

MILITARY PSYCHOLOGY NEWSLETTER



DIVISION 19

Of the American Psychological Association

SPRING/SUMMER 1981

EXECUTIVE COMMITTEE

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Dr Meredith P. Crawford

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PSYCHOLOGY
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Dr Elaine Taylor

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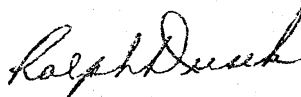
MESSAGE FROM THE PRESIDENT

Since our last newsletter there have been a number of important actions affecting psychology. The proposed budget cuts for FY 82 drastically affect funding for psychological research at the National Science Foundation, Public Health Service, the Alcohol, Drug Abuse, and Mental Health Administration, the National Institute of Mental Health, the Department of Education, the National Institute of Health and many other departments and agencies. As a result, the APA has been asking members to write their congressmen and senators to support restoring funds for psychological research and services. I pass this information along so that you are aware of the serious implications of the budget cuts in many areas of interest to psychologists.

A Task Force on Education and Credentialing produced a draft report in January and Paul Nelson, with the assistance of Bob McCullah and others, reviewed the report for Division 19. I thank them for a fine job.

Jo Hunter has prepared a brochure on Military Psychology which I forwarded to our senior members in each of the services for comments. This is a very fine effort which I predict will be a best seller. It will be going to the printer soon. Marty Wiskoff will be taking care of that matter.

At this time I want to thank LTC Herlie Hendrix and his program committee for their fine work in preparing the program for the Los Angeles Convention. I look forward to seeing many of you in Southern California.



RALPH DUSEK
President

STATUS OF WOMEN AS FELLOWS IN APA

The APA's Committee On Women in Psychology finds that 19.3% of the membership are women. However, only 15.4% of the Fellows of APA are women. In Division 19, 14.4% of the Fellows are women. Also, this committee finds that of those nominated, a smaller percentage of women are elected to Fellow status. In 1981, for example, 76% of the 130 male nominees and 69% of the 49 female nominees were elected.

The Committee on Women in Psychology encourages all Fellows to recognize the contributions of women by nominating qualified women and fully supporting their nominations. In addition to the usual guidelines for supporting nominations, this committee urges that clarification on authorship of publications be considered. It finds: "In cases of joint authorship, women are apt to list themselves alphabetically or in some other arrangement which should be clarified lest the senior-author-first tradition be assumed by the Membership Committee."

ELAINE N. TAYLOR
Chair, Ad Hoc Committee
on Women in Military Psychology

THE WINGS OF ...

The word "man" in slogans and titles such as "The Wings of Man" is easily identifiable and can be changed by a relatively simple, albeit expensive, administrative procedure. However, no simple administrative procedure can change the current status of the population of military and engineering psychologists: women and minorities are severely under-represented. There are many factors which contribute to this situation. Please take a moment to list a few practical steps you could take to help rectify the imbalance and plan to take them during the coming year.

MICHAEL H. STRUB
Newsletter Editor/Publicity

LET ME HEAR FROM YOU!

In anticipation of serving as your Council Representative for Division 19, I solicit your support and counsel on all matters of professional interest or concern to our Division. Being an institutionally focused Division, our membership runs the full gamut of specialties which comprise the science and profession of psychology. As such, there should be very few issues on the floor of Council which are not of consequence to someone in our Division. As your representative, I cannot be all things to all people. However, I trust that you will share with me those ideas, opinions, and recommendations which have to do with military psychology in its entirety and our Division as an organizational element of the APA. For those who at any time might wish to write or call me, I can be reached as follows:

Captain Paul D. Nelson, MSC, USN
Bureau of Medicine and Surgery (MED-23)
Department of the Navy
Washington, DC 20372
Phone: Com (202) 254-4003
AV 294-4003

In closing, I certainly would be remiss in not expressing to Earl Alluisi our deep gratitude and appreciation for his exemplary performance in the past two years as Division 19 Council Representative. Earl fulfilled that office so well, in fact, that our colleagues in Division 21 have now asked him to do the same for them. Thanks and best wishes, Earl!

PAUL D. NELSON
Council Representative - Selectee

MEMBERSHIP COMMITTEE

The Membership Committee has mailed out 119 application forms. Sixty-nine of these were sent out in response to APA "Division Interest Slips". To date, 29 applications have been returned: 23 for member status and 6 for associate status. In addition three persons have requested student affiliate status. "Reminder" letters have been sent out to all those individuals who have not yet returned their applications.

