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DIVISION OF MILITARY PSYCHOLOGY

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DIVISION 19

AMERICAN PSYCHOLOGICAL ASSOCIATION

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DECEMBER 1973

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EXECUTIVE COMMITTEE

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President: Howard H. McFann
President-Elect: Earl A. Alluisi
Past President: Julien M. Christensen
Secretary-Treasurer: Arthur J. Drucker
Representative to Council: J. E. Uhlaner
Member-at-Large: Leland D. Brokaw
Member-at-Large: Jimmy Hatfield

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STANDING COMMITTEE CHAIRMEN

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Election: Ralph Dusek
Fellows: Earl Jones
Membership: John Breeskin
Program: Bart Tebbs

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EDITOR

R

Elaine N. Taylor
Human Resources Research Organization
Western Division - Carmel Office
27857 Berwick Drive
Carmel, California 93921

DIVISION 19 COMMITTEE MEMBERS

Fellows Committee

Earl Jones, Chairman
William A. McClelland
H. Wallace Sinaiko

Program Committee

Bart Tebbs, Chairman
James K. Arima
Lloyd R. Chason
Donald F. Haggard
Charles Thomas, Jr.

Membership Committee

John Breeskin, Chairman
Gale W. Bach
Ralph Chasson
Raphael Dubrovner

Elections Committee

Ralph Dusek, Chairman
Charles Thomas
Thomas Myers

Members of Division 19 presently serving on APA committees are as follows:¹

Membership: Edwin A. Fleishman, E. Lowell Kelley

Council of Editors: Edwin A. Fleishman

Finance: William McGehee

Board of Professional Affairs: William A. McClelland

Publications & Communications: Arthur W. Melton, Robert M. Gagne

Board of Scientific Affairs: John E. Rasmussen

Ad Hoc Committee on Archival History: Charles W. Bray, Leonard Carmichael

Task Force on Standards & Service Facilities: Harold A. Edgerton

Ad Hoc Committee on Newly Emerging Areas of Research: John E. Rasmussen

Task Force on APA-CAPPS Relationship: William A. McClelland

Advisory Panel on Social Responsibility: William A. McClelland

¹If there are any omissions, please notify the Newsletter Editor

TABLE OF CONTENTS

| | Page |
|---|------|
| MESSAGE FROM THE PRESIDENT Howard H. McFann | 1 |
| REPORT ON APA MEETINGS, 1973 | |
| MINUTES OF THE BUSINESS MEETING FOR DIVISION 19 | 3 |
| SUMMARY OF "LIMITLESS MAN" | 8 |
| REPORT OF DIVISION 19 REPRESENTATIVE TO APA COUNCIL | 10 |
| CURRENT REPORTS | |
| FROM THE PROGRAM COMMITTEE | 11 |
| FROM THE FELLOWS COMMITTEE | 11 |
| FROM THE ELECTIONS COMMITTEE | 12 |
| FROM THE TREASURER | 12 |
| MILITARY PSYCHOLOGY BROCHURE DISTRIBUTED | 13 |
| MILITARY TESTING ASSOCIATION HOLDS 15TH ANNUAL CONFERENCE | 13 |
| MORS MEETS IN 32ND SYMPOSIUM | 14 |
| SPECIAL RECOGNITION | |
| WILLIAM K. BREHM NAMED ASSISTANT SECRETARY OF DEFENSE (Manpower and Reserve Affairs) | 15 |
| HOWARD H. McFANN RECEIVES DISTINGUISHED CIVILIAN SERVICE AWARD | 15 |
| JAMES REGAN BECOMES TECHNICAL DIRECTOR OF NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER | 15 |
| EXECUTIVE COMMITTEE TO MEET | 16 |
| NOTE FROM THE EDITOR | 16 |

MESSAGE FROM THE PRESIDENT

Howard H. McFann

My major goal and that of the Executive Committee is to be responsive to the membership of Division 19. Obviously, only through communication can this occur. Therefore, I invite and urge all of you to communicate with me, other members of the Executive Committee, and through the Division Newsletter.

