrative reasons to avoid confusion with the general term 'member'. It may also have emphasised that they had to uphold the qualification standard. The Dutch Civil Code does not recognise the qualifier 'full' before 'member'; it simply uses 'member' to denote the standard member of an association.

EAAP Boards have always been very active in promoting the association and attracting new members, but the early boards and members were sceptical about Eastern Europe. The Cold War was still ongoing. The meaning of 'Western' had not been defined in the early Articles, however, but in October 1976 the question arose within the Board whether a Yugoslavian psychologist in training at a French military institute could become a 'full member' of WEAAP. The president consulted a legal adviser who considered the question from both a geographical and political point of view and also explained that an amended section of the Dutch Civil Code regarding associations had come into effect in July 1976. Henceforth, to have full legal capacity, Royal assent was no longer necessary but articles of association in the Netherlands had to be executed by a notary public instead from July 1979 onwards. Alerted, the WEAAP Board used this as an opportunity to improve the Articles of 1958.

A notary drew up amended Articles and a special board meeting was held during the conference in Tegernsee in September 1977, one day before the Business Meeting. It became apparent that the Board members did not share the same view of which countries belonged to Western or Eastern Europe. They decided to draw up a list of all countries from which, in their opinion, Full Members could be accepted and presented this list to the Business Meeting the following day. The Business Meeting approved the proposal, and the list found its way into the new Articles of Association as Article 5.1c. It included Yugoslavia and two more countries newly welcomed by the Business Meeting: Türkiye (then spelled Turkey) and Iceland. The Full Members should be employed in one of the countries specified. If a Full Member moved to work in, for example, the USA, the membership would change to Associate Membership.

The amended Articles of Association took effect on 15 February 1979 and also included a new Article 8 on Honorary Membership. The proposal to create Honorary Membership had already been made at the 1965 Business Meeting and the requirements for being elected as an Honorary Member had been discussed and accepted at the 1967 Business Meeting. Until 1979, the rules regarding Honorary Membership had been in the WEAAP by-laws.

As to Board membership, the amended Articles now stated that at least one Board member should be a Dutch national. This rule must also have been in one of the by-laws until then; it was neither a statutory nor a legal obligation, even though the Board might have thought otherwise. In a letter from the Secretary to the President dated 21 October 1969, the Secretary quotes the minutes of the Board meeting of 20 September 1963, held in Bad Godesberg, Germany. The quote reads: "For legal reasons it was considered to be necessary to have a continuity of Dutch members in the board, because the Association is registered in Holland" (BM). It most likely existed for practical reasons, in case issues of interpretation arose.

As described in the introduction to this chapter, the detailed procedure for the election of board members was now included in the Articles.

According to the Articles of 1958, the Board was required to convene a Business Meeting at least every two years, which presumably reflected the Board's wish to convene the Business Meetings during the intended biennial conferences. The new rules for associations in the Netherlands, which took effect in 1979, mandated an annual general meeting of an association's members 'unless otherwise determined by the business meeting'. This made it possible for WEAAP to continue its practice of combining the Business Meetings with the conferences.

Amendments of 1981

What happened to Article 5.2, the 'exception' article (see above), is remarkable. Opposition to this article arose immediately within the same Board that had secured the amendments of February 1979. The argument was that WEAAP should protect the title of 'Aviation Psychologist' as was done in Germany, where the protection of the title of psychologist was a hot issue at the time. The Board decided to consult the forthcoming Business Meeting of that same year about the issue and the meeting decided that Article 5.2 had to be removed after all. Accordingly, it was removed. An additional visit to the notary was made and the once again amended articles, now without Article 5.2, came into effect on 23 February 1981. It would not be the end of the story. A revised Article 5.2 allowing exceptions to Article 5.1 would be reintroduced in the Articles of 1997 and was retained in 2022.

Amendments of 1997

The Business Meeting held in 1994 in Dublin, Ireland, decided to open the Association to colleagues from Eastern Europe. A suggestion to remove the geographical denomination 'Western' from the association's name had already been made at the 1991 Business Meeting (Nice, France). The fall of the Berlin Wall in November 1989 had transformed political Europe and ended the Cold War. However, the majority of members at the 1991 meeting were not ready to discuss it. The 1994

meeting made it happen and this necessitated further amendments to the Articles. Draft articles were sent to all members for discussion at the 1996 Business Meeting to be held in Sabaudia, Italy, and were approved there.

The name of the Association changed to the European Association for Aviation Psychology (the official name still in Dutch) and Article 5.1c changed to 'live[16] within the geographical boundaries of Europe or live in a country that partially lies within the boundaries of Europe'.

Article 5.2 that had been removed from the Articles in 1981 was reintroduced with a revised text, now reading: 'In exceptional circumstances, persons not meeting the requirements laid down under 1(a), are eligible for full membership. This applies only when these persons contribute significantly to the development and implementation of Human Factors in Aviation'. It was the first time that 'Human Factors' was mentioned in the Articles.

