

NEWSLETTER

Division of Military Psychology

DEC 13 1979

American Psychological Association

Division 19

LIBRARY
AMERICAN PSYCHOLOGICAL ASSOCIATION
1200 Seventeenth Street, N.W.
Washington, D.C. 20036

Summer

July 1979

EXECUTIVE COMMITTEE

PRESIDENT

Elaine N. Taylor

PRESIDENT-ELECT

Robert R. Mackie

PAST PRESIDENT

Paul D. Nelson

SECRETARY-TREASURER

James K. Arima

REPRESENTATIVE TO COUNCIL

Earl A. Alluisi

MEMBERS-AT-LARGE

Donald F. Haggard

Gordon A. Eckstrand

STANDING COMMITTEE CHAIRMEN

NOMINATION AND ELECTIONS

Robert R. Mackie, President-Elect

PROGRAM

E. K. Eric Gunderson

MEMBERSHIP

Robert D. McCullah

FELLOWS

Preston S. Abbott

EDITOR

Nancy Guinn Vitola

AFHRL/PEM Stop 20

Brooks AFB, Texas 78235

IN THIS ISSUE

Message from the President.....	1
Elaine N. Taylor	
APA Council Representative Report.....	2-3
DOD Symposium Announcement.....	3
Division 19 APA Program.....	3
APA Pre-Convention Workshops	
Human Factors in the Military.....	4
Mental Health Programs in the Military.	5
Testing and Training.....	6
Invited Address at APA - Paul D. Nelson..	4
Results of Apportionment Ballot.....	5
Committee Reports	
Elections.....	7
History.....	7
R&D Implementation of Research.....	7
Membership.....	7
1979-1980 Lecture Program.....	8
Research Law - New York.....	8
Workshop Cruise.....	8
Invitation to Dual Membership.....	8
Report from Division 14.....	8-9
Membership Profile.....	10-13
Centennial Logo.....	13
APA Meeting: Research on DOD Civil Servants.....	13
In Memoriam - William A. McClelland.....	14
Member News/New Publications.....	14-15
Request for Newsletter Participation.....	16
APPENDIX - Division 19 PROGRAM - APA	

DIVISION 19 COMMITTEE MEMBERS

NOMINATION AND ELECTIONS

Robert R. Mackie, President-Elect
Donald F. Haggard, Member-at-Large
Gordon A. Eckstrand, Member-at-Large

PROGRAM

E. K. Eric Gunderson, Chairman
A. David Mangelsdorff
W. Herlie Hendrix
Randall M. Chambers

MEMBERSHIP

Robert D. McCullah, Chairman
Francis J. Fishburne
Sylvia Mayer
Edward E. Eddowes

FELLOWS

Preston S. Abbott, Chairman
Edna J. Hunter
Dirk C. Prather

AD-HOC COMMITTEES

HISTORY OF MILITARY PSYCHOLOGY

Walter L. Wilkins

SELECTION AND TRAINING

Richard E. Doll

HUMAN FACTORS AND ENGINEERING PSYCHOLOGY

Randall M. Chambers

TEACHING OF MILITARY PSYCHOLOGY

L. Ralph Chason

R&D AND THE IMPLEMENTATION OF RESEARCH

Robert G. Smith

LEGISLATIVE AFFAIRS AND AAP LIAISON

Meredith P. Crawford

MENTAL HEALTH PROGRAMS IN THE MILITARY

Johnston Beach

ORGANIZATIONAL PSYCHOLOGY, TRENDS AND PROFESSIONAL ISSUES

Bert T. King

INTER-UNIVERSITY SEMINAR ON ARMED FORCES AND SOCIETY LIAISON

Robert S. Nichols

MESSAGE FROM THE PRESIDENT Division affairs have been moving along since Nancy Guinn's excellent Newsletter of January 1979. All of the standing committees have been working on their assignments with notable success. We have a fine program on the agenda, thanks to Eric Gunderson and the members of his Program Committee. Take special note of the pre-convention workshops as well as the program events contained in this Newsletter.

There is an announcement in this issue of the Newsletter concerning the meeting of the Ad Hoc Committee on Organizational Psychology with special attention to Research on Civil Servants in DoD. Many of you may be interested in learning about this. We hope to get this change into the APA corrections/additions materials that you will receive at the registration desk in New York City.

Regarding the Ad Hoc Committees formed by Paul Nelson in 1978: Some of them achieved a running start during that year, enough so that several held productive pre-convention workshops at the annual 1978 meeting. These committees will be meeting again at the 1979 Annual Meetings. The remaining Ad Hoc committees have completed their formation and developed outlines for accomplishing their studies. Some of them have scheduled pre-convention workshops or special events during the official days of the convention.

Here are special "thank you's."

Nancy Guinn - for an excellent Newsletter. Its coverage and handsome format have been outstanding.

Bob (Robert) R. Mackie - for his continuing generosity in the reproduction and mailing of the Newsletter. At last year's business meeting, an increase in dues was made. This increase was, in part, to create Divisional capability in covering the costs of materials. Thanks to Human Factors Research, Inc., the actual services of reproduction and preparation for mailing are not yet a cost to the Division. Division members should not let this go unnoticed.

Jack (Johnston) Beach - Jack accepted two difficult and time-consuming assignments this year. He personally drafted letters to (1) The Assistant Secretary of Defense for Health Affairs on the under-utilization and lack of recognition of psychologists in uniform, and (2) The President, Division of Counseling Psychology on the wording of a declaration by that Division regarding the treatment of women and minorities in the receipt of psychological services. Jack staffed his drafts through representative groups for comment and wrote the final replies.

It is only through the willingness and dedication of outstanding members that this Division can competently respond to the many inquiries and issues that come in a year's time. Ours is a Division with such diverse interests that it will usually be beyond the scope of one elected official to handle all inquiries with confidence. I feel much indebted to Jack Beach for his meritorious contribution this year.

Sister Rosalie K. Ambler - For accepting an appointment to the APA Committee on Women in Psychology Network. Sister Rosalie recently retired as Chief of the Personnel Research Division, Naval Aerospace Medical Research Laboratory, and is presently at the Cenacle Retreat House, St. Louis, Missouri. With her background and current experience, she will bring much perspective to this recently formed network.

Now I must stop, lest this begin to read like a night at the Emmy Awards, though there are more people who deserve thanks for prompt replies and thoughtful suggestions.

I am attempting to form an Ad Hoc Committee on Women in the Military and a sub-committee within that group on Women in Combat. APA's Administrative Office on Women's Programs has made inquiries to us on the latter subject. We must all know that both issues are going to be hotly debated within the next year or so. Interested members, on either side of these issues, are invited to contact me as soon as possible for membership on the main committee or the sub-committee.

REPORT FROM Probably the most important item that is on the agenda for the August
DIV 19 REPRESENTATIVE TO 1979 meeting of the Council of Representatives is a set of proposals
COUNCIL from the APA Board of Directors regarding licensure and the proposal
 for a National Commission on Education and Credentialing. In a letter
 dated April 19, 1979, Dr Nicholas Cummings, APA President, reported
on the Board's recommendations as follows:

"The Board voted to recommend to the Council of Representatives a modified definition of practice in light of the large array of concerns expressed within APA. Thus activities defined as practice and as licensable are those for which the public faces risk when individual consumers are unable to evaluate the qualifications of providers or are unable to evaluate good practice. The Board's proposed definition limits consideration to services provided to individuals or groups of individuals in line with the point of view that organizations have ample means by which to protect themselves. Similarly, the set of functions and services defined as the practice of psychology is considerably narrowed while reserving and protecting the core functions of the practice of psychology. The definition proposed by the Board of Directors is neither as broad or as narrow as specific subgroups within APA would like but represents a good definition that can be endorsed as a constructive policy stance for an association as large and as complex as APA.