As your representatives, we will endeavor to not only foster membership interests, but will do our best to keep you informed. Since we have an organization which meets formally on a one time basis per year, much of the communication must occur through the Newsletter. Dr. Elaine Taylor, editor of the Newsletter, is planning to have three issues this year as did Dr. Walt Grether last year. I know she has been very active in seeking information for this issue. She desires input from all of us - not just elected officials and committee members. Share with her your views, and opinions, as well as all happenings within your organizations of interest to Division membership. Clearly, participation on your part is essential for committees to fulfill their functions.

This year will require the election of two Division positions-- The President-Elect and the Representative to the APA Council; Dr. Ralph Dusek, Chairman of the Election Committee will be contacting all of us for candidates. In the past there has been less than an enthusiastic participation on the part of the membership both in the nomination of candidates and in the voting on the slate of candidates. It's your Division, so be sure Division officials represent you.

With the turmoil in APA as to status of Divisions, the role of the Council of Representatives, and the Board of Directors, as well as the appropriate functions and involvement of APA, it is urgent that Division 19 membership be heard and views shared.

Dr. Jay Uhlaner, our council representative continuously solicits opinions of Division 19 members. He holds strongly to the view that this role is to represent; too often, I believe he is found with a paucity of membership expression.

As able as Jay Uhlaner is, he represents only one vote among a multitude. Since Council representation is related directly to Division membership size, an obvious way we can insure our influence is by increased membership. In the past two years membership in Division 19 has shown a substantial increase. In MAJ John Breeskin's report at the Business Meeting, which is summarized elsewhere in the issue, it appeared that membership could be markedly increased if we members took more of an initiative rather than reactive role.

John has consented to serve a second term as chairman, in the belief that a two year stint would be advantageous to further increasing membership.

Although membership size is important as a factor for council representation, possibly more importantly it insures that these APA members who are involved in or interested in military psychology, have a vehicle for sharing of purpose and information.

The major forum for such exchange occurs at APA meetings. The diversity of interests and activities of military psychologists is readily apparent from an examination of the Division 19-sponsored program at APA. Interest in and desire for information on military psychology exists among many APA members who are not formally associated with Division 19. The opportunity to share our activities and contributions not only among ourselves, but with a wider audience represents a major challenge. The Program Committee, headed by LTC Bart Tebbs, has an enormous task of formulating a program which reflects this spectrum. The Committee success necessarily is a direct function of membership involvement. I urge you to communicate and participate.

REPORT ON APA MEETINGS, 1973

MINUTES OF THE BUSINESS MEETING FOR DIVISION 19

1. The meeting was called to order by President Julien Christensen at 3:15 P. M. on 27 August 1973 at the Place Bonaventure Hotel, Montreal, Canada. There were 34 persons present at the opening of the meeting.
2. The Secretary read New Business portions only of the minutes of the 1972 business meeting at the recommendation of Dr. Earl Alluisi, Parliamentarian for the day, since the total minutes covered nine single-spaced pages. The minutes were approved as summarized.
3. President Julien Christensen announced that the brochure on Military Psychology had been revised in accordance with a decision by the Executive Committee at the November 1972 meeting, but was still to be put in its final format prior to distribution in the very near future.
4. The Secretary-Treasurer presented the Treasurer's report. On 31 December 1972 the Division's APA account contained a balance of \$1,820.43, a decrease of \$79 from the preceding year. An income of \$738 was received. Thus total available operating funds for the year were \$2,558.43. Expenditures were \$527.24 accounted for primarily by costs incurred in publishing the Newsletter, committee expenses, and a mid-year meeting of the Council of Representatives. A balance of \$2,031.19 remained in the APA account as of 1 July 1973. Approximately \$815 remains in the "Jack Jenkins" fund. (See current treasurer's report for more information on this fund.)
5. Committee Reports

A. Report of Council Representative

Dr. J. E. Uhlener reported that the Council had met for a one-half day session primarily to structure the second meeting to take place later in the week. Issues confronting the Council were: 1) increase of APA dues by \$5 per member, 2) the CAPPS suit against Blue Cross, 3) election of two new members to the Board of Directors, 4) cost of Council meetings, 5) Applications for two new divisions.

