

THE MILITARY PSYCHOLOGIST



THE OFFICIAL NEWSLETTER OF DIVISION 19 OF THE APA

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STANDING COMMITTEE CHAIRPERSONS

NOMINATIONS AND ELECTIONS
Randall M. Chambers

PROGRAM
W. Steven Sellman

NEWSLETTER
Jared B. Jobe
John E. Morrison
Stephen L. Goldberg

PRESIDENT'S MESSAGE

In this my final message, let me thank all of you for allowing me to serve Division 19 and for making this a most interesting and stimulating year. Special kudos should go to the various committees who have quietly and very competently conducted their business. Steve Sellman and his support cast have done a sensational job with the Program and social functions. Jared Jobe, John Morrison, and Steve Goldberg were able to publish three issues of the Military Psychologist despite all of them being involved with job shifts and two with geographical relocations. And to Joe Fishburne, Bob Nichols, Dave Mangelsdorff, Frank Petho, Art Gilbert and the Ad Hoc Committees a hearty well-done. To Randy Chambers, thanks and good luck this coming year.

I will restrict my remarks to two items of considerable importance. First, although military psychology is growing rapidly as a profession, Division 19 has not grown correspondingly as an influential entity. Part of this may be caused by the difficulty in maintaining continuity in leadership from year to year. Establishment of a mid-year meeting of the Executive Committee is a positive first step toward facilitating greater continuity. I believe that another contributor to our relative lack of aggressiveness as a Division is that we rarely have causes or issues to polarize our interest.

One major issue that should attract our attention is how APA may best focus its efforts to support its ever-increasing and diverse membership. In an earlier message I mentioned the concern of Division 14 as to the relative level of support APA is providing for the various constituencies within APA. I share that concern. In recent years we have seen a proliferation of divisions and special interest groups, and an increased involvement by APA staff in the political machinations of the Washington, D.C. bureaucracy. Although I do not profess to have keen insight into the proper roles for APA, I do feel that our Division should have its voice heard. And yet our position on many issues is not at all clear - remember we consider ourselves as somewhat of a microcosm of APA. I see a challenge to our future Division 19 leadership to assess our pulse especially as policy issues arise and to use this information to assist in formulating our Division's views on matters of the day. Dave Mangelsdorff has taken one step with the conduct of a survey of active duty psychologists. I plan to make the topic of Division 19 policy setting an agenda item for our executive committee meeting.

A second concern of mine is that we continue to struggle with launching the Journal of Military Psychology. Glenda Nogami is working hard to make the Journal a reality, but she needs your help in two ways. First, all of you should make a concerted effort to sponsor the submission of quality manuscripts. Secondly, those of you who serve as reviewers, please conduct your reviews promptly out of fairness to the authors. The Journal can function as a vehicle for enhancing the image of military psychology and for establishing more of a presence among our fellow psychologists. Let's all help.

Once more I will express my appreciation for your trust and support. I look forward to seeing you in Los Angeles and to our future interactions.

Marty Wiskoff
President

AD HOC COMMITTEE ON INTERNATIONAL RELATIONS

The 1985 APA convention program will include the following offerings of international interest:

Roundtable Discussion: The Concept of Human Potential in the U.S. and the U.S.S.R., Moderator: Michael Cole; cosponsors: Division 32, The Association for Humanistic Psychology, 2 hours.

Symposium: Fulbrighters Abroad: The Scientific Impacts of International Exchange, Chair: Robert S. Feldman; cosponsor: Division 9, 2 hours.

Roundtable Discussion: Research and Training in Psychology in Western Europe, Chair: Mark R. Rosenzweig; 2 hours.

Roundtable Discussion: Promoting Communication and Cross-cultural Research on Gender and Ethnicity, Chair: Florence L. Denmark; cosponsor: Division 35; 1 hour.

Open Forum: Progress Report and Call for Contributions to CIRP Project on Opportunities for Research and Training in Psychology in Latin America, 1 hour.

Social Hour for International Visitors; cosponsors: International Council of Psychologists, International Union of Psychological Science, 1 hour.

A guide to Psychology in Latin American is being developed by APA's international affairs office.

A valuable article has been written by a liaison psychologist with the U.S. Office of Naval Research: Snow, R.E. (1985). World Psychology and the Role of the Office of Naval Research. American Psychologist, 40(2), 235-237.

The APA Committee on International Relations in Psychology (CIRP) is supporting a draft resolution against torture. Copies are available from the Division 19 Ad Hoc Committee on International Relations.

CIRP has created an ad hoc subcommittee on the Abuse of Psychological Techniques for Purposes of Torture. The subcommittee is chaired by Peter Suedfeld, Faculty of Graduate Studies, University of British Columbia, Vancouver, B.C., V6T 1W5 Canada. Note that there is also an APA Board of Social and Ethical Responsibility for Psychology (BSERP) task force on Deceptive and Indirect Methods of Persuasion and Control.