The array of opinion and reaction concerning the issues of credentialing specific to the proposal for a National Commission are, if anything, more diverse and more complex. On the one hand it is difficult to collaborate between organizations without having a well-thought out policy regarding credentialing issues such as a designation system in the absence of much needed detail, experience, and evaluation of outcomes at each step. On the other hand, the problems faced by State Boards of Examiners are very real and very urgent.

As a result the Board voted to recommend a set of criteria to the Council of Representatives that represent a national policy stance by which State Boards may make determinations regarding an individual's qualifications to be admitted to the licensure exam. The proposed criteria focus more explicitly on programs that are geared to preparing individuals for the practice of psychology as defined by the Board's proposed definition of practice.

The Board also voted to recommend to the Council of Representatives a task force to design, implement, and evaluate a system by which to designate programs as psychology programs that train and prepare individuals for the practice of psychology. The details of the task force composition, charge, etc., are contained in the Board of Directors report. The Board was unanimous in its concern that we begin a process by which to meet these very real problems but one that is an experiment and that neither presupposes nor precludes an outcome. Rather, the experimental system proposed via the Task Force process is one that should provide the Association with the sort of detailed knowledge that we feel is necessary to reach a firm decision concerning each of the complex issues revolving around an ultimate credentialing process and system."

Division 14's Executive Committee has drafted a position paper that endorses the "scientist/practitioner model" but to my reading seems to emphasize the practitioner side more than the scientist side while opposing generic licensing of all psychologists. An underlying issue is whether psychologists will be recognized as psychologists regardless of where trained--i.e., in Departments of Psychology versus other departments in Business Schools, Medical Schools, Management Programs, Education Schools, Special Education Programs, etc. Some of these issues are still being formulated and apparently debated. I welcome your advice in these matters.

Earl A. Alluisi
Hq AFHRL/CCN, Stop 20
Brooks AFB, Texas 78235

7TH BIENNIAL PSYCHOLOGY - DOD SYMPOSIUM The Seventh Biennial Psychology in the DoD symposium will be held at the Air Force Academy, 16-18 April 1980. Keynote speaker will be Dr Kenneth E. Clark, former APA President. The call for papers will be mailed in August requesting ideas for paper sessions and discussions of interest to participants. Questions regarding this symposium should be directed to Major Richard L. Hughes, AUTOVON 259-4171/3860 or area code 303-472-4171/3860.

DIVISION 19 APA PROGRAM Attached to the back of this NEWSLETTER is the 1979 APA Program for Division 19 for your use. Due to the diligent efforts of the Program Committee, this year's scheduled presentations along with the pre-convention workshops make Division 19's program look both interesting and informative. Be sure to note the specifics concerning pre-convention workshops and unscheduled meetings at APA contained in this newsletter.

APA WORKSHOP - The workshop on Human Factors in Military Systems will start at
HUMAN FACTORS 9:00 AM on August 31st in the Province Room of the Sheraton Centre
IN MILITARY in New York. This workshop was organized by the Division of Military
SYSTEMS Psychology's Ad Hoc Committee on Human Factors and Engineering
Psychology, chaired by Dr. Randall M. Chambers. Speakers and other
participants will include leaders in the field of human factors research in the Army,
Navy, Air Force, certain Universities, and industrial research organizations. Follow-
ing the keynote address, the overall conduct of the workshop will be informal, with
a series of progress reports, technical papers, discussions, and committee business.
The objectives of the workshop include (1) identification of salient issues in human
factors research and engineering psychology, of special importance to the military
services, (2) basic philosophical considerations in performing human factors research
within military systems (3) discussion and evaluation of technical and professional
issues (4) interactions with Division 21, the Human Factors Society, and other
behavioral and engineering research organizations (5) the identification and impact
evaluation of new emerging disciplines and (6) identification of technical standards
in the human factors field. Special invitations to attend are extended to members
of Divisions 14, 19, and 21.

INVITED Paul D. Nelson, Past President of Division 19 and Chief of the US
ADDRESS AT Navy Medical Service Corps, will deliver a presentation on "Varied
APA Roles for Psychologists in Health Care Services," September 2,
11:00 - 11:50 AM in the Commonwealth Room, Sheraton Centre. As a
sneak preview of his invited address, Paul forwarded the following comments to the
Editor.

"Psychology as a profession and psychologists as individuals seem suddenly in recent times to be caught up in the totality of health care services of our nation. No longer do psychologists think of their challenge, responsibilities, and capabilities in terms of mental health alone. For psychologists, civilian and active duty alike, who have served our Department of Defense and individual services, many of these seemingly new roles and opportunities have existed for some time. In some instances, the professional roles served in support of our defense forces were perhaps the very models for civilian institutional use and adaptation.

As the professional challenges of health care services increased in number and complexity, from within and outside of the defense forces structure, professional opportunities for many different behavioral scientists including psychologists should only increase. Such opportunities as I envision range across the entire spectrum of professional roles in clinical, research, and administrative aspects of health care services. It is about these matters that I will share some thoughts in the address I was invited to give for Division 19 at this year's annual meeting of the American Psychological Association."

APA WORKSHOP -
MENTAL HEALTH
PROGRAMS IN
THE MILITARY

There will be a pre-convention workshop held by the ad hoc committee on Mental Health Programs in the Military, 31 August 1979, 0900-1700 in the Embassy Room of the Sheraton Center Hotel. The committee was established primarily to surface the professional issues and voice the concerns of uniformed psychologists in the services.

This year's meeting will focus on the action taken to deal with issues discussed during last year's meeting - fuller utilization of psychologists by the military and issues relating to recruitment and retention (e.g., promotions, pro-pay, entry level, etc.). The psychology consultants from each service will attend and present a status report, as well as share from their perspective what movement has occurred and the future direction of psychology in their particular service.

In addition to the work session mentioned above, it is desired that several psychologists from each service present papers describing projects in which they are involved that will affect the direction and focus of military policy. These papers are not to be scientific in the sense of presenting scientific data but should be aimed at informing your fellow psychologists of the impact psychologists have on overall military policy. Capt Paul Nelson, past President of Division 19 and Chief of Navy Medical Service Corps, will also address the group.

If you are currently involved in any of these "big picture" projects or have recently completed work on such a project and would be willing to discuss this with your fellow psychologists, contact CPT Johnston "Jack" Beach, Behavioral Science Division, Academy of Health Sciences, Ft Sam Houston, Texas 78234, Autovon 471-5716/41 or commercial 512-221-5716/3341 as soon as possible.

All uniformed psychologists (others welcome also) attending the convention are urged to attend and provide input.

RESULTS OF
APPORTIONMENT
BALLOT

Last November, members received their yearly apportionment ballot which determined the number of Council representatives each Division, State Association, or coalition will be entitled to have in 1980.

In the last NEWSLETTER, the critical need for Division 19 members to continue allocating some proportion of their ballot to Division 19 was discussed. The number of seats is determined by each member allocating a total of ten votes to the Division and/or State Association through which they wish to be represented the following year. By computing the percentage of the total vote, the number of representatives is determined annually as follows:

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

If the results indicate than an organization received less than 0.5% of the total vote and they wish to gain or maintain representation on Council, the APA Bylaws provide that any group of State Psychological Associations or Divisions may, by mutual agreement, associate themselves as a unit for Council representation, i.e., may form coalitions.

Vote allocations for Division 19 members for the past six years is presented below. Since 1975, the percentage of total vote has decreased although the 1980 allocation appears slightly better than for the previous two years.

VOTE ALLOCATIONS BY DIVISION 19 MEMBERS												
	Number of Points										Percentage of Total	Number of Council Seats
	1	2	3	4	5	6	7	8	9	10		
1980	74	53	20	26	48	10	6	7	1	89	.76%	1
1979	50	39	32	20	48	4	5	3	-	70	.70%	1
1978	60	38	22	10	51	5	1	5	-	67	.75%	1
1977	56	39	18	13	39	2	1	1	-	68	.79%	1
1976	60	41	26	15	42	2	2	6	-	62	.77%	1
1975	43	30	21	16	37	3	2	5	1	86	1.12%	1

Last November only 50.3 percent of total APA membership voted for 1980 representation. However, 66 percent of Division 19 active membership returned their ballots with 26.6 percent of those voting casting all 10 votes for Division 19. By receiving .76 percent of the total vote, Division 19 was able to retain their one representative on the APA Council. If members fail to participate in the next apportionment ballot, Division 19 might lose their one Council seat. If this should occur, some consideration should be given to the possibility of forming a coalition with other Divisions and/or State Associations in order to maintain representation. Let's keep this in mind when the apportionment ballot is received next November. Cast as many points as possible for DIVISION 19.

