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Division of Military Psychology

DIVISION 19
AMERICAN PSYCHOLOGICAL ASSOCIATION

March 1973

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1. FROM THE PRESIDENT

JULIEN M. CHRISTENSEN

TO: All Members of Division 19

Several things have happened since we published our last Newsletter but the cessation of hostilities on behalf of the South Vietnamese with the North Vietnamese and Viet Cong overshadows all of them. I have received several inquiries regarding the plans that DoD has for rehabilitation of returning prisoners-of-war and was asked to comment on a resolution passed recently by the Executive Council of APA. The resolution follows:

"The Council of APA expresses its concern for the American P.O.W.'s in North Vietnam, who we expect and hope will soon return to the U. S. We would like to know what precautions are being taken that the psychological briefing or treatment given to each returnee be aimed only at his own rehabilitation, and that no attempt will be made to manipulate the political opinions of the returnees. We believe that returnees can be given the same liberties as other members of the Armed Forces simultaneous with any treatment they require. Council instructs the Department of Social and Ethical Responsibility and the Board of Social and Ethical Responsibility for Psychology to implement this resolution and to submit a report to the Board of Directors at its February 1973 meeting."

Although I hesitate to comment because of my severe limitations in this area (I know next to nothing about clinical psychology, very little about social psychology, I'm not privy to Department of Defense plans in the area of rehabilitation, and, even if I were, I am not qualified to judge the merits of such a program. Finally, thank God, I have never been a POW.) However, as your President I guess that I have an obligation to say something, but it must be clearly understood that I do so as your president and not as the DoD employee that I am and that I do so as a non-professional in this particular area. Well, anyhow, here goes--the statement appears consistent with the view that the APA Council feels that it represents a

socio-political association as well as an association of scientists and, as such, it has a responsibility to take positions on certain issues facing our country.

The statement seems to preclude any attempt even to inquire as to the nature of any conditioning to which these individuals may have been subjected while prisoners--some for a matter of years. If, for example, the Communists were successful in completely altering the political views of these men, regardless of the means used to achieve this alteration, apparently even discrete inquiry regarding the matter might be considered unethical by the APA Council. Perhaps I am being unfair in this interpretation, but the clause "that no attempt will be made to manipulate the political opinions of the returnees" concerns me. While I would not condone political campaigning being conducted under the guise of rehabilitation, it would seem to me that any reasonable program of rehabilitation should include reacquainting these heroic men with what happened in this country while they were imprisoned, including the significant changes that have occurred in our government and political system. Many things are quite different from what they were when these men left these shores--some as long ago as eight years. Should they not have available to them at least the same information that we would provide a newcomer to our Nation? Perhaps it all hinges on the intended meaning of the word "manipulate" which is one of those loaded words that arouses pictures of insidious intent, unfair tactics, etc. While the analogy is rather weak, it is not completely dissimilar to our Council admonishing the dentists of the country not to inquire into the dental care that our men received while prisoners--and if damage was done through poor care, don't now try to correct it. After all, these men are now faced with the difficult task of readjusting to what must be to all of them an environment different in the extreme from that they experienced as prisoners and substantially different from what they left here at home many years ago. This (the U.S.A.) is the environment in which we want them to lead, insofar as possible, happy, fulfilling lives. Again, perhaps I am taking an extreme view, but is the Council saying that if some of them should come back card-carrying Communists (an absurdity, I admit), don't try to change that part of their attitudes? I suggest that they should at least be aware of what such a decision would mean to them in terms of at least their military careers and perhaps even their non-military careers, should they choose to leave the service. To do less would, in my opinion, really be showing a lack of concern for these gentlemen.

Further, I think that those who drew up the resolution disclose an unfortunate lack of knowledge regarding the character and personality of at least the professional military man. While no one wants to be a prisoner of war, I expect that most of these courageous men accepted

this possibility as part of the responsibilities that they assume when they don the uniform. (The few, short interviews that I have heard on television suggest an astounding acceptance of what happened to them, a complete lack of bitterness, and even gratitude to the rest of us for standing behind them--a gratitude that I suggest we in no way deserve. I doubt that they could had been sufficiently "manipulated" on the jet aircraft between Clark Air Force Base and the U.S.A. to say these things if they didn't mean them.)