Ana Lucrecia Orellana Stormont, a Guatemalan psychologist, was forcibly abducted in June 1983. Amnesty International now believes she may have died of torture shortly after her abduction.

Work on the typescript preparation for the forthcoming 4th edition of the International Directory of Psychologists is completed. The directory contains 1200 pages and information on 32,000 psychologists from 43 psychologist excluding those from the U.S.

The first network seminar on Man-Computer Interaction Research (MACINTER) took place 15-19 October 1984 at Humboldt University, Berlin, GDR, under the directorship of Friedhart Klix.

The upcoming 43rd annual convention of the International Council of Psychologists (12-16 August 1985) includes the following offerings: (a) A Comparative Analysis of War Stress Among Lebanese Children, (b) A Psychological Critique of Deterrence, (c) The Transcultural Study of Moral Reasoning, (d) Nuclear Arms: Do They Serve Psychological or Military Needs?

Upcoming conferences (additional information available from the Division 19 Ad Hoc Committee on International Relations):

World Association for Public Opinion Research Annual Conference, Wiesbaden, FRG, 1-5 September 1985.

International Congress of Psychogeriatrics, Umea, Sweden, 8-11 September 1985.

International Congress of Psychotherapy, Zagreb, Yugoslavia, 6-12 October 1985.

First International Symposium on Grief and Bereavement, Jerusalem, 10-14 November 1985.

First International Conference on Conflict Resolution and Peace Studies, Suva, Fiji Islands, 30 December 1985 - 5 January 1986.

Dick Bloom, USAF, BSC
AFMIC, Ft. Detrick, MD 21701
AV 343-7603, C (301) 663-7603

DIVISION 19 CONVENTION PROGRAM

This year's program should offer something exciting for all Division 19 members, no matter what your area of professional interest. Papers and symposia will cover the entire spectrum of military psychology -- selection and classification, occupational analysis, training, performance appraisal, human factors, and the clinical treatment of combat-related stress disorders. Among our featured events are Marty Wiskoff's presidential address on military psychology's impact on national defense, and an invited address by a senior DoD official on Pentagon efforts to shelter the homeless. Another featured session is a symposium on the propensity of young women to enlist in the military, based on research done at the specific behest of the Congress.

Co-sponsoring sessions offered by other divisions is a means for us to recognize, encourage, and publicize integrative work in all areas of psychology. As usual, we are sharing time with Divisions 5, 14, and 21. However, we are also co-sponsoring symposia with Division 8 and 35 -- an all-time first for us. Examples include: "A Cross-Cultural Comparison of Combat Reactions - Vietnam," and "Women Vietnam Veterans: The Experience of Post Traumatic Stress Syndrome." Be sure to look through the complete convention program; you'll find a lot to choose from among the sessions we sponsor and co-sponsor.

As indicated in the Spring newsletter, this year Division 19 will have a hospitality suite. It will be located in the Sheraton-Grande Hotel and will be open for all members at selected times (usually from about 6:00 to 8:00 PM). Division 19 will provide wine and crackers, and we hope people will use the suite as a place to congregate, renew old friendships, and organize groups for drinks, dinner, etc. Look for a poster in the lobby of the Sheraton-Grande for more details.

Serving as Program Chairman has been a rewarding experience for me. In that regard, I would like to publically thank Marty Wiskoff, our president, who not only gave me the opportunity, but also listened to my plans and gave many useful suggestions. In addition, special appreciation and admiration go to the people who served with me on the Program Committee. These four individuals reviewed and critiqued over 80 submissions; without their enormous energy and dedication, there would be no program. We are all indebted to:

Paul Gade, Army Research Institute for the Behavioral and Social Sciences

Chuck Gory, Navy Personnel Research and Development Center

Bruce Gould, Air Force Human Resources Laboratory

Dave Payne, Defense Training Data and Analysis Center

Listed below is the Division 19 Program, including the times and locations of the various sessions. Enjoy. See you in Los Angeles.

Pre-Convention Workshop: The Use of Computers in Military Personnel Assessment. Chair: Brian K. Waters, Human Resources Research Organization, Alexandria, Virginia. No Fees. For further information write: Brian K. Waters, Human Resources Research Organization, 1100 S. Washington Street, Alexandria, Virginia 22314. Thursday, 22 August -- 9:00 AM to 5:00 PM, Hilton Sierra Room.