APA WORKSHOP: Rick Doll (NAMRL), Chairman of the ad hoc Committee on Testing and TESTING AND Training, announces the second annual workshop of this committee to TRAINING be held at the upcoming APA convention. As a result of last year's workshop, three subcommittees were formed to address specific problems within three general areas: Testing, Training, and Performance Maintenance.

The subcommittee on Testing will present a report on "The Politics of Military Testing Programs." In addition, Eli Flyer, OASD (MRA&L) and William Sims (CNA) will be invited participants. This subcommittee includes Lonnie D. Valentine (AFHRL), Chairman; Wayne Sellman, OASD (MRA&L); M. A. Fischl (ARI); and Martin Wiskoff (NPRDC).

The subcommittee on Training will present a report on "Simulation: On the Development of an Instructional Technique for the 21st Century." Ron Hughes (AFHRL) accepted chairmanship of this committee when Wayne Waag (AFHRL), the original chairman, received an overseas assignment. Other subcommittee members include: Paul Caro (Seville Research, David Bessemer (ARI, Ft Knox), and Norm Kerr (NTTC).

It is also anticipated that the subcommittee on Performance Maintenance chaired by Henry Holff (ONR) will also present a report at this workshop.

Other committee members include: Jim Arima (Navy PG School, Monterey), Paul Gibson (BUMED), Larry James (IBR), and Ralph Dusek (ARI).

ELECTIONS COMMITTEE REPORT In January, the annual call for the nomination of officers was issued (this year, only for the President-Elect). According to Bob Mackie, Chairman, Elections Committee, it is not uncommon to receive a very small response to this call. However, 22 percent of our eligible membership submitted nominations this year, reflecting an unusual level of interest.

The Elections Committee is most appreciative of your response. The very excellent slate of nominees for President-Elect includes: E. Ralph Dusek; Donald F. Haggard; and Robert S. Nichols.

We are confident that the enthusiasm evident during the nominating period will extend to the voting. In the meantime, campaign for the President-Elect of your choice.

HISTORY COMMITTEE REQUEST The History Committee of Division 19 needs your help in the compilation of the history of military psychology. The current project of the committee is the history of the principal research laboratories supported as in-house facilities by the Department of Defense. Other tasks will include the writing of the history of military psychology as illustrated by: (1) The work of the service academies at West Point, Annapolis, Colorado Springs, and New London; (2) The work of the practitioners in clinics, hospitals, laboratories, and field (and combat) settings; (3) The contributions achieved through the foresight and the support of the DOD research-sponsoring agencies, of which ONR seems to have the longest history. In addition, histories of the accomplishments of the major independent laboratories, some of whom have a long association with psychological research on problems identified in the military should also be included, and (4) The history of Division 19.

If you have any ideas, suggestions, or contributions for the areas enumerated, please contact: Dr Walter L. Wilkins, Consultant, 3258 Trumbull St, San Diego, CA 92106.

COMMITTEE ON R&D AND IMPLEMENTATION OF RESEARCH The ad hoc Committee on Issues in Research Reports, Technology Transfer, and R&D Product Implementation is currently conducting an informal survey to identify problems as well as solutions to problems in these areas. The committee (Bob Smith, Chairman; Al Fregly; and Jack Hicks) would appreciate receiving input on these topics from all Division 19 members. Bob is scheduled to present an invited address on this subject at the upcoming APA Convention and at that time, will report results of the survey and ask for additional comments from the audience.

If you have any ideas or thoughts concerning these topics, Bob would like to hear from you now - write or call: Bob Smith, 7606 Chancellor Way, Springfield, VA 22153, (703) 455-9788 (Home); (202) 697-1219 (Office); Autovon 227-1219.

MEMBERSHIP COMMITTEE Processing of potential new member applications is underway. Although the stated deadline for receipt of completed application forms is 1 July, Bob McCullah, Chairman of the Membership Committee, says that he will be glad to process applications for those who could not meet the suspense. If you know of any APA member who would like to affiliate with Division 19, send their name or have them contact: CDR Robert D. McCullah, MSC, USN, Code 23C-14, BuMed, Navy Department, Washington, DC 20372.

1979-1980 LECTURE PROGRAM In 1879, Wilhelm Wundt founded what most authorities agree was the first laboratory in experimental psychology. As part of the centennial celebration of this significant event, the Education and Training Board of the APA, with assistance from the Executive Committee of APA History of Psychology Division, has compiled a list of speakers for this program. Lecturers include Drs Ludy T. Benjamin, Jr., Wolfgang G. Bringmann, Josef Brozek, Thomas C. Cadwallader, Donna M. Cone, Rand B. Evans, Elizabeth S. Goodman, Frank P. Hardesty, Mary Henle, Alan E. Kazdin, A. Bryan Laver, David E. Leary, Eugene S. Mills, Henryk Misiak, Paul T. Mountjoy, Nicholas Pastore, John A. Popplestone, Barbara Ross, Duane P. Schultz, Virginia S. Sexton, Noel W. Smith, Michael M. Sokal, Antony A. Walsh, and Michael Wertheimer. Specific topics and the dates of availability for these lecturers are available from the Educational Affairs Office, APA, 1200 Seventeenth Street, N. W., Washington, DC 20036.

RECENT LAW ON RESEARCH A relatively new New York State Law (Chapter 450, Article 24-A) concerned with the protection of human subjects, requires that for any research which utilizes human subjects and which involves physical or psychological intervention, other than that covered by Federal guidelines (e.g., that covered by HEW rules and regulations, Title 45, Part 46): (a) informed written consent of the subject must be obtained; and (b) the research must be reviewed and approved by an institutional human research review committee comprising at least five persons approved by the Commissioner of Health; committee members can not review their own research. This law, which subjects violators to civil and criminal penalties of the Public Health laws, applies to research conducted in both educational institutions and industrial organizations.

MID-WINTER WORKSHOP CRUISE The Southeastern Psychological Association announces the Second Annual Caribbean Workshop Cruise from New Orleans to Cozumel and Havana, Cuba aboard the MS Kazakhstan. Workshops include Rorschach, MMPI, Neuropsychology, Gestalt Therapy, Multivariate Analysis, Alcohol and Substance Abuse, Clinical Hypnosis and others, led by experienced workshop leaders. For more information, contact Raymond D. Fowler, SEPA Workshop Director, Box 2968, University, Alabama 35486.

INVITATION FOR DUAL MEMBERSHIP APA Division 14, Industrial/Organizational, is encouraging dual division membership on the part of fellow professionals with interest in areas similar to those in Division 14. Those interested in participating in Division 14 also should contact Dr M. A. Fischl, PERI-IL, US Army Research Institute for the Behavioral and Social Sciences, 5001 Eisenhower Ave, Alexandria, VA 22333.

REPORT FROM DIVISION 14 In February, 1979, Dr Laurie Broedling, Chairperson of the Public Relations Committee of Division 14 (I/O Psychology), attended the Division 14 Executive Committee meeting. After talking to President Elaine Taylor about the events of that meeting, Dr Taylor suggested that Dr Broedling submit the following item for inclusion in the Division 19 NEWSLETTER since certain of the events are of interest to all Division 19 members.

