

N E W S L E T T E R

Division of Military Psychology

JUL 11 1972

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Dayton, Ohio 45433

Div. 19

AMERICAN PSYCHOLOGICAL ASSOCIATION

June 1972

FROM THE PRESIDENT

Gordon A. Eckstrand

Reduction of Division 19 Representation  
on APA Council of Representatives

On 16 March 1972, the Executive Committee of Division 19 held a mid-year meeting at the Army Behavior and Systems Research Laboratory in Arlington, Virginia. This is the first time that such a mid-year meeting has been held for a number of years, so perhaps we are making some progress in creating a Div. 19 which is more active and alive. The complete Minutes of this meeting are published in this issue of the Newsletter. I hope that you will read them and familiarize yourself with the work that your representatives are doing.

One of the most important items considered at the Executive Committee meeting was the reduction of Division 19 representation on the APA Council of Representatives. Under recently adopted changes in the Bylaws of APA, the number of representatives on Council to which a Division or State Association is entitled is determined in a new way. This method is described by Article IV, Sec. 4 and 5 of the APA Bylaws as follows:

Sec. 4 Each APA Fellow, Member (or Voting Associate) shall choose the Division(s) or State Association(s) through which he elects to have his interests represented on Council by allocating at the time of the annual dues statement, a total of ten (10) votes to the Division(s) and/or State Association(s) through which he wishes to be represented the following year. However, only Fellows, Members (or Voting Associates) of the Divisions or State Associations so designated will be allowed to nominate and elect their Council Representatives.

Sec. 5 The size of Council shall be set at approximately 115, including Board of Directors and Officers. The number of Representatives from a Division or State Association shall be determined annually as follows:

Less than 0.5%	.....	0
0.5 to 1.4%	.....	1
1.5 to 2.4%	.....	2
2.5 to 3.4%	.....	3

etc

The results from the December 1971 APA voting for Council representation indicated that Div. 19 received .8% of the total vote, thus authorizing us one representative. Since we currently have two representatives on Council, this represents a loss of one seat for Div. 19. The reduction is effective at the close of the Council session in December 1972. Basically, we lost a seat on Council because not enough of our members allocated enough of their votes to Division 19. We have 397 voting members, but only 239 people allocated votes to Division 19. This represents 60% of our membership. By way of contrast, Division 14, the Division of Industrial and Organizational Psychology, had a vote return representing 77% of their membership. Of the 239 people assigning votes to Division 19, 64 allocated us only one vote; 52 gave us two votes; 17 gave us three votes; 10 gave four; 35 gave five; only 3 gave us six; 5 gave us seven votes; 4 gave eight; no one gave nine; and 49 gave all ten of their votes to Div. 19. This

gave us 1,009 point votes which is only .8% of the total votes allocated by APA members voting. Our point total represents an average allocation of 2.5 votes to Division 19 by each member. In order to get two Council seats, we would require an average allocation of 4.7 votes per member. There are several ways we can work toward the goal of getting increased representation on Council. First, we can strive to get more members in Div. 19. Second, we can try to get a greater percentage of our membership to vote in the next balloting for Council representation. Third, we can work to get an increased vote allocation from those who do participate in the balloting. (Almost half of those allocating votes to Div. 19, gave us only one or two votes.) I urge each of you to assist in achieving these goals so that we can have a better showing when the next vote is taken in December 1972.

Any improvement, however, will be in the future. For the present, we must reduce our Council representatives from the two we presently have to the one we will have during 1973. This is the issue which was discussed by the Executive Committee at the March meeting. Article III, Para. 2. of the Div. 19 Bylaws deals with selecting representatives to the APA Council and reads as follows:

2. There shall be Divisional Representatives to the Council of Representatives of the American Psychological Association of whom one shall be the Secretary-Treasurer. Additional Representatives, in numbers permitted by the Bylaws of the American Psychological Association, shall be elected for terms of three years, the terms being staggered in such a manner as to provide continuity in representation on the Council.

Thus there are two alternatives in reducing from two Council Representatives to one. We could decide that the one Council seat should be occupied by the Division Secretary-Treasurer, in which case no revision to the Bylaws would be required. Or we could decide that the one Council seat should be filled by someone who is elected to that specific position, in which case a revision to the Bylaws would be necessary.