As a result of appropriate motions, seconds, discussion and voting, Division 19 went on record as opposing the increase of \$5 dues, and supporting an "amicus curie" position by APA in the CAPPS suit rather than a co-plaintiff position.

B. Program Committee

MAJ Dirk Prather reported that Division 19 had twenty program hours scheduled for the 1973 meetings plus three more hours in which Division 19 co-sponsored programs with another division. Two sessions had to be cancelled just prior to presentation time because of improper or insufficient clearance action by the authors. Because acceptance of these later-withdrawn presentations deprived other potential participants an opportunity to appear on the program, it was moved that future calls for papers be accompanied by the reminder that before a paper is submitted, it receive necessary clearance from the appropriate government agency. The motion was defeated since it was considered that prior clearance is not an APA responsibility. However, it was urged that in the future, program presentations be accepted with the understanding that maximum effort be made to obtain needed clearance as early as possible.

C. Election Committee

The Election Committee report was presented by Dr. Jimmy Hatfield, Chairman. The Committee also consisted of Dr. Ralph Dusek and MAJ Robert Tebbs. Three positions were involved: the office of President-Elect and two Members-at-Large to the Executive Committee. Although the recent amendment to the By-laws states that Members-at-Large will be elected for three year terms, the amendment also requires that the two positions are not filled in the same year. In order to achieve the initial staggering for these offices it was decided that the candidate with the highest number of votes would be elected for a three year term, the next highest to serve a two year term.

On 2 January 1973, 459 requests for nominations were mailed to the membership. Fifty-eight nomination ballots were received prior to the return deadline of 15 February 1973. Drs. Hatfield and Dusek met in Washington, D. C. and formulated a list of potential nominees. The results were discussed telephonically with MAJ Tebbs. The slate of candidates forwarded to the APA in March was as follows: President-Elect -- Earl A. Alluisi, Paul Nelson, John Rasmussen; Members-at-Large -- Leland Brokaw, Jimmy Hatfield, Charles Thomas. The results of the election were received from APA on 2 August 1973: President-Elect, 1975-1975, Earl A. Alluisi; Member-at-Large, 1973-76, Leland D. Brokaw; Member-at-Large, 1973-1975, Jimmy L. Hatfield. Congratulations were tendered the successful candidates.

D. Membership Committee

The Membership Committee report was presented by Dr. Arthur J. Drucker in the absence of the Committee Chairman, Dr. John Breeskin. Dr. Breeskin reported that 22 applications for Member

status and nine applications for Associate status in Division 19 were favorably recommended by the Committee which also included Dr. Raphael Dubrovner, MAJ Lloyd R. Chason and LT D. Edwards. While this group of new members was not as large as COL Thomas' list of last year, it represents an encouraging growth in membership.

A total of 45 Division interest slips was received from the Central office and the Membership Committee was able to convince 25 of them to join us. The other six new applications were primarily the result of contacts made by individual members of Division 19. Dr. Breeskin recommended that the next Division 19 Membership Committee remain in office for two years rather than the present one year term. It seems that just at the very time the activities begin to make sense and go smoothly, it is time to move on. He believes a two-year term would increase the learning effect without running the risk of extinguishing motivation. (It was suggested to the incoming President that he seek to continue the current committee an additional year.)