Most of the important items revolve around the growing rift within APA. The crux of the problem (at least as seen by Division 14) is that health care

practitioner psychologists are pushing for a generic approach to psychologist licensing and psychology program accreditation. The end result is that the criteria which the health care psychologists have developed to regulate their profession are being automatically extended to apply to all other psychologists, rather than having different criteria for different types of psychologists. These actions have exacerbated the already growing split within APA between the health care practitioners and almost everyone else. The health care practitioners are very well organized, having strong representation on APA boards and committees and usually voting as a block. An excellent summary of these developments appears in "Professional Psychologists Seek to Change Roles and Rules in the Field," Science, Vol 203, 26 January 1979.

Under the able leadership of John Campbell, who is Past President of Division 14, Division 14 seems to have taken a lead in resisting these pressures, specifically in voicing opposition to the APA Committee on State Licensing's Model Plan for State Legislation and to the Proposal for a National Commission of Education and Credentialing in Psychology. Division 14 has gone on extensive record with APA in articulating its position with respect to its opposition to the generic approach.

One of the apparent reasons for the power shift in APA is that the health care practitioners have a well-defined core of common interest around which they have united, while the non-health care practitioners are a highly diverse group. Just within Division 14, for example, there are academics, researchers, and practitioners (consultants). Some counter efforts have been made by non-health care practitioners, one of which has been the formation of a Scientist/Practitioner Coalition. The latest meeting of this coalition was on January 19, 1979, with Division 19 being represented by Earl Alluisi.

These conflicts have put such a severe strain on APA that there is some possibility that non-health care practitioner groups (or individuals) will leave the organization. In recognition of this fact, APA has set up a committee, headed by Kenneth Clark, to study APA reorganization. A number of tentative reorganization proposals have been promulgated. Division 14's reaction to them is cautious, primarily because they all have the potential of splitting up Division 14 because the proposals call for dividing up membership along scientist and practitioner lines. Division 14 has developed a list of things to consider as they approach the APA reorganization issue (e.g., keeping Division 14 membership intact) and a list of preferences with regard to APA reorganization and/or withdrawal from APA.

One of Division 14 Executive Committee's conclusions is that it is not acceptable to continue to live in a defensive atmosphere in which the reoccupation must be with fending off the health care providers. One avenue is to shift from the defense to the offense. A conclusion was that it is not sufficient for Division 14 to be in opposition (no matter how articulate) to the initiatives of the health care providers. Instead, it is incumbent on the division to develop a position regarding what it feels are the appropriate criteria for licensing I-0 psychologists, for accrediting I-0 psychology graduate program (or developing reasons why accreditation isn't necessary), etc. Therefore, the division is initiating a task analysis of the jobs of I-0 psychologists which will form the basis for determining the professional standards and policies which should be applied to I-0 psychologists.

MEMBERSHIP PROFILE To see the growth and changes in Division 19, data from APA Directories and Membership Registers were compiled on Associates, Members, and Fellows in Division 19 from 1960 to 1978. From these data, a membership profile was developed, and Division 19 was compared with other APA divisions and with APA total membership over the past 18 years.

Size and Comparative Growth Rate of Division 19. Table 1 presents the number and percentage of members in APA and Division 19 by membership status. From 1960 to 1978, the Division of Military Psychology has increased its membership from 279 to a total of 507 (an increase of 84 percent). While this increase appears sizeable, during the same time period, APA membership more than doubled. In general, Division 19's growth rate was much lower than that of APA for each year studied. However, during the past few years, Division 19 membership drives have increased the number of members substantially. With continuing emphasis on recruiting APA members with an interest in the advancement of psychology and the state of the art in areas relevant to military psychology, Division 19 should continue to expand in the coming years.

Based on a comparison with other APA divisions, the membership size of Division 19 held a rank of 13 out of 19 Divisions in 1960; in 1978, Division 19 had slipped to a rank of 29 out of a total of 35 APA divisions.

Division 19 differs from APA in the size of membership groups. From Table 1, it is apparent that Division 19, in contrast to APA, has a lower overall percentage of Associate members but a much larger proportion of Fellows.

		Associates					Members				
		1960	1965	1970	1975	1978	1960	1965	1970	1975	1978
APA	N	1,408	4,362	6,532	7,795	8,817	14,569	16,664	21,502	28,552	34,832
	%	8	19	21	20	19	80	71	70	72	74
Division 19	N	-	15	30	52	60	155	205	203	243	296
	%	-	4	8	11	12	56	55	51	54	58
		Fellows					Total				
		1960	1965	1970	1975	1978	1960	1965	1970	1975	1978
APA	N	2,238	2,535	2,805	3,064	3,242	18,215	23,561	30,839	39,411	46,891
	%	12	11	9	8	7	100	100	100	100	100
Division 19	N	121	152	164	158	151	276	372	397	453	507
	%	44	41	41	35	30	100	100	100	100	100

Biographical profile of members. The success of Division 19 in achieving its objective and goals depends on the professionalism, enthusiasm, and abilities of its members. Table 2 presents a brief profile of Division 19 membership from 1960-1978.

TABLE 2

APA DIVISION 19 MEMBERSHIP PROFILE: PERCENTAGE BY CATEGORY

Category	N	Associates					Members					Fellows					Total				
		1960	1965	1970	1975	1978	1960	1965	1970	1975	1978	1960	1965	1970	1975	1978	1960	1965	1970	1975	1978
DIVISION 19		-	15	30	52	60	155	205	203	243	296	121	152	164	158	151	278	372	397	453	507
		-	4	8	11	12	56	55	51	54	58	44	41	41	35	30	100	100	100	100	100
Age		-	7	13	4	3	-	-	-	2	1	-	-	-	-	-	-	-	1	1	1
(20-29)	%	-	47	47	31	42	39	25	12	19	32	2	5	1	-	1	23	18	10	14	24
(30-39)	%	-	40	30	31	25	45	59	52	30	24	31	28	25	16	7	39	46	39	26	19
(40-49)	%	-	6	10	8	13	12	13	30	31	23	56	40	34	37	40	32	24	30	30	28
(50-59)	%	-	-	-	-	2	2	1	2	7	8	8	22	35	29	25	4	10	16	14	12
(60-69)	%	-	-	-	2	2	-	-	1	1	-	2	3	4	16	19	1	1	2	6	5
(70-79)	%	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1	-	-	1	1	1
(80---)	%	-	-	-	24	13	2	2	3	10	12	1	1	-	1	7	1	1	1	1	10
Unknown	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mean age		-	39.5	38.5	40.6	40.3	41.6	43.9	46.6	47.4	45.0	52.4	53.7	56.6	59.5	60.8	46.4	47.7	50.2	51.4	49.4
Educational Level		-	-	-	-	-	1	-	1	.5	-	-	-	-	-	-	-	-	-	-	-
BS/BA	%	-	87	73	79	70	25	22	18	10	9	-	.5	1	1	2	14	15	15	15	14
MS/MA	%	-	13	27	13	20	73	77	80	89	90	99	99	99	98	96	85	84	84	84	85
PhD/EdD	%	-	-	-	8	10	1	1	1	.5	1	1	.5	-	1	2	1	1	1	1	1
Unknown	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Principal Employment		-	20	7	2	15	19	16	24	20	16	49	39	44	32	33	32	26	31	22	21
Univ/College	%	-	47	73	79	59	48	48	40	47	55	30	38	34	34	28	39	44	40	46	47
Fed/State Govt	%	-	33	7	8	8	30	31	30	16	13	16	20	15	8	16	24	27	22	12	13
Industry	%	-	-	10	2	3	3	2	2	7	7	2	1	2	11	7	3	1	3	8	7
Private Practice	%	-	-	3	6	3	-	3	4	6	5	3	2	5	11	13	2	2	4	8	7
Other/Retired	%	-	-	-	3	12	-	-	-	4	4	-	-	-	4	3	-	-	-	4	5
Unknown	%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Age. The average age of Division 19 members has gradually increased over the 18 year period. Although the average age in 1978 was slightly lower than that of 1975, the mean age for the total group increased from 46 to 49 years of age. Relatively no change in the age level of Associate members has occurred. The average age of Members has increased from 42 to 45 with the most noticeable shift in age level found in the Fellow group - from a mean of 52 in 1960 to 61 in 1978. No statistics are available to compare Division 19 age level with APA membership in general, but it is assumed that the membership age of APA would be somewhat lower.