My final comment on this matter is that the Council might have been well-advised to determine the plans for treatment of returning P.O.W.'s before formulating and passing this resolution. Apparently they passed the resolution and then asked Dr. Fred Strassburger, Administrative Officer for the Department of Social and Ethical Responsibility, to collect information on the issue. Dr. Strassburger (and others) wrote to me. Since I had absolutely no official information on the matter, I have referred individuals making such inquiries to the Office of the Secretary of Defense (Health and Environment). (I note, in passing, that the American Psychiatric Association had the foresight to establish a task force some time ago for consideration of this important matter. Do you suppose that this resolution in any sense represents a bit of compensation for the fact that APA Council apparently did nothing until it was too late to do anything--anything constructive, at least?)

Now for some other matters. The entire country, not just the military services, has a stake in an all-volunteer Department of Defense. In the interests of seeing what military psychologists might do to contribute to the success of this program I have asked Dr. Jack Parris to chair a committee to develop a program regarding the contributions that various military psychologists and military psychology establishments might make to the success of the all-volunteer program. (I wish our Council would address this problem which is so important to the security of our Nation; I'm not too optimistic that they will.) I'm sure that all of us have something to contribute whether we are in selection, training, clinical, engineering, education, or any other sphere of military psychology. I find in my field (engineering psychology), for example, that there are exciting and challenging possibilities of designing systems so that man's participation as an operator or maintenance man is fulfilling and leads to opportunities for greater personal development. Perhaps, as some have suggested, we will have to design for operation and maintenance by people with rather different capabilities than those of our current population. I'm most anxious to see what Dr. Parris and his committee can develop. If it looks promising, we will offer it to appropriate authorities for their consideration.

I invite your attention to the Minutes of the Division 19 Executive Committee meeting that was held in Washington, D. C. on 17 November 1972. We hope that the brochure will be out in the very near future.

Your president is handling liaison with the Human Factors Society; your president-elect, Howard McFann, is handling liaison with Division 21, APA.

Finally, I'm disappointed to report that we are unable to establish a "Letters to the Editor" column in this Newsletter as we had planned. Reason?--Dr. Grether has yet to receive the first letter. I have formulated a multiple-choice question as to possible reasons. Would you be so kind as to check one of the alternatives and mail it to the Editor?

_____ Everything is A-OK (that means "peachy-keen" if you are over 40 years of age)

_____ "Letters to the Editors" is a bummer of an idea (that means "one-down" if you are over 40 years of age)

_____ I can't be bothered

_____ I don't have eight cents for a stamp

_____ I just belong to Division 19 because you get one free division membership with APA membership

_____ Other (please specify)

The editor's address is

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Wright-Patterson AFB, Ohio 45433

2. REPORT ON THE APA
COUNCIL OF REPRESENTATIVES MEETING

DECEMBER 2-3, 1972

by

J. E. Rasmussen and J. E. Uhlaner

There is probably no single occasion where the dynamics of APA and the various opposing forces within the organization are demonstrated so clearly as at the winter meetings of the Council of Representatives. The most recent meeting was no exception.

While at times one was amazed at the obvious political maneuvering and endless discussion, there also was the feeling that all sides truly were heard. The more highly verbal "axe grinders" might be grouped under three broad categories: the academic, the social activists, and the clinical professional lobby group. Interestingly enough, it was our impression that the Division 19 representatives tend to vote most frequently with the academics. While two days of the democratic process can be somewhat painful, we felt that on the whole the Council acted wisely. Only a few of the highlights will be presented here, as the meeting will be reported fully in the APA Monitor.

The APA truly has become big business; a budget in excess of \$6 million was approved for calendar year 1973. This included a last minute amendment to the budget which would provide \$20,000 to CAPPS. This amendment, which was beautifully timed at the end of the meeting when people were really too tired to argue much more, was somewhat precedent setting. To the best of our knowledge, this is the first time that APA has formally donated money to a recognized lobby group.

One of the more controversial matters considered at the meeting was the proposal to admit individuals holding an MA degree to full voting membership in the Association. This proposal was introduced at last year's meeting, at which time it received rather strong support. This year, when a formal vote was taken, the Council defeated the motion and retained the Ph.D. as the minimum standard for full voting membership in the Association. There was, however, an amendment which will refer the matter to the membership as a whole for a straw vote. Thus, the issue definitely is not closed.

As a culmination of many years' debate in Council, the annual \$15 journal credit for members of the Association was eliminated. As part of this move, the annual dues in the Association were reduced by \$15. In a separate motion, unrelated to journal credit, a \$5 dues increase was voted for 1974. The net result of this rather complicated maneuvering will be a \$10 decrease in future APA dues.