One applicant whose name was not included made complete application to Division 19, but very carefully marked out certain portions of the "Oath of Membership" on the application form. The committee decided to hold, without prejudice, this individual's application until we can learn the reasoning behind it. The Chairman intends to initiate correspondence with the individual and invite him to share his reservations about the Oath with us, and the committee will share this information with the President's office. The names of the individuals recommended for membership by the committee and subsequently approved are as follows:

Members

| | |
|-----------------------|---------------------|
| Albino, Judith E. N. | Kaufman, Gary G. |
| Bengel, James E. | Kobrick, John L. |
| Cassel, Russell N. | Leibrecht, Bruce C. |
| Cherry, Frank T. | Luz, George A. |
| Feinstein, Stephen H. | Sitterly, Thomas E. |
| Ference, Lynn W. | Stanton, Morris D. |
| George, Frederick S. | Stark, Edward A. |
| Goral, John R. | Sweney, Arthur B. |
| Hartzell, Richard E. | Thomas, Donald L. |
| Hilaael, Timothy M. | Tiemann, Philip W. |
| Johnson, Lawrence B. | Wetzel, Rita J. |

Associates

Booth, Richard F.
Brecht, Thomas C.
Brown, David E.
Dueker, Richard L.
Lipsie, Pearl C.

Metres, Philip J. Jr.
Natani, Kirmach
Traskus, Donald S.
Welde, William L.

E. Fellows Committee

The report of this year's committee was presented by Dr. H. Wallace Sinaiko, the Chairman. Seven members of the Division were nominated for fellowship status. Two qualified as already being Fellows in other Divisions -- Dr. Frank J. Harris and Dr. David K. Trites. Four were recommended for acceptance and approved by the APA Membership Committee at its June 25-26 meeting. The seventh applicant's nomination was not forwarded because APA fellowship status implied a longer record of outstanding performance than the applicant's age and experience make possible. The action was not to reflect adversely in any way on the applicant's competence or contributions to military psychology. The rejection was challenged from the floor, and defended by Dr. William A. McClelland, as anticipating rejection by APA standards and hence avoiding such rejection.

New Fellows are:

Paul W. Caro
Michael A. Fischl
Frank J. Harris

Sylvia R. Mayer
Howard L. Parris
David K. Trites

F. Report of Newsletter Editor

Dr. Walter F. Grether, the Newsletter Editor, was not present at this meeting. His report was given by Dr. Julien Christensen, who emphasized the great amount of effort that had gone into the newsletter. Dr. Grether has now retired from the Air Force and will be replaced by Dr. Elaine N. Taylor. Dr. Grether was commended by President Christensen for an excellent job with the request that Dr. Grether's contributions be particularly noted in these minutes.

G. Report of Contributions of Military Psychology to an All-Volunteer Service Committee.

Dr. Jack Parris has retired from the Committee; his successor did not attend or send a report.

H. The President took this occasion to commend all Committee Chairmen for their excellent performance.

6. Old Business

A. It was moved and seconded that the unexpended balance of Division 19 funds be retained, in accordance with APA guidelines, rather than reverting to the general treasury of APA. The motion was carried unanimously. The Secretary-Treasurer was directed to so advise the Controller of APA. Additionally, the Secretary-Treasurer was directed to transfer Division 19 funds from control of APA to control of Division 19.

B. A motion was made, seconded and carried to adopt a statement made by the Special Committee on Achieving Wider Dissemination and Use of the Literature of Military Psychology that appeared in the November 1972 Newsletter.

7. New Business

A. CAPPS Suit Against Blue Cross

The President stated that Division 19 had not been approached by either CAPPS or APA to present either case and solicit support concerning the suit, but that either side would have been welcome. Dr. McFann moved, with Dr. Alluisi's second, that the Division support an "amicus Curie" position for APA in the suit (friend of the court) rather than a co-plaintiff position. The motion carried.

B. In anticipation of forthcoming votes at Council on two new Divisions to APA -- A Division for Study of Population and a Division for Psychology of Women -- it was moved and seconded that Division 19 take a position of approval on each. Both motions were carried with one negative vote registered each time.

8. The new President, Dr. Howard McFann, then took over from Dr. Christensen and adjourned the meeting at 4:55 P.M. with 33 persons present.

