

N E W S L E T T E R

DIVISION OF MILITARY PSYCHOLOGY

DIVISION 19

AMERICAN PSYCHOLOGICAL ASSOCIATION

WINTER 1976

EXECUTIVE COMMITTEE

President: Arthur J. Drucker  
President-Elect: Earl I. Jones  
Past President: Earl A. Alluisi  
Secretary-Treasurer: Elaine N. Taylor  
Representative to Council: William A. McClelland  
Member-at-Large: Leland D. Brokaw  
Member-at-Large: Charles A. Thomas, Jr.

STANDING COMMITTEE CHAIRMEN

Election: The President-Elect (Earl I. Jones)  
Fellows: John E. Taylor  
Membership: A. David Mangelsdorff  
Program: James K. Arima

EDITOR

William A. Weitz  
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DIVISION 19 COMMITTEE MEMBERS

Fellows Committee

John E. Taylor, Chairman (to September 1976)  
Robert R. Mackie (to September 1977)  
Paul D. Nelson (to September 1978)

Membership Committee

A. David Mangelsdorff, Chairman (to September 1976)  
Robert F. Holz (to September 1977)  
Nancy Guinn (to September 1978)

Program Committee

James K. Arima, Chairman (to September 1976)  
Charles A. Thomas, Jr. (to September 1977)  
Donald F. Haggard (to September 1978)  
Dirk C. Prather (to September 1979)

Nominations and Elections Committee

Earl I. Jones, Chairman, The President-Elect  
Leland D. Brokaw, Member-at-Large of Executive Committee  
Charles A. Thomas, Jr., Member-at-Large of Executive Committee

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MESSAGE FROM THE PRESIDENT

Arthur J. Drucker

If there's a lesson here somewhere, tell us. In June 1971, the Defense Science Board Task Force on Manpower Research included the following in its Findings and Recommendations in its Task Force Report on the Department of Defense entitled, "Manpower Research and Manpower Management in Large Organizations":

"The Defense Department could benefit substantially from improved personnel data bases and research methodology for designing and assessing alternative policies and programs to deal with the large number of complex manpower and related issues that it now confronts or will soon face: the elimination of the draft, force reduction and restructuring, racial tensions, drug abuse, enlisted men-officer relations, civilian attitudes toward the military and other structural and attitudinal changes in American society that impinge directly on the procurement, retention and utilization of military manpower. Its present research capabilities must be enhanced if it is to find constructive solutions for these difficult problems."

Some of us in R&D were stung by the criticism that we (apparently) found "greater safety in funding research projects that are concerned with modest procedural and programmatic improvements rather than investigations focused on conflict-laden subjects such as racial tensions or drug abuse." Slavishly responsive to criticism from high places (like the boy, the man and the donkey crossing the bridge in the ancient parable), we went on to expand our program capabilities and scopes to take on a few of these conflict-laden subjects over the next several years.

It was dangerous living; though we came close to falling into the water by F.Y. 1976, on the whole, results were excellent, and we're back to other--perhaps safer--things.

New By-Laws: The realization that our By-Laws were badly in need of overhauling occurred to several of your officers almost simultaneously last Fall. As a result, there is a committee of Jones (E), Chairman; Alluisi, McFann and Drucker who have taken on the long overdue job. I have just had the pleasure of reading Earl Alluisi's first cut on a comprehensive revision and expansion and it is impressive. The entire membership will soon have an opportunity to react.

Executive Meeting - 76: The problem was where and how to hold our mid-year Executive Meeting. We needed, at the very least, to give Bill McClelland our last views on how to represent us at the January 1976 Council, as well as discuss other Division 19 business that could not wait until August. Travel funds and the Division 19 Treasury being what they were, the situation seemed hopeless. Perhaps a Conference Call? We tried it and much to everyone's surprise, it seems to have worked. We had eight installations and eleven conferees involved maximally and managed, dispensing with parliamentary procedure, to get off several needed informational exchange items over a 35-minute period. Two breakdowns occurred, but held us up momentarily, only necessitating the calling of the roll each time to see who was still present. But, by and large, the phone company cooperated very nicely. Simple advanced planning did it--people, phone numbers, times and agenda items by mail. We gave the operator 20 minutes for arrangements and off we went. It's worth considering for future business.

