

THE MILITARY PSYCHOLOGIST



THE OFFICIAL NEWSLETTER OF DIVISION 19 OF THE APA

Volume 2 Number 1

FALL-WINTER 1985

EXECUTIVE COMMITTEE

IN THIS ISSUE

	<u>Page</u>
PRESIDENT Randall M. Chambers	President's Message 2
PRESIDENT-ELECT Joyce L. Shields	Nominations for Division 19 Fellows 3
PAST-PRESIDENT Martin F. Wiskoff	Nominations for the 1986 Military Psychology Awards 4
SECRETARY-TREASURER Francis J. Fishburne	Division 19 Officers and Committees 4
REPRESENTATIVE TO COUNCIL A. David Mangelsdorff	Minutes of the Executive Committee and Business Meeting 7
MEMBERS AT LARGE Laurie A. Broedling Timothy B. Jeffery	Ad Hoc Committee on International Relations 11 Division 19 Wants You 13
<u>STANDING COMMITTEE CHAIRPERSONS</u>	Feature Articles 13
NOMINATIONS AND ELECTIONS Joyce L. Shields	Announcements 16
PROGRAM Charles H. Cory	News About Members 18 Editors' Comments 18
NEWSLETTER Jared B. Jobe John E. Morrison Stephen L. Goldberg	

PRESIDENT'S MESSAGE

"Psychological Research and Service for Defense" is the action theme which we military psychologists selected as being appropriate, timely, and meaningful in expressing our goals for this year. As military psychologists, we are vigorously pursuing goals of research and service, and applying psychological principles and technology to military-related problems and organizations, utilizing resources and capabilities in industrial and government laboratories, universities and institutes, hospitals and clinics, schools and family support centers, testing and counseling centers, field operations and battlefields, air and space, land and sea. Many of our concentrated efforts and goals will be on future directions for military psychology within projected high technology military environments and systems.

In addition to reporting and publishing our findings, observations, and recommendations, our efforts will include preparation for the 1986 APA Convention. Through our symposia, paper presentations, invited addresses, social hours, technical exhibits, workshops, discussions and conversations, we enjoyed great success last year at the APA Convention in Los Angeles. New program ideas, plans, and papers are needed for the 1986 APA Convention being planned for Washington, D. C., in order to insure an even greater success.

Future directions for military psychology within military environments and systems include recognizing possible issues and relationships with the APA corporate bodies and plans, the projected APA reorganization, the APA Council, and various APA task forces and committees. Also, during the year we shall be concerned with the supply and training of military psychologists, the development of criteria for accreditation of doctoral training programs and internships in military psychology, certification and licensing of military psychologists, the professional standards of civilian and military psychologists, and increasing the recruitment and supply of military psychologists. We must deal with these important issues at the community, state, and national community levels, among civilian institutions, as well as among the Army, Navy, and Air Force organizations. Also, we shall be emphasizing and documenting the history of military psychology. For publishing papers in military psychology, we recommend that members consider sending draft manuscripts for possible publication to the Journal of Military Psychology to help stimulate this new publication outlet.

We still invite the membership to nominate military psychologists, groups, institutes, or firms for one of the Military Psychology Awards. These awards may be made for excellence in research, service, product development, or administration, if they clearly reflect advancement of the profession, service on behalf of the welfare of military personnel, or improved effectiveness of military systems.

We appeal to the membership to allocate votes to Division 19 in the APA Council Apportionment ballot. Many members have multiple division memberships. Please allocate your votes to Division 19, so we can influence APA policy and Council.

At our mid-year meeting at APA Headquarters, we shall review progress along the lines in which we are working. Future directions for military psychology, APA corporate issues and activities, workshops, program plans, selection and training, special concerns of uniformed psychologists, organizational psychology, liaison with other organizations and other countries, international relations, improvement of our communications network, professional issues and standards, and strengthening the foundations for military psychology as a profession and science, are among the issues we shall be concentrating on during the year, and which we shall review. Military psychology is a microcosm of the total field of psychology.

Randy Chambers
President

NOMINATIONS FOR DIVISION 19 FELLOWS

The Division 19 Fellows Committee, chaired by John E. Rasmussen, is soliciting nominations for Fellows. The criteria for Fellow status are: (1) membership in Division 19 for 1 year, (2) unusual or outstanding contributions to psychology, (3) 5 years of work experience related to military psychology, (4) active involvement in the performance or administration of research or application relative to military psychology, and (5) approval by APA for Fellow status.

Division 19 nominates members for Fellowship status in the American Psychological Association; a singularly high honor. Election to Fellow status relates not to competence, credentialing, or ability to do one's job, but, rather, to outstanding and unusual contributions or performance. For many years, the second criterion for Fellow status, "unusual or outstanding contributions to psychology," has created a problem for Division 19. Historically, the more academically oriented divisions have been able to use the citation by other scientists. While some Division 19 members would qualify under this criteria, most would not. When evidence of unusual or outstanding contributions is not readily available through research activities (as revealed by publications), attainment of this criterion becomes difficult to assess. It is here that sponsors can be of great help by carefully spelling out supporting evidence that the nominee's professional activities meet the requirement of unusual and outstanding contribution or performance. Detailed evidence from sponsors as to the exact nature of the candidate's contribution would be of inestimable help. For example, it is usually not enough to know that the candidate was instrumental in establishing the "X" Center for Performance Assessment at "Y" military base. To assess accurately the unusual and outstanding aspects of such contributions, one also should know how the individual was instrumental, and what significance the center holds within the field of psychology -- not military psychology alone.