Arthur J. Drucker
Secretary-Treasurer
Division 19, APA

15 September 1973

SUMMARY OF "LIMITLESS MAN"

For his Presidential Address to Division 19 at the 1973 APA meetings in Montreal, Dr. Julien M. Christensen spoke on "Limitless Man." In his introduction Dr. Christensen observes that "...the real limits of behavior are simply not known" and suggests that "...the future will witness accomplishments by tomorrow's average man that are the private provinces of only a few today -- the limits of today are the averages of tomorrow."

He then poses the question of whether man himself actually changes that much and observes that in the systems approach the interaction between man and man, man and machine, and man and environment are arranged by the systems engineer to produce a synergistic effect. However, Dr. Christensen states that insufficient attention has been given to man's intellectual, motivational and emotional characteristics as they contribute to man's performance. In his paper, Dr. Christensen examines one of these concepts - motivation - and calls for a "technology of motivation." He suggests that "...systems should be designed so that the work experience itself is fulfilling."

Dr. Christensen examines a number of factors which he suggests as possible contributors to motivation:

1. Training itself as a motivational device if conducted by professional teachers and under good learning conditions.
2. Personal counseling or communication which emphasizes reassurance, support, respect and esteem of the individual.
3. Equipment design which utilizes principles that make the equipment more satisfying to use.
4. Workplace design and layout to include not only attractive, efficient workplaces, but attention to availability of contacts with others and the physical characteristics of the users.
5. Employee participation in management decisions.
6. Job enrichment which is characterized by "increased responsibility for more of the total job ... and an opportunity to participate more intimately with others in achieving goals." (It is observed that job enrichment is essentially antithetical to the Taylor-Gilbreth theory and in particular to the notion that there is "one best way" to perform a job. Dr. Christensen, however, cautions against blind acceptance of the job enrichment concept and recognizes the possibility of an optimum level of enrichment which may be specific to type of job and to the skills and attitudes of the incumbent.)

7. Economic incentives, if applied in terms of their relative importance to the individual. (Here Dr. Christensen stresses the dearth of knowledge about the effective application of this motivational device.)

8. Non-economic incentives, which, following Maslow's theory, include peer acceptance, self-respect, self-esteem and self-fulfillment. Dr. Christensen adds one other non-economic incentive - the need to be of use to mankind and suggests that it "...could be termed 'selfless-actualization.'"

9. Transfer to another job which would be more congruent with a person's current needs. (This, of course, requires the development of instruments for detecting "... significant shifts in the motivational patterns of individuals.")

As his concluding statement, Dr. Christensen states:

"Finally, it is evident that no one really understands the military force (or any other employee group) of this country--their true feelings, their aspirations, the fundamental nature of their motivational make-up, etc. These are dynamic qualities that are constantly developing and changing and, therefore, must receive continuous attention. However, undergirding the overall pattern is the fundamental need to be recognized as an individual, to be treated with equality and dignity, and to have an equal and fair chance at the boundless opportunities that this country affords. Attention to these fundamental elements of a democracy should go a long way toward allowing every individual to interact positively with other individuals, with the artifacts of society--with the environment in general, and allow each more nearly to realize the magnificent potential that resides in him."

REPORT OF DIVISION 19 REPRESENTATIVE TO THE APA COUNCIL

Of the numerous items before the council during its two four-hour sessions at Montreal, perhaps those which might be of greatest interest to Division 19 Members are:

The matter of APA joining CAPPs as a co-plaintiff in the suit against Blue Cross (See summary in the special convention issue of the Monitor-September-October 1973). One might have suspected considerable discussion and debate over this item. However, after relatively little discussion the resolution to have APA "conclude the necessary agreements for active participation . . . as co-plaintiff" was tabled by a large majority.