The Membership Committee urges each Division 19 member to recruit at least one new member this year. Application forms were included in the last Division 19 Newsletter. Additional ones can be obtained from the Membership Chairman, Dr. Sylvia R. Mayer, Hq Electronic Systems Division/TOH, Hanscom Air Force Base, MA 01731; or call her at (617) 861-2926 or Autovon 478-2926.

SYLVIA MAYER
Chair

PSYCHOLOGISTS IN UNIFORM COMMITTEE REPORT

A meeting date has been requested for a Division 19 sponsored business meeting of the Psychologists in Uniform Committee. This committee reports to the Division 19 president on issues relevant to active duty tri-service psychologists.

All active duty psychologists and other interested parties are invited to attend the Psychologists in Uniform meeting to be held at the 1981 APA Convention in Los Angeles. Two Air Force psychologists will present invited addresses to the attendees.

Lt Col Al Wooten, USAF, BSC, Director, Psychology Residency Program, Wright-Patterson AFB, Ohio (AV 787-6062) will discuss "Military Clinical Psychology; The Past Five Years" and Capt Kris Ludwigsen, Hill AFB, Utah 84056 (AV 458-7929) will present a paper on "Criticisms of Present Staffing Systems - New Directions".

Several working groups within the Psychologists in Uniform Committee have been developed:

1. Tri-service Society of Psychologists - Capt Tom Cayton, USAF, BSC, Willford Hall, USAF Medical Center (AFSC), Lackland AFB, Texas 78236 (AV 240-7361) has agreed to canvass the USAF community at the Air Force Behavioral Science Symposium to explore the possibility of a merger of the USAF Society into a Tri-service Society with the USA and USN.
2. Definition of a military clinical psychologist - Major Tim Jeffrey, MSC, USA, William Beaumont Army Medical Center, El Paso, Texas (AV 978-4439) will coordinate with tri-service representatives to develop appropriate correspondence for the Division 19 president to initiate as an inquiry to the services regarding appropriate standards/criteria to define a military clinical psychologist.
3. Doctoral program in clinical psychology at Uniformed Services University of the Health Sciences - Dr. Bruce Becker (Capt, MSC, USNR) Director of Training, Psychology Dep., NNMC, Bethesda, MD (AV 29501085) is coordinating a working group to develop a proposal for a training program for active duty trainees at USUHS.
4. Capt Ludwigsen has been the leader in addressing the issue of tri-service staffing systems. Her presentation represents another substantive area of tri-service interest.

Representatives from all working groups will report on their proceedings at the Psychologists in Uniform APA Convention meeting in August. All working groups would appreciate any input which might benefit them in their mission. The listed working groups are not intended to represent an exhaustive list of tri-service activity. Other issues can and will be discussed. I look forward to meeting as many active duty psychologists as possible at the APA Convention.

R.D. McCULLAH
CDR, MSC, USN

SHOULD WE ACCEPT PAID ADVERTISEMENTS?

This question will be taken up at the Outgoing Executive Committee Meeting in L.A. and, most probably, at the Incoming meeting as well. The decision rests with our division. My major concern is that there would have to be someone or some committee responsible for assuring that all advertisements adhere to Principle 4 entitled PUBLIC STATEMENTS. Recognizing that people like to "accentuate the positive" (as Hoagy Carmichael was wont to say), I could see where the time spent scrutinizing the validity and integrity of advertisements might severely reduce the cost/benefit of a Division 19 policy to accept paid ads. In the interest of helping us make an informed decision, I am reproducing Principle 4 in its entirety. Please take a moment to be familiar with it and let your nearest executive committee member know your views on this issue.

PRINCIPLE 4

PUBLIC STATEMENTS

Public statements, announcements of services, advertising, and promotional activities of psychologists serve the purpose of helping the public make informed judgments and choices. Psychologists represent accurately and objectively their professional qualifications, affiliations, and functions, as well as those of the institutions or organizations with which they or the statements may be associated. In public statements providing psychological information or professional opinions or providing information about the availability of psychological products, publications, and services, psychologists base their statements on scientifically acceptable psychological findings and techniques with full recognition of the limits and uncertainties of such evidence.

a. When announcing or advertising professional services, psychologists may list the following information to describe the provider and services provided: name, highest relevant academic degree earned from a regionally accredited institution, date, type and level of certification or licensure, diplomate status, APA membership status, address, telephone number, office hours, a brief listing of the type of psychological services offered, an appropriate presentation of fee information, foreign languages spoken, and policy with regard to third-party payments. Additional relevant or important consumer information may be included if not prohibited by other sections of these Ethical Principles.