The candidate must be nominated/endorsed by at least three Fellows. Deadline for receipt of nominations/endorsements is March 15, 1986. Applications and nomination/endorsement forms are available from and should be submitted to:

John E. Rasmussen, Ph.D., Director
Virginia Mason Research Center
1000 Seneca Street
Seattle, WA 98101

NOMINATIONS FOR THE 1986 MILITARY PSYCHOLOGY AWARDS

Each year the Division of Military Psychology solicits nominations of individuals, groups, institutions or firms that are viewed as having made outstanding contributions to military psychology. The awards are made for excellence in research, service, product development, or administration that clearly reflects advancement of the profession of military psychology, improved effectiveness of military systems, or service on behalf of the welfare of military personnel. Judging is performed by a standing committee consisting of the Past-President (chair), President, and President-elect of Division 19.

Nominations are sought on behalf of any individual, or team of individuals whose contributions merit special recognition by Division 19. The recipients of these awards need not be members of the division or even of APA. They may be nominated by individuals, agencies or organizations, and proponency by others, in addition to those making the primary nomination is appropriate. Nominations should consist of a statement (300-500 words) which makes explicit those aspects of the nominee's work that are considered exceptional. This should be supported by a selection of supportive material in the form of articles, technical reports, product descriptions or histories of service that can be judged fairly by committee members who may not otherwise be familiar with the nominee's contributions. If possible, submit three copies of each such article or report. Endorsements by others who may testify to the scientific merit or practical impact of the nominee's work are particularly helpful.

Prior submissions which did not receive the award may be resubmitted. Nominations should be submitted no later than 15 April 1986 to:

Dr. Martin F. Wiskoff
Navy Personnel R&D Center
San Diego, CA 92152-6800

DIVISION OF MILITARY PSYCHOLOGY CURRENT OFFICERS AND COMMITTEES

President	Randall M. Chambers U. S. Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333-5600	AV284-8905 202-274-8905 (H)703-780-9579
President-elect	Joyce L. Shields The Hay Group 1110 Vermont Ave., N.W. Washington, D.C. 20005	202-833-9250 (H)301-365-5413
Past President	Martin F. Wiskoff Navy Personnel R&D Center San Diego, CA 92152-6800	AV933-6159 619-225-6159
Secretary- Treasurer	Francis Joe Fishburne Chief, Psychology Service WRAMC Washington, D.C. 20012	AV291-1065 202-576-1065 (H)301-340-7611

Representative to APA Council	A. David Mangelsdorff 2425 Turtle Village Drive San Antonio, TX 72830	AV471-4541/2511 512-221-4541 (H)512-344-0942
Members at Large	Laurie A. Broedling Navy Personnel R&D Center San Diego, CA 92152-6800	AV933-6534/6522 619-225-6534
	Timothy B. Jeffrey Chief, Psychology Service Wm. Beaumont AMC El Paso, TX 79920	AV979-2818/2838 915-568-2918
Newsletter	Jared B. Jobe Post Office Box 313 Fort Monroe, VA 23651-0313	AV680-3607 804-727-3607
	John E. Morrison HumRRO P.O. Box 293 Fort Knox, KY 40121	502-942-3232
	Stephen L. Goldberg ARI Scientific Coordination Office ATTN: PERI-ZM Bldg 207 Fort Monroe, VA 23651	AV680-3556 804-727-3556
Nominations and Elections	Joyce L. Shields	202-833-9250 (H)301-365-5413
	Laurie A. Broedling	AV933-6522/6534
	Timothy B. Jeffrey	AV979-2818
Program	Charles H. Cory Code 621 Navy Personnel R&D Center San Diego, CA 92152-6800	AV933-2181 619-225-2181
	Paul Gade U.S. Army Research Institute 5001 Eisenhower Ave. Alexandria, VA 22333-5600	AV284-9045/9136 202-274-9045/9136
	David L. Payne Defense Tech. Data & Analysis Center 3280 Progress Drive Orlando, FL 32826	305-281-3600
	William James Strickland HQ USAF, DPXOA Room 4E185, The Pentagon Washington, D.C. 20330-5060	202-697-5356 (H)703-670-7164