After exhaustive study it has been determined that the pre-published Convention Proceedings are not serving the purpose for which the publication was originally intended. Accordingly, this will be discontinued after next year's meeting. Future APA meetings will have a \$15 registration fee for members as one means of offsetting the losses which the Association experiences at the annual meeting.

The Board of Directors received a slap on the wrist for issuing a resolution in the name of APA on the war in Indochina. The statement, which was issued at a meeting attended by less than half the Board of Directors, resulted in a change to rules of Council which precludes such action in the future except under "emergency" conditions. To declare an emergency requires the affirmative vote of the majority of the voting members of the Board of Directors.

After several years of study and debate, the issue of restructuring APA into a federated society has been put to rest. The Council voted to drop active consideration of this concept, as the study showed those federated societies which exist apparently have more problems than are currently being faced by APA.

A resolution from Divisions 10, 20, 24, 26 and 28 calling for a bylaw change which would insure at least one Council Representative for every presently existing division under a Grandfather Clause was voted down by Council.

Finally, the Council passed a resolution introduced by Dr. Jane Loevinger placing the APA on record as being concerned about possible brainwashing and detention of returning American prisoners of war. The Board of Social and Ethical Responsibility is charged with taking appropriate steps to have rehabilitation plans for returning American POW's made a matter of public record.

3. MINUTES OF THE DIVISION 19 EXECUTIVE COMMITTEE MEETING

17 NOVEMBER 1972

by

Arthur J. Drucker
Secretary-Treasurer, Division 19

The meeting was called to order by President Julien M. Christensen at 9:10 A.M. at the Shelton Manor, Andrews Air Force Base, Maryland, with four members of the Executive Committee present: Dr. Julien M. Christensen, President; Dr. Howard H. McFann, President-Elect; Dr. Arthur J. Drucker, Secretary-Treasurer; and Dr. J. E. Uhlaner, Representative to Council.

A motion was made by J. E. Uhlaner and passed unanimously to reject the brochure on military psychology and to reconstitute the Brochure Committee to perform the following:

a. update the brochure in light of recent major changes among some of the organizations.

b. consider criteria that would make it possible to include 25 or so major contractors with potential contributions to military psychology.

c. add a paragraph on how one receives information on research in military psychology, including how to obtain unpublished reports.

Discussion was held on the Special Committee on Achieving Wider Dissemination and Use of the Literature of Military Psychology. Since Dr. Earl A. Alluisi does not want to continue his participation, Dr. Christensen will contact members of the Task Force as to whether they feel it should be continued. The Executive Committee will approve continuation of the Task Force if given reason to continue.

Suggestion of outgoing Secretary-Treasurer John E. Rasmussen that new Division 19 Fellows be asked to present papers at a session of APA was discussed. It was decided that approval will be up to the President and Program Chairman of Division 19.

The suggestion that younger members of the Division be placed on Committees early met with general concurrence of the Committee, as did the proposal that the attempt be made to mix the services as much as possible when forming committees.

The Executive Committee encouraged the President to exercise the prerogative of defraying some of the expenses attendant upon holding Executive meetings.

The Executive Committee encouraged the President to designate an individual to conduct liaison activities with associated groups, so as to represent Division 19 interests officially to those groups. The Newsletter is to carry acceptance of the proposal to designate such an individual to conduct such liaison activities with Division 21 of APA and the Human Factors Society.

A motion was made by Dr. McFann and seconded by Dr. Drucker that the APA Committee be urged by Division 19 Representative, Dr. Uhlaner, to support the Grandfather Clause as related to Division 19 interests. The motion was unanimously passed.

A reminder is to be given the Fellow Committee that fellowship procedures for 1973 should be commenced now as it generally takes two months to obtain a Fellow mailing list, a first step in the procedures.

Dr. Jimmy Hatfield, Chairman of the Elections Committee, made a post-meeting report to the President on the mechanics of nominating and electing a President-Elect and two new members at large for the Executive Committee. A slate of three candidates for President-Elect will be prepared for submission to APA on 1 March 1973 and three candidates for Member-at-Large to the Executive Committee, of which two will be elected. The Member-at-Large candidate with the highest number of votes will be elected for three years, the next highest for two years. Each year thereafter, one Member-at-Large will be elected to a two-year term to provide the needed staggering.