Educational level. During the 18 year period, 84-85 percent of the total membership held doctorate degrees. As would be expected, the largest percentage of master degree members was found in the Associate group.

Sex. Division 19 has been predominantly comprised of male members. In 1960, only 2.5 percent of the members were women; in 1978, the percentage of women had risen to 4 percent. In general, the female contingent is somewhat younger than the male and a smaller proportion of women have achieved Fellow status.

Primary employment. While the majority of Division 19 members work for Government agencies, psychologists from academia and industry are also well represented. Two surveys conducted in recent years concerning employment of psychologists have indicated that over half of the psychologists in the United States and in APA were employed in academia (Freeman, 1970; Speisman, 1972). Freeman also indicated that only 14 percent of his sample population were employed in Government jobs. As can be seen from Table 2, Division 19 membership is quite different. In 1960, 39 percent reported employment with Governmental agencies; by 1978, 47 percent. Those affiliated with colleges and universities decreased from 32 percent in 1960 to 21 percent in 1978. Similarly, 39 percent indicated employment with industrial organizations in 1960; by 1978, only 13

TABLE 3

APA DIVISION 19 MEMBERSHIP: DIVISION INTEREST PROFILE

APA Division	1960		1965		1970		1975		1978	
	No.	Rank	No.	Rank	No.	Rank	No.	Rank	No.	Rank
1	20	10	19	12	21	13	27	10	42	8
2	15	13	34	9	35	8	35	8	35	9
3	69	1	70	3	64	3	51	5	51	4.5
5	46	5	57	4	53	4	51	5	49	6
6	0	-	5	19	9	21	9	22	5	30
7	13	14	10	16	12	18	6	27	5	30
8	41	7	49	6	38	7	51	5	51	4.5
9	18	11	21	11	25	10	14	13	25	11
10	3	17	4	21.5	5	27	4	30	3	32.5
12	57	3	55	5	50	6	41	7	46	7
13	25	9	28	10	26	9	23	11	18	13
14	63	2	80	1	88	1	101	1	130	1
15	27	8	39	7	52	5	59	3	60	3
16	2	18	6	17	8	22	11	18.5	11	19
17	44	6	35	8	21	13	28	9	28	10
18	16	12	17	13	20	15	11	18.5	16	14.5
20	10	15	12	14	13	16.5	8	24	11	19
21	47	4	78	2	81	2	100	2	102	2
22	5	16	5	19	7	24	7	26	6	27.5
23			11	15	11	19	12	15.5	11	19
24			4	21.5	7	24	10	21	8	25
25			5	19	6	26	11	18.5	10	21.5
26					13	16.5	8	24	9	23.5
27					7	24	11	18.5	16	14.5
28					21	13	12	15.5	14	16
29					10	20	18	12	18	12
30					2	28	3	31	7	26
31					24	11	13	14	5	30
32							8	24	10	21.5
33							2	32	6	27.5
34							5	28.5	3	32.5
35							5	28.5	9	23.5
36									13	17
37									2	34

percent. While it is natural that the majority of Division 19 members would be employed in Governmental positions, membership from academia and industry provide a desirable diversification of interest among Division 19 members.

Member interests. Interests of Division 19 members were deduced from membership in divisions other than Division 19. Table 3 shows the number of Division 19 members who are affiliated with other APA divisions. Division 19 members indicate

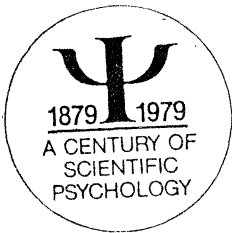
membership in each of the other divisions of APA since 1965 although there has been a slight shift in the popularity of certain Divisions with which members have become affiliated over the 18 year span. The most popular choice for Division 19 members appears to be Division 14, Industrial and Organizational Psychology with Division 21, Engineering Psychology, in second place.

Summary. This brief delineation of membership characteristics of Division 19 indicates a wealth of experience and talent among its members which furnishes the basis for outstanding professional leadership. It is hoped that a better understanding of Division 19 members will help in making Division 19 more responsive to the interests and needs of all its members.

References.

- Freeman, R. B. Labor market adjustments in Psychology. Amer. Psychol., May 1972, 27 (5), 384-392
- Speisman, J. C. Distribution of psychologists in universities and colleges. Amer. Psychol., May 1972, 27 (5), 431-433

CENTENNIAL
LOGO



The design shown below will be used by the American Psychological Association during 1979 and 1980 as the logo signifying the centennial of the founding of Wundt's psychological laboratory. The design will be used on APA journals and other publications and will serve as the reverse side of the commemorative medallion to celebrate this initial century of scientific psychology. Wundt's portrait will be used on the front of the medallion. Procedures for ordering medallions will appear in a forthcoming issue of APA Monitor.

MEETING -
RESEARCH ON
CIVIL SERVANTS
IN THE DOD

The Organizational Psychology subcommittee of Division 19 is sponsoring an informal gathering for the exchange of information on research being done on civil servants working in the military sector. The meeting will be held at the upcoming APA convention. Special emphasis will be placed on such research as it relates to the Civil Service

Reform Act. Anyone interested in describing their research as well as all those interested in learning about such research are welcome.

The meeting will be held at 1:00 PM, Monday, September 3rd in the Sheraton Centre. Due to difficulty in obtaining a place to hold such a meeting, Division 14 has generously offered the use of their suite. The room number has not yet been assigned but will be a private room registered under the name of Kitty (Mildred) Katzell. The room number will also be announced at the Division 14 and Division 19 business meetings.

For further information, contact Dr Laurie Broedling, Code 307, NPRDC, San Diego, CA, 92152; (714) 225-2191; Autovon 933-2191.

IN MEMORIAM On March 16, 1979, Dr William A. McClelland died in Falls Church, Virginia. He had undergone heart surgery at a local hospital there two days earlier.

Dr McClelland was a distinguished psychologist with a long record of accomplishments. During his military career, he served both as an enlisted man and as an officer assigned to the AAF Aviation Psychology Program. From 1946-1948, he was an instructor in the University of Minnesota psychology department while working on his doctorate. After receiving his PhD, he returned to Brown University as Assistant Professor of Psychology and Assistant to the Dean of the College. During the early 1950's, he was a supervisory experimental and physiological psychologist with the USAF conducting navigator training research and proficiency analyses. Dr McClelland joined the HumRRO staff in 1955 and was elected President of the organization in 1976.

Throughout his professional career, Dr McClelland remained active in the American Psychological Association and his State Psychological Association. He served as President of the District of Columbia Psychological Association and President of the Division of Military Psychology. In addition, he was Chairman of an APA Committee of Structure and Functions of Council and a member of the APA Education and Training Board, the APA Council of Representatives, APA ad hoc Committee on Public Affairs, and the APA Board of Professional Affairs. He was a Fellow of both APA and the American Association for the Advancement of Science. Division 19 will miss Bill's support, loyalty and professional leadership.

MEMBER Dr Edna J. Hunter joined the faculty of the United States International
NEWS University at San Diego, California. At USIU, Dr Hunter is serving
 in two capacities, Director of the Family Research Center, and as
Faculty Chairman of the Marriage and Family Therapy graduate programs.

Colonel Russell N. Cassel, USAF Retired, has recently opened the CASSEL PSYCH-LAB in Chula Vista, California. In addition to his clinic activities, Col Cassel is also editor of PROJECT INNOVATION'S three professional journals.

Julien M. Christensen has joined the firm of Stevens Scheidler Stevens Vossler, Inc., in Dayton, Ohio. Chris is Director of the firm's newly established Human Factors Division with programs in products safety/products liability in addition to traditional work in human factors engineering and human resources.

Professor James K. Arima was invited by the Social Sciences Applications Section of the Operations Research Society to organize a symposium entitled "Marketing the All-Volunteer Force." This symposium was held at the TIMS/ORSA meeting in New Orleans, April 30, 1979.