	Brian A. Waters HumRRO 1100 S. Washington Street Alexandria, VA 22314	703-549-3611 (H)301-292-0819
Membership	Timothy B. Jeffrey	AV979-2818 915-568-2818
	Frank C. Petho Chief of Naval Air Training Command Aviation Psychology Program Code N36 Naval Air Station Corpus Christi, TX 78419	AV861-3325 512-937-3325
	Bruce Gould AFHRL Brooks AFB, TX 78235	AV240-3648
Fellows	John E. Rasmussen Director, Virginia Mason Research Center 1000 Seneca Street Seattle, WA 98101	206-583-6527
	Fred Muckler 2135 Hartford Street San Diego, CA 92110	818-889-5072 (H)619-276-6905
	Arthur C. F. Gilbert U.S. Army Research Institute ATTN: PERI-RL 5001 Eisenhower Ave. Alexandria, VA 22333-5600	AV284-8844 202-274-8844
Awards Committee	Martin F. Wiskoff	AV933-6159 (H)619-225-7759
AD HOC COMMITTEES		
Human Factors and Engineering Psychology	Carl E. Englund Naval Health Research Center P.O. Box 85122 San Diego, CA 92138	AV957-4308/4379 619-225-3408
Selection and Training	Brain K. Waters	703-549-3611
	Edward E. Eddowes CNATRA Code N301 Bldg 1 Naval Station Corpus Christi, TX 78419	AV861-3503 512-937-3503

Psychologists in Uniform	Edwin Gerwell Wilford Hall Air Force Medical Center SGHMS Lackland AFB, TX 78236	A554-5967 512-670-5967
Journal of Military Psychology	Glenda Y. Nogami U.S. Army Research Institute 5001 Eisenhower Avenue Alexandria, VA 22333-5600	AV284-8119 202-274-8119 (H)703-471-7533
	Randall M. Chambers	AV284-8905 202-274-8905 (H)703-780-9579
Inter-University Seminar on Armed Forces & Society	Robert S. Nichols 7124 Roslyn Ave Rockville, MD 20855	703-281-6420 (H)301-926-2952
	Linda M. Doherty U.S. Navy Personnel R&D Center San Diego, CA 92152-6800	(H)619-225-2231
Women and Minorities in the Military	Anne Hoiberg Naval Health Research Center P.O. Box 85122 San Diego, CA 92138	AV933-2061 619-225-2061
Military Psychology History	Arthur C. F. Gilbert	AV284-8844 202-274-8844 (H)301-588-1316
International Relations	Richard W. Bloom AFMIC Fort Detrick, MD 21701	AV343-7603 301-663-7603
	Jim La Rocco Naval School of Health Sciences Bethesda, MA 20814	AV295-1467
Organizational Psychology	Ted (Ogden) Brown, Jr. 17 Sanford Road Colorado Springs, CO 80906	213-743-7915

MINUTES OF THE OUTGOING AND INCOMING EXECUTIVE COMMITTEES AND BUSINESS MEETING OF DIVISION 19

The Outgoing and Incoming Executive Committees met in an extended session from 7:00 a.m. to 10:00 a.m. at the Westin Bonaventure Hotel, Los Angeles, California on August 24, 1985. Attendees were Marty Wiskoff (President), Randy Chambers (Incoming President), Joyce Shields (President-elect), Joe Fishburne (Secretary-Treasurer), Dave Mangelsdorff (Past-President), Bob Nichols (Representative-to-Council), Tim Jeffrey and Laurie Broedling (Members-at-Large), Steve Sellman (Program), Jared Jobe and Steve Goldberg (Newsletter Co-Editors), Ed Eddowes (Representing Membership), Anne Hoiberg (Women), Frank Mullins (Tri-Service), Art Gilbert

(Fellows), Brian Waters (Workshop), Dick Bloom (International), and Chuck Cory. The Annual Division 19 Business Meeting was held at the Sheraton Hotel, Los Angeles, California at 3:00 p.m. on August 25, 1985. The meeting was called to order by President Marty Wiskoff with 35 members present at the start of the meeting.

Minutes of the last Executive Committee and Business meetings were approved as published in the Military Psychologist.

Joe Fishburne gave the treasurer's report and submitted the proposed budget for 1985-1986. Both were approved by the Executive Committee and members present at the Business meeting.

Proposed Budget for 1985-1986

Expected Receipts:

Dues	600 @ \$2.00	\$1,200.00
Assessments	500 @ \$3.00	1,500.00
Interest		500.00
	TOTAL	<u>\$3,250.00</u>

Projected Expenses:

Officers		\$ 500.00
Committees:		
Nominating		200.00
Program		50.00
Fellows		30.00
Membership		30.00
Newletters - printing and mailing (3 newsletters)		1,500.00
Organizations:		
AAP Annual Support		200.00
Coalitions 3 @ \$25.00		75.00
Printing and distributing nominations ballot		200.00
Newsletter insurance		40.00
Convention:		
Social hour		250.00
Workshop committees and rooms		100.00
Audio-visual rentals		75.00
Executive committee meetings		40.00
Hospitality Suite		300.00
Awards Plaques		150.00
Mailing Labels		70.00
Mid-Winter Executive Committee Meeting		500.00
Miscellaneous administrative expenses		100.00
	TOTAL	<u>\$4,410.00</u>