4. NEWS ABOUT COMMITTEES

The Membership Committee is interested in receiving applications for membership in Division 19. They would like to have each member of the Division conduct a membership campaign among their immediate associates. Send applications or inquiries to the Chairman of the Membership Committee, Dr. John Breeskin, Chief of Clinical Psychology, Wilford Hall Medical Center, Lackland Air Force Base, Texas 78236.

The report by the Special Committee on Achieving Wider Dissemination and Use of Literature of Military Psychology seems to have had considerable impact. This report was republished in full or edited versions in Newsletters of Division 21 (Society of Engineering Psychologists) and Division 23 (Consumer Psychology). Possibly other divisions have also quoted from this report. In any event, Dr. Alluisi and his committee are to be commended for their thorough treatment of an important problem. The editor urges all of you in leadership positions to help in implementing as many as possible of the thoughtful recommendations of that committee.

5. NEWS FROM THE NAVAL TRAINING
EQUIPMENT CENTER, ORLANDO, FLORIDA

by

William P. Lane

The Naval Training Equipment Center (formerly, the Naval Training Device Center) which had been under the Chief of Naval Material, was placed under the command of the Naval Training Support Command of the Chief of Naval Training in February 1972. As reflected by the change in name, the Naval Training Equipment Center (NTEC) has been assigned a broader mission which includes responsibility for all equipments, including operational equipment, used for training. The role of the Human Factors Laboratory has not changed radically, but the internal organizational element of Divisions has been replaced by a Project Team structure. Laboratory efforts continue in the areas of Adaptive and Automated Training, Performance Testing, Testing of Individuals and Teams, Training Effectiveness Evaluations, and Generalized Maintenance Trainers. New areas of effort include investigations into the role of affective factors in training, development of a generalized command control training system, and studies of transfer of training from simulator to the operational setting.

The principal personnel changes at the Laboratory have resulted from the formation of a new organizational element called the Training Evaluation and Analysis Group (TAEG). In addition to being Head of the Human Factors Laboratory, Dr. James J. Regan has been serving as Director of TAEG which is directly responsible to the Chief of Naval Training for performing training analyses and evaluations. Three psychologists, Eugene Hall, Dorothy Mew, and Alfred Smode were recruited for assignment to TAEG, and Gene Micheli, William Rankin, and Leonard Ryan were transferred from the Human Factors Laboratory and assigned to TAEG. Other personnel changes were the retirement of Harold Voss and the planned departure of John Lauber in February 1973 for a position with NASA.

A Supplement to the Annotated Bibliography of Human Factors Laboratory Reports, February 1969 (available through the Defense Documentation Center) was published in February 1972. The following are representative of the technical reports published during 1972: Adaptive Training of Manual Control: 1. Comparison of Three Adaptive Variables and Two Logic Schemes, 1972, TR NAVTRADEVCCEN 69 C-0156-1; Effects of Task Index

Variations on Training Effectiveness Criteria, 1972, TR NAVTRADEVGEN 71-C-0059-1; An Evaluation of the Training Effectiveness of Device 2F90, 1972, TR NAVTRADEVGEN IH-207; The Training Effectiveness of Device 3A105, Tracked Vehicle Driving Trainer (M48A3), 1972, TR NAVTRADEVGEN TN-36; and Adaptive Trainer Evaluation Final Report, 1972, TR NAVTRADEVGEN 70-C-0132-1.

6. NEWS FROM THE ARMY--NOW IT'S ARI

by

George G. Burgess

The Army has established, as a developing agency, the U. S. Army Research Institute for the Behavioral and Social Sciences. The Army Research Institute (ARI) includes all the elements formerly designated as the Manpower Resources R&D Center, the Behavior and Systems Research Laboratory, and the Motivation and Training Laboratory and some selected functions of the former Army Research Office at Arlington, Virginia. The Institute consists of the headquarters and staff groups, common support groups such as the Computer Center and two research laboratories, the Individual Training and Performance Research Laboratory and the Organizations and Systems Research Laboratory. Each laboratory includes three technical areas.