The Articles concerning the convening of Business Meetings and the election of Board members remained unchanged. The amended Articles took effect on 30 May 1997.

Amendments of 2022

Until 2022, all versions of the Articles of Association excluded Associate Members from attending the business meetings. In practice, from the beginning of the 2000s, the Board's policy has been to invite them to the meetings. However, as they had no voting rights, many were not really interested. Still, many of them were either Aviation Psychologists in their own country outside Europe or European academics from other relevant disciplines, all of whom worked in the field of Applied Psychology and Human Factors in Aviation, often making significant contributions to EAAP. Moreover, their membership fee had always equalled that of Full Members. Compounding this unsatisfactory situation was the use of the term 'full' in the context of membership and the actual Full Member/ Associate Member ratio of almost one to one in 2022.

Another development had been the creation of Student Membership in 2002 and that of Affiliate Membership in 2018. In short, there were plenty of reasons for the Board to set up a working group in 2018 to work on membership fundamentals and review the Articles of Association. The group developed the draft text for revised Articles in close cooperation with the members using a Comment Response Document. Then a notary public in Utrecht, the Netherlands, drew up both the new official Dutch text and the English translation, at the same time ensuring compliance with the Dutch Civil Code and the recently introduced additional Dutch law with regard to the good governance of associations[17].

[16] Not 'be employed'

[17] The Management and Supervision of Legal Entities Act (Wet Bestuur en Toezicht Rechtspersonen (WBTR)) effective from July 1st, 2021

The EAAP Business Meeting of September 2022 in Gibraltar approved the new Articles and the execution of the deed of amendment took place at the notary's office in Utrecht on 11 November 2022.

Compared to the Articles of twenty-five years earlier, some of the significant changes are the following:

Article 3: Now including 'Aviation Human Factors' in the EAAP objective;

Article 4: Now including 'offering an accreditation scheme' and referring to the Code of Professional Practice;

Article 5: Membership now being open to colleagues from other disciplines instrumental to the study and application of Human Factors in Aviation, provided they meet the same academic standards as those applied to psychologists and now explicitly defined in Article 5. Members from outside Europe will also be accepted if their academic degree is recognised as being of the same standard.

Article 6: Now including 'aviation Human Factors' and self-employment in the criteria for Associate Membership and also laying down the criteria for Affiliate Membership, Student Membership and Corporate Membership.

Article 7: Consolidating the requirements related to Honorary Membership;

Article 8: Including the consequences of non-adherence to the Code of Professional Practice;

Article 9: The EAAP Board shall comprise psychologists and one member from a different discipline. All board members must be European passport holders and live within the boundaries of Europe. One Board member shall have sufficient command of the Dutch language and be a resident of the Netherlands. EAAP will also aim to ensure that the fields of civil and military aviation are both well represented on the Board. However, in unforeseen circumstances, for example, if a member from a different academic discipline or a member with sufficient command of the Dutch language or residency in the Netherlands is not available for board membership, the General Assembly may decide to deviate from these requirements but only in exceptional circumstances.

Other major changes made were the addition of provisions on decision-making by the Board (Article 11) and on the duties and powers of the Board (Article 12).

The present Articles use 'General Assembly' instead of 'Business Meeting' for the annual general meeting of members. Biennial general meetings are no longer allowed: a General Assembly shall be held every year within six months of the end of the financial year, with an extension of no more than four months in particular circumstances if approved by the General Assembly. The General Assemblies are open to all categories of members. However, Associate, Affiliate, Student and Corporate members are 'no members in the meaning of the law' and consequently have no voting rights. They do, however, have a voice.

The Dutch and English versions of the 2022 Articles can be freely accessed on the EAAP website. The detailed and explanatory summary of all changes made is available in the download area of the EAAP Members' Area. In line with the current Articles of Association, the new policy is to refrain from using the term 'full' in the context of membership and to refer to a General Assembly rather than a Business Meeting.



Figure 23. New Articles of Association at Everest Notary in Utrecht, the Netherlands, November 2022. From left to right: André Droog, Gunnar Steinhardt, Jenny Eaglestone, Martijn Bassa (Assistant Notary), Cornelis Gijsbert Zijerveld (Notary)

CHAPTER EIGHT

The People of EAAP

Membership and Mentoring

> *[EAAP's membership history is, above all, a story of people]*

EAAP's membership history is a story of expanding horizons: what began as a small European professional network developed into a worldwide community of people applying psychology and human factors knowledge in aviation. It is also – more prosaically – a seventy-year history of successive Treasures reminding and encouraging members to pay their membership fees.

Figure 25 traces this growth using membership figures reported in the minutes of the Business Meetings and General Assemblies. The first explicit figures date from 1961. No comparable figures were recorded in the minutes for 1992 and 1996 because, owing to the special character of those Business Meetings, the Secretary's customary membership report was not included on the agenda.