The question of the constituency of and charge to the Committee on Legislative Affairs (COLA) proposed in the Council spring meeting to study legislative issues and to make recommendations to Council as to course of action with respect to these legislative issues. The Board of Directors of APA took the position that COLA was to be established as a permanent committee to report to Council through the Board of Directors. A counter recommendation, which was passed by Council, was made by COLA itself which read:

"There shall be a Committee on Legislative Affairs reporting to Council through the Board of Directors. The Committee is responsible for overseeing and recommending the initiation and modification of governing units and central office units dealing with critical legal, statutory and budgetary practices and proposals which are pertinent to the support of and utilization of psychology by the public, and for recommending the most effective structural and procedural arrangements to accomplish these ends. Specifically, the Committee will recommend legislative policy, determine current and future legislative, regulatory, and budgetary targets of probable attainability; recommend priorities for action; provide consultation to staff, boards, and committees as to goals, strategies, and deficiencies in the legislative or regulatory area; and recommend appropriate liaison by APA when needed with other professional and scientific groups with whom we share common legislative interest."

Additionally, the Council approved the formation of two new divisions, a Division of Population Psychology and a Division of Psychology of Women which are Divisions 34 and 35 respectively.

Your Council Representative invites your comments and reactions to the matters before the Council. This is the only way you can receive proper representation.

J. E. UHLANER
Council Representative
Division 19, APA

CURRENT REPORTS

FROM THE PROGRAM COMMITTEE

No major changes will be made in the requirements for the submission of papers to Division 19 for the 1974 APA convention. Although the Proceedings will no longer be published, the past chairman of the program committee has advised us that a summary paper of approximately 1200 to 1800 words is necessary to make judgments as to whether or not to include the paper in the program. Also, there will be five members on the program committee, so the summary should be submitted in five copies. In general then, papers should be submitted in the same format and style as they were for the 1973 convention. The deadline will remain February 15, 1974. Papers should be submitted to LTC Robert B. Tebbs, DFLS, United States Air Force Academy, Colorado 80840.

The program committee has asked for 24 hours for the 1974 convention instead of 20 hours. Some of the additional time will be allotted to the business session. The balance will be used either for symposia or papers. All individuals who submit papers from agencies that require clearance for presentation are reminded the membership agreed that the clearance responsibility was an individual responsibility and not that of the program committee.

Ideas to improve the program for Division 19 are solicited and should be sent to the program chairman.

Robert E. Tebbs, Chairman
Program Committee

FROM THE FELLOWS COMMITTEE

The fellows committee wishes to alert all Division 19 Fellows that in the very near future, they will be asked to recommend individuals for Division 19 Fellowship status. Details on requirements for qualifications and procedures will be contained in the correspondence.

Earl Jones, Chairman
Fellows Committee

FROM THE ELECTIONS COMMITTEE

The elections committee will shortly be soliciting the general membership for nominations for the following offices: President-Elect (1974-75) and Representative to APA Council (1975-77). All nominating ballots will need to be returned by 15 February 1974.

The number of Division 19 Representatives to Council to be elected is indefinite at this time. Firm information on representation will be received from APA in January '74.

Ralph Dusek, Chairman
Elections Committee

FROM THE TREASURER:

As can be read from the minutes of the September 1973 meeting, Division 19 is now handling its own accounts which currently show a balance of \$1829 after the expenditure of \$208 on postage, labels, envelopes and hors d'oeuvres in Montreal. This total should swell to approximately \$2500-\$2700 in February when Division 19 collects from the Central Office \$2 for each paid member, minus minor expenditures for mailing expenses accumulated in the conduct of regular business. We know of no large expenditures in the offing.

The existence of \$813 in a Maryland bank book for the Jack Jenkins Fund is a reality. The origin of the Fund and its purpose is fast becoming folklore unless some of our grandfathers come to the rescue with some reassuring documentation. (The current Division 19 files are not much help today.)