Treasurer's Report 1984-1985

Initial balance as of 31 July 1984		\$5,829.49
John Hancock Mutual Fund Interest		557.27
John Hanson dividends		38.46
APA Gross Receipts		3,082.72
	SUBTOTAL	<u>\$9,507.94</u>

Expenses

29 August	1984	A. David Mangelsdorff (Survey)	\$ 80.00
17 November	1984	Mike Strub - Newsletter #1	320.00
17 November	1984	Jared Jobe - Newsletter #1	9.35
31 January	1985	Holiday Inn Toronto - Social Hour	90.17
31 January	1985	APA - Labels	15.00
28 March	1985	Postmaster - Newsletter #2	50.00
23 April	1985	Jared Jobe - Newsletter #2	50.00
23 April	1985	Postmaster - Newsletter #2	38.04
23 April	1985	Royalty Printing - Newsletter #2	245.70
24 April	1985	APA - Labels	15.00
3 May	1985	Scientist/Practitioner Coalition	25.00
28 May	1985	APA - Election Materials	168.50
15 July	1985	APA - Labels	15.00
29 July	1985	Royalty Printing - Newsletter #3	370.60
29 July	1985	Postmaster - Newsletter #3	44.37
		SUBTOTAL	<u>1,536.73</u>
		TOTAL	\$7,971.21

Balances

25 July	1985	John Hancock	8,148.52
29 July	1985	John Hanson	237.66
		SUBTOTAL	<u>8,386.18</u>

Outstanding Checks

29 July	1985	John Hanson - #133	370.60
29 July	1985	John Hanson - #134	44.37
		TOTAL	<u>\$7,971.21</u>

Randy Chambers presented the report of the Nominations Committee. Nominations were sought for president-elect and for representative to council. Three candidates were proposed for each office. Division members elected Joyce Shields as president-elect and Dave Mangelsdorff as representative-to-council, term to begin February 1986.

The Awards Committee report was given by Dave Mangelsdorff. Two candidates for the award were recommended, LTC(retired) Alvin J. Wooten, Jr. and LTC Frank H. Rath, Jr.. The Executive Committee approved both awards. Neither recipient attended the convention. Thus, their awards were acknowledged at the business meeting and will be mailed to them.

Council Representative Bob Nichols discussed some of the numerous issues brought before the APA Council, including: the rapid passage of the organization's 21 million dollar budget which does not include operational funding for Psychology Today, Council vote not to approve a designation system for graduate departments of psychology, proposed division of Transpersonal Psychology, which the Division 19 Executive Committee voted not to support, and the proposed absorption of AAP into APA. Perhaps the most controversial issue is the proposal for reorganization, on which the debate will be ongoing for some time.

Steve Sellman presented the Program Committee report. Over 80 submissions were submitted for consideration in the 17 hours allotted to the division's program. Division 21 "donated" four hours. Eight symposia and 15 papers were accepted. Featured events included Marty Wiskoff's presidential address on military psychology's impact on national defense and a symposium on the propensity of young women to enlist, based on research done at the specific behest of Congress. Division 19 co-sponsored sessions with Divisions 5, 14, and 21, as well as Divisions 8, 12, 17, and 35.

This year Division 19 tried something new - - a hospitality suite. It was open four nights (Friday through Monday), and was used as a place for members and to those interested in Division 19, to congregate, renew old friendships, and organize groups for drinks, dinner, etc. The division provided wine and crackers.

The Membership Committee report was rendered by Ed Eddowes for Frank Petho who could not attend the convention. Eighty-nine interest slips were received from APA and an equal number of application forms were mailed out. Forty-eight applications were returned and 15 potential applications are pending. Forty-three applications were received for member status and five for associate status. The Executive Committee and members present at the Business meeting voted to accept all qualified applicants.

The Fellows Committee report was presented by Art Gilbert. Five applications for new Fellow status were received; none were received from "old" Fellows (i.e., Fellows in other APA Divisions). Four of the nominations received were approved by the committee and forwarded to the APA Membership Committee, while one was not forwarded. All four nominations forwarded to the APA Membership Committee were approved for Fellow status by that committee.

Accordingly, the committee recommended the following persons for Fellowship status in Division 19:

Dr. Allan P. Jones, Houston, TX
 Dr. Frederick J. Manning, Silver Springs, MD
 Dr. Joyce L. Shields, Bethesda, MD
 Dr. Martin F. Wiskoff, San Diego, CA

Proposed Fellows present at the Business meeting were excused and Fellows present voted to approve all nominees for Fellow status within the Division.

Jared Jobe presented the Newsletter report. The co-editors intended to publish three issues of the newsletter, reflecting the following goals: 1) change the title of the newsletter to The Military Psychologist, to more accurately reflect the newsletter's emphasis; 2) expand the length of the newsletter, especially the division's convention program and the news about members feature; and 3) include feature reports on military psychology.

These goals were generally accomplished; however, more member input for news about members and features articles is needed. Overall support from the membership has been excellent. Submission of items should go to Jared Jobe, P.O. Box 313, Ft. Monroe, VA 23651-0313.