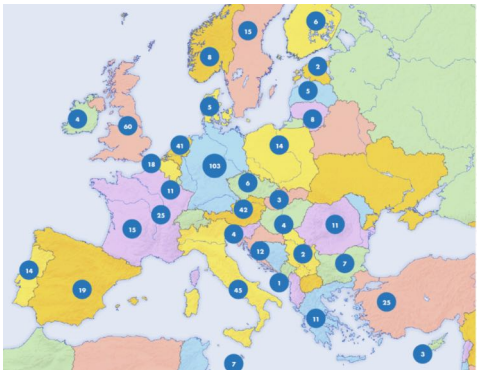


Figure 24. EAAP members Europe, 559, September 2026

As noted in the previous chapter, the ratio of Full Members to Associate Members had fallen to almost 1:1 by 2022; in 2008, it was 2:1 and had been even higher in earlier years. Under the revised Articles, Associate Members who met the requirements could apply to become the now so-called EAAP Members, and many did so. This appears to have contributed to the ratio returning to 2:1 by 2026.

The chapter also looks beyond the statistics to some notable stories from the membership archives, the development of Honorary and Corporate Membership, and the later introduction of Student and Affiliate Membership. The current geographical distribution of EAAP members across Europe and the wider world can be found on the EAAP website.

About EAAP membership

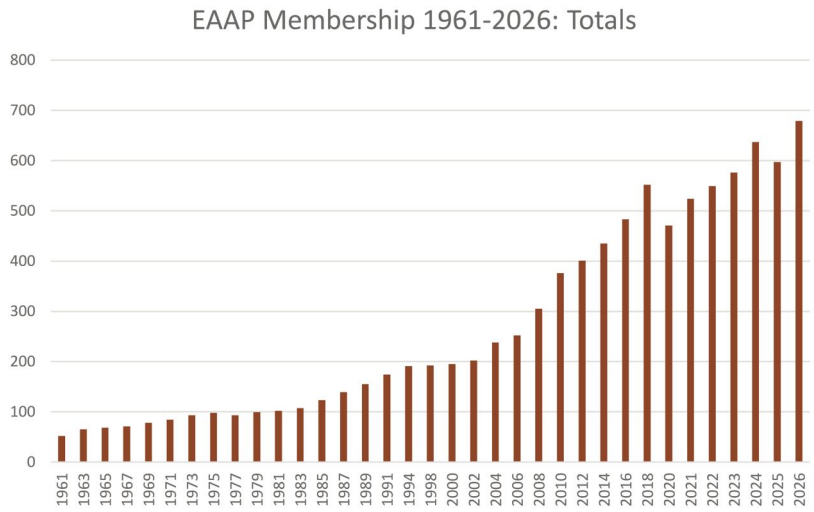


Figure 25. Active EAAP membership 1961-2026

The first Full Member from outside Europe was admitted as early as 1958 and came from Algeria, Africa. He was Professor of Physiology and Director of the Institute of Applied Psychology and Biometry at the University of Algiers. It is not clear why he was admitted as a Full Member. It was presumably because he worked or resided in France at the time.

The early boards were eager to attract members from Southern European countries such as France, Spain, Italy and Portugal. That may explain why, between 1968 and 1979, fifteen Doctors of Medicine, including three psychiatrists, were admitted as 'Full Members'. Most of them were employed in the military in France, for example, in the medical and clinical psychology services of the French Naval Air Force, or in French aviation medical research institutions. One psychiatrist was from Portugal and one medical doctor was from Italy; she was employed at ALITALIA and was responsible for pilot selection. A Yugoslavian psychiatrist joined in 1979. In all these cases, no mention was made of the application of Article 5.2 of the Articles of Association, the 'exceptional circumstances' article.

Honorary membership

The first honorary members elected in 1967 were John Parry, Head of Science 4 of the Air Ministry, UK, who had been the first WEAAP President from 1957 until 1963, and Sipke Fokkema (see Chapter 1), the first Secretary-Treasurer, who had been pivotal in the creation of WEAAP.

Alexander Cassie, successor to Parry at the UK Air Ministry, who was the second President from 1963 until 1969, was elected as an Honorary Member in the year he stepped down.

François-Joaquin ('Frank') Miret y Alsina, a member of the Board from 1957 to 1963 and then Secretary-Treasurer from 1967 until 1981, was elected as an Honorary Member in 1981, but remained a member of the Board for another two years.

Konrad Steininger, who was a WEAAP Board member from 1973 until 1985 and one of the leading Aviation Psychologists in Germany at the Deutsche Forschungs- und Versuchsanstalt für Luft- und Raumfahrt (DFVLR; later the Deutsches Zentrum für Luft- und Raumfahrt, or German Aerospace Centre (DLR)), was elected as an Honorary Member in 1987.

Frank Fehler, from the flight school of the German Army Air Forces, was a Board member from 1977 and took over the role of Miret y Alsina as the Secretary-Treasurer in 1981. He served on the Board of WEAAP as Secretary until stepping down in 1996.