Old Dominion University announced that Dr Albert S. Glickman joined the faculty of the Department of Psychology and the staff of the Performance Assessment Laboratory. In addition, Dr Earl Alluisi will be on assignment from the University during the next two years to fill the position as Chief Scientist of the Air Force Human Resources Laboratory at Brooks AFB, Texas 78235.

In February 1979, Dr D. P. Wood was the principal author of several papers presented at the annual convention of the California State Psychological Association in Monterey, California. Paper presentations covered such topics as "Treatment of intractable hiccups," "Hypnosis training program in a medical setting," and "Factors affecting a woman's participation in childbirth preparation and childbirth." At that meeting, Dr Wood also served as program coordinator for the "Medical Psychology Network (MPN) Open Meeting" and "Symposium on Medical Psychology." In July 1979, Dr Wood has been requested to be the guest speaker at a meeting sponsored by the National University, San Diego, California on the topic "The Radical Restructuring of the Youth Justice System: A Look at Learning Disability and Delinquency."

- NEW
PUBLICATIONS
- Arima, James K. Psychological Aspects - ROAD Battalion Operations in a Toxic Environment. US Army Command Experimentation Center, Ft Ord, CA: September, 1964 (recently declassified) AD 371 768
- Arima, James K. Advertising Budgets, Advertising Effectiveness and the Navy's Recruiting Advertising Program. NPS 54-78-009. Naval Postgraduate School, Monterey, CA: December 1978
- Arima, James K. A culture free performance test of learning aptitude. JSAS Catalog of Selected Documents in Psychology, November 1978, ms 1775
- Arima, James K. Educational and training opportunities as incentives for military service. JSAS Catalog of Selected Documents in Psychology, November 1978, ms 1781
- Broedling, L. A. and Lau, W. A. Executive Summary: Navy Civilian Executive Study. NPRDC SR 79-10. San Diego, CA, Navy Personnel R&D Center, January 1979
- Broedling, L. A., and Penn, R. (Eds) Military Productivity and Work Motivation: Conference Proceedings. (NPRDC SR 78-15). Navy Personnel R&D Center, San Diego, CA, August 1978 ADA057 760
- Datel, W. E. A proposal to substitute formalized information feedback for fee payment in socialized medicine systems. Psy Reports, 1978, 43, 899-909
- Foley, J. P., Jr. Executive summary concerning the impact of advanced maintenance data and task oriented training technologies on maintenance, personnel, and training systems. AFHRL-TR-78-24, AD A053 682. Wright Patterson AFB, OH: Advanced Systems Division, March 1978
- Foley, J. R., Jr. The impact of advanced maintenance data and task oriented training technologies on maintenance, personnel, and training systems. AFHRL-TR-78-25, AD A0 63 277. Wright Patterson AFB, OH: Advanced Systems Division, September 1978
- Foley, J. P., Jr. Instructional materials for improved job performance. AFHRL-TR-78-99, AD A064 368. Wright Patterson AFB, OH: Advanced Systems Division, January 1979
- Hunter, E. J. Co-editor. Military Families: Adaptation to Change. Praeger Publisher New York City, NY, 1978 (ISBN No. 0-03-043106-9)
- Hunter, E. J. Children of Military Families: A Part and Yet Apart. Government Printing Office, Washington DC, 1978 (Catalogue No. 008-040-00181-4)
- Nebeker, D. M., Broedling, L. A., and Doherty, L. M. Military Productivity and Work Motivation: Conference Recommendations. NPRDC SR 79-6. San Diego, CA: Navy Personnel R&D Center, December 1978. ADA 063 112
- Skuja, A. T., Battenberg, B., Wood, D. P., and Bucky, S. F. The impact of para-professional alcoholism counselor training. The International Journal of Addictions, 15 (3), 1980 (in press)
- Wood, D. P., and Bucky, S. F. A comparison of the COMREY Personality Scales for two sub-populations of Navy personnel. Military Medicine (in press)

NEWSLETTER
PARTICIPATION

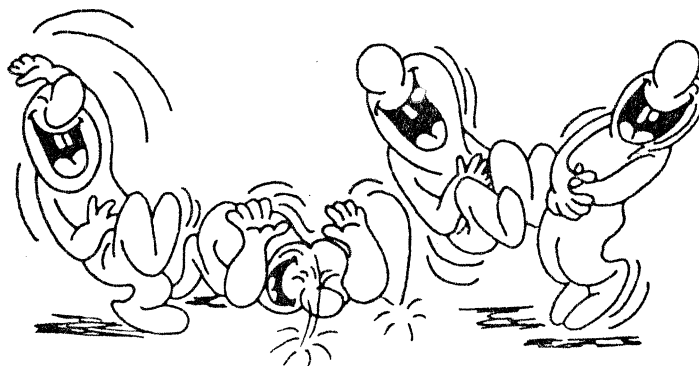
All items submitted by members were greatly appreciated. As the saying goes, "Keep those cards and letters coming." Use the form below to let us know the latest information about YOU. SEND IT IN TODAY.

NEWSLETTER ITEM

Name: _____
Address: _____

New Job? New Publication? Interesting Activities?
Awards?

SEND TO: Nancy Guinn, Editor
AFHRL/PED, Stop 20
Brooks AFB, TX 78235



YOU WANT IT WHEN ?!!

AMERICAN PSYCHOLOGICAL ASSOCIATION

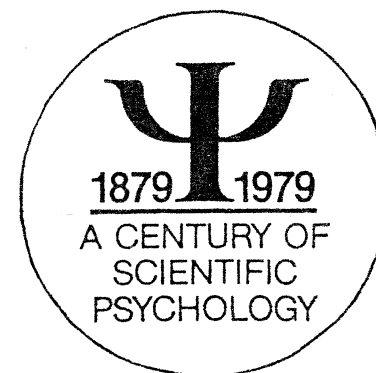
87th ANNUAL CONVENTION
New York City, New York

September 1-5, 1979

MILITARY PSYCHOLOGY

DIVISION 19

1979 PROGRAM



FRIDAY, August 31, 1979

PRE-CONVENTION WORKSHOPS

9:00 AM - 5:00 PM - Monarch Room (SC)

Testing and Training in the Military

CDR Richard E. Doll, US Naval Aerospace Medical Research Lab, Pensacola, Fla, Chair

10:00 AM - 5:00 PM - Embassy Room (SC)

Mental Health Programs in the Military

CPT Johnston Beach, Behavioral Sciences Division, Academy of Health Sciences, Ft Sam Houston, TX, Chair

9:00AM - 5:00 PM - Province Room (SC)

Human Factors in the Military

Dr. Randall Chambers, Army Research Institute, Fort Sill, OK, Chair

SATURDAY, September 1, 1979

9:00 AM - 10:50 AM - Diplomat Room (SC)

SYMPOSIUM: Instructional Design Manuals and Users Guides: Their Use and Abuse

John D. Folley, Jr., Applied Science Associates, Valencia, PA, Chair

Participants:

Gary A. Klein Associates, Yellow Springs, Ohio. *Users' Guides: Some Guidelines for their Use*

A. S. Gibbons, Courseware, Inc., Clearfield, Utah. *Use and Abuse of Design Guides in Instructional Technology*

SATURDAY, September 1, 1979 (CONTINUED)

Edgar L. Shriver, Kinton, Inc., Alexandria, VA. *Communicating Instructions without an Instructor*

Melvin D. Montermerlo & Maria Bellantoni, US Army Training Support Center, Ft Eustis, VA. *The Instructional Design Manual: Tool or Tyrant?*

Discussant:

R. B. Miller, Poughkeepsie, NY

11:00 AM - 11:50 AM - Regency Foyer

PAPER SESSION: Military Adjustment Problems and Treatment Techniques.