From John E. Rasmussen we learn that the Fund grew from royalties received from sales of a Jack Jenkins book -- polished and published with the help of Division 19 members after Jenkins' death in the late 40's. The general purpose of the Fund is believed to be the encouragement and stimulation of interest in military psychology in any way the Division sees fit. For example, in 1963-64 Division 19 offered to pay stipends to the junior-grade officer(s) with the best research report in military psychology for the year but apparently there were no takers. The Fund has been used to pay expenses of a foreign military psychologist to attend a U. S. meeting of the International Congress of Applied Psychologists.

Royalties ceased coming years ago; the Fund has grown through interest earnings.

Suggestions for future expenditures of this money in ways that will promote the interests of military psychology will be welcomed by your President or by other members of the Executive Committee.

Arthur J. Drucker, Secretary-Treasurer

MILITARY PSYCHOLOGY BROCHURE DISTRIBUTED

All members of Division 19 should have received a copy of the Military Psychology Brochure which was mailed out during late September. Work on this brochure was started during 1971 when Dr. Gordon A. Eckstrand was president of the division and completed during the time Dr. Julien M. Christensen held that office. Members of the Military Psychology Brochure Task Force were: Dr. Jack L. Parris, Chairman, CDR Paul Nelson, LTC Samuel Levinson, and Dr. Arthur J. Drucker.

Favorable reactions to the brochure and some suggestions for a future revision have already been received. Information on its use, and further ideas for modification and elaboration will be welcome.

If any members failed to receive a copy of the brochure, Dr. Arthur Drucker, Secretary-Treasurer, has some available.

MILITARY TESTING ASSOCIATION HOLDS 15TH ANNUAL CONFERENCE

The 15th Annual Conference of the Military Testing Association was held at the El Tropicano Motor Hotel in San Antonio, Texas from 28 October through 2 November 1973.

LTC John W. Roberts, Headquarters, United States Air Force, delivered the Keynote Address. Introductory comments were made by COL Theodore B. Aldrich, MTA President.

During the 5-day meeting 67 papers were given. Three hundred five persons were in attendance.

The conference, coordinated by the Air Force Human Resources Laboratory, Air Force Systems Command, Brooks Air Force Base, Texas, was highly successful according to reports that have been received by various committee chairmen.

The conference coordinator was COL Oscar A. Berthold. Committee chairmen included: Dr. Leland D. Brokaw, Program; Mr. L. L. Pistel, Publications; Mrs. Helen E. Alexander, Registration; CAPT Nicholas C. Varney, Transportation; Dr. Joe T. Hazel, Invitation and Correspondence; Mr. William B. Lecznar, Publicity and Public Relations; LTC James B. Carpenter, Entertainment; MS Richard E. Crittendon, Logistics; Mr. Leonard J. Jaimes, Financial.

MILITARY OPERATIONS RESEARCH SOCIETY MEETS IN ITS 32ND SYMPOSIUM

The Military Operations Research Society held its 32nd Military Operations Research Symposium from 14-16 November 1973 at the Naval Postgraduate School, Monterey, California. Theme for this MORS was "The Department of Defense in the Near Future."

Mr. Robert J. Murray, Assistant to the Secretary and Deputy Secretary of Defense was the Keynote Speaker for the opening session. Welcoming remarks were made by Mr. Clayton J. Thomas, MORS President; Mr. Robert J. Miller, the Navy Sponsor's Representative; and Dr. David A. Schradly, the Host's Representative.

The sponsors for this meeting were The Office of Naval Research; The Assistant Vice Chief of Staff, Department of the Army; and the Assistant Chief of Staff, Studies and Analysis, U. S. Air Force.

Seven hundred seventy persons were in attendance for the 3-day session. During that period 150 papers were presented.

Members of the planning and program committee were: Program Chairman, Dr. Stanley J. Lawwill; General Sessions Coordinator, Dr. Martin D. Schwarz; Working Groups Coordinator, Mr. Edward D. Napier; Morning Section Working Groups Leader, Mr. David E. Spencer; Afternoon Section Working Groups Leader, Mr. George Schecter; Arrangements Chairman, Dr. James K. Arima; Host's Representative, Dr. David A. Schradly; Operations Coordinator, Mr. Charles D. Mott; Administration & Logistics Coordinator, Mr. Vance R. Wanner; Secretarial Assistant, Mrs. Karen Watkins.