Symposium: New Directions in Military Leadership Research. Chair: Edwin A. Fleishman, Advanced Research Resources Organization, Bethesda, Maryland. Participants: William Haythorn, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Army Leadership Research Needs: Review and Evaluation (19.1, 26). Michael D. Mumford, Advanced Research Resources Organization, Bethesda, Maryland. Defining and Assessing Leadership in the Context of Military Organizations (19.1, 26). Arthur L. Korotkin and Kerry Yarkin-Levin, Advanced Research Resources Organization, Bethesda, Maryland. A Study of Leadership Competency Requirements and Job Performance Dimensions (19.1, 26). Discussant: Bernard M. Bass, School of Management, State University of New York at Binghamton. Friday, 23 August --9:00 to 10:50 AM, Westin Hotel San Gabriel C.

Symposium: Women's Choices and Enlistment in the Military. Chair: W.S. Sellman, Office of the Secretary of Defense, Washington, D.C. Participants: Sue E. Berryman, RAND Corporation, Washington, D.C. Attrition and Retention of Enlisted Women (26, 44). David P. Boesel, Defense Manpower Data Center, Arlington, Virginia. The Experience of Women in the Enlistment Decision Process (26, 44). Vonda L. Kiplinger, Defense Manpower Data Center,

Arlington, Virginia. Women's Propensity to Enlist in the Services (26, 44). Kyle J. Johnson, Defense Manpower Data Center, Arlington, Virginia. Women's Perceptions of Labor Market Choices vis-a-vis the Military (26, 44). Bruce Orvis, RAND Corporation, Santa Monica, California. The Relation between Women's Propensity to Enlist and Actual Enlistment Decisions (26, 44). Friday, 23 August -- 10:00 to 11:50 AM, Sheraton Grande Concours 3.

Invited Address: Gerald B. Kauvar, Office of the Secretary of Defense, Washington, D.C. Not in My Backyard: Military Efforts to Shelter the Homeless (26, 35.3). Chair: Martin F. Wiskoff, Navy Personnel Research and Development Center, San Diego, California. Friday, 23 August -- 3:00 to 3:50 PM, Sheraton Grande Concours 3.

Executive Committee Meeting (Outgoing/Incoming): Co-Chairs: Martin F. Wiskoff, Navy Personnel Research and Development Center, San Diego, California, and Randall M. Chambers, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Saturday, 24 August -- 7:00 to 9:50 AM, Westin Hotel Santa Barbara C.

Paper Session: Emerging Issues in Military Occupational Classification and Training. Chair: John J. Pass, Navy Personnel Research and Development Center, San Diego, California. Anita R. Lancaster, Office of the Secretary of Defense, Washington, D.C. Military and Civilian Occupational Classification Systems: Bridging the Gap (2.12, 26). Michael P. Wagner, Dynamics Research Corporation, Wilmington, Massachusetts. Training Requirements Determination: Is Occupational Survey Data Adequate? (2.11, 26). Michael D. Mumford, Francis D. Harding, Advanced Research Resources Organization, Bethesda, Maryland, and Joseph L. Weeks, Air Force Human Resources Laboratory, Brooks AFB, Texas. Modeling Influences on Air Force Technical Training Outcomes (19.3, 26). Saturday, 24 August -- 11:00 to 11:50 AM, Sheraton Grande Concours 2.

Symposium: Job Performance Measurement: Methodological Challenges. Chair: Bert F. Green, The Johns Hopkins University. Participants: Alexandra K. Wigdor, National Academy of Sciences, Washington, D.C. Overview of DoD Job Performance Measurement Project (19.3, 26). V. Jon Bentz, Sears, Roebuck and Company (Retired), Chicago, Illinois. Performance Measurement in Industry (19.3, 26). Frank J. Landy, Pennsylvania State University. Job Performance Task Selection Procedures (19.3, 26). Lloyd Bond, University of Pittsburgh. The Cognitive Approach to Task Selection (19.3, 26). Bert F. Green. Correcting for Range Restriction in Comparing Jobs (19.3, 26). Saturday, 24 August -- 1:00 to 2:50 PM, Sheraton Grande Concours 3.

Paper Session: Development of Military Job Performance Criteria. Chair: David L. Payne, Defense Training Data and Analysis Center, Orlando, Florida. Jeffrey D. Horey, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. The Development and Validation of Criteria of Army NCO Effectiveness (19.3, 26). Sharon R. Rose, Jody L. Toquam, Steven E. Lammlein, and Jeffrey J. McHenry, Personnel Decisions Research Institute, Minneapolis, Minnesota. The Relationship between Knowledge, Performance Ratings, and Hands-On Tests (19.3, 26). Jared B. Jobe and Bob G. Witmer, Army Research Institute for the Behavioral and Social Sciences, Ft. Knox, Kentucky. Optimizing Future Armor Crew Performance through Battlefield

Information Systems (19.3, 26). Saturday, 24 August -- 4:00 to 4:50 PM, Sheraton Grande Concours 1.