Another issue, which became closely intertwined with the discussion of Council representation, was the desirability of enlarging the Executive Committee of Div. 19. At present, the Executive Committee is five in number and is constituted as follows: The President, the Past President, the President-Elect, the Secretary-Treasurer, and the elected Divisional Representative to the APA Council. There was unanimous agreement that increased participation of Division 19 membership on the Executive Committee was highly desirable, and that the size of the Committee should be increased to seven. There was not general agreement, however, about how the required reduction in Council representation should be achieved. Considering the two issues of Council representation and increased membership on the Executive Committee together, two alternative proposals were developed.

1. Have the Secretary-Treasurer serve as the Divisional Representative to Council, and add three at-large members to the Executive Committee.
2. Have the one Divisional Representative to Council selected by election to that position, and add two at-large members to the Executive Committee.

Under both proposals the membership of the Executive Committee would be expanded to seven. The primary issue which distinguishes the proposals is the manner in which the Division fills the one Council seat which it is authorized in 1973. The choice is not an obvious one because there are advantages to both proposals. The Secretary-Treasurer, who is elected for three years, has a very active role in carrying out Division business and in providing continuity in Division affairs. There is general agreement that membership on the APA Council provides advantages to the Secretary-Treasurer in carrying out his duties. On the other hand, splitting the Secretary-Treasurer and APA Council functions provides an enlargement of opportunity for participation of members in the affairs of the Division.

Appropriate Bylaw changes will be prepared and this issue will be submitted for vote at the annual business meeting in September. It is recognized, however, that only a small percentage of the Division membership is able to attend the annual business meeting. Therefore, a Straw Ballot is printed below which will allow you to express your opinion on this matter prior to the business meeting. I hope that all of you will take this opportunity to express your opinion on this important issue. Send your ballot to me at the following address:

Dr. Gordon A. Eckstrand  
245 Country Club Dr.  
Xenia, Ohio 45385

Please remember that this is a Straw Ballot and will in no way be binding at the Business meeting.

This is the third and final issue of the Newsletter for this year. Therefore, permit me to take this opportunity and means to thank you for the privilege of serving as your President during the past year. I think we are well on the way to achieving the goals which were established at the beginning of the year, and I look forward to working with Dr. Christensen, who will be your new President, in achieving even bigger and better things next year. I am also looking forward to seeing many of you at the Annual Meeting in September.

GORDON A. ECKSTRAND  
President, Division 19  
American Psychological Association

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STRAW   BALLOT

I favor the following method of reducing Division 19 representation on the APA Council from two to one and increasing membership on the Division 19 Executive Committee from five to seven.



Have the Secretary-Treasurer serve as the Divisional Representative to Council, and add three at-large members to the Executive Committee.



Have the one Divisional Representative to Council selected by election to that position, and add two at-large members to the Executive Committee.

Signed \_\_\_\_\_

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MINUTES  
DIVISION 19 EXECUTIVE COMMITTEE MEETING  
16 March 1972

A mid-year meeting of the Division 19 Executive Committee was convened at 0930 in the conference room of the Behavioral Science Research Laboratory, Arlington, Virginia. Drs. Eckstrand, Uhlaner and Rasmussen were present; Sells and Christensen were absent. All committee members had been invited to the meeting; however, Dr. William McClelland was the only one to attend.

1. Committee Reports

Dr. Eckstrand had received reports from all Committee Chairmen and these were briefly summarized. Considerable discussion was generated by the reports of the Fellow and the Nominating Committees. Dr. Christensen, Chairman of the Fellow Committee, encountered a delay of some three months in receiving address tapes from the APA Central Office. This is a matter of substantial importance in that all nominations for new Fellows must be solicited from existing Fellows of the Division. It was agreed that the nature of the problems encountered in dealing with the Central Office on this matter were such that the situation should be brought to the attention of the Executive Officer. The Secretary-Treasurer was designated to do this by verbal communication.

The Chairman of the Nominating Committee experienced major difficulties in attempting to develop the slate of candidates for Division officers this year. With assistance from Dr. McClelland, a slate finally was developed. Further study clearly is indicated of present procedures for nominating candidates and the possibility of developing more appropriate alternatives.