MINUTES OF THE EXECUTIVE COMMITTEE MEETING  
DIVISION 19  
AMERICAN PSYCHOLOGICAL ASSOCIATION  
JANUARY 19, 1976

1. President Drucker opened the meeting shortly after 1:00 P.M. EST. Responding to the roll call were:

Jim Arima	Dave Mangelsdorff
Leland Brokaw	Bob Nichols
Ralph Chason	Elaine Taylor
Earl Jones	Jack Taylor
Bill McClelland	Bill Weitz

It was observed that the conference call connected eleven persons at eight different installations.

2. Bill McClelland, Representative to the APA Council, reported on the following items. All but item "a" appear on the agenda for the meeting of Council scheduled for the weekend of 24 January 1976:
- a. A new division, The Division of Psychology of Religious Issues, was approved by Council at the conclusion of the 1975 Annual Meeting of APA.
  - b. Petitions for formation of two new divisions are in order, i.e., meet all APA requirements. The proposed divisions are: The Division of Children and Youth and the Division on International Cooperation in Research in Psychology.

Bill presented these observations:

- (1) Division 7 (Developmental Psychology) appears to be hostile to the formation of the Division on Children and Youth -- with recent actions by Division 7, there is likely to be considerable overlap in activities.
  - (2) There is some concern that the proposed division on International Cooperation in Research in Psychology does not represent a content area. However, this same concern can be applied to our Division.
  - (3) Bill is, at present, inclined to vote for approval of these applications. (The Executive Committee, unanimously, was in favor of his voting according to his best judgment, following further discussion of these applications at the forthcoming Council Meeting.
- c. The resolution concerning amnesty, presented by the Board on Social and Ethical Responsibility is still pending. Bill has prepared a statement which he read to the participants at this meeting. The

statement was unanimously approved by the Executive Board. It was suggested that Division 19 offer the assistance of some of its members who are quite knowledgeable in this area.

d. A brief statement was given on the lengthy budget of APA for the year 1976. Bill's observation is that APA is moving towards a posture of greater fiscal responsibility. (Following the Council meeting Bill informed me that an item to be discussed, on payment for APA services, did not get covered at the meeting.)

3. Jim Arima, Program Chairman, reported on the plans for the 1976 APA meetings. The Division is scheduled for five hours each on Saturday, Sunday, and Monday. In addition, there are to be two invited addresses, Business and Executive Committee Meetings, and three Conversation Hours.

Four Conversation Hours are planned, with Edgar M. Schein, Paul D. Nelson, and Samuel P. Huntington pretty firmly scheduled as leaders for three. Jim requested that the participants of the telemeeting send him suggestions for a person to handle the fourth Conversation Hour.

It was agreed that Friday was the best day for an initial meeting of the Executive Committee, to be followed by a meeting of the Incoming Executive Committee on Sunday. The Business Meeting and Presidential Address remain to be scheduled.

The telemeeting participants decided against requesting a Divisional Headquarters Room. APA requires that all Headquarters Rooms be manned throughout the Convention and it seemed doubtful that reserving such a space would be worth the manning burden and costs involved.

4. Bill Weitz, Newsletter Editor, reported that the deadline for receiving news is the end of the month. The Newsletter is to be out in February. He is interested in adding a logo to the front page. Art Drucker offered to line up some artistic assistance for him.
5. A committee has been formed to revise the Division By-Laws. The committee, consisting of Earl Alluisi, Earl Jones and Howard McFann, is working to assure that Division 19's by-laws are in consonance with the APA by-laws. Also, they note that the wording of some by-laws should be clarified.
6. The Military Psychology Awards Committee Chairman, Earl Alluisi, has submitted an announcement for the next Newsletter.
7. Bob Nichols, the Division's representative to the Interuniversity Seminar on Armed Forces and Society, has submitted an article regarding requirements for membership to be published in the next Newsletter.
8. Dave Mangelsdorf, Chairman of the Membership Committee, reported that 41 interest slips have been received. Application blanks are being mailed in response to these inquiries. A 1 July deadline has been set for receipt of completed applications.
9. Jack Taylor, Chairman of the Fellows Committee reported that solicitations were being mailed (as of this date) to Fellows for nominations of members to Fellow status.

10. The Secretary-Treasurer reported a balance of \$1,426.67 in the Treasury and of \$663.16 in the Military Psychology Award Fund as of 19 January 1976.