Because of difficulty with 4th class postage, many members did not receive the convention issue prior to the convention. The editors are exploring ways to insure more timely delivery of the newsletter.

Randy Chambers reported that the ad hoc Committee on Human factors and Engineering had not been very active over the preceeding year. The committee is concerned with identifying graduate programs which train in the area. There has also been activity within this committee regarding the restructuring of APA.

Brain Waters reported that the ad hoc Committee on Selection and Training had as its major activity the designing, scheduling, and conducting of the pre-convention workshop "The use of computers in military assessment."

The ad hoc Committee on Psychologists in Uniform report was made by Frank Mullins. He reported that the committee has been involved in a number of issues including new DoD requirements for deliverers of psychological services to be licensed, increasing roles for psychologists within the military, and promotion opportunities for uniformed psychologists. The committee hosted a meeting during the convention.

Dick Bloom reported on the activities of the ad hoc Committee on International Relations. The committee has established good relations with the APA Committee on International Relations. Cogent issues include use of psychological techniques in torture and in treating torture victims.

Anne Hoiberg rendered the report for the ad hoc Committee on Women and Minorities in the military. Two open forum sessions were sponsored by the committee during the convention. Issues with which the committee is concerned include policy changes concerning women's utilization in the military, the role of DACOWITS in protecting women's rights, dual-career couples in the military, retention of women and minorities in the military, research on women in the military, and women psychologists in uniform.

The meetings were adjourned after appropriate motions were made.

Joe Fishburne
Secretary-Treasurer

DIVISION 19 AD HOC COMMITTEE ON INTERNATIONAL RELATIONS

Upcoming Meetings: First International Conference on Conflict Resolution and Peace Studies, 30 Dec 1985 - 5 January 1986, Suva, Fiji Islands. 5th International Congress of Family Therapy, 22 - 25 June 1986, Jerusalem. Eighth International Congress of Cross-Cultural Psychology, 6 - 10 July 1986, Istanbul. 44th Annual Convention of the International Council of Psychologists, 7 - 11 July 1986, Tel Aviv. 21st International Congress of Applied Psychology, 13 - 18 July 1986, Jerusalem. European Psychologists for Peace, 8 - 10 August 1986, Helsinki, Finland. Sixth Organization Development World Congress on "Conflict Resolution Technology", 17 - 21 November 1986, Haifa, Israel.

The 4th edition of The International Directory of Psychologists is now available. The directory is the most complete reference volume on international psychology ever available. Each participating national society of psychology portrays the historical development and the current organizational, professional, and scientific structure of psychology in the respective country. There also is information on over 32,000 psychologists outside the U.S.A. The cost varies from \$26 to \$52 depending on professional affiliation. Contact the Division 19 ad hoc committee for more information.

New Texts: Murphy, H.B.M. Comparative Psychiatry: The International and Intercultural Distribution of Mental Illness. New York: Springer, Verlag, 1982. Favazza, A.R., & Faheem, A.D. Themes in Cultural Psychiatry: An Annotated Bibliography, 1975 - 1980. Columbia: University of Missouri Press, 1982.

Ida Pruitt, a writer and medical social worker, who trained China's first modern caseworkers, and spent her life promoting Chinese-American understanding has died at age 96. In 1920 she was chosen by the Rockefeller Foundation to establish the Department of Medical Social Work at the Peking Union Medical College Hospital.

Mexico: Psychological Aftermath of September Earthquakes

Psychological phenomena arising immediately after the September earthquakes in Mexico City have included guilt at having survived while loved ones died, dissociative reactions, conversion hysteria, and the beginnings of the classic bereavement sequence of denying traumatic events, anger at their occurrence, depression, and, hopefully, acceptance of the events.

Accompanying these phenomena are fear, anxiety, confusion, nausea, diarrhea, and constipation. Some authorities on the psychiatric faculty of Mexico's Autonomous University predict that other significant psychosomatic and emotional disorders will appear after about three months, but will be difficult to treat.

Mental health professionals from the Autonomous University, the Mexican Association of Child and Adolescent Psychiatry, and the Psychoanalytic Association of Mexico are attempting to marshal treatment resources. Psychiatrists, psychologists, and social workers are offering counseling services to the homeless and to school children. Special radio and television programs are being developed so that mental health aid can reach large segments of the population.

Joseph Treaster of the New York Times has reported several heart-rendering tragedies. In one instance, a woman who gave up hope of being rescued killed her small child to save it from a slow death. A short time later she was pulled to safety and became psychotic. In another instance, a female model who had been rescued, but lost a leg in the process, committed suicide.

The psychological aftermath of the September earthquakes should be followed closely by military mental health personnel. Many of the problems and attempts at treatment are similar to what occurs during and after combat, terrorist events, and military-related disasters.