Thomas J. O'Connor, Air Force Human Resources Laboratory, Brooks AFB, TX, Chair

Participants:

Kent S. Crawford, Navy Personnel Research and Development Center, San Diego, CA. *Improving the Production of Low Performers: An Intervention Case Study*

Peter J. Klugman, Community Mental Health Activity, Ft Dix, NJ. *Intra-personal Consistency: A Means of Inducing Positive Therapy Expectancy*

Ronald LaScala & Larry L. Wheeler, US Air Force Academy, CO. *Audiovisual Flight Anxiety Desensitization*

Jacob T. Buchbinder, State Univ of NY at Buffalo. *An Empirical Investigation of the Hypothesized Post-Vietnam Syndrome*

E. R. Worthington, Brooke Army Medical Center, Ft Sam Houston, TX. *Psychological Adjustment of Army Repatriated Vietnam POWs*

SATURDAY, September 1, 1979 (CONTINUED)

1:00 PM - 2:50 PM - Diplomat Room (SC)

SYMPOSIUM: Military Applications of Computerized Adaptive Testing. Martin F. Wiskoff, Navy Personnel Research and Development Center, San Diego, CA, Chair

Participants:

James R. McBride, Navy Personnel Research and Development Center, San Diego, CA. *Adaptive Tests' Usefulness for Military Personnel Screening*

Malcolm Ree, Air Force Human Resources Laboratory, Brooks AFB, TX. *A Computer Base Classification System for Military Accessions*

Roger Pennell, Lowry AFB, CO. *Application of Adaptive Testing in Air Force Technical Training*

Frederick Steinheiser, Army Research Institute, Alexandria, VA. *Current US Army Research in Computerized Adaptive Achievement Testing*

Discussant:

Brian Waters, Air War College, Maxwell AFB, Alabama

3:00 PM - 3:50 PM - Senate Room

INVITED ADDRESS: Bert King, Office of Naval Research, Arlington, VA, Chair

Speaker: Robert G. Smith, Jr., Office of the Chief of Naval Operations, Wash, DC. *Issues in R&D Reporting and Utilization*

4:00 PM - 5:50 PM - Colony Room (SC)

OUTGOING EXECUTIVE COMMITTEE MEETING - Elaine N. Taylor, Human Resources Research Organization, Chair

SATURDAY, September 1, 1979 (CONTINUED)

4:00 PM - 4:50 PM - Embassy Room (SC)

CONVERSATION - CONTACT HOUR: John D. Folley, Jr., Applied Science Associates Valencia, PA, Leader

SUNDAY, September 2, 1979

8:00 AM - 9:50 AM - Regency Foyer (SC)

SYMPOSIUM: *Women at the Service Academies: A Three Year Perspective.* Jerome Adams, US Military Academy, West Point, NY, Chair

Participants:

Howard T. Prince, United States Military Academy, West Point, NY. *Women at West Point: A Three Year Perspective*

John W. Williams, United States Air Force Academy, CO. *Women at the Air Force Academy: A Three Year Perspective*

Robert C. Ustick, US Naval Academy, Annapolis, MD. *The First Three Years of Integration: A Developmental Perspective*

Discussant:

Jack M. Hicks, US Army Research Institute, Alexandria, VA

10:00 AM - 10:50 AM - Georgian A (SC)

PAPER SESSION: *Organizational Factors and Group Performance.* Allan P. Jones, Naval Health Research Center, San Diego, CA, Chair

SUNDAY, September 2, 1979 (CONTINUED)

Participants:

William H. Hendrix, AF Human Resources Laboratory, Brooks AFB, TX. *Factor Identification and Factor Score Estimation in Organizational Environments*

Francis E. O'Mara, Army Research Institute, Alexandria, VA, and Raymond J. Kirk, Civil Service Commission. *The Organizational Climate-Organizational Performance Relationships in Army Units*

Dov Eden and Shlomo Daniely, Faculty of Social Sciences, Tel Aviv Univ, Israel. *Survey Based OD in the Israel Defense Forces: A Field Experiment*

Ira T. Kaplan, Army Research Institute Field Unit, Ft Leavenworth, Kansas. *Reliability of Measures of Command Group Performance*

Samuel B. Landau, Naval Personnel Research and Development Center, San Diego, CA. *Turnover: The Relationship to Behavioral Intentions, Commitment, Satisfaction, and Expectations*

Richard L. Miller, Human Resources Research Organization, and William M. Haythorn, ARI-USARERU Field Unit. *Barracks Living: Effects of Stimulus Reduction/Enrichment on Performance Skills*

11:00 AM - 11:50 AM - Commonwealth Room (SC)

INVITED ADDRESS: John E. Rasmussen, Human Affairs Research Centers, Seattle, Washington - Chair

SUNDAY, September 2, 1979 (CONTINUED)

Speaker: Paul D. Nelson, Bureau of Medicine and Surgery, Dept of the Navy, Washington, DC. *The Role of Psychologists in Health Care Administration*

1:00 PM - 2:50 PM - Commonwealth Room (SC)

SYMPOSIUM: *The Politics of Instructional Innovation.* Meredith Crawford, American Psychological Association, Wash DC, Chair

Participants:

Robert C. Sugarman, Calspan Corporation, Buffalo, NY. *The Psychology of [Instructional] Innovation*

Robert K. Branson, Florida State Univ. *Necessary and Sufficient Change Strategies*

Gerald Faust, Courseware, Inc., San Diego, CA. *Integrated Instructional Development Teams: The Acceptance of Instructional Information*

Henry L. Taylor, Maxwell AFB, Alabama. *Politics of Instructional Innovation: Program Justification, Development, and Application*

Melvin D. Montemerlo, US Army Training Support Center, Fort Eustis, VA. *Politics: The Human Factor in Instructional Innovation*

3:00 PM - 4:50 PM - Senate Room (SC)

BUSINESS MEETING: Elaine N. Taylor, Human Resources Research Organization, Carmel, CA, Chair

MONDAY, September 3, 1979

9:00 AM - 9:50 AM - Embassy Room (SC)

PAPER SESSION: *Training and Performance*

Larry M. Dean, Naval Submarine Medical Research Laboratory, Groton, Conn., Chair

Participants:

Ronald G. Hughes, and W. E. Jones, Air Force Human Resources Laboratory, Williams AFB, Ariz. *Advanced Training Applications of an Automated Record/Playback Feature*

J. Bailey, Ronald G. Hughes, and W. E. Jones, Air Force Human Resources Laboratory, Williams AFB, Ariz. *Backward Chaining in Air-to-Surface Weapons Delivery Training*

Cecil D. Johnson and Bertha H. Cory, US Army Research Institute, Alexandria, VA. *Female Soldier Performance during Overseas Field Maneuvers (REF WAC)*

Mary J. Skinner, Air Force Human Resources Laboratory, Brooks AFB, TX. *Evaluation of the Technical School Performance of Retrained Airmen*

John K. Harper, US General Accounting Office, Washington, DC. *AWOL - Some New Data; Some New Approaches*

V. Robert Hayles, Officer of Naval Research, Arlington, VA and Ronald W. Perry, Battelle Human Affairs Research Center, Seattle, Wash. *Patterns of Incarceration by Race in the Naval Justice System*

MONDAY, September 3, 1979 (CONTINUED)

10:00 AM - 11:50 AM - Embassy Room (SC)

SYMPOSIUM: *What is Military Psychology?*

James K. Arima, Naval Postgrad School, Monterey, CA, Chair

Participants:

L. Ralph Chason, US Air Force Academy, CO. *An Overview of Military Psychology*

Robert R. Mackie, Human Factors Research, Inc., Goleta, CA. *Some Distinguishing Aspects of Experimental Psychology in the Military Context*

E. Ralph Dusek, US Army Research Institute, Alexandria, VA. *Personnel and Training Research in the Military*

Robert S. Nichols, Uniformed Services Univ of the Health Sciences, Bethesda, MD. *The Nature of Military Psychology and Uniformed Military Psychologists*

Preston S. Abbott, Abbott Associates, Inc., Alexandria, VA. *Social and Behavioral Sciences Contribution to the Realities of Warfare*

Walter L. Wilkins, Naval Health Research Center, San Diego, CA. *What is Military Psychology?*

11:00 PM - 2:50 PM - Monarch Room (SC)

SYMPOSIUM: *Military Attrition: Theory,*

Research, and Applications. William H. Mobley, School of Business Administration, Univ of South Carolina, Chair

MONDAY, September 3, 1979 (CONTINUED)

Participants:

Rodger W. Griffeth, School of Business Admin, Univ of South Carolina. *Attrition after Recruit Training: Test of a Conceptual Model*

Peter W. Hom, Graduate School of Business Admin, Kent State Univ. *The Relative Effectiveness of Different Models in Predicting Reenlistment*

Stanley O. Horner, School of Business Administration, Univ of South Carolina. *Effects of Expectations through RJP's on Marine Corp Attrition*

Ralph Katerberg, Jr., College of Business Administration, Univ of Cincinnati. *Job Design and Retention--The Case of the National Guard*

Samuel B. Landau, Navy Personnel Research and Development Center, San Diego, CA. *Factors Related to Navy Attrition: A Progress Report*

Discussant:

Paul D. Nelson, Bureau of Medicine and Surgery, Dept of the Navy, Wash, DC.