The projected budgets for the year ending 30 August 1976 show \$1,722.26 in the Treasury and \$677.15 in the Military Psychology Award Fund.

11. Absent at the end of the conference call were Ralph Chason and Lee Brokaw. The meeting adjourned at approximately 1:40 P.M. E.S.T.

Respectfully submitted,

*Elaine N. Taylor*

Elaine N. Taylor  
Secretary-Treasurer, Division 19

Added item: We have been informed by APA that we have retained one seat on Council. This represents no change from last year.

Report of the Representative to Council  
January 23-25, 1976

Council attacked, studied, bobbed and weaved through a 42+ item agenda which featured passage of a 100+ page budget, discussion of a range of public and social issues, consideration of a variety of ways to nominate a President-Elect, rejection (for a second time) of petitions to approve a new Division on Children and Youth and a new Division of International Cooperation in Research in Psychology, and a variety of housekeeping matters pertaining to Council's functioning.

The diversity of agenda items made it unlikely more than a small handful would be of special relevance to any given division. One to which Division 19 gave particular attention was a Resolution of Amnesty for Indochina War Resisters and Deserters, as follows:

"RESOLUTION ON AMNESTY FOR INDOCHINA WAR RESISTERS AND DESERTERS, As Amended

Introduced by

Herbert C. Kelman, Council Member  
and

APA Board of Social and Ethical Responsibility for Psychology

June, 1975

Thousands of men protested against the Indochina War by resisting conscription, deserting, or disobeying military orders. They continue to face severe legal, social, political, economic, and psychological problems associated with separation from their families, exclusion from their society, and stigmatization as lawbreakers. Many of these men were not covered by the President's clemency program. Others found the program unacceptable, as punitive in fact and spirit. The moral issue of reintegrating these young men into the society has significant psychological dimensions:

- these men share the brunt of the psychological and moral burdens imposed on the American people by the war in Indochina;
- excluding and stigmatizing these men makes it impossible for our society to heal the wounds left by the war, and to come to terms with the war's effects.
- punishing men who refused to comply in a war which is widely regarded as immoral or illegal, legitimizes unquestioning obedience to authority no matter what the moral consequences.

THEREFORE BE IT RESOLVED: THAT THE AMERICAN PSYCHOLOGICAL ASSOCIATION

- (1) Endorses the granting of universal and unconditional amnesty to draft resisters and deserters; and
- (2) Urges that special attention and reconsideration be given to Vietnam-era veterans with less-than-honorable discharges."

I then presented, during debate on the resolution, the following statement with Executive Committee concurrence:

"Agenda Item 19 - Amnesty Resolution

While many Div. 19 members are generally in sympathy with the honest and constructive motives behind the sense of this resolution, we cannot support it as stated. Our reasons are these:

first, it combines two diverse issues--universal and unconditional amnesty to draft resisters and deserters and special attention and re-consideration to Vietnam-era veterans with less than honorable discharges.

second, the first part--amnesty--makes no distinction among reasons for draft resistance and desertion only some of which involve conscientious protest against the Indochina war.

third, the second part of the resolution is too general and non-specific to be helpful. It ignores the mechanisms for review of less than desirable discharge which already exists. It lumps together all reasons for other than honorable discharge.

Passage of this resolution, while a source of rather general satisfaction to some, ignores the very great motivational differences which resulted in draft resistance and desertion, is not specific enough to guide implementing APA actions and thereby dilutes the meaning of the hope for moral force of the resolution.

W. A. McClelland  
August 29, 1975"

One other speaker urged defeat of the resolution, and one spoke in favor of passage. A motion was then made to table the resolution because psychologists had no special voice on the issue and the vote would have no effect regardless. On a voice vote, the motion was tabled.

A second item of continuing interest to us was the debate on petitions for two new divisions. Despite the merits of the petitions, there was sufficient concern about the proliferation of APA divisions, the lack of uniqueness of the interests to be served, and perceived conflict of proposed missions with these of existing divisions that the necessary two-thirds vote to approve as not quite obtained.

On petition by Division 35 (Psychology of Women), Council voted to eliminate sexism in APA publications as they were updated and referred to the Membership Committee a resolution to change the designation "Fellow" to "Distinguished Member."