2. Reduction of Division 19 Representation on APA Council of Representatives

Recently adopted changes in the Bylaws of APA on allocating seats on the APA Council of Representatives have resulted in reducing Division 19's allocation from two seats to one. The reduction is effective at the close of Council session in December 1972.

Present Division 19 Bylaws specify that one of the representatives on Council will be the Secretary-Treasurer of the Division and the second will be elected from Division membership at large. A wide diversity of opinion was expressed during the discussion of how the reduction in Council representation should be accomplished.

As a fundamental premise, it was unanimously agreed that increased participation of Division 19 membership on the Executive Committee was highly desirable. Lack of agreement centered about how such increased representation should be achieved. At the conclusion of the discussion, the matter of enlarged membership participation on the Executive Committee had become, with considerable logic, totally intertwined with the issue of how the reduction in Council representation should occur. Essentially two alternative proposals were involved.

- a. Change the Division Bylaws so the Secretary-Treasurer would not be a member of APA Council of Representatives. The present five-man Executive Committee also would be expanded by two members elected at large.
- b. Change the Division 19 Bylaws so that the one APA Council seat would be occupied by the Secretary-Treasurer. In this case, three additional members of the Division would be elected from the Division at large to serve on the Executive Committee.

Under both proposals the membership of the Executive Committee would be expanded to seven. The primary issue which distinguishes the proposals is concerned with the question of whether splitting the Secretary-Treasurer and APA Council functions, and the consequent enlargement of opportunity for participation of members in Division activity, offsets the advantages which accrue to the Secretary-Treasurer in carrying out his Division duties through membership on Council.

The President will prepare a summary of the Executive Committee's alternative positions, and a short discussion for publication in the Division Newsletter. Inasmuch as a Bylaw change is necessary, the item of Council representation must be voted on by the Division at the next annual business meeting.

3. Proposal by Division 20 to Provide Grandfather Status of Small Divisions on APA Council

The President-elect of Division 20 circulated a memorandum to eighteen small APA Divisions proposing a change to the Association Bylaws which would have the effect of assuring that the present small Divisions always would be represented on Council through a grandfather provision. Dr. Jarvik requested that Division 19 join in a petition to APA Council for the required Bylaw change.

During discussion of this proposal it became clear that the grandfather clause would have the effect of assuring Division representation, regardless of whether the membership was sufficiently interested in representation on Council to cast their votes for the Division in question. Under the present Bylaw structure, none of the existing

or future small Divisions should have difficulty in obtaining representation on Council if it has an active and interested membership equivalent to at least one per cent of the total APA membership. It was the unanimous opinion of the Executive Council that no Division should be guaranteed representation on Council just because it happened to exist at a given period in chronological time. The new APA Bylaw changes were seen as a healthy move in the direction of insuring Council representation of interest groups. Further, the fact that a small Division does not attract enough votes to insure Council representation might raise some question as to whether continued existence of the Division is justified, and provide a mechanism for identifying those Divisions who are no longer serving a useful purpose.

The Executive Committee unanimously voted not only to decline the invitation to support the petition to APA, but also to go on record as opposing the grandfather concept as a matter of principle. Dr. Eckstrand will so notify Dr. Jarvik in the name of Division 19.

4. Task Force to Prepare Brochure on Military Psychology

From time to time the Secretary-Treasurer receives inquiries, either directly or through the APA Central Office, from individuals requesting information on military psychology. For the most part, inquiries are from students, either graduate or undergraduate, or faculty members who are preparing survey courses on psychology as a profession. There is no current reference source which broadly defines the diverse functions of military psychologists, the settings in which they work, qualifications for appointment in the three services, etc.

Dr. Eckstrand will appoint a committee of Division 19 members to prepare a suitable brochure. The committee will contain at least two representatives from each service selected because of their broad general perspective. Dr. Rasmussen agreed to prepare an outline which indicates the general areas which might be covered in the suggested brochure.

5. Division Newsletter

The present status and function of the Division Newsletter was discussed and consideration was given to ways in which its impact might be enhanced. It was agreed that steps would be taken to designate assistant editors from the major military labs or military psychology programs. This should insure a continuing input to the Newsletter which might not otherwise be available, and give it a highly central role as a communication media in current military psychology activities. The Executive Committee reaffirmed the



position taken by Dr. Eckstrand that the Newsletter should not accept paid advertising at the present time. The present irregularity in publication is such that the Division would find it extremely difficult to make firm commitments to advertisers that their material would appear by a given date.