b. In announcing or advertising the availability of psychological products, publications, or services, psychologists do not present their affiliation with any organization in a manner that falsely implies sponsorship or certification by that organization. In particular and for example, psychologists do not state APA membership or fellow status in a way to suggest that such status implies specialized professional competence or qualifications. Public statements include, but are not limited to, communication by means of periodical, book, list, directory, television, radio, or motion picture. They do not contain: (i) a false, fraudulent, misleading, deceptive, or unfair statement; (ii) a misinterpretation of fact, or a statement likely to mislead or deceive because

in context it makes only a partial disclosure of relevant facts; (iii) a testimonial from a patient regarding the quality of a psychologist's services or products; (iv) a statement intended or likely to create false or unjustified expectations of favorable results; (v) a statement implying unusual, unique, or one-of-a-kind abilities; (vi) a statement intended or likely to appeal to a client's fears, anxieties, or emotions concerning the possible results of a failure to obtain the offered services; (vii) a statement concerning the comparative desirability of offered service; (viii) a statement of direct solicitation of individual clients.

c. Psychologists do not compensate or give anything of value to a representative of the press, radio, television, or other communication medium in anticipation of or in return for professional publicity in a news item. A paid advertisement must be identified as such, unless it is apparent from the context that it is a paid advertisement. If communicated to the public by use of radio or television, an advertisement shall be prerecorded and approved for broadcast by the psychologist, and a recording of the actual transmission shall be retained by the psychologist.

d. Announcements or advertisements of "personal growth groups," clinics, and agencies give a clear statement of purpose and a clear description of the experiences to be provided. The education, training, and experience of the staff members are appropriately specified.

e. Psychologists associated with the development or promotion of psychological devices, books, or other products offered for commercial sale make reasonable efforts to insure that announcements and advertisements are presented in a professional, scientifically acceptable, and factually informative manner.

f. Psychologists do not participate for personal gain in commercial announcements or advertisements recommending to the public the purchase or use of proprietary or single-source products or services when that participation is based solely upon their identification as psychologists.

g. Psychologists present the science of psychology and offer their services, products, and publications fairly and accurately, avoiding misrepresentation through sensationalism, exaggeration, or superficiality. Psychologists are guided by the primary obligation to aid the public in developing informed judgments, opinions, and choices.

h. As teachers, psychologists insure that statements in catalogs and course outlines are accurate and not misleading, particularly in terms of subject matter to be covered, bases for evaluating progress, and the nature of course experiences. Announcements, brochures, or advertisements describing workshops, seminars, or other educational programs accurately describe the audience for which the program is intended as well as eligibility requirements, educational objectives, and nature of the materials to be covered. These announcements also accurately represent the education, training, and experience of the psychologists presenting the programs, and any fees involved.

i. Public announcements or advertisements soliciting research participants in which clinical services or other professional services are offered as an inducement, make clear the nature of the services as well as the costs and other obligations to be accepted by the participants of the research.

j. Psychologists accept the obligation to correct others who represent that psychologist's professional qualifications, or associations with products or services, in a manner incompatible with these guidelines.

k. Individual diagnostic and therapeutic services are provided only in the context of a professional psychological relationship. When personal advice is given by means of public lecture or demonstration, newspaper or magazine articles, radio or television programs, mail, or similar media, the psychologist utilizes the most current relevant data and exercises the highest level of professional judgment.

l. Products that are described or presented by means of public lectures or demonstrations, newspaper or magazine articles, radio or television programs, or similar media meet the same recognized standards as exist for use in the context of a professional relationship.

MICHAEL H. STRUB
Newsletter Editor/Publicity

NOTES & NEWS

1. Julian M. "Chris" Christensen has been appointed Director of the Human Factors Office of the General Physics Company of Columbia, MD. The Human Factors Office will be located in Dayton, Ohio.

2. Frank Harding, presently of the Defense Manpower Data Center, Alexandria, VA is spending the current year as an Adjunct Professor at the Naval Post Graduate School, Monterey, CA.

3. Walter and Margaret Luszki have published a book, HOW TO TEST YOUR DOG'S I.Q. Publisher: TAB Books, Blue Ridge Summit, PA 17214, \$5.95, paperback, 160 pages, 80 photographs. Test is patterned after WAIS-WISC using five of the mental functions: vocabulary (receptive language), common sense and judgment, attention, problem-solving ability, concentration. There are 10 regular test items and six alternative tests. A Dog Intelligence Quotient (DIQ) may be obtained. Test could be used to aid in screening dogs for training purposes.