Presentation of a policy on the training of psychologists wishing to change their specialties elicited considerable discussion, especially from clinical, school, experimental, and counseling perspectives. The policy emphasizes the need for high quality, individualized and formalized doctoral programs and internships. Interest was also manifest in a proposal that APA assist in providing opportunities for Master's level psychologists to complete their education to the doctoral level. I suspect we'll hear more on both topics.

Council voted to drop plans to relocate any portion of the APA Central Office. The ad hoc Committee to Evaluate Relocation was assisted in its study of the matter by a team from A. D. Little and Company. Clearly, no fiscal advantages seemed likely to be realized by relocation.

Finally, your Division 19 representative joined with representatives of other divisions (including 3, 5, 6, 14, 15, 17, 21) and states in sponsoring a resolution designed to counter unjust and unsupportable attacks on psychological testing, recognizing that there are abuses in test use but stating societal and personal benefits far outweigh them.

I'm reporting on a meeting, some events of which I can only mention briefly, and many of which I have only partially digested. I continue to be impressed by Council's growing sensitivity to the fiscal realities of our Association. It is also good to see that orderly attention is paid to all agenda items however carefully and/or passionately presented by the proponents(s). It is perplexing to see how our conflicting values and interests can ever be reconciled, yet we are still one Association of psychologists. Representing you this past year has been educational, stimulating, confusing and challenging. Naturally, I'm grateful you thought well enough of Division 19 to cast sufficient votes for me to continue as your representative in 1976. \*

William A. McClelland  
Council Representative

\* EDITOR'S NOTE: Division 19 retained its one seat on the APA Council of Representatives for 1977 (January '77 through Jan '78 Council Session) by receiving .79% of the apportionment ballot, reflecting 1190 Total Value Points. Had we received less than .5%, we would have lost that seat. Fortunately, 68 members apportioned all 10 votes to Division 19.

The .79% compares with .77% in the previous year, based on 1184 Total Value Points.

## DIVISION 19 APA CONVENTION PROGRAM

With the passing of the deadline for submissions, the program committee has an abundance of fine proposals for papers and symposia. While this condition portends much work and difficult decisions for the committee, it augurs well for the division in that participation in the program and the quality will be high. The proposals cover a wide variety of topics in the general areas of clinical, organizational, personnel, training, environmental, and man-machine systems psychology as they exist in the military setting. All the services and especially their major research activities, are well represented. Somehow, the worthy presentations will be compressed into 15 program hours that will be presented over three days--Saturday, Sunday and Monday (4, 5, 6 September), at the Shoreham Americana.

In addition to the contributed part of the program, there will be two sessions with invited speakers. One of these will feature Lt. Col. Henry L. Taylor of the Department of Defense who will explain the organization and budgeting for carrying out personnel and training research in the Department of Defense. The other speaker spot is still being negotiated.

As of this writing, our president, Art Drucker, continues to keep the title of his presidential address a deep secret. But there will be one. There will also be the traditional business meeting of the division and a social hour with Division 21.

The ultimate success of the program will depend on the attendance and participation of the general membership of Division 19. Since the allocation of convention program hours to a division depends, in part, on the proportion of its membership actually attending a convention, we hope the turnout will be magnificent. This year, we have two less program hours than last year and four less than the year before that. The lesson is clear; try to attend.

James K. Arima  
Chairperson  
Division 19 Program Committee

## DIVISION 19 APA MEMBERSHIPS

There have been 41 interest slips received from the APA membership office as of 1 February 1976.

The membership committee of Robert Holz and Nancy Quinn are assisting in personally contacting each interested individual by providing membership applications and information on qualifications. Completed applications will be forwarded to Elaine Taylor by 1 July 1976.

If any member is aware of other interested parties related to membership in our Division, have them contact David Mangelsdorff at the Health Care Studies Division, AHS, Ft. Sam Houston, Texas 78234; Telephone: Autovon 471-4541/3331/3116.

CURRENT REPORT FROM THE TREASURER - DIVISION 19

The balance on hand on 1 February 1976, was \$1,433.59. In the Military Psychology Awards Fund, the balance was \$663.16.

The beginning balances on hand on 1 September 1975, were \$1,384.65 in the Treasury and \$653.15 in the Military Psychology Awards Fund. Income and expenses are occurring largely as projected.