6. Desirability of Forming Coalition with Other Appropriate Divisions

Under the recent APA Bylaw change it is possible for smaller Divisions to form coalitions which will result in increased representation on Council. It was the unanimous opinion of the Executive Committee that Division 19 should not enter into a coalition with other Divisions. This position was based on the rationale that Division representation should reflect actual interest as shown by voting behavior of the members. In an extension of the reasoning used in acting on the proposal by Division 20, it was considered that if Division 19 did not receive enough votes to have Council representation, this fact in and of itself should raise a serious question as to whether the Division should not be abolished.

7. Information Exchange Between In-house Laboratories at APA

Consideration was given to the desirability of stimulating programs at the annual meeting which would present current activities of various military psychology laboratories. This idea will not be pursued inasmuch as the preponderance of opinion indicated that there are sufficient procedures within the three services themselves to permit the accomplishment of this purpose.

8. Division 19 Recognition of DOD Personnel Outside the Field of Psychology

It was proposed to the Executive Committee that recognition be given at the annual meeting to individuals other than psychologists who have been instrumental in furthering the application of psychology as a science to military problems. The primary group identified for such recognition were senior military officers of flag rank who had given support to military programs. While the suggestion was considered quite sound, the Executive Committee found themselves at a loss as to how it would be implemented. Consideration was given to appointing an ad hoc committee to develop criteria and procedures for recognizing senior officers with the provision that the awards would be limited to career officers upon retirement. This matter will be pursued at the annual meeting.

There being no other business, the meeting was adjourned at four p.m.

John E. Rasmussen  
Secretary-Treasurer  
Division 19, APA

Annual Meeting Program for Division 19  
Sheraton Waikiki

<u>DATE AND TIME</u>	<u>TITLE</u>	<u>ROOM</u>
Sat. Sep 2 9-9:50	Paper Session: Perception and Motivation  Chairman: Charles A. Thomas  Paper Titles and Authors:  Status Congruency as a Measure of Social and Occupational Ecology. Jeanne Erickson and Darrell Edwards. Need Functioning at Four Stages in Military Service. Elaine N. Taylor, Robert Vineberg, S. James Goffard, James S. Degracie. Defensive Attribution in a Dangerous Occupation. Kelly G. Shaver, Allen A. Turnbull, Malcolm P. Sterling.	Koko Crater
Sat. Sep 2 10-10:50	Paper Session: Occupational Research  Chairman: Dr. Jane McReynolds  Paper Titles and Authors:  A Definitive Basis for Restructuring the Military Health Career System. Robert B. Parks, Patricia R. Parks. The Interchangeability of Job Sample Tests in Four Army Jobs. Robert Vineberg, Elaine N. Taylor. Comparative Difficulty of Job Assignments Among First-Term Airmen With a Wide Range of Aptitude. Llewellyn N. Wiley.	Wailua
Sat. Sep 2 12-1:50	Symposium: Men in Organizations: An Approach to Social Systems Analysis  Chairman: Walter L. Wilkins  Participants: Blair W. McDonald, Allen Jones, Lee Murdy, Lawrence R. James.  Discussant: Saul Sells	Wailua

DATE AND TIMETITLEROOM

Sun. Sep 3  
9-9:50

Paper Session: Navy Aviation Program

Hilo

Chairman: Raymond E. Christal

Paper Titles  
and Authors:

Vocational Interest Differences Between Students  
Completing the Naval Aviation Training Program  
and Students Voluntarily Withdrawing.

Richard E. Doll, Rosalie K. Ambler, Norman E.  
Lane, Ronald M. Bale.

The Prediction of Fleet Success from Performance on  
Selected Maneuvers in Naval Air Training.

Richard H. Shannon and Wayne L. Wagg.

The Effects of Instructor Bias During Primary Flight  
Training. Wayne L. Wagg and Richard H. Shannon.

Sun. Sep 3  
10-11:50

Discussion Individual Differences:  
Session: Selection, Training and Evaluation

Wailua

Chairman: Howard McFann

Participants: Edmund F. Fuchs, Earl I. Jones,  
Hilton M. Bialek, and John S. Caylor.