SPECIAL RECOGNITION

WILLIAM K. BREHM NAMED ASSISTANT SECRETARY OF DEFENSE (Manpower and Reserve Affairs)

William K. Brehm became the new Assistant Secretary of Defense for Manpower and Reserve Affairs in September. He succeeds Roger T. Kelley who has taken a position in industry.

The Honorable Mr. Brehm was the Assistant Secretary of the Army (Manpower and Reserve Affairs), during the period 1968-1970. He is returning to a government post after a period in industry.

HOWARD H. MCFANN RECEIVES DISTINGUISHED CIVILIAN SERVICE AWARD

Dr. Howard H. McFann was awarded the decoration for Distinguished Civilian Service, the highest recognition that the Department of the Army can give to a private civilian, on 20 November 1973.

The Honorable Charles L. Poor, Deputy Assistant Secretary of the Army (R&D), presented the award in a ceremony held at the Dulles-Marriott Motel in Virginia.

The citation, signed by Mr. Howard H. Calloway, Secretary of the Army, reads:

"For distinguished civilian service in the field of Training Research, both experimental and applied, as a Director and Chief Scientist within HumRRO, Dr. McFann achieved major accomplishments in connection with the training program for the Modern Volunteer Army Program. Upon short notice he directed and established a revised training program which has been implemented throughout the Continental Army Command. This revised program has proved to be far superior to the training methods formerly in use, and has resulted in large scale savings, performance gains and is of major significance in advancing the mission of the Department of the Army."

With the medal for Distinguished Civilian Service Dr. McFann also received a wall plaque and a rosette.

JAMES J. REGAN BECOMES TECHNICAL DIRECTOR OF NAVY PERSONNEL RESEARCH AND DEVELOPMENT CENTER

Dr. James J. Regan became the Technical Director of the recently established Navy Personnel Research and Development Center at San Diego, California in early September. The commanding officer of the Center is CPT F. L. Nelson.

Opened in July 1973, the Navy Personnel Research and Development Center is the successor of the Naval Personnel and Training Research Laboratory in San Diego and of the Naval Personnel Research and Development Laboratory in Washington, D. C. Mr. Eugene M. Ramras served as the Acting Technical Director for the center prior to the arrival of Dr. Regan.

The center will function "as the principal Navy RDT&E organization for advancing and applying those sciences and technologies required to support operational and research requirements in manpower, personnel, education and training."

Personnel at the center will include 9 officers, 27 enlisted persons, and 289 civilians. The professional staff consists of psychologists, statisticians, systems analysts, mathematicians, economists, instructional technologists, and computer programmers.

Previously, Dr. Regan had been Head of the Human Factors Laboratory of the Naval Training Equipment Center located in Orlando, Florida.

EXECUTIVE COMMITTEE TO MEET

A meeting of the Executive Committee is tentatively scheduled for 7 December 1973 in Washington, D. C. Dr. Howard H. McFann, Division 19 President, requests that any individuals who wish to suggest items for consideration at this meeting convey this information to any members of the Executive Committee.

A NOTE FROM THE EDITOR

As most of you know, Dr. Walter F. Grether, who was the Newsletter Editor for the past two years, has retired. The issues he has prepared are providing me with excellent examples to follow -- examples which have been especially helpful in getting out this first issue.

We are planning to issue three Newsletters again this year. In addition to this issue, we hope to have another out about the end of February and the final one out in June. We hope any members who have news items will send them in. Summaries of recent scientific or research accomplishments or brief reports of any special activities such as seminars, symposia, or major organizational and personnel changes will be most welcome.

Any newsworthy items can be sent to me at the address on the front cover, or call me at 408-625-1347 or on Autovon 973-8376.

Elaine N. Taylor
NEWSLETTER Editor