Business Meeting: Open Forum on Women and Minorities in the Military. Chair: Anne Hoiberg, Naval Health Research Center, San Diego, California. Sunday, 25 August -- 7:00 to 8:50 AM, Westin Hotel San Fernando Room.

Symposium: Maintaining the Fighting Force: Cohesion and Support Systems. Chair: A. David Mangelsdorff, Army Health Services Command, Ft Sam Houston, Texas. Participants: Frederick J. Manning, Walter Reed Army Institute of Research, Washington, D.C. Interpersonal Relations and Prevention of Battle Stress Casualties (26, 33). T. Paul Furukawa, Walter Reed Army Institute of Research, Washington, D.C. Recent Developments in the Study of Human Dimensions Issues (26, 33). Janice D. Yoder, Webster University, and Jerome Adams, U.S. Military Academy. Promoting Unit Cohesiveness and Role Compatibility in the Army (26, 33). Sandra Mumford Fowler, Naval Military Personnel Command, Washington, D.C. Prevention and Assistance: The Navy's Approach to Culture Shock (26, 33). Fernando Soriano, Navy Personnel Research and Development Center, San Diego, California. A Need Assessment of the Navy Family, and More (26, 33). Nicholas H. Allen, HQ U.S. Coast Guard, Washington, D.C., and Earl H. Potter, III, U.S. Coast Guard Academy, New London, Connecticut. Coast Guard Efforts to Support Unit Cohesiveness (26, 33). Edwin L. Gerwell, Wilford Hall USAF Medical Center, Lackland AFB, Texas. Stress Management Programs (26, 33). Discussant: James M. King, Army Health Services Command, Ft Sam Houston, Texas. Sunday, 25 August -- 9:00 to 10:50 AM, Westin Hotel Santa Anita B.

Paper Session: Predicting Success in the Military. Chair: Lonnie D. Valentine, Jr., Air Force Human Resources Laboratory, Brooks AFB, Texas. R.A. Weitzman, Naval Postgraduate School, Monterey, California. Stepwise Pattern Analysis of Navy Attrition Data (23, 26). Barbara M. Means, Human Resources Research Organization, Alexandria, Virginia. Lower-Aptitude Accessions: Legacy of the ASVAB Misnorming (19.3, 26). Paul A. Gade, Timothy W. Elig, Glenda Y. Nogami, Allyn Hertzbach, Mary Weltin, and Richard Johnson, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Enlistment and Reenlistment in the Army: Motives, Incentives, Influences (19.3, 26). Charles H. Cory, Navy Personnel Research and Development Center, San Diego, California. Personnel-Record Variables Compared with Supervisory Evaluations and Performance Criteria (19.3, 26). Sunday, 25 August -- 12:00 to 12:50 PM, L.A. Convention Center, Room 207.

Business Meeting: Chair: Martin F. Wiskoff, Navy Personnel Research and Development Center, San Diego, California. Sunday, 25 August -- 3:00 to 3:50 PM, Sheraton Grande Concours 3.

Presidential Address: Participants: Martin F. Wiskoff, Navy Personnel Research and Development Center, San Diego, California. Military Psychology and National Defense: Making a Difference (26, 35.3). Chair: Randall M. Chambers, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Sunday, 25 August -- 4:00 to 4:50 PM, Sheraton Grande Concours 3.

Social Hour: Chair: W.S. Sellman, Office of the Secretary of Defense, Washington, D.C. Sunday. 25 August -- 5:00 PM, Sheraton Grande Concours 2.

Paper Session: Factors Influencing Military Career Progression. Chair: William H. Hendrix, Department of Management, Clemson University. Frederick V. Malmstrom and Albert J. Thomas, Washington Air National Guard, Seattle, Washington. Military Men and Women Define Sexual Harassment Differently (26, 44). Bernard M. Bass, David Waldman, and Walter Einstein, School of Management, State university of New York at Binghamton. Tests of a New Model of Senior Military Officers' Leadership (19.1, 26). John K. Kennedy, Jr., New York University. Measuring Leadership Experience Based On Relevant Work History (19, 26). Edwin T. Cornelius, Thomas A. Decotiis, College of Business Administration, University of South Carolina, and Robert Reynolds, U.S. Military Academy. Army Officer Expectations and Organizational Reality (19.3, 26). A. David Mangelsdorff, Army Health Services Command, Ft Sam Houston, Texas. The Division 19 1984 Active Duty Psychologist Survey: Findings and Implications (26, 35). Monday, 26 August -- 8:00 to 8:50 AM, Sheraton Grande Concours 1.