Dick Bloom

AFMIC, Ft Detrick, MD 21701
AV 343-7603, C(301) 663-7603

DIVISION 19 WANTS YOU

As a reasonably dedicated attender of Division 19 program sessions at the 1985 APA Convention, I am impressed with the breadth and quality of military research being conducted. In such areas as performance measurement, cognitive performance assessment, computerized testing, personnel classification, and training, military research is in the forefront of the profession. In addition, interesting and useful work is being done in areas which are unique to the military, such as battle stress, organizational effectiveness, neuropsychology in the armed forces, and problems of women in the military. The findings of research in areas such as these and others, too numerous to mention, are important and should be communicated among ourselves and to the wider professional community. These paragraphs are written to encourage you, fellow members of Division 19, to do just that.

Last year Steve Sellman did an outstanding job in securing for the Division 19 program schedule additional hours beyond those originally allotted. This year's program committee is determined to do the same. When the APA call for programs is issued this December, submit your bright program ideas to Division 19. Go ahead, flood us with proposals; keep us busy; make life difficult for us. We love it! In turn, we will exert every effort to secure the space needed to present good programs and to continue for the 1986 APA Convention the excellent Division 19 schedules of the past few years.

Chuck Cory
Program Chairman

FEATURE ARTICLES

DoD Efforts to Link Enlistment Standards
to
On-the-Job Performance

Lt. Colonel D. A. Harris
Office of the Assistant Secretary of Defense
(Force Management and Personnel)

The Joint-Service Job Performance Measurement/Enlistment Standards Project began in July 1980, when the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), directed the military services to establish a research and development program to link enlistment standards to job performance. Subsequently, the House Committee on Appropriations tasked the Office of the Secretary of Defense to provide direct oversight for joint-service research activities addressing job performance measurement and the eventual linkages of job performance data to enlistment standards.

The objectives of this project are to: 1) develop prototype methodologies for the measurement of job performance, and 2) if feasible, link enlistment standards to that performance. The individual services are conducting research in this area within a common methodological framework. This common framework will provide DoD and the services with technology transfer benefits

and considerable cost savings, while preserving service-specific performance and enlistment standards assessment. This strategy will minimize the time required to develop a comprehensive, DoD-wide program and preclude redundancy in individual service research efforts.

The following committees and agencies provide guidance, integration, and support for the project. The Manpower Accession Policy (MAP) Steering Committee provides joint-service policy oversight on enlistment processing issues and provides recommendations to the Assistant Secretary of Defense (Force Management and Personnel). Chaired by the Director for Accession Policy, OASD (FM&P), the committee is composed of senior military officers from the offices of their respective deputy chiefs of staff for personnel, and the commander of the Military Entrance Processing Command (MEPCOM). The MAP Steering Committee serves as the basic source of policy oversight for this project.

The Joint-Service Job Performance Measurement Working Group is the primary source of review and coordination of service job performance measurement research programs. Membership includes representatives from each service's personnel research laboratory and headquarters-level accession policy staff. The working group is chaired by an Air Force personnel psychologist assigned to the Directorate for Accession Policy in OASD (FM&P). The working group facilitates the sharing of service research results and ideas. This ensures that studies are coordinated and directed at known data requirements for analyzing the feasibility of developing job performance measures. The working group also acts as the primary interface with the National Academy of Sciences' (NAS) Committee on the Performance of Military Personnel and provides recommendations to the MAP Steering Committee.

The NAS Committee on the Performance of Military Personnel is composed of nationally recognized experts in scientific and technical areas related to job performance measurement and enlistment standards. The NAS Committee, chaired by Dr. Bert Green, Jr. of the John Hopkins University, is charged with providing independent, scientific assessment of the DoD research program. Its activities include the review of research plans, observation of data collection, and evaluation of data analysis. The committee has been asked to help assure that the research reflects state-of-the-art methods and to suggest additional lines of research or alternate strategies as necessary. The committee is also exploring the policy considerations -- military, economic, and social -- that might inform the development of models for linking entrance standards and job performance. Finally, the committee provides an ongoing forum for the exchange of ideas among researchers, policy makers, and military officials.

The research plan calls for the development of performance measures of an integrated set of cross-service and service-specific military occupational specialties that will serve as the initial test bed for demonstrating job performance measurement technologies. Each service will act as the "lead" in demonstrating job performance measures for one cross-service occupational specialty. Each service will also collect a common set of data.

Hands on job performance measures will be developed for all of the military occupational specialties included in the joint project. The hands-on test results will then be used as the standard (or benchmark) criterion for the evaluation of substitute (or surrogate) performance measures. The reason for incorporating this feature into the research plan, is that hands-on performance tests are costly and difficult to develop and

administer. The service will not be able to operationally support the development and use of hands-on, benchmark performance tests for all remaining military occupational specialties. Therefore, the services will be able to determine the surrogate's utility as a less-expensive and less-difficult-to-administer measure of job performance.

Each service is responsible for developing specialized expertise in certain surrogate performance measures. The Army is developing Army-wide performance measures and job knowledge paper-and-pencil tests; the Navy is preparing simulation tests; the Air Force is developing walk through performance tests, and task-level ratings of performance and job experience; and the Marine Corps is responsible for identifying peripheral data (e.g., biographical, demographic, and training data), and monitoring their collection.