Sun. Sep 3  
1-1:50

Paper Session: Training Conditioning

Ewa

Chairman: Edmund F. Fuchs

Paper Titles  
and Authors:

Individualized Learning by Means of a World-Wide,  
Computer-Assisted System. Sylvia R. Mayer.

Verbal Operant Conditioning Without Awareness.

Robert E. Barton and Carl F. Hereford.

The Effect of Prompting and Feedback on Performance

During Learning, Stress, and Transfer of a  
Perceptual Skill. Dirk C. Prather, Gene A. Berry,  
John M. Bermudez.

<u>DATE AND TIME</u>		<u>TITLE</u>	<u>ROOM</u>
Mon. Sep 4	Symposium:	Selection and Training for Scientific and Technical Diving	Oahu
	Chairman:	William W. Haythorn	
	Participants:	Richard Dunham, Thomas Berghage, Hugh M. Bowen and William Biersner.	
	Discussant:	Harold Goodwin	
Mon. Sep 4 12-12:50	Business Meeting:	Gordon A. Eckstrand	Ioa Needle/ Akaka Fall
Mon. Sep 4 1-1:50	Presidential Address:	Julien M. Christensen, Chairman	Ioa Needle/ Akaka Fall
		Gordon A. Eckstrand "Human Resources Considerations in the Development of Complex Systems"	
Tues. Sep 5 9-10:50	Symposium:	Drug Abuse Studies in the Armed Forces	Wailua
	Chairman:	John Plag	
	Participants:	C. J. Mullins, B. M. Vitola, Joseph Sharp, Edmund D. Thomas, Douglas Kolb, Darrell Edwards.	
Tues. Sep 5 12-1:50	Discussion Session:	On Laboratory Technical Reports, The Journals, and Other Media of Scientific Information Exchange	Ioa Needle/ Akaka Fall
	Chairman:	Paul D. Nelson	
	Participants:	Julien M. Christensen, Harold P. Van Cott, Walter L. Wilkins.	

<u>DATE AND TIME</u>	<u>TITLE</u>	<u>ROOM</u>
Thurs. Sep 7 9-9:50	<p>Paper Session: Selected Topics</p> <p>Chairman: Rosalie Ambler</p> <p>Paper Titles and Authors:</p> <p>Effects of 48 Hours of Sustained Field Activity on Tank Crew Performance. L. L. Ainsworth, H. P. Bishop.</p> <p>Development of a Psychometric Procedure to Forecast Private Motor Vehicle Accidents Within a Military Sample. John A. Beall, Warren S. Blumenfeld.</p> <p>Significance of Man-Man-Interactions in the Design of Automated Military Systems. Stanley L. Cohen and John R. Turney.</p>	Ewa
Thurs. Sep 7 10-11:50	<p>Symposium: The Impact of Behavioral Science on the Maintenance of Machine Sub-systems (Job Performance Aids)</p> <p>Chairman: Melvin T. Snyder</p> <p>Participants: John P. Foley, Jr., John D. Folley, Jr., Edgar J. Shriver.</p> <p>Discussants: Dr. Jane McReynolds and Gerald P. Chubb.</p>	Oahu

Report from the Membership Committee

Col Thomas, Chairman, and Dr. Eckstrand, request your help in building up our membership. If you know of someone who is interested and qualified, please pass on the name to Col Thomas before July 1, and he will handle it from there. The address is:

Col Charles A. Thomas  
Psychology Consultant  
OTSG, DA, Room 6B044  
Forrestal Building  
Washington, D. C. 20314  
Phone (202) 693-6260  
Autovon 223-6260

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

Dr. Alluisi, Chairman, reports that his Committee has been active and is making progress, the latest meeting being held at APA Headquarters on 24 May. The Committee is working on a Div. 19 policy statement concerning information dissemination. It has also scheduled a discussion on media of information exchange for the annual meeting in Hawaii (for details see Program).

News from the Bureau of  
Naval Personnel Laboratories

Navy Research and Development in Manpower Productivity and Management

by

R. R. Seiler  
Manpower Effectiveness Coordinator

One area of major concern to the Chief of Naval Personnel is that of Manpower Effectiveness. Research to improve personnel management, and to find substantial solutions to the problems inherent in this research area, has been supported with over \$1 million per year

over the past three years. The area of Manpower Effectiveness includes a variety of projects in the advanced development phase of research which respond to Advanced Development Objective (ADO) 43-07X, Manpower Productivity and Management.