4. In September 1980, John Mocharnuk joined Harris Corporation (GESD) as Section Head for Systems Effectiveness which includes the human factors group. He had been affiliated with McDonnell Douglas Astronautics Company in St Louis.

5. Sampson, R., McLaughlin, D. and Tabor, R. Predicting Mental Disorders Among a Navy Mental Health Clinic Population. US Navy Medicine, accepted for publication April, 1980.

6. Arnold Nerenberg is conducting a seminar on psychological aspects of retirement for military personnel. Stress mentality of a warrior, but now new battlefield with new weapons in civilian life. Discuss importance of loyalty, reliability, and self discipline which they have over the civilian population. For more information, please write to:

Dr. Arnold Nerenberg
Child & Family Guidance Center
2210 Mesa Drive, Suite 7
Oceanside, CA 92054

7. Virginia Zachert has been selected to represent the state of Georgia as a delegate to the 1981 White House Conference on Aging.

CALL FOR DIVISION 19
NEWSLETTER
PARTICIPATION

News about members. If you are doing something or know about something you think might be of interest to readers of the NEWSLETTER, take a minute right now to write a paragraph or two about it. Include news of your new job, interesting activities, special awards, professional honors, etc.

Publications. One of our current members suggested listing articles and publications of members in our NEWSLETTER. If you have a recent publication, please prepare a reference in standard APA format and send it to the editor. If you are referencing a Government publication, please include AD numbers.

In order to encourage the participation of all members in the NEWSLETTER, the form below has been especially prepared for your use in submitting material. SEND IT IN TODAY.

Name: _____	New job?
Address: _____	New publication?
	Interesting activities?
	Awards?

Send to: Dr Michael H. Strub
Army Research Institute
P. O. Box 6057
Fort Bliss, TX 79916

AMERICAN PSYCHOLOGICAL ASSOCIATION

89th Annual Convention
Los Angeles, California

August 24-28, 1981

MILITARY PSYCHOLOGY

DIVISION 19

1981 PROGRAM

MONDAY, August 24, 1981

8:00-9:50 AM - Convention Center (CC)

DISCUSSION: *Meeting of Psychologists in Uniform Subcommittee.* Robert D. McCullah, Bureau of Medicine and Surgery, Washington D.C.

DISCUSSANTS:

Kris Ludwigen, USAF/BSC, Hill AFB, Utah. *Criticism of Present Staffing System - New Directions.*

Cecil Harris, Uniformed Services University of Health Sciences, and Al Wooten, Psychology Residency Program, Wright-Patterson AFB, Ohio. *Military Clinical Psychology - The Past Five Years.*

10:00-10:50 AM - Convention Center (CC)

PAPER SESSION: *Leadership.* Nestor K. Ovalle, 2d, Wright-Patterson AFB, Ohio.

Participants:

Hal W. Hendrick, University of Southern California. *Trait Approach Revisited-- Retention of 16 PF Factors to Leadership.*

David D. Van Fleet, Texas A&M University, and Gary A. Yukl, School of Business, State University of New York at Albany. *Leadership Behavior of Effective Military Leaders.*

Jerome Adams and Howard T. Prince, II, United States Military Academy, West Point, New York; Debra Instone, Linda Granton, Robert W. Rice, Maripat Steigaul, and Rudy Veit, State University of New York at Buffalo. *Critical Incidents of Good and Bad Leadership.*

MONDAY, August 24, 1981 (continued)

William M. Fox, University of Florida. *Reactions of Higher/Lower Stressed Group Members to Leader Behavior.*

Lawrence X. Clifford, Lawrence Clifford Associates, Brookline, Massachusetts. *Leadership Modeling: Effect on Attitudes Toward Combat in Junior Officers.*

11:00-11:50 AM - Convention Center (CC)

SYMPOSIUM: *The Intercultural Experience: Impact on Personnel and Performance.* Sandra J. Mumford, Naval Military Personnel Command, Washington D.C.

Participants:

Richard Brislin, East-West Center, Honolulu, Hawaii. *Relationship Between Cultural Adjustment and Completion of Work Assignments.*

Alfred J. Kraemer, Human Resources Research Organization, Alexandria, Virginia. *The Intercultural Experience as a Planned Learning Experience.*

H. C. Triandis, University of Illinois at Urbana-Champaign. *Satisfaction with Contact with Another Culture.*

Discussants:

H. Wallace Sinaiko, Prog. Dir. Manpower & Advisory Services, Smithsonian Institution, Alexandria, Virginia.

Robert Hayles, Office of Naval Research, Arlington, Virginia.

