

N E W S L E T T E R

Division of Military Psychology

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Dayton, Ohio 45433

Div. 19

AMERICAN PSYCHOLOGICAL ASSOCIATION

March 1972

FROM THE PRESIDENT

Gordon A. Eckstrand

TO: Members of Division 19

In the January 1972 issue of the American Psychologist, the APA Policy and Planning Board proposes an evolutionary program for making major changes in the structure and function of APA. In this five-year report, the P&P Board outlines the major problems and issues facing APA today and concludes that they are serious enough to warrant significant changes in the present organization. After examining several alternative directions of change, the P&P Board recommends "...an evolutionary program of changes toward the conversion of the Association from a unified, centralized membership organization toward a diversified, decentralized association of member organizations each formed according to its dominant needs and interests." If these recommendations are followed, APA would become, within a few years, an Association of federated constituent societies. The functions of the Association, under this plan, would be to provide an umbrella of centralized services to the constituent societies and to provide a mechanism for coordinated action when this appeared desirable.

This is a very important report, and I hope that each of you will read it in its entirety. The P&P Board plan has important implications for the future of the APA Divisions. The plan envisages an APA with a small set of constituent societies. In order to be viable, these societies must be relatively large, not too specialized, and must possess a policy-making apparatus and an executive apparatus suitable for autonomous action. They will probably have to be incorporated. The P&P Board considers that the present Divisions of APA provide a suitable framework for the emergence of such societies, but it is obvious that divisional mergers would be required in order to meet the criteria listed above. Only a few of the present Divisions are large enough to exist as separate societies in a federated structure. Division 19 is one of the smaller Divisions, and we need to think about how we could fit best into a new, decentralized APA organization. The Division of Industrial and Organizational Psychology (Div. 14) has a membership of approximately 1200 and is quite active. Perhaps this Division could provide a focal point for a society which would include Div. 19 and Div. 21 (Society of Engineering Psychologists). Or perhaps something even more inclusive is appropriate. For example, the P&P Board report suggests a society for psychology applied to human institutions. We need to begin now to sort out the various alternatives and discuss their relative merits with the goal of developing a plan for the future of Div. 19. I hope that you will participate in this discussion. Please use this Newsletter as a vehicle for sharing your ideas on this important matter with the membership of Division 19.

FROM THE APA COUNCIL OF REPRESENTATIVES

J. E. Uhlaner

On December 4 and 5, 1971, I attended the Council of Representatives meeting as Representative for Division 19. It was truly a "working session," and much was accomplished. Motions passed by the Council and which may be of particular interest to Division 19 Membership include the following:

1. The Executive Officer shall give a minimum of four weeks prior notice to Presidents of States and Divisions of the mailing of Council Representation Ballots.
2. Establishment of a Child Care Center in Honolulu during the 1972 Convention, with such facilities being made available each year on a self-sustaining basis.
3. Recommendations from the Task Force on Master's Level Education:

- a. Individuals holding MA's in Psychology and who are practicing or plan to practice within the professional discipline are eligible for full membership in the American Psychological Association, holding all the rights, privileges, and responsibilities as other members.
 - b. That APA review its policy guidelines for licensure prejudicial to the licensure or certification of Master's level psychologist.
 - c. That APA go on record as supporting institutional grants and individual stipends or loans to Master's level training.
 - d. That innovative efforts and diversity in Master's training be encouraged in order to meet increasing social demands for new psychological expertise, and
 - e. That the Education and Training Board disseminate current information on the various Master's programs offered; that the Visiting Psychologist Program be expanded to provide advice to departments developing new programs; and that the Committee on Accreditation continue to consider the accreditation of MA degree programs.
4. Recommendations from the Board of Scientific Affairs for changes in the Scientific Awards Program:
- a. Awarding "up to three Distinguished Scientific Contribution Awards" annually, rather than three awards annually.
 - b. Adding two occasional awards, one an early career award of \$1,000 and the other for outstanding application of psychology, \$1,000.
 - c. Changing composition and terms of membership of the Committee on Scientific Awards to effect greater continuity in the Scientific Awards Program.

About the "Special Committee on Achieving Wider Dissemination and Use of the Literature of Military Psychology"

A total of six persons has agreed to serve on this special committee of Division 19 this year. The Committee members are: Earl A. Alluisi (University of Louisville), Chairperson, E. Ralph Dusek (Army Motivation and Training Laboratory), Ross L. Morgan (AF Human Resources Laboratory, W-P AFB), Paul D. Nelson (USN Bureau of Medicine and Surgery), H. Wallace Sinaiko (Institute for Defense Analyses), and Harold P. Van Cott (American Psychological Association).

The Committee was scheduled to hold its first meeting on 9 February 1972 at the APA Central Office Building in Washington, D. C.

Any one with suggestions to offer may send them to any member of the Committee, or to Division 19's President, Gordon A. Eckstrand.

Symposium on Human Factors and Manpower Development

Proposed for the 1972 Annual Meeting of the
Human Factors Society
Los Angeles, California

October 17-19

The intended theme of the symposium is programmatic and twofold, explicating and integrating both human factors applications in manpower development research and practice and describing uses of manpower development findings in human factors aspects of system design. Papers or essay-type statements on any topic related to the symposium theme of integrating human factors and manpower development are invited.

If you wish to present a research paper or statement on the above or related topics at the 1972 HFS Meeting, please contact:

Harry H. Jones
Manpower Development Division
Air Force Human Resources Laboratory
701 Prince Street
Alexandria, VA 22314
OX7-7671 AUTOVON 227-7671

Experimental Evaluation of Job
Performance Aids and Training

Starting in February 1972, the Air Force Human Resources Laboratory is making an indepth evaluation of the trade-off between Job Performance Aids and Job Oriented Training. Job Performance Aids (JPAs) are step by step maintenance instructions supported by pictorials, the content of which are determined on the basis of Job Task Analysis. JPAs are being or have been developed to support the maintenance of nine aircraft and ground systems, but their possible impact on training has not been evaluated under field conditions. The evaluation will start with

a demonstration at Altus AFB, Oklahoma. High and medium electronic aptitude airmen will be given a four-week job oriented training program on how to use hand tools, test equipment and JPAs, after which these subjects will demonstrate how effectively they can perform the flight line and field shop maintenance of the Doppler Radar, AN/APN-147 and its computer, the AN/ASN-35. Later this year, there will be an experiment comparing the effectiveness of JPAs with Symbolic Integrated Maintenance Manuals (SIMMS) and Technical Orders. A second experiment will follow which will evaluate the training effectiveness of these aids for an entire AFSC. It is hypothesized, that with only eight weeks of training, airmen with AFSC 30154 will be able to perform maintenance on all of their equipments. The current Air Force training program for this AFSC is 37 weeks in length. The Human Resources Laboratory will soon publish a three-volume Technical Report (AFHRL-71-53) which will present the JPA technology for organizational maintenance with recommended specification, and handbooks for JPA developers and managers. AFHRL Technical Report 71-23, already published, extends this technology to intermediate maintenance for electronic tasks.

For further information contact:

Dr. John P. Foley
Advanced Systems Division
USAF Human Resources Laboratory
Wright-Patterson AFB, Ohio 45433
(213) 255-2606 AUTOVON 785-2606

Announcement Concerning
James McKeen Cattell Award

This award is given annually by Div. 14 for the best research design in which basic scientific methods are applied to problems concerning human behavior in organizations. The winner gets \$500, and honorable mention is worth \$100. Entries must be sent to the Secretary of Div. 14 by 15 April 1972. For further information write to him:

Dr. Donald L. Grant
American Telephone & Telegraph Co.
195 Broadway (Room 2122)
New York, New York 10007

THE PARABLE OF THE DAM

Do you ever get disheartened about the anti-military militancy of many of the younger generation? If so, perhaps the following story, borrowed from George W. Ball, will give you a new perspective.

"Since the beginning of time, so my story went, the villages in a mountain canyon had been periodically ravaged by floods. Finally, the leaders convened a great meeting and decided to invest their efforts and resources in building a large, strong dam. Thereafter, for a quarter of a century, the dam sheltered the villages from disaster, prosperity prevailed, and life was tranquil--until, at last, a new generation began to grow up, free from the apprehensions of the past and filled with exciting ideas about a world of song and beauty.

Inevitably the new leaders turned their attention to the dam. It was, they announced, huge and ugly and an affront to the environment. Besides it blocked out the sunset and had to be repaired every year. One leader wrote a folk song proclaiming it a symbol of imperialist megalomania and people spoke excitedly of little else, until someone brought forth an argument that seemed quite unanswerable. After all, it was pointed out, no one ever talked about flood damage except the old fogies over 30 who were not to be trusted anyway. Who among the new leaders could recall any floods in his lifetime? It was perfectly clear that floods were completely outmoded, a matter of the past--perhaps just a fiction manufactured to frighten the people. Since there had not been one for 25 years, clearly there would not be another.

So, after a season of demonstrations, more speeches, a pageant and several rock festivals, they blew up the dam and used the fragments for a people's playground. And let me tell you straight, man, when the waters came down it was really the Age of Aquarius!"

NEW REPORTS IN MILITARY PSYCHOLOGY

At the suggestion of one of our members, Harold Borke, this NEWSLETTER introduces as a new feature a list of titles of recent Technical Reports in our field. Any that sound interesting to you can be ordered from the Defense Documentation Center, Cameron Station, Alexandria, Virginia 22314 for Government use, or purchased from

Chief, Input Section
CFSTI
Sills Building
5285 Port Royal Road
Springfield, Virginia 22151

Because of ease of getting the references, I have listed only reports from organizations at Wright-Patterson AFB. If you would like to have this kind of information included in future NEWSLETTERS, please help me out by sending similar lists from your organization.

Walter F. Grether (Editor)

From the Advanced Systems Division,
Human Resources Laboratory
Wright-Patterson AFB

Askren, W. B. and Regulinski, T. L.
Quantifying Human Performance
AFHRL-TR-71-22, 1971
AD 727-766

Minty, L. M., Askren, W. B. and Lott, W. J.
System Design Trade Studies: The Engineering Process and Use of Human Resources Data
AFHRL-TR-71-24, 1971
AD 732-201

Askren, W. B. and Valentine, R. I.
Value of Job Experience to Teaching Effectiveness of Technical Training Instructors
AFHRL-TR-70-8, 1970
AD 709-876

From the Aero Medical Research Laboratory
Wright-Patterson AFB

Porterfield, J. L., Self, H. C. and Heckart, S. A.
Airborne Visual Reconnaissance as a Function of
Illumination Level
AMRL-TR-71-9, 1971
AD 728-629

Heckart, S. A., Hanavan, E. P., Porterfield, J. L.,
Self, H. C. and McKecknie, D. F. Airborne Visual
Reconnaissance with Yellow Sun Glasses
AMRL-TR-71-36, 1971
AD 730-290

Harris, C. S. and Filson, G. W.
Effects of Noise on Serial Search Performance
AMRL-TR-71-56, 1971
AD 731-184

Meister, P. and Mills, R. G.
Development of a Human Performance Reliability
Data System
AMRL-TR-71-74, 1971
AD 730-910

Shoenberger, R. W.
Human Performance as a Function of Direction and
Frequency of Whole-Body Vibration
AMRL-TR-70-7, 1970
AD 719-745

O'Donnell, R. D., Mikulka, P. and Heinig, P.
Effects of Short-Term Low Level Carbon Monoxide
Exposure on Human Performance
AMRL-TR-70-37, 1970
AD 717-716

The Human Resources Research Organization (HumRRO) has recently published an annotated bibliography of nearly 1,500 reports and papers produced by that organization in two decades of operation. This can be obtained by asking for the HumRRO Bibliography of Publications from the

Human Resources Research Organization
300 North Washington St.
Alexandria, Virginia 22314

NEWS ABOUT OUR MEMBERS

Two members of Division 19 recently received staff appointments as Research Psychologists to the Air Force Human Resources Laboratory, Manpower Development Division, Alexandria, Virginia.

Dr. Francis H. Harding
Harry H. Jones

The total professional staff of this Division now numbers 7. Remaining professionals include: G. Ray Griffin, Thomas Lester, Lt William Beusse, USAF, Mrs. Jeanne B. Fites, and Dr. Aaron B. Nadel.