The idea behind Advanced Development Objective 43-07X is testing the feasibility of new technology in manpower productivity, utilization, and management, and using these technologies as replacements for current practices. Generally speaking, new concepts or previously developed techniques in support of manpower productivity are tested to insure their technical feasibility, military usefulness, and financial acceptability.

The ADO is divided into the following primary subjects:

1. Navy-wide Sub-system of Job Performance Standards.
2. Manpower Requirements Prediction and Justification Sub-system.
3. Computerized Assignment, Distribution, and Utilization Sub-system.

Inhouse research in these areas is performed at two Laboratories - Naval Personnel Research and Development Laboratory, Washington, D. C. (NPRDL) and Naval Personnel and Training Research Laboratory, San Diego (NPTRL). At PRDL, work deals with occupational research, career structures, manpower requirements, and cost systems. At PRTL, emphasis is placed on personnel management systems, selection/classification, distribution and assignment, and advancement and promotion. In addition to in-house efforts, some research is performed under contract. Over the last three years the ratio of in-house to contract research in projects supporting ADO 43-07X has been 69% in-house, 31% contract.

#### New Technical Reports

(Order from Defense Documentation Center)

Development and Evaluation of Performance-oriented Test Equipment Training Procedures. SRR 72-11, Jan 1972.

Procedures for Obtaining Training Feedback Relative to Electronics Maintenance. SRR 72-13, Jan 1972.

Concluding Report of the Samoa Research Program on Technical and Non-Technical Dimensions of Work Requirements: Summary of Previous Research, Survey of Scope and Complexity of Work Contacts, Applications of Samoa System. STB 72-7, Dec 1971.

The Relationship Between Navy Classification Test Scores and Final School Grade in 104 Class "A" Schools. SRR 72-15, Jan 1972.

Abstracts of Technical Reports, July 1970 - June 1971. SRR 71-30.

### News About People

Dr. Martin Wiskoff has accepted an appointment with the Navy Personnel and Training Research Laboratory, San Diego. His duties in the broadest sense will involve development of the Navy Personnel Management Research Institute, the mission of which will be to conduct research and development in the behavioral sciences, personnel management and personnel administration. The Institute research focus will be on psychological measurement (e.g. selection, classification, promotion and individual behavior) and personnel systems (e.g. manpower resources, personnel planning, management techniques and decision making). Dr. Wiskoff was formerly head of the Human Resources Research Branch, Bureau of Naval Personnel, Washington, D. C.

### News from the Army Behavior and Systems Research Laboratory

### New Publications

Helme, W. H., Willemin, L. P., and Day, Roberta W. Psychological Factors Measured in the Differential Officer Battery. TRR 1173.

Helme, W. H., Willemin, L. P., and Grafton, Frances C. Dimensions of Leadership in a Simulated Combat Situation. TRR 1172.

### New Staff Members - Psychologists

#### Motivation and Training Laboratory

D. Bruce Bell  
Frank Harris  
Douglas A. Ramsay  
Robert M. Sasmor  
CPT Samuel Shiflett



Behavior and Systems Research  
Laboratory

Edwin W. Bedarf  
Ronald G. Downey  
Robert F. Eastman  
George M. Gividen \*  
Stanley M. Halpin  
John J. Kessler  
Douglas H. Macpherson  
David Meister  
Charles O. Nystrom \*  
Jon F. Roeckelein  
N. Philip Ross  
John N. Turney

\* At Fort Hood Field Unit

New Programs

The Army is initiating a limited program of research grants in Behavioral and Social Sciences. Topics of particular interest will be included in the next issue of "Military Themes" published by the Army Research Office. Interested parties can obtain a copy of this theme by writing:

Director  
Manpower Resources R&D Center  
1300 Wilson Boulevard  
Arlington, Va., 22209

News from HumRRO

Two New Books by HumRRO

The Engineering of Educational and Training Systems by Dr. Robert G. Smith. Published by D. C. Heath & Co.

Leadership and Exchange in Formal Organizations by Dr. T. Owen Jacobs. Copies are available at \$8 from: Operations Officer, HumRRO, 300 N. Washington St., Alexandria, Va., 22314.

## New Technical Reports

(Unless indicated otherwise, order from the Defense Documentation Center)

- TR 71-17 - Selection and Training for Small Independent Action Forces: Development of Materials and Procedures, by Joseph A. Olmstead, Theodore R. Powers, James A. Caviness, and Jeffery L. Maxey, August 1971. This is a controlled-distribution report, and all requests for copies should be sent to the Director, Advanced Research Projects Agency, Washington, D.C. 20301.
- TR 71-16 - The Effects of a 48-Hour Period of Sustained Field Activity on Tank Crew Performance, by L. L. Ainsworth and H. P. Bishop, July 1971. (AD 731 219)
- TR 71-14 - Analyses of U. S. Army Accident Data, by Clifford P. Hahn of the American Institutes for Research, June 1971. (AD 730 881)
- TR 71-12 - Comparison of Pictorial Techniques for Guiding Performance During Training, by Elmo E. Miller, June 1971. (AD 730 675)
- TR 71-11 - Leadership Actions as Evaluated by Experienced Company-Grade Officers, by Joseph A. Olmstead, Larry L. Lackey, and Harold E. Christensen, June 1971. (AD 729 380)
- TR 71-10 - Survey of Factors Influencing Army Low Level Navigation, by Robert H. Wright and Warren P. Pauley, June 1971. (AD 728 099)
- TR 71-5 - Learning by Listening in Relation to Aptitude, Reading, and Rate-Controlled Speech: Additional Studies, by Thomas G. Sticht, April 1971. (AD 722 480)
- TR 71-4 - An Experimental Review of Basic Combat Rifle Marksmanship: MARKSMAN, Phase 1, by James W. Dees, George J. Magner, and Michael R. McCluskey, March 1971. (AD 722 394)
- TR 71-2 - Military Advisors and Counter-parts in Korea: 3. An Experimental Criterion of Proficiency, by Dean K. Froehlich, February 1971. (AD 883 238)
- TR 71-1 - Effects of Aptitude (AFQT), Job Experience, and Literacy on Job Performance: Summary of HumRRO Work Units UTILITY and REALISTIC, by Robert Vineberg, Thomas G. Sticht, Elaine N. Taylor, and John S. Caylor, February 1971. (AD 722 392)

## News from the Air Force Human Resources Laboratory

### ADVANCED INSTRUCTIONAL SYSTEM (AIS)

The Technical Training Division of the Air Force Human Resources Laboratory is currently developing a large scale computer based multimedia training system for use initially within the Air Training Command at Lowry Air Force Base, Colorado.

A primary purpose of the AIS program is to develop and demonstrate a flexible individualized instructional and training management system which will provide day-to-day training for approximately 2000 students. An equally important purpose is to provide an Air Force capability to allow systematic evaluation of innovations in instructional technology.

The AIS represents a total systems approach. Basically, it involves the trainee from the time he enters the training system until he is assigned to the field after completion of his course, taking into account his individual characteristics, the instructional materials, media for instruction, the methods of instruction, resources management, and the necessary administrative functions.

The AIS program was formally established in 1969, with a contractual study to determine the feasibility of a large scale multimedia instructional system for Air Force technical training. This study consisted of a survey of existing instructional media and the determination of their flexibility and relative training and cost-effectiveness. The results provided comparative information about the state-of-the-art of media. (Rhode, Esseff, et al 1970, AFHRL TR 60-30.)

Following completion of the feasibility study, a number of additional in-house and contractual studies and analyses were initiated to develop a reliable data base for total AIS design and acquisition. These efforts involved the development of individualized instructional materials, student and resources management strategies, and multimedia carrel systems for use in the three technical training courses selected to demonstrate the AIS. These courses (Inventory Management, Weapons Mechanic, and Precision Measuring Equipment) all have a relatively high student load and they provide a representative cross section of the broad spectrum of Air Force technical training.

The work performed to date has provided a firm foundation for the design of the AIS. The next step is the selection of the prime contractor who will have the responsibility for completing the total AIS as an integrated system. This will involve the development of (1) instructional materials and media, (2) computer hardware and software, and (3) the conduct of training of Air Force personnel to take over operation of the AIS after delivery to the Air Force.