Ferdinand (Ferd) Rameckers, psychologist at the Royal Netherlands Air Force, was a Board member from 1983 until 2002, taking over the role of Treasurer from Frank Fehler in January 1996. When he stepped down from the Board in 2002, he was elected as an Honorary Member.

A list of the members elected to Honorary Membership since 2021 can be found on the EAAP website.

Corporate membership

Corporate Members are organisations that pay EAAP an annual contribution. The founding fathers had thought that Corporate Members could be instrumental in several ways: good relationships with companies and institutions might encourage them to enable their psychologists and other personnel to participate in WEAAP activities and could also create a market for scientific publications and recommendations. Corporate members have the right to send an observer to the EAAP conferences and are kept informed about the activities of EAAP through a contact person. Their logos are presented on the EAAP website. Conference participants from Corporate Members receive a special conference rate.

The Belgian flag carrier SABENA Belgian World Airlines, where Miret y Alsina served as Chief Psychologist, signed up to become the first Corporate Member in 1957. More European airlines would join soon, as did Qantas and American Airlines.

Student Members and Affiliate Members

Affiliate Membership (AF) was created for those professionals who do not meet the EAAP Member and Associate Member requirements but who have demonstrated an interest in the field and are willing to support the association through their membership. Supported by EAAP, student and affiliate members can work towards EAAP membership through their professional practice or other activities.

FlightPath Initiative

The most recent expression of EAAP's wish to welcome new professionals into the field has been the launch of FlightPath, a career network community designed to support and inspire the next generation of Aviation Psychologists and Human Factors professionals.

The initiative pursues three aims: raising awareness of the field, attracting new talent into the profession, and improving access to career pathways within the aviation industry. Since its launch in 2025 the FlightPath Discord app[18] community has grown to one hundred members, giving students and early career professionals a dedicated space to connect with those already working in the industry, share insights, ask questions, and hear about work opportunities.

The FlightPath team's outreach activities have included speaking at university career days and student conferences across Europe, as well as supporting the EAAP Board in promoting student sponsorship opportunities.

The quarterly "Career Stories" webinar series, in which experienced professionals share insights into their day-to-day work and the path that led them to it, regularly attracts more than eighty registrations. EAAP36 sees the introduction of two further initiatives: FlightPath Connect, a conference buddy scheme, and Launchpad, a student-focused session within the conference programme.

[18] Discord is a free app used to host online communities. Members join a dedicated space, known as a server, where conversations are organised into topic-based channels that can support text, voice and video interaction.