3:00 PM - 3:50 PM - Monarch Room (SC)

SYMPOSIUM: *Application of Assessment Center Technology in the US Armed Services.* Douglas S. Holmes, US Army Research Institute, Alexandria, VA, Chair

Monday, September 3, 1979 (CONTINUED)

Participants:

M. A. Fischl, US Army Research Institute, Alexandria, VA. *Development of Assessment Center Methods for Army Recruiter Selection*

Frederick N. Dyer, US Army Research Institute, Alexandria, VA. *Assessment Center Predictions of Leadership Performance of Officers and NCOs*

Michael G. Rumsey, Richard S. Wellins, and Anthony Castelnovo, US Army Research Institute, Alexandria, VA. *Applying Assessment Center Technology to Teach Management Skills*

4:00 PM - 4:50 PM - Embassy Room (SC)

PRESIDENTIAL ADDRESS: Robert R. Mackie, Human Factors Research, Inc., Goleta, CA, Chair

Speaker: Elaine N. Taylor, Human Resources Research Organization, Carmel CA. *"The Time Has Come the Walrus Said..."*

5:00 - Monarch Room (SC)

SOCIAL HOUR: Division 19

TUESDAY, September 4, 1979

SYMPOSIUM: *Women in the Military Services.* Darrel Edwards, TRI Community Service Systems, San Diego, CA., Chair

TUESDAY, September 4, 1979 (CONTINUED)

Participants:

Susan Johnson, TRI Community Service Systems, San Diego, CA. *Intolerance of Behavioral Difficulties among Women in the Military Services*

Raymond Spaulding, TRI Community Service Systems, San Diego, CA. *Problems in Clinical Management for Women*

Darrel Edwards, TRI Community Service Systems, San Diego, CA. *Dispositional Confusion in Women Psychiatric Cases*

Discussant:

Newell H. Berry, TRI Community Service Systems, San Diego, CA

11:00 - 12:50 - Commonwealth Room (SC)

SYMPOSIUM: *Multidisciplinary Assessment of a Sustained Military Operation, Sleep Deprivation Simulation.* L. E. Bandaret, US Army Research Institute of Environmental Medicine, Natick, MA, Chair

Participants:

James W. Stokes and L. E. Bandaret, US Army Research Institute of Environmental Medicine, Natick, MA. *Laboratory Simulation Studies of Army FPC Teams in Sustained Operation*

L. E. Bandaret and J. W. Stokes, US Army Research Institute of Environmental Medicine, Natick, MA. *Group and Individual Performance and Nontask Behavioral Assessment*

TUESDAY, September 4, 1979 (CONTINUED)

Participants (Continued)

Ralph P. Francesconi, US Army Research Institute of Environmental Medicine, Natick, MA. *Sustained Operations and Sleep Deprivation: Effects on Some Stress Indices*

Dennis M. Kowal, US Army Research Institute of Environmental Medicine, Natick, MA. *Psychological and Physiological Factors Affecting Sustained Military Operations*

Paul Naitoh, Naval Health Research Center, San Diego, CA. *Sleep Logistics in Continuous Operations*

Discussant:

Paul D. Nelson, Bureau of Medicine and Surgery, Dept of the Navy, Wash, DC

1:00 PM - 2:50 PM - Embassy Room

PAPER SESSION: *Test Development and Assessment Problems.* Robert Biersner, Naval Medical Research and Development Command, Bethesda, MD, Chair

Participants:

John J. Pass & David W. Robertson, Navy Personnel Research and Development Center, San Diego, CA. *The Subjective Analysis of Work--Developing Effective Survey Strategies*

TUESDAY, September 4, 1979

1:00 - 2:50 PM PAPER SESSION continued

Participants:

William E. Alley, AF Human Resources Laboratory, Brooks AFB, TX. *Survey Assessment of Job Physical Requirements*

Thomas J. O' Connor, AF Human Resources Laboratory, Brooks AFB, TX. *A Veracity Test for Technical Surveys*

Charles H. Cory, Navy Personnel Research and Development Center, San Diego, CA. *Reliability and Validity Characteristics of Supervisory Ratings of Job Performance*

Walter C. Borman and Rodney L. Rosse, Personnel Decisions Research Institute, Minneapolis, Minn., and Norman Abrahams, Navy Personnel Research and Development Center, San Diego, CA. *Investigating Relationships between Individual Differences Constructs and Military Recruiter Performance*

Leonard P. Kroeker, Navy Personnel Research and Development Center, San Diego, CA. *Modifying Psychological Scales in order to Improve Navy Personnel Placement*

Greg Boertje and Perry Prestholdt, Louisiana State University. *Self-Monitoring as a Moderator in Improving Trait-Leadership Relations*

TUESDAY, September 4, 1979 (CONTINUED)

Participants (continued)

Allan P. Jones and Mark C. Butler, Navy Health Research Center, San Diego, CA. *Cognitive Complexity and Work Environment Perceptions*

Jared B. Jobe, US Army, Ft Ord, CA., and Stanley H. Holgate and Thomas A. Scrapansky, US Army. *Psychological Correlates of Volunteering as Subjects of Military Research*

S. E. Bowser, Navy Personnel Research and Development Center, San Diego, CA and Suzanne Penn, San Diego State Univ. *Prediction of Sexual Bias in Performance Evaluation*

James B. Sampson, US Army Research Institute of Environmental Medicine, Natick, MA and Donald Borden and Gary Fercheck, Ft Benjamin Harrison, Ind. *Factor Structure of Judgments about Women in Traditionally Male Jobs*

A. David Mangelsdorff, Academy of Health Sciences, Ft Sam Houston, TX. *Army Physicians' Assistants Attitudes*

3:00 PM - 3:50 PM - Diplomat Room (SC)

SYMPOSIUM: *Leadership in the US Armed Services: Recent Advances.* Richard S. Wellins, US Army Research Institute, Alexandria, VA, Chair

TUESDAY, September 4, 1979 (CONTINUED)

Participants:

Fred E. Fiedler, Univ of Washington. *Validation of Leader Match: A Contingency Model Approach to Leadership Training*

Thomas D. Affourtit, Interaction Research Institute, Inc., Fairfax, VA. *Leadership Development through the Leadership Evaluation and Analysis Program (LEAP)*

Lyle M. Spencer and David G. Winter, McBer and Company, Boston, MA. *Competency-based Leadership and Management Research: Application to the Navy LMET Program*

Earl C. Pence, Joseph A. Orban, and William C. Pendleton, Virginia Polytechnic Institute and State University. *Breaking into the Organization: A Model of Leadership Development for the Second Lieutenant*

4:00 PM - 4:50 PM - Province Room (SC)

INCOMING EXECUTIVE MEETING: Robert R. Mackie, Human Factors Research, Inc., Goleta, CA, Chair

(SC) - Sheraton Centre Hotel