Symposium: Implications of a New ASVAB Reference Population on Military Manpower. Chair: W.S. Sellman, Office of the Secretary of Defense, Washington, D.C. Participants: Anita R. Lancaster, Office of the Secretary of Defense, Washington, D.C. Effects of the Norms on the Distribution of Youth Aptitude (23, 26, 35). Janice H. Laurence, Human Resources Research Organization, Alexandria, Virginia. A New Look at Military Contracts and Accessions (23, 26, 35). Brian K. Waters, Human Resources Research Organization, Alexandria, Virginia. Implications for Longitudinal Analyses of Military Entry Test Data (23, 26, 35). W.S. Sellman. Implications of New ASVAB Norms on Reporting of Recruit Quality (26, 35). Discussant: Mark J. Eitelberg, Naval Postgraduate School, Monterey, California. Monday, 26 August -- 10:00 to 11:50 AM, Westin Hotel San Gabriel A.

Symposium: Building a Composite Measure of Soldier Performance. Chair: Michael G. Rumsey, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Participants: Newell K. Eaton, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Measurement of Entry-Level Job Performance (19.3, 26). Michael G. Rumsey, William C. Osborn, Human Resources Research Organization, Radcliff, Kentucky, and Walter C. Borman, Personnel Decisions Research Institute, Minneapolis, Minnesota. Combining Hands-On and Knowledge Measures (23.2, 26). Walter C. Borman, Leonard A. White, Ilene F. Gast, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia, and Elaine D. Pulakos, Personnel Decisions Research Institute, Minneapolis, Minnesota. Performance Ratings as Criteria: What is Being Measured? (19.3, 26). John P. Campbell, University of Minnesota, and James Harris, Human Resources Research Organization, Alexandria, Virginia. Criterion Reduction and Combination via a Participative Decision-Making Panel (23.2., 26). Discussant: Mary L. Tenopyr, American Telephone and Telegraph, New York City. Monday, 26 August -- 2:00 to 3:50 PM, Sheraton Grande Movie Theater #4.

Symposium: Expanding the Measurement of Predictor Space for Military Enlisted Jobs. Chair: Hilda Wing, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Participants: Norman G. Peterson, Personnel Decisions Research Institute, Minneapolis, Minnesota. Overall Strategy and Methods for Expanding the Measured Predictor Space (19.3, 26). Rodney L. Rosse, Personnel Decisions Research Institute, Minneapolis, Minnesota. Advantages and Problems with Using Portable Computers for Personnel Measurement (23.2, 26). Jeffrey J. McHenry, Personnel Decisions Research Institute, Minneapolis, Minnesota. Problems, Issues and Results in Development of Computerized Psychomotor Measures (23.2, 26). Jody L. Toquam, Personnel Decisions Research Institute, Minneapolis, Minnesota. Development of Perceptual/Cognitive Measures: Supplementing the ASVAB (23.2, 26). Leatta M. Hough, Personnel Decisions Research Institute, Minneapolis, Minnesota. Important Issues in Development of Temperament, Biographical, and Interest Predictors (23.2, 26). Discussant: J.E. Uhlaner, Uhlaner Associates, Encino, California. Tuesday, 27 August -- 11:00 to 12:50 PM, L.A. Convention Center Room 209.

Symposium: Cognitive Performance Assessment in the Military. Chair: Jerrold M. Levine, Army Research Institute for the Behavioral and Social Sciences, Alexandria, Virginia. Participants: Dennis L. Reeves, Naval Medical Research Institute, Bethesda, Maryland. Clinical Neuropsychological/Electrophysiological Assessment (3, 26). Clark A. Shingledecker, Air Force Aerospace Medical Research Laboratory, Wright-Patterson AFB, Ohio, Development of a Cognitive Performance Assessment Battery (3, 26). Frederick W. Hegge, Walter Reed Army Institute of Research, Washington, D.C. Cognitive Assessment and Performance Modeling (3, 26). Michael G. Samet, E. Geiselman, and Joanne Marshall-Miles, Analytical Assessments Corporation, Los Angeles, California. ARI-Sponsored Cognitive Performance Assessment Data Base Development and Evaluation (3, 26). Discussant: Jerrold M. Levine. Tuesday, 27 August -- 3:00 to 4:50 PM, L.A. Convention Center, Room 209.

Steve Sellman
Program Chairman

CONVENTION ANNOUNCEMENTS

Open Forum. An open forum, "Women and Minorities in the Military," will be held in the San Fernando Room of the Bonaventure Hotel at the APA meetings, Sunday, August 25, from 7:00-8:50 A.M. Coffee, tea, and pastries will be available. The purpose of this session is to provide a forum for participants to present their research and viewpoints concerning the status of women and other under-represented groups in the military. Other suggested topics include: opportunities for and issues associated with women and minorities in military psychology, women psychologists in uniform, and a report on the APA Committee on Women in Psychology. If you wish to make a presentation, please contact Anne Hoiberg, Naval Health Research Center, P.O. Box 85122,

San Diego, CA 92138-9174. Telephone contact can be made at (619) 225-2061 or Autovon 933-2061.