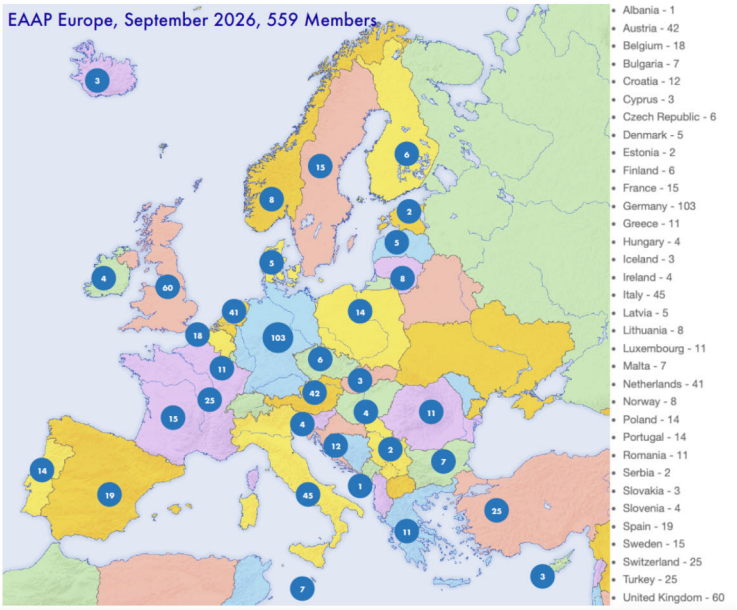


Figure 26. EAAP members Europe, 559, September 2026

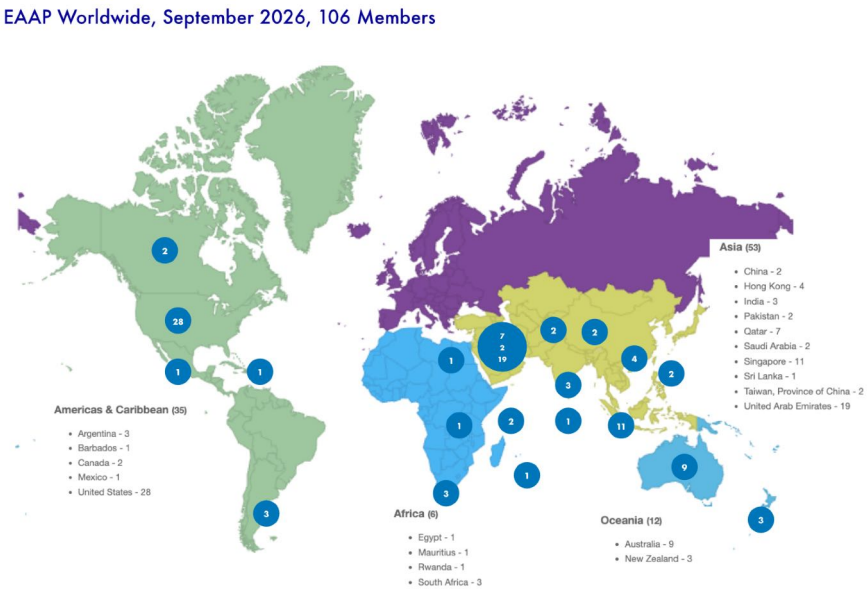


Figure 27. EAAP members worldwide, 106, September 2026

CHAPTER NINE

Behind the Scenes

Managing EAAP

Behind EAAP's conferences, publications and professional initiatives lies a less visible but essential story: the work required to keep the association functioning. For most of its history, this work has been carried out by Board members voluntarily, alongside their regular professional responsibilities. Membership doubled from about 100 to 200 between 1981 and 1995, conferences became increasingly successful, and in 1992 EAAP assumed new responsibilities for member accreditation and engagement with regulatory authorities. As a result, the demands on the Board grew considerably.

> *[Behind EAAP's conferences, publications and professional initiatives lies a less visible but essential story...]*

Communication within the Board and between the Secretariat and members relied mainly on regular post until 1994 and could be slow, particularly when Board members were stationed abroad for their regular work, for example in Pensacola or Doha.



Figure 28. EAAP34 Reception Desk

This chapter traces how EAAP responded to these growing demands through a clearer division of responsibilities and the gradual modernisation of membership administration, financial management, member communication and organisational support.

A note from the Secretary in the Members Bulletin of January 1992 captures the practical limitations of the time: "The secretarial work is suffering more and more from lack of modern office equipment. The acquisition of an answering set and a fax machine are urgent needs if we want our members to maintain contact and exchange information with the Secretariat more easily." The answering set and fax machine arrived in March 1994 and considerably accelerated communications. Nevertheless, the new President taking office that year heard concerns from members about how EAAP functioned, including the view that the association was poorly run and lacked effective communication. The Secretary-Treasurer agreed and wrote on 26 September 1994: "However, the way we run EAAP right now is unprecedented in its history (What a fax- and answering machine can do!).

So communications shouldn't be such a problem anymore. Secondly, most Board-members are no

longer what they used to be: contributions are coming in faster than the secretary can deal with them. Which identifies EAAP's bottleneck. It's the secretary/treasurer. If EAAP becomes in the future the professional center of applied Aviation Psychology in Europe then we need at least a semi-professional run secretary's office." (BC). The limits of the existing arrangement had been reached, and combining the roles of Secretary and Treasurer in one person was no longer tenable. The roles were separated from 1996 onwards. Together with easier communication and coordination between the new Secretary and Treasurer, this paved the way for the modernisation of membership administration, financial management and communication with members.

Membership administration

Starting in 1996, a new membership database was created and completed in January 1997 with the assistance of the secretarial staff of the Secretary's company. All members were asked to submit a renewal application and a considerable proportion (20–25%) of non-paying or no longer interested members was removed from membership. After a serious hiccup in the membership administration during 2000 and 2001, secretarial staff at the DLR in Hamburg ('Membership Administration') took care of the administration from November 2001 until 2014. An electronic database of members was developed from 2002; it was completed in 2004 and contained all members' e-mail addresses. An online database of members, online applications for membership and accreditation, the sending of membership fee invoices, and the distribution of flash information and newsletters all became possible through semi-automated processes from 2010 onwards.



Figure 29. EAAP Board at work, Brussels, 2025

Financial management

Professional financial reporting and budgeting were introduced by the new Treasurer in 1996. He pursued a sound financial policy and, from 1998 onwards, had the printed newsletter at his disposal to write his famous and fully transparent '€urocolumn' for the members. EAAP has succeeded over the years in building up financial reserves needed to carry out its activities. Importantly, it is able to fund the position of EAAP Support Officer who has been assisting the Board since 2021.

Seventy years of EAAP history have unfortunately also involved seventy years of urging members to pay their dues and sending payment reminders. However, effective measures are in place (such as 'Pay before May, or it will be more') and membership and its benefits are suspended for non-paying members ('archiving') until payment has been received or the membership is terminated. It is important for members and conference participants to be aware that with regard to EAAP membership and conference fees the association pursues a businesslike but member-friendly policy. During the COVID-19 pandemic, the EAAP community established a so-called 'Sponsorship Scheme' to allow current EAAP members to sponsor fellow members in need of help with their membership fees.