MONDAY, August 24, 1981 (continued)

12:00-12:50 PM - Convention Center (CC)

SYMPOSIUM *Who Leaves and Who Stays in the Military Services?* A. David Mangelsdorff, Academy of Health Sciences, Fort Sam Houston, Texas.

Participants:

Dennis M. Kowal, US Army Hospital, Fort Campbell, Kentucky, and James A. Vogel and Dan S. Sharp, USARIEM, Natick, Massachusetts. *Analysis and Prediction of Recruit Attrition.*

Samuel B. Landau, Navy Personnel Research and Development Center, San Diego, California, and Patricia L. Wagner, San Diego State University. *Navy Turnover: A Multivariate, Longitudinal Assessment.*

Mark C. Butler and Allan P. Jones, Naval Health Research Center, San Diego, California. *Relationships Between Work Environment, Perceptions, Turnover Intentions, and Job Performance.*

Robert A. Gregory and William E. Rosenbach, US Air Force Academy, Colorado Springs, Colorado. *Officer Retention in the US Air Force.*

1:00-1:50 PM - Convention Center (CC)

SYMPOSIUM: *The Military Family: Dynamics and Treatment.* Florence W. Kaslow, Florida School of Professional Psychology, Miami, Florida.

Participants:

Florence W. Kaslow, Florida School of Professional Psychology, Miami, Florida. *Training Psychologists for Treating the Military Family: Special Considerations.*

MONDAY, August 24, 1981 (continued)

Participants (continued):

Richard Ridenour, Naval Regional Medical Center, San Diego, California. *Major Themes and Issues in Treating the Military Family.*

2:00-2:50 PM - Convention Center (CC)

PAPER SESSION: *Attrition, Job Performance and Tenure.* Thomas J. O'Connor, Air Force Human Resources Lab, Brooks AFB, Texas.

Participants:

Marie T. Wallick and Ross R. Vickers, Jr., Naval Health Research Center, San Diego, California. *Organizational Climate and Attrition in Basic Training.*

Ross R. Vickers, Jr., Terry L. Conway, and Michael A. Haight, Naval Health Research Center, San Diego, California. *Coping and Defense as Predictors of Attrition from Basic Training.*

John P. Allen, US Army Research Institute for the Behavioral and Social Services, Fort Benjamin Harrison, Indiana. *Correlates of Military Career Orientation Among Army Officers and Enlisted.*

Frederick V. Malmstrom, University of Southern California, Bud B. Khleif, University of New Hampshire, and Richard M. Coffman, Rutgers University. *Service Academy Graduates Who Resigned: Where Did They Go?*

Terrence D. Fullerton, John D. Richards, William L. Wilson, and Albert Leister, US Military Academy, West Point, New York. *Examining Affect Levels/Attrition: New Cadets at US Military Academy.*

MONDAY, August 24, 1981 (continued)

3:00-3:50 PM - Convention Center (CC)

INVITED ADDRESS: Russell F. Lloyd, Dept. of Organizational Sciences, Air Force Institute of Technology, Wright-Patterson AFB, Ohio.

SPEAKER: Morgan W. McCall, Center for Creative Leadership, Greensboro, North Carolina. *Leadership: Some Alternative Views and Their Implications.*

4:00-4:50 PM - New York (H)

OUTGOING EXECUTIVE COMMITTEE MEETING: E. Ralph Dusek, US Army Research Institute, Alexandria, Virginia.

TUESDAY, August 25, 1981

8:00-8:50 AM - Convention Center (CC)

PAPER SESSION: *Job Attitudes of American Psychological Association Military Psychology Division Members.* Susan Kerner-Hoeg, US Army Research Institute, Alexandria, Virginia.

Participants:

William E. Rosenbach and Robert A. Gregory, USAF Academy, Colorado. *Job Attitudes of American Psychological Association Military Psychology Division Members.*

9:00-9:50 AM - Convention Center (CC)

SYMPOSIUM: *Career Decision Considerations for Health Professionals: Military and Nonmilitary Comparisons.* Mark C. Butler, Naval Health Research Center, San Diego, California.