Anne Hoiberg
Chair

Workshop on the Use of Computers in Military Personnel Assessment. Division 19 of APA (Military Psychology) will conduct a one-day, pre-convention workshop on the use of computers in military personnel assessment. The workshop will be chaired by Brian Waters of HumRRO, the chairman of the Division 19 Selection and Training Committee. Speakers will be leading personnel and training researchers from the Military Services, defense contractors, and Department of Defense policy makers.

The workshop will have four sessions as follows:

INTRODUCTION. Brian Waters (0900-0910)

Session 1. Military Selection and Classification

0910 - 0940 "PROJECT A: Microcomputers for Selection and Classification."
-- Hilda Wing - ARI

0940 - 1010 "An Introduction to the Computerized Adaptive Screening Test."
-- Deidre Knapp - ARI

1010 - 1040 "Computerized Adaptive Testing-ASVAB."
-- Drew Sands - NPRDC

1040 - 1100 BREAK

Session 2. Military Occupational Information Development and Dissemination

1100 - 1120 "Military Occupational and Training Information."
-- Anita Lancaster - OASD/FM&P

1120 - 1140 "Evaluation of MOTD into Career Information Delivery Systems (CIDS)."
-- Anne Coates-Radloff - HumRRO

1140 - 1230 "Demonstrations of the Wisconsin and Kansas CIDS."
-- Nancy Howard - Wisconsin CIS
-- Lisa Brown - KANSAS CAREERS

1230 - 1330 LUNCH

Session 3. Military Computerized Training Assessment

1330 - 1410 "A Computer-Supported System for Evaluating the Effectiveness of Undergraduate Naval Aviation Training."
-- Ed Eddowes - NAS Corpus Christi

1410 - 1450 "Computers in Training Analysis."

-- Joe Yasutake - AFHRL

Session 4. Military Computerized Clinical Personnel Assessment

1510 - 1540 "Micro-Computer Use in a Military Psychology Clinic."

-- Joe Fishburne - Walter Reed
Army Medical Center

1540 - 1600 Workshop Evaluation and Closing Remarks

Workshop attendance is open to all APA meeting attendees without charge. Attendance without prior reservations will be permitted if space is available. The workshop will be held in the Hilton Hotel, Sierra Room, on August 22, 1985 from 9:00 AM until 4:00 PM. Coffee and soft drinks will be provided to attendees by Division 19. Reservations should be sent to the address below prior to August 15th.

Brain K. Waters
Human Resources Research Organization
1100 S. Washington Street
Alexandria, VA 22314
(703) 549-3611

APA Poster Session, Applied Experimental Research in the Military, 8:00 AM Saturday, August 24, Los Angeles Convention Center. Presentations include:

Relationships among Psychological Well-Being, Cohesion, and Attitudes Toward the U.S. Army in a Sample of COHORT and Traditional Army Units. Kathryn Knudson, Ed Van Vranken and Richard Oldakowski.

Effects of Field-Of-View, Target Resolution and Engine Dynamics on Formation Flight Performance in a Flight Simulator. Elizabeth Lambert and Dennis Wightman.

The United Tri-Service Cognitive Performance Assessment Battery (UTC-PAB): The Battery. Dennis L. Reeves, C.A. Shingledecker, D.R., Thorne, K.P. Wilson, C.E., Englund and F.W. Hegge.

and others.

Mark your schedule! Sponsored by Division 21, Division of Applied Experimental and Engineering Psychologists, and Division 19, Military Psychology.

Jim Driskell
NTEC, Orlando, FL

GENERAL ANNOUNCEMENTS

Publication of Organization Morale by Robert Hershey, Ph.D. An original theory of the morale phenomenon covering such topics as the determiners of morale, attempts to measure morale, "morale-like" phenomena, the "markers" of morale, commitment and morale-how they differ, morale and group effectiveness, danger and morale, suggestions to improve morale. Professor Hershey's works have appeared in the Harvard Business Review, Journal of Applied Psychology, Personnel, Management Review and many other publications. Paper - 89 pp. - \$9.95 plus \$3.00 shipping and handling. Send check, money order or purchase order with your request to: Kings Point Press, c/o United States Merchant Marine Academy, Kings Point, New York 11024.

Near completion of an Annotated Behavioral Science Bibliography of the Vietnam War. This work consists of over 600 abstracts relating to the stresses, adaptational and psychiatric problems, and social context of those who served in the Vietnam War. Professional articles and books, as well as entries from the lay press are represented. This work will be approximately 170 pages in length and will be divided into three sections. The first will focus on active duty soldiers, and address issues such as the impact of combat stress and its field management, as well as general psychiatric conditions in Vietnam. The second section will review the societal and psychiatric consequences for the veterans of the Vietnam war. The final section will consist of a group of articles designed to fit the subject matter into its context. An introduction to each section will be provided. We anticipate that the bibliography will be of interest to researchers, therapists and military historians. At the present time we have not selected a publisher for submission. Please write us if you would like to receive a copy of the bibliography when it is available or can provide suggestions on how it can be distributed to the widest possible audience.

Norman M. Camp and William C. Marshall
WRAMC
Washington, DC

Society of Psychologists in Management Formed. The Society of Psychologists in Management (SPIM) was formed by a group of psychologists from across the United States interested in and involved with management and administration. The newly formed Society held an organizational meeting in Tampa on March 8-9, 1985. The meeting was hosted by Anthony Broskowski of Northside Community Mental Health Center of Tampa and was chaired by Richard Kilburg of the American Psychological Association. A number of other psychologists have served on an organizing committee as stated in its draft By-Laws. The purpose of SPIM is to facilitate the growth, development, and interaction of psychologists who work as managers or are interested in management by: (1) Promoting the advancement of management as a profession for psychologists and the involvement of psychologists in management as an important career path in psychology; (2) Improving the practice of management as implemented by psychologists; (3) Supporting the career advancement of such psychologists by providing professional development activities, information dissemination and exchange, education and training, and knowledge of employment opportunities; and (4) Conducting meetings through which such psychologists can meet each other.

An initial meeting of those interested in forming SPIM was held in Toronto in conjunction with the 1984 APA Convention. At the Convention, a symposium was organized which provided a discussion of issues that are covered in the October 1984 special issue of Professional Psychology: Research and Practice entitled "Psychologists in Management." As a result of these activities, a charter membership group of approximately 75 psychologists have indicated their interest in becoming part of SPIM.

It is intended that SPIM will become a special interest group of APA, not seek status as a new APA Division. The new members of SPIM represent nearly all of the APA's Divisions and include practicing managers from universities, consulting firms, human services agencies, industry and professional societies. For membership information please contact:

Arthur MacKinney
University of Missouri/St Louis
St Louis, Missouri 63121
(314) 553-5372

Summary of January 31 Meeting of Kindred Divisions. Discussion at the meeting began with a summary of the letter mailed by Division 14 President Schneider to the presidents of the attending divisions. The letter summarized some of the frustrations Division 14 has experienced in its dealings with APA Boards, and Committees, including the Board of Directors and, especially, the Board of Professional Affairs.

Other divisions were asked to comment on their dealings with APA. There appeared to be good consensus on the following four issues:

1. The current dues structure at APA is perceived to be inequitable in that it seems as if the largest percentage of dues is going to support professional issues that are of concern primarily to health-care practitioners (HCPs). It was agreed that it is reasonable for HCPs to spend moneys on lobbying for various forms of legislation, third-party payments, and so on. However, the question raised concerns the role of other psychologists, with little vested interests in such concerns, in paying for these efforts.

2. Sentiment was expressed for lowering the influence of HCPs and State Boards as influencers of graduate programs in psychology. It was noted that graduate programs in nonHCP areas need to have autonomy and flexibility to grow and develop as the science makes progress. Legislating program content and design was seen as breeding obsolescence in the science and, thus, eventual obsolescence in the practice of psychology.

3. APA Central Office was seen as being primarily concerned with advocacy for professional psychology. In that role, Central Office was viewed as being and becoming very large indeed. Sentiment in the group favored more even advocacy of the science and the profession and even a decrease in the advocacy of primarily social issues (there was less agreement on the latter). Some note was made of very recent moves on the part of Central Office to advocate science.

4. Considerable concern was expressed about the defection of basic scientists from APA to other scientific organizations. Numerous participants pointed to colleagues who (a) did not belong to APA and (b) were not encouraging their students to join APA. This trend was seen as a threat to APA as a scientific organization with potential negative consequences to the professional practice of psychology as well.

The result of the discussion of these issues was a proposal to draft a set of criteria for the new Task Force on Organization for them to consider as they grapple with the issue of APA reorganization. In other words, rather than tell the Task Force what APA should look like, it was decided to propose a set of objectives the new APA should be designed to achieve. The following criteria to which the group agreed.

1. Any new structure should be such that the concerns of HCPs are bounded. The group meant by this that HCP concerns should not pervade all facets of psychology including:
 - a. graduate education
 - b. licensing
 - c. certification
 - d. specialization
 - e. standards for providers of psychological services.

In other words, it was clear sentiment of the group that HCPs worry about putting their own house in order and let the rest of psychology alone. In particular, it was emphasized that documents coming out of APA should make clear it is HCPs that are the focus, not all psychology and all psychologists.