Member communications

Members' Bulletins, which communicated with members and reported on the Business Meetings, were issued between 1956 and August 1996, with 79 issues in total. They were issued in English and French at first and from 1967 until June 1987 also in German.

In August 1998, the printed Newsletter (the first issue was numbered 80) succeeded the bulletins. It was printed in Germany and sent to members by the Membership Administration at the DLR. The Newsletters sent in advance of Business Meetings included all the information that members needed to prepare for those meetings.

The electronic database made it possible to send the e-Newsletter by e-mail from 2006 onwards (the first issue was numbered 89).

EAAP has maintained a website since 1997 and has redesigned it several times to improve functionality.

EAAP Board

An updated overview of all EAAP boards can be found in Annex II. The EAAP Board consisted of five members until 1987, when the number was expanded to seven in order to allow for a French and a Scandinavian member.

The representation of the different European countries on the Board has always been taken into account when proposing Board candidates.

Since 1996, a board of seven members has proved sufficient to cover all areas of responsibility while keeping the workload for individual board members within acceptable limits. This has been possible, however, only with the assistance of the EAAP Support Officer and the extensive functionality of the website.

Conclusion

The preceding chapters have recounted the history of EAAP and described how the association has fulfilled its role in aviation over the past seventy years. Looking back, one can confidently conclude that EAAP has been highly successful in achieving its original objectives. As the figures show, EAAP has succeeded in attracting increasing numbers of members from Europe and around the world. Attendance at EAAP conferences has risen sharply, while their scientific quality has increasingly been safeguarded. Alongside these developments, EAAP has achieved its objective of publishing 'a periodical': the journal Aviation Psychology and Applied Human Factors, published jointly with the Australian AAvPA and Hogrefe Publishing. The journal has gained momentum and is now in its 16th year.

Since speaking up in 1992, EAAP has become influential in providing support and recommendations to the agencies responsible for aviation safety in Europe. Worldwide, it is recognised that implementing the principles and methodologies of Aviation Psychology and Human Factors in Aviation is indispensable to maintaining and enhancing aviation safety. In this respect, EAAP is recognised as the leading professional association in Europe and has established structured collaboration with other European professional associations, such as ESAM and ECA, and with national Aviation Psychology associations in this endeavour.

Major changes within EAAP over those seventy years have included widening its membership to include people from around the world and taking responsibility for the professional education of its members in applying Aviation Psychology and Human Factors in Aviation in their daily practice. The founding fathers would probably not have dreamt of accreditation, the organisation and facilitation of courses, or, more recently, the mentoring of young academics pursuing careers in Aviation Psychology. EAAP has taken on these challenges and adapted its organisation and management accordingly. It has modernised its facilities for member communication and membership administration and adopted a businesslike management approach, including the support of the EAAP Support Officer, which has proved indispensable. The new Articles of Association ensure that EAAP is better prepared for the future in terms of decision-making by the Board in general and the flexibility to act in the event of undesirable but unexpected circumstances within the framework of the law. The Code of Professional Practice provides guidance to EAAP members on the ethical aspects of their service to individual clients or organisations.

EAAP has become much larger and stronger than the founding fathers probably ever hoped or could have envisaged. One thing has not changed, however: all the work carried out by Board members in managing the association and by members in working groups, editorial teams, scientific committees and support activities is undertaken in their valuable personal time. The challenge of conducting all EAAP activities and finding the people to do the work will remain, but EAAP has developed considerable capacity in both human and financial resources.

Beyond its structures, achievements and financial resources, EAAP's greatest strength lies in the enthusiasm and commitment of its members. The willingness of members to contribute and support one another, the teamwork within the Board, and the friendships formed over many years have created a professional community that, for many, has come to feel like a family. It is this shared spirit that allows EAAP to look to the future with confidence and to continue developing as an influential, supportive and welcoming community for Aviation Psychology and Human Factors in Aviation.



Figure 30. EAAP35, GIB RWY 27, 2024

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Annex I

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Annex II

WEAAP BOARD 1956 – 1994

1957 - 1959		
President	Parry	UK
Secr.-Treas.*	Fokkema	NL
Member	van Lennep	NL
Member	Miret y Alsina	BE
Member	Bossard	CH

1959 - 1961		
President	Parry	UK
Secr.-Treas.	Fokkema	NL
Member	Van Lennep	NL
Member	Miret y Alsina	BE
Member	Bossard	CH

1961 - 1963		
President	Parry	UK
Secr.-Treas.	Helbing	NL
Member	Fokkema	NL
Member	Miret y Alsina	BE
Member	Wächter	SE

1963 - 1965		
President	Cassie	UK
Secr.-Treas.	Seifert	DE
Member	Fokkema	NL
Member	Helbing	NL
Member	Wächter	SE

1965 - 1967		
President	Cassie	UK
Secr.-Treas.	Seifert	DE
Member	Helbing	NL
Member	Teerink	NL
Member	Termøhlen	DK