Elaine N. Taylor  
Secretary-Treasurer  
Division 19, APA

NOTES FROM THE INTER-UNIVERSITY SEMINAR

The Inter-University Seminar on Armed Forces and Society is interested in gaining more members who are psychologists. The society is an interdisciplinary group, made up of political scientists, historians, sociologists, psychologists, legal scholars, economists, and other specialists in such fields as military organization, military strategy, arms control and peace-keeping. Membership includes such scholars as Albert Biderman, Martin Blumenson, Samuel Huntington, Morris Janowitz (who serves as Chairman), Seymour Melman, and Adam Yarmolinsky.

Prospective fellows should meet these criteria:

1. Displayed professional competence in research in the application of the behavioral sciences to the study of armed forces and society (e.g., research published in professional or referee journals of merit).
2. Receipt of advanced degrees (MA, Ph.D)
3. Demonstrated competence in classroom teaching at the collegiate level.

Persons interested in joining should submit their vita and a statement of their interest to the organization. Application blanks for this purpose can be obtained from COL (Dr.) Robert S. Nichols, Director, Human Resources Development, U.S. Army War College, Carlisle Barracks, PA 17013, who is serving as the point of contact between I-US and Division 19. These application forms can then be endorsed by COL Nichols or any other person who is already a fellow of the I-US.

## 1976 MILITARY PSYCHOLOGY AWARD

The American Psychological Association's Division of Military Psychology (APA Division 19) is pleased to announce the continuation of its award for outstanding contributions to military psychology. The award, to be presented no more frequently than annually, is acknowledged by plaques for the author(s), the institution or firm, and where appropriate, the sponsoring organization or agency. The award will be announced and the plaques presented at the annual meeting of the Division.

In judging the outstanding contribution of the year to military psychology, the principal criterion will be the excellence of the product of broadly defined military psychology activities, to include but not be limited to the products of research development, application, services, or management.

All persons will be eligible for the award, and the winning contribution may be that of an individual or a team. Winners need not be members of the American Psychological Association or of APA Division 19. Judging will be accomplished by a standing committee of the Division of Military Psychology consisting of the Past President (Chair), the President, and the President-Elect.

NOMINATIONS for consideration may be submitted by agencies, organizations, sponsors, or individuals. Proponency by persons or organizations other than those responsible for the nominated product is also acceptable; the goal is to receive the best set of nominations from which a valid selection of the year's outstanding contribution to military psychology can be made.

NOMINATIONS should consist of the report(s) or description(s) of product(s) the nominee wishes the committee to consider, along with an abstract (of 300 to 500 words). The nominee should give special attention to his explanation of those aspects of the product which make it, in his judgment, outstanding.

NOMINATIONS should be submitted no later than 15 April 1976, to:

Dr. Earl A. Alluisi  
Military Psychology Award Committee  
1421 Rylands Road  
Virginia Beach, VA 23455

## DISTINGUISHED PROFESSIONAL CONTRIBUTION AWARD

Received the following announcement from the APA Committee on Professional Awards regarding the seeking of nominations for the Distinguished Professional Contribution Award of the American Psychological Association:

"The Distinguished Professional Contribution Award is presented annually to a member of the Association who has advanced psychology as a profession by distinguished contributions to knowledge or practice, subject to the following limitations: (a) members of the award committee, former recipients of the award, the President and the President-Elect of APA are ineligible; (b) the

committee shall seek diversity in selecting recipients, avoiding as far as possible, the consecutive selection of more than one person representing a specialized topic, a specific material, a given method, a particular application, or a specific specialized service. The winner receives \$1,000. The award was first given to Carl R. Rogers in 1972. In 1973, the winner was David Wechsler, and in 1974, Noble H. Kelley. George W. Albee won the award in 1975.

Nomination award forms are available from: Professional Award, Department of Professional Affairs, APA, 1200 17th Street, N.W. Washington, D.C. 20036.

The deadline for nominations for the Award to be presented in 1976 at the Convention is May 15, 1976. The Committee on Professional Awards earnestly desires to make this Award a truly significant and meaningful one.

#### NAVAL POSTGRADUATE SCHOOL - BROADENED ADMISSIONS CRITERION

The student body of the Naval Postgraduate School, since its inception in 1909, has consisted almost exclusively of military officers. A recent DOD clarification of the institution's charter makes it clear that Federal civilian employees--DOD or otherwise--may attend the school.