2. APA should operate on a pay-for-services basis. By this the group meant that divisions, coalitions, sections, federations, or whatever should utilize Central Office Staff on a fee basis rather than (a) having a large Central Office Staff to begin with and (b) having Central Office Staff take the initiative. The group was quite clear in their understanding of the need for advocacy in many arenas (states, congress) and for many reasons (third-party payments, research moneys) but felt that this should be determined by whomever requires the service and paid for by them.

3. In keeping with number 2, above, it was agreed that dues and other fees should reflect the use of services. Thus it was noted that not only dues seem to be inequitable in terms of benefits derived but that other APA functions, like malpractice insurance, appeared to fail to take into account differential experience.

4. Finally, there was agreement that APA needs to be very clear in (a) what it advocates and (b) for whom it is being an advocate. While in the abstract it would seem useful to have APA speak for all psychologists each time it speaks, it was clear to the group that this is not practical. Whatever structure is established for APA, it must take into account the different constituencies within and not appear to speak for all of psychology each time it speaks. Of course, this suggests the possibility that on some issues APA may speak for all of psychology but some mechanism needs to be put in place to permit this to happen.

It was agreed that this summary would be circulated to all participants for comment as a basis for preparation of a memo to the Task Force.

Benjamin Schneider
President Division 14

Office of Naval Research Young Investigator Program. The office of Naval Research has announced a new program to identify and support young scientists and engineers who show exceptional promise for doing creative research. The objectives of this program are to attract to naval research outstanding young university faculty members and to encourage their teaching and research careers.

Proposals should fall within the broad scope of naval research interests as described in the ONR brochure, Guide to the Program, which can be obtained by writing to the Office of Naval Research, Code 400, 800 North Quincy Street, Arlington, VA 22217-5000.

Eligible individuals are U.S. citizens holding tenure-track positions at U.S. universities and colleges who received their graduate degrees (Ph.D. or equivalent) on or after January 1, 1980. In fiscal year 1985, ONR will make 12 awards of no less than \$50,000 per year for three years with the possibility of greater support through matching funding. The deadline for receipt of proposals is August 30, 1985. Applications received after that date will be considered for funding in fiscal year 1986. The complete announcement describing this program can be obtained from the Office of Naval Research, Code 400R, 800 N. Quincy Street, Arlington, VA 22217-5000, or call Debbie Hughes, 202/696-4108.

NEWS ABOUT MEMBERS

50th Anniversary. William C. Biel of Los Angeles reports that the Air Force Aerospace Medical Research Laboratory celebrated its 50th Anniversary in June 1985. Many Division 19 members were in attendance; and featured speakers included Division 19 members Walter F. Grether and Julian M. Christensen.

Willian H. Hendrix has published two articles: Behavioral and Physiological Consequences of Stress and Its Antecedent Factors. Journal of Applied Psychology, 1985, 70(1), 188-201 (co-authors N.K. Ovalle and R.G. Troxler); and Job related stress effects on health and absenteeism. The British Journal of Aviation Medicine, 2(1), pp 27-31, 1985.

Jared B. Jobe has published two articles: Non-Invasive evaluation of Raynaud's phenomenon. BRUIT, 1985, 9(April), 39-41; and Comparison of the hunting reaction in normals and individuals with Raynaud's disease. Aviation Space and Environment Medicine, 1985, 56(6) (co-authors R.F. Goldman and W.P. Beetham, Jr.). He is moving to the TRADOC Training Technology Agency at Fort Monroe, VA at the end of July.

EDITORS' COMMENTS

This issue concludes our first year as editors of the Division 19 Newsletter. President-elect Randy Chambers has graciously accepted our offer to continue for another year. We would like to express our thanks to Marty Wiskoff, Joe Fishburne, Dick Bloom, and Steve Sellman for their first-rate support and contributions, to Ed Eddowes and Mike Strub for getting us started, to all the members who contributed new items, and to all the members who provided their encouragement in the form of letters or kind words.

At the suggestion of Earl Alluisi we are initiating a contest to determine the age of the Division 19 Newsletter. Readers are encouraged to submit a copy of the oldest newsletter in their files, or, barring that, other evidence of the age of the newsletter, such as correspondence or institutional memory. The winner will be announced in the next edition of the newsletter.

Glenda Nogami, the editor of the Journal of Military Psychology, reports that there are still insufficient accepted manuscripts for publication to begin. This is a very worthwhile journal that represents military psychology. It deserves your support.

Please send more input for the News About Members feature. It is especially important to keep your colleagues informed of your whereabouts, as many military psychologists move every few years. As always we are interested in your publications, honors and awards, and special projects. We would also like to invite your input for the Feature Article for the fall/winter issue, as well as editorials on provocative issues. Send your input by 15 October to:

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