1967 - 1969		
President	Cassie	UK
Secr.-Treas.	Miret y Alsina	BE
Member	Teerink	NL
Member	Termøhlen	DK
Member	Modderaar	NL

1969 - 1971		
President	Termøhlen	DK
Secr.-Treas.	Miret y Alsina	BE
Member	Modderaar	NL
Member	Anderson	UK
Member	Gubser	CH

1971 - 1973		
President	Termøhlen	DK
Secr.-Treas.	Miret y Alsina	BE
Member	Anderson	UK
Member	Gubser	CH
Member	Teerink	NL

1973 - 1975		
President	Termøhlen	DK
Secr.-Treas.	Miret y Alsina	BE
Member	Teerink	NL
Member	Duffaut (Mme)	FR
Member	Steininger	DE

1975 - 1977		
President	Teerink	NL
Secr.-Treas.	Miret y Alsina	BE
Member	Duffaut (Mme)	FR
Member	Steininger	DE
Member	Termøhlen	DK

1977 - 1979		
President	Teerink	NL
Secr.-Treas.	Miret y Alsina	BE
Member	Steininger	DE
Member	Fehler	DE
Member	Macey	UK

1979 - 1981		
President	Teerink	NL
Secr.-Treas.	Miret y Alsina	BE
Member	Steininger	DE
Member	Fehler	DE
Member	Macey	UK

1981 - 1983		
President	Teerink	NL
Secr.-Treas.	Fehler	DE
Member	Miret y Alsina	BE
Member	Steininger	DE
Member	Brändli	CH

1983 - 1985		
President	Kurt Brändli	CH
Secr.-Treas.	Frank Fehler	DE
Member	Konrad Steininger	DE
Member	Amanda Feggetter	UK
Member	Ferdinand Rameckers	NL

1985 -1987		
President	Kurt Brändli	CH
Secr.-Treas.	Frank Fehler	DE
Member	Amanda Feggetter	UK
Member	Ferdinand Rameckers	NL
Member	Matti Sorsa	FI

1987 - 1989		
President	Kurt Brändli	CH
Secr.-Treas.	Frank Fehler	DE
Member	Amanda Feggetter	UK
Member	Ferdinand Rameckers	NL
Member	Matti Sorsa	FI
Member	Per Byrdorf	DK
Member	Marie-Claude Dentan	FR

1989 - 1991		
President	Amanda Feggetter	UK
Secr.-Treas.	Frank Fehler	DE
Member	Ferdinand Rameckers	NL
Member	Kurt Brändli	CH
Member	Per Byrdorf	DK
Member	Marie-Claude Dentan	FR
Member	Michael Stonehewer	UK

1991 - 1994		
President	Amanda Feggetter	UK
Secr.-Treas.	Frank Fehler	DE
Member	Ferdinand Rameckers	NL
Member	Per Byrdorf	DK
Member	Marie-Claude Dentan	FR
Member	Michael Stonehewer	UK
Member	Klaus-Martin Goeters	DE

***Secretary-Treasurer**

ANNEX II

EAAP BOARD 1994 - 2018

1994 - 1996			1996 - 1998			1998 - 2000		
President	Michael Stonehewer	UK	President	Kristina Pollack	SE	President	Kristina Pollack	SE
Secretary	Frank Fehler	DE	Secretary	Werner Naef	CH	Secretary	Werner Naef	CH
Treasurer ('96)	Ferdinand Rameckers	NL	Treasurer	Ferdinand Rameckers	NL	Treasurer	Ferdinand Rameckers	NL
Member	Marie-Claude Dentan	FR	Member	Per Byrdorf	DK	Member	Klaus-Martin Goeters	DE
Member	Per Byrdorf	DK	Member	Klaus-Martin Goeters	DE	Member	René Amalberti	FR
Member	Klaus-Martin Goeters	DE	Member	Walter Bein	AT	Member	Günther Fleck	AT
Member	Walter Bein	AT	Member	René Amalberti	FR	Member	Helen Muir	UK
Member	Werner Naef	CH						
Member	Kristina Pollack	SE						

2000 - 2002			2002 - 2004			2004 - 2006		
President	Kristina Pollack	SE	President	Manfred Barbarino	DE	President	Manfred Barbarino	DE
Secretary	Malcolm Cook	UK	Secretary	André Droog	NL	Secretary	André Droog	NL
Treasurer	Ferdinand Rameckers	NL	Treasurer	Veerle Tibax	BE	Treasurer	Veerle Tibax	BE
Member	Klaus-Martin Goeters	DE	Member	Klaus-Martin Goeters	DE	Member	Klaus-Martin Goeters	DE
Member	René Amalberti	FR	Member	René Amalberti	FR	Member	Lucio Polo	IT
Member	Manfred Barbarino	DE	Member	Lucio Polo	IT	Member	Teresa D'Oliveira	PT
Member	Lucio Polo	IT	Member	Kristina Pollack	SE	Member	Peter Jorna	NL