The Naval Postgraduate School is located at Monterey, California. It is fully accredited and grants Master's degrees and doctorates in a variety of technical, scientific and management fields. It operates on a year-around, four-quarter system. It also provides a wide range of programs at the school and at the site of sponsoring agencies in its continuing education courses. As a part of the continuing education program, there are also individualized courses available in the PSI (Keller Plan) mode that a person may take wherever he or she may be, in most cases.

Of the degree programs that now exist, three would be of most interest to Division 19 members. The first is a human factors sub-specialization within the operations research/systems analysis program leading to master's and Ph.D degrees in operations research. The second is a personnel and manpower sub-specialization in the degree leading to an MS in management. Finally, there is a master's degree program in management in the area of human resources management. The school, however, plans to consider the "tailoring" of programs to meet the specific needs of individuals. For example, if there is a sufficient demand, it should be possible to establish a formal degree program in military psychology from the broad spectrum of courses now being offered.

Further information on requirements and programs may be obtained from Dr. Brooks Lockhart, NPS Dean of Curricula (Naval Postgraduate School, Code 022, Monterey, CA 93940).

## WILLIAM McCLELLAND TO CHAIR COUNCIL COMMITTEE

Bill McClelland, our Council Representative, has been elected to chair the Committee on Structure and Function of Council for 1976. The Committee reviews, receives and initiates recommendations, suggestions, and complaints about Council functions and operations, and gives continued attention to Council procedures. \*

\* EDITOR'S NOTE: We are sure that this Committee will benefit greatly from Bill's fine sense of humor and keen and logical mind. Congrats to Bill on this Council appointment.

## NATO CONFERENCE - JULY 1976

There will be a NATO Conference on Coordination and Control of Group and Organizational Performance from 25-30 July, 1976, at Munich, West Germany.

The conference will focus on current research and theory that offers the prospect of understanding performance and effectiveness at both the group and organizational levels. Panels of papers will be presented in the following areas: Leadership Theories; Decision-Making Approaches; participation and industrial democracy; communication processes; and power and political relationships within organizations and between organizations and their social matrix.

Anyone interested in information should write to: Bert T. King, Ph.D, Organizational Effectiveness Research Programs, Office of Naval Research, 800 North Quincy Street, Arlington, Virginia 22217.

## EDITOR'S COMMENT

In the President's message, reference was made to trends in Research and Development over the last few years. However, recent events indicate that the Army may have considerable difficulty maintaining manpower requirements for Psychologists in the next year or two. Prior to the last year, the Army was able to attract their full complement of active duty psychologists, both clinical and experimental, through numerous educational training programs. The most notable was the Graduate Student Program, which filtered many young psychologists into uniform, but which was ended a year or so ago. With the termination of these programs, along with the continued low retention rate of psychologists on active duty, it would be surprising to see the Army approach manpower quotas for psychologists, and possible deficits could run as high as 50% of total authorized manpower within 2 years.

Part of the difficulty can be traced to the continued low retention rate for active duty psychologists. Why a system will expend considerable amounts of money (as high as \$50,000 per individual) training an individual to perform a specialized role as a psychologist, while at the same time, making no attempts to keep him in the system, is a question which defies all cost-effectiveness management. Reasons for poor retention rates are quite clear, and some of these may be enunciated: (1) Psychologists receive no monthly professional pay, which is presently given to fellow Medical Service Corps. optometrists,

in addition to physicians, dentists and veterinarians; (2) Psychologists receive no rank preference in terms of their professional education and training and, in fact, are equivalent in rank to any officer who has spent the same time in grade. This is unlike Medical Corps. Officers who have their own promotion system and whose officers move up the ladder rapidly. Consequently, it is possible for a Ph.D psychologist to hold the rank of 1st Lieutenant, while most serve their total of active duty time as Captains; (3) Unlike other high need groups, there is no big bonus packages being offered to keep psychologists in the system past their obligated time. These packages can run as high as \$12,500/year for each additional year of service promised, with lower figures for lower time obligations to service.

The big point to be made is that the Army has not had to deal with supply-demand realities as they affected the status of psychologists. There has been no need for DA to offer any inducements when sufficient manpower has been obtainable without them. With the potential shortages, the Army will have to face the questions of whether: (1) Psychologists are critical personnel in the military system and, if so, (2) what kinds of changes it will take to attract and maintain these professionals.

The future support of APA, and specifically Division 19, may play a key role in helping to upgrade the professional status of psychologists within the Army system, and, hopefully, this support will be forthcoming when the need should arise.