TUESDAY, August 25, 1981 (continued)

Participants:

Joe R. Harding, Southern Regional Education Board, Atlanta, Georgia. *Distribution of Psychologists--Issues and Career Concerns.*

Mark C. Butler, Naval Health Research Center, San Diego, California, and Paul T. Bruder, Naval School of Health Sciences, Bethesda, Maryland. *Organizational and Career Orientations Among Military Health Care Professionals.*

E. A. Hartman, University of Wisconsin and Baron Perlman, University of Wisconsin. *Career Ladders of Mental Health Professionals.*

Discussants:

Sam Silverstein, National Institute of Mental Health, Rockville, Maryland.

Paul D. Nelson, Bureau of Medicine and Surgery, Washington, D.C.

10:00-10:50 AM - Convention Center (CC)

PAPER SESSION: *Personnel Selection Measure and Appraisal.* Randall M. Chambers, 8646 Vernon Ave., Alexandria Virginia.

Participants:

Louis S. Csoka, US Military Academy, West Point, New York. *Validation of BARS Criterion for Cadet Military Development Appraisal System.*

Michael G. Rumsey, US Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. *Gender Influences on Peer Ratings in ROTC Training Platoons.*

TUESDAY, August 25, 1981 (continued)

Participants (continued)

Gary W. Peterson, Florida State University. *A Methodology for Measuring Officer Job Competence.*

Thomas J. O'Connor and Candy G. Datko, Air Force Human Resources Lab, Brooks AFB, Texas. *Personnel Selection and Training for New Electronic Equipment: A Methodology.*

Timothy W. Elig, Richard Kass, Paul A. Gade, and Newell K. Eaton, US Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. *Demographic Similarity of Buyer/Seller: Sales Productivity of Army Recruiters.*

12:00-12:50 PM - Convention Center (CC)

SYMPOSIUM: *Social and Organizational Factors in Industrial, Governmental, and Military Productivity.* Bert T. King, Office of Naval Research, Arlington, Virginia.

Participants:

Edward E. Lawler, III, University of Southern California, and Gerald E. Ledford, University of Michigan. *Increasing Productivity Through Quality of Worklife Improvement.*

Paul D. Goodman, Carnegie-Mellon University. *Making Productivity Last.*

Edgar H. Schein, John Van Maagen, and Lotte Bailyn, Massachusetts Institute of Technology, Cambridge, Massachusetts. *Effect of Supervisor-Subordinate Relationships on Learning Productivity Norms.*

TUESDAY, August 25, 1981 (continued)

Discussants:

Frank Shipper, Naval Material Command, Washington, D.C.

1:00-1:50 PM - Convention Center (CC)

PAPER SESSION: *Organizational Effectiveness - Productivity and Quality of Worklife.* Mark C. Butler, Naval Health Research Center, San Diego, California.

Participants:

William H. Hendrix and Nestor K. Ovalle, 2d, Wright-Patterson AFB, Ohio. *Effect of Number Supervised and Educational Level on Organizational Effectiveness.*

Cynthia M. Pavett, Alan W. Lau, and Kevin I. McCabe, Navy Personnel Research and Development Center, San Diego, California. *Quality of Worklife in the Marines: Report and Recommendations.*

H. Alan Griesemer, Lawrence Johnson & Associates, Inc., Presidio of Monterey, California. *Racial Harmony, Leadership, and Unit Effectiveness in Combat Units.*

Walter C. Borman and Rodney L. Rosse, Personnel Decisions Research Institute, Minneapolis, Minnesota, and Norman M. Abrahams, Navy Personnel Research and Development Center, San Diego, California. *Investigating the Impact of "Environmental Factors" on Navy Recruiter Productivity.*

Thomas C. Tuttle, University of Maryland. *Organizational Productivity: Definition and Measurement in Military Organizations.*

TUESDAY, August 25, 1981 (continued)

2:00-3:50 PM - New York (H)

INCOMING EXECUTIVE COMMITTEE MEETING: James K. Arima, Naval Postgraduate School, Monterey, California.

4:00-4:50 PM - Convention Center (CC)

SYMPOSIUM: *Consulting Opportunities in Military Settings.* Robert D. McCullah, Bureau of Medicine and Surgery, Washington, D.C.

Participants:

William S. Maynard, National Naval Medical Center, Bethesda, Maryland. *Consulting Roles for Military Clinical Psychologist: Survey Results.*

Dennis M. Kowal, US Army Hospital, Fort Campbell, Kentucky. *The Role of the Psychologist in Hospital Consultation.*

Neil S. Hibler, USAF Office of Special Investigations, Washington, D.C. *Psychological Consultation in Military Law Enforcement and Special Investigations.*

Discussants:

Joseph Matarazzo, University of Oregon Health Science Center.