2006 - 2008			2008 - 2010			2010 - 2012		
President	Manfred Barbarino	DE	President	Peter Jorna	NL	President	Peter Jorna	NL
Secretary	André Droog	NL	Secr. Gen.*	André Droog	NL	Secr. Gen.	André Droog	NL
Treasurer	Veerle Tibax	BE	Treasurer	Veerle Tibax	BE	Treasurer	Harald Kolrep	DE
Member	Teresa D'Oliveira	PT	Member	Hinnerk Eißfeldt	DE	Member	Hinnerk Eißfeldt	DE
Member	Peter Jorna	NL	Member	Ruth Häusler	CH	Member	Monica Martinussen	NO
Member	Hinnerk Eißfeldt	DE	Member	Monica Martinussen	NO	Member	Don Harris	UK
Member	Ruth Häusler	CH	Member	Harald Kolrep	DE	Member	Michaela Heese	AT

2012 - 2014			2014 - 2016			2016 - 2018		
President	Peter Jorna	NL	President	André Droog	NL	President	André Droog	NL
Secr. Gen.	André Droog	NL	Secr. Gen.	Michaela Schwarz	AT	Secr. Gen.	Michaela Schwarz	AT
Treasurer	Harald Kolrep	DE	Treasurer	Harald Kolrep	DE	Treasurer	Karina Mesarosova	SK
Member	Hinnerk Eißfeldt	DE	Member	Hinnerk Eißfeldt	DE	Member	Hinnerk Eißfeldt	DE
Member	Monica Martinussen	NO	Member	Monica Martinussen	NO	Member	Ioana Koglbauer	AT
Member	Don Harris	UK	Member	Ioana Koglbauer	AT	Member	Cristina Albuquerque	PT
Member	Michaela Schwarz-Heese	AT	Member	Cristina Albuquerque	PT	Member	Robert Bor	UK

***Secretary General**

EAAP BOARD 2018 – 2026

2018 - 2021			2021 - 2022			2022 -2024		
President	Michaela Schwarz	AT	President	Michaela Schwarz	AT	President	Gunnar Steinhardt	DE
Secr. Gen.	Gunnar Steinhardt	DE	Secr. Gen.	Gunnar Steinhardt	DE	Secr. Gen.	Renée Pelchen-Medwed	AT
Treasurer	Karina Mesarosova	SK	Treasurer	Jennifer Eaglestone	NL	Treasurer	Jennifer Eaglestone	NL
Member	Robert Bor	UK	Member	Robert Bor	UK	Member	Robert Bor	UK
Member	Jennifer Eaglestone	NL	Member	Renée Pelchen-Medwed	AT	Member	Mickaël Causse	FR
Member	Renée Pelchen-Medwed	AT	Member	Mickaël Causse	FR	Member	Julia Behrend	DE
Member	Mickaël Causse	FR	Member	Julia Behrend	DE	Member	Jóhann Wium	IS
			Support Off.*	Gabriele Prince	DE	Support Off.*	Gabriele Prince	DE

2024 -2026		
President	Gunnar Steinhardt	DE
Secr. Gen.	Renée Pelchen-Medwed	AT
Treasurer	Jennifer Eaglestone	NL
Member	Robert Bor	UK
Member	Julia Behrend	DE
Member	Jóhann Wium	IS
Member	Željko Oreški	HR
Support Off.*	Gabriele Prince	DE

*** EAAP Support Officer**

Editors-in-Chief and Editor Journal Aviation Psychology and Applied Human Factors

		Editor-in-Chief	Editor
2011 - 2014	Vol. 1 – Vol. 4	Don Harris	
2015 - 2019	Vol. 5 – Vol. 9(1)	Ioana Koglbauer	
2019 - 2021	Vol. 9(2) – Vol. 11	Harald Kolrep	
2022 - present	Vol. 12 -	Julia Behrend	Matthew Thomas on behalf of AAvPA

EAAP Course Management

1996 - 2006	Klaus-Martin Goeters
2006 - 2018	Hinnerk Eißfeldt
2018 - 2024	Mickaël Causse
2024 - 2026	Jóhann Wium

EAAP Scientific Committee

2004 - 2008	TeresaD'Oliveira
2008 - 2016	Monica Martinussen
2016 - 2018	Cristina Albuquerque
2018 - 2024	Mickaël Causse
2024 - 2026	Monica Martinussen, Alastair Grey

EAAP Accreditation Management

1996 - 1998	Walter Bein
1998 - 2000	Günther Fleck
2000 - 2002	Malcolm Cook
2002 - present	EAAPSecretary General

EAAP Liaisons

Clinical	2014 - 2018	Cristina Albuquerque
Clinical	2016 - 2026	Robert Bor
International	2024 - present	Jóhann Wium
Human Factors	2024 - present	Željko Oreški

SPECIAL THANKS

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