Key personnel assignments in ARI are:

Colonel R. A. Rooth, Commander

Dr. J. E. Uhlaner, Technical Director

Dr. Joseph Zeidner, Director, Organizations and Systems Research Laboratory

Dr. E. Ralph Dusek, Director, Individual Training and Performance Research Laboratory

Dr. Arthur J. Drucker, Chief, Plans and Operations Office

Edmund F. Fuchs, Chief, Individual Training and Manpower Development Technical Area

Dr. William H. Helme, Chief, Leadership Performance Technical Area

Dr. D. R. Segal, Incumbent Chief, Social Processes Technical Area

Dr. Frank J. Harris, Chief, Unit Training and Educational Technology
Systems Technical Area

Dr. Aaron Hyman, Chief, Team Performance Enhancement Technical Area

Cecil D. Johnson, Chief, Systems Integration and Command/Control
Technical Area

Jack J. Sternberg, Chief, Fort Ord Field Unit

George F. Gividen, Jr., Chief, Fort Hood Field Unit

Dr. Kay H. Smith, Chief, Fort Benning Field Unit

Dr. Lynn E. Baker, Human Factors Liaison Scientist-Europe

Dr. John J. Mellinger, Chief, Computer Center

Except for field units and the liaison scientist all elements of
ARI are located in the Rosslyn Commonwealth Building, 1300 Wilson
Boulevard, Arlington, VA 22209.

7. NEWS FROM THE HUMAN RESOURCES RESEARCH ORGANIZATION

by

William A. McClelland
Executive Vice President

The Human Resources Research Organization (HumRRO), at its own request, has been declassified as a Federal Contract Research Center (FCRC) for the Department of Defense.

The FCRC classification was created in the early 1960s by the National Science Foundation (NSF). At that time, NSF employed three "conventional" classifications for reporting on organizations conducting significant amounts of Federally-supported R&D work--industrial, governmental, and academic.

However, there were a number of organizations conducting R&D for the Federal Government which could not be fitted into these three categories without distorting the data. So NSF created the FCRC category to cover a disparate group of R&D organizations which had each been established in a tailored way to serve some particular R&D need of the Federal Government.

HumRRO, which was originally established in 1951 to help the Army improve its training and education programs, was included on the FCRC list in 1963.

Since the mid-1960s, Congress has expressed considerable concern over the growth of Federally-supported "think tanks," a subset of the entire group of FCRCs which concentrate on long-range policy matters. This concern has taken the form of Congressionally-imposed funding ceilings on all FCRCs.

This funding ceiling prevented HumRRO from accepting contracts that the Army and the other Services wanted to award, and even prevented HumRRO from competing for military service contracts on the open market.

The HumRRO Board of Trustees considered that classification as a Federal Contract Research Center was inappropriate for the organization. Although HumRRO had originally conducted R&D exclusively

for the Army, that policy had been modified in 1967, since which time HumRRO had done work for organizations in addition to the Army. In recent years, HumRRO has enjoyed a steady increase in its non-defense sponsorships. The Board instructed HumRRO management to request declassification as an FCRC. The recent declassification action was in response to that request.

HumRRO is an independent, nonprofit corporation, headquartered in Alexandria, Va., which conducts behavioral- and social-science research, development, and consultation to improve human performance in a variety of contexts. In addition to executive offices and laboratories in Alexandria, HumRRO also has laboratories in Georgia, Alabama, Kentucky, Texas, and California.

The HumRRO Board of Trustees is chaired by Mr. Stephen Ailes, President of the Association of American Railroads. Dr. Meredith P. Crawford, who has headed HumRRO since it was first established in 1951, is the organization's president.

RECENT HUMRRO REPORTS

TR 72-25. Attitudinal Studies of the VOLAR Experiment: Permanent Party Personnel, 1971, by S. James Goffard, James S. DeGracie, and Robert Vineberg, August 1972.

TR 72-24. The Development of Diagnostic and Remediation Materials for New-Hire Telephone Operators, by Hilton M. Bialek, Kenneth Weingarten, and Gary Goettelmann, August 1972.

TR 72-23. Performance in Four Army Jobs by Men at Different Aptitude (AFQT) Levels: 4. Relationships Between Performance Criteria, by Robert Vineberg and Elaine N. Taylor, August 1972.

TR 72-22. Performance in Four Army Jobs by Men at Different Aptitude (AFQT) Levels: 3. The Relationship of AFQT and Job Experience to Job Performance, by Robert Vineberg and Elaine N. Taylor, August 1972.

TR 72-21. Project IMPACT Software Documentation: Overview of the Computer-Administered Instruction Subsystem, by John Stelzer and Jean Garneau, August 1972.