WEDNESDAY, August 26, 1981

9:00-9:50 AM - Convention Center (CC)

PAPER SESSION: *Human Factors in the Military.* Thomas M. McCloy, Dept of Behavioral Sciences & Leadership, USAF Academy, Colorado.

WEDNESDAY, August 26, 1981 (continued)

Participants:

Halim Ozkaptan and Edgar M. Johnson, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia, and John C. Townsend, Catholic University. *The Utility of Signal Detection Theory for Target Acquisition Studies.*

James B. Sampson and James W. Stokes, Army Research Institute of Environmental Medicine, Natick, Massachusetts. *Assessment of Morbidity During Cold Weather Maneuvers.*

Sherrie P. Gott, Air Force Human Resources Lab, Brooks AFB, Texas. *Physical Job Requirements in the Air Force.*

Avshalom Aderet, Israeli Air Force, Tel Aviv, Israel. *Model Investigating Psychological Determinants of Typical Accidents in Military Aviation.*

10:00-10:50 AM - Convention Center (CC)

INVITED ADDRESS: Frank Shipper, Dept. of Management, Arizona State University.

Participants:

Fred Fiedler, University of Washington, Seattle. *Affect of Stress on the Leaders Utilization of Intelligence and Experience.*

10:00-10:50 AM - Convention Center (CC)

PAPER SESSION: *Military Health Program.* Johnston Beach, 5103 El Capitan, San Antonio, Texas.

WEDNESDAY, August 26, 1981 (continued)

Participants:

Linda G. Sherman, University of Oregon. *Project Veterans - Comprehensive Readjustment/Employment Training Program for Vietnam Veterans.*

Steven F. Bucky, California School of Professional Psychology, San Diego, California. *Familial Alcoholism and its Implication for Treatment.*

Glen M. Harnden, University of Kansas. *Learning Disabled Enlisted Persons in the Armed Services.*

Max H. Flach, German Armed Forces Psychological Service's Research Institute, Bonn, West Germany. *Social-Psychological Investigation on Suicide Attempts in a Military Population.*

Frederic D. Glogower, Naval Regional Medical Center, San Diego, California. *Fleet Mental Health Liaison Aboard Ship: Eat with the Fleet.*

11:00-11:50 AM - Convention Center (CC)

PAPER SESSION: *Intergroup & Intragroup Functions and Effectiveness.* Allan P. Jones, Naval Health Research Center, San Diego, California.

Participants:

Terry Michael Rauch, Academy of Health Sciences, US Army, Fort Sam Houston, Texas. *The Perceptions of Physicians and Nurses on Clinical Pharmacy Tasks.*

Louis E. Banderet and J. W. Stokes, US Army Research Institute of Environmental Medicine, Natick, Massachusetts. *Coordination and Communication Omissions During Simulated, Sustained, and Intensive Combat.*

WEDNESDAY, August 26, 1981 (continued)

Samuel Shiflett, Shelley Price, and F. Mark Schemmer, Advanced Research Resources Organization, Washington, D.C. *The Identification and Measurement of Team Functions.*

Laurel W. Oliver, Army Research Institute, Alexandria, Virginia. *The Effect of Intergroup Contact on Attitudes Toward Women.*

Russell F. Lloyd, Air Force Institute of Technology, Wright-Patterson AFB, Ohio. *Organizational Change in an Aversive Climate.*

12:00-12:50 PM - Convention Center (CC)

SYMPOSIUM: *Organizational Behavior Education as a Function of Institutional Needs.* Ogden Brown, Jr., University of Southern California.

Participants:

Robert C. Ginnett, US Air Force Academy, Colorado. *Teaching Organizational Behavior: Principles and Application at the Undergraduate Level.*

Hal W. Hendrick, University of Southern California. *Organizational Behavior in the M.S. Management Curriculum.*

William H. Hendrix, Air Force Institute of Technology, Wright-Patterson AFB, Ohio. *Organizational Behavior Graduate Course Administration: Engineering, Systems, and Logistics Programs.*

Mark D. Van Slyke, University of Southern California. *Comments on Administration of Graduate Courses in Organizational Behavior.*

Discussants:

W. Clay Hammer, Jr., Duke University.

WEDNESDAY, August 26, 1981 (continued)

1:00-1:50 PM - Convention Center (CC)

PAPER SESSION: *Organizational Factors, Climate, and Satisfaction.* Charles D. Gorman, Dept. of Behavioral Sciences & Leadership, USAF Academy, Colorado.