If the performance tests and linkage methodologies are successfully demonstrated on the project's occupational specialties, further research will be undertaken to demonstrate the application and utility of the new technologies for the remaining military occupations. Although a major goal of the project is to provide the necessary data to establish valid linkages between job performance and enlistment standards, another product is accurate, usable, and efficient performance measures which are needed for other manpower, personnel, and training applications. Each December, the Office of the Secretary of Defense prepares and submits a report on this project to both the Senate and House Armed Services Committees. If you are interested in receiving a copy of the 1985 Report, write:

Lt Col D. A. Harris
 Directorate for Accession Policy
 OASD (FM&P)
 Room 2B271; The Pentagon
 Washington, D. C. 20301-4000
 AV 227-9272 or (202) 697-9272

Society of Air Force Clinical Psychologists

MAJ Dick Bloom

Psychologists in Division 19 have long had an interest in how the behavioral sciences can contribute to national security, DoD policy, and the mission of the military services. So, too, have psychologists within the Society of Air Force Clinical Psychologists (SAFCP).

SAFCP has a consultant who monitors policy, regulations, and guidelines governing military psychology. Another consultant monitors state-of-the-art developments in military psychological research and practice. SAFCP also has five members at large who monitor the latest activities by USAF psychologists in five regional areas (Eastern, Central, and Western CONUS, as well as Europe and Asia).

SAFCP has three means of communication: first, an annual meeting at Sheppard AFB is usually attended by 1/4 to 1/2 of all USAF clinical psychologists; second, networking between the five members-at-large and other psychologists in their respective regions, as well as between the members-at-large and the SAFCP executive leadership; and third, a quarterly newsletter, The Forum.

The Forum contains (1) short items pertaining to military psychology, including new DoD policy, achievements of military behavioral scientists, new programs, and unique activities; (2) essays on research and practice in military psychology including historical accounts; (3) vignettes of USAF clinical psychologists practicing their craft; and (4) an essay on the latest developments in other countries.

How can psychology contribute to operational effectiveness of combat forces? Should all behavioral scientists -- clinicians, experimentalists, personnel specialists, etc. -- be controlled by one resource management program? What is the optimal division of labor among psychiatric nurses, psychologists, psychiatrists, and social workers? Should clinicians rotate into military selection and training programs? What is the future of military psychology? These are the kinds of issues on which SAFCP focuses.

SAFCP welcomes the participation of all who are interested in furthering military psychology. Feel free to contact Lt Col Bob Reynes, USAAF, BSC, SAFCP President, USAF Medical Center/SGHA, Wright-Patterson AFB, OH 45433, AV 787-2813. Inquiries and contributions for The Forum can be directed to: MAJ Dick Bloom, USAF, BSC, AFMIC, Ft. Detrick, MD 21701, AV 343-7603. Join us!

ANNOUNCEMENTS

Human Factors Symposium

The Human Factors Society, the Human Factors Association of Canada, the HFS Organizational Design and Management Technical Group, and the International Ergonomics Association announce the call for papers for the Second International Symposium on Human Factors in Organizational Design and Management to be held from 19-21 August 1986 in Vancouver, B.C. This symposium brings together research workers and practitioners to share and exchange information, ideas, theory, and experience in applying human factors to the design of organizations and related management systems. Papers will be published in a hard-cover proceedings. Abstracts are invited in the following categories: research papers, case studies, reviews, panel sessions, and workshops. The abstract deadline is 30 Jan 86 and are to be sent to: Dr. Ogden Brown, Jr., Technical Program Chair, 17 Sanford Road, Colorado Springs, CO, 80906. For further information and workshops contact: Dr. Hal W. Hendrick, Symposium Chairman, Human Factors Department, Institute of Safety and Systems Management, University of Southern California, Los Angeles, CA 90089-0021.

Consulting Psychology Awards

The Division of Consulting Psychology announces a search for nominees for two awards for excellence in practice and in research.

The \$1,000 practice award, designated as the Perry L. Rohrer Award and sustained with support from the firm of Rohrer, Hibler & Replogle, is awarded annually at the APA Convention to psychologists who have demonstrated outstanding achievement in the application of psychological knowledge and skills to assist organizations, public or private, to respond more effectively to human needs. Nominees must be APA members, from any field of psychology. Anyone may submit a nomination.

The \$1,000 research award, sustained with support from the National Psychological Consultants to Management, is awarded for excellence in research contributing to the professional practice of consulting psychology in organizational settings. It is designed to foster the use of research in consultation, especially research on the consulting process itself. APA members and students sponsored by them are eligible.

Deadline: April 1. Contact: Ken Bradt, Chair, Awards Committee, Division of Consulting Psychology, 1911 Rain Forest Trail, Sarasota, FL 34240. Phone: 813-371-6582.