TR 72-20. Knowledge, Skills, and Thought Processing of the Battalion Commander and Principal Staff Officers, by Theodore R. Powers and Arthur J. Deluca, July 1972.

TR 72-18. Summary and Review of Studies of the VOLAR Experiment, 1971: Installation Reports for Forts Benning, Bragg, Carson, and Ord, and HumRRO Permanent Party Studies, by Robert Vineberg and Elaine N. Taylor, May 1972.

TR 72-17. Reenlistment Intentions of Tank Commanders, by Eugene H. Drucker and Shepard Schwartz, May 1972.

TR 72-16. Training in Mechanized Stock Accounting Systems in Army Logistics, by Herbert B. Leedy, May 1972.

TR 72-14. Driver Education Task Analysis: The Development of Instructional Objectives, by A. James McKnight and Alan G. Hundt, April 1972.

TR 72-13. Driver Education Task Analysis: Task Analysis Methods, by A. James McKnight and Bert B. Adams, April 1972.

TR 72-11. Determining Training Device Requirements in Fixed Wing Aviator Training, by Paul W. Caro, Oran B. Jolley, Robert N. Isley, and Robert H. Wright, April 1972.

TR 72-9. Analyses of Selected Drug-Related Topics: Findings From Interviews at Four Armed Service Locations, by Allan H. Fisher, Jr., March 1972.

TR 72-8. Preliminary Findings from the 1971 DoD Survey of Drug Use, by Allan H. Fisher, Jr., March 1972.

TR 72-7. The Concepts of Performance-Oriented Instruction Used in Developing the Experimental Volunteer Army Training Program, by John E. Taylor, Eugene R. Michaels, and Mark F. Brennan, March 1972.

TR 72-5. Studies of Aircraft Recognition Training, by Paul G. Whitmore, William C. Rankin, Robert D. Baldwin, and Sandra Garcia, February 1972.

TR 72-4. An Instructional Program for Employability Orientation, by William C. Osborn, Donald F. Haggard, G. Gary Boycan, Ronald W. Spangenberg, John D. Engel, and Willard H. Pratt, February 1972.

TR 72-3. Development of a Program of Instruction for WIN Employability Orientation, by William C. Osborn, G. Gary Boycan, and Donald F. Haggard, February 1972.

TR 72-2. Selection and Training for Small Independent Action Forces: Final Report, by Joseph A. Olmstead, James A. Caviness, Theodore R. Powers, Jeffery L. Maxey, and Fred K. Cleary, February 1972.

TR 72-1. An Occupational Clustering System and Curriculum Implications for the Comprehensive Career Education Model, by John E. Taylor, Ernest K. Montague, and Eugene R. Michaels, January 1972.

8. PUBLICATION OF THE JOINT SERVICES
HUMAN ENGINEERING GUIDE TO EQUIPMENT DESIGN

At long last the 2nd edition of this widely used handbook has been released. Unlike the 1st edition, published by McGraw-Hill, this edition was published by the Government Printing Office. It can be purchased from the Superintendent of Documents, U. S. Government Printing Office, Washington, D. C. 20402, for the bargain price of \$8.00.

9. CONGRATULATIONS!!!!

Dr. Sylvia R. Mayer, at the Air Force Electronic Systems Division, Hanscom Field, Massachusetts received a Citation of Honor as the Air Force Civilian of the Year (1972) for development of a unique, computer-based, on-the-job training system.

Miss Rosalie K. Ambler, at the Naval Aerospace Medical Research Laboratory, Pensacola, Florida, received the 1972 Raymond F. Longacre Award from the Aerospace Medical Association. This award was for outstanding contributions in the psychological aspects of Aerospace Medicine.

Dr. Gordon A. Eckstrand at the Air Force Human Resources Laboratory, Advanced Systems Division, Wright-Patterson Air Force Base, Ohio, was recently awarded the Meritorious Civilian Service Award, by the Air Force Systems Command, for his outstanding contributions as Chief of the Advanced Systems Division.

Also at the Air Force Human Resources Laboratory, Advanced Systems Division, Wright-Patterson Air Force Base, Dr. John P. Foley received the Donald B. Haines Award for his work on Job Performance Aides. In addition Dr. William B. Askren, along with Dr. T. L. Regulinski of the Air Force Institute of Technology, received the National Reliability Award for the best paper at the 1972 Annual Symposium on Reliability.