Participants:

Linda K. Hervig and Ross R. Vickers, Jr., Naval Health Research Center, San Diego, California. *Organizational and Individual Factors Contributing to Socialization in Basic Training.*

A. David Mangelsdorff, Academy of Health Sciences, Fort Sam Houston, Texas. *Flexitime in an Army Medical Center.*

John D. Richards and Jerome Adams, Dept of Behavioral Sciences and Leadership, US Military Academy, West Point, New York, and Jan Yoder, Dept of Psychology, Webster College. *Examining Job Satisfaction and Motivation in the Army.*

Friederich W. Steege, Ministry of Defense, Bonn, West Germany. *Applied Psychological Research for the Federal Armed Forces of Germany.*

Francis E. O'Mara, Susan Kerner-Hoeg, and L. James Olivetti, Department of the Army, Alexandria, Virginia. *Influence of Questionnaire Item Objectivity on Measurement of Organizational Climate.*

2:00-3:50 PM - Wilshire D/E

BUSINESS MEETING: E. Ralph Dusek, US Army Research Institute, Alexandria, Virginia, Chair.

WEDNESDAY, August 26, 1981 (continued)

4:00-4:50 PM - Wilshire D/E

PRESIDENTIAL ADDRESS: James K. Arima, Naval Postgraduate School, Monterey, California.

THURSDAY, August 27, 1981

10:00-10:50 AM - Convention Center (CC)

SYMPOSIUM: *On Closing the Implementation Gap.* Cynthia R. Roberts-Gray, Percep-tronics, Inc., Presidio of Monterey, California.

Participants:

Thomas D. Scott, US Army Research Institute, Presidio of Monterey, California. *Implementing Innovations in the Army.*

Thomas Gray, Perceptronics, Presidio of Monterey, California. *A Systems Model for Coping with Change.*

Ronald Havelock, American University. *Helping at the Back End of the Change Process.*

Gerald Nadler, University of Wisconsin-Madison, and G. J. Wacker, Aerospace Corporation, El Segundo, California. *Implementation is a Planning and Design Problem.*

Dean R. Loftin, US Army Infantry School, Fort Benning, Georgia. *Implementing a New Rifle Marksmanship Program for the Army.*

Discussants:

Ralph Dusek, US Army Research Institute, Alexandria, Virginia.

THURSDAY, August 27, 1981 (continued)

11:00-11:50 AM - Convention Center (CC)

SYMPOSIUM: *Progress and Problems in Military Selection and Training.* Edward E. Eddowes, Air Force Human Resources Lab, Williams AFB, Arizona.

Participants:

W. Steven Sellman, Office of the Under Secretary of Defense, Washington, D.C., and Lonnie D. Valentine, Jr., Air Force Human Resources Lab, Brooks AFB, Texas. *Aptitude Testing, Enlistment Standards, and Recruit Quality.*

Jeffrey E. Kantor, Air Force Human Resources Lab, Brooks AFB, Texas. *Selection and Training of Women in Air Force Pilot Training.*

Edward E. Eddowes, Air Force Human Resources Lab, Williams AFB, Arizona. *Aircrew Training for Multi-Mission Aircraft Systems.*

12:00-12:50 PM - Convention Center (CC)

PAPER SESSION: *Training.* Steven J. Pacheco, Dept of Behavioral Sciences & Leadership, USAF Academy, Colorado.

Participants:

Jacqueline I. Nocella, Linda M. Doberty, and Michael Cowen, Navy Personnel Research and Development Center, San Diego, California. *A Navy Approach to Retraining the Marginal Sailor.*

Kerm Henriksen, David L. Hannaman, and Joseph A. Olmstead, Human Resources Research Organization, Alexandria, Virginia, and Earl S. Stein, Army Research Institute. *Development of Low Cost Cognitive Training Techniques.*

Other division presentations co-sponsored by Division 19:
(Times recommended might change. See our APA program to confirm the times)

Monday, August 24, 2-3:50 PM

SYMPOSIUM: Job Analysis/Job Families: Current Perspectives on Research and Application. Edward L. Levine, University of South Florida.

Wednesday, August 26, 11-12:50 PM

SYMPOSIUM: Issues in Training Research. Irwin L. Goldstein, University of Maryland.

Friday, August 28, 11-12:50 PM

SYMPOSIUM: New Directions in Improving Performance Appraisal Effectiveness. Walter W. ornow, Corporate Personnel Research, Control Data Corporation, Minneapolis, Minnesota.

Thursday, August 27, 9-9:50 AM

INVITED ADDRESS: The Interface of the Social Services and War. Armadeo Giorgi, Duquesne University.