Nominations Sought for Edwin B. Newman Graduate Research Award

The eighth annual Edwin B. Newman Award for Excellence in Graduate Research, established jointly by Psi Chi and APA, will be given at the 1986 APA Convention in Washington, D.C. The award will be presented for the best graduate student paper accepted for presentation at the APA or Psi Chi convention, any of the six regional psychological association conventions, any of the state psychological conventions, held between July 1, 1985 and June 30, 1986. For purposes of the award, "research" is broadly defined to include all forms of scholarly endeavor relevant to psychology such as experiments, correlational studies, historical papers, case histories, and evaluation studies.

Four copies of the paper must be submitted, accompanied by a cover sheet with the following information:

1. The name of the author of the paper, the university or college where the student carried out the research, and the mailing address and phone number where the author can be reached during the summer. Make clear the name of the senior author if there is more than one author.
2. The name of the convention where the paper was or will be presented. Please note that acceptance for presentation is key; students need not have made the presentation personally.
3. The date the paper was or will be presented.
4. A signed statement by the faculty advisor certifying that the paper is primarily the work of the senior author, i.e., if the paper were published, the student senior author would be the first author, and
5. That the senior author was a graduate student at the time the research was carried out and the paper was submitted to the convention.
6. All identification data about the author and the school must be removed from the paper to enable the judging to be objective.
7. Papers are limited to no more than 12 pages double-spaced, including tables and figures, but excluding references. Papers which exceed this limit will be returned.

Send the cover sheet with this information and four copies of the manuscript no later than March 29, 1986 to: the Edwin B. Newman Award, Scientific Affairs Office, American Psychological Association, 1200 17th Street N.W., Washington, D.C. 20036. Call (202) 955-7755 for more information.

The winner will be brought to the APA convention, expenses paid, to receive the award from the presidents of Psi Chi and APA.

NEWS ABOUT MEMBERS

Lt Col Dickie A. Harris has been named the DOD Joint-Service Job Performance Measurement/Enlistment Standards Project Manager within the Directorate for Accession Policy, OASD (FM&P). He will also chair the Joint-Service Job Performance Measurement Working Group. Lt Col Harris' previous assignment was at HQ USAF where he was Chief, Training Research and Systems Development in the Directorate of Personnel Programs.

Joyce Shields has left the Army Research Institute to become Manager of the Human Systems Development Practice for the Hay Group, Inc. She can be reached at (202) 833-9250.

Marshall Farr retired as Program Manager, Personnel and Training Research group, Office of Naval Research in Jan 85. He was awarded the Department of the Navy's Superior Civilian Service Award in August 85, and was recently elected to Fellow status in Division 15 (Educational Psychology).

William H. Hendrix recently published the following article: Hendrix, W.H. Factors predictive of stress, organizational effectiveness, and coronary heart disease potential. Aviation, Space, and Environmental Medicine, 1985, 56, 654-659.

Duncan L. Dieterly of Southern California Edison Co., 1305 West Beverly Blvd., Montebello, Ca 90640, (213) 721-1517 recently presented a paper on artificial intelligence at the 8th Human Factors in Southern California Symposium, June 1985, and presented at an APA session, Selections - Placement Systems, co-sponsored by Div 14 & 19.

Jared Jobe recently published the following book chapter: Jobe, J.B., Roberts, D.E., & Sampson, J.B. Conditioning therapy in Raynaud's phenomenon. In E. Davis (Ed.), Advances in microcirculation, Vol. 12. Raynaud update: Pathophysiology and treatment, pp 127-137. Karger, Basel, 1985.

EDITORS' COMMENTS

We would like to apologize to all those members who did not receive their summer Military Psychologist in time to plan for the convention. Mailing time was in excess of six weeks for some members. We will ensure that the next convention issue reaches the membership by the first week in August.

This issue marks the beginning of the second year of our editorship of the Military Psychologist, and we would like to thank all the members for their kind comments about the newsletter at the convention. We hope to prove worthy of your trust.

Speaking of the convention, we were very favorably impressed with the excellent program put together by Steve Sellman and the program committee, consisting of Dave Payne, Chuck Cory and Paul Gade. Congratulations! We were also impressed by the outstanding Presidential Address by Marty Wiskoff which concluded his year of presiding over our division. We think everyone will agree that Marty ranks as one of our most productive presidents ever!

Congratulations are also in order for our four new Fellows, Allan Jones, Rick Manning, Joyce Shields, and Marty Wiskoff, as well as the recipients of the Military Psychology Awards, Frank Rath and Alvin Wooten, Jr. Your nominations for Fellows and the Military Psychology Awards are solicited for this year.

We would like to remind the membership to please sign your ballots for all APA elections. The place for signing is on the envelope. Unsigned ballots are not counted.

We would also like to solicit your contributions for feature articles for the spring edition of the newsletter. Submissions on any area of widespread interest in military psychology are welcome. As always input for the news about members feature is requested. We would like to devote an entire page to this interesting segment of the newsletter. Don't be modest, your colleagues are interested in your activities!

Send input to Jared Jobe, P.O. Box 313, Ft Monroe, VA 23651-0313. For your convenience you can use the form below to submit your input.

Name: _____

Address: _____

Zip: _____

Phone: _____

Input: